

**PROVINCIAL ADMINISTRATION: KWAZULU NATAL  
DEPARTMENT OF HEALTH**

*This Department is an equal opportunity, affirmative action employer, whose aim is to promote representivity in all occupational categories in the department.*

- APPLICATIONS** : Applications to be forwarded to: The Human Resources Department, Greys Hospital Private Bag X9001, Pietermaritzburg, 3200
- FOR ATTENTION** : Mrs. M. Chandulal
- CLOSING DATE** : 29 June 2018
- NOTE** : Directions to Candidates: The following documents must be submitted: Application for employment form (Z83) which is obtainable at any Government Department or website. Certified copies of highest educational qualifications and professional registration certificate- not copies of certified copies; Curriculum Vitae and certified ID copy. Failure to comply with the above instructions will disqualify applicants. The circular minute number / reference must be indicated in the column provided on the form Z83 e.g GS 26/18. Please note due to large numbers of applications we envisage to receive, applicants will not be acknowledged. Communication will only be entered into with candidates that have been short-listed. If you have not heard from us two months after the closing date, please consider your application as being unsuccessful. The appointment is subject to positive outcome obtained from checks (security clearance, credit records, qualifications, citizenship and previous employment verifications and verification from the Company Intellectual Property (CIPC).

**MANAGEMENT ECHELON**

- POST 24/101** : **HEAD CLINICAL UNIT (MEDICAL) GRADE 1- NEONATES REF NO: GS 26/18 (X1 POST)**  
Component: Paediatrics
- SALARY** : R1 550 331 per annum (All- inclusive package) consists of 70% basic salary and 30% flexible portion that may be structured in terms of the applicable rules, Plus Commuted overtime which is subject to the needs of the Department. Employee must sign the commuted overtime contract form annually.
- CENTRE** : Greys Hospital  
PMB Metropolitan Hospitals Complex (including Greys, Edendale and Northdale Hospital)
- REQUIREMENTS** : MBCHB OR equivalent qualification Plus FC Paeds (SA) or equivalent Plus Subspecialty Certificate in Neonatology Plus Current Registration with Health Professions Council of South Africa as a Neonatologist PLUS 3 years experience working as a Neonatologist post registration. Recommendation: Prior experience in the public service will be an advantage. Knowledge, Skills, Training and Competency Required: Human resource management; Program planning, implementation and evaluation, Information management; Quality assurance programmes. Specialist medical knowledge, skills & competence in paediatrics and child health. Sub-specialist medical knowledge, skills & competence in neonatology. Current health and public service legislation, regulations and policy. Medical ethics, epidemiology, research and statistics. Medical education training and experience (an advantage). Research publications, research knowledge, skills & competence (an advantage).
- DUTIES** : (Will cover clinical skills, performance, training, research and supervision & support). The administration and management of neonatal services and neonatal team in Grey's Hospital. Participate in the provision of clinical neonatal services as part of a team in Pietermaritzburg Metropolitan Hospitals Complex. Participate in after-hours specialist cover in Pietermaritzburg Metropolitan Hospitals Complex. Participate in specialist neonatal and multi-disciplinary clinics. Facilitate the development of neonatal services in all hospitals in the Pietermaritzburg catchment area. Participate in the departmental Outreach program for the development, delivery, supervision and support of paediatric and neonatal services in the Pietermaritzburg catchment area. Ensure appropriate standards of care and

oversee quality improvement programmes within the department. Participate in the training and development of undergraduate, vocational and postgraduate students and staff in Pietermaritzburg and its catchment area. Join the University of KwaZulu-Natal (UKZN) as a member of the Faculty of Health Sciences, School of Clinical Medicine, Department of Paediatrics & Child Health. Participate in the departmental academic and training programme/s, Assist with the administration of a component of the paediatric department in Pietermaritzburg. Undertake appropriate clinical research and support the research efforts of junior staff.

**ENQUIRIES** :

Dr ME Morgan / Mrs K Moses Tel No: (033) 897 3264

**POST 24/102** :

**CHIEF FINANCIAL OFFICER: (LEVEL 15) REF NO: G34/2018**

Cluster: Head Health

**SALARY** :

R1 445 114 per annum

**CENTRE** :

Head Office

**REQUIREMENTS** :

An undergraduate (NQF Level 7) in Accounting /Public Finance/ Economics with Post Graduate/Honors (NQF Level 8) in Accounting /Public Finance/Economics and Honors as majors, OR a Post Graduate in Accounting/CTA OR CA qualification. All qualifications must be recognized by SAQA. Minimum of Eight (8) years' experience at a senior managerial level in a Financial Management environment – of which three (3) years must be at a Chief Director equivalent, Within the eight years, there must be three (3) years experience in a Public Sector environment. An unendorsed valid motor vehicle drivers license. Recommendations (in their order of importance): Qualification as a Chartered Accountant, A post graduate qualification in Public Health/ Management, A recognised certification in Project Management, will serve as a recommendation. Required to submit proof of work experience endorsed and stamped by the employer/s prior to the date of the interview. Knowledge, Skills, Training and Competencies Required:-The incumbent of this post will report to the Head of Department of Health, and will be responsible to support the Accounting Officer and other senior managers in the execution of their functions in terms of the Public Finance Management Act, the Treasury Regulations and Practices Notes; and manage the financial, accounting and supply chain management systems of the Department ensuring good governance arrangements and value for money in the Department. The ideal candidate must: Possess sound technical knowledge of GRAP (Generally Recognized Accounting Practices) and GAAP (Generally Accepted Accounting Practices), which will encompass the transition to the "accrual" basis of accounting, performance budgeting and the Public Service Legislative Framework for Financial and Supply Chain Management. Have the ability to provide sound technical advice on the performance of the departmental financial system to the Accounting Officer and Cluster Managers ensuring compliance with the provisions of the Public Finance Management Act, Treasury Regulations and Provincial Treasury Practice Notes. Possess strong leadership ability in securing financial resources for the Department to adequately fund the Annual Performance Plan of the Department. Have the ability to translate the macro fiscal environment for core business managers into strategic financial direction. Possess sound knowledge of Strategic Planning Processes and associated budgetary processes. Have the ability to develop and utilize Monitoring and Evaluation Mechanisms in support of strategic resource management practices. Have the ability to capitalize on human potential and to build a strong financial delivery team at Head Office and at Institutions. Have the ability to use and manage advanced computer applications. Possess knowledge of the principles of Public Private Partnerships and the financial management of complex contractual arrangements. Have excellent verbal communication and report writing skills.

