



KWAZULU-NATAL PROVINCE

HEALTH
REPUBLIC OF SOUTH AFRICA

Benedictine Hospital
P/Bag x5007
Tel: 035- 8317059 Fax: 035-8310740 Email: Mlungisi.zulu@kznhealth.gov.za
www.kznhealth.gov.za

Human Resource Management

Date: 05. 02. 2024

TO: ALL HEADS OF ALL INSTITUTIONS

VACANCIES IN THE DEPARTMENT OF HEALTH: BENEDICTINE DISTRICT HOSPITAL

CIRCULAR MINUTE No.04 BEN/HOSP /2024

The contents of this Circular Minute must be brought to the notice of all eligible employees on the establishment of all Institutions. It must be ensured 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) Application for Employment Form (Form Z.83), which is obtainable at any Government Department or from the website - www.kznhealth.gov.za must be accurately completed and signed. Reference Number must be indicated in the column provided on the form Z.83.
 - b) Comprehensive Curriculum Vitae.
2. Applicants are respectfully informed that, if no notification of appointment is received within 3 months after the closing date, they must accept that their applications were unsuccessful.
3. Applicants in possession of a foreign qualification must attach an evaluation/verification certificate from the South African Qualifications Authority (SAQA) or other regulating bodies to their applications. Non- RSA Citizens/Permanent Resident/ Work Permit holders must submit a documentary proof together with their applications.
4. All employees in the Public Service that are presently on the same salary level but on a notch/package above the minimum as that of the advertised post are free to apply.
5. This Department is an equal opportunity, affirmative action employer, whose aim is to promote representatively in all levels of all occupational categories in the Department.
6. The appointment is subject to positive outcome obtained from the NIA to the following checks: security clearance, credit records, qualification, citizenship and previous experience verifications
7. Failure to comply with the above instructions will result to your application being disqualified.

Due to financial constraints S&T and Relocations claims will not be considered for this post.

Closing date for applications is: 29 February 2024

Enquiries: Dr PZ Mabaso Tel No: 035-8317113

Applications should be posted to Benedictine Hospital, Vryheid Main Road, P/Bag X5007, Nongoma, 3950 OR hand delivered to Benedictine Hospital Main Registry OR emailed to:

Phindile.Mabaso@kznhealth.gov.za

Original signed by Mrs Mchunu

Mrs PS MCHUNU

ACTING CHIEF EXECUTIVE OFFICER

POST : MEDICAL SPECIALIST GRADE 1/2/3 X1 POST

DISCIPLINE : FAMILY MEDICINE

REFERENCE: FM 01/2024

REMUNERATION: Grade 1: R1 214 805.00 – R1 288 095.00 p.a.

Grade 2: R1 386 069.00 – R1 469 883.00 p.a.

Grade 3: R1 605 330.00 – R2 001 927.00 p.a.

SALARY PACKAGE: (All-inclusive salary packages, which consists of 70% basic salary and 30% flexible portion that may be structured in terms of the applicable rules).

**OTHER BENEFITS: 22% of basic salary –Rural Allowance
Commuted Overtime (conditions applies)**

MINIMUM REQUIREMENTS

Grade 1

- An appropriate qualification that allow registration with HPCSA as a Medical Practitioner
- An appropriate qualification that allow registration with HPCSA as a Medical Specialist in Family Medicine
- Current registration certificate with the HPCSA as a Medical Specialist in Family Medicine
- Current HPCSA Registration
- No experience required for Grade 1

Grade 2

- An appropriate qualification that allow registration with HPCSA as a Medical Specialist in Family Medicine
- Current registration with the HPCSA as a Medical Specialist in Family Medicine
- Current HPCSA Registration
- Minimum of 5 years relevant experience after registration with HPCSA as a Medical Specialist in Family Medicine

Grade 3

- An appropriate qualification that allow registration with HPCSA as a Medical Specialist in Family Medicine
- Current registration with the HPCSA as a Medical Specialist in Family Medicine
- Current HPCSA Registration
- Minimum of 10 years relevant experience after registration with HPCSA as a Medical Specialist in Family Medicine

KNOWLEDGE, SKILLS, TRAINING AND COMPETENCIES

- Sound knowledge and experience in the relevant medical discipline.
- 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.
- 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
- 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 Medical and Surgical clinical areas.
- Align clinical service delivery plans with hospital plans and priorities.
- Provide Specialist services and support to the Medical Manager.
- Participate in the extended management activities.
- Develop and participate in the outreach programme.
- Ensure a functional referral system.
- The incumbent should have comprehensive knowledge of specialty Discipline.
- Render efficient and cost-effective services to patients managed by the institution.
- Assist the Medical Manager (MM) to ensure an optimal delivery of Services within the Medical and Surgical in & out patient care.
- Assist MM in the development of management protocols/policies for Department Family Medicine 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 Training and Development.

ENQUIRIES: Dr. PZ MABASO:

TEL: (035) 831 7113

NB: Due to financial constraints S&T and relocations claims will not be considered for the candidates attending interviews for this post.

Applications should be Posted to Benedictine Hospital. Vryheid Main Road, P/Bag X5007. Nongoma. 3950 OR hand delivered to Benedictine Hospital Main Registry OR emailed to: Phindile.Mabaso@kznhealth.gov.za

CLOSING DATE: 29 FEB 2024

ORIGINAL SIGNED BY ACTING CEO
ACTING HOSPITAL CEO
BENEDICTINE HOSPITAL