Internal Vacancies
Bulletin 0214/003

Guidelines to Applicants

1. If you meet the requirements, kindly forward a concise CV to the relevant Practitioner/Administrator (Human Resources) either or by fax or email, quoting the reference number and the job title.

2. The onus is on you to ensure that your application has been received. Applications received without the reference numbers and copies of qualifications as well as those received after the closing date will not be considered.

3. Any credentials of the contract of employment shall be subject to reference and or ITC checks.

4. Successful candidates may be required to undergo psychometric assessment.

5. ALL positions that require an applicant to be registered with a professional body must attach proof of registration with their application. Applications sent without the proof of registration will not be considered.

6. These positions are open to all employees of the NHLS including the employees who are on contract in similar or different positions currently.

7. Internal application forms should be accompanied by concise Curriculum Vitae of the applicant.

8. Please indicate the following on the application form:
   a. The Region.
   b. The Business Unit.
   c. The post applying for (Job Title).
   d. The reference number of the post.

9. Applications received without the required information will not be processed.

10. Correspondence will be limited to short-listed candidates only.

11. The NHLS is an equal opportunity, affirmative action employer. The filling of Posts will be guided by the NHLS Employment Equity Targets.

12. Successful applicants will be remunerated on the published scale associated with the grade of the post. This means that the remuneration of an applicant who is successful for a position that is lower than his/her current job grade will be adjusted downward with effect from the date of appointment.

THE CLOSING DATE FOR THESE POSITIONS IS

14 MARCH 2013.
NATIONAL HEALTH LABORATORY SERVICES (NHLS)
ANATOMICAL PATHOLOGY (X2 POSTS)
PATHOLOGIST (BASED AT THE UNIVERSITY OF FREE STATE)

AMENDMENT
(PAY ZONE DEPENDS ON EXPERIENCE)
SALARY RANGE (R984 912.00pa – R1 345 459.00pa CTC)
REF: FSNWUFS 0214/001-01 (31106.002.1514) (31106.003.1414)

ANTOMICAL PATHOLOGY SERVICE DELIVERY, TEACHING AND TRAINING AND RESEARCH

Key Job Responsibilities:
■ Provide a reliable and comprehensive diagnostic service in anatomical pathology including routine surgical pathology, electron microscopy, immunohistocytochemistry, frozen sections, provision of intraoperative diagnostic services to clinicians, and routine cytopathology including exfoliative and aspiration cytology, immunochemistry and flow cytometry ■ Correlation of cyto-and surgical results, including clinicopathological discussions with clinicians ■ Performance of Fine Needle Aspiration (FNA) including on site diagnosis of FNA specimens under radiological/intraoperative conditions ■ Oversee autopsies performed by registrars ■ Initiate and participate in approved research projects, including supervision of postgraduate students and registrar research assignments and research grant applications ■ Initiate and participate in CME activities, outreach, literature reviews, and under-and postgraduate teaching related to Anatomical Pathology, including registrar training ■ Maintain Quality Assurance and Accreditation activities ■ Available to deal with urgent specimens after hours

Key Competency Requirements:
■ Appropriate postgraduate qualification in Anatomical Pathology: MMed or FCPath or equivalent in relevant discipline ■ Registration with HPCSA as an Anatomical Pathology is essential ■ Minimum 5 years' experience as a Consultant in Anatomical Pathology especially in Cytopathology ■ Experience to initiate and conduct research ■ Experience in under- and postgraduate supervision and teaching.
To manage an academic laboratory, or major sub-component thereof, within the framework of an accredited quality system to ensure that the diagnostic output is delivered in accordance with the principles of good laboratory practice, to provide a professional consultative service to clinicians to promote appropriate and cost-effective utilisation of laboratory services so as to facilitate optimisation of patient management as well as to foster an environment conducive to training and research.

Key Job Responsibilities:
- Interprets results and/or reach a diagnosis so that the clinical attendant has information to manage the patient appropriately as well as any situation arising from the disease.
- Be concerned with indirect and direct contribution to patient care (such as attending mortality and morbidity meetings and offering opinion to clinicians on laboratory result interpretation).
- Conduct investigations using variety of techniques and applications in order to resolve a defined problem or to test a hypothesis according to accepted code of ethical standards, which may include/applied Research and Development.
- Teach, train and/or assess specialties at all levels and including undergraduates, post graduates, specialists and non-specialists medical professionals or applied health professionals.
- Laboratory administration which is directed at the clinic-pathological implications of management decisions.
- Ensure compliance with the principles of Good Laboratory Practice and the fulfilment of SANAS accreditation requirements and relevant legislation.
- Comply with Occupational Health and Safety regulations.

