

**DIRECTORATE: EKOMBE DISTRICT HOSPITAL** 

Private Bag X203, Kranskop, 3268
Ekombe District Hospital, P16 Qudeni Road, Nkandla, 3855
Tel. 035 834 8002 Fax: 035 834 8012 Email: sbusiso.langa@kznhealth.gov.za
www.kznhealth.gov.za

HUMAN RESOURCE MANAGEMENT

Date: 22 August 2023

### TO: ALL HEADS OF ALL INSTITUTIONS

# VACANCIES IN THE DEPARTMENT OF HEALTH: EKOMBE DISTRICT HOSPITAL

The contents of this Circular Minute must be brought to the notice of all eligible employees on the establishment of all Institutions. It must be ensured that all employees who meet the requirements of the post/s are made aware of this circular minute even if they are absent from their normal places of work.

### **DIRECTIONS TO CANDIDATES:-**

### 1. The following documents must be submitted:-

- The most recent Z83 application form for employment which is obtainable at any Government Department or the website: www.kznhealth.gov.za, The Z83 form must be completed in full, failure to do may result in may result in disqualification.
- Detailed Curriculum Vitae (CV), Information such as Education qualification, date(s) of registration with council, relevant work experience and periods in service should be clearly indicated on the (CV).
- Applicants are not required to submit Copies of qualifications and other relevant documents on application.
   Such documents will be requested from shortlisted candidates only
- The reference number must be indicated in the column provided on the form Z83 as per job advertisement e.g. EKO/01/23.
- 2. Applicants are respectfully informed that, if no notification of appointment is received within 3 months after closing date, they must accept that their applications were unsuccessful.
- 3. Applicants in possession of a foreign qualification must attach an evaluation/verification certificate from the. South African Qualifications Authority (SAQA) or other regulating bodies to their applications. Non-RSA Citizens/Permanent Resident/ Work Permit holders must submit a documentary proof together with their Applications.
- 4. All employees in the Public Service that are presently on the same salary level but on a notch/package, Above the minimum as that of the advertised post are free to apply.
- 5. This Department is an equal opportunity, affirmative action employer, whose aim is to promote representatively in all levels of all occupational categories in the Department.
- 6. The appointment is subject to positive outcome obtained from the NIA to the following checks security clearance, credit records, qualification, citizenship and previous experience verifications
- 7. Failure to comply with the above instructions will results to your application being disqualified.

Due to financial constraints S&T Claims will not be considered.

**CLOSING DATE FOR APPLICATIONS IS: 15 September 2023** 

Applications should be forwarded to:

The Chief Executive Officer Ekombe District Hospital Private Bag x 203 Kranskop 3268

Ør B∕A. Zungu

Chief Executive Officer Ekombe District Hospital

## VACANCIES IN THE DEPARTMENT OF KZN HEALTH: EKOMBE DISTRICT HOSPITAL **DIRECTIONS TO CANDIDATES:-**

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Due to financial constraints S&T Claims will not be considered.

**CLOSING DATE** 

15 September 2023

**POST** 

CLINICAL MANAGER (OBSTETRIC), REF NO: EKO/CM/01/2023 (X1 POST)

SALARY SCALE

Grade 1: R1 288 095.00- R1 427 352.00 per annum

Other Benefits:13th Cheque, Medical Aid (Optional), Housing Allowance, Commuted

Overtime(Employee must meet the prescribed requirements) and Rural allowance 18%

CENTER

:Ekombe Hospital

REQUIREMENTS

:Senior Certificate (Grade 12) MBCHB Degree of equivalent qualification. Current registration with HPCSA as a Medical Practitioner (2023). Diploma in Obstetric and Gynaecology (or Higher) / MMED in Family Medicine. At least 3 years' experience as a Medical Practitioner after registration with HPCSA as a Medical Practitioner of which 1 year must have been spent in Obstretrics ang Gynae department. Proof of previous and current experience endorsed and stamped by Human Resource Department (Certificate of Service) (Only when shortlisted).

