



GAUTENG PROVINCE

HEALTH
REPUBLIC OF SOUTH AFRICA

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**Adv. Mpho Maloka
Secretary
Gauteng Provincial Legislature
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RESPONSE TO LEGISLATURE QUESTION 5.HL119

(i) What qualifications are required for appointment as an HR Director;

Response

A Matric certificate and a National Qualifications Framework (NQF) Level 7 tertiary qualification in Human Resources Management, together with the Nyukela Senior Management Service (SMS) pre-entry certificate.

(ii) Who is the current HR Director at Charlotte Maxeke Johannesburg Academic Hospital;

Response

Mrs Kelebogile Gillian Maruma (née Lekgetho)

(iii) Will the MEC provide proof of the current HR Director's qualifications;

Response

Please see the attached documentation.

(iv) What is the current number of funded vacant posts at Charlotte Maxeke Johannesburg Academic Hospital;

Response

Two hundred and seven (207)

(v) Which funded posts are currently vacant;

Response

RESPONSE TO LEGISLATURE QUESTION 5.HL119

POST JOB TITLE CODE DESCRIPTION
COMPUTER TECHNOLOGIST
ADMINISTRATIVE OFFICER (CORE)
ADMINISTRATIVE OFFICER (CORE)
ADMINISTRATION CLERK
MIDDLE MANAGER (ADMINISTRATION)
FINANCIAL CLERK
FINANCIAL CONTROLLER
PNA2 PROFESSIONAL NURSE GRADE 1 (GENERAL NURSING)
PNA2 PROFESSIONAL NURSE GRADE 1 (GENERAL NURSING)
AUXILIARY WORKER
LAUNDRY WORKER
OPERATOR (CORE)
LAUNDRY WORKER
CLINICAL MANAGER (DENTAL) GRADE 2
MEDICAL OFFICER GRADE 1
MEDICAL OFFICER GRADE 1
REGISTRAR (MEDICAL)
MEDICAL SPECIALIST GRADE 3
MEDICAL SPECIALIST GRADE 1
HEAD CLINICAL DEPARTMENT (MEDICAL) GRADE 2
MEDICAL SPECIALIST GRADE 1
MEDICAL OFFICER GRADE 1
HEAD CLINICAL UNIT (MEDICAL) GRADE 1
HEAD CLINICAL UNIT (MEDICAL) GRADE 1
MEDICAL SPECIALIST GRADE 1
MEDICAL SPECIALIST GRADE 3
MEDICAL SPECIALIST GRADE 1
MEDICAL SPECIALIST GRADE 1
MEDICAL SPECIALIST GRADE 2
REGISTRAR (MEDICAL)
REGISTRAR (MEDICAL)
REGISTRAR (MEDICAL)
MEDICAL OFFICER GRADE 1
MEDICAL SPECIALIST GRADE 1
PHARMACIST ASSISTANT (POST-BASIC) GRADE 1
REGISTRAR (MEDICAL)
HEAD CLINICAL UNIT (MEDICAL) GRADE 1
MEDICAL SPECIALIST GRADE 3
MEDICAL SPECIALIST GRADE 1

