REF: S41/1
ENQ: MASELESELE LM

TO: ALL GOVERNMENT DEPARTMENTS

DEPARTMENTAL CIRCULAR NO......48...... OF 2011

ADVERTISEMENT OF VACANT POSTS IN THE DEPARTMENT OF HEALTH

1. Applications are hereby invited from suitable qualified candidates for vacant posts.

2. Applications should be submitted on the Z83 form obtainable from any government institution and must be accompanied by comprehensive CV and certified copies of required qualifications.

3. Applications for posts at the districts and hospitals should be addressed to the District Executive Managers of the district offices and Chief Executive Officers of the hospitals as per the attached address list.

4. Applications where the centre is indicated as Head Office should be addressed to:

   The Head of Department
   Department of Health and Social Development
   Private Bag X9302
   POLOKWANE
   0700 and for hand delivery at No 18 College Street, New building [Office No 63]

5. People with disabilities are encouraged to apply and attention will be given to individuals or persons from disadvantaged communities.

6. The closing date for applications is 29 April 2011

NB 1: Applicants should complete separate application forms where more than one post is applied for. Correspondence will be entered into with shortlisted candidates only. Faxed or e-mailed applications will not be considered.

NB 2: The Department of Health and Social Development is an equal opportunity and Affirmative Action Employer.

NB 3: Applicants responding to the internal circular should indicate the circular number as reference on the Z83 form.

Enquires about advertised posts should be directed to Mr Maselesele LM at 015 293 6125/ Ms Mokgonyana PR/Ms Mpali MM at 015 293 6142 during office hours.

[Signature]

ACTING HOD: DEPARTMENT OF HEALTH

DATE:

Private Bag X9302, Polokwane
18 College Str., Polokwane, 0700. Tel: (015) 293 6000 • Fax: (015) 293 6211 • Website: http://www.limpopo.gov.za

The heartland of Southern Africa – Development is about people!
POST 1: CLINICAL MANAGER: [DENTAL] GRADE 1 = 39 POSTS

Salary Package: R 959 208 p.a. [inclusive remuneration package] plus 18% of basic salary PSCBC rural allowance.

CENTRES: Siloam Hospital[1], Donald Fraser Hospital[1], Musina Hospital, Malamulele Hospital, Louis Trichardt Hospital[1], Tshilidzini Hospital[1], Nkhsansi Hospital[1], Kgapane Hospital[1], Van Velden Hospital[1], Maphutha L Matatjie Hospital[1], Dr CN Phatudi Hospital[1], Letaba Hospital[1], Voortrekker Hospital[1], FH Odendaal Hospital[1], Warmbaths Hospital[1], George Masebe Hospital[1], Witpoort Hospital[1], Thebashimbi Hospital[1], Elliot Hospital[1], Mokopane Hospital[1], WF Knobel Hospital[1], Zebediea Hospital[1], Botiokwa Hospital[1], Helene Franz Hospital[1], Seshego Hospital[1], Lebowakgomo Hospital[1]

Salary Package: R 959 208 p.a. [inclusive remuneration package] plus 22% of basic salary ISRDS nodes rural allowance

CENTRES: Sekororo Hospital[1], Philadelphia Hospital[1], Dlokong Hospital[1], Matlala Hospital[1], Mecklenberg Hospital[1], Jane Furse Hospital[1], Groblersdal Hospital[1], St Ritas Hospital[1]

REQUIREMENTS:  

A) Qualifications and Competencies

- Appropriate qualification that allows registration with the Health Professions Council of South Africa [HPCSA] as Dentist.
- Registration with the Health Professions Council of South Africa [HPCSA] as Dentist.
- A minimum of 3 years appropriate experience as Dentist after registration with the Health Professions Council of South Africa as Dentist.

B) Knowledge and Skills

- Possess sound knowledge of Human Resource Management and quality assurance programmes.
- Knowledge and experience in oral health.
- Knowledge of current health and public services legislation, regulations and policies.
- Sound Medical ethics with emphasis on budget control, epidemiology statistics.

KEY PERFORMANCE AREAS:

- Coordinate oral health services.
- Ensure quality oral health care services in the hospital.
- Manage oral health services in the hospital.
POST 2: SPECIALISTS = 8 POSTS

Salary package: Grade 1 = R 613 671 p.a. / Grade 2 = R/ Grade 3 = Rp.a. [inclusive remuneration package]

CENTRE: Polokwane / Mankweng Hospital Complex: Medical [7], Dental [1]

REQUIREMENTS:  

A) Qualifications and Competencies

- A qualification in the appropriate health science (MMed or a Fellowship or equivalent).
- Research experience, publications and management experience will be a recommendation.
- The candidate must have been registered with the Health Professional Council of South Africa as a medical practitioner.
- PLUS registration as a specialist and some experience within the discipline including teaching at undergraduate and postgraduate level. Candidates with recent qualifications are encouraged to apply.

B) Knowledge and Skills

- Possess sound knowledge of Human Resource Management, budgeting, programme planning, implementation and evaluation, information management and quality assurance programmes.
- Knowledge of current Health and Public Service legislation, regulations and policy including medical ethics, and evidence-based medical practice including epidemiology and statistics.
- Good communication, leadership, decision-making and clinical skills.

KEY PERFORMANCE AREAS:

- Participate in the planning of Provincial health care services
- Participate in the delivery of a 24-hour in and out patients health care services in the designated hospitals mentioned above.
- Co-ordinate equitable rationalisation of health care services in the designated hospitals and within all health facilities in the drainage area served by these hospitals.
- Participate in the development and ongoing provision of under and postgraduate teaching.
- Provide leadership for and participate in departmental research activities.
POST 3: MANAGER: NURSING [PN-A9] [TB COLLABORATION] = 1 POST

Salary package: R526 812 p.a. [inclusive remuneration package]

CENTRE: Head Office [Polokwane]

REQUIREMENTS:  

A) Qualifications and Competencies

- Basic R425 qualification (i.e. diploma / degree in nursing) or equivalent qualification that allows registration with the SANC as Professional Nurse.
- Registration with the SANC as Professional Nurse.
- A minimum of 10 years appropriate / recognizable experience in nursing after registration as Professional Nurse with the SANC in General Nursing.
- At least 5 years of the period referred to above must be appropriate / recognizable experience at management level.

B) Knowledge and skills

- Knowledge of TB, HIV and AIDS.
- Knowledge of Electronic TB registers.
- A valid driver's license.

KEY PERFORMANCE AREAS:

- Develop the Business Plan for the TB/HIV Collaboration programme.
- Manage, support, monitor and ensure coordination of TB/HIV/STI programme implementation.
- Ensure development of effective and efficient capacity building programme for healthcare providers, NGO's, CBO's and FBO's.
- Develop and facilitate the implementation of relevant policies, strategy and procedures for the integration of services in the directorates, TB and HIV/AIDS.
- Manage resources [Human, physical and financial].

POST 4: MANAGER: NURSING [PNA-9] = 1 POST

Salary package: R526 812 p.a. [inclusive remuneration package]

CENTRE: Head Office [Polokwane]

REQUIREMENTS:  

A) Qualifications and Competencies

- Basic R425 qualification (i.e. diploma / degree in nursing) or equivalent qualification that allows registration with the SANC as Professional Nurse.
- Registration with the SANC as Professional Nurse.
- A minimum of 10 years appropriate / recognizable experience in nursing after registration as Professional Nurse with the SANC in General Nursing.
- At least 5 years of the period referred to above must be appropriate / recognizable experience at management level.

B) Knowledge and skills

- Knowledge and skills in Nurse Management Programme.
- Good verbal and written communication.
- Computer literacy [Microsoft Word, Excel and Power Point].
- Business plan and report writing skills.
- Presentation skills.
- Policy development and formulation.
- Quality assurance within the hospital and PHC context.
- Financial Management.
- Analytical/project evaluation.
- People management and empowerment.
- Conflict resolution and the ability to transform nursing services.
- Client orientation and customer care.

KEY PERFORMANCE AREAS:

- Ensure alignment of Nursing Programmes to the priorities and strategic goals of National and Provincial Department of Health.
- Compile and implement Nursing Services Business plans.
- Improvement and maintenance of quality care.
- Coordinate Nursing Services programmes.
- Coordinate professional and quality nursing practice programmes.
- Liaise with institutions of higher learning, health facilities, labour organizations and SANC [South African Nursing Council].
- Develop and update database of nursing personnel employed and registered with SANC.
- Communicate the programme in all districts.
- Conduct and influence nursing research in collaboration with nurse managers on nursing practice.
- Liaise with SANC on matters related to professional ethics and conduct programmes.
- Promote professionalism and nursing ethics.
- Liaise with and support nurse managers within the districts and institutions regarding nursing services.
- Efficient and effective utilization of resources.
POST 5: ASSISTANT MANAGER: PHARMACEUTICAL SERVICES [GRADE 1] = 47 POSTS

Salary package: R498 210 p.a. [Inclusive remuneration package] plus 12% of basic salary PSCBC rural allowance.

CENTRES: Elim Hospital [1], Hayani Hospital [1], Siloam Hospital [1], Donald Frazer Hospital [1], Musina Hospital [1], Malamulele Hospital [1], Louis Trichardt Hospital [1], Tshilidzini Hospital [1], Vhembe District Office [1], Ezulwini Hospital [1], Nkhensani Hospital [1], Sekuroro Hospital [1], Kgapane [1], Van Velden Hospital [1], Maphutha L Malatji Hospital [1], Dr CN Phatudi Hospital [1], Letaba Hospital [1], Mopani District Office [1], Voortrekker Hospital [1], FH Odendaal Hospital [1], Warmbaths Hospital [1], George Masebe Hospital [1], Witpoort Hospital [1], Thabazimbi Hospital [1], Ellisras Hospital [1], Mokopane Hospital [1], Waterberg District Office [1], WF Knoebel Hospital [1], Zebediela Hospital [1], Botlokwa Hospital [1], Helene Franz Hospital [1], Thabamoojo Hospital [1], Seshgo Hospital [1], Lebowakgomo Hospital [1], Capricorn District Office [1], Mankweng Hospital [1], Warmbaths MDR [1], Pharmaceutical Depot [1]

Salary package: R 498 210 p.a. [Inclusive remuneration package] plus 17% of basic salary ISRDS nodes rural allowance.

