



DEPARTMENT of HEALTH

Provincial Government of the Western Cape

BULLETIN G22 OF 2011

TO ALL HEADS OF INSTITUTIONS/REGIONS/CHIEF DIRECTORATES/DIRECTORATES

12 MONTH BLOCK ADVERTISEMENT: MEDICAL SPECIALIST, DENTIST, MEDICAL OFFICER, PHARMACIST, CLINICAL PSYCHOLOGIST, SPEECH THERAPIST AND/OR AUDIOLOGIST, DIETICIAN, MEDICAL ORTHOTIST & PROSTHETIST, SOCIAL WORKER.

THE ATTACHED POSTS WERE ALSO ADVERTISED IN THE SUNDAY TIMES/RAPPORT/CITY PRESS DATED 29/5/2011.

Applications from suitable qualified candidates for the attached posts are awaited. **Kindly note that excess personnel will receive preference.**

These posts must be brought to the attention of all personnel, including those on leave under your control.

INSTRUCTIONS TO APPLICANTS –

HOW TO APPLY:

Z83 forms (obtainable from any Government department or www.capegateway.gov.za) must: Be completed in full, clearly reflect the reference number and/or name of the position, be signed, accompanied by a comprehensive CV, and certified copies of ID, driver's licence and qualification/s. Applications without the above will not be considered. Applications must be forwarded to the address as indicated on the advertisement. CV's will not be returned.

It will be expected of candidates to be available for selection interviews on a date, time and place as determined by the Department.

As directed by the Department of Public Service & Administration, applicants must note that further checks will be conducted once they are short-listed and that their appointment is subject to positive outcomes on these checks, which include security clearance, qualification verification, criminal records, credit records and previous employment.

Transfers/translation of employees must be dealt with in terms of Circular 112/2002 dated 3 October 2002.

Circular H8/2004 dated 8 February 2004 contains complete details regarding the revised non-pensionable recruitment allowance (rural allowance) for certain categories of Health personnel.

Candidates must refer to this Bulletin and the date thereof. Please note that a separate application form must be completed for each post.



The Department of Health is guided by the principles of Employment Equity. Disabled candidates are encouraged to apply and an indication in this regard will be appreciated.

N.B: Applications, which are received after the closing date, will not be considered.

A Socenywa
For HEAD OF DEPARTMENT
DATE: 2011-06-09



MEDICAL SPECIALIST GRADE 1 TO 3 (INCLUDING FAMILY PHYSICIAN)

Remuneration package: Grade 1: R 613 671 per annum, **Grade 2:** R 701 664 per annum, **Grade 3:** R 814 305 per annum (A portion of the package can be structured according to the individual's personal needs).

REQUIREMENTS:

Minimum educational qualification: Appropriate qualification that allows registration with the Health Professions Council of South Africa (HPCSA) as Medical Specialist in a normal Speciality.

Registration with a professional council: Registration with the HPCSA as Medical Specialist in a normal Speciality.

Experience:

Grade 1: None after registration with the HPCSA as a Medical Specialist.

Grade 2: A minimum of 5 years appropriate experience as Medical Specialist after registration with the HPCSA (or a recognized foreign Health Professional Council in respect of a foreign qualified employee) as a Medical Specialist in a normal Speciality.

Grade 3: A minimum of 10 years appropriate experience as Medical Specialist after registration with the HPCSA (or a recognized foreign Health Professional Council in respect of a foreign qualified employee) as a Medical Specialist in a normal Speciality.

DENTIST GRADE 1 TO 3

Remuneration package: Grade 1: R 442 266 per annum, **Grade 2:** R 520 971 per annum, **Grade 3:** R 604 605 per annum (A portion of the package can be structured according to the individual's personal needs).

Requirements

Minimum educational qualification:

Appropriate qualification that allows registration with the Health Professions Council of South Africa (HPCSA) as a Dentist.

Registration with a professional council: Registration with the HPCSA as Dentist.

Experience:

Grade 1: None after registration as Dentist with the HPCSA in respect of SA qualified employees.

1 year relevant experience after registration as Dentist with a recognised foreign Health Professional Council in respect of foreign qualified employees, of whom it is not required to perform Community Service, as required in South Africa.

Grade 2: Minimum of 7 years appropriate experience as Dentist after registration with the HPCSA as a Dentist in respect of SA qualified employees.