**DUTIES** :

Develop implement and maintain appropriate mechanisms to timeously respond to the changing needs for financial information, the interpretation thereof and the rendering of technical advice to the Accounting Officer ensuring that the financial resources and assets of the Department are utilized effectively and economically to realize the objectives of the Annual Performance Plan. Provide technical advice to Accounting Officer and Senior Managers to ensure the equitable allocation, maintenance and effective utilization of resources in line with the Strategic

Objectives of the Department, legislative imperatives and good governance arrangements inclusive of the management of working capital, assets, liabilities and revenue collection to achieve optimal operational efficiency in the Department. Ensure adequate financial, accounting and internal financial control arrangements and systems are in place and maintained in support of the decentralized financial management mode inclusive of appropriate mechanisms for the accountable delegation of financial powers, asset security, monitoring, evaluation, early warning and timeous corrective action. Oversee the budgetary process within the department, exercise budgetary control and provide at a strategic level early warning arrangements. Oversee the preparation and submission of the Annual Financial Statements and liaison with the Auditor-General inclusive of ensuring compliance with reporting requirements and standards under the PFMA, Division of Revenue Act and Financial Statements. Ensure the effective, efficient and economical management and utilization of resources allocated to the Financial Cluster as outlined in the legislative framework for good governance. Provide effective and efficient management of resources within the Cluster to ensure optimal functioning and performance of the Cluster in delivery linked to the strategy and policy imperatives. Provide financial advice and support to the Accounting Officer and other senior managers – i) in developing costing/funding options for strategic and other business plans within the MTEF arrangement, ii) in executing their functions in terms of the PFMA, Treasury Regulations and Departmental Financial Delegations. To Manage the Supply Chain Management systems of the Department ensuring good governance arrangements and value for money in the Department.

- ENQUIRIES** : DR M Gumede Tel No: 033- 395 3176
- APPLICATIONS** : All applications should be forwarded to : The Chief Director: Human Resource Management Services KZN Department of Health Private Bag X9051 Pietermaritzburg 3200 OR Hand delivered to: 330 Langalibalele Street, Natalia Building, Registry, Minus 1:1 North Tower.
- FOR ATTENTION** : Mrs B C Shelembe)
- NOTE** : Applications must be submitted on the prescribed Application for Employment form (Z83) which must be originally signed and dated. The application form (Z83) must be accompanied by a detailed Curriculum Vitae, certified copies of certificates, Identity Document and Driver's License (not copies of previously certified copies). The Reference Number must be indicated in the column (Part A) provided thereof on the Z83 form. Failure to comply with the above instructions will disqualify applicants. Faxed and e-mailed applications will not be accepted. Persons with disabilities should feel free to apply for the post. The appointments are subject to positive outcomes obtained from the State Security Agency (SSA) to the following checks (security clearance (vetting), criminal clearance, credit records, citizenship), verification of Educational Qualifications by SAQA, verification of previous experience from Employers and verification from the Company Intellectual Property Commission (CIPC). 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. Applicants in possession of a foreign qualification must attach an evaluation certificate from the South African Qualifications Authority (SAQA) to their applications. Non- RSA Citizens/Permanent Residents/ Work Permit holders must submit documentary proof together with their applications. All employees in the Public Service that are presently on the same salary level but on a notch/package above of the advertised post are free to apply. All shortlisted candidates for this post will be: Subjected to a technical exercise that intends to test relevant technical elements of the job, the Logistics of which will be communicated by the Department. Following the interview and technical exercise, the selection panel will recommend candidates to attend a Generic Managerial Competency Assessment.
- CLOSING DATE** : 29 June 2018
- POST 24/103** : **CHIEF EXECUTIVE OFFICER REF NO: G33/2018 (TO SERVE BOTH AS MEDICAL MANAGER)**  
Cluster: District health Services
- SALARY** : R1 052 712 per annum. An all Inclusive MMS Salary Package of Salary Level 12

<b><u>CENTRE REQUIREMENTS</u></b>	: ST Margaret's Hospital : MBCHB qualification; PLUS Registration with the Health Professions Council of South Africa (HPCSA) as a Medical Practitioner; PLUS A minimum of five (5) years in a Health Institution or Primary Health Care environment. Unendorsed valid Code B driving licence (Code 08). NB: All shortlisted candidates will be required to submit proof of work experience endorsed and Stamped by employer/s prior to the date of the interview. Knowledge, Skills, Training and Competencies Required: The incumbent of this post will report to the District Manager, and will responsible to manage the provision of district level one health service. The ideal candidates must: Possess knowledge of relevant legislation such as Nation Health Act, Public Finance Management Act (PMF), Public Service Act and related regulations and policies. Possess knowledge of procurement, human resource management, work methods and procedures. Have strategic capability and leadership, programme and project management, financial management, change management people management and empowerment. Have service delivery innovation, knowledge management, problem solving and analysis, communication, client orientation and customer focus.
<b><u>DUTIES</u></b>	: Manage the day - to- day function of the hospital to ensure effectiveness and efficiency. Implement financial planning, monitoring and control of expenditure. Formulate and implement strategies and policies to promote efficiency inclusive of clinical practices. Develop and implement clinical practices planning for the Hospital. Manage the provision of clinical services within the Hospital and its Clinic. Ensure the implementation of human resource development policies to promote knowledge, skills and competencies especially clinical expertise. Provide effective leadership to motivate staff and promote team work.
<b><u>ENQUIRIES APPLICATIONS</u></b>	: Mrs GLL Zuma Tel No: 039 8348300 : All applications should be forwarded to: The District Manager: Harry Gwala District Health Office, Private Bag X502, Ixopo, 3276 or Hand delivered to: 111 Margaret Street, Ixopo
<b><u>FOR ATTENTION NOTE</u></b>	: Mrs ZR Dladla : Applications must be submitted on the prescribed Application for Employment form (Z83) which must be originally signed and dated. The application form (Z83) must be accompanied by a detailed Curriculum Vitae, certified copies of certificates, Identity Document and Driver's License (not copies of previously certified copies). The Reference Number must be indicated in the column (Part A) provided thereof on the Z83 form. Failure to comply with the above instructions will disqualify applicants. Faxed and e-mailed applications will not be accepted. Persons with disabilities should feel free to apply for the post. The appointments are subject to positive outcomes obtained from the State Security Agency (SSA) to the following checks (security clearance (vetting), criminal clearance, credit records, citizenship), verification of Educational Qualifications by SAQA, verification of previous experience from Employers and verification from the Company Intellectual Property Commission (CIPC). 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. Applicants in possession of a foreign qualification must attach an evaluation certificate from the South African Qualifications Authority (SAQA) to their applications. Non- RSA Citizens/Permanent Residents/ Work Permit holders must submit documentary proof together with their applications. All employees in the Public Service that are presently on the same salary level but on a notch/package above of the advertised post are free to apply.
<b><u>CLOSING DATE</u></b>	: 29 June 2018
<b><u>POST 24/104</u></b>	: <b><u>MEDICAL SPECIALIST REF NO: IALCH/GREYS</u></b> <b><u>MEDSPECPAEDHAEMONCO/1/2018 X 2 POSTS</u></b> Department: Paediatrics Medical (Haematology / Oncology)
<b><u>SALARY</u></b>	: Grade 1: Medical Specialist- R991 857 per annum all inclusive salary package (excluding commuted overtime). Grade 2: Medical Specialist- R1 134 069 per annum all inclusive salary package (excluding commuted overtime).

