Enquiries: Ms NV Ndlovu  
Reference: HRM 4/1  
Date: 2019/09/20

VACANCIES IN THE DEPARTMENT OF HEALTH (ST ANDREW’S HOSPITAL)  
CIRCULAR MINUTE NO: SAH 09/2019

DIRECTIONS TO CANDIDATES

1. The following documents must be submitted:
   (a) Application for Employment Form (Z83), which is obtainable at any Government Department or from the Website - www.kznhealth.gov.za.
   (b) Certified copies of highest educational qualification – not copies of certified copies and certified copies must not be older than 3 months
   (c) Curriculum Vitae
   (d) Faxed applications will not be accepted

2. The reference number must be indicated in the column provided on the form Z83 e.g. SAH 7/2011

NB: Failure to comply with the above instructions will disqualify applicants.

3. The appointments are subject to a positive outcome obtained from the State Security Agency (SSA) to the following checks (criminal clearance, credit records and citizenship), verification of Educational Qualifications by SAQA, verification of previous experience from Employers and verification from the Company Intellectual Property Commission (CIPC)

4. Applications in possessions of a foreign qualification must attach an evaluation certificate from the South African Qualifications Authority (SAQA) to their applications. Non-RSA / Permanent Residents / Work permit holders must submit documentary proof together with their applications

5. Please note that due to large number of applications received, applications will not be acknowledged. However, every applicant will be advised of the outcome of his or her applications in due course.

6. If you have not heard from us within two months from the closing date, Please accept that your application has been unsuccessful

7. African male and People with disabilities are encouraged to apply

ALL APPLICATIONS SHOULD BE FORWARDED TO: OR HAND DELIVER
THE HOSPITAL MANAGER
ST ANDREW’S HOSPITAL
PRIVATE BAG X1010
HARDING, 4680 [Attention: HUMAN RESOURCE MANAGER]

MS MM VANE

Original signed by

CHIEF EXECUTIVE OFFICER
VACANCY

Post: Medical Specialist-Family Physician (1 Post)
Centre: St Andrews Hospital
Component: Out Patient Departments
Reference No.: SAH 09/2019
Other Benefits: 22% Rural Allowance of Basic Salary and Commuted Overtime

GRADE I
Salary – R1 106 040.00 per annum (All inclusive package)
This inclusive package consists of 70% basic salary and 30% flexible portion that may be structured in terms of the applicable rules

MINIMUM REQUIREMENTS
- Senior Certificate PLUS
- Appropriate qualification in Health Science-MBCHB PLUS
- Current registration with HPCSA as a Specialist in Family Medicine

GRADE II
Salary – R1 264 623.00 per annum (All inclusive package)
This inclusive package consists of 70% basic salary and 30% flexible portion that may be structured in terms of the applicable rules

MINIMUM REQUIREMENTS
- Senior Certificate PLUS
- Appropriate qualification in Health Science-MBCHB PLUS
- Current registration with HPCSA as a Specialist in Family Medicine plus 5 year’s experience after registration with the HPCSA as a Specialist in Family Medicine

GRADE III
Salary – R1 467 651.00 per annum (All inclusive package)
This inclusive package consists of 70% basic salary and 30% flexible portion that may be structured in terms of the applicable rules

MINIMUM REQUIREMENTS
- Senior Certificate PLUS
- Appropriate qualification in Health Science-MBCHB PLUS
- Current registration with HPCSA as a Specialist in Family Medicine plus 10 year’s experience after registration with the HPCSA as a Specialist in Family Medicine
KNOWLEDGE, SKILLS, TRAINING AND COMPETENCIES REQUIRED

- The incumbent should have sound knowledge and clinical skills in the management of chronic and acute medical patients.
- Knowledge and skills in Adult and Pediatric Emergency Resuscitative intervention
- Demonstrate the ability to supervise and teach junior staff (example students, interns, doctors and registrars)
- Demonstrate the ability to work as part of multidisciplinary team.
- Have sound communication skills
- Have good negotiation, planning and organizing skills
- Demonstrate good interpersonal skills.
- Good knowledge, skill and experience in evaluating surgical patients and performing minor district level diagnostic and therapeutic surgical procedures like tissue biopsy, reduction of simple closed fractures etc.
- Should have sound knowledge in reproductive health and child health.
- Be able to perform tubal ligature, assisted delivery and caesarean section.
- Should have sound knowledge of the South African relevant clinical guidelines and protocols.
- Basic knowledge and experience in anaesthesia and critical care
- Sound knowledge in the management of the trauma and poly trauma patient.
- Sound understanding in the principle of management of patients with common orthopedic, condition like fractures and dislocation.
- Be able to conduct regular clinical audits and undertake quality improvement projects.
- Good leadership skill and computer literate

KEY PERFORMANCE AREAS

- Participate in Outpatient and inpatient clinical responsibilities with after hour call duty participation.
- Assist the medical manager in maintaining clinical, professional and ethical standards in the institution.
- Participate in Management and Administrative duties as delegated by medical manager
- Involvement in Postgraduate and Undergraduate support, supervision, training and development in consultation with the family medicine department of UKZN.
- Participate in the academic programme, including research and outreach programme to the communities
- Be involve in the active Supervision and mentorship of students, interns, junior doctors and other clinical staff in the institution
- Perform emergency and elective surgical procedure/ operation like caesarean section (C/S), tubal ligature and biopsy etc.
- Assist the medical manager in the Development and implementation of clinical guidelines and protocols in the management of patients.
- To communicate, implement and monitor National clinical guidelines and protocols ensuring optimum care e.g. TB/MDR-Tb/HIV and AIDS and Mental health guidelines.
- To conduct regular clinical audits and develop quality improvement programs to improve clinical outcome and patients satisfaction in the hospital
- To ensure co-ordination of various clinical and support services so that functions are performed within a multidisciplinary approach to allow for total patient care.
- To liaise with the various referral facilities in the district to ensure continuity of care.
- Conduct detailed studies/ research of disease patterns and out comes at St Andrews Hospital and community.

ENQUIRIES:  DR SK LUMEYA                  PHONE: 039-4331955 EXT 214
CLOSING DATE: 2019/10/25