Minimum of 8 years relevant experience after registration as Dentist with a recognised foreign Health Professional Council in respect of foreign qualified employees, of whom it is not required to perform Community Service, as required in South Africa.

Grade 3: Minimum of 12 years appropriate experience as Dentist after registration with the HPCSA as a Dentist in respect of SA qualified employees.

Minimum of 13 years relevant experience after registration as Dentist with a recognised foreign Health Professional Council in respect of foreign qualified employees, of whom it is not required to perform Community Service, as required in South Africa.

MEDICAL OFFICER GRADE 1 TO 3

Remuneration package: **Grade 1:** R 455 634 per annum, **Grade 2:** R 520 971 per annum, **Grade 3:** R 604 605 per annum (A portion of the package can be structured according to the individual's personal needs).

REQUIREMENTS:

Minimum educational qualification: Appropriate qualification that allows registration with the Health Professions Council of South Africa (HPCSA) as Medical Practitioner.

Registration with a professional council: Registration with the HPCSA as Medical Practitioner.

Experience:

Grade 1: None after registration as Medical Practitioner with the HPCSA in respect of SA qualified employees.

1 year relevant experience after registration as Medical Practitioner with a recognised foreign Health Professional Council in respect of foreign qualified employees, of whom it is not required to perform Community Service as required in South Africa.

Grade 2: A minimum of 5 years appropriate experience as Medical Practitioner after registration with the HPCSA as a Medical Practitioner in respect of SA qualified employees.

A minimum of 6 years relevant experience after registration as Medical Practitioner with a recognised foreign Health Professional Council in respect of foreign qualified employees, of whom it is not required to perform Community Service as required in South Africa.

Grade 3: A minimum of 10 years appropriate experience as a Medical Practitioner after registration with the HPCSA as a Medical Practitioner in respect of SA qualified employees.

A minimum of 11 years relevant experience after registration as Medical Practitioner with a recognised foreign Health Professional Council in respect of foreign qualified employees, of whom it is not required to perform Community Service as required in South Africa.

CLINICAL PSYCHOLOGIST GRADE 1 TO 3 (Valkenberg, Lentegeur, Stikland and Alexandra Hospital, Western Cape Rehabilitation Centre and George Hospital)

Remuneration package: **Grade 1:** R 392 079 per annum, **Grade 2:** R 461 847 per annum, **Grade 3:** R 535 995 per annum (A portion of the package can be structured according to the individual's personal needs).

Requirements

Minimum educational qualification: Appropriate qualification that allows registration with the Health Professional Council of South Africa (HPCSA) as Psychologist in Clinical Psychology.

Registration with a professional council: Registration with the HPCSA as Psychologist in Clinical Psychology.

Experience:

Grade 1: None after registration with the HPCSA as Psychologist in respect of RSA qualified employees who performed Community Service, as required in South Africa.

1 Year relevant experience after registration with the HPCSA as Psychologist in respect of foreign qualified employees, of whom it is not required to perform Community Service, as required in South Africa.

Grade 2: Minimum of 8 years relevant experience after registration with the HPCSA as Psychologist in respect of RSA qualified employees who performed Community Service, as required in South Africa.

Minimum of 9 years relevant experience after registration with the HPCSA as Psychologist in respect of foreign qualified employees, of whom it is not required to perform Community Service, as requires in South Africa.

Grade 3: Minimum of 16 years relevant experience after registration with the HPCSA as Psychologist in respect of RSA qualified employees who performed Community Service, as required in South Africa.

Minimum of 17 years relevant experience after registration with the HPCSA as Psychologist in respect of foreign qualified employees, of whom it is not required to perform Community Service, as required in South Africa.

PHARMACIST GRADE 1 TO 4

Remuneration package: Grade 1: R 381 093 per annum, **Grade 2:** R 416 700 per annum, **Grade 3:** R 455 634 per annum (A portion of the package can be structured according to the individual's personal needs).

Requirements

Minimum educational qualification:

Basic qualification accredited with the South African Pharmacy Council (SAPC) that allows registration with the SAPC as a Pharmacist.

Registration with a professional council: Registration with the SAPC as a Pharmacist.

Experience:

Grade 1: None after registration as Pharmacist with the SAPC in respect of SA qualified employees.

