



the dpsa

Department:
Public Service and Administration
REPUBLIC OF SOUTH AFRICA

PUBLIC SERVICE VACANCY CIRCULAR

PUBLICATION NO 33 OF 2026

DATE ISSUED 11 SEPTEMBER 2026

1. Introduction

1. This Circular is, except during December, published on a weekly basis and contains the advertisements of vacant posts and jobs in Public Service departments.
2. Although the Circular is issued by the Department of Public Service and Administration, the Department is not responsible for the content of the advertisements. Enquiries about an advertisement must be addressed to the relevant advertising department.

2. Directions to candidates

1. Applications on form Z83 with full particulars of the applicants' training, qualifications, competencies, knowledge and experience (on a separate sheet if necessary or a CV) must be forwarded to the department in which the vacancy/vacancies exist(s). **NB: PROSPECTIVE APPLICANTS MUST PLEASE USE THE NEW Z83 WHICH IS EFFECTIVE AS AT 01 JANUARY 2021.**
2. Applicants must indicate the reference number of the vacancy in their applications.
3. Applicants requiring additional information regarding an advertised post must direct their enquiries to the department where the vacancy exists. The Department of Public Service and Administration must not be approached for such information.
4. It must be ensured that applications reach the relevant advertising departments on or before the applicable closing dates.

3. Directions to departments

1. The contents of this Circular must be brought to the attention of all employees.
2. It must be ensured that employees declared in excess are informed of the advertised vacancies. Potential candidates from the excess group must be assisted in applying timeously for vacancies and attending where applicable, interviews.
3. Where vacancies have been identified to promote representativeness, the provisions of sections 15 (affirmative action measures) and 20 (employment equity plan) of the Employment Equity Act, 1998 should be applied. Advertisements for such vacancies should state that it is intended to promote representativeness through the filling of the vacancy and that the candidature of persons whose transfer/appointment will promote representativeness, will receive preference.
4. Candidates must be assessed and selected in accordance with the relevant measures that apply to employment in the Public Service.

2. SMS pre-entry certificate

- 2.1. To access the SMS pre-entry certificate course and for further details, please click on the following link: <https://>

www.thensg.gov.za/training-course/sms-pre-entry-programme/. For more information regarding the course, please visit the NSG website: www.thensg.gov.za.

AMENDMENTS

: **DEPARTMENT OF PUBLIC WORKS AND INFRASTRUCTURE:** Kindly note that the following position was advertised in Public Service Vacancy Circular 29 dated 14 August 2026, with an initial closing date of 11 September 2026: Director: User Demand Management: Defence, Ref No: 2026/308B (X1 Post), Centre: Head Office (Pretoria). The above position was advertised with an incorrect job title. The correct job title should read: Director: User Demand Management: Justice and CD NAP and PP, Ref No: 2026/308B (X1 Post), Centre: Head Office (Pretoria). Please note that an erratum was subsequently issued to extend the closing date to 09 October 2026. The extended closing date of 09 October 2026 remains unchanged. Note: Kindly be informed that applicants who submitted their applications under the advertised title "Director: User Demand Management: Defence", Ref No: 2026/308B (X1 Post) will be considered for the position under the corrected job title indicated above.

PROVINCIAL ADMINISTRATION: KWAZULU-NATAL: DEPARTMENT OF TRANSPORT: Kindly note that the post of Engineering Technician Production Grade A-C: Ground Survey Empangeni (01 Post) (Ref. No. DOT 156/2026), advertised in Public Service Vacancy Circular 29 dated 13 August 2026, has been withdrawn. Take note that the post of Tradesman Aid: Ground Survey Empangeni (X1 Post) (Ref. No. DOT 451/2025), advertised in Public Service Vacancy Circular 43 dated 21 November 2025, has also been withdrawn.