		Grade 3: Medical Specialist– R1 316 136 per annum all inclusive salary package (excluding commuted overtime).
<b><u>CENTRE</u></b>	:	Inkosi Albert Luthuli Central Hospital (1) Grey's hospital (1)
<b><u>REQUIREMENTS</u></b>	:	MBCHB; Current registration with the HPCSA as a Specialist in Paediatrics. Applicants for the Grade 1 Specialist post without the Subspecialty are required to train in Paediatric Oncology. The following will apply: 2 years of Subspecialty training in Paediatric Oncology. A minimum of 3 years' service in the KZN DOH (Inkosi Albert Luthuli hospital / Grey's hospital) after completion of the above training; Trainees will spend one year of their Training at Inkosi Albert Luthuli and one year at a Paediatric Cancer Unit outside the province (in Gauteng or the Western Cape). Commuted overtime is a requirement and will apply throughout the Training period. A signed contract detailing the above prior to commencing in this post. <b>Grade 1:</b> Experience: No Experience required. <b>Grade 2:</b> Experience: 5 Years appropriate experience as a Medical Specialist after registration with the HPCSA as a Medical Specialist (Paediatrics). Registration and experience in the Subspecialty Paediatric Haematology or Paediatric Oncology. <b>Grade 3:</b> Experience: 10 Years appropriate experience as a Medical Specialist after registration with the HPCSA as a Medical Specialist (Paediatrics). Registration and experience in the Subspecialty Paediatric Haematology or Paediatric Oncology. Knowledge; Skills Training & 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. 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.
<b><u>DUTIES</u></b>	:	The core function of this post is to facilitate the delivery of Paediatric Oncology services for the province. This includes obtaining the necessary qualifications in the subspecialty. Service includes outpatient consultations and management of in-patients at IALCH during the 2 years training period; thereafter at IALCH or Grey's according to the placement of the post. The duties will include training of registrars, undergraduate and postgraduate students. Duties also include participating in the Outreach programme and appropriate research. The incumbent will assist with Paediatric services as determined by the Clinical HOD. The incumbent is expected to perform after hours calls and relief duties and be part of multi-disciplinary team when necessary.
<b><u>ENQUIRIES</u></b>	:	Dr R Thejpal (HOD Paediatric Medical) at (031) 2401536.
<b><u>APPLICATIONS</u></b>	:	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 IALCH or posted to Private Bag X03 Mayville 4058
<b><u>NOTE</u></b>	:	An Application for Employment Form (Z83) must be completed and forwarded. This is obtainable from any Public Service Department or from the website <a href="http://www.kznhealth.gov.za">www.kznhealth.gov.za</a> . Certified copies of ID documents, Std 10, educational qualifications, certificates of service and professional registration certificates (not copies of certified copies) and proof of current registration must be submitted together with your CV. Original signed letter from your current employer, confirming current and appropriate work experience related to the requirements and recommendations of the advert. People with disabilities should feel free to apply for the posts. The reference number must be indicated in the column provided on the form Z83, e.g. ref APRO/1/2006. Please note that failure to comply with the above instructions will disqualify applicants. 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. Due to the large number of applications we receive, receipt of applications will not be acknowledged. Should you not be advised within 60 days of the closing date, kindly consider your application as unsuccessful. Please note that due to financial constraints, there will be no payment of S&T claims.
<b><u>CLOSING DATE</u></b>	:	29 June 2018

**POST 24/105** : **SPECIALIST MEDICINE REF NO: RKK M 25/2018**

**SALARY** : Grade 1: R991 857 per annum. All-inclusive salary package (commuted overtime is compulsory).  
Grade 2: R1 134 069 per annum. All-inclusive salary package (commuted overtime is compulsory).

**CENTRE REQUIREMENTS** : R. K Khan Hospital – Medicine  
: **Grade 1:** Minimum requirement appropriate qualification MBCHB Degree Plus current registration with HPCSA as a Specialist in Medicine. **Grade 2:** The minimum of 5 years appropriate experience as Medical Specialist after registration with the HPCSA as a Medical Specialist in Medicine. Proof of current registration with HPCSA 2018. Knowledge, Skills and Competencies. Sound clinical knowledge and expertise. Good interpersonal, managerial and supervisory skills. Sound knowledge of clinical procedures and protocols within the discipline. Knowledge of the Current Health and Public Service Legislature. Ability to innovate. Ability to manage patients independently. Interest in conducting and supervising research. Stress tolerance, self-confidence and the ability to build and maintain good relationships. To work within a multi-disciplinary team.

**DUTIES** : To provide effective and efficient specialist/consultant care for the patients of RK Khan Hospital and its catchment population. To assist the Head Clinical Unit in the development of systems for timeous and effective management of patients (consults, referrals, admitted, awaiting admissions). To assist in the development and implementation of guidelines and protocols. To participate and/or accept delegation for the coordination and implementation of Clinical Governance projects (as well as Quality Improvement Programmes). To participate in outreach activities for the delivery, supervision and support of services at referring or down-referral facilities. To contribute towards a positive, supportive and conducive environment for junior staff, patients and their relatives. To participate in the academic programmes (for medical students & registrars) and in-service programmes (for nurses, interns, medical officers) as well as research initiatives. Standard of patient care and services is maintained.

**ENQUIRIES APPLICATIONS** : DR. J Mulla Tel No: 031 459 6209  
: Human Resource Department, R K Khan Hospital Private Bag X004; Chatsworth, 4030 or Hand deliver to R K Khan Hospital Human Resource Department Ground floor Recruitment Officer Room no. 35.

**FOR ATTENTION NOTE** : Human Resource Manager  
: Applications should be submitted on form Z83 from any Public Service Department Human Resource Department OR from the website [www.kznhealth.gov.za](http://www.kznhealth.gov.za) Certified copies of ID, Matric, highest educational qualifications and professional registration with the SANC certificate – not copies of certified copies. Current registration with SANC 2018. Updated Curriculum Vitae. Certified copy of certificates of service endorsed by Human Resource. The reference number must be indicated in the column provided on form Z83 e.g. HR 01/2018. Faxed documents will not be accepted. Failure to comply with the above instructions will result in disqualification. Please note that if you are not contacted within 3 months of the closing date, your application is unsuccessful. Every shortlisted applicant will be advised of the outcome of their application in due course. Please note that the successful candidate will be subjected to a pre-employment screening and verification process including CIPC (Companies Intellectual Property Commission) screening. Due to financial constraints no S & T or relocation costs will be paid for attending interviews. NB: Relocation is at your own cost.