1 year relevant experience after registration as Pharmacist with a recognised foreign Health Professional Council in respect of foreign qualified employees, of whom it is not required to perform Community Service as required in South Africa.

Grade 2: A minimum of 5 years appropriate experience after registration as a Pharmacist with the SAPC in respect of SA qualified employees.

6 years relevant experience after registration as Pharmacist with a recognised foreign Health Professional Council in respect of foreign qualified employees, of whom it is not required to perform Community Service as required in South Africa.

Grade 3: A minimum of 13 years relevant experience after registration as Pharmacist with the SAPC in respect of SA qualified employees.

14 years relevant experience after registration as Pharmacist with a recognised foreign Health Professional Council in respect of foreign qualified employees, of whom it is not required to perform Community Service as required in South Africa.

SPEECH THERAPIST AND/OR AUDIOLOGIST/ DIETICIAN/ MEDICAL ORTHOTIST & PROSTHETIST (Orthotic and Prosthetic Centre, Pinelands)/ OCCUPATIONAL THERAPIST/ DIAGNOSTIC RADIOGRAPHER/ PHYSIOTHERAPIST (GRADE 1 TO 3)

Remuneration: Grade 1: R 173 949 per annum, **Grade 2:** R 204 906 per annum, **Grade 3:** R 241 374 per annum (A non-pensionable rural allowance is payable at certain areas in the following Districts only: Cape Winelands Health District/ Overberg District/ Central Karoo District/ Eden District and West Coast District).

Service benefits: 13th cheque, employer's contribution to the pension fund, housing and medical aid allowance.

Requirements

Minimum educational qualification: Appropriate qualification that allows for the required registration with the Health Professional Council of South Africa (HPCSA) in the relevant profession. **Registration with a professional council:** Registration with the HPCSA in the relevant profession.

Experience:

Grade 1: None after registration with the HPCSA in the relevant profession in respect of RSA qualified employees who performed Community Service, as required in South Africa.

1 year relevant experience after registration with the HPCSA in the relevant profession in respect of foreign qualified employees, of whom it is not required to perform Community Service, as required in South Africa.

Grade 2: Minimum of 10 years relevant experience after registration with the HPCSA in the relevant profession in respect of SA qualified employees who performed Community Service, as required in South Africa.

Minimum of 11 years relevant experience after registration with the HPCSA in the relevant profession in respect of foreign qualified employees, of whom it is not required to perform Community Service, as required in South Africa.

Grade 3: Minimum of 20 years relevant experience after registration with the HPCSA in the relevant profession in respect of SA qualified employees who performed Community Service, as required in South Africa.

Minimum of 21 years relevant experience after registration with the HPCSA in the relevant profession in respect of foreign qualified employees, of whom it is not required to perform Community Service, as required in South Africa.

PHARMACIST'S ASSISTANT (POST-BASIC) GRADE 1 TO 3

Remuneration: **Grade 1:** R 113 460 per annum, **Grade 2:** R 131 676 per annum, **Grade 3:** R 142 692

Service benefits: 13th cheque, employer's contribution to the pension fund, housing and medical aid allowance.

Requirements

Minimum educational qualification: As required by the training facility and the South African Pharmacy Council (SAPC) plus a Post-Basic Pharmacist Assistant qualification that allows registration with the SAPC as a Pharmacist Assistant (Post-Basic)

Registration with a professional council: Registration with the SAPC as Pharmacist Assistant (Post-Basic) (Institutional Pharmacy)

Experience:

Grade 1: None after registration with the SAPC as Pharmacist Assistant (Post-Basic).

Grade 2: A minimum of 5 years appropriate experience as Pharmacist Assistant after registration as a Pharmacist Assistant (Post-Basic) with the SAPC.

Grade 3: A minimum of 13 years appropriate experience as Pharmacist Assistant after registration as a Pharmacist Assistant (Post-Basic) with the SAPC.

Note: Candidates registered in the category "Community Pharmacy" may also apply, must be willing to obtain registration in the category "Institutional Pharmacy" within 12 months and must work under direct supervision of a Pharmacist during this period. Failure to comply will lead to the termination of services in the case of those appointed from outside the public service. In the case of serving employees, the employee will return to his/her previous post.