Key Competency Requirements:
- MMed or FCPath academic qualification.
- Registration with HPCSA as a Specialist Medical Microbiologist.
- Minimum 2 -3 years' experience as a Consultant.
- Able to work under pressure with minimal supervision.
- Effective communication skills.
- Reliable with good sense of responsibility.
This is a joint appointment with the University of Kwa-Zulu Natal

To manage an Academic Laboratory, or major sub-component thereof, within the framework of an accredited quality system to ensure that the diagnostic output is delivered in accordance with the principles of good laboratory practice, to provide a professional consultative service to clinicians to promote appropriate and cost-effective utilisation of laboratory services so as to facilitate optimization of patient management as well as to foster an environment conducive to training and research.

Key Job Responsibilities:

- Responsible for committing to final opinion on challenging diagnostic patient investigations, and in the capacity of registrar/junior pathologist supervision, to ensure that comment is comprehensive by giving due consideration to the complexities of the case and incorporating current knowledge to ensure that the conclusion presented in the final laboratory report is consistent with the clinical presentation
- Guide the selection of appropriate specialised investigations in the work-up of difficult and challenging cases in order to arrive at a definitive diagnosis in the most cost effective manner
- Responsible for the appropriate allocation of specimens referred for second opinion to ensure that the cases are reviewed by the person with appropriate knowledge and experience for the pathology in question in order to provide the best possible expert opinion
- Interacts with clients at clinics and at clinic-pathological meetings to ensure that investigations requested and diagnosis proposed are appropriate and compatible with the clinical presentation to ensure optimisation of patient management
- Available to provide expert advice to all internal and external customers in order to resolve clinical and diagnostic queries and concerns in a professional and timely manner and responds to complaints about any aspect of the diagnostic service output in a professional and timely manner to promote sound customer relations
- Responsible for the financial, human resource and quality management of the laboratory or major subdivision thereof, in accordance with the rules, policies and procedures of the NHLS in order to ensure that all service obligations are fulfilled on time and meet or exceed prescribed quality standards
- Directly responsible for the design, development and maintenance of the quality system that governs the laboratory to ensure compliance with the principles of Good Laboratory Practice and the fulfillment of SANAS accreditation requirements and relevant legislation
- Manages "research & development" initiatives into potential new or enhanced technologies as well as to initiate the evaluation of commercially available reagents, tests and instrumentation and implement as appropriate, in order to ensure the scope, quality, effectiveness and turnaround times of diagnostic pathology service output remain aligned with advances in the practice of medicine to satisfy clinicians needs as well as to ensure the most efficient and cost-effective utilisation of limited financial and manpower resources
- Contributes toward the development of comprehensive learning objectives and training programmes in order to guide the teaching and training of registrars to ensure that the required level of competence is attained, as well as undertaking regular assessments to determine readiness for examination to ensure qualification and specialist HPCSA registration with the prescribed time period
- Contributes to overall design of undergraduate curricula and major sub-components thereof and responsible for compilation, delivery and evaluation for quality and appropriateness of content and effectiveness of teaching, in accordance with University requirements in order to ensure that the level of knowledge and skills transfer is satisfactory
- Co-ordinates departmental Continuing Professional Development programmes to ensure that all medical and technical staff are informed of new developments with the practice of pathology and clinical medicine as appropriate, to enhance understanding of the principles of diagnostic techniques and to create an awareness of the relevance to patient care in order to provide a deeper meaning to routine laboratory work as well as to ensure compliance with HPCSA statutory requirements.

