TO: ALL HEADS OF INSTITUTIONS  
RE: VACANCIES IN THE DEPARTMENT OF HEALTH-NKANDLA HOSPITAL

The content of this circular must be brought to the attention of all eligible officers and employees on your establishment without delay. Institutions must ensure that all employees who meet the requirements of the post must be made aware of this circular minutes even if they are absent from their place of work.

**DIRECTIONS TO CANDIDATES:**

1. The following documents must be submitted:
   a) Application for employment Form (Z83). Obtainable from any government Department or from the website- [www.kznhealth.gov.za](http://www.kznhealth.gov.za)
   b) Certified copies of highest educational qualifications and I.D (Not Copies of certified copies) and certified copies must not be older than 3monhts
   c) Curriculum Vitae
   d) Drivers License {If required}
   e) Contactable and verifiable references must be included in the C.V
   f) The reference number of the post must be indicated in the column provided on the Z83 application form e.g. NKAH G01/2007

**N.B: FAILURE TO COMPLY WITH THE ABOVE INSTRUCTIONS WILL DISQUALIFY APPLICANTS**

2. Applicants are advised that due to a number of applications anticipated, individual applications will not be acknowledged. Should you not receive a Response within six (6) weeks after the closing date your application must be considered unsuccessful.

3. People with disabilities are encouraged to apply

4. This Department is an equal opportunity, affirmative action employer, whose aim is to promote representativity in all levels of all occupational classes of the department.

5. African Females are encouraged to apply

**CLOSING DATE FOR APPLICATIONS IS: 08 NOVEMBER 2019**

*Original copy signed by:*

Chief Executive Officer: Nkandla Hospital

---

*uMnyango Wezempilo . Departement van Gesondheid*

*Fighting Disease, Fighting Poverty, Giving Hope*
POST : MEDICAL SPECIALIST (GRADE 01 – 03)

NUMBER OF POSTS : 01

REFERENCE NO. : NKAH 08/2019

CENTRE : NKANDLA HOSPITAL

SALARY: GRADE 01: R1 106 040.00 – R1 173 900.00 (All-inclusive package): No experience required.

: GRADE 02: R1 264 623.00 – R1 342 230.00 (All-inclusive package): Five (05) years’ experience after registration with the HPCSA as Medical Specialist.

: GRADE 03: R1 467 651.00 – R1 834 890.00 (All-inclusive package): 10 years’ experience after registration with the HPC as Medical Specialist

OTHER BENEFITS : In-hospitable Allowance of 18%

MINIMUM REQUIREMENT:

- MBCHB Qualification
- Appropriate qualification that allows for registration with the Health Professions Council of South Africa (HPCSA) as a Medical Specialist in a normal speciality (i.e. Family Medicine).
- Current registration with Health Professionals Council of South Africa (HPCSA) as a Medical Specialist in Family Medicine.
- Unendorsed valid Code B driver's licence (Code 08).
- Proof of current and previous working experience endorsed by Human Resource Department (Certificate of Service).
- Applicants must submit confirmation letter of relevant experience from their supervisors in an official letterhead of the employer when they apply.

NB: Appointees will be expected to participate in the clinical teaching of undergraduate and/or post graduate students

KNOWLEDGE, SKILLS, ATTRIBUTES AND ABILITIES

- Sound clinical knowledge and experience in the relevant discipline.
- Knowledge of current Health and Public Service legislation, regulation and policy 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 speciality.
- 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. 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 student.
• Engage in academic research culminating in the publication of papers in scientific journals or the presentation of the results of such research at scientific congress.
• The incumbent should have comprehensive knowledge of the speciality discipline.
• Competence in the clinical evaluation of patients, interpretation of special investigations within the discipline.
• Render an efficient and cost-effective health 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 the HCU in the development of management protocols / policies for the 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-hour participation in call rosters.

ENQUIRIES: DR. JN IKWEGBUE 035 833-5031
CLOSING DATE FOR THE APPLICATIONS IS: 08 NOVEMBER 2019

All applications should be forwarded to: The Human Resource Manager
Nkandla District Hospital
Private Bag X 102
Nkandla
3855

OR

Hand Delivered to: Nkandla Hospital
491 Mbatha Lane
NKANDLA
3855

DUE TO BUDGETARY CONTRAINTS S&T WILL NOT BE PAID TO THE CANDIDATES WHO WILL BE ATTENDING INTERVIEW

• KINDLY RETURN ALL DOCUMENTATION WHEN REPLYING