**CLOSING DATE** : 16 July 2018 16:00 afternoon

#### OTHER POSTS

**POST 24/106** : **CHIEF EXECUTIVE OFFICER: VARIOUS HOSPITALS**  
Cluster: District Health Services

**SALARY** : R779 295 per annum. An all Inclusive MMS Salary Package of Salary Level 12  
**CENTRE** : Montobelo Hospital Ref No: G31/2018  
Ntunjambili Hospital Ref No: G32/2018

**REQUIREMENTS**

: A degree/advanced diploma in a health related field, registration with relevant professional council; PLUS A degree/diploma in health management OR a degree/advanced in a management field. PLUS At least 5 (five) years management experience in the health sector. Experience as a health service manager or significant experience in management in a health service environment. Unendorsed valid Code B driver's license (Code 08). All shortlisted candidates will be required to submit proof of work experience endorsed and stamped by the employer/s prior to the date of the interview. Competencies: Knowledge: Knowledge of relevant legislation such as National Health Act, Public Finance Management Act (PFMA), Public Service Act and related regulations and policies. Core Competencies: Strategic capability and leadership, programme and project management, financial management, change management people management and empowerment. Progress Competencies: Service delivery innovation, knowledge management, problem solving and analysis, communication, client orientation and customer focus.

**DUTIES**

: To plan , direct co-ordinate and manage the efficient and delivery of clinical and administrative support services through working with the key executive management team at the hospital within the legal and regulatory framework , to represent the hospital authoritatively at provincial and public forums, to provide strategic leadership to improve operational efficiency within the health establishment to improve health outcomes. Strategic Planning: Prepare a strategic plan for the hospital to ensure that it is in line with the 10-point plan, national, provincial, regional and district plans. Financial Management: Maximise revenue through collection of all income due to the hospital, ensure that adequate policies, systems and procedure are in place to enable prudent management of financial resources, planning of financial resource mobilization, monitoring and evaluation and asset and risk management. Facility Management: Ensure business support and systems to promote optimal management of the institution as well as optimal service delivery, ensure that systems and procedures are in place to ensure planning and timeous maintenance of facilities and equipment. Human Resource Management: Develop, implement and maintain human resource management policies and guidelines, systems and procedures that will ensure effective and efficient utilization of human resources, promote a safe and healthy working environment through compliance with relevant legislation including occupation health and safety committees. Ensure continuous development and training of personnel and implement monitoring and evaluation of performance. Procurement and Management of Equipment and Supplies: Implement a procurement and provisioning system that is fair, transparent, competitive and cost effective in terms of provincial delegated authority and in line with the PFMA, ensure that goods and services are procured in a cost effective timely manner. Clinical and Corporate Governance: Oversee clinical governance to ensure high standards of patient care establish community networks and report to the Hospital Board. Responsible for corporate governance inclusive of infrastructure planning and maintenance as well as occupational health and safety, manage the institution's risk to ensure optimal achievement of health outcomes.

**ENQUIRIES**

: Ms RT Ngcobo Tel No: 032 - 4373500

**APPLICATIONS**

: All applications should be forwarded to: The District Manager: Ilembe District, Private Bag X10620 Stanger, 4450 OR Hand delivered to: 1 King Shaka Street, King Shaka Building, 2nd and 3rd Floor, Kwa Dukuza

**FOR ATTENTION**

: Mr R Phahla

**NOTE**

: Applications must be submitted on the prescribed Application for Employment form (Z83) which must be originally signed and dated. The application form (Z83) must be accompanied by a detailed Curriculum Vitae, certified copies of certificates, Identity Document and Driver's License (not copies of previously certified copies). The Reference Number must be indicated in the column (Part A) provided thereof on the Z83 form. Failure to comply with the above instructions will disqualify applicants. Faxed and e-mailed applications will not be accepted. Persons with disabilities should feel free to apply for the post. The appointments are subject to positive outcomes obtained from the State Security Agency (SSA) to the following checks (security clearance (vetting), criminal clearance, credit records, citizenship), verification of Educational Qualifications by SAQA, verification of previous experience from Employers and verification from the Company

Intellectual Property Commission (CIPC). 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. Applicants in possession of a foreign qualification must attach an evaluation certificate from the South African Qualifications Authority (SAQA) to their applications. Non- RSA Citizens/Permanent Residents/ Work Permit holders must submit documentary proof together with their applications. All employees in the Public Service that are presently on the same salary level but on a notch/package above of the advertised post are free to apply.

- CLOSING DATE** : 29 June 2018
- POST 24/107** : **DEPUTY DIRECTOR: RADIOGRAPHY (GR 1) REF NO: DD: RADIOGRAPHY RADIO ONCO/1/2018 (X1 POST)**
- SALARY** : R769 026 per annum
- CENTRE** : KZN Radiotherapy centres (Inkosi Albert Luthuli Central Hospital and Addington Hospital complex)
- REQUIREMENTS** : Senior Certificate, An appropriate three year National Diploma/Degree in Therapeutic Radiography. Current registration with the Health Professions Council of South Africa as a Therapy Radiographer. (Independent practice).A minimum of three (3) years current and appropriate experience in Therapy Radiography (independent practice) after registration with the HPCSA as a Therapy Radiographer. Advantage: Two (2) years of the three (3) years appropriate experience in Therapeutic Radiography (independent practice) after Registration with the HPCSA as a Therapy Radiographer, must be current and at a junior management level within the Radiation Oncology department. Certificate of Service or proof of working experience endorsed by Human Resource Department. Recommendations: Current working experience in an oncology department of a government central level health institution that have integrated Aria, Eclipse Monaco, Mosaic. Knowledge, Skills Training and Competencies Required: Sound knowledge of Public Service Act and Regulations, Labour relations Act, Health and Safety Act and any other act applicable in executing duties. Extensive Radiation knowledge and sound clinical skills. Knowledge of health care system and health professional's ethics. Team building and problem solver. Excellent Human and Communication and leadership skills.
- DUTIES** : Co-ordinate the radiation protection program for the radiation/oncology department, ensuring that safety protocols in compliance with the Department of Health Radiation Protection Services are adhered to. Oversee the analysis, formulation & implementation of Departmental policies, procedure and practices and ensure that staff is aware of these. Analyse the need for training and development for radiographers, and co-ordinate the formulation and implementation of training and development strategies and monitor the effectiveness of this training, by maintaining clinical supervision of radiographers at all levels. Co-ordinate the Development of the Oncology department budget and ascertain activity in consultation with all key role players whilst exercising control of expenditure in all Oncology Departmental Cost Centres, through ensuring efficient and efficient control of surgical sundries, pharmaceuticals, equipment, miscellaneous stores and the Oncology facility. Co-ordinate the implementation of the departmental employee performance management and development system for radiographers and admin staff. Responsible for the recruitment and selection of Radiographic and administrative staff whilst ensuring that recruitment and selection policies as laid down by the Department of Health are complied with. Participate in activities within the multi-disciplinary committees and ensure representation of Oncology Services in various committees. Ensure of after hour coverage of provision of Oncology Services as and when the need arises.
- ENQUIRIES** : Dr Nerisha Tathiah Tel No: (031 240 1131)
- 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.
- NOTE** : Applications must be submitted on the prescribed Application for Employment form (Z83) which must be originally signed and dated. The application form (Z83) must be accompanied by a detailed Curriculum Vitae, certified copies of certificates,



Identity Document and Driver's License (not copies of previously certified copies). The Reference Number must be indicated in the column (Part A) provided thereof on the Z83 form. Failure to comply with the above instructions will disqualify applicants. Faxed and e-mailed applications will not be accepted. Persons with disabilities should feel free to apply for the post. The appointments are subject to positive outcomes obtained from the State Security Agency (SSA) to the following checks (security clearance (vetting), criminal clearance, credit records, citizenship), verification of Educational Qualifications by SAQA, verification of previous experience from Employers and verification from the Company Intellectual Property Commission (CIPC). 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. Applicants in possession of a foreign qualification must attach an evaluation certificate from the South African Qualifications Authority (SAQA) to their applications. Non- RSA Citizens/Permanent Residents/ Work Permit holders must submit documentary proof together with their applications. All employees in the Public Service that are presently on the same salary level but on a notch/package above of the advertised post are free to apply.

