The Minister of Health, Dr Aaron Motsoaledi, recently announced several new positions aimed at improving health services in South Africa. Among these is the introduction of Teams of District Clinical Specialists which will consist of various categories of medical specialists and/or experienced medical officers and advanced nurses. The teams will be responsible for strengthening district and community level health services and ensuring access to appropriate and improved quality of care for mothers, newborns and babies and children. The teams will be based in all health districts; some teams will have an attachment to a Regional Hospital and an Academic Centre.

**DISTRICT CLINICAL SPECIALIST (Head: Clinical Unit)**

**REF. NO.:** NDOH 149/2011

Full-time, part-time and sessional positions are available for the following categories of medical specialists: Family Physicians; Obstetricians and Gynaecologists; Paediatricians; Anesthetists.

### REMUNERATION PACKAGE:

An all-inclusive package of R1,024,000.00 per annum is payable. The inclusive package must be structured in accordance with applicable rules.

### OTHER BENEFITS MAY INCLUDE:

- Rural allowance
- Annual leave
-病假
- Month end credit
- Professional development
- Transport
- Contributory pension fund
- Life insurance
- Medical aid
- Professional registration fees
- Tax saving
- Accommodation
- Travel expenses
- Reference travel
-additional benefits

### APPOINTMENT REQUIREMENTS:

- A minimum of 5 (five) years relevant experience in a specified area
- A degree in Medicine or a related field
- Relevant registration with the Health Professions Council of South Africa (HPCSA)

### COMPETENCIES:

- A clinical discipline
- Relevant legislation, policies and regulations
- Quality assurance and improvement programmes
- Knowledge of medical systems including surveillance, health information, communication and referral guidelines and processes to support the delivery of services
- Appropriate specialist qualification registrable with the Health Professions Council of South Africa (HPCSA) for all health professionals in all facilities within the district
- Present regular reports on activities, health services and programmes.

### KEY PERFORMANCE AREAS:

**A: GENERAL**

- Represent all relevant specialties and sub-specialties from the district, the regional and tertiary hospitals as relevant as well as the provincial Department of Health
- Present regular reports on activities, health services and programmes.

**B: SUPPORT SERVICE DELIVERY**

- Support clinics, community health centres and district hospitals with all aspects of service delivery.
- Support the development and implementation of protocols and standard treatment guidelines
- Support the establishment and maintenance of systems including surveillance, health information, communication and referral guidelines and processes to support the delivery of services.
- Support for the development and implementation of clinical protocols and standard treatment guidelines aligned with national norms and standards.
- Support the implementation of a clinical audit programme.

**C: SUPPORT HEALTH SYSTEMS AND LOGISTICS**

- Work with the District Management Team to establish and maintain systems including surveillance, health information, communication and referral guidelines and processes to support the delivery of services.
- Ensure appropriate infrastructure, equipment, resources and supplies for the provision of quality clinical care.
- Implement and manage an all-inclusive package of R1,024,000.00 per annum is payable.

### ADVANCED DISTRICT NURSING PROFESSIONAL**

**REF. NO.:** NDOH 147/2011

Full-time, part-time and sessional positions are available for the following categories of professional nurses who have an advanced level of expertise and qualification:

### REMUNERATION PACKAGE:

An all-inclusive package of R356,812.00 per annum is payable. The inclusive package must be structured in accordance with applicable rules.

### OTHER BENEFITS MAY INCLUDE:

- Rural allowance
- Annual leave
- Month end credit
- Professional development
- Transport
- Contributory pension fund
- Life insurance
- Medical aid
- Professional registration fees
- Tax saving
- Accommodation
- Travel expenses

### APPOINTMENT REQUIREMENTS:

- A minimum of 5 (five) years relevant experience in a specified area
- A degree in Medicine or a related field
- Relevant registration with the Health Professions Council of South Africa (HPCSA) for all health professionals in all facilities within the district
- Present regular reports on activities, health services and programmes.

### COMPETENCIES:

- A clinical discipline
- Relevant legislation, policies and regulations
- Knowledge of medical systems including surveillance, health information, communication and referral guidelines and processes to support the delivery of services
- Relevant legislation, regulations and policies
- Quality assurance and improvement programmes
- Leadership
- Facilitate and participate in the development, training and mentorship of health professionals in all facilities within the district
- Present regular reports on activities, health services and programmes.

