IALCH 13/2020

VACANCY IN THE DEPARTMENT OF HEALTH

The contents of this Circular Minute must be brought to the notice of all eligible employees on the establishment of all institutions. Institutions must ensure 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:
   (a) Applications for Employment Form (Z83), which is available from any Government Office OR the website www.kznhealth.gov.za
   (b) Certified copies of ID document, Std 10, highest educational qualifications, registration certificates plus proof of current registration, (Not copies of certified copy)
   (c) Curriculum Vitae
   (d) Certified copies of certificates of service
   (e) Faxed applications will not be accepted

2. Reference number must be indicated in the column provided on the form Z83 e.g. ref APRO/1/2006

NB: Failure to comply with the above instructions will result in disqualification of the applicant.

3. Please note that due to the large number of applications envisaged to be received, applications will not be acknowledged. If you are not contacted by us after three months after the closing date, please regard your application as being unsuccessful. Every short listed applicant will be advised of the outcome of their application in due course.

4. Person with disabilities should feel free to apply for this post.

5. Please note that the selected candidate will be subjected to a pre-employment screening and verification process including a CIPC (Companies Intellectual Property Commission) screening

6. Applications should be sent to: The Human Resource Manager
   Inkosi Albert Luthuli Central Hospital
   Private Bag X03
   MAYVILLE 4058

   OR All applications must be addressed to the Human Resources Manager, and should be placed in the application box situated at Security at the entrance to the Management Building at IALCH.

NB: PLEASE NOTE THAT DUE TO FINANCIAL CONTRAINTS, THERE WILL BE NO PAYMENT OF S & T CLAIMS.

The department is an equal opportunity, affirmative action and people with disability employer whose aim is to promote representivity in all levels of the occupational classes of the Department”

____________________________ (original signed by the CEO)

CHIEF EXECUTIVE OFFICER
POST: Medical Specialist : Obs&Gynaec High Risk Obstetrics. REF NO: MedspecO&G HRO/1/2020
DEPARTMENT: Obstetrics and Gynaecology

SALARY:
Grade I: - R1 106 040 pa (all-inclusive Salary package) excluding commuted overtime
Grade II: - R1 264 623 pa (all-inclusive salary package) excluding commuted overtime
Grade III: - R1 467 651 pa (all-inclusive salary package) excluding commuted overtime.

CENTRE: IALCH and rotations through the Durban Metropolitan Complex of hospitals as delegated by the Head of Department.

REQUIREMENTS:
- Medical Specialist qualification in Obstetrics and Gynecology.
- Registration with the Health Professions Council of South Africa as a Medical Specialist in Obstetrics and Gynaecology.

Recommendation – previous experience in a specialist position

EXPERIENCE
- Grade 1: No experience required.
- Grade 2: Five (5) years appropriate experience as a Medical Specialist after registration with the HPCSA as Medical Specialist - Obstetrics and Gynaecology.
- Grade 3: Ten (10) years appropriate experience as a Medical Specialist after registration with the HPCSA as Medical Specialist Obstetrics and Gynaecology.

KNOWLEDGE, SKILLS, TRAINING AND COMPETENCIES REQUIRED:
- Sound clinical knowledge and experience in Obstetrics and Gynecology.
- 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.

DUTIES:
- Management of clinical services as delegated.
- Outpatient and inpatient clinical responsibilities with after-hour participation in designated hospitals as per the departmental call roster.
- Participate in the development and on-going provision of under- and post- graduate health personnel teaching as per the academic program of the department.
- Participate in the Quality Improvement Programmes of the Department.
- Maintain clinical, professional and ethical standards.
- Maintain necessary discipline over staff under his/her control.
- Attend to administrative matters as pertains to the Department.
- Be involved in community-orientated programmes (outreach) including the provision of expert advice and services to all health facilities within the province as delegated.