RECOMMENDATIONS

: Post-graduate qualification in Management/ Leadership, Avalid driver's license code 08/10 and

Diploma in Obstetrics

KNOWLEDGE ,SKILLS AND COMPETENCIES REQUIRED: Knowledge of health legislation and policies at public institution. Excellent human, communication and leadership skills. Sound knowledge of clinical skills. Ability to develop policies. Sound knowledge of Obstetrics and Gynaecology. Computer literacy. Sound negotiation, planning, organizing, decision making and conflict management skills. Proof of training in ESMOE (only when shortlisted). Good team building and problem solver. Knowledge of medical disciplines and management skills. Knowledge and experience in District Health System.

**DUTIES** 

:Management of Obstetrics and Gynaecology inpatients. Provide the management support and supervision to all medical officers in maternity ward and theatre. Support continous professional development by information seminars and scheduling external meetings. Chair monthly perinatal and mortality in absence of the chairperson. To ensure provision of protocols and guidelines to doctors. Participate to quality improvement plans. Ensure continous monitoring of perinatal and mortality meetings through clinical audits. Perfom overtime. Provide after-hours emergency Obstetrics ang Gynaecology services. Ensure the running of antenatal and Gynaecology outpatient clinic. Manage the work in labour ward and theatre. Lead academic activities of the department and teaching of junior staff. Contribute to the running of the obstetrics services in the community referral clinics. Work as a part of theam providing district hospital based obstetrics and gyanecology services. Support PHC clinics referring to Obstetrics and Gynaecology department.

**ENQUIRIES APPLICATIONS**  : Dr BP. Zungu {Medical Manager and Chief Executive Officer} {035 834 8000 Ext 8004} :Should be forwaded to : The Assistant Director: HRM, Ekombe Hospital or Hand delivered

to P16 Road Ekombe Hospital or You can email your application to sbusiso.langa@kznhealth.gov.za

Private Bag X203, Kranskop, 3268

FOR ATTENTION **CLOSING DATE** 

:MR. SS. LANGA :15 September 2023 **POST** 

DENTIST. REF NO: EKO/DEN/01/2023 (X1 POST)

SALARY SCALE

Grade 1: R 880 521.00- R 975 738.00 per annum

Other Benefits:13th Cheque, Medical Aid (Optional), Housing Allowance, (Employee must meet the prescribed requirements) and

Rural allowance 18%

CENTER

:Ekombe Hospital

REQUIREMENTS

:Senior Certificate {Grade 12} Appropriate qualification that that allows registration with HPCSA as Dentist. Registration certificate with HPCSA as a Dentist: Independent Practice. Current registration with HPCSA as a Dentist (2023/2024). Valid driver's licence (Code 08). Proof of previous and current experience endorsed and stamped by Human Resource Department (Certificate of Service) (Only when shortlisted).

**GRADE 1** 

Appropriate qualification Pius registration with HPCSA as a Dentist. No expirience required. KNOWLEDGE , SKILLS AND COMPETENCIES REQUIRED: Knowledge of related policies, directives and legislations. Ability to work under pressure. Problem solving skills. Supervisory. Literacy. Analytical. Computer and numeric skills. Good communication skills. Interpersonal. Good interpersonal relationship, disciplined, professional and compassionate. Good communication skills. Presentation, planning and organizing skills.

**DUTIES** 

Ensure appropriate management and treatment of dental patients. Render quality Oral Health Care to patients (Whole spectrum, i.e extractions under general anaesthetics, endodontics, prosthodontics, interceptive orthodontics, paediatric dentistry, Oral surgery ect). Involvement in Research, Trainign of dental students, Ensure appropriate referral of patients, Provide and ensure quality health care and information management including generation, collection, ccollection and analysis of data. Implement policies. Ensure orall health promotion and patient education. Participate in oral health preventative and promotion programs. Participate in oral health month avtivities (i.e. screening, health talks, ect.). Supervision of subordinates by ensuring quality of work, development and EPMDS. Render clinical dental services at all health facilities in the District, including travelling to the community clinics. Conduct service need index screening at schools (i.e. cleaning of teeth, extrations etc)

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Private Bag X203, Kranskop, 3268

FOR ATTENTION **CLOSING DATE** 

:MR. SS. LANGA

:15 September 2023

POST

OPERATIONAL MANAGER NURSING (SPECIALITY)- OPERATING THEATRE.

