

ANNEXURE O

PROVINCIAL ADMINISTRATION: KWAZULU NATAL DEPARTMENT OF HEALTH

APPLICATIONS

: All applications to be posted to: The Chief Executive Officer, Harry Gwala Regional Hospital, Private Bag X509, Plessislaer, 3216. or hand delivered to the box main gate behind the security office. Applicants can send their Z83s and CVs using the following email address: HGRH.Recruitment@kznhealth.gov.za

FOR ATTENTION CLOSING DATE NOTE

: Mr. T.C. Manyoni

: 13 March 2026

: The following documents must be submitted: Application for Employment Form (Form Z.83), which is obtainable at any Government Department OR from the website - www.kznhealth.gov.za. Comprehensive CV (with detailed experience) with full record of service, stating duties performed/performing and years of experience written in full e.g. 01/01/2025. Copies of Qualifications, Registration Certificates and driver's license must not be submitted when applying for employment. Only shortlisted candidates will be requested to bring certified copies on or before the day of the interview. Reference Number must be indicated in the column provided on the form Z.83. NB: Failure to comply with the above instructions will disqualify applicants. 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. 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, and citizenship), verification of Educational Qualifications by SAQA, verification of previous experience from Employers and verification from the Company Intellectual Property Commission (CIPC). Please note that applications will not be acknowledged. Correspondence will be limited to shortlisted candidates only. If you have not been contacted within two months after the closing date of advertisement, please accept that your application was unsuccessful. Harry Gwala Regional Hospital is an equal opportunity, affirmative action employer, whose aim is to promote representivity in all occupational categories in the institution. Correspondence will be limited to shortlisted candidates only. If you have not been contacted within three months of the closing date of this advertisement, please accept that your application was unsuccessful. NB: Please ensure that your application reaches this office no later than 16h00 on weekdays.

OTHER POSTS

POST 06/115

: **HEAD CLINICAL UNIT (MEDICAL) GRADE 1 PSYCHIATRY DEPARTMENT**
REF NO: MED 01/2026 (X1 POST)

SALARY

: R2 084 754 – R2 212 680 per annum, (package). Other Benefits: 13th Cheque, Plus 18% Inhospitable Area Allowance, Commuted Overtime AND Medical Aid: Optional (Employee must meet Prescribed Requirements)

CENTRE REQUIREMENTS

: Harry Gwala Regional Hospital
Senior Certificate/ National Senior Certificate. MBCHB Qualification PLUS Registered as a Specialist Psychiatrist with the Health Professions Council of South Africa (HPCSA). FCP Psych (SA). MMed or Equivalent. Three years' experience after Registration with the HPCSA as Medical Specialist: Psychiatrist. Unendorsed valid code EB driver's license (Code 08). Clinical, administration and management's abilities. Experience and knowledge of mental health services. Knowledge of teaching and training health care professionals in mental health leadership, communication and organizational skills, program planning, implementing and evaluation. Knowledge and ability to develop programs focused on psychosocial rehabilitation and management of substance abuse commodity with mental illness. Management of resources. Experience in providing expert opinion in Psychiatry. Clinical research skills and computer literacy. At least 1 year management and administration experience.

DUTIES

: Provide specialist psychiatric care, assessment and evaluations of mental healthcare users (MHCUs) both in institution and community where indicated.

Provide academic teaching and clinical training to the students and trainees in Medical, Nursing and Allied Professions. Provide Specialist advice guidance and training to the clinical paramedical and management staff both within the tertiary services and as part of outreach to Area 2. Participate in development guidelines, protocols and referral pathways for the management of MHCUs. Ensure the effective, efficient and economical use of allocated resources inclusive of human resources stimulate, participate in and supervise research. Stimulate, participate and supervise research. Ensure all relevant policies and clinical protocols are in place. Participate in all hospital committees. Ensure that clinical audits are performed.

ENQUIRIES
NOTE

: Dr. K.J. Gabela Tel No: (033) 395-4005

: Employment Equity: Preference will be given to the following candidates as per Employment Equity target: All appointments will be made in accordance with the Employment Equity targets of the Hospital. People with disabilities are encouraged to apply.