Please note: This is a service post, and is not necessarily linked to being trained as a feto-maternal specialist - the latter requires separate application when the training position is available

ENQUIRIES: Prof Sebitloane 031 2604390
APPLICATIONS: All applications must be addressed to the Human Resources Manager, and should be placed in the application box situated at Security at the entrance to the Management Building at IALCH or posted to Private Bag X03 Mayville 4058 or sent through email to applications@ialch.co.za.
CLOSING DATE: 26 June 2020

POST: Medical Specialist – Obstetrics and Gynaecology - Urogynaecology (x1 post)
REFERENCE NO: Medspec O&G Urogynaec/2/2020

SALARY
Grade 1: R1 106 040.00 per annum all-inclusive salary package (excluding commuted overtime)
Grade 2: R1 264 623.00 per annum all-inclusive salary package (excluding commuted overtime)
Grade 3: R1 467 651 per annum all-inclusive salary package (excluding commuted overtime).

CENTRE: IALCH and rotations through the Durban Metropolitan Complex of hospitals as delegated by the HOD.

REQUIREMENTS:
- Specialist qualification in Obstetrics and Gynaecology.
• Registration with the Health Professions Council of South Africa as a Specialist in Obstetrics and Gynaecology. Prior experience in Urogynaecology will be an advantage.

• EXPERIENCE

• Grade 1: No experience required. 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 Council of South Africa as a Medical Specialist in Obstetrics and Gynaecology.

• Grade 2: Five (5) years appropriate experience as a Medical Specialist after registration with the HPCSA as a Medical Specialist Obstetrics and Gynaecology.

• Grade 3: Ten (10) years appropriate experience as a Medical Specialist after registration with the HPCSA as a Medical Specialist – Obstetrics and Gynaecology.

KNOWLEDGE, SKILLS, TRAINING AND COMPETENCIES REQUIRED:

• Sound clinical knowledge and experience in Obstetrics and Gynaecology.

• 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.

DUTIES:

• Control and management of clinical services as delegated.

• Outpatient and inpatient clinical responsibilities with after-hour participation (overtime).

• Participate in the Quality Improvement Programmes of the Department.

• Maintain clinical, professional and ethical standards.

• Maintain necessary discipline over staff under his/her control.

• Attend to administrative matters as pertains to the Department.

• Active participation in outreach to regional / district hospitals as delegated.

• Participate in the development and on-going provision of under- and post- graduate health personnel teaching, involved in student teaching, training and assessments.

• Be part of a multi-disciplinary team when deemed necessary.

Please note: Please note: This is a service post, and is not necessarily linked to being trained as a urogynaecologist: the latter requires separate application when the training position is available.

ENQUIRIES Prof Sebitloane 031 2604390

APPLICATIONS: All applications must be addressed to the Human Resources Manager, and should be placed in the application box situated at Security at the entrance to the Management Building at IALCH or posted to Private Bag X03 Mayville 4058 or sent through email to applications@ialch.co.za.

CLOSING DATE: 26 June 2020

POST: Medical Specialist: Trauma Transplant x 1 REF NO: Medspectrauma/transplant/1/2020

DEPARTMENT: Trauma and Transplant

SALARY:

Grade 1: R 1 106 040 pa all-inclusive salary Package (excluding commuted overtime)

Grade 2: R 1 264 623 pa all-inclusive salary Package (excluding commuted overtime)

Grade 3: R 1 467 651 pa all-inclusive salary package (excluding commuted overtime)

CENTRE: Inkosi Albert Luthuli Central Hospital

REQUIREMENTS:

• Fellowship in Surgery of the College of Medicine of South Africa or equivalent, and registration with the Health Professions Council of South Africa.

• Applicants must be registered as a specialist in surgery at the commencement of duties.

• Current registration with HPCSA as Medical Specialist – Surgery.

• The appointment to Grade I requires no experience.

• The appointment to Grade II requires appropriate qualification, specialist registration certificate plus 5 years’ experience after registration with the Health Professions Council of South Africa as a Medical Specialist in General Surgery.
The appointment to Grade III requires appropriate qualification, specialist registration certificate, plus 10 years’ experience after registration with the Health Professions Council of South Africa as a Medical Specialist in General Surgery.

RECOMMENDATIONS:
- Applicants must be in possession of an appropriate higher surgical qualification and currently eligible to be registered with the Health Professions Council of South Africa.
- Preference will be given to applicants who have at least experience in the management of transplant and including Critical care / ICU experience.
- Calls will include cover of Transplant and Trauma Unit. Completion of ATLS, eFAST course, MIMMS and, or ACLS/PALS.
- Transplant or access catheter experience.