- CLOSING DATE** : 29 June 2018
- POST 24/108** : **MEDICAL OFFICER REF NO: MO TRANSPLANT SURG/1/2018 X 1 POST**  
Department: Transplant Surgery
- SALARY** : Grade 1: Medical Officer – R736 425 per annum (All Inclusive Salary Package) excluding Commuted Overtime.  
Grade 2: Medical Officer – R842 028 per annum (All-inclusive Salary Package) excluding Commuted overtime.  
Grade 3: Medical Officer R977 199 per annum (All-inclusive Salary Package) excluding commuted Overtime.
- CENTRE REQUIREMENTS** : Inkosi Albert Luthuli Central Hospital  
: Certified copy of MBCHB, certified copy of Registration Certificate with the HPCSA as a Medical Practitioner, certified copy of current renewal registration with HPCSA. Completed FCS – 1A (Primary) or higher. ATLS, ACLS or PALS will be a distinct advantage. **Grade 1:** No Experience required from South African qualified employees. One year relevant experience after registration as a Medical Practitioner with recognised foreign health professional council in respect of foreign qualified employees, of whom it is not required to perform Community Service as required in South Africa. **Grade 2:** Five (5) years appropriate experience as a Medical Officer after Registration with HPCSA as a Medical Practitioner. Six years relevant experience after registration as a Medical Practitioner with a recognised foreign health professional council in respect of foreign qualified employees, of whom it is not required to perform Community Service as required in South Africa. **Grade 3:** Ten (10) years appropriate experience as a Medical Officer after Registration with HPCSA as a Medical Practitioner. Eleven years relevant experience after registration as a Medical Practitioner with a recognised foreign health professional council in respect of foreign qualified employees, of whom it is not required to perform Community Service as required in South Africa. Knowledge Skills And Experience Required: Knowledge of the transplant process and post-operative management of the surgical patient. Any training in the field of general surgery will be a distinct advantage. Preference will be given to those who have completed some or all of their surgical training. Demonstrate the ability to work as part of a multidisciplinary team. Sound communication, negotiation, planning, organising, leadership, decision-making and interpersonal skills.
- DUTIES** : The candidate will be expected to work in the transplant and renal surgery unit at IALCH and provide a service in the greater DFR as required. After-hours clinical participation in the call roster which will include the surgical disciplines based at Inkosi Albert Luthuli Hospital. Assist with the provision and development of transplant and renal surgery as determined by the Head Clinical Unit at Inkosi Albert Luthuli Central Hospital. Active participation in the clinical activities in the allocated domain (in-patient, out-patient and after-hours). Ensure sound labour relations in compliance with relevant legislation while maintaining the interests of

the patient. To participate in clinical audit programmes and research. To assist in outreach and teaching when required

**ENQUIRIES** : Dr S Moodley Tel No: 031 2401200 or (0837775819)

**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 IALCH or posted to Private Bag X03 Mayville 4058.

**NOTE** : An Application for Employment Form (Z83) must be completed and forwarded. This is obtainable from any Public Service Department or from the website [www.kznhealth.gov.za](http://www.kznhealth.gov.za). Certified copies of ID documents, Std 10, educational qualifications, certificates of service and professional registration certificates (not copies of certified copies) and proof of current registration must be submitted together with your CV. Original signed letter from your current employer, confirming current and appropriate work experience related to the requirements and recommendations of the advert. People with disabilities should feel free to apply for the posts. The reference number must be indicated in the column provided on the form Z83, e.g. ref APRO/1/2006. Please note that failure to comply with the above instructions will disqualify applicants. 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. Due to the large number of applications we receive, receipt of applications will not be acknowledged. Should you not be advised within 60 days of the closing date, kindly consider your application as unsuccessful. Please note that due to financial constraints, there will be no payment of S&T claims.

**CLOSING DATE** : 29 June 2018

**POST 24/109** : **CHIEF RADIOGRAPHER REF NO: CHIEF RAD RADIO ONCO/1/2018 X 4 POSTS**  
Department: Radiation Oncology

**SALARY** : R414 069 per annum, Plus 13th cheque, Medical Aid - Optional & Housing Allowance: Employee must meet prescribed requirements.

**CENTRE** : KZN Radiotherapy Centre- (Inkosi Albert Luthuli Central Hospital and Addington Hospital complex).

**REQUIREMENTS** : Diploma or Bachelor degree in Radiography. PLUS Current registration with the Health Professions Council of South Africa as a Therapy Radiographer (Radiotherapy) PLUS A minimum of 3 years clinical experience working in a Radiotherapy clinical environment after registration with HPCSA Independent Practise. Knowledge, Skills, Training and Competences Required: Knowledge of Radiotherapy standard techniques, dose protocols, equipment and accessories associated with relevant techniques, including specialised techniques for Brachytherapy. Knowledge of 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 communicate effectively in a team including other referring professionals. Knowledge of basic patient care and management of Radiotherapy related complications.

**DUTIES** : Working knowledge and experience of PMDS and be responsible for the PMDS of staff as allocated. Provide assistance, training, supervision and mentoring to junior staff, students and advice to other professionals as required. Participate in quality improvement programmes and policy making in line with National core standards. Undertake all Radiotherapy planning and treatment preparation including the tumor localisation, graphic planning, radiation dose calculation and data preparation needed for treatment accessory construction. Undertake and supervise Brachytherapy Planning and treatment procedure liaising closely with the Oncologist and Physicist. Liaise Oncology nurses and the patient on any ongoing patient care. Safely operate and supervise use and care for accessories and immobilization devices used in the planning and treatment of the patient. Dosimetry check supervision before delivery of treatment. Ensure accurate record supervision of the course of Radiotherapy treatment delivered. Support for Health