REF NO: EKO/OM- OT/01/2023 (X1 POST)

SALARY SCALE

Grade 1: R 627 474, 00- R703 752, 00 per annum

Other Benefits: 13th Cheque, Medical Aid (Optional) and Housing Allowance (Employee must meet the prescribed requirements). Rural allowance 8%

**CENTER** 

REQUIREMENTS

:Ekombe Hospital

:Senior Certificate (Grade 12) or equivalent qualification Plus Degree/ Diploma in General Nursing and Midwifery. One {1} year Post Basic qualification in Operating Theatre,. Current registration certificate with SANC (2023) as a General Nurse and Midwifery. A minimum of 09 years appropriate/ recognizable experience in Nursing after registration as a Professional Nurse with SANC in General Nursing. At least Five (5) years of the period reffered above must be appropriate/ recgnizable experience in Operating Theatre after obtaining the One [1] year Post Basic Qualification in Operating Theatre. Proof of previous and current experience endorsed and

stamped by Human Resource Department (Certificate of Service) (Only when shortlisted).

KNOWLEDGE ,SKILLS AND COMPETENCIES REQUIRED:Demostrate an in dept understanding of nursing legislation and related legal and ethical nursing practices. Possess communication skills for dealing with patients, supervisors and other members of the multidisciplinary team including the writing of reports when required. Good human relations displaying a concern of patients, promoting and advocating proper treatment and care including a willingess and awareness to respond patient's needs required and expectations (Batho Pele). Demostrate a basic understanding of HR and Financial Policies and Practices. Demostrate basic computer literacy as a support tool to enhance service delivery. Ability to plan and organize own work, time

and that of support personnel to ensure proper nursing care in the unit.

**DUTIES** 

:Provide comprehensive quality nursing care to patients in a speciality unit in a cost effective and efflicient manner. Assist in planning, organizing and monitoring of objectives of the specialized unit. Manage all the resources within the unit effectively and efficiently to ensure optimal service delivery. Able to plan and organize own work and that of support personnel to ensure proper nursing care. Display a concern for patients, promotion and advocating proper treatment and care including awareness and willingness to respond to patient's needs, requirements and expectations {Batho Pele}. Work as part of the multidisciplinary team to ensure good nursing care. Demonstrate effective communication with patients, supervisors and other clinicians. Ensure compliance with all National and Provincial professional prescripts in order to render safe patients service and improve client satisfaction. Participate in the analysis and formulation of nursing policies and procedures. Assist in EPMDS evaluation of staff within the unit and participate in monitoring the training needs of staff. Ensure that equipment in the unit is adequate and is checked and functional. Work effectively and amicably at a supervisory level with persons of diverse intellectual, culture, racial or religious differences. Monitor and evaluation the care and management of all patients and ensure the maintenance of accurate and complete patient records.

ENQUIRIES APPLICATIONS

: Ms PL. Ntuli (Deputy Nursing Manager) {035 834 8000 Ext 8005} :Should be forwaded to : The Assistant Director: HRM, Ekombe Hospital

Private Bag X203, Kranskop, 3268 or Hand delivered to P16 Road Ekombe Hospital or

You can email your application to sbusiso.langa@kznhealth.gov.za

FOR ATTENTION CLOSING DATE

:MR. SS. LANGA :15 September 2023

POST

OCCUPATIONAL HEALTH NURSE. REF NO: EKO/ OHN/01/2023 (X1 POST)

SALARY SCALE : Grade 1: R 431 265.00 - R 497 193.00 per annum

Other Benefits: 13th Cheque, Medical Aid (Optional) and Housing Allowance (Employee must meet the prescribed requirements). Rural allowance 8%

CENTER

REQUIREMENTS

: Ekombe Hospital

: Grade 1: Senior Certificate {Grade 12} or equivalent qualification Plus Degree/ Diploma in General Nursing and Midwifery that allows registration as a Professional Nurse with SANC. Current registration certificate with SANC (2023) as a General Nurse and Midwifery. A minimum of 04 years appropriate/ recognizable experience as a professional Nurse after registration with SANC in General Nursing. Post basic qualification in Occupational Health Nursing Science with a duration of at least One {1} year accredited with SANC. Proof of previous and current experience endorsed and stamped by Human Resource Department (Certificate of Service) {only when shortlisted}.

KNOWLEDGE, SKILLS AND COMPETENCIES REQUIRED: Knowledge of applicable legislation and guidelines, including Scientific Nursing and Nursing Principles. Sound knowledge of Nursing Act, Occupational Health and Safety Act. Compensation of Occupational Injuries and Disease Act. Knowledge of basic Human Resource and Financial Management. Communication and report writing skills. Good interpersonal and leadership skills. Ability to formulate

occupational health policies.

