

## Guidelines: January 2003

### RECRUITMENT: FOREIGN HEALTH PROFESSIONALS

The Department of Health is allowing for recruitment of foreign health professionals to the Republic of South Africa, with preference to Public Health institutions in the underserved rural areas, subject to a variety of considerations:

#### GENERAL

- Applicants should be citizens of **developed** countries.
- To avoid expectations, **SA** employers should refrain from recruiting in developing countries, especially in **other African** countries.
- SA employers, and in specific the Health Departments, should not offer students from developing countries in under- or post-graduate programmes any employment opportunities once graduated. It is a specific requirement of the legal residency status of students that they return to their countries of origin once obtaining the 'basic' qualification they were allowed into the country for.
- No open-ended, "permanent" or **5 to** 10-year job offers

#### PROCESS

- Applicant applies for **advertised** post or **prospective SA** employer proves direct recruitment due to failure to secure the services of a SA citizen, **or**
- **Applicant applies through RUDASA or directly to the Foreign Workforce Management Program (FWMP) of the National Department of Health (NDOH) in Pretoria for vacant positions in a Province of choice;** then
- Applicant obtains relevant temporary residence permit from abroad to come to SA to be interviewed or to explore employment opportunities, **or preferably,**
- **Secures a written job offer** from prospective **SA employer or the FWMP whilst still abroad** delete[**co-signed by Provincial Department of Health**], then
- Applicant applies in writing to the NDOH to indicate future plans (Employer can also support directly to the FWMP of the NDOH) Job offer and applicant's presentation documentation (portfolio as per list, copy of passport, CV, etc) should be submitted.
- NDOH does sifting and issue letter of endorsement in favour of applicant who can be employed in SA. Letter of endorsement will indicate need for examination by relevant professional health council or not.
- NDOH letter of endorsement to be submitted to relevant professional health council as application to consider examination / registration (non-exam route) (written job offer must be attached at this stage).
- NDOH letter of endorsement to be submitted to Department of Home Affairs (before or after registration) for issuance of work permit.

**For all enquiries re Employment opportunities, Work Permits & Permanent Residence:**

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