PROVINCIAL ADMINISTRATION: LIMPOPO: DEPARTMENT OF PUBLIC WORKS, ROADS AND INFRASTRUCTURE: Kindly note that the number of posts on Post no 32/262: Civil/Structural Engineer (Grade A-C) is x2. The centre for Post no 32/291 Artisan Production Grade A: Drainage structures is Vhembe district not Capricorn.

PROVINCIAL ADMINISTRATION: MPUMALANGA: DEPARTMENT OF AGRICULTURE, RURAL DEVELOPMENT, LAND AND ENVIRONMENTAL AFFAIRS: Kindly note that the following posts were advertised in Public Service Vacancy Circular 31 dated 28 August 2026. Scientific Production Grade A Agronomy and Horticulture Ref No. DARDLEA/2026/08/19 and DARDLEA/2026/08/20 Directorate to change from Animal Research and Technology Development Services to Plant Research and Technology Development Services and Scientific Production Grade A Aquaculture Ref No. DARDLEA/2026/08/21 work station to be changed from Cycad Building, Mbombela to Head Office Enquiries: Ms. SP Shongwe Tel No: (013) 766 6003 or Mr. MG Ngwane Tel No: (013) 766 6110 or Ms. NF Mgiba Tel No: (013) 766 6476 and Senior Agricultural Advisor: Crop Production Ref No. DARDLEA/2026/08/49 work station to be changed from Ehlanzeni North District to Bushbuckridge North. Position: Agricultural Advisor: Crop Production Ref No. DARDLEA/2026/08/54 workstation to be changed from Nkangala District to Thembisile Hani Municipality.

**INDEX
NATIONAL DEPARTMENTS**

NATIONAL DEPARTMENTS	ANNEXURE	PAGES
AGRICULTURE	A	04 - 06
DEFENCE	B	07 - 08
EMPLOYMENT AND LABOUR	C	09 - 19
GOVERNMENT TECHNICAL ADVISORY CENTRE	D	20 - 22
HIGHER EDUCATION AND TRAINING	E	23 - 51
HOME AFFAIRS	F	52 - 54
LAND REFORM AND RURAL DEVELOPMENT	G	55 - 65
OFFICE OF THE CHIEF JUSTICE	H	66 - 76
SOUTH AFRICAN POLICE SERVICE	I	77 - 78
TOURISM	J	79 - 80
TRANSPORT	K	81 - 85
TREASURY	L	86 - 88
WATER AND SANITATION	M	89 - 95
WOMEN, YOUTH AND PERSONS WITH DISABILITIES	N	96 - 98

PROVINCIAL ADMINISTRATIONS

PROVINCIAL ADMINISTRATION	ANNEXURE	PAGES
FREE STATE	O	99 - 108
GAUTENG	P	109 - 112
KWAZULU NATAL	Q	113 - 165
MPUMALANGA	R	166 - 173
NORTH WEST	S	174 - 181
WESTERN CAPE	T	182 - 217

**PROVINCIAL ADMINISTRATION: FREE STATE
DEPARTMENT OF ECONOMIC DEVELOPMENT AND TOURISM**

Free State Provincial Government is an equal opportunity affirmative action employer. We intend to promote representativity (race, gender, and disability) in the Province through the filling of these posts, and candidates whose appointment/promotion/transfer will promote representativity will receive preference.

