GREYS HOSPITAL
HUMAN RESOURCE PRACTICES

VACANCY

JOB TITLE : MEDICAL OFFICER (GRADE 1, 2, 3)
COMPONENT : INTENSIVE CARE UNIT (CRITICAL CARE)
INSTITUTION : GREYS HOSPITAL
CENTRE : PIETERMARITZBURG
REFERENCE No. : GS 74 /19

GRADE NOTCH:
GRADE 1 – R821 205.00 per annum
GRADE 2 – R 938 964.00 per annum
GRADE 3 – R1 089 693.00 per annum

All inclusive package consists of 70% basic salary and 30% flexible portion that may be structured in terms of the applicable rules, Plus Commuted Overtime which is subject to the needs of the department. Incumbents will have to sign the commuted overtime contract form.

The incumbent is expected to work in the Intensive Care Unit of Grey’s Hospital, Pietermaritzburg. This post will see the incumbent render clinical service in the Intensive Care Unit, while receiving practical and academic training in Critical Care. The incumbent will also work for periods in Internal Medicine. These rotations through Internal Medicine could also contribute to a qualification such as the Diploma in Internal Medicine. In addition, periods of rotation to other relevant disciplines within the Pietermaritzburg Metropolitan Hospital Complex may be arranged, subject to a joint agreement between the incumbent, the Head Clinical Unit of the Intensive Care Unit, and the Head Clinical Department of the relevant Clinical Discipline to which rotation is occurring.

The overall skills acquired in this post would be an advantage to anyone considering specialising in Internal Medicine, Anaesthesia, Emergency Medicine or ultimately subspecialising in Critical Care.

Grade 1:
Experience: Not Applicable.
Foreign qualified candidates require 1 year relevant experience after registration as a Medical Practitioner with a recognized Foreign Health Professional Council, of whom it is not required to perform Community Service, as required in South Africa.

Grade 2:
Experience: 5 years appropriate experience as a Medical Officer after registration with the HPCSA as a Medical Practitioner. Foreign candidates require 6 years relevant experience after registration with a recognized Foreign Health Professional Council, of whom it is not required to perform Community Service as required in South Africa.
A Higher Qualification in a relevant clinical discipline (such as the Diploma in Anaesthesia, Diploma in Primary Emergency Care, Diploma in Internal Medicine etc.) would be required.

Grade 3:
Experience: 10 years experience after registration with the HPCSA as a Medical Practitioner. Foreign qualified candidates require 11 years relevant experience after registration as Medical Practitioner with a recognized foreign health professional council in respect of foreign qualified employees of whom it is not required performing community service as required in South Africa.
A Higher Qualification in a relevant clinical discipline (such as the Diploma in Anaesthesia, Diploma in Primary Emergency Care, Diploma in Internal Medicine etc.) would be required.

Applicants who only complete Community Service time in December 2019 may apply; on the understanding that they can only be appointed after receiving full registration as a Medical Practitioner with the HPCSA

Foreign applicants who apply for this post will need to have a valid work permit endorsed for Grey’s Hospital.

References from previous employers attesting to the candidate’s clinical skills, practical abilities, stress tolerance and ability to work in a team will be required.

MINIMUM REQUIREMENTS:
- MBCHB DEGREE OR EQUIVALENT QUALIFICATION PLUS
- CURRENT REGISTRATION WITH THE HEALTH PROFESSIONAL COUNCIL OF SOUTH AFRICA AS A MEDICAL PRACTITIONER
RECOMMENDATION:
- A Higher Qualification in a relevant clinical discipline (such as the Diploma in Anaesthetics, Diploma in Primary Emergency Care, Diploma in Internal Medicine etc.) would be an advantage.

