



**Enquiries: Mrs. GZ Sokhela
Circular: HGRH 01/2026
Date: 12 February 2026**

**TO: HEADS OF ALL DEPARTMENTS
VACANCIES IN HARRY GWALA REGIONAL HOSPITAL
CIRCULAR MINUTE: HGRH 01/2026**

The contents of this Circular Minute must be brought to the notice of all eligible officers and employees on your establishment without delay even if they are absent from their normal places of work.

DIRECTIONS TO CANDIDATES:

1. 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. 01/01/2026.**
 - Copies of Qualifications, Registration Certificates and updated certificate of service 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.
2. The 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.
3. 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.
4. 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).
5. The appointment is subject to positive outcome obtained from NIA to the following checks (security clearance, credit records, qualification, citizenship and previous experience employment verifications)
6. Please note that 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 advertisement, please accept that your application was unsuccessful
7. Harry Gwala Regional Hospital is an equal opportunity, affirmative action employer, whose aim is to promote representivity in all occupational categories in the institution
8. **All appointments will be made in accordance with the Employment Equity targets of the Hospital. People with disabilities are encouraged to apply**
9. **Please note that due to financial constraints no S&T payments will be considered for payment to candidates that are invited for interview.**

9. ALL APPLICATIONS SHOULD BE FORWARDED TO:

CHIEF EXECUTIVE OFFICER
HARRY GWALA REGIONAL HOSPITAL
PRIVATE BAG X 509
PLESSISLAER
3216

OR

HAND DELIVERED TO THE BOX BY THE MAIN GATE BEHIND SECURITY OFFICE
MARKED FOR THE ATTENTION OF: **MR. T.C. MANYONI**

OR

Applicants can send their Z83s and CVs using the following email address: HGRH.Recruitment@kznhealth.gov.za

N.B: NO REGISTERED MAIL AND FAXED APPLICATIONS WILL BE CONSIDERED

CLOSING DATE FOR APPLICATIONS: 13 MARCH 2026

Original signed and dated by the Chief Executive Officer (copy available on request)

**MRS. N.T. NXABA
CHIEF EXECUTIVE OFFICER
HARRY GWALA REGIONAL HOSPITAL**

ADVERT

JOB TITLE : **HEAD CLINICAL UNIT (MEDICAL) GRADE 1**
COMPONENT : **PSYCHIATRY DEPARTMENT**

NO OF POSTS : **01**
INSTITUTION : **HARRY GWALA REGIONAL HOSPITAL**

REFERENCE : **MED 01/2026**

SALARY : **R 2 084 754.00 – R 2 212 680.00 PACKAGE PER ANUM**

OTHER BENEFITS : **13th Cheque, PLUS**
Commuted Overtime,
18% Inhospitable Area Allowance
Medical Aid (Optional)
Housing Allowance
(Employee must meet prescribed requirements)

REQUIREMENTS FOR THE POST

- 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
- Current practice with the HPCSA as a Psychiatry Medical Specialist (2025-2026)
- Unendorsed valid code EB driver's license (code 08)

RECOMMENDATIONS

- At least 1 year management and Administration experience.

KNOWLEDGE, SKILLS, TRAINING AND COMPETENCIES REQUIRED

- 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.

KEY PERFORMANCE AREAS

- 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.

ENQUIRES: DR. K.J. GABELA

CONTACT: (033) 395-4005

CLOSING DATE: 13 MARCH 2026

ADVERT

JOB TITLE : **MEDICAL SPECIALIST GRADE 1/2/3**
COMPONENT : **PAEDIATRICS DEPARTMENT**
(PMB METROPOLITAN HOSPITALS COMPLEX)

NO OF POSTS : **01**
INSTITUTION : **HARRY GWALA REGIONAL HOSPITAL**

REFERENCE : **MED 02/2026**

OTHER BENEFITS : **13th Cheque, PLUS**
Commuted Overtime,
18% Inhospitable Area Allowance
Medical Aid (Optional)
Housing Allowance
(Employee must meet prescribed requirements)

REQUIREMENTS FOR THE POST

- 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
- Current practice with the HPCSA as a Medical Specialist (2025-2026)

• EXPERIENCE REQUIRED:

GRADE 1: R 1 341 855.00 – R 1 422 810.00 Package

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: R 1 531 032.00 – R 1 623 609.00 Package

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: R 1 773 222.00 – R 2 212 680.00 Package

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.**

N.B:

- **Medical Practitioners must have successfully completed their certificate of Paediatric exams (FCPaed Part 2 exams)**
- **Medical Practitioners completing their MMed's who have submitted their research for publication or dissertation for marking are encouraged to apply (Kindly note that you will only be eligible if you have full registration within the next few months and have your MMED completed by the interview sitting)**
- **Additional jobs may be available within the next six months and we will utilize this interview process to offer additional jobs in Paediatrics at Harry Gwala Regional Hospital once the post is available and ratified**

RECOMMENDATIONS

- Sub-specialist medical knowledge, skills & competencies in Paediatrics will be an added advantage

KNOWLEDGE, SKILLS TRAINING AND COMPETENCIES REQUIRED

- Outstanding clinical skills in field of Paediatrics preferably obtained in public service/environment.
- Ability and practical experience to provide training for under and post graduates.
- 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.

KEY PERFORMANCE AREAS

- 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.
- Intern, Community Service Doctor's, Medical Officer and Registrar Supervision and evaluation (EPMDS for junior staff).
- Post graduate Paediatric development and strengthening.
- Training programme for under- and post graduates, 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, Department of Paediatrics & Child Health.

ENQUIRES: DR. Y. NAIDOO

CONTACT: (033) 395-4176

CLOSING DATE: 13 MARCH 2026