



Queen Nandi Regional Hospital
29 Union Street, Empangeni, 3880
Private Bag X20005, Empangeni, 3880
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www.kznhealth.gov.za

ADVERTISEMENT

POST : **MEDICAL SPECIALIST GRADE 1/2/3 X2 POSTS**
DISCIPLINE : **OBSTETRIC & GYNAECOLOGY**
REFERENCE NO : **EMP 54/2021**
REMUNERATION : **Grade 1: R1 122 630.00 – R1 191 510.00 p.a.**
Grade 2: R1 283 592.00 – R1 362 363.00 p.a.
Grade 3: R1 489 665.00 – R1 862 412.00 p.a.

SALARY PACKAGE: (All-inclusive salary packages, which consists of 70% basic salary and 30% flexible portion that may be structured in terms of the applicable rules).

OTHER BENEFITS :

- **18% of basic salary - Inhospitable Allowance**
- **Commuted Overtime (conditions applies)**

MINIMUM REQUIREMENTS

Grade 1

- An appropriate qualification that allow registration with HPCSA as a Medical Practitioner
- An appropriate qualification that allow registration with HPCSA as a Medical Specialist in Obstetrics & Gynaecology
- Current registration certificate with the HPCSA as a Medical Specialist in Obs & Gynae
- Current HPCSA Registration
- No experience required for Grade 1
- **Registrars who have completed their training may also apply on condition that their appointment will be subject to them submitting documentary evidence of registration with the Health Professions of South Africa.**
- **Applicants in possession of a foreign qualification must attach the evaluation certificate from the South African Qualifications Authority (SAQA) to their applications**

Grade 2

- An appropriate qualification that allow registration with HPCSA as a Medical Specialist in O&G
- Current registration with the HPCSA as a Medical Specialist in Obstetrics & Gynaecology
- Current HPCSA Registration
- Minimum of 5 years relevant experience after registration with HPCSA as a Medical Specialist in Obstetrics & Gynaecology
- **Proof of experience should be attached to the application. (Certificates of service or official letters of service from previous/current employers, signed and stamped by HR)**
- **Applicants in possession of a foreign qualification must attach the evaluation certificate from the South African Qualifications Authority (SAQA) to their applications**

Grade 3

- An appropriate qualification that allow registration with HPCSA as a Medical Specialist in O&G
- Current registration with the HPCSA as a Medical Specialist in Obstetrics & Gynaecology
- Current HPCSA Registration
- Minimum of 10 years relevant experience after registration with HPCSA as a Medical Specialist in Obstetrics & Gynaecology

- **Proof of experience should be attached to the application. (Certificates of service or official letters of service from previous/current employers, signed and stamped by HR)**
- **Applicants in possession of a foreign qualification must attach the evaluation certificate from the South African Qualifications Authority (SAQA) to their applications**

KNOWLEDGE, SKILLS, TRAINING AND COMPETENCIES

- Sound knowledge and experience in the relevant medical discipline.
- Knowledge of current health and public service legislation, regulations and policies including medical ethics, epidemiology and statistics.
- Good Communication, leadership, decision-making and clinical skills.
- Ability to teach junior doctors and participate in continuing professional development