CENTRES: Philadelphia Hospital [1], Dilokong Hospital [1], Matlala Hospital [1], Mecklenburg Hospital [1], Jane Furse Hospital [1], Groblersdal Hospital [1], St Ritas Hospital [1], Sekhukhune District Office [1]

Salary package: R 498 210 p.a. [Inclusive remuneration package]

CENTRE: Polokwane Hospital [1]

REQUIREMENTS:

A) Qualifications and Competencies

- Basic qualification accredited with the South African Pharmacy Council (SAPC) as a Pharmacist.
- Current registration with the South African Pharmacy Council as a Pharmacist.
- A minimum of 3 years appropriate experience after registration as a Pharmacist with the South African Pharmacy Council.

B) Knowledge and Skills

- Computer literacy, report writing, planning, Communication skills, Interpersonal relations.

KEY PERFORMANCE AREAS:

- Monitor the procurement & distribution of medicine.
- Compile and manage the budget.
- Setting up system of workplace discipline.
- Reconcile Pharmaceutical accounts.
- Ensure rational use of drugs.
- Compile the pharmaceutical statistics and reports.
- Coordinate Hospital Therapeutic Committee meetings.
• In Service Training and supervision of subordinates, pharmacists interns and community services pharmacists.

POST 6: DEPUTY DIRECTOR: ENVIRONMENTAL HEALTH GRADE 1 [PORT HEALTH SERVICES] = 1 POST

Salary package: R475 806 p.a. [inclusive remuneration package]

CENTRES: Beitbridge [applications should be forwarded to the Head of Department]

REQUIREMENTS:

A) Qualifications and Competencies

• Appropriate Bachelor's degree or three year National Diploma.
• Current registration with the Health Professions Council of South Africa [HPCSA] as Environmental Health Practitioners.
• A minimum of 3 years appropriate experience after registration with HPCSA as Environmental Health Practitioner.
• A valid driver’s license [attach copy].

B) Knowledge and skills

• Public health legislations and regulations.
• Public Service legislations and regulations.
• A Clear understanding of Port Health Services.
• Good knowledge of communicable diseases control.
• Public Finance Management legislation.
• Good presentation and communication skills.
• Project Management.
• Geographic knowledge of the Province.
• Computer literacy.
• People management and problem solving skills.
• Ability to work under pressure.
• Basic research skills.

KEY PERFORMANCE AREAS:

• Coordinate the implementation, monitoring and evaluation of port health policies, norms and guidelines.
• Coordinate port health activities at the borders.
• Ensure the implementation of Port Health policies, protocols, norms and standards.
• Provide advisory services on port health services.
• Establish the monitoring and surveillance systems on port health services.
• Ensure compliance to Environmental and Occupational Health, Medicines and Hazardous Substances control legislation at ports of entry.
• Ensure financial management in line with the PFMA and Treasury Regulations.
• Ensure good asset management including people and finances.
• Liaise with other agencies, stakeholders and government departments, viz: SAPS, SARS, Department of Home Affairs, Department of Agriculture, Airlines etc.
POST 7: DEPUTY DIRECTOR: ENVIRONMENTAL HEALTH GRADE1 [OCCUPATIONAL HEALTH AND SAFETY] = 1 POST

Salary package: R475 806 p.a [Inclusive remuneration package]

CENTRE: Head Office [Polokwane]

REQUIREMENTS:

A) Qualifications and Competencies

- Bachelor’s Degree / Diploma in Environmental Health Sciences.
- Registration with the relevant professional council/statutory body.
- A valid driver’s licence [attach copy]

B) Knowledge and Skills

- Well-developed communication and presentation skills, Interpersonal relations and management skills
- Good computer literacy, report writing, and research skills.

KEY PERFORMANCE AREAS:

- Manage the development and implementation of OHS policies, procedures, strategies and service standards.
- Establish Occupational Health and Safety services in the departmental provincial office and all districts.
- Design and oversee the implementation of an OHS program and ensure compliance with OHS legislation in the departmental provincial office and all districts.
- Manage physical, human and financial resources.
- Conduct training and research on OHS matters.
- Advise the department and all districts on new developments with regard to OHS.
- Disseminate information from Department of Labour to the department and all districts.
- Develop monitoring and evaluation tools for the OHS programme.
POST 8: DEPUTY DIRECTOR: ENVIRONMENTAL HEALTH GRADE 1 [HEALTH CARE RISK WASTE] = 1 POST

Salary package: R475 806 p.a [Inclusive remuneration package]

CENTRE: Head Office [Polokwane]

REQUIREMENTS:  

A) Qualifications and Experience  
- An appropriate Bachelor’s degree or equivalent qualification at NQF level 6 with appropriate experience in Public Health / Environmental Health Sciences.  
- Current registration with the Health Professions Council of South Africa [HPCSA] as an Environmental Health Practitioner.  
- A valid driver’s license [attach copy].

B) Knowledge and skills  
- Public health legislations and regulations  
- Public Service legislations and regulations  
- A clear understanding SANS 10248-1:2008  
- Good knowledge of communicable diseases control  
- Public Finance Management legislations  
- Good presentation and communication skills.  
- Project management skill  
- Geographic knowledge of the Province  
- Computer literacy  
- People management and problem solving.  
- Capacity to work under pressure.  
- Basic research methods

KEY PERFORMANCE AREAS:  
- Co-ordinate and manage Health Care Risk Waste Services in the Province  
- Develop policy guidelines and regulations for the sound healthcare risk waste services.  
- Ensure the implementation of Health Care Risk Waste policies and related regulation.  
- Ensure compliance to SANS 10248-1:2008, policy guidelines, regulations and Service Level Agreement by Health Care Risk Waste Service Provider.  
- Ensure Proper storage, treatment, collection, handling and disposal of health care waste in the Province.
- Provide advisory services on Health Care Risk Waste Services
- Organizing healthcare risk waste training in all Health care facilities at Limpopo Province.
- Ensured that all Health care facilities workers are trained in terms of HCRW by the Service Provider.
- Ensure the supervision and training of newly appointed Community EHP located at the hospitals as far as HCRW is concern.
- Ensure financial management in line with the PFMA and Treasury Regulations.
- Ensure good asset management including people and finances.

POST 9: DEPUTY DIRECTOR: ORTHOTIST AND PROSTHETIST GRADE 1 = 1 POST

Salary package: R475 806 p.a. [inclusive remuneration package]

CENTRE: Polokwane Hospital

REQUIREMENTS:  

A) Qualifications and Competencies

- Appropriate qualification that allows registration with HPCSA as Medical Orthotist and Prosthetist.
- Current registration with the Health Professions Council of South Africa [HPCSA] as Medical Prosthetist and Prosthetist.
- A minimum of three (3) years appropriate experience as Medical Orthotist and Prosthetist.
- A valid driver’s license [attach copy].

B) Knowledge and skills

- Expert knowledge in the functional field of Medical Orthotics and Prosthetics.
- A thorough understanding of relevant legislations and policies related to MOP and rehabilitation professions.
- Understanding of the Public Finance Management Act.
- Report writing skills.
- Computer literacy.
- Good communication skills.
- Good interpersonal relations.

KEY PERFORMANCE AREAS:

- Manage, improve and maintain MOP services that comply with quality standards and norms as indicated by the health policies and norms.
- Monitor and implement all aspects of financial management as outlined by PFMA.
- Formulate and review sectional strategies and participate in formulation of Provincial strategies and policies and to ensure implementation thereof.
- Manage stock.
- Coordinate training of students and staff.
- Conduct outreach when required.
- Manage the manufacturing of Medical Orthotist and Prosthetist devices.

**POST 10: DEPUTY MANAGER: NURSING [PN-A8] [COLD CHAIN MANAGEMENT] = 1 POST**

Salary package: R 468 069 p.a. [inclusive remuneration package]

CENTRE: Head Office [Polokwane]

**REQUIREMENTS:**

A) Qualifications and Competencies

- Basic R425 qualification [i.e. Diploma/Degree in nursing] or equivalent qualification that allows registration with the SANC as a Professional Nurse.
- Current registration with the SANC as a Professional Nurse.
- A minimum of 9 years appropriate/recognizable experience in nursing after registration as Professional Nurse with the SANC in General Nursing.
- At least 4 years of the period referred to above must be appropriate/recognisable experience at management level.
- A valid drivers license [attach copy].

