KWAZULU-NATAL PROVINCE
HEALTH
REPUBLIC OF SOUTH AFRICA

DIRECTORATE:

Postal Address: 800 Vusi Mzimela
Physical Address: Private Bag X03, Mayville, 4058
Tel: 031 240 1108 Fax: 031 240 1089
www.kznhealth.gov.za
applications@ialch.co.za

Inkosi Albert Luthuli Central Hospital
Human Resources Department
Recruitment & Selection

IALCH 04/2026

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) **(Current),** which is available from any Government Office OR the website www.kznhealth.gov.za
   (b) Curriculum Vitae
   (c) Applicants are not required to submit copies of qualifications and other relevant documents on application. Certified copies of qualifications, proof of registration and other relevant documents will be requested from shortlisted candidates only which may be submitted to HR on or before the day of the interview.
   (d) 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*
3. **It is the short listed candidate's responsibility to have the foreign qualification, which is the requirement of the post, evaluated by the South African Qualifications Authority (SAQA) and to provide proof of such evaluation on or before the day of the interview. Failure to comply will result in the application not being considered**

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

4. 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.
5. **Person with disabilities should feel free to apply for this post**.
6. **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**
7. Applications should be sent to: **applications@ialch.co.za OR**

   Courier to: The HR 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 **Hand Delivered** in the applications box situated at Security at the entrance to the Management Building at IALCH.

NB: PLEASE NOTE THAT DUE TO FINANCIAL CONSTRAINTS, 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: Head Clinical Department
DEPARTMENT: Cardiology (Adult)
CENTRE: Inkosi Albert Luthuli Central Hospital
REFERENCE: HCDMedCardio//01/2026
REMUNERATION: R 2 704 842.00 pa all-inclusive salary package (excluding commuted overtime)

REQUIREMENTS:

- Registration with the Health Professional Council of South Africa as a Specialist Physician and Sub-speicliast Cardiologist.
- FP(SA) and Cert Cardio (SA) / MMed or equivalent and/or a PhD and/or an established and demonstrated record of research experience (5 or more publications in peer reviewed journals) and /or evidence of supervision of registrars /fellows (3 or more candidates)
- A minimum of seven (7) years' experience after registration with the HPCSA as a Cardiologist must include experience in clinical management as a clinical head of unit;

ADDITIONAL QUALIFICATION:

- Evidence of quality teaching and learning practice.
- Evidence of management and administrative skills.
- Computer literacy AND A valid driver' s licence.

KNOWLEDGE. SKILLS. TRAINING AND COMPETENCE REQUIRED:

- Clinical, procedural and training skills. Counselling and conflict resolution skills.
- Leadership, administration, management skills, programme planning, strategic planning supported by evidence of experience in these areas.
- Assessment of patients within his/her field of expertise.
- Ability to communicate at a higher level. Ability to network with management at all levels within the Provincial structures. Knowledge and an understanding of the Public Finance Management Act and its implications for departmental budgeting.
- Knowledge and an understanding of the Postgraduate Education regulations and requirements as determined by the Health Professions Council of South Africa, the College of Physicians and Cardiologists of South Africa and the University of KwaZulu-Natal.
- A high level of knowledge of the field of Cardiology including interventional cardiology and electrophysiology.

KEY PERFORMANCE AREAS:

- On the clinical side, incumbents will manage clinical services in an extended area of the province, which promotes the provision of clinical services for Region 1 and beyond the major metropolitan centres.
- The incumbent would be expected to apportion their time and energy appropriately between the major centres to develop the teaching/service platform (Durban, Pietermaritzburg, Empangeni, Stanger and Port Shepstone).
- The incumbent will also develop research initiatives, which focus on the enhancement of service delivery in the context of the burden of cardiac disease.
- The incumbent should also ensure that clinical service in Region 1 are co-ordinated and these are in line with the teaching platform of the University of Kwa-Zulu Natal. Through this, we will increase equity of service delivery, and enhance the development of our decentralised training platform in line with the needs arising from the National Development Plan.
- Involvement in relevant administration structures of the Department of Medicine, UKZN in coordination with the Academic Head of Department. Contribute to the co-ordination of specialist services ensuring the development and the implementation of policies and clinical protocols that will impact positively on the clinical outcomes, access to services and devolving services to distant ; the monitoring and evaluation of adverse events and ensuring the implementation of plans to address these events; mortality and morbidity reviews are conducted within the institution and other hospitals in the catchment areas; cost effective approaches to clinical care.
- Undertake postgraduate and relevant undergraduate training, teaching and examinations in the field of Cardiology. Coordinate services and teaching with the Heads of units at the Regional hospitals in Region 1
- Ensure that the environment complies with the Health and Safety Act, that staff adhere to the safety precautions and that staff welfare is maintained to attain optimal performance.

