

## DEPARTMENT OF HEALTH: KWAZULU-NATAL

*“(We strive to create an environment that brings the power of diversity to life and as such, this Department is an equal opportunity, affirmative action employer, whose aim is to promote inclusiveness in all occupational levels in the Department.)*

### NOTE:

Applications must be submitted on the new prescribed Application for Employment form (Z83) which must be originally signed, initialed and dated. Applications received on the incorrect Z83 will not be considered. All required information on the Z83 must be provided. Failure to complete or disclose all information will automatically disqualify the applicant. The Z83 should be accompanied by a comprehensive CV (with detailed experience). Persons with disabilities are encouraged to apply for the post. Only shortlisted candidates will be required to submit certified documents on or before the day of the interview following communication from Human Resources. **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 with foreign qualifications are requested to have their qualifications evaluated by SAQA and to provide proof of such evaluation. **Applicants:** Please ensure that you submit your application before the closing date as no late applications will be considered. If you apply for more than 1 post, submit separate applications for each post that you apply for quoting the relevant reference number. Should you not be contacted within 3 months of the closing date of the advertisement, please consider your application to be unsuccessful.

**POST : MEDICAL SPECIALIST: ORTHOPAEDICS (X5 POSTS)**

**CENTRE : VARIOUS HOSPITALS IN KWAZULU NATAL**

NO.	INSTITUTIONS	NUMBER OF POSTS	REFERENCE NO
1.	Port Shepstone Hospital	02	M19/2025
2.	Harry Gwala Regional Hospital	01	M20/2025
3.	King Dinuzulu Hospital	01	M21/2025
4.	Prince Mshiyeni Memorial Hospital	01	M22/2025

**REMUNERATION : Grade 1: R1 341 855.00 – R1 422 810.00 p.a.**

**Grade 2: R1 531 032.00 – R1 623 609.00 p.a.**

**Grade 3: R1 773 222.00 – R2 212 680.00 p.a.**

**SALARY PACKAGE:** (All-inclusive salary packages, which consists of 70% basic salary and 30% flexible portion that may be structured in terms of the applicable rules).

### OTHER BENEFITS :

- Commuted Overtime (conditions applies)

## MINIMUM 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 HPCSA as a Medical Specialist in Orthopaedics.
- Registration with HPCSA as a Medical Specialist in Orthopaedics.
- Current HPCSA Registration

**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

- In addition to the requirements for a grade 1 Specialist post a minimum of 5 years relevant experience after registration with HPCSA as a Medical Specialist in Orthopaedics 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 10 years relevant experience after registration with HPCSA as a Medical Specialist Orthopaedics is required for appointment as a Grade 3 Specialist

## KNOWLEDGE, SKILLS, TRAINING AND COMPETENCIES

- 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

## KEY PERFORMANCE AREAS

- 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.
- The incumbent should have, comprehensive knowledge of speciality 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 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

**ENQUIRIES: Mrs RT Dube:**

**033-940 2499**

**CLOSING DATE OF APPLICATIONS:**

**12 SEPTEMBER 2025**

Interested applicants can visit the following website at [www.kznonline.gov.za/kznjobs](http://www.kznonline.gov.za/kznjobs) for full posts details.

“Applicants are encouraged to apply for posts through the online e-Recruitment system at [www.kznonline.gov.za/kznjobs](http://www.kznonline.gov.za/kznjobs)”

“Applicants may also visit any one of our Designated Online Application Centres (DOACS) where our friendly staff will assist you with applying online or receiving your hardcopy application. You can find the list of Designated Online Application Centres (DOACS) at [www.kznonline.gov.za/kznjobs](http://www.kznonline.gov.za/kznjobs).”

**NB://Applications for these posts can be dropped-off at your nearest Health Facility.**

**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

**(Attention: Mrs N Radebe)**