<u>CLOSING DATE</u>	:	02 October 2026 at 16:00
<u>FOR ATTENTION</u>	:	Mesdames. M Parkies/ K Majafa/N. Ramaebebe/ Mr. T. Chaka
<u>NOTE</u>	:	Directions to applicants: Applications must be hand delivered or e-mail on a new Z.83, obtainable from any Public Service Department or on internet at www.dpsa.gov.za-vacancies and must be accompanied by a detailed Curriculum Vitae (Separate application for every vacancy). Applicants are requested to complete Z83 form properly and in full. Applications received after the closing date and those that do not comply with these instructions will not be considered. The onus is on the applicants to ensure that their applications are emailed (PDF document to a maximum of 4 megabytes), submitted electronically or hand delivered timeously. The Department will not be held responsible for several delays. Late applications due to technical issues will not be considered. Shortlisted candidates must provide certified copies of required documents (Identity Document, qualifications, etc) before the interviews. NB: Please note that false or fraudulent qualifications submitted by applicants will be reported to the South African Police Services (SAPS), and criminal case shall be opened. Candidates who possess foreign qualifications and/or short course certificates must take it upon themselves to have their qualifications evaluated by the South African Qualifications Authority (SAQA) and provide proof of such evaluation report (only when shortlisted). Failure to do so will result in your application being disqualified. Applicants are respectfully informed that if no notification of appointment is received within 4 months of the closing date, they must accept that their applications were unsuccessful. Due to high volumes, the Department will not acknowledge receipt of applications and communication will only be limited to shortlisted candidates. The department reserves the right not to appoint. Note: Shortlisted candidates will undergo personnel suitability checks, security vetting and reference checks (including social media profiles). Applications must declare any pending criminal, disciplinary or any other allegations or investigations. Successful candidates must pass security clearance, sign an employment contract, an annual performance agreement and disclose financial interests. All applicants are required to declare any conflict or perceived conflict of interest, to disclose memberships of Boards and directorships that they may be associated with. Failure to disclose relevant information may result in disqualification or termination. To be appointed at Senior Management Service (SMS) level, you must complete the SMS Pre-entry programme offered by the National School of Government (NSG). Find course details here: https://www.thensg.gov.za/training-course/sms-pre-entry-programme/ appointment is subject to successful competition of the Nyukela Programme: Pre-entry Certificate to SMS and submission of proof. All shortlisted candidates for SMS posts will be subjected to a technical exercise and interview. Following the technical exercise and interview, a maximum of three (3) SMS candidates will undergo psychometric assessments to assess cognitive, behavioural preferences, emotional intelligence and integrity. Assessment for core competencies outlined in the SMS Handbook shall be conducted within one month of the appointment of the candidate. The department shall communicate the logistics for the psychometric assessment to the candidate. All shortlisted candidates for other posts, shall undertake a pre-entry assessment which will be in the form of a practical / technical exercise. Candidates will also be assessed on Integrity (Ethical Conduct). Selection panels shall score the technical exercise as an additional criterion in the interview process. Successful candidates will be appointed on a probation period of 12 months.

