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HUMAN RESOURCE MANAGEMENT SERVICES

Reference: HRM 9/4

Enquiries: Mr ME Tsotetsi

Dr T Sibiya

KZN Doctors Unemployment Committee Convenor

Dear Sir

**RE: RESPONSES TO MEMORANDUM OF DEMANDS RECEIVED FROM KZN
UNEMPLOYED DOCTORS**

1. The Department of Health advertises all the vacant medical officer positions at various public healthcare institutions within 14 days of receiving this memorandum.

**During the past financial year 2025/2026 the Department advertised and filled
188 Medical Officer posts which targeted unemployed Doctors.**

**The filling of vacant posts is dependent on the availability of funds to
compensate employees. The Department is underfunded for 2026/2027 financial
year; therefore not all vacant posts can be filled.**

**The Department is unable to commit to timelines due to the budgetary
constraints faced by the Department.**

2. A sustainable long-term plan to provide posts annually and address doctors unemployment beyond 2026 must be developed.

**The Department has an approved Human Resource Plan to fill posts over
Medium-Term Expenditure Framework (MTEF) period. However, the
implementation of the Human Resource Plan to fill vacant critical posts is
informed by the availability of budget.**



KWAZULU-NATAL PROVINCE

HEALTH
REPUBLIC OF SOUTH AFRICA

3. Priority consideration must be given to unemployed doctors who are from Kwa-Zulu Natal.

Department is an equal opportunity employer, posts advertised by the Department are open for competition to all South African citizens.

4. Equal employment opportunities be provided to both bursary and non-bursary holders. We recognize that the HOD has contractual obligations with bursary holders, however, considering that majority of the unemployed doctors were trained by other funding schemes except that provided by the provincial department of health, it is just and fair that all unemployed doctors be provided an opportunity to apply and go through the selection process for each advertised post.

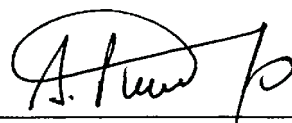
The Department already considers 50/50 between bursary holders with contractual obligation with the Department and those who are privately funding their studies.

5. Decentralization of the hiring process, allowing hospitals to manage recruitment independently, and for organised labour parties to be invited to observe during interviews.

It is the Department's prerogative on how the recruitment process will be conducted and managed.

The Department's Recruitment and Selection Policy do not make provision for observer status of the Organised Labour during the interview process.

Yours sincerely



MRS TP MSIMANGO
HOD: HEALTH
DATE: 22/6/2020