Key Competency Requirements:

- MB BCH or equivalent medical degree
- FCPath and I or MMed or equivalent in relevant discipline
- Registration with HPCSA (as Pathologist in Chemical Pathology)
- Minimum 2-3 years' experience as a Consultant
- Strong leadership
- Good interpersonal skills
- Organisational skills
- Computer literacy
- Good report writing ability
- Time management
- Statistical skills
NATIONAL HEALTH LABORATORY SERVICES (NHLS)
CHEMICAL PATHOLOGY
PATHOLOGIST (BASED AT ACADEMIC COMPLEX IALCH)
AMENDMENT
(PAY ZONE DEPENDS ON EXPERIENCE)
SALARY PACKAGE (R 984 912 to R 1 345 458.00pa CTC)
REF: KZNUKZN 0214/001-05 (81202.003.1414)

This is a joint appointment with the University of Kwa-Zulu Natal

To manage an Academic Laboratory, or major sub-component thereof, within the framework of an accredited quality system to ensure that the diagnostic output is delivered in accordance with the principles of good laboratory practice, to provide a professional consultative service to clinicians to promote appropriate and cost-effective utilisation of laboratory services so as to facilitate optimization of patient management as well as to foster an environment conducive to training and research.

Key Job Responsibilities:

Responsible for committing to final opinion on challenging diagnostic patient investigations, and in the capacity of registrar/junior pathologist supervision, to ensure that comment is comprehensive by giving due consideration to the complexities of the case and incorporating current knowledge to ensure that the conclusion presented in the final laboratory report is compatible with the clinical presentation. Guide the selection of appropriate specialised investigations in the work-up of difficult and challenging cases in order to arrive at a definite diagnosis in the most cost effective manner. Responsible for the appropriate allocation of specimens referred for second opinion to ensure that the cases are reviewed by the person with appropriate knowledge and experience for the pathology in question in order to provide the best possible expert opinion. Interacts with clients at clinics and at clinic-pathological meetings to ensure that investigations requested and diagnosis proposed are appropriate and compatible with the clinical presentation to ensure optimisation of patient management. Available to provide expert advice to all internal and external customers in order to resolve clinical and diagnostic queries and concerns in a professional and timely manner and responds to complaints about any aspect of the diagnostic service output in a professional and timely manner to promote sound customer relations. Responsible for the financial, human resource and quality management of the laboratory or major subdivision thereof, in accordance with the rules, policies and procedures of the NHLS in order to ensure that all service obligations are fulfilled on time and meet or exceed prescribed quality standards. Directly responsible for the design, development and maintenance of the quality system that governs the laboratory to ensure compliance with the principles of Good Laboratory Practice and the fulfillment of SANAS accreditation requirements and relevant legislation. Manages “research & development” initiatives into potential new or enhanced technologies as well as to initiate the evaluation of commercially available reagents, tests and instrumentation and implement as appropriate, in order to ensure that the scope, quality, effectiveness and turnaround times of diagnostic pathology service output remain aligned with advances in the practice of medicine to satisfy clinicians needs as well as to provide a deeper meaning to routine laboratory work as well as to ensure that the level of knowledge and skills transfer is satisfactory. Co-ordinates departmental Continuing Professional Development programmes to ensure that all medical and technical staff are informed of new developments with the practice of pathology and clinical medicine as appropriate, to enhance understanding of the principles of diagnostic techniques and to create an awareness of the relevance to patient care in order to provide a deeper meaning to routine laboratory work as well as to ensure compliance with HPCSA statutory requirements.

Key Competency Requirements:

- MB BCH or equivalent medical degree
- FCPath and/or MMed or equivalent in relevant discipline
- Registration with HPCSA (as Pathologist in Chemical Pathology)
- Minimum 5 years’ post qualification experience as Pathologist
- Minimum 1 year experience of aspects of laboratory management
- Strong leadership
- Good interpersonal skills
- Organisational skills
- Computer literacy
- Good report writing ability
- Time management
- Statistical skills
- Ability to set up diagnostic tests on LCMS, GC and HPLC platforms.
ANTOMICAL PATHOLOGY SERVICE DELIVERY, TEACHING AND TRAINING AND RESEARCH

Key Responsibilities:
■ Provide a reliable and comprehensive diagnostic service in anatomical pathology including routine surgical pathology, electron microscopy, immunohistocytochemistry, frozen sections, provision of intraoperative diagnostic services to clinicians, and routine cytopathology including exfoliative and aspiration cytology, immunohistochemistry and flow cytometry
■ Correlation of cyto-and surgical results, including clinicopathological discussions with clinicians
■ Performance of Fine Needle Aspiration (FNA) including on site diagnosis of FNA specimens under radiological/intraoperative conditions
■ Oversee autopsies performed by registrars
■ Initiate and participate in approved research projects, including supervision of postgraduate students and registrar research assignments and research grant applications
■ Initiate and participate in CME activities, outreach, literature reviews, and under-and postgraduate teaching related to Anatomical Pathology, including registrar training
■ Maintain Quality Assurance and Accreditation activities
■ Available to deal with urgent specimens after hours