- Develop outreach programmes to the relevant regional hospitals in Region 1 in line with the KZN Department of Health's Outreach Programme. Develop audit tool to assess the Outreach Programme of the department and report these to Academic Head of Department of Paediatrics and Child Health.

ENQUIRIES: Professor TC HARDCASTLE Tel: 031 240100 EXT 2389
CLOSING DATE: **28 September 2026**

_____ (original signed by the CEO)
CHIEF EXECUTIVE OFFICER

POST: Head Clinical Department
DEPARTMENT: Specialised surgery
CENTRE: Inkosi Albert Luthuli Central Hospital
REFERENCE: HCDSpecsurg//01/2026
REMUNERATION: R 2 704 842.00 pa all-inclusive salary package (excluding commuted overtime)
REQUIREMENTS:

- Registration with the Health Professional Council of South Africa as a Specialist Surgeon / MMed, and/or FCS (SA) or equivalent, and registration in the Sub-specialist category of Gastroenterological Surgery (Cert Gastroenterology (SA) Surg and a demonstrated record of research experience (5 or more publications in peer reviewed journals) and /or evidence of supervision of registrars /fellows (3 or more candidates)
- A minimum of seven (7) years' experience after registration with the HPCSA as a Specialist Surgeon and Sub-specialist GI Surgery must include experience in clinical management as a clinical head of unit or equivalent.

Additional Qualification:

- A PhD or equivalent. Evidence of quality teaching and learning practice.
- Evidence of management and administrative skills.
- Computer literacy AND A valid driver' s licence.

KNOWLEDGE. SKILLS. TRAINING AND COMPETENCE REQUIRED:

- Clinical, procedural and training skills. Counselling and conflict resolution skills. Leadership, administration, management skills, programme planning, strategic planning supported by evidence of experience in these areas.
- Assessment of patients within his/her field of expertise. Ability to communicate at a higher level. Ability to network with management at all levels within the Provincial structures. Knowledge and an understanding of the Public Finance Management Act and its implications for departmental budgeting.
- Knowledge and an understanding of the Postgraduate Education regulations and requirements as determined by the Health Professions Council of South Africa, the College of Surgeons of South Africa and the University of KwaZulu-Natal.
- A high level of knowledge of the field of hepatic, colorectal or pancreatic surgery.

KEY PERFORMANCE AREAS:

- On the clinical side, incumbents will manage clinical services in an extended area of the province, which promotes the provision of clinical services for Region 1 and beyond the major metropolitan centres.
- The incumbent would be expected to apportion their time and energy appropriately between the major centres to develop the teaching/service platform (Durban, Pietermaritzburg, Empangeni, Stanger and Port Shepstone) for surgery.
- The incumbent will also develop research initiatives, which focus on the enhancement of service delivery in the context of the burden of surgical and related gastroenterological disease. The incumbent should also ensure that clinical services in Region 1 are co-ordinated and these are in line with the teaching platform of the University of Kwa-Zulu Natal. Through this, we will increase equity of service delivery, and enhance the development of our decentralised training platform in line with the needs arising from the National Development Plan. Involvement in relevant administration structures of the School of Medicine, UKZN in coordination with the HoD Surgery and the Dean.
- Contribute to the co-ordination of specialist services ensuring the development and the implementation of policies and clinical protocols that will impact positively on the clinical outcomes, access to services and devolving services to distant ; the monitoring and evaluation of adverse events and ensuring the implementation of plans to address these events; mortality and morbidity reviews are conducted within the institution and other hospitals in the catchment areas; cost effective approaches to clinical care.
- Undertake postgraduate and relevant undergraduate training, teaching and examinations in the field of Specialised Surgery. Coordinate services and teaching with the Heads of units at the Regional hospitals in Region 1. Ensure that the environment complies with the Health and Safety Act, that staff adhere to the safety precautions and that staff welfare is maintained to attain optimal performance.
- Develop outreach programmes to the relevant regional hospitals in Region 1 in line with the KZN Department of Health's Outreach Programme. Develop audit tool to assess the Outreach Programme of the department and report these to Academic Head of Department of Surgery and the CEO'soffice.

ENQUIRIES: Professor TC HARDCASTLE Tel: 031 240100 EXT 2389
CLOSING DATE: **28 September 2026**

_____ (original signed by the CEO)
CHIEF EXECUTIVE OFFICER

POST: HEAD CLINICAL DEPARTMENT x1
REFERENCE NO: HCD CTS01/2026
DEPARTMENT: Cardiothoracic Surgery
CENTRE: Inkosi Albert Luthuli Central Hospital (IALCH)
SALARY GRADE 1: R2 704 842.00 (all-inclusive Salary package) excluding commuted overtime.

