



MEDI-NURSE

# Spread your wings

We proudly announce the next round of the **international nursing career initiative** for Mediclinic Southern Africa nurses.

You, too, can have the opportunity to gain experience at the EHL hospitals in Dubai.



THE CITY HOSPITAL



WELCARE HOSPITAL

**W**ould you like the opportunity to gain international experience and earn foreign currency (UAE dirham) in a controlled environment, without forfeiting earned benefits as a Mediclinic employee? A group of 14 nurses will be granted the opportunity to apply for a two-year secondment contract (with the option to extend for a further year) at one of the EHL hospitals in Dubai.

## About EHL

EHL Management Services operates ten of the UAE's most prestigious healthcare facilities in Dubai – Welcare Hospital, The City Hospital and eight successful private clinics in Dubai (Welcare Ambulatory Care Centre, Emirates Diagnostic Clinic, Welcare Clinic Mirdif and Welcare Clinic Al Qusais, Welcare Ibn Battuta Clinic, EHL Dubai Mall Medical, EHL Arabian Ranches Clinic and EHL Meadows Clinic).

The EHL-MCSA Nurse Exchange Programme will be hosted by Welcare Hospital and The City Hospital. Both hospitals are managed by a team of internationally qualified, experienced healthcare professionals and are equipped with top-notch technology.

Both hospitals pride themselves on a philosophy of excellence and provide a wide range of quality medical services with the highest standards of patient care.

## Who can apply?

This opportunity is only available for qualified professional nurses. As a general guideline a maximum of three employees per Mediclinic region and a maximum of one employee per Mediclinic hospital will be selected to ensure that the interests of the local hospitals will be protected in view of the current nursing skills shortage. A

maximum of two specialised professional nurses will be selected for this programme.

## Criteria for application

- Registration as a professional nurse with SANC
- A minimum of two years' Mediclinic service
- An above-average performance rating during last two performance reviews
- A valid RSA passport that will not expire in the next three years
- A clean bill of health
- Above-average interpersonal skills and the ability to adapt to a new, multinational environment
- Attention to detail

## Benefits include

- A tax-free salary in UAE dirham
- Tax-free gratuity on return to South Africa
- 30 calendar days leave per year with an annual return flight to South Africa (upon completion of one year service)
- Sick leave benefit
- Other leave benefits including public holidays, study leave, maternity, compassionate and pilgrimage leave (for Muslim staff)
- Medical insurance cover inclusive of life and permanent disability coverage
- Medical malpractice cover
- Single sharing accommodation in comfortable company facilities
- Shuttle service to and from the hospital
- A uniform subsidy
- Continuing medical education programmes
- Various learning and training opportunities

# Caring is our business

## Screening and selection

Medical Human Resources will act as recruiting agents for EHL on behalf of Mediclinic.

The target date for initial recruitment and selection is September 2011. Final recruitment by EHL will take place in October. Employees will be able to give 30 days' notice and commence their secondment contract in Dubai in February 2012.

## Administrative implications

- **Medical scheme:** If you have dependants on Remedi, you will forfeit your Mediclinic subsidy during the contract period of secondment to EHL. Dependants may continue on the scheme, but you will be responsible for the full company and member contribution. No waiting periods will apply on rejoining.
- **Retirement fund:** Members of the retirement fund will take a contribution holiday for the contract period, but disability and death cover can be arranged at an additional fee.
- **Company loans and financing:** If you have a company or IEMAS loan or are making use of group financing, deduction will continue by means of a debit order.
- **Nursing bonus scheme:** You will remain a participant

in the nursing bonus scheme. All pay-outs will, however, be frozen and paid in your first month of return. No vesting (the conveying to an employee of unconditional entitlement to a share in a pension fund), however, will take place while abroad.

- **Homeplan loans:** Homeplan payments may be frozen for the secondment period. On your return the term will be adjusted over a longer period or the existing premium will be increased.
- **Service award date:** Your service award date will not be affected by the secondment contract.
- **SANC registration:** Will be kept paid up by Mediclinic during the secondment period, should you, however, resign from Mediclinic during or at the end of your secondment period these payments will form part of the penalties that Mediclinic will enforce.
- All professional nurses will be guaranteed employment back in South Africa, even though their original position cannot be guaranteed.

Due to the huge investment, applicants should note that monetary penalties will apply pro rata if contracts are terminated prematurely. The aim of this project is to give professional nurses the opportunity to gain international experience. This project can only be successful if the participants return when their contracts lapse.



## How to apply

If you are interested in exploring this wonderful opportunity, contact **ALINA VAN DER MERWE** on **086 010 0530** from 5 to 23 September for an individual consultation regarding the recruitment and selection process, a salary comparison between South Africa and Dubai, impact on existing employee benefits etc.

## STAFF ACCOMMODATION IN DUBAI