B) Knowledge and skills

- Clear understanding of EPI and vaccine stock management
- Understanding the management and response to EPI disease outbreaks
- Knowledge of PFMA and Treasury Regulations, Public Service Act and Public Service Regulations
- Computer literacy
- Good communication and presentation skills
- Geographical knowledge of the province

**KEY PERFORMANCE AREAS:**

- Monitor and Evaluate cold chain maintenance of vaccine and other fridge items with regard to storage, transportation and use
- Support the districts on acquisition and disposal of equipments for cold chain maintenance
- Monitor vaccine stock availability and storage
- Conduct facility visits to monitor sustenance of cold chain
- Conduct training on cold chain maintenance
POST 11: DEPUTY MANAGER: NURSING [EPI SURVEILLANCE OFFICER] [PN-A8] = 1 POST

Salary package: R468 069 p.a. [inclusive remuneration package]

CENTRE: Head Office [Polokwane]

REQUIREMENTS: A) Qualifications and Competencies

- Basic R425 qualification (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the South African Nursing Council [SANC] as a Professional Nurse.
- Registration with the South African Nursing Council [SANC] as Professional Nurse.
- A minimum of 9 years appropriate / recognizable experience in nursing after registration as Professional Nurse with the South African Nursing Council [SANC] in General Nursing.
- At least 4 years of the period referred to above must be appropriate/recognisable experience at management level.
- A valid driver's license [attach copy]

B) Knowledge and skills

- Knowledge of EPI disease surveillance
- Understanding of Global strategies on eradication of Polio and elimination of Measles and Maternal and Neonatal Tetanus
- Understanding the management and response to EPI disease outbreaks
- Knowledge of PFMA and Treasury Regulations, Public Service Act and Public Service Regulations
- Computer literacy
- Good communication and presentation skills
- Geographical knowledge of the province

KEY PERFORMANCE AREAS:

- Maintain an effective EPI disease surveillance system
- Monitor district performance with regard to AFP, Meas, NNT and AEFI
- Maintain EPI disease database
- Support and sensitize health facilities regarding EPI disease surveillance
- Conduct facility visits to do records review
- Conduct monthly feedback sessions
POST12: DEPUTY MANAGER: STI, HTA AND MMC, PEP AND BARRIER METHODS (PN-A8)
=3 POSTS

Commencing Salary Notch: R 468 069 p.a. [inclusive remuneration package]

CENTRE: Mopani District [1], Vhembe District [1], Waterberg District [1]

REQUIREMENTS

A) Qualifications and Competencies

- Basic R425 qualification [i.e. Diploma/degree in nursing] or equivalent qualification that allows registration with SANC as a professional Nurse
- A minimum of 9 years appropriate/recognizable nursing experience after registration as a professional nurse with SANC in General Nursing
- At least 4 years of the period referred to above must be appropriate / recognisable experience at management level.

B) Knowledge and Skills

- Understanding of relevant legislation and policies related to nursing
- Knowledge and understanding of data management
- Knowledge and understanding of national guidelines on syndromic management of STI’s, PEP, HTA, MMC and Barrier methods
- Understanding of LMIS
- Computer literacy and report writing skills
- Good organizational and interpersonal skills.
- High communication, facilitation and presentation skills
- Financial management skills
- Commissioning of a research
- Valid driver’s license
- Prepared to travel extensively and to work under pressure to meet the deadlines

KEY PERFORMANCE AREAS:

- Ensure access to management of STI’s services
- Ensure implementation of PEP and MMC policy and access to post exposure ARV prophylaxis in health facilities
- Integrate PEP services to VEP and Thuthuzela Centres
- Manage and monitor HTA NPO funding
- Expand HTA intervention sites
- Ensure establishment of primary distribution sites [PDSs] for condoms
- Ensure continuous supply and monitoring of condom distribution
- Ensure policy and guidelines development, review and implementation of STI, PEP, HTA, MMC and Barrier methods
- Develop and implement the business plan for HIV conditional grant (HTA, PEP & MMC)
- Establishment and maintenance of border clinics
- Implement MMC (Medical Male Circumcision) programme
- Integrate the programme into other HAS programs and ensure HCT in all interventions
- Ensure training of health worker in STI, PEP, HTA, MMC and Barrier methods programme
- Co-ordination of sentinel sites and Quality Assurance of the programme
- Compile monthly and quarterly reports for the districts
- Monitor and evaluate STI, PEP, HTA, MMC and Barrier Methods programme.

POST 13: DEPUTY MANAGER: COMPREHENSIVE CARE MANAGEMENT AND TREATMENT [PN-A8] = 2 POSTS

Commencing salary notch: R 468 069 p.a. [inclusive remuneration package]

CENTRES: Capricorn District Office [1], Mopani District Office [1]

REQUIREMENTS:  

A) Qualification and Competencies

- Basic R425 qualification [i.e. Diploma/degree in nursing] or equivalent qualification that allows registration with SANC as a professional Nurse
- A minimum of 9 years appropriate/recognizable nursing experience after registration as a professional nurse with SANC in General Nursing
- At least 4 years of the period referred to above must be appropriate / recognisable experience at management level.

B) Knowledge and Skills

- Understanding of relevant legislation and policies related to nursing
- Knowledge and understanding of data management
- Knowledge of national ART Guidelines
- Understanding of HAS programmes
- Computer literacy and Report writing skills
- Good Interpersonal and Organising skills
- High Communication, Facilitation and Presentation skills
- Financial Management
- Commissioning of a research
- Valid driver’s license
- Prepared to travel extensively and to work under pressure to meet the deadlines

KEY PERFORMANCE AREAS:

- Ensure access to ART
- Expand ART initiation sites
- Ensure implementation of Diaflucan sub-programme at the District
- Manage down referral of stable patients from Hospitals to PHC facilities
- Integrate the CCMT into other HAS sub-programs and ensure HCT in all ART sites
- Manage and monitor CCMT programme at the District
- Ensure CCMT data management and reporting
- Ensure training of health workers on CCMT and Diaflucan sub-programmes
- Coordination of ART sentinel sites and reporting on Pharmacovigilance
- Coordinate District clinical committee meetings
- Ensure Quality Assurance in all CCMT Sites
- Compile monthly and quarterly reports for the district
- Monitor and evaluate CCMT sub-programmes

POST 14: DEPUTY MANAGER: HOME COMMUNITY BASED CARE AND STEP DOWN CARE PROGRAMME [HCBC AND SDC][PN-A8] = 3 POSTS

Salary Package: R468 069 p.a. [inclusive remuneration package]

CENTRES: Vhembe District Offices [1], Waterberg District Office [1], Sekhukhune District Office [1]

REQUIREMENTS:

A) Qualification and Competencies

- Basic R425 qualification [ie. Diploma/degree in nursing] or equivalent qualification that allows registration with SANC as a professional Nurse
- A minimum of 9 years appropriate/recognizable nursing experience after registration as a professional nurse with SANC in General Nursing
- At least 4 years of the period referred to above must be appropriate / recognisable experience at management level.

B) Knowledge and Skills

- Knowledge and understanding of the NPO funding ACT
- Knowledge of national HCBC and PLHIV Guidelines
- Understanding of HAS programmes
• Computer literacy and Report writing skills
• Good Interpersonal and Organising skills
• High Communication, Facilitation and Presentation skills
• Financial Management
• Valid driver’s license
• Prepared to travel extensively and to work under pressure to meet the deadlines

KEY PERFORMANCE AREAS:

• Ensure implementation of basic HCBC Model according to EPWP.
• Compilation of HCBC and PLHIV funding GRID.
• Conduct support visit to Funded NPO’s.
• Ensure establish of support groups in health facilities.
• Streamline the patient referral system.
• Establish and strengthen Provincial, District and Local AIDS Councils.
• Provide guidance and support for ward-based service delivery models
• Ensure implementation of GAAP communication strategy
• Assist partners and donor agencies to develop and align plans to District priorities and plans
• Lobby for donor agencies and funds to support District DHP and HAST plans
• Manage HCBC and Step Down Care sub-programmes
• Ensure training of staff on HCBC and PLHIV sub-programmes
• Compile monthly and quarterly reports
• Monitor financial compliance according to the PFMA and DORA

POST 15: DEPUTY MANAGERS NURSING [PHC] [PN-A8] = 5 POSTS

Commencing salary notch: R468, 069 [Inclusive remuneration package] p.a. plus 8% of basic salary PSCBC rural allowance

CENTRES: Giyani Sub-District [1], Letaba Sub-District [1], Maruleng Sub-District [1], Phalaborwa Sub-District [1], Tzaneen Sub-District [1]

REQUIREMENTS:  

A) Qualification and competencies

• Basic R425 Qualification i.e. Diploma/degree in nursing and midwifery or equivalent qualification that allows registration with the South African Nursing Council as a professional nurse.
• A post basic qualification with duration of at least 1 year in Curative Skills in Primary Health Care accredited with the South African Nursing Council.
- Current registration with the South African Nursing Council as Professional nurse.
- A minimum of 9 years appropriate/recognizable experience in nursing after registration as Professional Nurse with the South African Nursing Council.
- At least 4 years experience at management level.

B) Knowledge and skills

- Understanding the application of the relevant statues and policies governing the Public Service and Nursing Profession
- Understanding of the Performance Management System
- Understanding of Strategic Planning
- Knowledge of the PFMA and Treasury Regulations
- Understanding the application of Batho-Pele Principles, Patients Rights Charter and Quality Assurance System
- Understanding of Management of Workplace Discipline
- Knowledge and understanding of District Health System and Primary Health Care
- Experience in working in Primary Health Care
- Knowledge and understanding the Human Resource Management and Development.

KEY PERFORMANCE AREAS:

- Provide health care services in the sub-district
- Provide management and leadership of PHC services in the sub-district
- Implement Batho-Pele Principles, Patient Rights Charter and quality assurance programmes
- Manage development, implementation and updating of policies and guidelines in PHC
- Ensure effective management of resources
- Promote care of ethics and professionalism
- Compile sub-districts reports
- Monitoring the implementation of policies in the sub-district
- Provide supervision
POST 16: DEPUTY MANAGER PDPHC [PN-A8]= 1 POST

Commencing salary notch: R468, 069 [Inclusive remuneration package] p.a. plus 8% basic salary PSCBC rural allowance

CENTRES: Mopani District Office

REQUIREMENTS:

A) Qualification and competencies

- Basic R425 Qualification i.e. Diploma/degree in nursing and midwifery or equivalent qualification that allows registration with the South African Nursing Council as a professional nurse
- Current registration with the South African Nursing Council as Professional nurse
- A minimum of 9 years appropriate/recognizable experience in nursing after registration as Professional Nurse with the South African Nursing Council
- At least 4 years experience at management level

B) Knowledge and skills

- Understanding the application of the relevant statues and policies governing the Public Service and Nursing Profession
- Understanding of the Performance Management System
- Understanding of Strategic Planning
- Knowledge of the PFMA and Treasury Regulations
- Understanding the application of Batho-Pele Principles, Patients Rights Charter and Quality Assurance System
- Understanding of Management of Workplace Discipline
- Knowledge and understanding of District Health System and Primary Health Care
- Experience in working in Primary Health Care
- Knowledge and understanding the Human Resource Management and Development

KEY PERFORMANCE AREAS:

- Provide health care services in the sub-district
- Provide management and leadership of PHC services rendered by Community Health Cares
- Implement Batho-Pele Principles, Patient Rights Charter and quality assurance programmes
- Manage development, implementation and updating of policies and guidelines in PHC
- Ensure effective management of resources
- Coordinate and manage NPOs
- Provide support to Community Health workers
- Strengthen Primary Health Care and Integration of Services
- Provide capacity building to NPOs
- Compile reports
- Monitoring and evaluation of service delivery
- Provide supervision

POST 17: MEDICAL OFFICERS = 159 POSTS

Salary packages: Grade 1 = R455 634 p.a. / Grade 2 = R520 971 p.a. / Grade 3 = R604 605 p.a. [inclusive remuneration] plus 18% of basic salary PSCBC rural allowance.