MINIMUM REQUIREMENTS:

- MBChB Degree or equivalent qualifications. Registration certificate with the Health Professions Council of South Africa (HPCSA) as a Medical Specialist in Cardiothoracic Surgery and current registration.
- Minimum 7 years' post-registration experience as a specialist Cardiothoracic Surgeon**.**

Additional qualifications:

- PHD will be an added advantage. MMed (Cardiothoracic) or equivalent higher degree FC Cardio (SA).
- Experience in a tertiary/quaternary academic setting. Experience in clinical governance, service development, and academic leadership.

KNOWLEDGE, SKILLS AND COMPETENCIES:

- Expertise in the management of acute and chronic cardiac surgical and thoracic surgical condtions including emergencies and trauma.
- Knowledge of national and international demography, current health and public service legislation, regulation and policy, including medical ethics, epidemiology, and statistics. Strong clinical decision-making, communication, and interpersonal skills.
- Experience in multidisciplinary teamwork, clinical training and functioning in a quaternary hospital. Ability to teach, supervise, and mentor trainees, junior staff and allied staff. Knowledge of research principles with ability to drive academic output. Leadership, administrative, and conflict resolution skills.

DUTIES (KEY PERFORMANCE AREAS):

- Lead and manage the Clinical Unit as delegated by the CEO and Medical School Dean in the following areas:
- Ensure high standards of clinical care, ethics, and governance. Oversee unit administration, staff performance, and service delivery. Provide specialist clinical services, including outpatient care, consultations and emergencies.
- Participate in after-hours consultant cover. Lead training of undergraduate and postgraduate students and allied health staff. Develop and implement clinical protocols in association with other surgical disciplines.
- Support clinical audit and quality assurance programmes. Promote outreach and strengthen regional cardiothoracic surgical services at secondary and tertiary level hospitals. Ensure efficient and cost-effective use of resources.
- Collaborate with UKZN, CMSA, health system partners and other thoracic surgical units at provincial, national and international levels. Promote and support research and academic development as delegated by the CEO aligned with the policies of UKZN and the College of Cardiothoracic Surgeons.

ENQUIRIES: Professor TC HARDCASTLE Tel: 031 240100 EXT 2389
CLOSING DATE: **28 September 2026**

_____ (original signed by the CEO)
CHIEF EXECUTIVE OFFICER

POST: HEAD CLINICAL UNIT x1
REFERENCE NO: HCU Neurosurg/1/2026
DEPARTMENT: Neurosurgery
CENTRE: Inkosi Albert Luthuli Central Hospital (IALCH)
SALARY GRADE 1: R2 168 145pa (all-inclusive Salary package) excluding commuted overtime.

MINIMUM REQUIREMENTS: MBChB Degree or equivalent qualifications.
Registration certificate with the Health Professions Council of South Africa (HPCSA) as a Medical Specialist in Neurosurgery and current registration as a Medical Specialist in Neurosurgery with the HPCSA. Minimum 5 years' post-registration experience as a specialist Neurologist.

Additional qualifications:
Mmed or equivalent higher degree. Experience in Paediatric Neurosurgery. Experience in a tertiary/quaternary academic setting. Experience in clinical governance and service development.

KNOWLEDGE, SKILLS AND COMPETENCIES:
Expertise in the management of Paediatric Neurosurgery conditions. Knowledge of national and international demography, current health and public service legislation, regulation and policy, including medical ethics, epidemiology, and statistics. Strong clinical decision-making, communication, and interpersonal skills. Experience in multidisciplinary teamwork, clinical training and functioning in a quaternary hospital. Ability to teach, supervise, and mentor trainees, junior staff and allied staff. Knowledge of research principles with ability to drive academic output. Leadership, administrative, and conflict resolution skills.

DUTIES (KEY PERFORMANCE AREAS):
Lead and manage the Paediatric Neurosurgery Clinical Unit as delegated by the Head Clinical Department of Neurosurgery in the following areas:
Ensure high standards of clinical care, ethics, and governance. Oversee unit administration, staff performance, and service delivery. Provide specialist clinical services, including outpatient care, consultations and neurosurgical emergencies. Participate in after-hours consultant cover. Lead training of undergraduate and postgraduate students and allied health staff. Develop and implement clinical protocols as pertaining to paediatric neurosurgery conditions and other neurosurgical-related conditions. Support clinical audit and quality assurance programmes.
Promote outreach and strengthen regional paediatric neurosurgery services at secondary and tertiary level hospitals.
Ensure efficient and cost-effective use of resources. Promote and support research and academic development as delegated by the Head Clinical Department aligned with the policies of UKZN.