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HEAD CLINICAL UNIT (MEDICAL) GRADE 1
HEAD CLINICAL UNIT (MEDICAL) GRADE 1
MEDICAL OFFICER GRADE 1
RADIATION ONCOLOGY RADIOGRAPHER GRADE 1
RADIOGRAPHER GRADE 1
RADIOGRAPHER GRADE 1
ASSISTANT DIRECTOR RADIOGRAPHY GRADE 1
NA1 NURSING ASSISTANT GRADE 1
SN1 STAFF NURSE GRADE 1
PNB1 PROFESSIONAL NURSE GRADE 1 SPECIALITY NURSING
CHIEF RADIOGRAPHER GRADE 1
RADIOGRAPHER GRADE 1
PSYCHOLOGIST GRADE 1
CLINICAL TECHNOLOGIST GRADE 2
PODIATRIST GRADE 1
PHYSIOTHERAPY TECHNICIAN GRADE 1
PHARMACIST GRADE 1
PHARMACIST ASSISTANT (BASIC) GRADE 1
MEDICAL PHYSICIST GRADE 1
SPEECH THERAPIST AND AUDIOLOGIST GRADE 1
SPEECH THERAPIST AND AUDIOLOGIST GRADE 1
DRIVER (LIGHT VEHICLE)
RADIOGRAPHER GRADE 1
NA2 NURSING ASSISTANT GRADE 2
NA1 NURSING ASSISTANT GRADE 1
NA1 NURSING ASSISTANT GRADE 1
NA3 NURSING ASSISTANT GRADE 3
SN3 STAFF NURSE GRADE 3
SN1 STAFF NURSE GRADE 1
STAFF NURSE
SN1 STAFF NURSE GRADE 1
PNA2 PROFESSIONAL NURSE GRADE 1 (GENERAL NURSING)
PNA2 PROFESSIONAL NURSE GRADE 1 (GENERAL NURSING)
PND2 LECTURER NURSING GRADE 2
PNB3 OPERATIONAL MANAGER NURSING (SPECIALITY UNIT)
PNB3 OPERATIONAL MANAGER NURSING (SPECIALITY UNIT)
PNB3 OPERATIONAL MANAGER NURSING (SPECIALITY UNIT)
PNB1 PROFESSIONAL NURSE GRADE 1 SPECIALITY NURSING
PNB1 PROFESSIONAL NURSE GRADE 1 SPECIALITY NURSING
PNB1 PROFESSIONAL NURSE GRADE 1 SPECIALITY NURSING

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PNB2 PROFESSIONAL NURSE GRADE 2 SPECIALITY NURSING
PNA2 PROFESSIONAL NURSE GRADE 1 (GENERAL NURSING)
PNB4 ASSISTANT MANAGER NURSING (SPECIALITY UNIT)
PNB3 OPERATIONAL MANAGER NURSING (SPECIALITY UNIT)
PNA7 ASSISTANT MANAGER NURSING AREA
PNA6 CLINICAL PROGRAMME COORDINATOR GRADE 2
PNA5 OPERATIONAL MANAGER NURSING GRADE 1 GENERAL
CLEANER
FOOD SERVICE AID
HOUSEHOLD WORKER
OPERATOR (CORE)
PORTER (CORE)
MIDDLE MANAGER (COMMUNITY LIAISON)
CHIEF EXECUTIVE OFFICER (HEALTH)
MIDDLE MANAGER (ADMINISTRATION)
MATERIAL RECORDING CLERK
GENERAL WORKER (STORE ASSISTANT)

(vi) What steps are being taken to fill the funded vacant posts;

Response

The recruitment process has commenced for certain posts: some have been advertised, and shortlisting and interview processes are under way. A request to unfreeze the administrative and support posts has been submitted to Head Office in order to allow these posts to be filled.

(vii) How has the lack of personnel in the funded vacant posts affected the quality of patient care;

Response

Where the approved minimum staffing level is not available, this results in longer waiting times, an increased surgical backlog and a poorer patient experience of care.

(viii) How has the lack of personnel in the funded vacant posts affected staff morale;

Response

Existing staff carry heavier workloads, which contributes to burnout, absenteeism, fatigue, stress and increased resignations.

RESPONSE TO LEGISLATURE QUESTION 5.HL119

- (ix) How many senior positions at the hospital are currently filled by acting personnel; and

Response

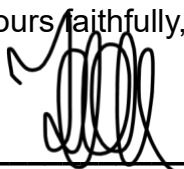
Nine (9)

- (x) Which senior positions are filled by acting personnel, including the duration for which each person has been acting in the position?

Response

SENIOR	DURATION
HEAD OF CLINICAL DEPARTMENT ORTHOPAEDICS	6 months
HEAD OF CLINICAL DEPARTMENT ANAESTHESIA	2 years 4 months
HEAD OF CLINICAL DEPARTMENT PUBLIC HEALTH	8 months
SENIOR MEDICAL MANAGER CLINICAL SERVICE	2 years 7 months
HEAD OF CLINICAL DEPARTMENT PSYCHIATRY	3 months
HEAD OF CLINICAL UNIT NEUROSURGERY	3 months
CHIEF EXECUTIVE OFFICER	3 months
HEAD OF CRITICAL CARE	3 months
MANAGER NURSING CETU	4 months

Yours faithfully,



MS. FAITH MAZIBUKO, MPL

MEMBER OF THE EXECUTIVE COUNCIL: HEALTH AND WELLNESS

DATE:

07/09/2026