KNOWLEDGE, SKILLS, TRAINING AND COMPETENCE REQUIRED
- Programme planning implementation and evaluation
- Information management
- Current Health and Public service legislation, regulations and policy
- Medical ethics, epidemiologist and statistics
- Participation in the After Hours call system is essential, and thus completion of a Group 3 Commuted Overtime contract will be required

KEY PERFORMANCE AREAS
- Clinical responsibility including examine, investigate, diagnose and oversee treatment of patients
- The incumbent will be part of the Pietermaritzburg Metropolitan Group of hospitals and will be expected to rotate through all hospitals in Pietermaritzburg if required.
- Research and Audit: The incumbent would be expected to assist where necessary with research and quality assurance initiatives.
- Assist with human resource development for medical staff
  - Conduct Orientation and Induction Programme for new and nursing Medical staff
  - Provide guidance and advice to junior medical staff and nursing staff
  - Assist with the development of training programmes
  - Support Continuous Professional Development by assisting with information seminars, attendance of external meeting, conferences etc
- Maintain accurate and appropriate health records in accordance with the legal/ethical considerations and continuity of patient care
- Undertake continuing medical education and professional development and study professional literature e.g. Medical journals
- To identify health care needs and communicate these to seniors so that new ideas could be developed on policies/methods/techniques and procedures.
- To participate in audit and quality control programs to improve the standard of patient care.
- To participate in departmental administration by ensuring compliance with all departmental rules and regulations with regard to performance management, daily control measures leave, call rosters and rotations as per relevant departmental and HR policies
- To maintain a logbook of clinical duties
- The incumbent’s responsibilities during periods of rotations within Critical Care would be as follows:
  - To perform appropriate preadmission examination, triage, and optimisation of patients referred for Intensive Care Unit admission.
  - To provide safe and appropriate medical care to critically ill patients admitted to the Intensive Care Unit.
  - To assist in the management of critically ill patients outside of the Intensive Care Unit.
  - To participate in the relevant training programmes of the Intensive Care Unit.
- The incumbent’s responsibilities during periods of rotations within the Department of Internal Medicine would be as follows:
  - Clinical Responsibility: The incumbent will appropriately manage patients from medical sub disciplines as allocated. Subdisciplines that the incumbent would be prioritised to participate in would be Cardiology, Nephrology and Acute Medicine (which may include time in the Edendale Medicine Department). This would provide the incumbent with skills to supplement their ICU training. Vocational interest in other medical subdisciplines could be considered in discussion with both the Head of ICU and HCD of Internal Medicine. Participation in the Department of Internal Medicine’s outreach program may be expected.
  - Academic and training: The incumbent is expected to participate in the Department of Internal Medicine’s training activities.
  - Support Continuous Professional Development by assisting with information seminars, attendance of external meeting, conferences etc
- To provide safe and appropriate medical care to critically ill patients admitted to the Intensive Care Unit.
- To assist in the management of critically ill patients outside of the Intensive Care Unit.
- To participate in the relevant training programmes of the Intensive Care Unit.

DIRECTIONS TO CANDIDATES
1. The following documents must be submitted:
   (a) Application for employment form (Form Z83), which is obtainable from any Government Department OR from the website – www.Kznhealth.gov.za
   (b) Certified copies of highest educational qualifications and professional registration certificates – not copies of certified copies.
   (C) Curriculum Vitae and certified ID Copy
2. The Reference number must be indicated in the column provided on the form Z83 eg. Reference number GS 74/19
   NB: Failure to comply with the above instructions will disqualify applicants
3. Please note that communication will only be entered into with candidates that have been short-listed. If you have not heard from us two months after the closing date, please consider your application as being unsuccessful.
4. The appointments are subject to positive outcomes obtained from the State Security Agency (SSA) to the following checks (security clearance (vetting), criminal clearance, credit records, citizenship), verification of Educational Qualifications by SAQA, verification of previous experience from Employers and verification from the Company Intellectual Property Commission (CIPC).

ENQUIRIES Dr A Ramkillawan 033 897 3241/ Dr C Lee 033 897 3289

THIS DEPARTMENT IS AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER, WHOSE AIM IS TO PROMOTE REPRESENTIVITY IN ALL LEVELS OF ALL OCCUPATIONAL CLASSES OF THE DEPARTMENT.

- KINDLY RETURN ALL DOCUMENTATION WHEN REPLYING
APPLICATIONS MUST BE FORWARDED TO:
Human Resources Department
Greys Hospital
Private Bag X 9001
Pietermaritzburg
3200
(Attention: Mrs M. Chandulal)

CLOSING DATE: 1st NOVEMBER 2019

ORIGINAL SIGNED BY HR MANAGER
HUMAN RESOURCE MANAGER

ORIGINAL SIGNED BY CEO
CHIEF EXECUTIVE OFFICER

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