MANAGEMENT ECHELON

<u>POST 33/119</u>	:	<u>DIRECTOR: SUPPLY CHAIN MANAGEMENT RE NO: DEDT 13/09/26</u>
<u>SALARY</u>	:	R1 317 384 per annum (level 13), (an all-inclusive salary package). The total package includes 70% basic salary, a state contribution to the Government Employee Pension Fund and a flexible portion that may be structured in terms of the applicable guidelines
<u>CENTRE REQUIREMENTS</u>	:	Bloemfontein An appropriate Bachelor's Degree as recognised by SAQA (NQF 7) in Supply Chain Management / Logistics /Public Management or related field. 5 years of experience at a middle/senior managerial level. 7 years or more experience in Supply Chain Management. Experience in various aspects of supply chain management, such as procurement, logistics, inventory management, and contract management, is crucial. Knowledge of PFMA, SCM Regulatory Framework and all prescripts governing procurement in the Public Service. Customer service principles (Batho Pele principles). Technical knowledge. Budgeting and financial management. Understanding of SCM policies and procedures, Computer literacy and a valid driver's license. The following will be an added advantage: A post-graduate qualification in SCM/ Procurement or MBA.
<u>DUTIES</u>	:	Develop and manage the demand and acquisition processes. Develop, manage and maintain logistical information and SCM performance. Manage and coordinate the sourcing and purchasing decision of all goods and services in the Department. Maintain, monitor and manage relationships between acquisition management and suppliers. Evaluate that spending of goods and services is according to the Demand Management Plan of the Department. Coordinate supplier scheduling, delivery times and supply continuity. Develop and maintain manuals on SCM policies and procedures. Ensure that goods and services are sourced through fair, equitable, transparent, competitive and cost-effective systems. Set performance standards in respect to service delivery to departmental clients. Manage the resources of the Directorate, i.e. human, asset and financial resources.
<u>ENQUIRIES APPLICATIONS</u>	:	Mr. L.F. Kalane at (079)-496 2777 Applications can be hand delivered or sent via email to recruitment1@destea.gov.za and quote the reference number for the abovementioned position on the subject line (email) when applying. Quoting the reference number, applications can be hand delivered at the Ground Floor Security Entrance, 113 St Andrews Building, St Andrew Street, Bloemfontein or sent via email. Kindly take note that the email size limit is 4MB. You are therefore kindly requested to send documents separately, should they exceed the allowed limit.
<u>FOR ATTENTION</u>	:	Mesdames K. Majafa / M. Parkies/ N. Ramaebebe/Mr. T. Chaka at (066) 487 2908
<u>NOTE</u>	:	Women and People with disabilities are encouraged to apply.
<u>POST 33/120</u>	:	<u>DIRECTOR: REGULATORY SYSTEMS AND STAKEHOLDER MANAGEMENT REF NO: DEDT 14/09/26</u>
<u>SALARY</u>	:	R1 317 384 per annum (Level 13), (an all-inclusive salary package). The total package includes 70% basic salary, a state contribution to the Government Employee Pension Fund and flexible portion that may be structured in terms of the applicable guidelines.
<u>CENTRE REQUIREMENTS</u>	:	Bloemfontein An appropriate Bachelor's Degree as recognised by SAQA (NQF 7) in Economics or Business Management. 5 years of experience at a middle/ senior managerial level. 7 years experience with a role focus on coordination of sector stakeholders and in-depth understanding of the business regulatory management environment. Experience in managing catalytic projects, including developing project plans, allocating resources, and monitoring progress. Understanding of investment promotion and facilitation. Understanding of financial implications related to regulatory compliance and stakeholder management. Computer literacy. A valid driver's license. The following will be an added advantage: Good knowledge of appropriate legislation governing Sector Management. Knowledge of Project Management.
<u>DUTIES</u>	:	Provide support to fast track and reduce government red tape for the effective implementation of investment project plans. Cultivate and strengthen lasting stakeholder relations for both the department and the province. Facilitate and promote Investment Value Chain in relation to investment projects. Oversee

implementation of private sector catalytic projects in the Province. Implement departmental programmes arising from Executive Council Resolutions, Budget Vote Injunctions meetings with institutions such as the Department of Trade, Industry and Competition (the dtic) and relevant Public Entities. Contribute to the development of Strategic documents for the Department. Manage resource of the Directorate, i.e., human, asset and financial resources.

- ENQUIRIES** : Adv. J. Mosia at (071) 485 7708
- APPLICATIONS** : Applications can be hand delivered or sent via email to recruitment2@destea.gov.za and quote the reference number for the abovementioned position on the subject line (email) when applying. Quoting the reference number, applications can be hand delivered at the Ground Floor Security Entrance, 113 St Andrews Building, St Andrew Street, Bloemfontein or sent via email. Kindly take note that the email size limit is 4MB. You are therefore kindly requested to send documents separately, should they exceed the allowed limit.
- FOR ATTENTION** : Mesdames K. Majafa / M. Parkies/ N. Ramaebebe/Mr. T. Chaka at (066) 487 2908
- NOTE** : Women and People with disabilities are encouraged to apply.

OTHER POSTS

- POST 33/121** : **ORGANISATIONAL DEVELOPMENT SPECIALIST REF NO: DEDT**
15/09/26

- SALARY** : R487 197 per annum (Level 09)
- CENTRE** : Bloemfontein
- REQUIREMENTS** : An appropriate Degree (NQF Level 7) in Organisational Development and/or business administration with an OD focus. 3-4 years' experience in OD environment. Certificate in business process mapping, JE initial and Follow-up training certificate and JE Panel certificate. Knowledge of setting of norms and standards, knowledge of the department, cost benefit analysis, hr practice, compilation of job descriptions, relevant legislations and policies, general office administration practice, PERSAL, job evaluation processes, compensate system, working knowledge of Org- Plus/ Visio, Structure Costing Models and BPM & SOP Techniques. Computer literacy and a valid driver's license.