ENQUIRIES: Dr Basil Enicker (031) 2401134
CLOSING DATE: 28 September 2026

_____ (original signed by the CEO)
CHIEF EXECUTIVE OFFICER

POST: Head Clinical Unit – Paediatrics Pulmonology/ICU
Department: Paediatrics Pulmonology/ICU
Ref. No.: HCU PaedsPulm/1/2026
CENTRE: Inkosi Albert Luthuli Central Hospital,
SALARY: Grade 1: R2 168 145pa all-inclusive salary package (excluding commuted overtime).

MINIMUM REQUIREMENTS:
Degree in medicine MBCHB. Registered Paediatrician, Certificate in subspecialties (Paediatric Pulmonology). Current Registration Health Professions Council of South Africa (HPCSA), registration certificate with the HPCSA as a Medical Specialist or Subspecialist in Pulmonology plus 5 years' experience after registration.

KNOWLEDGE, SKILLS, TRAINING AND COMPETENCIES REQUIRED:
The incumbent would need to serve at a high level of leadership.
Provide vision in developing the service in paediatric critical care and/or pulmonology.

DUTIES (KEY PERFORMANCE AREAS):
Administration in Paediatric Pulmonology – providing annual audits and/or administration in Paediatric Critical Care (Paediatric intensive and high care) providing annual audits.
Undertake ward rounds in the paediatric intensivist care, high care and/or pulmonology.
Pulmonology: Bronchoscopy – flexible and rigid, lung function testing analysis, evaluation of advanced pulmonology investigations mandatory.
Skills to function in ICU environment viz insertion of invasive monitoring devices and treatment in critical ill children.
Consultation for referrals of children with critical illness and/or lung disease.
Calls in the PICU and pulmonology simultaneously.
Clinics in either Pulmonology or post PICU/HCU patient.
Training of fellows in subspecialty training.
Teaching of undergraduate medical students.
Training post graduate students (registrars/medical officer) in child health.
Expected to undertake **outreach** at tertiary/regional hospitals.
Community engagement.
Involved in clinical governance and quality improvement plan.
Monitoring of commuted overtime forms of consultants activities within pulmonology and critical care.

Enquiries: Professor TC HARDCASTLE Tel: 031 240100 EXT 2389
CLOSING DATE: **28 September 2026**

_____ (original signed by the CEO)
CHIEF EXECUTIVE OFFICER

POST: Medical Specialist –Paediatric x 1
DEPARTMENT: Paediatric Medical (Critical care and high care)
REFERENCE: Med Spec Paeds/1/2026
CENTRE: Inkosi Albert Luthuli Central Hospital

SALARY:
Grade 1: R1 395 528 pa all inclusive salary package (excluding commuted overtime).
Grade 2: R1 592 274 pa all inclusive salary package (excluding commuted overtime).
Grade 3: R1 844 151 pa all inclusive salary package (excluding commuted overtime).

REQUIREMENTS: MB; ChB Degree;
Current registration as a Specialist in Paediatrics with the Health Professions Council of South Africa (HPCSA).
Registration Certificate as a Specialist in Paediatrics with HPCSA

Additional Qualification:
Experience in critical care will be an advantage

EXPERIENCE:
Grade 1 No Experience required. **Grade 2:** 5 Years appropriate experience as a Medical Specialist after registration with the HPCSA as a Medical Specialist (Paediatrics). **Grade 3:** 10 Years appropriate experience as a Medical Specialist after registration with the HPCSA as a Medical Specialist (Paediatrics)

Knowledge, Skills, training and Competencies required:
Broad knowledge of working in general Paediatrics and Ethics.
Good communication and supervisory skills.
Appropriate specialist assessment, diagnosis and management of patients.
Familiarity with procedures and management protocols within the subspecialty of Paediatric critical care.
Working with multi-disciplinary teams.
Supervision and teaching of undergraduates and post-graduates.
Behavioral attributes: Stress tolerance. Ability to work within a team. Self-confidence. Capacity to build and maintain relationships.

KEY PERFORMANCE AREAS:
- Required to train in paediatric critical care
- Undertake ward rounds in the paediatric intensive care, high care and wards
- Consultation for referrals of children with critical illness. Calls in the paediatric service
- Clinics in post PICU/HCU patient.
- Training of fellows in subspecialty training.
- Teaching of undergraduate medical students.
- Training postgraduate students (registrars/medical officer) in paediatrics.
- Expected to undertake outreach at tertiary/regional hospitals.
- Community engagement.
- Involved in clinical governance and quality improvement plan.