Key Competency Requirements:
■ Appropriate postgraduate qualification in Anatomical Pathology: MMed or FCPath or equivalent in relevant discipline
■ Registration with HPCSA as an Anatomical Pathology is essential
■ Minimum 5 years’ experience as a Consultant in Anatomical Pathology especially in Cytopathology
■ Experience to initiate and conduct research
■ Experience in under- and postgraduate supervision and teaching.
NATIONAL HEALTH LABORATORY SERVICES (NHLS)
ANATOMICAL PATHOLOGY
PATHOLOGIST (BASED AT TYGERBERG TERTIARY BUSINESS UNIT)
(PAY ZONE DEPENDS ON EXPERIENCE)
SALARY RANGE (R984 912.00pa – R1 345 459.00pa CTC)
REF: WNCTYG 0314/003-01 (11102.005.1514)

ANTOMICAL PATHOLOGY SERVICE DELIVERY, TEACHING AND TRAINING AND RESEARCH

Key Responsibilities:
■ Provide a reliable and comprehensive diagnostic service in anatomical pathology including routine surgical pathology, electron microscopy, immunohistocytochemistry, frozen sections, provision of intraoperative diagnostic services to clinicians, and routine cytopathology including exfoliative and aspiration cytology, immunochemistry and flow cytometry ■ Correlation of cyto-and surgical results, including clinicopathological discussions with clinicians ■ Performance of Fine Needle Aspiration (FNA) including on site diagnosis of FNA specimens under radiological/intraoperative conditions ■ Oversee autopsies performed by registrars ■ Initiate and participate in approved research projects, including supervision of postgraduate students and registrar research assignments and research grant applications ■ Initiate and participate in CME activities, outreach, literature reviews, and under-and postgraduate teaching related to Anatomical Pathology, including registrar training ■ Maintain Quality Assurance and Accreditation activities ■ Available to deal with urgent specimens after hours

Key Competency Requirements:
■ Appropriate postgraduate qualification in Anatomical Pathology: MMed or FCPath or equivalent in relevant discipline ■ Registration with HPCSA as an Anatomical Pathology is essential ■ Minimum of 2 years experience as a consultant in Anatomical Pathology ■ Experience to initiate and conduct research ■ Experience in under- and postgraduate teaching

Should you meet the requirements of the position and wish to apply:
- Internal applicants can visit the NHLS intranet page at http://intranet.nhls.ac.za or log onto NHLS self service or aargahr@nhls.ac.za
- External applicants can visit the NHLS website at www.nhls.ac.za and click on careers
- Enquiries may be directed to Mmbudzeni Nemutavhani/Mathapelo Dlamini @ (011) 386 6099/6150
- Please indicate the reference number of the post
- Reference, ITC and Criminal checks will be conducted.

THE CLOSING DATE FOR THESE POSITIONS IS 14 MARCH 2014
BUSINESS UNIT: EASTERN CAPE REGIONAL
MANAGEMENT AND ADMINISTRATION
MANAGEMENT AND ADMINISTRATION
CO-ORDINATOR (QUALITY ASSURANCE)
(PAY ZONE C4)
SALARY RANGE (R246 564.00pa – R330 046.00pa)
REF: COASTEC0314/001-01 (22091-002-1227)

Key Responsibilities:
■ Develop, maintain and review the Laboratory Manual and Standard Operating Procedures (SOP) database to ensure that contents are aligned with current laboratory practice and the documentation is appropriate and reflects current practice within the Business Units
■ Develop and maintain a system to control and distribute current SOPs in accordance with laboratory policy and to ensure compliance with ISO 15189
■ Undertake regular intra and inter department technical audits to assess effectiveness and ensure continued improvement of the quality system in line with ISO 15189 and other regulatory body requirements
■ Liaise with the regional quality assurance co-ordinator to facilitate external laboratory audits to ensure objective review of the quality system and corrective action non-conformances raised
■ Track and monitor the clearance of non-conformances within the Business Units
■ Monitor and assist other laboratories within the Business Units in preparing for accreditation
■ Assist the regional quality assurance co-ordinator on quality system implementation to ensure uniformity throughout the Eastern Cape Region
■ Facilitate quality assurance meetings and co-ordinate annual management review meeting to ensure continued self assessment
■ Train staff in good laboratory practice, business unit quality systems and safety
■ Provide input to management on policy and planning in respect of quality systems in order to facilitate continuous improvement and uniformity within the business units
■ Provides input to safety officer to ensure a safe working environment and compliance with all safety legislation.