- DUTIES** : To develop & maintain the organogram/s; analyse the current departmental organogram, identify the needs/gaps to inform review/redesign of the departmental organogram, conduct research proposal of organogram to ensure alignment to the approved specific sector generic or where applicable, consult with the relevant stakeholders / role players to source inputs/buy-in, compile the proposed organogram and provide timeous feedback to relevant stakeholders, finalize and submit to source concurrence, partake in ensuring proper implementation, monitoring and evaluation of the approved structure. To develop, review and analyse norms and standards; Assess shortcomings/ need for amendment/development of norms and standards, investigate the amendment/development of norms and standards, draft norms and standards, consult with relevant stakeholders, obtain approval, monitor the implementation. Conduct job evaluation on identified/prioritized jobs and advice on the application thereof; collect required information on the job, conduct job analysis interview, capture information into the JE System, Present the evaluated jobs to the Quality Assurance Committee / Panel, compile submission to source implementation approval, keep records (updated database) on evaluated jobs and report timeously, disseminate/ communicate information on the outcome of the evaluated jobs to the relevant Senior Manager. To provide advice on the development of job descriptions; conduct research on the contents of the job and benchmark with other departments/ provinces, provide inputs on the draft job descriptions, conduct interviews with designated/knowledgeable officials, request inputs on the draft job descriptions, provide advice on the layout and specification of the acceptable template, keep records (updated database) on approved JDs and report timeously. To manage resources to ensure that the objectives of the component are achieved; management of staff within the component, the development and updating of Job Descriptions for reporting staff, the performance management of staff within the component, facilitation of training interventions, give direction, guidance and advice to staff within the component. Management of assets.