ENQUIRIES: Dr. Ebrahim G.M. Hoosen (031 240 1476)
CLOSING DATE: 28 September 2026

_____ (original signed by the CEO)
CHIEF EXECUTIVE OFFICER

POST: Medical Specialist: Obstetrics and Gynaecology and Reproductive Medicine (Infertility specialist) REF NO: MedSpec O&G (Repro)/1/2026
DEPARTMENT: Obstetrics and Gynaecology
CENTRE: Inkosi Albert Luthuli Central Hospital (IALCH) and rotations through the Durban Metropolitan Complex of hospitals as delegated by the Head of Department (outreach)
SALARY:
Grade 1: R1 395 528 pa all inclusive salary package (excluding commuted overtime).
Grade 2: R1 592 274 pa all inclusive salary package (excluding commuted overtime).
Grade 3: R1 844 151 pa all inclusive salary package (excluding commuted overtime).
REQUIREMENTS:
MB; ChB Degree; Medical Specialist qualification in Obstetrics and Gynecology. Current registration as a Specialist in Obstetrics and Gynaecology.
Registration with the Health Professions Council of South Africa (HPCSA) as a Medical Specialist in Obstetrics and Gynaecology.
Additional Qualification:
Certification with HPCSA as a reproductive Medicine specialist
NB: Candidates with no Certificate but with proven interest and experience in Reproductive health will be considered if no suitable candidate is found.
EXPERIENCE:
Grade 1: No experience required.
Grade 2: Five (5) years but less than ten (10) years appropriate experience as a Medical Specialist after registration with the HPCSA as Medical Specialist- Obstetrics and Gynaecology.
Grade 3: Ten (10) years and above 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
KEY PERFORMANCE AREAS:
Management of clinical services as delegated. Outpatient and inpatient clinical responsibilities with after-hour participation in IALCH (within the sub-discipline and other Obs and Gynae services) as per the departmental call roster. Develop and grow the clinical platform for management of patients with reproductive challenges. 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 subspecialist in the sub-discipline - the latter requires separate application when the training position is available
ENQUIRIES: Prof Sebitloane 031 260 4390 / ngubaneg3@ukzn.ac.za

CLOSING DATE: 28 September 2026

_____ (original signed by the CEO)
CHIEF EXECUTIVE OFFICER

POST: Medical Specialist Oncology X2
REFERENCE NO: MedSpec Onco/1/2026
DEPARTMENT: Radiation Oncology
CENTRE: Inkosi Albert Luthuli Central Hospital (IALCH)
SALARY:
Grade 1: R1 395 528 pa all inclusive salary package (excluding commuted overtime).
Grade 2: R1 592 274 pa all inclusive salary package (excluding commuted overtime).
Grade 3: R1 844 151 pa all inclusive salary package (excluding commuted overtime).

MIIMUM REQUIREMENTS: MBChB or equivalent. Registration Certificate as a Specialist: Radiotherapy Oncologist with the HPCSA **and** Current Registration Card with HPCSA**.**
EXPERIENCE: Grade 1: Experience Not applicable. Candidates who have completed the FC Rad Onc Part II exams and are awaiting results are welcome to apply. Appointment can only occur once specialist registration is available.
Grade 2: Five (5) years appropriate experience as a Medical Specialist after registration with the HPCSA as a Specialist in Radiation Oncology. **Grade 3**: Ten (10) years appropriate experience as a Medical Specialist after registration with HPCSA as a Specialist in Radiation Oncology.
ADDITIONAL QUALIFIACATIONS: 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 Health Professional Council of South Africa as a Specialist in Radiation Oncology.
KNOWLEDGE, SKILLS, TRAINING AND COMPETENCIES REQUIRED: Sound clinical knowledge within the discipline of medical and radiation oncology. Ability to deal with all oncological emergencies. Knowledge of ethical medical practice. Ability to assess, diagnose and manage adult patients with solid organ malignancies and selected lymphomas. Competent in the radiotherapy management of paediatric malignancies.
KEY PERFORMANCE AREAS: Provision of holistic care for oncology patients in the Ethekweni Oncology complex including Addington and Inkosi Albert Luthuli Hospitals as well as outreach services to Ngwelezane/Queen Nandi Hospital as required by the department. Maintain medical records, including on an electronic platform. Participate in the Quality Improvement Programmes of the Department/Hospital. Maintain clinical, professional and ethical standards. Be involved in community-orientated/outreach programmes including the provision of expert advice and services to all health facilities within the province as delegated by head of department and the needs of the Province. Participation in provision of postgraduate health personnel teaching, including registrar teaching. Attend and participate in departmental academic sessions and meetings for part 1 and part 2 registrars as well as medical officers. The successful applicant will be required to perform after hour duties and be part of a multi-disciplinary team when deemed necessary. Participate in Clinical Governance
ENQUIRIES: Prof. Abba Mallum☎ 031 240 1920