DUTIES:
- Participation in the clinical transplant and trauma services: inter-disciplinary in-house coordination of the management of the patients: supervision of the surgical trainees rotating through the trauma and transplant units: ensuring the highest standards of clinical, professional, and ethical behaviour: assist in teaching of undergraduate medical students, postgraduate surgical trainees: conduct, assist, and stimulate research within the ethical guidelines of the Health Care Act: promote education in trauma prevention and transplant community awareness.

ENQUIRIES: Dr T C Hardcastle: 031 240 2389
APPLICATIONS: All applications must be addressed to the Human Resources Manager, and should be placed in the application box situated at Security at the entrance to the Management Building at IALCH or posted to Private Bag X03 Mayville 4058 or sent through email to applications@ialch.co.za.
CLOSING DATE: 26 June 2020

POST: Medical Specialist: Trauma Burns x 1 REF NO: Medspecburns&trauma/2/2020
DEPARTMENT: Burns & Trauma Unit
SALARY:
- Grade 1: R 1 106 040 pa all-inclusive salary Package (excluding commuted overtime)
- Grade 2: R 1 264 623 pa all-inclusive salary Package (excluding commuted overtime)
- Grade 3: R 1 467 651 pa all-inclusive salary package (excluding commuted overtime)
CENTRE: Inkosi Albert Luthuli Central Hospital
REQUIREMENTS:
- Applicants must be in possession of an appropriate higher surgical qualification (General or Plastic Surgery) and currently registered with the Health Professions Council of South Africa.
- Current registration with HPCSA as Medical Specialist –Surgery.
- EXPERIENCE:
  - The appointment to Grade 1 requires no experience.
  - The appointment to Grade 2 requires appropriate qualification, specialist registration certificate plus 5 years’ experience after registration with the Health Professions Council of South Africa as a Medical Specialist in General/Plastic Surgery.
  - The appointment to Grade 3 requires appropriate qualification, specialist registration certificate, plus 10 years’ experience after registration with the Health Professions Council of South Africa as a Medical Specialist in General Surgery/Plastic Surgery.
RECOMMENDATIONS Preference will be given to applicants who have interest in the management of severe burns and including those with Critical care / ICU experience. Completion of ATLS, and, either ACLS or PALS required. Burns Fellowship advantageous.
DUTIES:
- Participation in the clinical burns services: inter-disciplinary coordination of the management of the severely burned patient; assessment of external burn consultations: supervision of the MO staff within the unit: ensuring the highest standards of clinical, professional, and ethical behavior: undertake teaching of undergraduate medical students as required, postgraduate surgical trainees, and allied health care personnel: conduct, assist, and stimulate research within the ethical guidelines of the Health Care Act: promote education in burn prevention. Participation in Trauma/TICU after-hours roster (on-call duties).
ENQUIRIES: Dr T C Hardcastle: 031 240 2389
APPLICATIONS: All applications must be addressed to the Human Resources Manager, and should be placed in the application box situated at Security at the entrance to the Management Building at IALCH or posted to Private Bag X03 Mayville 4058 or sent through email to applications@ialch.co.za.

CLOSING DATE: 26 June 2020

POST: Operational Manager Nursing: Speciality Nursing Stream PN-B3- Paediatrics/Child Nursing Science

DEPARTMENT: Paediatric Oncology

REFERENCE NO.: OPMAN (Spec Nurs) Paeds (CNS)/1/2020

SALARY: R562 800.00 per annum plus 13th cheque, Housing Allowance: Employee must meet prescribed requirements. Medical Aid: optional

CENTRE: Inkosi Albert Luthuli Central Hospital

REQUIREMENTS: -

- Degree/Diploma in General Nursing (R425 qualification or equivalent) plus 1 year post basic qualification (R212) as required above.
- Current registration with SANC as General Nurse and Midwife and in required field as indicated above.
- A minimum of 9 years appropriate recognizable experience in nursing after registration as a Professional Nurse with the SANC in General nursing is required.
- At least 5 years of this period must be appropriate/recognizable experience in the specific specialty after obtaining the 1-year post-basic qualification in the Child/Paediatric Nursing specialty.