		and Safety Institutional program. Provide an overtime and after hours support when needed, plus rotate between the two centres Addington and IALCH.
<b><u>ENQUIRIES</u></b>	:	Dr Nerisha Tathiah Tel No: 031 240 1131/1059
<b><u>APPLICATIONS</u></b>	:	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.
<b><u>NOTE</u></b>	:	Applications must be submitted on the prescribed Application for Employment form (Z83) which must be originally signed and dated. The application form (Z83) must be accompanied by a detailed Curriculum Vitae, certified copies of certificates, Identity Document and Driver's License (not copies of previously certified copies). The Reference Number must be indicated in the column (Part A) provided thereof on the Z83 form. Failure to comply with the above instructions will disqualify applicants. Faxed and e-mailed applications will not be accepted. Persons with disabilities should feel free to apply for the post. The appointments are subject to positive outcomes obtained from the State Security Agency (SSA) to the following checks (security clearance (vetting), criminal clearance, credit records, citizenship), verification of Educational Qualifications by SAQA, verification of previous experience from Employers and verification from the Company Intellectual Property Commission (CIPC). 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. Applicants in possession of a foreign qualification must attach an evaluation certificate from the South African Qualifications Authority (SAQA) to their applications. Non- RSA Citizens/Permanent Residents/ Work Permit holders must submit documentary proof together with their applications. All employees in the Public Service that are presently on the same salary level but on a notch/package above of the advertised post are free to apply.
<b><u>CLOSING DATE</u></b>	:	29 June 2018
<b><u>POST 24/110</u></b>	:	<b><u>OPERATIONAL MANAGER NURSING (GENERAL) REF NO: SAP 08/2018</u></b>
<b><u>SALARY</u></b>	:	R394 665 – R444 195 per annum plus 13th Cheque, Rural Allowance: Medical Aid (Optional), Housing allowance (Employee must meet prescribed Requirements) St Apollinaris Hospital (High Care Ward)
<b><u>CENTRE REQUIREMENTS</u></b>	:	Senior Certificate (Grade 12) or equivalent qualification; Degree/Diploma in General Nursing and Midwifery or equivalent qualification that allows registration with the SANC as Professional Nurse. Registration with SANC as a Professional Nurse and midwifery PLUS.A minimum of seven (7) years' experience in nursing after registration as Professional Nurse with the SANC in General Nursing. SANC receipt for the current year. Skills: Demonstrate effective communication with patients, supervisors and other health professionals and junior colleagues including more complex report when required. Work as part of the multi-disciplinary at unit level to ensure good nursing care by the nursing team. Work effectively, co-operatively amicably at a supervisory level with persons of diverse intellectual; cultural racial or religious differences. Display a concern for patients promoting and advocating and facilitating proper treatment and ensuring that the unit adheres to the principles of Batho Pele. Demonstrate basic computer literacy as a support tool to enhance service delivery.
<b><u>DUTIES</u></b>	:	Demonstrate an in depth understanding legislation and related legal and ethical nursing practices and how this impacts on service delivery. Co-ordinate and monitor the implementation of nursing care plan and evaluation thereof. Ensure clinical nursing practice by the nursing team (unit) in accordance with the scope of practice and nursing standards as determined by the relevant health facility. Provision of administrative services. Maintain a constructive working relationship with nursing and other stakeholders. Promote quality of nursing care as directed by the professional scope of practice and standards as determined by the relevant health facility. Utilize human, material and physical resources efficiently and effectively. Demonstrate a basic understanding of HR and financial policies and practices. Supervise and ensure the provision of an effective and efficient patient care through adequate nursing care.
<b><u>ENQUIRIES</u></b>	:	Miss NI Mpantsha @ (039) 833 8000/8013

- APPLICATIONS** : Direct your application quoting the relevant reference number to: The Chief Executive Officer, St. Apollinaris Hospital, Private Bag x206, Creighton, 3263, Hand delivered applications may be submitted to Human Resource Section, St Apollinaris Hospital or be dropped in the application box at Security Department on or before the closing date before 16:00.
- FOR ATTENTION NOTE** : Human Resources Section  
: Applications should be submitted on form Z83 obtainable from any Public Service Department or from the website [www.kznhealth.gov.za](http://www.kznhealth.gov.za) and should be accompanied by a CV (experience must be comprehensively detailed) and certified copies of qualification certificates plus registration certificates. Certificate of service endorsed by Human Resources. Certified copy of Identity Document. No faxed or e-mailed applications will be considered. The Department reserves the right not to fill the post after advertisement The appointments are subject to positive outcomes obtained for the Pre-Employment Checks which will be conducted by the Department for the following i.e. Security Clearance/vetting, Security Screening for Criminal Records, Credit Records (Financial, Asset Records, etc),validation/verification of Identity Document (ID), Driver's Licence, Professional Driving permit (where required), Citizenship/ Permanent Residency, Company Intellectual Property Commission (CIPC) - Business Interest/s, verification of Educational Qualifications by the South African Qualifications Authority (SAQA), verification of Employment History/ reference checks - previous experience from Employers. Applicants are respectfully informed that correspondence will be limited to short-listed candidates only. "People with disabilities should feel free to apply and the target group in terms of employment equity target for the advertised post is an African male." The Department will not be liable where applicants use incorrect/no reference numbers on their applications. Short-listed candidates will not be compensated for S & T claims.
- CLOSING DATE** : 29 June 2018
- POST 24/111** : **PROFESSIONAL NURSE SPECIALITY GRADE 1/2: REF NO: HRM 21/2018 (X1 POST)**  
Directorate: Nephrology – Renal Unit
- SALARY** : Grade 1: R340 431 – R394 665 per annum  
Grade 2: R418 701 – R514 962 per annum  
Other Benefits: Medical Aid (Optional): Housing Allowance: Employee must meet prescribed requirements. (Successful candidate will be based at St. Aidan's Hospital)
- CENTRE REQUIREMENTS** : King Edward VIII Hospital  
: Matric/Senior Certificate or equivalent qualification, Degree / Diploma in General Nursing, Registration with S.A.N.C. as a General Nurse and Speciality Nurse, One year Post Basic registration Degree/Diploma in Critical Care/Nephrology plus 4 years appropriate / recognizable registration experience as a General Nurse, Proof of current registration with SANC. **Grade 1:** A minimum of 4 years appropriate/recognizable experience in nursing after registration as Professional Nurse with SANC in General Nurse. **Grade 2:** Minimum of 14 years Appropriate/Recognizable experience in Nursing after registration as professional nurse with SANC in general nursing of which 10 years must be appropriate/recognizable experience in the specialty after obtaining the one year post basic qualification in the relevant specialty. Knowledge, Skills, Training, and Competencies Required: Knowledge of nursing care processes and procedures, nursing statutes, and other relevant legal framework, Good communication skills-verbal and written, Co-ordination and liaison skills, Problem solving skills.
- DUTIES** : Assist in planning/organizing and monitoring of objectives of the specialized unit., Provide a therapeutic environment for staff, patients and public, Provide comprehensive, quality nursing care, Provide direct and indirect supervision of all Nursing Staff/Housekeeping staff and to give them guidance and ensure continuity of patient care on all level, Demonstrate effective communication patient and families with the multi-disciplinary team, other department within the hospital, Assist with allocation/change list, day and night duty rosters and inputs for leave, assist in record keeping and provide statistical information on training and staffing, to assist in EPMDS evaluation of staff and implement EAP, assist in orientation,