CENTRES: Elim Hospital [3], Hayani Hospital [2], Siloam Hospital [2], Donald Frazer Hospital [2], Musina Hospital [2], Malamulele Hospital [2], Louis Trichardt Hospital [3], Tshidzini Hospital [5], Vhembe District Office [8], Euxxakeni Hospital [3], Nkhsani Hospital [3], Sekororo Hospital [2], Kgapan [2], Van Velden Hospital [2], Maphutha L Malati Hospital [2], Dr CN Phathudi Hospital [3], Letaba Hospital [5], Mopani District Office [8], Voortrekker Hospital [3], FH Odendaal Hospital [3], Warmbaths Hospital [2], George Masebe Hospital [3], Witpoort Hospital [2], Thabazimbi Hospital [2], Ellisras Hospital [2], Mokopane Hospital [5], Waterberg District Office [8], WF Knobel Hospital [2], Zebediela Hospital [2], Bottloka Hospital [2], Helene Franz Hospital [2], Thabamculo Hospital [2], Seshego Hospital [2], Lebowakgomo Hospital [2], Capricorn District Office [8], Mankweng Hospital [6], Warmbaths [MDR][2]

Salary packages: Grade 1 = R455 634 p.a. / Grade 2 = R520 971 p.a. / Grade 3 = R604 605 p.a. [inclusive remuneration] plus 22% of basic salary ISRDS nodes rural allowance.

CENTRES: Philadelphia Hospital [3], Diklokong Hospital [3], Matlaba Hospital [3], Mecklenburg Hospital [5], Jane Furse Hospital [3], Groblersdal Hospital [2], St Ritas Hospital [5], Sekhukhune District Office [8]

Salary packages: Grade 1 = R455 634 p.a. / Grade 2 = R520 971 p.a. / Grade 3 = R604 605 p.a. [inclusive remuneration]

CENTRE: Polokwane Hospital [8]

REQUIREMENTS:

A) Qualifications and Competencies

- Appropriate qualification that allows registration with the Health Profession Council of South Africa (HPCSA) as Medical practitioner.
- Current registration with the (HPCSA) as Medical Practitioner.
- Valid work permits for non-South African citizens.
- Less than five (5) years appropriate experience as Medical Practitioner [Grade 1], minimum of five (5) but less than ten (10) years appropriate experience as Medical Practitioner [Grade 2] and a minimum of ten (10) years appropriate experience as Medical Officer [Grade 3] after registration with Health Professions Council of South Africa (HPCSA) as a Medical Practitioner.

B) Knowledge and Skills.

- Sound working knowledge of the medical discipline to allow for accurate diagnosis and appropriate management of clinical problems.
• Sound knowledge of medical ethics.

KEY PERFORMANCE AREAS:

• Appropriate diagnosis, management and follow-up of patients.
• Apply appropriate cost-effective and current pharmaceutical measures in line with EDL.
• Appropriate selection and efficient rendering of treatment modalities.
• Maintain clear concise and legible medical records and ensure that junior staff does likewise.
• Actively participate in quality assurance and good governance programmes of the hospital.
• Participate in all academic and clinical meetings.
• Any other duties as assigned by the Clinical Manager.
• Perform after-hour duties.
• Perform clinical duties.

POST 18: MANAGER: PUBLIC HEALTH PROGRAMME [LEVEL 11] = 5 POSTS

Commencing Salary Package: R406 839 [inclusive remuneration package]

CENTRE: Sekhukhune District [1], Capricorn District [1], Vhembe District [1] Mopani District [1], Waterberg District [1]

REQUIREMENTS

A) Qualifications and Experience

• Applicants must be in possession of an appropriate recognized Degree or National Diploma with appropriate experience in Public Health.

B) Knowledge and skills

• Public Health legislations and regulations
• Public Service legislations and regulations
• Public Finance Management legislations
• International treaties, agreements and standards
• Good presentation and communication skills.
• Project management
• Demonstrate ability to use health information/data for action.
• Geographical knowledge of the Province
• Computer literacy
• People management and problem solving skills.
• Capacity to work under pressure and beyond the officials hours
• Communicable diseases control
• Surveillance
• Expanded programme on immunization
• Notification of Notifiable medical conditions
• Basic research methods
Driving skills

KEY PERFORMANCE AREAS:

- Provide Epidemiology Services
- Coordination Expanded Programme on Immunization
- Facilitate control of communicable diseases
- Coordinate Infection Control Programme
- Coordinate Occupational Health and Safety Services
- Manage People
- Manage and respond to Epidemics
- Promote inter-departmental collaboration

POST 19: ASSISTANT MANAGER NURSING [PHC] [PN-B4] = 54 POSTS

Commencing salary notch: R338 010 p.a. plus 8% of basic salary PSCBC rural allowance.

CENTRES: Mopani District: Greater Giyani PHC[1], Kremetert Local area[1], Giyani Health Centre[1], Dzumeri Health Centre[1], Maphalle Local Area[1], Duiveskloof Health Centre[1], Lulekani Health Centre[1], Nkowankowa Local Area[1], Grace Mugodeni Local Area[1], Tzaneen Local Area[1], Nkowankowa Health Centre[1], Shilovhane Health Centre[1], Grace Mugodeni Health Centre[1], Julesburg Health Centre[1], Vhembe District[10], Waterberg District[10], Capricorn District[10], Sekhukhune District[10]

REQUIREMENTS: A) Qualification and Competencies

- Basic R425 qualification i.e. diploma/degree in nursing or equivalent qualification that allows registration with the South African Nursing Council as a professional nurse.
- Post basic qualification with duration of at least 1 year in Curative Skills in Primary Health Care accredited with the SANC.
- Current registration with the South African Nursing Council as a Professional Nurse.
- A minimum of 10 years appropriate/recognisable experience in nursing after registration as Professional Nurse with the South African Nursing Council [SANC] in General Nursing.
- At least 6 years of the period referred to above must be appropriate/recognisable experience after obtaining the 1-year post-basic qualification in the relevant specialty.
- At least 3 years of the period referred to above must be appropriate/recognisable experience at management level.

B) Knowledge and Skills

- Knowledge of the application of the relevant statutes and policies governing the public service and nursing profession.
- Knowledge of the Performance Management and Development System.
- Knowledge of the Public Finance Management Act [PFMA] and Treasury Regulations.
- Understanding the application of Batho-Pele principles, Patients' rights charter and quality assurance system.
- Well-developed communication, presentation, negotiation and research skills.
- Operational and people management skills.
- Ability to interact with diverse stakeholders and health users and givers.
- Computer literacy and report writing skills.
- Facilitation and co-ordination skills.
- Problem solving, planning and organizing skills.

KEY PERFORMANCE AREAS:

- Provide nursing services in inpatient care, outpatient care, chronic inpatient, outpatient services, occupational, infection and quality assurance services.
- Implement Batho Pele principles, Patient Rights Charter and quality assurance programme.
- Manage the development, implementation and updating of policy guidelines in Nursing Section.
- Ensure effective management of resources.
- Promote care for ethics and professionalism.

POST 20: ASSISTANT MANAGER NURSING [AREA] [PN-A7] = 86 POSTS

Commencing salary notch: R309 327 p.a. plus 8% of basic salary PSCBC rural allowance.

CENTRES: Elim Hospital [1], Musina Hospital [1], Nkhensani Hospital [1], Van Velden Hospital [1], FH Odendaal Hospital [1], Warmbaths Hospital [1], Witpoort Hospital [1], Thabazimbi Hospital [1], Ellisras Hospital [1], WF Knobel Hospital [1], Zebediela Hospital [1], Lebowakgomo Hospital [1], Capricorn District Office [15], Nursing College [40] Warmbaths [MDR][5], Mankweng Hospital [10], Dr. CN Phatudi Hospital: General Ward [1], OPD & Casualty [1], Siloam Hospital [1], Donald Frazer Hospital [1], Malamulele Hospital [1], Louis Trichardt Hospital [1], Kgapane Hospital [1], Maphutha L Malatji Hospital [1], Dr. CN Phatudi Hospital [1], Voortrekker Hospital [1], George Masebe Hospital [1], Bophikwa Hospital [1], Helene Franz Hospital [1], Seshego Hospital [1]

Commencing salary notch: R309 327 p.a. plus 12% of basic salary ISRDS Nodes rural allowance.

CENTRES: Matlala Hospital [1], Groblersdal Hospital [1], Sekororo Hospital [1], Philadelphia Hospital [1], Dilokong Hospital [1], Mecklenburg Hospital [1], Jane Furse Hospital [1]

REQUIREMENTS:

A) Qualifications and Competencies

- Basic R425 qualification i.e. diploma/degree in nursing or equivalent qualification that allows registration with the South African Nursing Council as a professional nurse
- Current registration with the South African Nursing Council as a Professional Nurse
- A minimum of 8 years appropriate/recognizable experience in nursing after registration as Professional Nurse with the South African Nursing Council[SANC] in general nursing
- At least 3 years of the period referred to above must be appropriate/recognizable experience at management level.