CLOSING DATE: 28 September 2026

_____ (original signed by the CEO)
CHIEF EXECUTIVE OFFICER

Medical Specialist: **Trauma and Burns x 1**
DEPARTMENT: Trauma and Burns
CENTRE: Inkosi Albert Luthuli Central Hospital
REFERENCE NO: MedspecT&B/1/2026
Grade 1: R1 395 528 pa all inclusive salary package (excluding commuted overtime).
Grade 2: R1 592 274 pa all inclusive salary package (excluding commuted overtime).
Grade 3: R1 844 151 pa all inclusive salary package (excluding commuted overtime).
REQUIREMENTS: MBChB or equivalent; Applicants must be in possession of an appropriate higher surgical qualification (FCS(SA) and/or MMed Surg) and currently registered with the Health Professions Council of South Africa as a Trauma Surgeon. Registration Certificate as a Specialist Trauma Surgeon. **Additional Qualifications**: eFAST course, MIMMS and, or ACLS/PALS. DSTC or Burns experience. Cert Trauma (SA) sub-specialist training complete. Preference will be given to applicants who have completed the Cert Trauma (SA) sub-specialist exam.
EXPERIENCE: Grade 1: Experience Not applicable requires the 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. **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
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.
KEY PERFORMANCE AREAS: Participation in the clinical trauma and burns 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 behavior: 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. Physical presence on arrival of scene calls and unstable cases expected.

ENQUIRIES: Dr T C Hardcastle: 031 240 1000 ext 2389 or speed dial 6195
CLOSING DATE: 28 September 2026

_____ (original signed by the CEO)
CHIEF EXECUTIVE OFFICER

POST: Nursing Manager (PN-A 9 – Level 3 Hospital)
REFERENCE: NURSMAN/1/2026
CENTRE: INKOSI ALBERT LUTHULI CENTRAL HOSPITAL (IALCH)
SALARY: R1 201 302.00 per annum (All-inclusive salary package)

MINIMUM REQUIREMENTS:
Basic R425 qualification Degree/Diploma in General Nursing.
Current registration with SANC as General Nurse**.**
A minimum of 10-years appropriate / recognizable experience in nursing after registration as Professional Nurse with the SANC in General Nursing.
At least 5 -years of the period referred to above must be appropriate / recognizable experience at management level.

Additional Qualification:
- Diploma in Midwifery
- and Diploma/Degree in Nursing Administration and Education
- Any Speciality in Nursing
- Experience of Managing Complex Nursing Environment

KNOWLEDGE, SKILLS, TRAINING AND COMPETENCIES REQUIRED:
Knowledge of relevant legislative framework governing the public service**.**
Demonstrate an in depth understanding of nursing legislation and related legal and ethical nursing practices.
Possess communication skills for dealing with patients, and other members of the multi-disciplinary team including the writing of reports.
Good human relations displaying a concern for patients, promoting and advocating patients' needs and expectations (Batho Pele). High concern for excellence, tenacity and resilience.
Leadership and management skills. Problem analysis and decision-making skills.
Demonstrate a basic understanding of HR and Financial policies and practices.
Demonstrate basic computer literacy as a support tool to enhance service delivery.
Ability to plan and organise own work, time and that of support personnel to ensure proper nursing care in the units. Be able to work under pressure.

KEY PERFORMANCE AREAS:
Provide guidance and leadership towards the realization of strategic goals and objectives of the nursing division. Provide professional, technical and management support for the provision of quality patient care through proper management of nursing care programs.
Advocate and ensure the promotion of nursing ethos and professionalism.
Develop and monitor the implementation of policies, programmes, regulations, practices, procedures and standards pertaining to nursing care.
Represent Nursing Department in the Senior Management Team.
Establish, maintain and participate in inter-professional and multi- disciplinary teamwork that promotes efficient and effective patient care across all domains.
Ensure effective management, supervision and utilization of human and material resources.
Ensure adherence to prescribed nursing policies and procedures.
Supervise and ensure the provision of an effective and efficient patient care through adequate nursing care.
Deal with disciplinary and grievance matters.
Evaluate and monitor compliance with clinical protocols, norms and standards of the hospital.
Participate in implementation and adherence to National Core Standards.
Work effectively and amicably with persons of diverse intellectual, cultural, racial or religious differences.

