



KWAZULU-NATAL PROVINCE

HEALTH
REPUBLIC OF SOUTH AFRICA

DIRECTORATE:

201 Townbush Road, Northern Park, Pietermaritzburg, 3201
Private Bag X9001, Pietermaritzburg, 3200
Tel: 033 897 3362 Fax: 033 897 3135 Email:Malinee.Chandul@kznhealth.gov.za
www.kznhealth.gov.za

GREY'S HOSPITAL
Human Resource Management
Services

VACANCY

JOB TITLE : Medical Specialist- (General Surgery) (Grade 1,2,3) x 1
COMPONENT : **General Surgery**
FACILITY : Grey's Hospital
CENTRE : Pietermaritzburg Metropolitan Hospitals Complex
REFERENCE NO. : GS 8/25
:

SALARY NOTCH

GRADE 1 – R1 271 901.00 per annum

GRADE 2 – R1 451 214.00 per annum

GRADE 3 – R1 680 780.00 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. Incumbents will have to sign the commuted overtime contract form annually.

Grade 1:

Not applicable; Registration with the HPCSA as a Medical Specialist

Grade 2:

5 Years appropriate experience as a Medical Specialist after registration with the HPCSA as a Medical Specialist in the relevant discipline.

Grade 3:

10 Years appropriate experience as a Medical Specialist after registration with the HPCSA as a Medical Specialist in the relevant discipline.

MINIMUM REQUIREMENTS

- Senior Certificate
- MBChB or equivalent qualification in the Health Science
- Appropriate qualifications that allows registration with the Health Professions Council of South Africa (HPCSA) as a Medical Specialist in General Surgery, which must include an FCS (SA) and MMED completion and adequate time in a general surgery registrar program.
- Applicants awaiting registration with the HPCSA as a specialist general surgeon can apply and will require registration as a specialist before commencing employment in the post
- Current registration (2024-2025) with HPCSA for Independent Practice
- Certificate of registration as a Specialist General Surgeon and for Independent Practice on commencing employment in the post
- **Only shortlisted candidates will be required to submit proof of all documents, certificate of service endorsed by HR Department**

The Employment Equity Target for this post is: African Male and African Female.

KNOWLEDGE, SKILLS AND EXPERIENCE:

- Knowledge of appropriate specialist level procedures and protocols within the field of general surgery

- Specialist will be required to run the Breast, Endocrine and Renal Surgery Unit.
- Sound knowledge of Human Resource management.
- Financial Management – monitoring of expenditure, Essential Drug List, Management functions – policy analysis and implementation, strategic management, project management, information management, total quality management and improvement, legal aspects, patient care and service delivery, applicable mandatory requirements and Acts, Regulations, Protocols and Guidelines used in Health Services

KEY PERFORMANCE AREAS/RESPONSIBILITIES:

- Participate in the delivery of in-patient and out-patient general surgery service esp. breast and endocrine service within the Pietermaritzburg Metropolitan Hospitals Complex based at Grey's hospital
 - Management of patients requiring general surgery
 - Assisting in the management of the surgical database
 - Function as the intern curator when required
 - Inter-disciplinary coordination of the management of general surgery patients
 - Supervision of the surgical trainees and interns rotating through the unit
 - Ensuring the highest standards of clinical, professional, and ethical behaviour
 - Undertake teaching of interns, undergraduate medical students, postgraduate general surgery trainees, and allied health care personnel
 - Conduct, assist, and stimulate research within the ethical guidelines of the Health Care Act
 - Promote education in cancer prevention.
- Develop management protocols for the general surgery service in accordance with the Hospital and Department policies;
- Provide appropriate surgical care to general surgery patients;
- Responsible for the Breast, Endocrine and Renal Surgical Unit
- Maintain the effective and efficient utilisation of human resources in respect of :
 - overseeing and supervising general surgery staff in the execution of their duties;
 - training staff and promoting ongoing staff development in accordance with their individual and departmental development needs;
 - recruiting and selecting staff in accordance with government prescripts;
 - assessing performance of general surgery staff;
 - allocating general surgery personnel to respective wards and call roster
- Provide measures and guidance on quality assurance to comply with set quality standards;
- Incumbent to provide general surgery outreach services in the Pietermaritzburg Metropolitan Hospitals Complex and Area 2
- Foster collaboration with other hospitals within and outside the district;
- Exercise cost control over the activities of the department in line with the allocated budget;
- Participate in all academic and clinical meetings of the general surgery Department;
- Participate in departmental research activities
- Accept responsibility for continuous professional development to keep up to date with new developments in the field of expertise and related fields.
- Any other duties as assigned by the Head of Department.

ENQUIRIES : Dr R Sathiram 033 897 3379

DIRECTIONS TO CANDIDATES

- 1.1 The new Application for Employment Form (Z83) is obtainable from any Government Department OR from the website – www.kznhealth.gov.za.
- 1.2 Applicants must utilize the most recent Application for Employment Form (Form Z83) as issued by the Minister for DPSA (gazetted on 06 November 2020 - 81/971431 effective 01 January 2021) in line with regulation of 10 of the Public Service Regulations, 2016 and failure to do so will result in disqualification.
- 1.3 Applicants are required to complete and sign Z83, and also submit a detailed curriculum vitae (CV).
- 1.4 All sections of the new Application for Employment Form (Z83) (except those sections that are not relevant to the applicant) must be completely, accurately and legibly filled in a manner that allows a selection committee to assess the quality of a candidate based on the information provided in the form.
- 1.5 Applicants are required to reflect information even if the same information is provided on the detailed CV.
- 1.6 The Reference number must be indicated in the column provided on the form Z83, e.g. Reference Number GS 8/25.
- 1.7 Please note that 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.
- 1.8 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).
- 1.9 It is the applicant's responsibility to have a foreign qualification, which is a requirement of the post, evaluated by the South Africans Qualifications authority (SAQA) and to provide proof of such evaluation on application. Failure to comply will result in the application not being considered.

THIS DEPARTMENT IS AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER, WHOSE AIM IS TO PROMOTE REPRESENTIVITY IN ALL LEVELS OF ALL OCCUPATIONAL CLASSES OF THE DEPARTMENT.

APPLICATIONS MUST BE FORWARDED TO:

Human Resource Management Department
Greys Hospital
Private Bag X 9001
Pietermaritzburg
3200

Attention: Mrs M Chandulal

CLOSING DATE: 31ST MARCH 2025

MISS N CELE
ACTING DEPUTY DIRECTOR: HRM
GREY'S HOSPITAL

DATE

APPROVED/ NOT APPROVED

DR NMT GUMEDE
ACTING CHIEF EXECUTIVE OFFICER
GREY'S HOSPITAL

DATE