B) Knowledge and Skills

- Knowledge of the application of the relevant statutes and policies governing the public service and nursing profession
- Knowledge of the Performance Management and Development System.
- Knowledge of the Public Finance Management Act[PFMA]and Treasury Regulations
- Understanding and application of Batho-Pele principles, patients' rights charter and quality assurance system.
- Well-developed communication, presentation, negotiation and research skills
- Operational and people management skills
- Ability to interact with diverse stakeholders and health users and givers.
- Computer literacy and report writing skills
- Facilitation and co-ordination skills
- Problem solving, planning and organizing skills.

KEY PERFORMANCE AREAS:

- Provide nursing services in inpatient, outpatient care, chronic inpatient, outpatient services, occupational, infection and quality assurance services.
- Knowledge of human resource policies and practice
- Ensure effective management of resources
- Promote care for ethics and professionalism.

POST 21: ASSISTANT MANAGER NURSING [SPECIALITY AREA] [PN-B4] = 16 POSTS

Commencing salary notch: R338 010 p.a. plus 8% of basic salary PSCBC rural allowance.

CENTRES: Tshilidzini Hospital, Letaba Hospital, Mokopane Hospital: Theatre and CSSD [1], Obstetric and Gynaecology [1], General Paediatrics [1], Specialist Outpatient [1]

Commencing salary notch: R338 010 p.a. plus 12% of basic salary ISRDS Nodes rural allowance.

CENTRES: St Ritas Hospital: Theatre and CSSD [1], Obstetric and Gynaecology [1], General Paediatrics [1], Specialist Outpatient [1]
REQUIREMENTS:

A) Qualifications and Competencies

- Basic R425 qualification i.e. diploma/degree in nursing or equivalent qualification that allows registration with the South African Nursing Council as a professional nurse
- A post basic nursing qualification, with duration of at least 1 year, accredited with the SANC in relevant specialty.
- Current registration with the South African Nursing Council as a Professional Nurse
- A minimum of 10 years appropriate/recognizable experience in nursing after registration as Professional Nurse with the South African Nursing Council[SANC] in general nursing
- At least 6 years of the period referred to above must be appropriate/recognizable experience in the specific specialty after obtaining the 1 year post-basic qualification in the relevant specialty.
- At least 3 years of the period referred to above must be appropriate/recognizable experience at management level.

B) Knowledge and Skills

- Knowledge of the application of the relevant statutes and policies governing the public service and nursing profession
- Knowledge of the Performance Management and Development System.
- Knowledge of the Public Finance Management Act[PFMA]and Treasury Regulations
- Understanding and application of Batho-Pele principles, patients' rights charter and quality assurance system.
- Well-developed communication, presentation, negotiation and research skills
- Operational and people management skills
- Ability to interact with diverse stakeholders and health users and givers.
- Computer literacy and report writing skills
- Facilitation and co-ordination skills
- Problem solving, planning and organizing skills.

KEY PERFORMANCE AREAS:

- Provide nursing services in inpatient care, outpatient care, chronic inpatient, outpatient services, occupational, infection and quality assurance services.
- Knowledge of human resource policies and practice
- Ensure effective management of resources
- Promote care for ethics and professionalism.
POST 22: OPERATIONAL MANAGER [PN-B3] = 33 POSTS

Commencing Salary Notch R309 327 p.a. plus 8% of basic salary PSCBC rural allowance.

CENTRE: Hayani Hospital: Psychiatry[1], Tshildzini Hospital: Ophthalmic[1], Gynaecology[1], Theatre[1], Paediatric[1] Evuxakeni Hospital: Psychiatry[1], Letaba Hospital: Ophthalmic[1], Occupational[1], Theatre[1], Paediatric[1], Gynaecology[1] Mokopane Hospital: Ophthalmic[1], Gynaecology[1], Paediatric[1], Theatre[1], Thabamooxo Hospital: Psychiatry[5], Mankweng Hospital: Ophthalmic[1], Theatre[1], Midwifery[1]

Commencing Salary notch pa plus 12% of basic salary IRSDS nodes rural allowance

CENTRE: St Ritas Hospital: Ophthalmic [1], Gynaecology [1], Theatre [1], Paediatrics [1]

Commencing Salary notch R309 327 p.a.

CENTRE: Polokwane Hospital: Ophthalmic [1], Theatre [1], Midwifery [1]

REQUIREMENTS

A) Qualification and Competencies

- Basic R425 Qualification i.e. Diploma/degree in nursing and midwifery or equivalent qualification that allows registration with the South African Nursing Council as a professional nurse
- A post-basic nursing qualification, with duration of at least 1 year accredited with SANC in the relevant speciality
- Registration with the SANC [South African Nursing Council] as a professional Nurse
- A minimum of 9 years appropriate/recognizable experience in nursing after registration as professional nurse with the SANC in general nursing.
- At least 5 years of the period referred to above must be appropriate/recognizable experience in the specific speciality after obtaining the 1 year post basic qualification in the relevant speciality.

B) Knowledge and Skills

- Good written and verbal communication.
- Experience in linking patient information and project management activities.
- Ability to work independently.
- Sound understanding of PMS.
- Knowledge of HIV/AIDS care management
- Good interpersonal relations.
- Good leadership qualities
- Computer literacy
- Basic understanding of HR and Financial policies and practices

KEY PERFORMANCE AREAS

- Supervise and implement care standards.
- Practise criteria and indicator for nursing
- Practise nursing, health care in accordance with the statutory laws governing the nursing profession, labour and health care.
- Maintain constructive working relations with nurses and other stakeholders
- Supervise adherence to Batho-Pele Principles and Patient Right Charter.
- Rotate through all service points as required including rendering of 24hr service.

POST 23: OPERATIONAL MANAGERS [PHC] [PN-B3] = 67 POSTS

Commencing salary notch: R309 327 p.a. plus 8% basic salary PSCBC rural allowance.


REQUIREMENTS:

A) Qualification and Competencies

- Basic R425 Qualification i.e. Diploma/degree in nursing or equivalent qualification that allows registration with the South African Nursing Council as a professional nurse
- A post basic qualification with a duration of at least 1 year in Curative Skills in Primary Health Care accredited with SANC
- Current registration with the South African Nursing Council as Professional nurse
- A minimum of 9 years appropriate/recognizable nursing experience after registration as Professional Nurse with the South African Nursing Council in General Nursing
- At least 5 years of the period referred to above must be appropriate/recognizable experience after obtaining the 1 year post-basic qualification in the relevant speciality

B) Knowledge and skills

- Understanding application of the relevant statues and policies governing the Public Service and Nursing Profession
- Understanding of the Performance Management System
- Understanding of Strategic Planning
- Knowledge of the PFMA and Treasury Regulations
- Understanding the application of Batho-Pele Principles, Patients Rights Charter and Quality Assurance System
- Understanding of Management of Workplace Discipline
- Knowledge and understanding of District Health System and Primary Health Care
- Experience in working in Primary Health Care
- Knowledge and understanding the Human Resource Management and Development.

**KEY PERFORMANCE AREAS:**

- Provide health care services in the sub-district
- Provide management and leadership of PHC services in the sub-district
- Implement Batho-Pele Principles, Patient Rights Charter and quality assurance programmes
- Manage development, implementation and updating of policies and guidelines in PHC
- Ensure effective management of resources
- Promote care of ethics and professionalism
- Compile sub-districts reports

**POST 24: ASSISTANT MANAGER: THERAPEUTIC AND MEDICAL SUPPORT [ENVIRONMENTAL HEALTH SERVICES] = 1 POST**

Commencing salary notch: R284 331 p.a.

CENTRE: Head Office [Polokwane]

**REQUIREMENTS:**

A) Qualifications and Competencies

- Bachelor’s Degree / National Diploma in Public Health or B.Tech in Environmental Health or equivalent qualification.
- Current registration with the HPCSA.
- A minimum of three (3) years appropriate experience.
- A valid drivers license [attach copy].

B) Knowledge and skills

- Knowledge and experience in supervision/cooordination of Port Health Services will be an added advantage.
- Sound up to date knowledge of the Environmental Health Services.
- Clear knowledge of Outbreak Response and preparedness on epidemic conditions
- Good understanding and interpretation of Administration policies and guidelines.
- Good presentation, communication and problem solving skills.
- Demonstrate ability and preparedness to work extra hours.

KEY PERFORMANCE AREAS:

- Coordinate implementation, monitoring and evaluation of environmental health policies, norms and guidelines
- Coordinate environmental health activities at the borders
- Ensure compliance and enforcement of all legislations, regulations pertaining to environmental health
- Manage and facilitate the monitoring of the environmental health services
- Provide an advisory role to the Provincial and National Departments of Health
- Build capacity of all stakeholders
- Establish monitoring and surveillance systems for Port Health Services
- Maintain Environmental Health Services database
- Manage assets and resources
- Liaise with other agencies, stakeholders and government departments, viz: Water Affairs, Environmental Affairs, NGOs, Municipalities, Dept. of Agriculture, etc.

POST 25: ASSISTANT DIRECTOR: THERAPEUTIC AND MEDICAL SUPPORT [PORT HEALTH SERVICES] = 4 POSTS

Commencing salary notch: R284 331 p.a.

CENTRES: Groblersbridge [2], Beitbridge [2]

REQUIREMENTS: A) Qualifications and Competencies

- An appropriate Bachelor's degree or equivalent qualification at NQF level 6 with appropriate experience in Public Health / Environmental Health Sciences.
- Current registration with the Health Professions Council of South Africa [HPCSA] as Environmental Health Practitioner.
- A valid driver's license [attach copy].

B) Knowledge and skills

- Knowledge of the Port Health Services.
- Clear knowledge and understanding of the International Health Regulations 2005, Health Act No. 101 of 2003, Foodstuffs, cosmetics and disinfectants Act No. 54 of 1972 as amended, and Medicines and
- Clear knowledge of Outbreak Response and preparedness on epidemic conditions
- Public service legislation and regulations
- Good presentation and communication.
- Computer literacy
- People management and problem solving.
- Capacity to work under pressure.
- Basic research methods

KEY PERFORMANCE AREAS:
- Coordinate implementation, monitoring and evaluation of port health policies, norms and guidelines
- Coordinate port health activities at the border
- Ensure compliance and enforcement of all legislations, regulations pertaining to port health
- Monitoring of the port health services
- Provide an advisory role to the Provincial and National Departments of Health
- Build capacity of all stakeholders
- Implement monitoring and surveillance systems for Port Health Services
- Maintain Port Health Services database
- Manage assets and resources
- Liaise with other agencies, stakeholders and government departments, viz: SAPS, SARS, Dept. of Home Affairs, Dept. of Agriculture, airlines etc.