Key Competency Requirements:
■ National Diploma in Biomedical Technology
■ Registration as a Medical Technologist in the clinical pathology category
■ 5(Five)-10(Ten) years experience post qualification within an appropriate laboratory setting
■ Assertiveness
■ Communication skills (written and verbal)
■ Knowledge of principles of good laboratory practice
■ Knowledge of quality management systems
■ Computer literacy (word, excel, powerpoint and Q pulse)
■ Internal auditing
■ Training on SANAS, SLIPTA and SLMTA trainer will be advantageous
■ Driver’s licence with 3(Three) years and more driving experience
BUSINESS UNIT: SOUTHERN TRANSKEI
COFIMVABA LABORATORY
ASSISTANT (LABORATORY)
(PAY ZONE B2)
SALARY RANGE (R84 517.00pa – R110 718.00pa)
REF: COAST0314/001-02(25000-001-5003)

Key Jobs Responsibilities:
■ Receive, sort and refer (where applicable specimens for testing ■ Verifies and validates information on the system against specimens received and tests requested ■ Liaise the receiving area regarding errors made during data capturing ■ Carries out different laboratory procedures for specimen preparation for analysis in accordance with the specific tests required and standard operating procedures up to final analysis ■ Performs tasks in support of the analytical process as per discipline requirements (e.g. loading of the analyzers of specimen etc) ■ Labels and stores samples (where applicable) to ensure traceability in accordance with procedures ■ Disposes of specimens in accordance with the standard operating procedures and legislation ■ Must be able to lift heavy containers of approx 25 kg onto trolley and deliver them to the laboratory as well as the waste management area for disposal ■ Monitors stock availability of consumables to ensure availability of all necessary commodities ■ Applies all safety housekeeping regulations according to policy and legislation to ensure a safe working environment.

Key Competency Requirements:
■ Grade 12 ■ One (1)-Two (2) years experience in a diagnostic laboratory ■ Registration with the HPCSA as a Laboratory Assistant ■ Knowledge of laboratory information system will be an advantage ■ Technically orientated ■ Attention to detail ■ Team orientated ■ Work under pressure ■ Work unsociable hours.

ST LUCYS LABORATORY
ASSISTANT (LABORATORY)
(PAY ZONE B2)
SALARY RANGE (R84 517.00pa – R110 718.00pa)
REF: COAST0314/001-03(25040-001-5003)

Key Job Responsibilities:
■ Receive, sort and refer (where applicable specimens for testing ■ Verifies and validates information on the system against specimens received and tests requested ■ Liaise the receiving area regarding errors made during data capturing ■ Carries out different laboratory procedures for specimen preparation for analysis in accordance with the specific tests required and standard operating procedures up to final analysis ■ Performs tasks in support of the analytical process as per discipline requirements (e.g. loading of the analyzers of specimen etc) ■ Labels and stores samples (where applicable) to ensure traceability in accordance with procedures ■ Disposes of specimens in accordance with the standard operating procedures and legislation ■ Must be able to lift heavy containers of approx 25 kg onto trolley and deliver them to the laboratory as well as the waste management area for disposal ■ Monitors stock availability of consumables to ensure availability of all necessary commodities ■ Applies all safety housekeeping regulations according to policy and legislation to ensure a safe working environment.

Key Competency Requirements:
■ Grade 12 ■ One (1)-Two (2) years experience in a diagnostic laboratory ■ Registration with the HPCSA as a Laboratory Assistant ■ Knowledge of laboratory information system will be an advantage ■ Technically orientated ■ Attention to detail ■ Team orientated ■ Work under pressure ■ Work unsociable hours.
ST BARNABAS LABORATORY
MEDICAL TECHNOLOGIST
(PAY ZONE DEPENDS ON EXPERIENCE)
SALARY RANGE (R135 461.00pa – R330 046.00pa)
REF: COAST0314/001-04(25160-003-8014)