	:	induction and monitoring of all nursing staff, to complete patient related data and partake in research, promote quality specialized nursing care as directed by scope of practice and standards determined by the relevant specialty, to assist with relief duties of the supervisor and act as junior shift-leader on both day and night shift, to partake in overall specialized unit functions, i.e. team building, effective and efficient management of all resources, to analyze acute and chronic patients
<b><u>ENQUIRIES</u></b>	:	Mr. B.B. Khoza Tel No: 031 360 3026
<b><u>APPLICATIONS</u></b>	:	All applications must be addressed to the Human Resources Manager, and should be placed in the red application box situated next to the ATM in the Admin. Building or posted to Private Bag X02, Congella, 4013.
<b><u>NOTE</u></b>	:	An Application for Employment Form (Z83) must be completed and forwarded. This is obtainable from any Public Service Department or from the website <a href="http://www.kznhealth.gov.za">www.kznhealth.gov.za</a> . Certified copies of ID documents, Std 10, educational qualifications, certificates of service and professional registration certificates (not copies of certified copies) and proof of current registration must be submitted together with your CV. Original signed letter from your current employer, confirming current and appropriate work experience related to the requirements and recommendations of the advert. People with disabilities should feel free to apply for the posts. The reference number must be indicated in the column provided on the form Z83, e.g. ref APRO/1/2006. Please note that failure to comply with the above instructions will disqualify applicants. 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. Due to the large number of applications we receive, receipt of applications will not be acknowledged. Should you not be advised within 60 days of the closing date, kindly consider your application as unsuccessful. Please note that due to financial constraints, there will be no payment of S&T claims. Persons with disabilities and African males are encouraged to apply; however, other race groups are also not restricted from applying.
<b><u>CLOSING DATE</u></b>	:	06 July 2018
<b><u>POST 24/112</u></b>	:	<b><u>PROFESSIONAL NURSE SPECIALITY- GRADE 1</u></b>
<b><u>SALARY</u></b>	:	R340 431 - R394 665 (as per OSD)
<b><u>CENTRE</u></b>	:	Umgungundlovu District Office (Taylors Clinic)
<b><u>REQUIREMENTS</u></b>	:	Matric certificate; Degree/Diploma in General nursing plus 1 year post basic qualification in Neonatal care. Registration with SANC as General Nurse, as an Advanced Midwife. A minimum of 4 years appropriate/recognizable experience in Nursing after registration as a professional nurse with SANC in General Nursing and Advances Midwifery (Speciality). Proof of current and previous work experience endorsed by the employer must be attached. Knowledge, Skills, Training and Competencies Required: Demonstrate understanding of Nursing legislation and related legal and ethical nursing practices within Primary Health Care environment, demonstrate a basic understanding of HR and financial policies and practice. Good communication skills. Good interpersonal skills. The incumbent will be expected to work overtime and extended hours.
<b><u>DUTIES</u></b>	:	Perform clinical nursing practice in accordance with the scope of practice and nursing standards as determined for primary health care facility. Be able to plan and organize own work and that of support personnel to ensure proper nursing care. Work as part of the multi-disciplinary team to ensure good nursing care at PHC level. Demonstrate effective communication with patients, supervisors and other clinicians, including report writing when required. Work effectively co-operatively and amicable with persons of diverse intellectual, culture, racial or religious differences. Display a concern for patients, promoting and advocating proper treatment and care including willingness to respond to patient's needs and expectations according to Batho Pele principles. Promote quality of nursing care as directed by standards at primary health care facilities. Diagnose and manage obstetric emergencies in the absence of a doctor i.e. Eclampsia, PHC etc. Identify high risk clients during ante-partum and post-partum periods manage them or refer them according to policy. Develop mission and vision and objectives of obstetric unit. Develop, implement and review obstetric policies and procedure. Facilitate

		facility perinatal Mortality review or meetings. Know SANC rules and regulations pertaining to obstetrics.
<b><u>ENQUIRIES</u></b>	:	Mrs NM Ngubane Tel No: 033 395 4340
<b><u>APPLICATIONS</u></b>	:	All applications should be forwarded to: The District Director Umgungundlovu Health District, Private Bag X 9124, Pietermaritzburg 3200 or Hand Deliver to: 171 Hoosen Haffjee Street (Burg street)
<b><u>FOR ATTENTION</u></b>	:	Human Resource Practices
<b><u>NOTE</u></b>	:	Applications must be submitted on the prescribed Application for Employment form (Z83) which must be originally signed and dated. The application form (Z83) must be accompanied by a detailed Curriculum Vitae, certified copies of certificates, Identity Document and Driver's Licence (not copies of previously certified copies). The Reference Number must be indicated in the column (Part A) provided thereof on the Z83 form. NB: Failure to comply with the above instructions will disqualify applicants. Faxed and e-mailed applications will not be accepted. Persons with disabilities should feel free to apply for the post. The appointments are subject to positive outcomes obtained from the State Security Agency (SSA) to the following checks (security clearance (vetting), criminal clearance, credit records, citizenship), verification of Educational Qualifications by SAQA, verification of previous experience from Employers and verification from the Company Intellectual Property Commission (CIPC). 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. The Department will not be liable where applicants use incorrect/no reference number(s) on their applications. Preference will be given to African males and Indian females
<b><u>CLOSING DATE</u></b>	:	29 June 2018
<b><u>POST 24/113</u></b>	:	<b><u>RADIOGRAPHER REF NO: RAD RADIO ONCO/1/2018 X 12 POSTS</u></b> Department: Radiation Oncology
<b><u>SALARY</u></b>	:	Grade 1: R281 148 per annum, Plus 13th cheque, Medical Aid - Optional & Housing Allowance: Employee must meet prescribed requirements. Grade 2: R331 179 per annum Plus 13th Cheque, Medical Aid optional and Housing Allowance- Employee must meet prescribed requirements. Grade 3: R390 123 per annum Plus 13th Cheque, Medical Aid optional and Housing Allowance- Employee must meet prescribed requirements.
<b><u>CENTRE</u></b>	:	KZN Radiotherapy Centre - (Inkosi Albert Luthuli Central Hospital and Addington Hospital complex)
<b><u>REQUIREMENTS</u></b>	:	Diploma or Bachelor degree in Radiography (Therapy) PLUS Current registration with the Health Professions Council of South Africa as a Therapy Radiographer (Radiotherapy) PLUS A minimum of one year clinical experience in Radiotherapy will be an advantage. <b>Grade 1:</b> No experience after registration with the Health Professions Council of South Africa (HPCSA) as a Diagnostic Radiographer in respect of RSA qualified employees who performed Community Service as required in South Africa. One year relevant experience after registration with the Health Professional Council of South Africa as a Diagnostic Radiographer in respect of foreign qualified employees, of whom it is not required to perform Community Service. 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 Radiographers. <b>Grade 2:</b> Minimum 10 years relevant experience after registration with the HPCSA as a Diagnostic Radiographer (Therapy) in respect of RSA qualified employees who performed Community Service as required in South Africa. Minimum 11 years relevant experience after registration with the HPCSA as a Diagnostic Radiographer (Therapy) in respect of foreign qualified employees of whom it is not required to perform community service as required in South Africa. <b>Grade 3:</b> Minimum 20 years relevant experience after registration with the HPCSA as a Radiographer – (Therapy) in respect of RSA qualified employees who performed Community Service as required in South Africa. Minimum 21 years relevant experience after registration with the HPCSA as a Diagnostic Radiographer (Therapy) in respect of foreign qualified employees of whom it is not required to perform community service as required in South Africa. 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. Liaise with the Physicist, Oncologist, Oncology nurses in caring for the patient and family. 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 an overtime plus after hours support and rotate between Addington and IALCH Radiotherapy centres when needed.