- ENQUIRIES** : Mr. T. Selemela at (082) 449 4690

<u>APPLICATIONS</u>	:	Applications can be hand delivered or sent via email to recruitment1@destea.gov.za and quote the reference number for the above-mentioned position on the subject line (email) when applying. Quoting the reference number, applications can be hand delivered at the Ground Floor Security Entrance, 113 St Andrews Building, St Andrew Street, Bloemfontein or sent via email. Kindly take note that the email size limit is 4MB. You are therefore kindly requested to send documents separately, should they exceed the allowed limit.
<u>FOR ATTENTION</u>	:	Mesdames K. Majafa / M. Parkies/ N. Ramaebebe/Mr. T. Chaka at (066) 487 2908
<u>NOTE</u>	:	Women are encouraged to apply.
<u>POST 33/122</u>	:	<u>ASSISTANT DIRECTOR: LOGISTICS REF NO: DEDT 02/09/26</u> (Re-advertisement)
<u>SALARY</u>	:	R487 197 per annum (Level 09)
<u>CENTRE</u>	:	Bloemfontein
<u>REQUIREMENTS</u>	:	An appropriate Degree (NQF Level 7) qualification in Supply Chain Management/Logistics Management/Public Management/Administration. 3 years related logistics management experience at supervisory level. Knowledge of LOGIS system, PFMA, SCM Regulatory Framework and all prescripts governing procurement in the Public Service. Computer literacy and a valid driver's license.
<u>DUTIES</u>	:	Coordinate and review the processing of requisitions for goods and services; receive a requisition, process requisition, coordinate the placement of orders for goods and services, place an order for the service in the case of a service required, order and acquire goods if not a store item or the item is not in stock. Coordinate the safekeeping and distribution of goods; receive and check goods, capture goods on relevant procurement system, return damaged incorrect and substandard goods, issue goods as required, preparation and collation of payment documents. Supervise employees to ensure an effective logistics management service and undertake all administrative functions required with regard to financial and HR administration. This would, inter alia, entail the following: general supervision of employees, allocate duties and perform quality control on the work delivered by supervisees, advise and lead supervisees with regard to all aspects of the work, manage performance, conduct and discipline of supervisees, ensure that all supervisees are trained and developed to be able to deliver work of the required standard efficiently and effectively, develop, implement and monitor work systems and processes to ensure efficient and effective function. Management of human, financial and asset resource. Control and safeguarding of all supply chain documentation.
<u>ENQUIRIES</u>	:	Mr. B. Bosch at (082) 385 3005
<u>APPLICATIONS</u>	:	Applications can be hand delivered or sent via email to recruitment1@destea.gov.za and quote the reference number for the above-mentioned position on the subject line (email) when applying. Quoting the reference number, applications can be hand delivered at the Ground Floor Security Entrance, 113 St Andrews Building, St Andrew Street, Bloemfontein or sent via email. Kindly take note that the email size limit is 4MB. You are therefore kindly requested to send documents separately, should they exceed the allowed limit.
<u>FOR ATTENTION</u>	:	Mesdames K. Majafa / M. Parkies/ N. Ramaebebe/Mr. T. Chaka at (066) 487 2908
<u>NOTE</u>	:	Indians/Coloureds and People with disabilities are encouraged to apply.
<u>POST 33/123</u> <u>16/09/26</u>	:	<u>FRAUD AND ANTI-CORRUPTION INVESTIGATOR REF NO: DEDT</u>
<u>SALARY</u>	:	R338 106 per annum (Level 07)
<u>CENTRE</u>	:	Bloemfontein
<u>REQUIREMENTS</u>	:	An appropriate Degree (NQF Level 7) NQF 7 in Criminology or Police. 3-4 Years relevant experience in the fraud and anti-corruption related field. Understanding of the Legislative Framework governing the Public Service. Knowledge of working procedures in terms of the working environment. Fraud and Anti-corruption related policies/ strategies/ guidelines. Computer literacy and a valid drive's license.
<u>DUTIES</u>	:	Provide inputs in the development and implementation of Fraud Detection and Anti- Corruption Prevention Strategy/Plan in the Department; review and evaluate anti-corruption capacity measures within the Department, conduct

information sessions on Fraud and Anti-corruption strategy/plan. Investigate all corruption, fraud and theft cases reported as well as irregularities, fruitless and wasteful expenditure that has occurred and advise the supervisor on the way forward; ensure that the departmental cases reported and received through the Provincial Fraud and Corruption hotline are attended and investigated, recommend and complete disciplinary actions for cases of corruption in consultation with labour relations unit of the Department or the SAPS, ensure that witnesses receive protection and remain anonymous, serve as a chief witness in the departmental hearings as well as criminal and civil cases, work closely with the SAPS and other relevant authorities on cases relating to fraud, corruption and theft in the Department. Compile investigation reports on fraud, corruption and theft related cases for further handling by the Supervisor or the Head of component, for internal disciplinary hearings and for criminal or civil proceedings; compile and submit reports on cases related to irregularities, fruitless and wasteful expenditure that has occurred in the Department, update the fraud register on cases investigated, compile a portfolio of evidence on preliminary and final investigation results. Advise the Department/ Accounting Officer on the fraud and corruption outcomes related to the financial disclosures and the way forward thereof; request information required as per the directives on financial disclosure, investigate discrepancies where there are any. compile and submit reports thereof. Detect fraud and corruption activities and refer allegations to a relevant law enforcement agency or other appropriate agencies/bodies in terms of format arrangement i.e Special Investigation Unit (SIU) or the Hawks depending on the merits of the case.