PHARMACIST'S ASSISTANT (BASIC) GRADE 1 TO 2

Remuneration: **Grade 1:** R 66 969 per annum, **Grade 2:** R 90 753 per annum

Service benefits: 13th cheque, employer's contribution to the pension fund, housing and medical aid allowance.

Requirements

Minimum educational qualification:

Grade 1: As required by the training facility and the South African Pharmacy Council (SAPC).

Grade 2: As required by the training facility and the SAPC plus a Basic Pharmacist Assistant qualification that allows registration with the SAPC as Pharmacist Assistant (Basic).

Registration with a professional council:

Grade 1: Registration with the SAPC to study towards a Basic Pharmacist Assistant qualification.

Grade 2: Registration with the SAPC as Pharmacist Assistant (Basic) (Institutional Pharmacy) or Registration with the SAPC to study towards Post-Basic Pharmacist Assistant qualification.

Experience:

Grade 1: None.

Grade 2: None after registration with the SAPC as Pharmacist Assistant (Basic).

Note: Candidates registered in the category "Community Pharmacy" may also apply, must be willing to obtain registration in the category "Institutional Pharmacy" within 12 months and must work under direct supervision of a Pharmacist during this period. Failure to comply will lead to the termination of services in the case of those appointed from outside the public service. In the case of serving employees, the employee will return to his/her previous post.

INHERENT REQUIREMENT: A valid driver's licence will serve as an inherent requirement for all occupations at the following districts only: Cape Winelands Health District/ Overberg District/ Central Karoo District/ Eden District and West Coast District.

ENQUIRIES/APPLICATIONS MUST BE DIRECTED AS FOLLOWS:

GROOTE SCHUUR HOSPITAL, OBSERVATORY

Medical Specialist/ Medical Officer: Mr J Daly, (021) 404-2271. **Pharmacist/ Pharmacist's Assistant (Post-Basic & Basic):** Ms V Naicker, (021) 404-3216. **Speech Therapist & Audiologist:** Ms R Lentin, (021) 404-6458. **Occupational Therapist:** Ms H Beeton, (021) 404-4396. **Diagnostic Radiographer:** Ms N Behardien Peters, (021) 404-4187. **Physiotherapist:** Mr L Naidoo, (021) 404-4408. **Applications:** The Chief Director: Groote Schuur Hospital, Private Bag X4, Observatory, Cape Town, 7935 (For attention: Ms F Safodien)

TYGERBERG HOSPITAL, PAROW VALLEY

Medical Specialist/ Medical Officer: Ms VG Meyer, (021) 938-5194. **Pharmacist/ Pharmacist's Assistant (Basic):** Ms C Ford, (021) 938-5225. **Speech Therapist and/or Audiologist:** Ms H Elliot (021) 938-4824/5. **Occupational Therapist:** Ms F Peters, (021) 938-5962. **Diagnostic Radiographer:** Ms V Meyer (021) 938-5918. **Physiotherapist:** Mr K Nondabula, (021) 938-4576. **Applications:** The Chief Director: Tygerberg/ Dental Hospitals, Private Bag X3, Tygerberg, 7505 (For attention: Ms V Meyer)

DENTAL (ORAL HEALTH CENTRES)

Dentist: Prof V Wilson, (021) 370 4415/ (021) 937 3077. **Applications:** The Dean/Manager, Oral Health Centres, Private Bag X1, Tygerberg, 7505 (For attention: Mr A Overmeyer)

RED CROSS WAR MEMORIAL CHILDREN'S HOSPITAL, RONDEBOSCH

Medical Specialist/ Medical Officer: Dr T Blake, (021) 658-5788. **Pharmacist/ Pharmacist's Assistant (Basic):** Ms S Raiman, (021) 658-5031. **Radiographer:** Ms A Vlok, (021) 658-5104. **Speech Therapist and/or Audiologist: Speech Therapy:** Ms L Le Roux, (021) 658-5264, **Audiology:** Ms C Cox, (021) 658-5406. **Dietician:** Ms S Cader, (021) 658-5471. **Occupational Therapist:** Ms M Pursad, (021) 658-5038. **Physiotherapist:** Mr S Rahim, (021) 658-5033. **Applications:** The Chief Executive Officer, Red Cross War Memorial Children's Hospital, Private Bag X5, Rondebosch, 7700. (For attention: Ms Z Richards)

