

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

OTHER POSTS

<u>POST 45/257</u>	:	<u>MEDICAL SPECIALIST GRADES 1 – 3 REF NO: PMMH 04/2025 (X1 POST)</u> Component: Orthopaedic
<u>SALARY</u>	:	Grade 1: R1 341 855 – R1 422 810 per annum Grade 2: R1 531 032 – R1 623 609 per annum Grade 3: R1 773 222 – R2 212 680 per annum (All-inclusive packages, consist of 70% basic salary and 30% flexible portion that may be structured in terms of applicable rules. Other Benefits In-Hospitable Area Allowance (18% of basic salary) Commuted overtime (conditions apply) / the incumbent in the post would be required to enter into a performance contract for commuted overtime.
<u>CENTRE REQUIREMENTS</u>	:	Prince Mshiyeni Memorial Hospital Senior Certificate or Equivalent. MBCHB degree or equivalent qualification plus appropriate qualification that allows for registration with the Health Professions Council of South Africa (HPCSA) in a normal specialty (Orthopaedic). Certificate of registration with Health Professions Council of South Africa (HPCSA) as a Medical Specialist in Orthopaedic. Current (2025) registration as a Medical Specialist with HPCSA. Grade 1: No experience required. 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 the Health Professions of South Africa. Grade 2: Further to the minimum requirements mentioned herein, the appointment to Grade 2 requires 5 years' appropriate experience after registration with HPCSA as Medical Specialist in Orthopaedic. Grade 3: Further to the minimum requirements mentioned herein, the appointment to Grade 3 requires 10 years' appropriate experience after registration with HPCSA as Medical Specialist in Orthopaedic. Knowledge, Skills Training and Competencies Required: Sound knowledge and experience in the Orthopaedics. Knowledge of current health and public service legislation, regulations and policies including medical ethics, epidemiology and statistics. Good Communication, leadership, decision-making and clinical skills. Ability to teach junior doctors and participate in continuing professional development Comprehensive knowledge of specialty Discipline.
<u>DUTIES</u>	:	Provide safe, ethical and high quality of care through the development of standards and risk assessments in clinical and customer care (patient perspective) in the respective specialty. Provide a full package of services including after hour services. Develop, maintain and audit the correct implementation of clinical protocols and guidelines Implement and maintain an efficient, effective and seamless service delivery process within the Institution and referring facilities. Plan and provide continuous medical education to multidisciplinary team members, conduct and stimulate research. Manage and direct performance of junior staff within the area of control. Align clinical service delivery plans with hospital plans and priorities. Provide Specialist services and support to the Clinical Head of Unit. Ensure Compliance with Norms and Standards as prescribed by Office of Health Standards Compliance (OHSC). Participate in the continued medical education programme in the institution. Manage EPMDS of junior staff. Participate in the extended management activities. Develop, Implement and monitor quality improvement programmes. Develop and participate in the outreach programme. Ensure a functional referral system. Actively participate in the academic programme run by the Department of Health for the postgraduate training of Registrars. Clinical teaching of undergraduate and postgraduate students. Engage in academic research culminating in the publication of papers in scientific journals or the presentation of the results of such research at scientific congresses. Competence in the clinical evaluation of patients, Interpretation of special investigations within the Discipline. Render efficient and cost-effective services to patients managed by the institution. Ensure Clinical Governance within the Discipline. Deliver an effective and efficient administration of all resources allocated to the Discipline. Assist the Head of Clinical Unit (HCU) to ensure an optimal delivery of Services within the Discipline. Assist HCU in the