DUTIES

: Ensure compliance to baseline medical surveillance, periodical medical examination and exit medical examination for hospital staff. Develop and implement Occupational Health and Safety training programs, orientation and induction programs. To implement Occupational Health manuals and protocols. To conduct Occupational Health Audit functions in compliance with the Occupational Health and institution. Promote employee wellness and advocate for proper treatment, management and care. Provide optimal, holistic nursing care with set standards within a professional/ legal framework. To assist with the drawing and implementation of Quality Improvement Plan. Identify and investigate Occupational Health Disease. To ensure environmental conditions meet and maintain compliance certificates as regulated by Occupational Health and Safety Act 85, 1993. Develop Occupational Health Business Plan and Strategic Plan in line with the institutional plans. Maintain good working relationship with the nursing and multidisciplinary team.

ENQUIRIES APPLICATIONS

: Mr. SS. Langa (Assistant Director: HRM) (035 834 8000 Ext 8002) : Should be forwarded to: The Assistant Director: HRM, Ekombe Hospital

Private Bag X203, Kranskop, 3268 or Hand delivered to P16 Road Ekombe Hospital or

You can email your application to sbusiso.langa@kznhealth.gov.za

FOR ATTENTION CLOSING DATE

: MR. SS. LANGA : 15 September 2023

**POST** 

PROFESSIONAL NURSE SPECIALITY- ADVANCED MIDWIFERY.

REF NO: EKO/PN- AM/01/2023 (X1 POST)

SALARY SCALE

Grade 1: R 431 265.00 - R 497 193.00 per annum

Other Benefits: 13th Cheque, Medical Aid (Optional) and Housing Allowance (Employee must meet the prescribed requirements). Rural allowance 8%

CENTER

REQUIREMENTS

: Ekombe Hospital (Obstetrics & Gynecology)

: Grade 12 (senior certificate) or equivalent. Degree / Diploma in General Nursing with Midwifery Minimum of 4 years recognizable experience in nursing after registration as a Professional Nurse with SANC in General Nursing. Post basic qualification with duration of at least 1 year accredited with the SANC in Advanced Midwifery and Neonatal Nursing Science. Proof of current registration with SANC as a General Nurse with Midwifery (2023) {only when shortlisted}. Proof

of previous and current experience endorsed and stamped by Human Resource Department (Certificate of Service) {only when shortlisted}.

KNOWLEDGE, SKILL'S AND COMPETENCIES REQUIRED: Knowledge of nursing care processes and procedures, nursing statutes and other relevant legal frameworks, such as Nursing Act, Health Act, Patients' Rights Charter, Batho-Pele Principles Public Service Regulations, Disciplinary Code and Procedures in the Public Service. Report writing, leadership, organization, decision making and problem solving abilities. Financial management skills and budgeting knowledge. Empathy and counseling skills and knowledge. Strong interpersonal, communication and presentation skills. Ability to make independent decisions. Ability to relieve in the service areas. Team building and supervisory skills. Ability to formulate patient care related policies. An understanding of the challenges facing the Public Health Sector. Ability to translate transformation objectives into practical plans. Ability to priorities issues and other work related

matters and to comply with timeframes.

: • Provide holistic nursing care to patients in all clinic streams in a cost effective and efficient manner. Execute duties and functions with proficiency in support of the vision, mission, and strategic objectives of the institution and within the prescripts of all other legislation. Ensure the utilization of Maternal and Neonatal updated guidelines and protocols. Participate in the subdistrict perinatal meetings ensuring compliance in MNCHW programmes including EMTCT. Take charge of the unit during the absence of the Operational Manager in charge and to manage the unit accordingly. Provision of nursing care that leads to improved service delivery. Perform standard procedures and solve problems communicating with patients and relatives. Maintain clinical competence by ensuring that the scientific principles of nursing care are maintained, and observing the principles of Infection Prevention and Control practices. Participate in the implementation of priority programmes and strategies to reduce morbidity and mortality rates, communicable and non-communicable diseases. Implementation of quality improvement plans. Ensuring accurate reliable statistics and reports are submitted timeously, including care of medical records. Protect and advocate rights of patients regarding health care. Maintain a professional and ethical practice as well as enabling environment for ethical practice. Communicate with the multi-disciplinary health care team and assist in decision-making pertaining to health care delivery. Utilize human, material and physical resources efficiently and effectively. Ensure staff ongoing education and training in ESMOE, MBFI, EMTCT, etc. Maintain client satisfaction through quality service innovation and professionalism. Conduct clinical audits and compile summary reports. Ensure implementation of Mother Baby Friendly initiatives