Key Job Responsibilities:
■ Manage the sample collection and sample suitability for setup/analysis, ensure that equipment is maintained in terms of defined processes and procedures and where applicable prepare reagents and media ■ Manage the data required for the efficient functioning and smooth running of the lab in order to meet statutory and clinical requirements ■ Ensure that quality services are supplied to customers by monitoring work, staff and equipment to obtain maximised outcomes ■ To maintain safe standards in accordance with the OHS act ■ Conduct, process and interpreting where applicable and ensuring that results are delivered timeously to source ■ Undertake trouble shooting wherever necessary e.g. identifying and solving technical and conceptual problem ■ Be concerned with research and development (R&D) to assess the appropriateness of tests to improve existing laboratory tests and to develop new tests and techniques in order to optimize and improve the provision of diagnostic services it may also involve the undertaking of clinical trials in conjunction with clinicians and other stakeholders ■ Be concerned with the teaching and training of laboratory personnel, medical colleagues and community health workers etc. In laboratory skills and health science to ensure that a high standard of laboratory service delivered.

Key Competency Requirements:
■ National Diploma in Biomedical Technology ■ Registration with HPCSA as a Medical Technologist as a Clinical Pathology ■ Post-qualification experience in a diagnostic laboratory as a Medical Technologist ■ Knowledge of relevant laboratory processes and procedures ■ Technically orientated ■ Assertive ■ Interpersonal, computer, analytical, leadership and communication skills ■ Attention to detail ■ Reliable with a great sense of responsibility ■ Ability to work under pressure, within a team and with minimal supervision ■ Willingness to work unsociable hours, weekends, public holidays and call outs
BUSINESS UNIT: NELSON MANDELA TERTIARY
MEDICAL TECHNOLOGIST
HAEMATOLOGY

(PAY ZONE DEPENDS ON EXPERIENCE)
SALARY RANGE (R135 461.00pa – R330 046.00pa)
REF: COANMH0314/001-01(23004-005-8014)

Key Job Responsibilities:
■ Manage the sample collection and sample suitability for setup/analysis, ensure that equipment is maintained in terms of defined processes and procedures and where applicable prepare reagents and media ■ Manage the data required for the efficient functioning and smooth running of the lab in order to meet statutory and clinical requirements ■ Ensure that quality services are supplied to customers by monitoring work, staff and equipment to obtain maximised outcomes ■ To maintain safe standards in accordance with the OHS act ■ Conduct, process and interpreting where applicable and ensuring that results are delivered timeously to source ■ Undertake trouble shooting wherever necessary e.g. identifying and solving technical and conceptual problems ■ Be concerned with research and development (R&D) to assess the appropriateness of tests to improve existing laboratory tests and to develop new tests and techniques in order to optimize and improve the provision of diagnostic services it may also involve the undertaking of clinical trials in conjunction with clinicians and other stakeholders ■ Be concerned with the teaching and training of laboratory personnel, medical colleagues and community health workers etc. in laboratory skills and health science to ensure that a high standard of laboratory service delivered.

Key Competency Requirements:
■ National Diploma in Biomedical Technology ■ HPCSA Registration as a Medical Technologist in Clinical Pathology/Hematology ■ Post-qualification experience in a diagnostic laboratory as a Medical Technologist ■ Knowledge of relevant laboratory processes and procedures ■ Technically orientated ■ Assertive ■ Interpersonal, computer, analytical, leadership and communication skills ■ Attention to detail ■ Reliable with a great sense of responsibility ■ Ability to work under pressure, within a team and with minimal supervision ■ Willingness to work unsociable hours, weekends, public holidays and call outs
MEDICAL TECHNOLOGIST
HISTOPATHOLOGY
(PAY ZONE DEPENDS ON EXPERIENCE)
SALARY RANGE (R135 461.00pa – R330 046.00pa)
REF: COANMH0314/001-02(23002-003-8014)

Key Job Responsibilities:
■ Manage the sample collection and sample suitability for setup/analysis, ensure that equipment is maintained in terms of defined processes and procedures and where applicable prepare reagents and media ■ Manage the data required for the efficient functioning and smooth running of the lab in order to meet statutory and clinical requirements ■ Ensure that quality services are supplied to customers by monitoring work, staff and equipment to obtain maximised outcomes ■ To maintain safe standards in accordance with the OHS act ■ Conduct, process and interpreting where applicable and ensuring that results are delivered timeously to source ■ Undertake trouble shooting wherever necessary e.g. identifying and solving technical and conceptual problem ■ Be concerned with research and development (R&D) to assess the appropriateness of tests to improve existing laboratory tests and to develop new tests and techniques in order to optimize and improve the provision of diagnostic services it may also involve the undertaking of clinical trials in conjunction with clinicians and other stakeholders ■ Be concerned with the teaching and training of laboratory personnel, medical colleagues and community health workers etc. In laboratory skills and health science to ensure that a high standard of laboratory service delivered.