POST 06/116

: **MEDICAL SPECIALIST GRADE 1/2/3 PAEDIATRICS DEPARTMENT (PMB METROPOLITAN HOSPITALS COMPLEX) REF NO: MED 02/2026 (X1 POST)**

SALARY

: Grade 1: R1 341 855 – R1 422 810 per annum, (package)

: Grade 2: R1 531 032 – R1 623 609 per annum, (package)

: Grade 3: R1 773 222 – R2 212 680 per annum, (package)

: Other Benefits: 13th Cheque, Plus 18% Inhospitable Area Allowance, Commuted Overtime and Medical Aid: Optional (Employee must meet Prescribed Requirements)

CENTRE REQUIREMENTS

: Harry Gwala Regional Hospital

: Senior Certificate/National Senior Certificate. MBCHB Qualification, Plus FC Paeds (SA) OR equivalent. Registration certificate with the Health Professions Council of South Africa (HPCSA) as a Medical Specialist in Paediatrics or as a registrar in Paediatrics. Experience Required: **Grade 1:** Appropriate Qualification in the relevant discipline that allows registration as a Medical Specialist with HPCSA in the Anaesthetic Department. Foreign candidates require 1 year relevant experience after registration with a recognized Foreign Health Professional Council, of whom it is not required to perform Community Service. **Grade 2:** Appropriate Qualification in the relevant discipline that allows registration as a Medical Specialist with HPCSA in the Anaesthetic Department. 5 years' experience after registration with the Health Professions Council of South Africa (HPCSA) as Medical Specialist in the Anaesthetic Department. Foreign candidates require 6 years relevant experience after registration with a recognized Foreign Health Professional Council, of whom it is not required to perform Community Service. Certificate of Service endorsed by HR Department must be attached. **Grade 3:** Appropriate Qualification in the relevant discipline that allows registration as a Medical Specialist with HPCSA in the Anaesthetic Department. 10 years' experience after registration with the Health Professions Council of South Africa (HPCSA) as Medical Specialist in the Anaesthetic Department. Foreign candidates require 11 years relevant experience after registration with a recognized Foreign Health Professional Council, of whom it is not required to perform Community Service. Certificate of Service endorsed by HR Department must be attached. Outstanding clinical skills in field of Paediatrics preferably obtained in public service/environment. Ability and practical experience to provide training for under and postgraduates. Develop and review clinical protocols and guidelines for Paediatrics Quality Management (improvement, assurance, audits, etc). Leadership, people management, problem solving, decision making and communication skills. Mentoring, coaching, facilitation, teaching and training skills. General management skills: human resources, finance, operations, strategy, marketing. Knowledge of relevant protocols, policies, regulations, public service legislation and guidelines. Medical ethics, epidemiology, research and statistics. Sub-specialist medical knowledge, skills & competencies in Paediatrics will be an added advantage

DUTIES

: Will cover clinical skills, performance, training, research and supervision & support. Provision of Specialist Paediatric services. Participate in the Departmental outreach program to the catchment area. Clinical and administrative responsibility to Harry Gwala Regional Hospital Interns, Community Service Doctors, Medical Officers and Registrars Supervision and evaluation (EPMDS for Junior Staff). Post graduate Paediatric development

and strengthening. Training programme for under – and postgraduates, lecturer, bed side teaching, etc. Clinical Quality: audits, morbidity and mortality reviews, clinical guidelines, protocols, quarterly reports. Responsible for some QIP and QAP's and committee's at Harry Gwala Regional Hospital and will be responsible for a Metropolitan portfolio as well. Play a leadership role in conducting ward rounds, problem ward rounds, ground ward rounds, multidisciplinary meetings and mortality meeting for teaching purposes. Ensuring unit meeting occur regularly. Patient satisfaction: satisfaction surveys, community consultation and active participation in development of services, waiting times, customization of services. Systems: appropriate level of care, referral pathways, seamless and integrative service delivery systems. Health Information and Research: ME disease profile, setting up of database for clinical conditions, sundries and consumables, conduct relevant research. Involved in Paediatric resuscitation courses and all initiatives in the care on neonates and children. Part of the Pietermaritzburg Metropolitan Department and all activities relating to the Department including academic and training programs. To perform overtime duties in line with the Paediatric Metropolitan Departmental needs. Assist with the maintenance of standards of care and implementation of quality of quality improvement programmes within the Department. Assist with the administration of a component of the Paediatric Department. Participate in the departmental activities for the development and training of undergraduate, post graduate and vocational students, including joining the University of KwaZulu-Natal (UKZN) as a member of the Faculty of Health Sciences, School of Clinical Medicine, and Department of Paediatrics & Child Health

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