KNOWLEDGE, SKILLS, TRAINING AND COMPETENCIES REQUIRED:

- Demonstrate an in depth understanding of nursing legislation and related legal and ethical nursing practices.
- Possess communication skills for dealing with patients, supervisors and other members of the multi-disciplinary team including the writing of reports when required.
- Good human relations; displaying a concern for patients, promoting and advocating proper treatment and care including a willingness and awareness to respond to patient’s needs and expectations.
- Demonstrate ability to provide support and guidance within the unit. Basic understanding of HR and Financial policies and practices.
- Demonstrate working knowledge of the hospital information system to enhance quality in the service delivery.
- Demonstrate 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.
- Demonstrate high aptitude in working in stressful environment.

DUTIES:

- Work as part of a multi-disciplinary team to ensure good nursing care.
- Provide guidance and support in management of Paediatric patients in various sub-specialties.
- Ensure that all programs related good child-health are implemented.
- Ensure cost-effective, equitable and efficient high quality patient care.
- Perform a quality comprehensive clinical nursing practice in accordance with the scope of practice and nursing standards as determined by the legislative framework and National Core Standards.
- Ensures compliance with ideal hospitals outputs and Office of Health Standard Compliance.
- Perform duties within the ambit of legal framework as required by the profession.
- Ensure compliance to professional and ethical practice.
- Work effectively and amicably at supervisory level with persons of diverse intellectual, cultural, racial or religious differences.
- Perform duties as delegated by the supervisor and relief duties of the Assistant Manager-Nursing’s office as requested.

ENQUIRIES: Ms NO Mkhize - 031 2401069
APPLICATIONS: All applications must be addressed to the Human Resources Manager, and should be placed in the application box situated at Security at the entrance to the Management Building at IALCH or posted to Private Bag X03 Mayville 4058 or sent through email to applications@ialch.co.za.
CLOSING DATE: 26 June 2020

POST: Assistant Director: Radiographer (Nuclear Medicine) - (Gr 1) x 1 Post
REF NO: AD: RadNucmed/1/2020
SALARY: R517 326.00 pa Plus : 13th cheque, Medical aid – Optional and Housing Allowance - Employee must meet the prescribed requirements
CENTRE: IALCH
REQUIREMENTS:
- An appropriate three year National Diploma/Degree in Nuclear Medicine Radiography.
- B. Tech: Radiography /B. Rad: Radiography (Nuclear Medicine) would be preferable.
- Current registration with the Health Professions Council of South Africa as a Nuclear Medicine Radiographer (Independent practice).
- A minimum of three (3) years current Nuclear Medicine Radiography experience after registration with the HPCSA as a Nuclear Medicine Radiographer, of which at least two (2) years must preferably be in a managerial/supervisory capacity in Nuclear Medicine.

Recommendations:
- Experience with picture archiving & communication systems (PACS), hospital information systems (HIS) and Radiology information systems (RIS).
- Experience with financial and management reporting systems.

KNOWLEDGE, SKILLS, TRAINING AND COMPETENCIES REQUIRED:
- Strategic managerial skills including working knowledge of Nuclear Medicine management.
- Sound knowledge of radiation safety regulations.
- Financial management skills.
- Policy formulation and analysis skills.
- Human resource management and empowerment skills.
- Sound knowledge of Nuclear Medicine equipment and protocols.
- Excellent communication and leadership skills.
- Computer literacy.
- Knowledge of radiographic training requirements.
- Ability to solve complex radiographic problems.
- Research skills.
- Knowledge and experience of relevant public service policies, acts and regulations.
- Sound human and interpersonal skills including negotiation skills.
- Professional ethics

DUTIES:
- Co-ordinate and provide leadership in rendering, an efficient and up-to-date, Nuclear Medicine service in keeping with the Batho Pele principles.
- Ensure correct handling and utilisation of all radioactive substances in keeping with the Hazardous Substances Act.
- Develop the budget and control the expenditure by ensuring efficient and effective use of radiopharmaceuticals, and other consumables.
- Ensure that administrative functions necessary are performed to standard.
- Ensure that nuclear medicine policies and protocols are formulated and implemented.
- Engage in effective communication and interaction between departments, personnel and other service providers.
- Analyse the need for training and development of staff and where possible arrange training to meet this need. Implement departmental employee performance management development system.
- Recruitment and selection of staff.
ENQUIRIES: Dr N Tathiah (031) 2401131
APPLICATIONS: All applications must be addressed to the Human Resources Manager, and should be placed in the application box situated at Security at the entrance to the Management Building at IALCH or posted to Private Bag X03 Mayville 4058 or sent through email to applications@ialch.co.za.
CLOSING DATE: 26 June 2020