POST 26: OPERATIONAL MANAGER NURSING: PN A-5 [GENERAL UNIT] = 120 POSTS

Commencing salary notch: R 244 185 p.a. plus 8% of basic salary PSCBC rural allowance.

CENTRES: Elim Hospital [3], Hayani Hospital [1], Silicam Hospital [3], Donald Frazer Hospital [3], Musina Hospital [3], Malamulele Hospital [3], Louis Trichardt Hospital [3], Tshilidzini Hospital [10], Evuxakeni Hospital [3], Nkhensani Hospital [3], Sekororo Hospital [3], Kgapinga Hospital [3], Van Velden Hospital [3], Maphutha L Malatji Hospital [3], Dr CN Phatudi Hospital: Casualty[1] Maternity[1], Letaba Hospital [10], Voortrekker Hospital [1], FH Odendaal Hospital [3], Warmbaths Hospital [3], George Masebe Hospital [3], Witpoort Hospital [3], Thabazimbi Hospital [3], Ellisras Hospital [3], Mokopane Hospital [3], WF Knobel Hospital [1], Zebediela Hospital [1], Botlokwa Hospital [1], Helene Franz Hospital [1], Thabamoopo Hospital [1], Seshgo Hospital [1], Lebowakgo Hospital [3], Warmbaths [MDR] [2]

Commencing salary notch: R 244 185 p.a. plus 12% of basic salary ISRDS nodes rural allowance.

CENTRES: Philadelphia Hospital [13], Dikolog Hospital [1], Matlala Hospital [1], Mecklenburg Hospital [1], Jane Furse Hospital [1], Groblersdal Hospital [1], St Ritas Hospital [10]
Commencing salary notch: R 244 185 p.a.

CENTRE: Polokwane Hospital [3]

REQUIREMENTS:

A) Qualification and competencies

- Basic R425 qualification (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the South African Nursing Council (SANC) as a Professional Nurse.
- Current registration with the SANC as a Professional Nurse.
- A minimum of (seven) 7 years appropriate/recongnisable experience in nursing in after registration as a professional nurse.
- Experience as a supervisor in the health sector.
- A valid driver's license.
- Experience in development of nursing policies, procedures & protocols.
- Competency in Microsoft word & excel.
- Compilation of statistical data.

B) Knowledge and Skills

- Understanding of relevant legislation and policies related to nursing, OH&S, infection control and management of patient with HIV/AIDS.
- Report writing skills.
- Good interpersonal skills.
- Understanding of the health risks.
- Knowledge of hospital waste management

KEY PERFORMANCE AREAS:

- Function in any clinical unit as required by the institution ensuring quality patient care.
- Management of ARV wellness clinic.
- Ensure and assist with compilation of business plan for ARV and staff development.
- Prepare accurate monthly, quarterly and annual report as required by the department of health and the ARV services.
- Perform any other nursing duties as the hospital CEO and the nursing manager or clinical manager may direct from time to time for purpose of strengthening service delivery within and outside the institutions.
- Assist in capacity building, mentoring and training of other professionals and nurses.
- Implement Performance Management and Development System according to Departmental and institutional policy.
- Implement infection control, OH&S policies and procedures.
- Do patient VCT and adherence counselling.
POST 25: OPERATIONAL MANAGERS [ARV] [PN-A5] = 4 POST

Commencing salary notch: R 244 185 p.a. plus 8% of basic salary PSCBC rural allowance

CENTRE: Letaba Hospital [3]. Dr CN Phatudi Hospital [1]

REQUIREMENTS:  

A) Qualification and competencies

- Basic R425 qualification (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the South African Nursing Council [SANC] as a Professional Nurse.
- Current registration with the SANC as a Professional Nurse.
- A minimum of (seven) 7 years appropriate/recognisable experience in nursing in after registration as a professional nurse.
- Experience as a supervisor in the health sector.
- A valid driver’s license.
- Experience in development of nursing policies, procedures & protocols.
- Competency in Microsoft word & excel.
- Compilation of statistical data.

B) Knowledge and Skills

- Statutory law governing the nursing profession
- Basic nursing care
- Disciplinary and Grievance procedures
- Code of conduct
- Demonstrate the competency to integrate skills in the care of patients

KEY PERFORMANCE AREAS:

- Promote quality of Nursing Care as directed by the professional scope of practice and standards as determined by the relevant health facility.
- Demonstrate effective communication with patients, supervisors, other health professionals and junior colleagues, including more complex report writing when required
- Manage human resource (monitor time book, off duties)
- Monitor daily activities through delegations
- To monitor and ensure proper utilization of funds and physical resources
- Draw up business plan, monitor assets and stock.

POST 26: PROFESSIONAL NURSE [SPECIALITY] [PN-B1] = 211 POSTS

Commencing salary notch: Grade 1 = R 210 630 p.a. / Grade 2 = 259 056 p.a.


Commencing salary notch: Grade 1 = R 210 630 p.a. / Grade 2 = 259 056 p.a. plus 8% of basic salary PSCBC rural allowance.

Commencing salary notch: Grade 1 = R 210 630 p.a. / Grade 2 = R259 056 p.a plus 12% of basic salary ISRDS nodes rural allowance.

CENTRES: Sekororo Hospital: Gynaecology[1], Theatre[1] Paediatrics[1], Midwifery[1], Philadelphia Hospital: Gynaecology[1], Theatre[1], Paediatric[1], midwifery[1], Diokong Hospital: Gynaecology[1], Theatre[1], Paediatric[1], midwifery[1], Mattala Hospital: Gynaecology[1], Theatre[1], Paediatric[1], midwifery[1], Mecklenburg Hospital: Gynaecology[1], Theatre[1], Paediatric[1], midwifery[1], Jane Furse Hospital: Gynaecology[1], Theatre[1], Paediatric[1], midwifery[1], Groblersdal Hospital: Gynaecology[1], Theatre[1], Paediatric[1], midwifery[1], St Ritas Hospital: Gynaecology[2], Theatre[2], Paediatric[2], midwifery[2], Occupational [2],

REQUIREMENTS: A) Qualification and Competencies

- Basic R425 qualification i.e. diploma/degree in nursing or equivalent qualification that allows registration with the South African Nursing Council as a professional nurse
- A post-basic nursing qualification, with duration of at least 1 year accredited with the SANC in the relevant specialty
- Current registration with the South African Nursing Council as a Professional Nurse

31
A minimum of 4 years appropriate/recognizable experience in nursing after registration as Professional Nurse with SANC in general nursing for grade 1 and minimum of 14 years appropriate/recognizable experience in nursing after registration as a Professional Nurse with the SANC in General Nursing, 10 years of which should be appropriate experience in the specific specialty after obtaining the 1 year post basic qualification in the relevant specialty.

B) Knowledge and Skills

- Knowledge of nursing care processes and procedures, nursing statutes and other relevant legal frameworks such as: Nursing act, Health act, Occupational health and Safety act, Patient right charter, Batho-Pele principles, Public service regulations, Labour relations act, Disciplinary code and procedure, Grievance procedure, etc.
- Good communication skills.
- Report writing skills.
- Facilitation skills.
- Liaison skills.
- Networking skills.
- Problem solving skills.
- Information management.
- Knowledge of management, planning and organizing.
- Computer literacy.

POST 27: CLINICAL NURSE PRACTITIONER GRADE 1[PRIMARY HEALTH CARE] [PN-B1] = 50 POSTS

Commencing salary notch: R210 630 p.a. plus 8% of basic salary PSCBC rural allowance.

CENTRES: Vhembe District [10], Sekhukhune District [10], Mopani District [10], Waterberg District [10], Capricorn District [10]

REQUIREMENTS:  A) Qualifications and Competencies

- Basic R425 qualification (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the South African Nursing Council [SANC] as a Professional Nurse.
- Post basic qualification with duration of at least 1 year in Curative Skills in Primary Health Care accredited with the South African Nursing Council [SANC].
- Current registration with the South African Nursing Council [SANC] as Professional Nurse.
- A minimum of 4 years appropriate/recognisable nursing experience after registration as Professional Nurse with the South African Nursing Council [SANC] in General Nursing.

B) Knowledge and skills
- Understanding of relevant legislation and policies related to nursing.
- Report writing skills.
- Good interpersonal relations.

KEY PERFORMANCE AREAS:

- Function in any clinical unit as required by the institution.
- Render good quality patient care.
- Infection control.

POST 28: PROFESSIONAL NURSE [GENERAL NURSING] = 340 POSTS

Commencing salary notch: Grade 1= R 139 878, Grade 2= R 172 035, Grade 3= R 210 630 p.a.