CHIEF DIRECTORATE: GENERAL SPECIALIST AND EMERGENCY SERVICES

Medical Specialists/ Family Physician/ Medical officer/ Clinical Psychologist/ Pharmacist/ Speech Therapist and/or Audiologist/ Dietician/ Medical Orthotist/ Prosthetist/ Occupational Therapist/ Diagnostic Radiographer/ Physiotherapist/ Pharmacist's Assistant (Basic and Post basic)/Social Workers

- **Somerset Hospital, Green Point:** Ms V Withering, (021) 402-6580. **Applications:** The Senior Medical Superintendent, Private Bag, Greenpoint, 8051 (Attention: Ms V Withering) •
- **Mowbray Maternity Hospital, Mowbray:** Ms C Flandorp at (021) 659- 5913. **Applications:** The Senior Medical Superintendent, Private Bag, Mowbray, 7705 (Attention: Ms C Flandorp) •
- **Western Cape Rehabilitation Centre, Mitchell's Plain:** Mr M Mc Evoy, (021) 370-2322. **Applications:** The Deputy Director, Private Bag X19, Mitchell's Plain, 7789 (Attention: Mr M McEvoy) •
- **Worcester Hospital, Worcester:** Ms L Koopman, (023) 348-1102. **Applications:** The Senior Medical Superintendent, Private Bag X3058, Worcester, 6850 (Attention: Ms L Koopman) •
- **Paarl Hospital, Paarl,:** Mr P Tyalana, (021) 860-2683, **Applications:** The Senior Medical Superintendent, Private Bag X 3012, Paarl, 7620 (Attention: Mr P Tyalana) •
- **George Hospital, George:** Ms D de Swardt (044) 802-4409. **Applications:** The Senior Medical Superintendent, Private Bag X6534, George, 6530 (Attention: Ms D de Swardt) •
- **Lentegeur Hospital, Mitchell's Plain:** Mr I Green at (021) 370-1374. **Applications:** The Senior Medical Superintendent, Private Bag, Mitchell's Plain, 7785 (Attention: Mr I Green) •
- **Stikland Hospital, Bellville:** Mr C Solomons, (021) 940-4555. **Applications:** The Senior Medical Superintendent, Private Bag X13, Bellville, 7535 (Attention: Mr C Solomons) •
- **Alexandra Hospital, Maitland:** Ms L Oor at (021) 503-5017. **Applications:** The Senior Medical Superintendent, Private Bag X1, Maitland, 7405 (Attention: L Oor) •
- **Valkenberg Hospital, Observatory:** Ms A Stephens, (021) 440-3182. **Applications:** The Senior Medical Superintendent, Private Bag X1, Observatory, 7935 (Attention: Ms A Stephens) •
- **Emergency Medical Services,** Mrs A Ruiters (021 948-9908) **Applications;** The Director: Emergency Medical Services, Private Bag X24, Bellville,7535

CHIEF DIRECTORATE: METRO DISTRICT HEALTH SERVICES

Northern/Tygerberg Sub-Structure: Karl Bremer Hospital, Bellville, and CHCs in Sub-structure. **Pharmacist/ Pharmacist's Assistant (Basic):** Mr S Venter, (021) 918-1716

Western/Southern Sub-Structure: False Bay Hospital, Fish Hoek; Victoria Hospital, Plumstead; Wesfleur Hospital, Atlantis; DP Marais Hospital, Retreat; Brooklyn Chest Hospital, Milnerton and CHCs in the Sub-structure. **Dentist: Clinical Psychologist: Pharmacist/ Pharmacist's Assistant (Basic):** Ms H Moeng (021)713-7669

Mitchell's Plain/Klipfontein Sub-Structure: GF Jooste Hospital, Manenberg; Mitchell's Plain Hospital, Lentegeur and CHCs in the Sub-structure. **Pharmacist and Pharmacist's Assistant (Basic):** Mr M Roomanay (021) 370-5000