POST: Radiation Oncology Radiographer (Radiotherapist) x 1
DEPARTMENT: Radiation Oncology
CENTRE: EThekwini Oncology complex (Inkosi Albert Luthuli Central Hospital and Addington Hospital)
REFERENCE: radioonco rad/1/2020

SALARY:
Grade 1: R395 703 pa, Plus 13th cheque, Medical Aid - Optional & Housing Allowance: Employee must meet prescribed requirements.
Grade 2: R466 119 pa Plus 13th Cheque, Medical Aid optional and Housing Allowance- Employee must meet prescribed requirements
Grade 3: R549 066 pa Plus 13th Cheque, Medical Aid optional and Housing Allowance- Employee must meet prescribed requirements.

REQUIREMENTS:
- Diploma or Bachelor degree in Radiography.
- Current registration with the Health Professions Council of South Africa as a Radiographer (Radiotherapy Oncology). Four (4) years ‘appropriate experience after registration with Health Professions Council of South Africa (HPCSA) as Diagnostic Radiographer.
- Experience:
  - Grade 1: Four (4) years ‘appropriate experience after registration with Health Profession Council of South Africa (HPCSA) as Diagnostic Radiographer. Applicants with a four (4) year Radiography speciality qualification (not in possession of Diagnostic Radiography qualification) who do not have experience as Diagnostic Radiographer may apply and will be appointed as Diagnostic Radiographer and will be paid a Diagnostic Radiographer salary. Current Community Service workers can apply on condition that their appointment will be subject to them submitting documentary evidence of registration with the Health Professions Council of South Africa as Radiation Oncology Radiographer.
  - Grade 2: Minimum 14 years relevant experience after registration with the HPCSA as a Diagnostic Radiographer of which 10 years must be after registration as a Radiation Oncology Radiographer.
  - Grade 3: Minimum 24 years relevant experience after registration with the HPCSA as a Diagnostic Radiographer of which 20yrs must be after registration as a Radiation Oncology Radiographer.

KNOWLEDGE, SKILLS, TRAINING AND COMPETENCES REQUIRED:
- Knowledge of radiotherapy standard techniques, dose protocols, equipment and accessories associated with relevant techniques and including specialised techniques.
- Knowledge of basic quality assurance in Radiotherapy, radiation effects & Radiation protection on patients. Anatomy vs. tumor treatment vs. effects on physiology care patterns for patients.
- Taking and evaluating of Portal images / C.T. scans and MRI scans for treatment planning purposes.
- Knowledge of Radiotherapy Planning.
- Good interpersonal skills and basic supervisory skills.
- Must have the ability to perform effectively in a team. Knowledge of basic patient care

DUTIES:
- Undertake all basic radiation planning and treatment preparation including the tumor localisation, graphic planning, radiation dose calculation and the necessary data preparation needed for treatment accessory construction.
- Undertake Brachytherapy Planning and treatment procedure.
- Liase with the Physicist, Oncologist, Oncology nurses, relatives and the patient.
- Safely operate, care and construct accessories and immobilization devices used in the planning and treatment of the patient.
- Dosimetry checks done before delivery of treatment.
- Ensure accurate records kept of the course of Radiotherapy treatment delivered.
- Serve as Health and Safety Representative.
- Provide afterhours duties and rotate between Inkosi Albert Luthuli Central Hospital Radiotherapy department and Addington Hospital Radiotherapy department when needed.

**ENQUIRIES:** Ms. T.Hlengwa: 031 2401857

**APPLICATIONS:** All applications must be addressed to the Human Resources Manager, and should be placed in the application box situated at Security at the entrance to the Management Building at IALCH or posted to Private Bag X03 Mayville 4058 or sent through email to applications@ialch.co.za.

**CLOSING DATE:** 26 June 2020