CENTRES: Elim Hospital [5], Hayani Hospital [5], Siloam Hospital [5], Donald Frazer Hospital [5], Musina Hospital [5], Malamulele Hospital [5], Louis Trichardt Hospital [5], Tshilidzini Hospital [10], Vhembe District Office [15], Ekukhimen Hospital [5], Nkenseni Hospital [5], Sekuroro Hospital [5], Kgapore [5], Van Velden Hospital [5], Maphutha L Matlali Hospital [5], Dr CN Phatudi Hospital [5], Letaba Hospital [10], Mpani District Office [15], Voortrekker Hospital [5], FH Odendaal Hospital [5], Warmbaths Hospital [5], George Masebe Hospital [5], Witpoort Hospital [5], Thabazimbi Hospital [5], Ellinras Hospital [5], Mokopane Hospital [10], Waterberg District Office [15], WF Knobel Hospital [5], Zebediele Hospital [5], Botlokwa Hospital [5], Helene Franz Hospital [5], Thabamoyo Hospital [5], Soshenga Hospital [5], Lebowakgomo Hospital [5], Capricorn District Office [15], Philadelphia Hospital [5], Delukong Hospital [5], Matlala Hospital [5], Mecklenburg Hospital [5], Jane Furse Hospital [5], Groblersdal Hospital [5], St Ritas Hospital [10], Sekhukhune District Office [15], Mankweng Hospital [10], Polokwane Hospital [10], Nursing College [40] Warmbaths [MDR] [5]

REQUIREMENTS

A) Qualifications and Competencies

- Basic R425 qualification i.e. diploma/degree in nursing or equivalent qualification that allows registration with the South African Nursing Council as a professional nurse.
- Current registration with the South African Nursing Council as a Professional Nurse for Grade 1 A minimum of 10 years appropriate/recognizable experience in registration as Professional Nurse with the SANC in General Nursing for Grade 2 and a minimum of 20 years appropriate/recognizable experience in nursing after registration as Professional Nurse with the SANC in General Nursing.

B) Knowledge and Skills

- Knowledge of nursing care processes and procedures, nursing statutes and other relevant legal frameworks such as: Nursing Act, Health Act, Occupational health and Safety act, Patient rights charter, Batho-Bele principles, Public service regulations, Labour relations Act, Disciplinary code and procedure, Grievance procedure, etc.
- Good communication skill
- Report writing skills
- Facilitation skills
- Liaison skills
- Networking skills
- Problem solving skills
- Information management
- Knowledge of management, planning and organizing.
- Computer literacy

**KEY PERFORMANCE AREAS:**

- Provide direction and supervision for the implementation of the Nursing plan [clinical practice/quality patient care]
- Implement standards, practices, criteria and indicators for quality Nursing [quality of practice]
- Practice nursing and health care in accordance with the laws and regulations relevant to nursing and health care.
- Maintain a constructive working relationship with nursing and other stakeholders.
- Utilize human, material and physical resources efficiently and effectively.

**POST 29: PARAMEDICS = 17 POSTS**

Commencing salary notches: Grade 1 = R138 507 / Grade 2 = R173 169 p.a. / Grade 3 = R215 535 p.a. / and Grade 4 = R253 890 p.a.

**CENTRES:** Sekhukhune District [3], Capricorn District [4], Vhembe District [4], Mopani District [3], Waterberg District [3]

**REQUIREMENTS:**

**A) Qualifications and Competencies**

- Successful completion of the following courses or obtaining of one of the following qualifications that allows registration with the Health Professions Council of South Africa [HPCSA] as Paramedic.
  - Critical Care Assistance (CCA) programme or
  - Recognized National Diploma or
  - B Tech Degree

- Current registration with the Health Professions Council of South Africa [HPCSA] as Paramedic or Emergency Care Practitioner [ECP].

- **Grade 1:** No experience after registration with the HPCSA as Paramedic, **Grade 2:** Registered Paramedic = 7 years after registration with the HPCSA as Paramedic, ECP = None after registration as ECP.
- Grade 3: Registered Paramedic = 14 years after registration with the HPCSA as Paramedic, ECP = 7 years after registration as ECP. Grade 4: Registered Paramedic = 24 years after registration with the HPCSA as Paramedic, ECP = 17 years after registration as ECP.
- A minimum of valid code 10 driver’s license with Professional Driving permit for passengers [Attach copies]

B) Knowledge and Skills

- Knowledge BLS protocols
- Understanding of EMS and its line of business

KEY PERFORMANCE AREAS

- Assist in Management of EMS Vehicles, Equipment and staff at station level on shift
- Diagnose and Treat patients in accordance with relevant ALS protocols
- Initiate, implement and maintain in-service training
- Treat patients in accordance with relevant protocols
- Abide by standard operational procedure

POST 30: DEPUTY MANAGER: HEALTH PROMOTION [LEVEL 9] =1 POST

Commencing salary notch: R206 952 p.a.

CENTRE: Head Office [Polokwane]

REQUIREMENTS: A) Qualifications and Competencies

- An appropriate Bachelor’s Degree or National Diploma with experience in Public Health.
- A valid driver’s license [attach copy].

B) Knowledge and skills

- Knowledge of Public Health legislations and regulations, Public Service legislations and regulations, PFMA and Treasury regulations
- Good presentation and communication skills
- Demonstrate ability to use health information/data for action
- Geographical knowledge of the province
- Computer literacy
- Capacity to work under pressure and beyond the officials hours
- Understanding the management and response to epidemics
- Surveillance
KEY PERFORMANCE AREAS:

- Ensure successful implementation of all Health Promotion Activities
- Support districts in maintenance of healthy lifestyle campaigns
- Monitor and support the districts in health promoting activities
- Assist in management and coordination of health awareness campaigns
- Support the districts in implementing Health Promoting School Programmes
- Facilitate distribution of IEC materials for public benefit
- Assist in management of Finance
- Manage and respond to Epidemics

POST 31: DEPUTY MANAGER: EPIDEMIOLOGY [LEVEL 9] = 5 POST

Commencing salary notch: R206 982 p.a.

CENTRE: Capricorn District [1], Mopani District [1], Vhembe District [1], Sekhukhune District [1], Waterberg District [1]

REQUIREMENTS:

A) Qualifications and Competencies

- An appropriate bachelor's degree/National diploma in Health Sciences.
- A minimum of Two (2) years experience in Epidemiology or disease surveillance.
- A valid driver's license [attach copy].

B) Knowledge and skills

- Knowledge of disease surveillance and be able to work huge data sets for analysis and interpretations.
- A clear understanding of epidemiology, health research, monitoring and evaluation techniques are also a necessity.
- Use of statistical software's for data analysis is crucial.
- Good understanding of early warning systems and outbreak investigation techniques.
- Good understanding and interpretation of laboratory results.
- Good presentation and communication skills.
- Demonstrate ability to use health information/data for action.
- Geographical knowledge of the Province.

KEY PERFORMANCE AREAS:

- Maintain an effective disease surveillance system.
- Manage and maintain data for all surveillance activities (collect, collate, analyze and make line listings) and support districts on the surveillance of all disease notifications and disease trends.
- Coordinate disease surveillance activities with infection prevention and control officers and sensitize Health care Workers in both Public and Private Sector on reporting of Notifiable Medical Conditions.
- Co-ordinate preparations of Health Status reports.
- Liaise with laboratories for early confirmation of results.
- Conduct outbreak investigations and response.
- Conduct hospital visits to do record review to ensure that all notifiable medical conditions including nosocomial infections and non NMC which are of public health concern are reported and investigated.
- Conduct monthly feedback sessions.

POST 32: DEPUTY MANAGER: EMERGING AND RE-EMERGING INFECTIOUS DISEASES [LEVEL 9]
= 5 POSTS

Commencing salary notch: R206 982 p.a.

CENTRE: Sekhukhune District [1], Mopani District [1], Vhembe District [1], Waterberg District [1], Capricorn District [1]

REQUIREMENTS: A) Qualifications and Competencies

- Applicants must be in possession of a relevant Medical/Natural Science Degree or Public Health is a requirement due to the types of medical conditions involved or general/comprehensive nursing with three (3) years experience in coordinating the communicable disease control at district level.
- A valid driver’s license [attach copy].

B) Knowledge and skills

- Sound knowledge of the communicable disease control.
- Clear knowledge of outbreak response and preparedness on epidemic conditions in the province.
- Clear knowledge of world strategies for elimination and eradication.
- Integrated disease surveillance principles.
- Measles, NNT, AEFI and Acute Flaccid paralysis surveillance – processes and procedures.
- Good understanding and interpretation of laboratory results.
- Good presentation and communication skills.
- Demonstrate ability to use health information/data for action.
- Geographical knowledge of the Province.

KEY PERFORMANCE AREAS:

- Coordinate implementation, monitoring and evaluation of guidelines for disease control and prevention.
- Facilitate availability of treatment guidelines in health facilities.
- Coordinate and facilitate information dissemination and knowledge of prevention and control in emerging and re-emerging infectious diseases at all levels of the health care system.
- Conduct outbreak response and post mortems of occurred diseases outbreaks.
- Mobilize resources for rapid response and containment of disease outbreaks.
- Evaluate districts on epidemic preparedness and response.
- Coordinate districts outbreak response teams.
- Initiate, guide and participate in the development and implementation of concepts and tools designed to improve disease prevention and control.
- Liaise with laboratories at Provincial and National level regarding specimen.
- Conduct monthly feedback sessions.

POST 33: DEPUTY MANAGER [TELEMEDICINE] [LEVEL 9] = 1 POST

Commencing salary notch: R206 982 p.a.

CENTRE: Polokwane Hospital

REQUIREMENTS:  

A) Qualifications and Competencies

- National Diploma in Information Technology/Computer Systems or Telemedicine.
- Background in Telemedicine coordination and or Information Technology and basic Office Management.

B) Knowledge and skills

- Financial Management skills.
- Knowledge of legislation governing the Public Service.

KEY PERFORMANCE AREAS:

- Provide technical support and related services to Telemedicine.
- Organise the consultation process.
- Telemedicine administration.
- Patient Care coordination.
- Provide ongoing training and support to all other telemedicine

POST 34: EMS STATION MANAGERS = 10 POSTS

Commencing salary notch: Grade 3 = R173 169 p.a. / Grade 4 = R212 349 p.a / Grade 5 = R250 137 p.a / Grade 6 = R277 617 p.a.

CENTRES: St. Rita’s Station [1] Leboeng Station [1], Masemola Station [1], Moletjie Station [1], Dzumeri Station [1] Alldays Station [1], Philadelphia Station [1], Mecklenburg Station [1], Bosele Station [1] Masisi Station [1]

REQUIREMENTS:  

A) Qualification and Competencies

- Successful completion of the ILS courses that allows registration with the HPCSA as AEA.
- Registration with the HPCSA as AEA.
- Grade 3 = 12 years after registration with the HPCSA as AEA, Grade 4 = Registered as AEA: No experience required, Registered as ECT:
12 years after registration with the HPCSA as ECT, Grade 5 = Registered as ECT: No experience required, Registered as Paramedic: 12 years after registration with the HPCSA as Paramedic, Grade 6 = Registered as Paramedic: No experience required, Registered as ECP: 12 years after registration with the HPCSA as ECP.