Khayelitsha/Eastern Sub-Structure: Eerste River Hospital, Eerste River; Helderberg Hospital, Somerset West; Khayelitsha Level One District Hospital, (Stationed at Tygerberg Hospital Complex) and CHCs in the Sub-structure. **Medical Specialist/ Medical Officer:** Dr B Daya, (021) 483-9346. **Family Physician:** Dr K Cloete at (021) 483-2518. **Pharmacist/Pharmacist's Assistant (Basic):** Mr J Van Niekerk (021) 460-9287. **Dietician:** Ms N Henney, (021) 483-8664. **Occupational Therapist:** Mr G Clarke, (021) 460-9296/9221. **Radiographer:** Ms C Mehl, (021) 460-9234. **Physiotherapist:** Ms C de Wet, (021) 460-9221. **Applications:** The Chief Director: Metro District Health Services, 8 Riebeeck Street, Southern Life Building, 2nd Floor, Cape Town, 8000 (Attention: Ms R Williams)

CAPE WINELANDS HEALTH DISTRICT (Robertson, Montagu, Ceres, Stellenbosch, and Brewelskloof (Worcester) Hospitals, TC Newman (Paarl), Cloetesville (Stellenbosch), Primary Health Clinics and Community Day Centre's **Medical Specialist/ Family Physician/ Medical Officer:** Ms W Swart/ Ms W van der Merwe, (023) 348-8121/8116. **Pharmacist/ Pharmacist's Assistant (Basic):** Mr C Williams, (023) 348-8115. **Speech Therapist and/or Audiologist/ Dietician/ Occupational Therapist/ Physiotherapist:** Ms H Liebenberg, (023) 348-8108. **Radiographer:** Ms ML Johnshon, (023) 348-8120. **Applications:** The Director: Cape Winelands Health District, Private Bag X3079, Worcester, 6849 (For attention: Ms W Swart)

OVERBERG DISTRICT (Swellendam, Otto du Plessis (Bredasdorp), Hermanus and Caledon Hospitals; Swellendam, Cape Agulhas, Overstrand and Theewaterskloof and Grabouw Sub- district PHC clinics and Community Day Centre's **Medical Specialist/ Family Physician/ Medical Officer/ Speech Therapist and/or Audiologist/ Dietician/ Occupational Therapist/ Diagnostic Radiographer/ Physiotherapist:** Mr M Brooks, (028) 212-1512. **Pharmacist/ Pharmacist's Assistant (Basic):** Ms H Brits, (028) 312-3010. **Applications:** The Director: Overberg District, Private Bag X07, Caledon, 7230 (Attention: Ms H Peach)

CENTRAL KAROO DISTRICT (Beaufort West Hospital and Central Karoo Cluster) **Medical Specialist/ Family Physician/ Medical Officer/ Dentist/ Occupational Therapist/ Diagnostic Radiographer/ Dietician/ Physiotherapist:** Ms MC Thaw (044) 803-2700. **Pharmacist/ Pharmacist's Assistant (Basic & Post-Basic):** Ms C Mouton, (023) 414-8200. **Applications:** The District Manager: Eden District Office, Private Bag X6592, George, 6530 (Attention: Ms S Pienaar)

EDEN DISTRICT (Knysna, Mossel Bay, Alan Blyth (Ladismith), Oudtshoorn, Uniondale and Riversdale (Hessequa) Sub-district, Harry Comay TB Hospital and George Sub-district)

Medical Specialist/ Family Physician/ Medical Officer/ Dentist/ Occupational Therapist/ Diagnostic Radiographer/ Dietician/ Physiotherapist: Ms MC Thaw, (044) 803-2700. **Pharmacist/ Pharmacist's Assistant (Basic & Post-Basic):** Mr JJ Hattingh, (044) 803-2700. **Applications:** The District Manager: Eden District Office, Private Bag X6592, George, 6530 (Attention: Ms S Pienaar)

WEST COAST DISTRICT (Bergriver-, Swartland-, Saldanha-, Matzikama- and Cederberg-Sub-districts; ID Hospital, Malmesbury and Sonstraal Hospital, Paarl)

Medical Specialist/ Family Physician/ Medical Officer: Dr D Schoeman, (022) 487-9267. **Pharmacist/ Pharmacist's Assistant (Basic):** Mr L Kloppers, (022) 487-9209. **Audiologist/ Dietician/ Occupational Therapist/ Diagnostic Radiographer/ Physiotherapist:** Ms W Kamfer, (022) 487-9208. **Applications:** The Director: West Coast District, Private Bag X15, Malmesbury, 7299 (Attention: Mr CJ Matshoza)

Closing date: This advertisement is **valid** for a **period of 12 months** up to **25 May 2012**. The recruitment process will commence immediately after **22 June 2011**.