### KEY PERFORMANCE AREAS:

**A: GENERAL**

- Represent all relevant specialties and sub-specialties from the district, the regional and tertiary hospitals as relevant as well as the provincial Department of Health
- Present regular reports on activities, health services and programmes.

**B: SUPPORT SERVICE DELIVERY**

- Support clinics, community health centres and district hospitals with all aspects of service delivery.
- Support the development and implementation of protocols and standard treatment guidelines
- Support the establishment and maintenance of systems including surveillance, health information, communication and referral guidelines and processes to support the delivery of services.
- Support the implementation of a clinical audit programme.

### E: MONITOR AND EVALUATE

- Initiate, support and participate in clinical audits and quality improvement cycles
- Initiate, support and participate in clinical audits and quality improvement cycles
- Implement and manage an all-inclusive package of R1,024,000.00 per annum is payable.

### ADVANCED DISTRICT NURSING PROFESSIONAL**

**REF. NO.:** NDOH 147/2011

Full-time, part-time and sessional positions are available for the following categories of professional nurses who have an advanced level of expertise and qualification. The inclusive package must be structured in accordance with applicable rules.

### REMUNERATION PACKAGE:

An all-inclusive package of R356,812.00 per annum is payable. The inclusive package must be structured in accordance with applicable rules.

### OTHER BENEFITS MAY INCLUDE:

- Rural allowance
- Annual leave
- Month end credit
- Professional development
- Transport
- Contributory pension fund
- Life insurance
- Medical aid
- Professional registration fees
- Tax saving
- Accommodation
- Travel expenses

### APPOINTMENT REQUIREMENTS:

- A minimum of 5 (five) years relevant experience in a specified area
- A degree in Medicine or a related field
- Relevant registration with the Health Professions Council of South Africa (HPCSA) for all health professionals in all facilities within the district
- Present regular reports on activities, health services and programmes.

### COMPETENCIES:

- A clinical discipline
- Relevant legislation, policies and regulations
- Quality assurance and improvement programmes
- Leadership
- Facilitate and participate in the development, training and mentorship of health professionals in all facilities within the district
- Present regular reports on activities, health services and programmes.

### KEY PERFORMANCE AREAS:

**A: GENERAL**

- Represent all relevant specialties and sub-specialties from the district, the regional and tertiary hospitals as relevant as well as the provincial Department of Health
- Present regular reports on activities, health services and programmes.

**B: SUPPORT SERVICE DELIVERY**

- Support clinics, community health centres and district hospitals with all aspects of service delivery.
- Support the development and implementation of protocols and standard treatment guidelines
- Support the establishment and maintenance of systems including surveillance, health information, communication and referral guidelines and processes to support the delivery of services.
- Support the implementation of a clinical audit programme.

### F: MONITOR AND EVALUATE

- Initiate, support and participate in clinical audits and quality improvement cycles
- Implement and manage an all-inclusive package of R1,024,000.00 per annum is payable.

### Advanced District Nursing Professional

**REF. NO.:** NDOH 147/2011

Full-time, part-time and sessional positions are available for the following categories of professional nurses who have an advanced level of expertise and qualification. The inclusive package must be structured in accordance with applicable rules.

### REMUNERATION PACKAGE:

An all-inclusive package of R356,812.00 per annum is payable. The inclusive package must be structured in accordance with applicable rules.

### OTHER BENEFITS MAY INCLUDE:

- Rural allowance
- Annual leave
- Month end credit
- Professional development
- Transport
- Contributory pension fund
- Life insurance
- Medical aid
- Professional registration fees
- Tax saving
- Accommodation
- Travel expenses

### APPOINTMENT REQUIREMENTS:

- A minimum of 5 (five) years relevant experience in a specified area
- A degree in Medicine or a related field
- Relevant registration with the Health Professions Council of South Africa (HPCSA) for all health professionals in all facilities within the district
- Present regular reports on activities, health services and programmes.

### COMPETENCIES:

- A clinical discipline
- Relevant legislation, policies and regulations
- Quality assurance and improvement programmes
- Leadership
- Facilitate and participate in the development, training and mentorship of health professionals in all facilities within the district
- Present regular reports on activities, health services and programmes.

### KEY PERFORMANCE AREAS:

**A: GENERAL**

- Represent all relevant specialties and sub-specialties from the district, the regional and tertiary hospitals as relevant as well as the provincial Department of Health
- Present regular reports on activities, health services and programmes.