**ENQUIRIES APPLICATIONS** 

**DUTIES** 

: Ms. PL. Ntuli (Deputy Nursing Manager) (035 834 8000 Ext 8005)

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Private Bag X203, Kranskop, 3268 or Hand delivered to P16 Road Ekombe Hospital or

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FOR ATTENTION **CLOSING DATE** 

: MR. SS. LANGA : 15 September 2023

POST

SAFETY OFFICER: REF NO: EKO/SO/01/2023 (X1 POST)

R 359 517.00 per annum SALARY SCALE

Other Benefits: 13th Cheque, Medical Aid (Optional) and Housing Allowance

(Employee must meet the prescribed requirements).

CENTER REQUIREMENTS : Ekombe Hospital

Senior Certificate (Grade 12) or equivalent qualification Plus Degree/ national Diploma in Safety Management/ Environmental Health. At least 3-5 years' experience in Safety Management/ Environmental Health. Proof of previous and current experience endorsed and stamped by Human Resource Department (Certificate of Service) (only when shortlisted).

: Valid Driver's license

RECOMMENDATION

KNOWLEDGE, SKILLS AND COMPETENCIES REQUIRED: Legislation pertaining to Occupational Health and Safety Act. Identification, control, elimination and monitoring of hazards Health education and administration of the service. Computer literacy, Accident investigation, Disaster management Good Communication Skills.

**DUTIES** 

: Identification of potential situations that could lead to injury/disability/death of staff member/ visitor. Property damage or loss, internal disasters, medico-legal claim and reporting thereof to Department of Labour within timeframes. Ensuring the delegate management and administrative functions are carried out timely and correctly in order for safety to function in the institution. Assisting in development and compilation of manuals, policies and protocol that will be included in the rolling out of health and safety training, orientation and induction programmes. Participate in safety audits for the institution in compliance with the Occupational Health and Safety act, 85 of 1993. Ensuring that the buildings, construction, plants, and machinery meet and maintain compliance certificates that are regulated by the Occupational Health and Safety Act, 85 of 1993 and its regulations

**ENQUIRIES APPLICATIONS**  : Mr. SJV. Sikhakhane {Systems Manager} {035 834 8000 Ext 8006}

: Should be forwarded to: The Assistant Director: HRM, Ekombe Hospital

Private Bag X203, Kranskop, 3268 or Hand delivered to P16 Road Ekombe Hospital or

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FOR ATTENTION **CLOSING DATE** 

: MR. SS. LANGA : 15 September 2023

POST

EMPLOYEE WELLNESS PRACTITIONER: REF NO: EKO/EWP/01/2023 (X1 POST)

SALARY SCALE

R 359 517.00 per annum

Other Benefits: 13th Cheque, Medical Aid (Optional) and Housing Allowance

(Employee must meet the prescribed requirements).

CENTER

REQUIREMENTS

: Ekombe Hospital

: Senior Certificate (Grade 12) PLUS. Bachelor's Degree/ National Diploma in Social Science/ Social Work or National Diploma in Employee Wellness/ Nursing/ Healthcare and Therapy/ Human Science. Current registration with the relevant statutory body e.g. South African Nursing Council or South African Council for Social Services Professions {SACSSP}. 3-5 years of experience in the Employee Wellness Field. Proof of previous and current experience endorsed and stamped by Human Resource Department (Certificate of Service) (only when shortlisted).

RECOMMENDATION

: A valid code 08 driver's license. Computer certificate

KNOWLEDGE, SKILLS AND COMPETENCIES REQUIRED: Good knowledge of Public Sector. Sound knowledge in Employee Wellness. Knowledge in developing guidelines and standards. Good knowledge on the health lifestyle programme, HIV/AIDS, Sick leave, PILLIR, Stress management etc. Knowledge of National, Provincial and Departmental policies, prescripts and legislation counselling. HIV/AIDS Counselling, Crisis management, Excellent report writing and writing skills. Project planning and management. Presentation skills, Problem solving skills. Analytical thinking. Communication and conflict management skills. Tact and diplomacy. Ability to handle confidentiality matters.

