



## KWAZULU-NATAL PROVINCE

HEALTH  
REPUBLIC OF SOUTH AFRICA

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### DIRECTORATE:

HARRY GWALA REGIONAL HOSPITAL  
RECRUITMENT AND SELECTION

Enquiries: Mrs. GZ Sokhela  
Circular: HGRH 56/2021  
Date: 20 December 2021

### TO: HEADS OF ALL DEPARTMENTS VACANCIES IN HARRY GWALA REGIONAL HOSPITAL CIRCULAR MINUTE: HGRH 56/2021

The contents of this Circular Minute must be brought to the notice of all eligible officers and employees on your establishment without delay even if they are absent from their normal places of work.

#### DIRECTIONS TO CANDIDATES:

- The following documents must be submitted:
  - Fully completed application for Employment Form ( Z83) (updated as at 01 January 2021), which is obtainable at any Government Department OR from the website – [www.kznhealth.gov.za](http://www.kznhealth.gov.za)
  - Certified copy of Identity Document.
  - Updated Curriculum Vitae with full record of service.
  - Certified Copy of Highest Educational Qualifications

**NB: CERTIFIED COPIES SHOULD NOT BE SIX MONTHS OLDER (must be original certified copies)**
- The **Reference Number** must be indicated in the column provided on the Z83, e.g. HRM 1/2021.  
**NB: Failure to comply with the above instructions will disqualify applicants.**
- The appointment is subject to positive outcome obtained from NIA to the following checks (security clearance, credit records, qualification, citizenship and previous experience employment verifications).
- Please note that applications will not be acknowledged. Correspondence will be limited to short listed candidates only. If you have not been contacted within two months after the closing date of advertisement, please accept that your application was unsuccessful.
- Edendale Hospital is an equal opportunity, affirmative action employer, whose aim is to promote representivity in all occupational categories in the institution
- Applicants in possession of a foreign qualification must attach the evaluation Certificate from the South African Qualifications Authority (SAQA) to their applications**
- Preference will be given to the following candidates as per Employment Equity target: Any person with disability regardless of race and gender, African Male, Coloured Male.**
- Please note that due to financial constraints no S&T payments will be considered for payment to candidates that are invited for interview.**

#### 9. ALL APPLICATIONS SHOULD BE FORWARDED TO:

CHIEF EXECUTIVE OFFICER  
HARRY GWALA REGIONAL HOSPITAL  
PRIVATE BAG X 509  
PLESSISLAER  
3216

OR

HAND DELIVERED TO THE BOX BY THE MAIN GATE BEHIND SECURITY OFFICE  
MARKED FOR THE ATTENTION OF: MR. T.C. MANYONI

**N.B: NO REGISTERED MAIL AND FAXED APPLICATIONS WILL BE CONSIDERED**

CLOSING DATE FOR APPLICATIONS: 05 JANUARY 2022

*Original signed and dated by the Acting Chief Executive Officer (Copy available on request)*

MRS. N.T. NXABA  
CHIEF EXECUTIVE OFFICER  
HARRY GWALA REGIONAL HOSPITAL

DATE: 20/12/2021

## ADVERT

**JOB TITLE** : **MEDICAL SPECIALIST GRADE 1/2/3  
PAEDIATRICS  
(PMB METROPOLITAN HOSPITALS COMPLEX)**

**NO OF POSTS** : **02**

**INSTITUTION** : **HARRY GWALA REGIONAL HOSPITAL**

**REFERENCE NO.** : **MED 81/2021**

**OTHER BENEFITS** : **18% Inhospitable Area Allowance,  
Commuted Overtime, Medical Aid: Optional  
(Employee must meet Prescribed Requirements)**

### **REQUIREMENTS FOR THE POST**

- Grade 12 Certificate,
- MBCHB OR equivalent qualification Plus
- FC Paeds (SA) OR equivalent
- Registration certificate with the Health Professions Council of South Africa (HPCSA) as a Medical Specialist in Paediatrics OR as a registrar in Paediatrics
- Current practice with the HPCSA as a Medical Specialist (2021-2022).

