

**health**

Department:

Health

PROVINCE OF KWAZULU-NATAL

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Corporate Management Services

Enquiries : Mr TPB Shezi  
 Date : 02<sup>nd</sup> September, 2017

Registrar Recruitment Panels

Attention: The Chairpersons of Registrar Recruitment Panels

Dear Sir/Madam,

Re : Application of Employment Equity during the Recruitment Process for Registrars for the January, 2019 Intake

The process on the recruitment of Registrars has in the past not been in full compliant with the Department's recruitment policy, specifically on the application of employment equity. Posts must be filled to meet targets of employment equity and where recommended candidates do not meet the required targets, posts **must** be re-advertised. Where the panel feels that the market does not have the required applicants, then a deviation must be requested and motivated and may only be approved by the Head Of Health.

The below table shows that as a Department, between salaries levels 10 to 12, based on currently filled posts, there is a shortfall of Africans and an excess on the other population groups.

Population Group	Gender	KZN EAP QLFS	Filled	Target	(Shortfall)/Excess
African	Female	46.90%	84	126	(42)
	Male	41.40%	89	111	(22)
Coloured	Female	0.60%	9	2	7
	Male	0.40%	7	1	6
Indian	Female	3.90%	28	10	18
	Male	3.90%	21	10	11
White	Female	1.50%	15	4	11
	Male	1.40%	16	4	12
		100.00%	269	269	

The below table then takes it specific to the filled Registrar posts. Based on the current filled posts, 277 of these should have been filled by Africans. On current filled posts, there is a shortfall of 149 Africans and all other groups are in excess.

With the new intake of 100 for January, 2019, the target is to have 366 posts of the new total of 414 posts. This means 238 posts must be filled with Africans, to take the current 128 filled posts to the target of 366. This implies that the 100 new posts must go to Africans in terms of the targets, else if there are no suitable Africans, the posts must be re-advertised.

Population Group	KZN EAP QLFS	Filled Posts	Target (314 filled Posts)	(Shortfall)/Excess	Target (414 Filled Posts)
African	88.30%	128	277	(149)	366
Coloured	1.00%	18	3	15	4
Indian	7.80%	127	24	103	32
White	2.90%	41	9	32	12
		100.00%	314		414

**Recruitment of Registrars and application of Employment Equity**

While there is an option to deviate and appoint non-targeted officials, this is not recommended from the Department. The Registrar Steering Committee from the Department's side, will consider requests for deviations, but these will have to be clearly and convincingly motivated that in the pool that was short-listed that were no potential applicants and that in the market the required targets are not available at all.

Panels are thus requested to keep in mind Government's objectives for transformation and the application of the Employment Equity in the recruitment process for the January 2019 Registrar intakes. Deviations will not be supported unless they are accompanied by convincing and substantiated motivations.

Annexure A, shows the current demographics of the filled registrar posts by discipline.



**Dr TT Khanyile**  
**Acting DDG: Clinical Services and Hospital Services**  
**Alternate Chairperson: Registrar Steering Committee**

03. 09. 2018

**Date**



**Mr TPB Shazi**  
**DDG: Corporate Management Services**  
**Chairperson: Registrar Steering Committee**

20/8/09/17

**Date**

**Recruitment of Registrars and application of Employment Equity**

**Annexure A**

<b>Count of GENDER</b>	<b>RACE</b>				
<b>DISCIPLINE</b>	<b>AFRICAN</b>	<b>COLOURED</b>	<b>INDIAN</b>	<b>WHITE</b>	<b>Grand Total</b>
ANAESTHETICS	6	3	17	10	36
CARDIOTHORACIC SURGERY	1		2		3
DERMATOLOGY	5		2	1	8
EMERGENCY MEDICINE	5	1	4	1	11
FAMILY MEDICINE	6	1	5		12
FORENSIC MEDICINE	3		1	1	5
MAXILLO FACIAL & ORAL SURGERY	2	1	1		4
MEDICINE	11	3	16	1	31
NEUROLOGY			5		5
NEUROSURGERY	4		2		6
NUCLEAR MEDICINE		1	1		2
OBSTETRICS AND GYNAECOLOGY	22	4	10	2	38
OCCUPATIONAL HEALTH	1		2		3
ONCOLOGY	4		2		6
OPHTHALMOLOGY	2		6	3	11
ORTHOPAEDICS	4	1	1	8	14
OTORHINOLARYNGOLOGY	1		4	1	6
PAEDIATRIC SURGERY	2		1	2	5
PAEDIATRICS	20	1	13	4	38
PAEDIATRICS & CHILD HEALTH	1				1
PLASTIC SURGERY	1		2	1	4
PSYCHIATRY	9	1	7	1	18
PUBLIC HEALTH MEDICINE	1		1	1	3
RADIOLOGY	3		3	2	8
SURGERY	14	1	18	1	34
UROLOGY			1	1	2
Grand Total	128	18	127	41	314