**DUTIES** 

Promote a quality employee assistance programme. Educate all staff on employee assistance programme. Develop, implement and review EAP policies and procedures including clinics. Establish a referral system with internal and external service providers. Provide assessment, referral counseling and intervention support services of staff. Develop, plan and manage EAP Sub programmes such as Wellness Programmes, Alcohol and Drug Rehabilitation programmes/ counseling/ support groups, financial planning and life skills training, marital and family counselling. Plan and manage all EAP related programmes and events throughout the year. Conduct needs analysis for employees within the hospital. Maintain confidential records in electronic format of all staff that accesses the EAP at the hospital. Monitor and evaluate the effectiveness of the EAP at the hospital. Provide case management reports on EAP, do follow ups, provide and analyze statistics which would inform trends and incidents of EAP related issues.

**ENQUIRIES APPLICATIONS**  : Mr. SS. Langa (Assistant Director: HRM) {035 834 8000 Ext 8002}

: Should be forwarded to: The Assistant Director: HRM, Ekombe Hospital

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FOR ATTENTION **CLOSING DATE** 

: MR. SS. LANGA : 15 September 2023

POST

FACILITY INFORMATION OFFFICER: REF NO: EKO/FIO/01/2023 (X1 POST)

SALARY SCALE

R 294 321 per annum

Other Benefits: 13th Cheque, Medical Aid (Optional) and Housing Allowance

(Employee must meet the prescribed requirements).

CENTER

REQUIREMENTS

; Ekombe Hospital

Senior Certificate (Grade 12) PLUS. National Diploma/ Degree in Information Technology or Management Information System or Statistics or Computer Science PLUS. Computer Literacy and Code EB (08) Driver's License (Only when shortlisted). Proof of previous and current experience endorsed and stamped by Human Resource Department (Certificate of Service) (only when shortlisted).

RECOMMENDATION

: A minimum of 03 years' experience in Routine Health Information System (Tier.net, Web DHIS

and EDRweb)

KNOWLEDGE, SKILLS AND COMPETENCIES REQUIRED: • Extensive knowledge of DHIS, Tier.net and EDRweb. Strong sound communication skills. Ability to understand statistics/ information aspect and to compile into meaningful graphic presentation. High level of commitment, dedication and accuracy. Ability to compile meaningful presentation and/or graphic presentation of statistics and to compare strategic objectives with report results. Supervisory and presentation skills. Computer Literacy: MS Applications (Word, Excel/ Outlook). Planning, organizing and report writing skills. Good interpersonal relations, Conflict management and problem solving skills.

#### **DUTIES**

Coordinate the collection of quality routine and non-routine facility data and the maintenance of the Institutional Health and Management Information Databases. Ensure the maintenance and security of DHIS, TB/HIV information system. Supervision and ensuring that data capturers capture correctly and timeously all health information as per collection tools and various other health information. Compiling and presentation of facilities monthly clinical statistics reports and information to promote health information use. Ensure validation, completeness and integrity of all health information data. Presentation of facility health information at the monthly Health information committee meeting. Ensuring that quarterly reports are compiled, captured and submitted timeously to the next level inclusive of surveys. Improvement provision of accurate and complete data through staff trainings on data management/ standard operating procedures/ policies. Conduct validation and verification audits on collected health information to ensure quality of data. Provide advice regarding information technology and system related needs to Managers. Address Auditor General Findings on predetermined objectives and development plans. Manage EPMDS of staff in Data Management Office. Ensure the effective and economical management of all allocated resources of the Data Management office.

ENQUIRIES APPLICATIONS

: Mrs. NB. Shabalala (Assistant Manager Nursing: Monitoring & Evaluation) {035 834 8003}

: Should be forwarded to: The Assistant Director: HRM, Ekombe Hospital

Private Bag X203, Kranskop, 3268 or Hand delivered to P16 Road Ekombe Hospital or You can email your application to sbusiso.langa@kznhealth.gov.za

: MR. SS. LANGA

: 15 September 2023

FOR ATTENTION CLOSING DATE