	development of management protocols/policies for Department – Discipline. Assist with Quality Improvement imperatives including Clinical Audits (morbidity and mortality reporting and reviewing, clinical documentation audits etc.) and continuous professional development activities. Maintain satisfactory clinical professional and ethical standards in the department Engage in research and supervise registrar research. Partake in outreach programmes of the DOH. After hours participation in call rosters.
<u>ENQUIRIES</u>	: Dr R Magagula Tel No: (031) 907 8319
<u>APPLICATIONS</u>	: To be forwarded to: The Human Resource Manager OR Hand deliver to A-Block 1st Floor white applications box. Prince Mshiyeni Memorial Hospital Private Bag X07, Mobeni, 4060. Applications may also be emailed to: Mxolisi.Mlambo@kznhealth.gov.za quoting reference number only in the subject line. Emailed applications should please be sent as one attachment.
<u>FOR ATTENTION</u>	: Mr. M.F Mlambo
<u>NOTE</u>	: Directions to Candidates: The applicant must submit a fully completed Z83 form and a detailed Curriculum Vitae (CV) only. Only shortlisted candidates will be required to submit proof of all documents and Certificate of Service endorsed by Human Resources The official Z83 form 'Application for employment' (the new amended version of the Z83 form effectively from 01/01/2021 must be used only; the old Z83 form will be rejected, if used). The amended Z83 application for employment form is obtainable at any Government Department OR downloaded from the website – www.kznhealth.gov.za or www.dpsa.gov.za-vacansies . The 'Reference Number' and 'Position' for which are applying (as stated in the advert) must be clearly indicated in the columns provided on the form Z 83 e.g. Reference number PMMH 04/2025. For those with internet access, the online e-Recruitment system is accessible through a computer or mobile device i.e., Phone or Tablet. The system has the following functionality: All adverts are available for viewing by the public through the address www.kznonline.gov.za/kznjobs Applicants will be required to register on the system by providing a username and password. Applicants require a mobile phone number and a valid email address to register and will be guided through the registration process by the system. Applicants must update their profile on the system, which is in line with the approved Z83 application form. Applicants will be able to upload a copy of their Curriculum Vitae (CV), and the system makes provision for the uploading of other documents such as Identity Documents, Driver's License, Qualifications, etc. The appointment is subject to positive outcome obtained from the NIA to the following checks (security clearance, credit records, qualification, citizenship and previous experience verifications). The successful candidate would be required to sign a performance agreement within three months of appointment. Please note that due to the high number of applications anticipated, applications will not be acknowledged. Correspondence will be limited to short listed candidates only. If you have not been contacted within two months after the closing date of the advertisement, consider your application as unsuccessful, please. Persons with disabilities from all designated race groups are encouraged to apply for the post. Please note that no S&T payments will be considered for payment to candidates who are invited for interviews. It is the shortlisted candidate's responsibility to have a foreign qualification, which is a requirement of the post, evaluated by the South Africans Qualifications authority (SAQA). Failure to comply will result in the application not being considered The Department reserves the right not to fill the post/s. Failure to comply with the above instructions will disqualify applicants. (This Department is an equal opportunity, affirmative action employer, whose aim is to promote representivity in all levels of all occupational categories in the Department.)
<u>CLOSING DATE</u>	: 22 December 2025
<u>POST 45/258</u>	: <u>MEDICAL SPECIALIST (OBSTETRIC & GYNAECOLOGY) REF NO: NE 01/2025 (X1 POST)</u>
<u>SALARY</u>	: Grade 1: R1 341 855 – R1 422 810 per annum Grade 2: R1 531 032 – R1 623 609 per annum Grade 3: R1 773 222 – R2 212 680 per annum (All-inclusive salary packages, which consist of 70% basic salary and 30% flexible portion that may be structured in terms of applicable rules). Other benefits: - Commuted Overtime (Conditions applies).
<u>CENTRE</u>	: Newcastle Regional Hospital

REQUIREMENTS

: Senior certificate/ Grade 12. Appropriate qualification that allows registration with the Health Professions Council of South Africa (HPCSA) as a Medical Practitioner. Appropriate tertiary qualification in the Health Science (MBChB) an appropriate qualification that allows registration with the HPCSA as a Medical Specialist in Obstetrics & Gynaecology. Registration with the HPCSA as a Medical Specialist in O&G. Current HPCSA registration 2025/2026. **Grade 1:** No experience required. Registrars who have completed their training may also apply on condition that their appointment will be subjected to them submitting documentary evidence of registration with the HPCSA. **Grade 2:** In addition to the requirements for a Grade 1 specialist post, a minimum of five (05) years relevant experience after registration with the HPCSA as a Medical Specialist in O&G is required for appointment as a grade 2 specialist. **Grade 3:** In addition to the requirements for a Grade 1 specialist post, a minimum of ten (10) years relevant experience after registration with the HPCSA as a Medical Specialist in O&G is required for appointment as a grade 3 specialist. Knowledge, Skills, Training and Competencies Required: Sound knowledge and experience in O&G. knowledge of current health and public service legislation, regulations and policies including medical ethics, epidemiology and statistics. Good communication, leadership, decision-making and clinical skills. Ability to teach junior doctors and participate in continuing professional development.