KEY PERFORMANCE AREAS

- Provide safe, ethical and high quality of care through the development of standards and risk assessments in the area of clinical and customer care (patient perspective) in the respective specialty.
- Provide a full package services including after hour services.
- Develop, maintain and audit the correct implementation of clinical protocols and guidelines, implement and maintain an efficient, effective and seamless service delivery process within the Institution and referring facilities.
- Plan and provide continuous medical education to multidisciplinary team members and conduct and stimulate research.
- Manage and direct performance of junior staff within the area of control.
- Align clinical service delivery plans with hospital plans and priorities.
- Provide Specialist services and support to the Clinical Head of Unit.
- Ensure Compliance with National Core Standards (NCS).
- Participate in the continued medical education programme in the institution.
- Manage EPMDS of junior staff.
- Participate in the extended management activities.
- Develop, Implement and monitor quality improvement programmes.
- Develop and participate in the outreach programme.
- Ensure a functional referral system.
- Actively participate in the academic programme run by the Department of Health for the postgraduate training of Registrars.
- Clinical teaching of undergraduate and postgraduate students.
- Engage in academic research culminating in the publication of papers in scientific journals or the presentation of the results of such research at scientific congresses.
- The incumbent should have, comprehensive knowledge of specialty Discipline.
- Competence in the clinical evaluation of patients, Interpretation of special investigations within the Discipline.
- Render efficient and cost-effective and self-services to patients managed by the institution.
- Ensure Clinical Governance within the Discipline.
- Deliver an effective and efficient administration within the Discipline.
- Assist the Head of Clinical Unit (HCU) to ensure an optimal delivery of Services within the Discipline.
- Assist HCU in the development of management protocols/policies for Department – Discipline.
- Assist with Quality Improvement imperatives including Clinical Audits (morbidity and mortality reporting and reviewing, clinical documentation audits etc.) and continuous professional development activities.
- Maintain satisfactory clinical professional and ethical standards in the department
- Engage in research and supervise registrar research.
- Partake in outreach programmes of the DOH.
- After hours participation in call rosters

ENQUIRIES: Dr. L. Govender: TEL: (035) 907 7139/7116

CLOSING DATE: 28.12.2021

DIRECTIONS TO CANDIDATES:

1. The following documents must be submitted:
 - a. Application for Employment Form (Z83), which is obtainable at any Government Department or the website :www.kznhealth.gov.za. Z83 application forms must be completed and signed
 - b. Certified copies of highest educational qualification – not copies of certified copies.
 - c. Professional Registration Certificate.
 - d. Comprehensive Curriculum Vitae together with Copies of ID
2. The reference number must be indicated in the column provided on the form Z83 e.g. EMP 27/2011.
3. **NB: Failure to comply with the above instructions will disqualify applicants.**
4. People with disabilities should feel free to apply.
5. The department is an equal opportunity, affirmative active employer, whose aim is to promote representivity in all occupational categories in the Institution.
6. Please note that due to a large number of applications envisaged to be received, applications will not be acknowledged. If there is no notification received within three months after the closing date, please regard your application as unsuccessful. Every shortlisted applicant will be advised of the outcome of his or her application in due course.
7. Employment Equity Target : African Male
8. Fingerprints will be taken on the day of the interview
9. **The appointment is subject to positive outcome obtained from the NIA to the following checks: pre-employment screening and verification process including a CIPC (Companies Intellectual Property Commission) screening.**
10. It is the applicant's responsibility to have a foreign qualification, which is the requirement of the post, evaluated by the South African Qualifications Authority (SAQA) and to provide proof of such evaluation on application. Failure to comply will result in the application not being considered).
11. **Due severe budgetary constraints that the hospital is currently facing, candidates are respectfully advised that the following cost cutting measures will apply:**
 - *Subsistence & Travelling (S&T) allowance claims will not be processed.*
 - *Resettlement and or relocation claims will not be paid*
 - *The Hospital has a limited accommodation; therefore incumbents appointed for the post should arrange their own private accommodation prior the assumption of duty.*
 - *Interim accommodation in a form of Bed and Breakfast or Hotel Accommodation will not be provided*
12. Applicants are requested to apply with the **new Z83** ApplicationForm obtainable at any Government Department or the website www.kznhealth.gov.za **(effective from 01.01.2021)**

All applications must be forwarded to:

**THE HOSPITAL CEO
QUEEN NANDI REGIONAL HOSPITAL
PRIVATE BAG X20005, EMPANGENI, 3880**

Hand Delivered Applications (HR office hours: 07h00 to 16h00 – Monday to Friday)

**QUEEN NANDI REGIONAL HOSPITAL
29 Union Street
EMPANGENI
3880**

Attention: Human Resource Office

Original Copy

ACTING HOSPITAL CEO