ENQUIRIES: Mr. EB Msibi (031) 240 1001
CLOSING DATE: 28 September 2026

_____ (original signed by the CEO)
CHIEF EXECUTIVE OFFICER

POST: Medical Specialist Sessions: Cardiothoracic Surgery x3
DEPARTMENT: Cardiothoracic Surgery
REF NO.: Med Spec CardSurg/1/2026
CENTRE: Inkosi Albert Luthuli Central Hospital

NO OF SESSIONS PER WEEK: 20hrs per person (each session is equivalent to 1 hour)
NATURE OF APPOINTMENT: Sessional – not exceeding 12 months - subject to annual review

SALARY:
HOURLY RATE PER SESSION/ (NOTCH PER ANNUM)

Medical Specialist – Grade 1	**R671.00**	**R697 840.00pa**
Medical Specialist – Grade 2	**R766.00**	**R796 640.00pa**
Medical Specialist – Grade 3	**R887.00**	**R922 480.00pa**

REQUIREMENTS: MBChB Degree; Applicants must be registered as a Specialist -Cardiothoracic Surgery with the Health Professions Council of South Africa (HPCSA). Current registration as Specialist Cardiothoracic Surgery with the HPCSA.
EXPERIENCE:
Grade 1: No experience required after registration with HPCSA as a Medical Specialist (Cardiothoracic Surgery). Grade 2: Five (5) years appropriate experience as a Medical Specialist after registration with HPCSA as a Medical Specialist (Cardiothoracic Surgery). Grade 3: Ten (10) years appropriate experience as a Medical Specialist after registration with HPCSA as a Medical Specialist (Cardiothoracic Surgery).
Additional Qualifications: Additional experience in providing a specialist service in either VATS surgery, cardiac transplant surgery, Op-CAB, ECMO or oesophageal surgery.
SKILLS, KNOWLEDGE, TRAINING AND COMPETENCE REQUIRED: The incumbent should have a comprehensive knowledge of the specialty discipline of Cardiothoracic Surgery including all aspects of General Thoracic Surgery, and Surgery for Acquired & Congenital Cardiovascular Disease. Surgical skills in the operative management of diseases within the specialty are an absolute prerequisite. In addition, teaching and computer literacy are essential requirements. The applicant must have undergone training in a cardiothoracic unit in an accredited academic centre either within the country or elsewhere. Competence in the clinical evaluation of the cardiothoracic surgical patient, interpretation of special investigations, especially radiological, operative intervention and post-operative management are of paramount importance. Demonstrate the ability to supervise and teach junior staff. Demonstrate the ability to work as part of a multidisciplinary team. Proven management ability, sound communication, negotiation, planning, organising, leadership, decision-making and interpersonal skills.
KEY PERFORMANCE AREAS: Provide a clinical service encompassing the diagnosis, investigation, peri-operative care and surgical management of cardiothoracic patients. Actively participate in the academic programme run by the department for the post-graduate training of registrars including teaching and research. Supervise and upskill registrars and junior consultants to enhance operative clinical skills and decision making. Achieve a level of theoretical knowledge and surgical skills requisite to the training of a Cardiothoracic Surgeon. Participate in after-hours services when required.
ENQUIRIES: Dr M Hbish 031-2402114 / 031-2402124

CLOSING DATE: 28 September 2026

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CHIEF EXECUTIVE OFFICER

KWAZULU-NATAL PROVINCE
HEALTH
REPUBLIC OF SOUTH AFRICA

MEDICAL BIOLOGICAL SCIENTIST: REPRODUCTIVE BIOLOGY / CLINICAL EMBRYOLOGY
Reference No: Med Bio Sci/1/2026
Inkosi Albert Luthuli Central Hospital (IALCH)
Department of Obstetrics and Gynaecology

IALCH invites applications from suitably qualified and motivated
Medical Biological Scientists specialising in Reproductive Biology/Clinical Embryology to join its newly established multidisciplinary infertility and assisted reproductive technology (ART) service in the Department of Obstetrics and Gynaecology.

SALARY:
GRADE 1: R413 121.00 pa all inclusive salary package (excluding commuted overtime).
GRADE 2: R482 499.00 pa all inclusive salary package (excluding commuted overtime).
GRADE 3: R564 822.00 pa all inclusive salary package (excluding commuted overtime).

MINIMUM REQUIREMENTS
Professional registration and qualifications
An appropriate qualification that allows registration with the Health Professions Council of South Africa (HPCSA) as a Medical Biological Scientist – Reproductive Biology/Clinical Embryology
Current registration with the HPCSA in the relevant category is required.
ADDITIONAL KNOWLEDGE: At least 1 year experience in a reproductive medicine unit

Experience:
Grade 1 No experience after registration with the HPCSA as a Medical Biological Scientist (Reproductive Biology/Clinical Embryology) for South African-qualified employees. One year's relevant experience after HPCSA registration for foreign-qualified employees who are not required to perform community service in South Africa.
Grade 2 Minimum of **10 years' relevant experience after HPCSA registration** for South African-qualified employees. Minimum of 11 years' relevant experience after HPCSA registration for foreign-qualified employees who are not required to perform community service in South Africa.
Grade 3 Minimum of **20 years' relevant experience after HPCSA registration** for South African-qualified employees. Minimum of 21 years' relevant experience after HPCSA registration for foreign-qualified employees who are not required to perform community service in South Africa.