- A valid Code 10 driver’s license with Professional Driving Permit [attach copy]

B) Knowledge and skills

- Knowledge of ILS/ECT protocols
- Understanding of EMS and its line of business
- Proven managerial and interpersonal skills
- Computer literacy
- Good verbal and written communication skills.
- Knowledge of Public Finance Management Act.

KEY PERFORMANCE AREAS:

- Management of EMS vehicles, equipments and staff at station level
- Treat patients in accordance with relevant protocols
- Maintain best clinical practices in accordance with quality standards
- Abide by standing operational procedures

POST 35: HEALTH TRAVEL PROFESSIONAL NURSES [GENERAL NURSING PN-A2] = 11 POSTS

Commencing salary notch: R 139 878 p.a

CENTRES: Polokwane International Airport [2], Beitbridge [5], Groblersbridge [4]

REQUIREMENTS: A) Qualifications and Experience

- Basic R425 qualification i.e. diploma/degree in nursing or equivalent qualification that allows registration with the South African Nursing Council as a professional nurse.
- Current registration with the South African Nursing Council as a Professional Nurse.
- A valid driver’s license [attach copy]

B) Knowledge and skills

- Knowledge of the Port Health Services especially Travel Health.
- Clear knowledge and understanding of the International Health Regulations 2005, Health Act No. 101 of 2003, and Medicines and related substances Act No.101 Of 1965, Hazardous Substances Act
No. 15 of 1973 Clear knowledge Communicable diseases and of
Outbreak Response and preparedness on epidemic prone conditions
related to travel
- Public service legislation and regulations
- Good presentation and communication.
- Computer literacy
- People management and problem solving.
- Capacity to work under pressure.
- Basic research methods

KEY PERFORMANCE AREAS:

- Coordinates Travel Health Services
- Coordinates Immunizations required and recommended for entry into
  foreign countries e.g. Yellow Fever Vaccination Certificate
- Coordinates pre-travel consultation focusing on destination-specific
  health risks from food and water, parasitic disease, insect-borne
  illness such as Malaria or Dengue Fever and effective preventative
  measures
- Coordinates information on emergency contact and physician
  referrals, and provide access to carefully screened physicians and
  medical facilities
- Responsible for computerized data on destination-specific health
  risks, climate information, embassy and consulate phone numbers
- Coordinates specialized consultation for foreign relocation, expatriate
  and extended travel
- Provide for specialized consultation for travelers with preexisting
  medical conditions or special needs (e.g. Pregnancy, dialysis centers
  overseas, risk assessment for adventure travel)
- Responsible for diagnosis and treatment of post travel diseases.
- Provide an advisory role to the Provincial and National
  Departments of Health
- Implement monitoring and surveillance systems for Port Health
  Services
- Maintain Port Health Services database
- Manage assets and resources

POST 36: STAFF NURSE [SN1] = 512 POSTS

Commencing salary notch: R93 315 p.a.

CENTRES: Elim Hospital [15], Hayani Hospital [17], Siloam Hospital [12], Donald Frazer Hospital [10],
Musina Hospital [10], Malamulele Hospital [10], Louis Trichardt Hospital [10], Thohoyandou Hospital [10],
Vhembe District Office [20], Euxaxeni Hospital [5], Nkhensani Hospital [5], Sekororo Hospital [5], Kgapoane
[5], Van Velden Hospital [5], Maphutha L Malatji Hospital [5], Dr CN Phatudi Hospital [5], Letaba Hospital [6],
Mopani District Office [20], Voortrekker Hospital [5], FH Odendaal Hospital [5], Warmbaths Hospital [5],
George Masebe Hospital [5], Witpoort Hospital [5], Thabazimbi Hospital [5], Ellisras Hospital [5], Mokopane
Hospital [20], Waterberg District Office [20], WF Knobel Hospital [10], Zebediela Hospital [10], Botlokwa Hospital [10], Helene Franz Hospital [10], Thabamooapo Hospital [10], Seshego Hospital [10], Lebowakgomo Hospital [10], Capricorn District Office [20], Philadelphia Hospital [10]. Dilokong Hospital [10], Matlala Hospital [10], Mecklenburg Hospital [10], Jane Furse Hospital [4], Groblersdal Hospital [9], St Ritas Hospital [12], Sekhukhune District Office [20], Mankweng Hospital [37], Polokwane Hospital [40], Warmbaths [MDR][10]

REQUIREMENTS:

A) Qualification and Competencies

- Qualification that allows registration with the SANC as staff nurse.
- Certificate for enrolled nurse.

B) Knowledge and Skills

- Basic knowledge of laws that governs the profession.
- Basic nursing skills.

KEY PERFORMANCE AREAS:

- Implement Nursing care with the scope of practice for enrolled nurses.

POST 37: EMERGENCY CARE OFFICER GRADE 3 = 200 POSTS

Commencing salary notch: R92 112 p.a

CENTRES: Sekhukhune District [40], Capricorn District [40], Vhembe District [40], Mopani District [40], Waterberg District [40]

REQUIREMENTS:

A) Qualification and Competencies.

- Successful completion of an appropriate Intermediate Life Support (ILS) course that allows registration with the HPCSA as Ambulance Emergency Assistant (AEA).
- Current registration with the HPCSA as AEA.
- A minimum of code 10 Driver’s Licence with Professional Driving Permit [PDP] [attach copies].
- Basic Ambulance Course qualification
- Registration with HPCSA as an Emergency Care Practitioner-Basic with current membership card
- Valid code 10 Driver’s License with Professional Driver permit for passengers [Attach copies]

B) Knowledge and Skills

- Knowledge ILS protocols
- Understanding of EMS and its line of business.
KEY PERFORMANCE AREAS:

- Treat patients in accordance with relevant protocols
- Maintain best clinical practices in accordance with quality standards.
- Abide by standard operational procedures.

POST 38: EMERGENCY CARE PRACTITIONERS [CALL TAKERS AND CALL DISPATCHERS]
[LEVEL 4] = 40 POSTS

Commencing Salary Notch: R79 104 p.a.

CENTRES: Sekhukhune District [5], Vhembe District [30], Mopani District [5]

REQUIREMENTS: A) Qualification and Competencies.

- Grade 12 or Senior certificate
- Basic Ambulance Course qualification
- Registration with HPCSA as an Emergency Care Practitioner-Basic with current membership card
- Call Centre Course.

B) Knowledge and Skills

- Knowledge BLS protocols
- Understanding of EMS and its line of business.
- Computer Literacy

KEY PERFORMANCE AREAS:

- Treat patients in accordance with relevant protocols
- Maintain best clinical practices in accordance with quality standards.
- Abide by standard operational procedures.

POST 39: EMERGENCY CARE OFFICER [GRADE 1] =394 POSTS

Commencing salary notch: R78 192 p.a.

CENTRES: Sekhukhune District [64], Capricorn District [90], Vhembe District [70], Mopani District [90], Waterberg District [80]

REQUIREMENTS: A) Qualification and Competencies

- Successful completion of an appropriate Basic Life Support [BLS] course that allows registration with Health Professions Council of South Africa [HPCSA] as Basic Ambulance Assistant [BAA]

42
- Registration with the Health Professions Council of South Africa [HPSCA] as Basic Ambulance Assistant [BAA]
- Valid code 10 Driver’s License with Professional Driver permit for passengers [Attach copies]

B) Knowledge and Skills

- Knowledge BLS protocols
- Understanding of EMS and its line of business.
- Computer Literacy

KEY PERFORMANCE AREAS:

- Treat patients in accordance with relevant protocols.
- Maintain best clinical practices in accordance with quality standards.
- Abide by standard operational procedures.

POST 40: NURSING ASSISTANTS [NA-1] = 502 POSTS

Commencing salary notch: R 72 156 p.a.

CENTRES: Elim Hospital [7], Hayani Hospital [8], Siloam Hospital [9], Donald Frazer Hospital [8], Musina Hospital [7], Malamulele Hospital [8], Louis Trichardt Hospital [7], Tshidizini Hospital [6], Vhembe District Office [47], Exuakeni Hospital [9], Nkhensani Hospital [8], Sekororo Hospital [5], Kgapa Hospital [5], Van Velden Hospital [9], Maphutha L Malatji Hospital [7], Dr CN Phatudi Hospital [7], Letaba Hospital [10], Mopani District Office [38], Voortrekker Hospital [4], FH Odendaal Hospital [5], Warmbaths Hospital [15], George Masebe Hospital [6], Wilpoort Hospital [8], Thabazimbi Hospital [11], Ellisras Hospital [7], Mokopane Hospital [7], Waterberg District Office [28], WF Knobel Hospital [5], Zebediea Hospital [5], Bottkwa Hospital [7], Helene Franz Hospital [7], Thabanoopo Hospital [54], Seshgo Hospital [2], Lebowakgomo Hospital [11], Capricorn District Office [19], Philadelphia Hospital [9], Dilokong Hospital [8], Matlala Hospital [8], Mecklenburg Hospital [8], Jane Furse Hospital [11], Groblersdal Hospital [4], St Ritas Hospital [6], Sekhukhune District Office [29], Mankweng Hospital [5], Polokwane Hospital [5], Warmbaths [MDR][5]

REQUIREMENTS:  

A) Qualifications and Competencies

- Grade 12 certificate
- Proof of current registration with the South African Nursing Council [SANC] as a Nursing Assistant

B) Knowledge and Skills

- Basic nursing care as prescribed in Nursing Auxiliary course

KEY PERFORMANCE AREAS

- Assist patients with activities of daily living [Physical Care]
- Provide elementary clinical nursing care
- Maintain professional growth/ethical standards and self development