DUTIES

: Provide safe, ethical and high quality of care through the development of standards and risk assessments in clinical and customer care (patient perspective) in the respective specialty. Provide a full package of services including after hour services. Develop, maintain and audit the correct implementation of clinical protocols and guidelines. Implement and maintain an efficient, effective and seamless service delivery process within the institution referring facilities. Plan and provide continuous medical education to multidisciplinary team members, conduct and stimulate research. Manage and direct performance of junior staff within the area of control. Align clinical service delivery plans with the hospital plans and priorities. Provide specialist services and support to the Clinical Head of Unit. Ensure compliance with norms and standards as prescribed by the Office of Health Standards Compliance (OHSC). Participate in the continued medical education programme in the institution. Manage EPMDS of junior staff. Participate in extended management activities. Develop, implement and monitor quality improvement programmes. Develop and participate in the outreach programme. Ensure a functional referral system. Actively participate in the academic programme run by the Department of Health for the post graduate training of registrars. Clinical teaching of undergraduates and post graduate students. Engage in academic research culminating in the publication of papers in scientific journals or the presentation of results of such research at a scientific congresses. The incumbent should have; comprehensive knowledge of specialty discipline. Competence in the clinical evaluation of patients, interpretation of special investigations within the discipline. Render efficient and cost effective services to patients managed by the institution. Ensure Clinical Governance within the discipline. Deliver an effective and efficient administration of all resources allocated to the discipline. Assist the Head of Clinical Unit (HCU) to ensure an optimal delivery services within the discipline. Assist HCU in the development of management protocols/ policies for department-discipline. Assist with quality improvement imperatives including Clinical Audits (morbidity and mortality reporting and reviewing, clinical documentation audits etc). And continuous professional development activities. Maintain satisfactory clinical professional and ethical standards in the department. Engage in research and supervise registrar research. Partake in outreach programmes of DOH. After hours participation in call rosters.

ENQUIRIES APPLICATIONS

: Dr. JJN Duze Tel No: (034) 328 0000
: All applications should be posted to: The Recruitment Officer, Newcastle Regional Hospital, Private Bag X6653, Newcastle, 2940 or can be emailed to Tholakele.Nyandeni@kznhealth.gov.za

FOR ATTENTION NOTE

: The Recruitment Officer
: This Department is an equal opportunity, affirmative action employer, whose aim is to promote representivity in all levels of all occupational categories in the Department. Note: The contents of this Circular Minute must be brought to the notice of all eligible officers and employees on your establishment of all Institutions. Institutions must notify all candidates who qualify for post in this circular minute even if they are absent from their normal places of work to

apply. Direction to Candidates: the following documents must be submitted: Application for Employment form (Z83) which is obtainable from any Government Department OR from the website - www.kznhealth.gov.za. The application form (Z83) must be accompanied by a detailed Curriculum Vitae, Certified copies of ID, Highest educational qualification and other relevant documents will be requested for submission only from shortlisted candidates. The reference number must be indicated in the column provided on the form Z83 and on the back of the envelope, e.g. NE01/2020. NB: Failure to comply with the above instructions will be disqualify applicants. Person with disabilities should feel free to apply for the post. The appointment is subject to positive outcome obtained from the NIA the following checks (security clearance, credit records, qualification, citizenship and previous experience employment verification). Due to the large number of applications, receipt of applications will not be acknowledged. However, correspondence will be limited to shortlisted candidates only. Please note that due to financial constraint no S&T claims will be considered for payment to the candidates that are invited for an interview. All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment.

CLOSING DATE

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24 December 2025