**ENQUIRIES** : Dr Nerisha Tathiah Tel No: 031 240 1131/1059  
**NOTE** : Applications must be submitted on the prescribed Application for Employment form (Z83) which must be originally signed and dated. The application form (Z83) must be accompanied by a detailed Curriculum Vitae, certified copies of certificates, Identity Document and Driver's License (not copies of previously certified copies). The Reference Number must be indicated in the column (Part A) provided thereof on the Z83 form. Failure to comply with the above instructions will disqualify applicants. Faxed and e-mailed applications will not be accepted. Persons with disabilities should feel free to apply for the post. The appointments are subject to positive outcomes obtained from the State Security Agency (SSA) to the following checks (security clearance (vetting), criminal clearance, credit records, citizenship), verification of Educational Qualifications by SAQA, verification of previous experience from Employers and verification from the Company Intellectual Property Commission (CIPC). 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. Applicants in possession of a foreign qualification must attach an evaluation certificate from the South African Qualifications Authority (SAQA) to their applications. Non- RSA Citizens/Permanent Residents/ Work Permit holders must submit documentary proof together with their applications. All employees in the Public Service that are presently on the same salary level but on a notch/package above of the advertised post are free to apply.

**CLOSING DATE** : 29 June 2018

#### **DEPARTMENT OF TRANSPORT**

**The Provincial Administration of KwaZulu-Natal is an equal opportunity affirmative action employer**

**APPLICATIONS** : Forward your application, quoting the relevant reference number to: Head: Transport, Human Resource Management Directorate, Private Bag X 9043, Pietermaritzburg, 3200. Applications may alternatively be hand-delivered to the Office of the Department of Transport, 172 Burger Street, Pietermaritzburg.

**FOR ATTENTION** : Mr C McDougall

**CLOSING DATE** : 29 June 2018

**NOTE** : Applications must be submitted on the prescribed application form Z83 (which must be originally signed and dated) and must be accompanied by a detailed CV and originally certified copies (not copies of certified copies) of required educational qualifications (including academic record / statement of results) set out in the advertisement (certificates are required, however, if a certificate is only to be issued at a graduation in the future, the statement of results, together with a letter from the educational institution, indicating the date of the graduation, will be accepted), identity document as well as valid driver's licence (where a driver's licence is a requirement). Applications lacking evidence of relevant experience will

not be considered. Failure to comply with these instructions will lead to applications being disqualified. Should an applicant wish to apply for more than one post, separate applications i.e. all the documentation must be submitted for each post applied for. Non-RSA Citizens/Permanent Resident Permit holders must attach a copy of their Permanent Residence Permits to their applications. It is the applicant's responsibility to have foreign qualifications evaluated by the South African Qualifications Authority (SAQA) and to attach proof of such evaluation to their application. Under no circumstances will faxed or e-mailed applications be accepted. Receipt of applications will not be acknowledged and applicants who have not received an invitation to attend an interview within three (3) months of the closing date should assume that their application was unsuccessful. Please note that where experience is a requirement for the post, the successful candidate will be required to submit documentary proof of such work experience prior to assuming duty. A personnel suitability check (criminal record, citizenship, credit record checks, qualification verification and employment verification) will be conducted prior to employment. All shortlisted candidates for SMS posts will be subjected to a technical exercise that intends to test relevant technical elements of the job, the logistics of which will be communicated by the department. Following the interview and technical exercise, the selection panel will recommend candidates to attend a generic managerial competency assessment (in compliance with the DPSA Directive on the implementation of competency based assessments). The competency assessment will be testing generic managerial competencies using the mandated DPSA SMS competency assessment tools. Shortlisted candidates will be required to submit an original SAP91 form with their fingerprints on the day of their interview. It will be expected of candidates to be available for selection interviews on a date, time and place as determined by the Department. The Department of Transport reserves the right not to fill the post(s).

#### **OTHER POST**

- POST 24/114** : **DEPUTY DIRECTOR: TECHNICAL INTERVENTIONS (REF NO: P 21/2018)**
- SALARY** : R657 558 per annum (all inclusive remuneration package)
- CENTRE** : Head Office, Pietermaritzburg
- REQUIREMENTS** : An appropriate recognized Social Science Degree with Economics /Development Studies (NQF Level 6); plus A minimum of 3 years strong and proven junior management experience in practical implementation and management of labour intensive methods; plus Possession of a valid driver's licence (minimum Code B). Knowledge, Skills, Training and Competencies Required: Knowledge of RSA Constitution. Knowledge of Public Service Act & Regulations. Knowledge of Public Finance Management Act. Knowledge Labour Relations Act. Knowledge of Employee Performance and Management System. Knowledge of Basic Conditions of Employment Act. Knowledge of Community Development. Knowledge of Public Participation. Knowledge of Community outreach. Knowledge of management principles. Knowledge of National and Provincial Practice Notes. Knowledge of SCM Practices and procedures. Knowledge of Treasury Regulations. Knowledge of BBBEE policies and strategies e.g. Vukuzakhe Programme. Language skills. Listening skills. Presentation skills. Analytical thinking and interpersonal relations skills. Computer skills. Strategic planning skills. Organizational skills. Research skills. Analytical skills. Leadership skills. Financial management skills. Time management skills. Report writing skills. Problem solving skills. Communication skills. Conflict management skills. Self-discipline and able to work under pressure with minimum supervision, Project management skills. People management skills. Decision making skills. The ideal candidate should be innovative, independent, time frame driven, meticulous, confident and proactive. He/She should also be honest, display integrity, be reliable, patient, committed, professional, culturally sensitive, have perseverance and be punctual.
- DUTIES** : Unbundling of contracts. Develop interventions on tender documents for BBBEE. Develop and maintain tender rates. Manage mentorship programmes. Co-ordinate the progression of enterprises. Manage the development of BBBEE policies. Manage resources of the Sub-directorate.
- ENQUIRIES** : Ms VL Mdletshe Tel No: 033 – 355 8706



**NOTE**

: It is the intention of this Department to consider equity targets when filling this position.