Key Competency Requirements:
■ National Diploma in Biomedical Technology ■ HPCSA Registration as a Medical Technologist Clinical Pathology /Histopathology ■ Post-qualification experience in a diagnostic laboratory as a Medical Technologist ■ Knowledge of relevant laboratory processes and procedures ■ Technically orientated ■ Assertive ■ Interpersonal, computer, analytical, leadership and communication skills ■ Attention to detail ■ Reliable with a great sense of responsibility ■ Ability to work under pressure, within a team and with minimal supervision ■ Willingness to work unsociable hours, weekends, public holidays and call outs

ASSISTANT (LABORATORY) STUDENT
FIXED TERM CONTRACT (18 MONTHS)
CYTOPATHOLOGY
(PAY ZONE TA4)
SALARY RANGE (R48000.00pa)
REF: COANMH0314/001-06(23003-001-2109)

Key Job Responsibilities:
■ Receive, sort and refer (where applicable) specimens for testing ■ Verifies and validates information on the system against specimens received and tests requested ■ Liaise the receiving area regarding errors made during data capturing ■ Carries out different laboratory procedures for specimen preparation for analysis in accordance with the specific tests required and standard operating procedures up to final analysis ■ Performs tasks in support of the analytical process as per discipline requirements (e.g. loading of the analyzers archiving of specimens etc) ■ Labels and stores samples (where applicable) to ensure traceability in accordance with procedures ■ Disposes of specimens in accordance with the standard operating procedures and legislation ■ Must be able to lift heavy containers of approx 25 kg onto trolley and deliver them to the laboratory as well as the waste management area for disposal ■ Monitors stock availability of consumables to ensure availability of all necessary commodities ■ Applies all safety and housekeeping regulations according to policy and legislation to ensure a safe working environment.

Key Competency Requirement:
■ Grade 12 (Mathematics and Science) ■ Computer literacy ■ Registration with the HPCSA as a Laboratory Assistant (Student) ■ Knowledge of laboratory information system will be an advantage ■ Technically orientated ■ Attention to detail ■ Team orientated ■ Work under pressure ■ Work unsociable hours.
HISTOPATHOLOGY
MEDICAL TECHNICIAN
(PAY ZONE DEPENDS ON EXPERIENCE)
SALARY RANGE (R112 044.00pa –R222 904.00pa)
REF: COANT0314/001-07 (23002-002-7014)

Key Job Responsibilities:
■ Receive, prepare, sort and analyse specimens for testing ■ Phone abnormal and urgent results to doctors and nurses, deal with all routine enquiries ■ Maintenance and calibration of instruments, machines and equipment ■ Carry out all routine testing procedures ■ Ensure that wards, referring hospitals and clinics receive their results according to set turnaround times ■ Adhere to safety procedures and perform all required QC procedures ■ Dispose of specimens in accordance with standard operating procedures (SOPS) and legislation ■ Training of students ■ Participate in the delivery of continuing professional development (CPD) activities within the department/laboratory to contribute to staff development and in compliance with HPCSA requirements ■ Comply with policies and procedures of the NHLS as well as the occupational health and safety act.

Key Competence Requirements:
■ Qualified as Medical Technician ■ Registered with HPCSA as a Medical Technician in Histopathology category ■ Post-qualification experience in a diagnostic laboratory as a Medical Technician ■ Experience in a laboratory environment ■ Knowledge of laboratory information system ■ Technically orientated ■ Attention to detail ■ Communication, analytical and interpersonal skills ■ Team orientated.

Should you meet the requirements of the position and wish to apply:
• Internal applicants can visit the NHLS intranet page at http://intranet.nhls.ac.za or log onto NHLS self service
• External applicants can visit the NHLS website at www.nhls.ac.za and click on careers
• Enquiries may be directed to Phumzile Mbilini @ (047) 502 4192
• Please indicate the reference number of the post
• Reference, ITC and Criminal checks will be conducted.

THE CLOSING DATE FOR THESE POSITIONS IS 14 MARCH 2014