KEY PERFORMANCE AREAS: the incumbent should be able to demonstrate the following
Scientific excellence – strong knowledge of reproductive biology and contemporary embryology.
Technical competence – proficiency in ART laboratory techniques and a commitment to maintaining high technical standards.
Attention to detail – meticulous handling, identification and documentation of reproductive material.
Integrity and accountability – recognition of the ethical and professional responsibilities associated with handling human gametes and embryos.
Teaching and mentorship – willingness to contribute to the development of future reproductive health professionals.
Research and innovation – commitment to advancing infertility care through research, audit and evidence-based practice.
Adaptability and leadership – ability to contribute to the ongoing development of a high-quality tertiary ART service.
Teamwork – ability to work effectively within a multidisciplinary tertiary healthcare environment.
Communication – clear, respectful and professional communication with patients and colleagues.

This post reports to Head of Reproductive Medicine Unit, department of Obstetrics and Gynaecology
The successful candidate will work collaboratively with reproductive medicine specialists, obstetricians and gynaecologists, nurses, laboratory personnel and other members of the multidisciplinary team to support couples and individuals undergoing fertility assessment and assisted reproductive treatment.
Enquiries: Prof HM Sebitloane – ngubaneg3@ukzn.ac.za / 031 260 4390
CLOSING DATE: 28 September 2026

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CHIEF EXECUTIVE OFFICER

KWAZULU-NATAL PROVINCE
HEALTH
REPUBLIC OF SOUTH AFRICA

POST: CLINICAL PROGRAMME CO-ORDINATOR
DEPARTMENT: Infection Prevention and Control Practitioner
REFERENCE NO: IPC1/2026
INSTITUTION: Inkosi Albert Luthuli Central Hospital
REMUNERATION: R571 161.00 Grade 1: plus 13th cheque, homeowner's allowance; Employee must meet the prescribed requirements and Medical Aid optional

MINIMUM REQUIREEMENTS:

- Senior Certificate/Grade 12
- Degree / Diploma in Nursing Science and Midwifery or equivalent qualification that allows registration with the South African Nursing Council as a Professional Nurse
- Current registration with the South African Nursing Council (SANC) 2026
- A minimum of 7 years appropriate /Recognized Experience in Nursing after registration with SANC in General nursing.

Additional Qualifications:

- Certificate in Infection Prevention and control
- Valid driver's license

KNOWLEDGE, SKILLS AND COMPETENCIES

- Demonstrate an in depth understanding of nursing legislation and related legal and Ethical nursing practices and how this impacts on service delivery.
- Knowledge of Infection Control policies and guidelines.
- Leadership, Organizational, Decision making and problem-solving skills
- Good communication, interpersonal relations.
- Demonstrate basic understanding of Human Resource and Financial policies and Practices.
- Computer Literacy

KEY PERFORMANCE AREAS

- Develop and implement an Infection prevention and control plan for the institution.
- Ensure that Infection prevention and control as well as Antibiotic stewardship committee are in place and functional.
- Promote Infection prevention and culture within the institution by conducting relevant workshops, Audits, meetings and awareness.
- Identify Infection control risks and make recommendations on mitigation strategies.
- Provide training to all categories of staff on Infection policies, principles and practices.
- Conduct Infection prevention and control Surveillance and report on incidence and prevalence of alert organisms and communicable diseases to District and to Communicable Disease Centre.
- Identify and report all Hospital Acquired Infections.
- Visits the Departments within the institution to identify infection prevention and control risks.
- Ensure that all departments comply with Infection Prevention and control Framework, protocols and guidelines.
- Identify outbreaks of infections, initiate investigation and control measures in collaboration with Infection prevention and control Committee.
- Provide effective and efficient Infection Prevention and Control service in the institution.
- Serve as a Clinical governance champion in the facility, ensuring effective clinical risk management system.
- Review institutional Infection prevention and control Standard operating procedures.
- Provide advice on various aspects of infection prevention and control, relevant policies to management.

ENQUIRIES: Mrs. GF Mncwango - Assistant Nurse Manager Nursing (M&E) 031 240 1083
CLOSING DATE: 28 September 2026

_____ (original signed by the CEO)
CHIEF EXECUTIVE OFFICER