### **N.B.**

- Medical Practitioners must have successfully completed their certificate of Paediatric exams (FCPaed Part 2 exams)
- Medical Practitioners completing their MMed's who have submitted their research for publication or dissertation for marking are encouraged to apply (Kindly note that you will only be eligible if you have full registration within the next few months and have your MMED completed by the interview sitting)
- Additional jobs may be available within the next six months and we will utilize this interview process to offer additional jobs in Paediatrics at Harry Gwala Regional Hospital once the post is available and ratified

### **EXPERIENCE REQUIRED:**

- **GRADE 1: R 1 122 630.00 - R 1 191 510.00 Package**

Appropriate Qualification in the relevant discipline that allows registration as a Medical Specialist with HPCSA. Foreign candidates require 1 year relevant experience after registration with a recognized Foreign Health Professional Council, of whom it is not required to perform Community Service

- **GRADE 2: R 1 1 283 592.00 - R 1 362 363.00 Package**

Appropriate Qualification in the relevant discipline that allows registration as a Medical Specialist with HPCSA plus 5 years after registration with the HPCSA as a Medical Specialist. 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. **A certificate of service obtained from the HR Department must be attached.**

- **GRADE 3: R 1 489 665.00 - R 1 862 412.00 Package**

Appropriate Qualification in the relevant discipline that allows registration as a Medical Specialist with HPCSA plus 10 years after registration with the HPCSA as a Medical Specialist. Foreign candidates require 11 years relevant experience after registration with a recognized foreign health professional council, of whom it is not required to perform Community Service. **A certificate of service obtained from the HR Department must be attached.**

### **RECOMMENDATIONS**

- Sub-specialist medical knowledge, skills & competencies in Paediatrics will be an added advantage

### **KNOWLEDGE, SKILLS, TRAINING AND COMPETENCIES REQUIRED**

- Outstanding clinical skills in field of Paediatrics preferably obtained in public service/environment
- Ability and practical experience to provide training for under and post graduates
- Develop and review clinical protocols and guidelines for Paediatrics Quality Management (improvement, assurance, audits, etc.)
- Leadership, people management, problem solving, decision making and communication skills
- Mentoring, coaching, facilitation, teaching and training skills
- General management skills: human resources, finance, operations, strategy, marketing
- Knowledge of relevant protocols, policies, regulations, public service legislation and guidelines
- Medical ethics, epidemiology, research and statistics

### **KEY PERFORMANCE AREARS**

- Will cover clinical skills, performance, training, research and supervision & support
- Provision of Specialist Paediatric services
- Participate in the Departmental outreach program to the catchment area
- Clinical and administrative responsibility to Harry Gwala Regional Hospital
- Intern, Community Service Doctor's, Medical Officer and Registrar Supervision and evaluation (EPMDS for junior staff)
- Post graduate Paediatric development and strengthening
- Training programme for under – and post graduates, lecturer, bed side teaching, etc
- Clinical Quality: audits, morbidity and mortality reviews, clinical guidelines, protocols, quarterly reports
- Responsible for some QIP and QAP's and committee's at Harry Gwala Regional Hospital and will be responsible for a Metropolitan portfolio as well
- Play a leadership role in conducting ward rounds, problem ward rounds, ground ward rounds, multidisciplinary meetings and mortality meeting for teaching purposes
- Ensuring unit meeting occur regularly
- Patient satisfaction: satisfaction surveys, community consultation and active participation in development of services, waiting times, customization of services
- Systems: appropriate level of care, referral pathways, seamless and integrative service delivery systems
- Health Information and Research: ME disease profile, setting up of database for clinical conditions, sundries and consumables, conduct relevant research
- Involved in Paediatric resuscitation courses and all initiatives in the care on neonates and children
- Part of the Pietermaritzburg Metropolitan Department and all activities relating to the Department including academic and training programs
- To perform overtime duties in line with the Paediatric Metropolitan Departmental needs
- Assist with the maintenance of standards of care and implementation of quality of quality improvement programmes within the Department

- Assist with the administration of a component of the Paediatric Department
- Participate in the departmental activities for the development and training of undergraduate, post graduate and vocational students, including joining the University of Kwazulu-Natal (UKZN) as a member of the Faculty of Health Sciences, School of Clinical Medicine, Department of Paediatrics & Child Health

**ENQUIRES: DR. Y. NAIDOO**

**CONTACT: (033) 395-4176**

**CLOSING DATE: 05 JANUARY 2022**