- ENQUIRIES** : Mr. T. Kotsi at (082) 379 3545
- APPLICATIONS** : Applications can be hand delivered or sent via email to recruitment4@destea.gov.za and quote the reference number for the above-mentioned position on the subject line (email) when applying. Quoting the reference number, applications can be hand delivered at the Ground Floor Security Entrance, 113 St Andrews Building, St Andrew Street, Bloemfontein or sent via email. Kindly take note that the email size limit is 4MB. You are therefore kindly requested to send documents separately, should they exceed the allowed limit.
- FOR ATTENTION** : Mesdames K. Majafa / M. Parkies/ N. Ramaebebe/Mr. T. Chaka at (066) 487 2908
- NOTE** : Females are encouraged to apply.

DEPARTMENT OF HEALTH

- APPLICATIONS** : Directions to applicants: Applications must only be done via the online recruitment platform for the Department at: <https://ihealth.fshealth.gov.za/e-Recruitment>
- CLOSING DATE** : 02 October 2026
- NOTE** : Only shortlisted candidates will be required to submit certified copies of qualifications and other related documents on or before the day of the interview following communication from Human Resources. The application must indicate the correct Job title, the office where the position is advertised and the Reference number as stated in the advert. Failure by the applicant to fully complete the application form will lead to disqualification of the application during the selection process. Applications filed by hand on the Z83 will unfortunately not be considered. Should you be in a possession of foreign qualification, it must be accompanied by an evaluation certificate from the South African Qualification Authority (SAQA). Dual citizenship holders must provide the Police Clearance certificate from country of origin when shortlisted. All non-SA Citizens will be required to submit a copy of proof of South African permanent residence when shortlisted. Applications that do not comply with the above-mentioned requirements will not be considered. Suitable candidates will be subjected to a personnel suitability check (criminal record, financial checks, qualification verification, citizenship checks, reference checks and employment verification). Correspondence will be limited to short-listed candidates only. If you have not been contacted within three (3) months after the closing date of this advertisement, please accept that your application was unsuccessful. The Department reserves the right not to make any appointment(s) to the advertised post(s). Applicants who do not comply with the above-mentioned requirements, as well as applications received late, will not be considered. The Department does not accept applications via fax or post. Failure to upload and submit all the requested documents will result in the application not being considered during the

selection process. All successful candidates will be expected to enter into an employment contract and a performance agreement within 3 months of appointment, as well as be required to undergo a security clearance three (3) months after appointments. All shortlisted candidates, including SMS shall undertake two pre-assessments. One will be a practical exercise to determine a candidate's suitability based on posts technical and generic requirements and the other must be an integrity (ethical conduct) assessment.

OTHER POSTS

POST 33/124 : **DEPUTY MANAGER NURSING PHC (PNA8) REF NO: MMD/PNA8/15/2026 (X1 POST)**

SALARY : R1 069 215 per annum
CENTRE : Mangaung Metro District
REQUIREMENTS : Basic R25 qualifications i.e Diploma/Degree in Nursing or equivalent qualifications that allows registration with SANC as a Professional Nurse. Current registration with South African Nursing Council as a professional nurse. Current registration with South African Nursing Council (SANC) as a Professional Nurse. A minimum of 8 years appropriate/recognizable experience in nursing after registration as Professional Nurse with SANC in general nursing. At least 3 years of the period referred to above must be appropriate/recognizable experience at management level. Valid driver's license. Computer literacy. Extensive experience in Primary Health Care. Skills And Knowledge: Knowledge of nursing care processes and procedures, nursing statutes, and other relevant legal frame works such as: Nursing Act, Health Act. Occupational Health and Safety Act, Patient Rights Charter, Batho Pele Principles, Public Service Regulations, Labour Relations Act, Disciplinary Code and procedure, Grievance Procedure, etc. Strong leadership skills, Financial Management skills.

DUTIES : Support re-engineering of Primary Health Care to promote access to quality health care service. Implement the assessments, compliance and attainment of ideal clinic status for all facilities in the Local Areas. Monitor performance of key priority programs according to APP and AOP targets. Management of key priority programs. Work as part of a multi-disciplinary team to ensure good quality of care across all disciplines. Perform quality improvements audits and surveys and report Senior Management and multidisciplinary health team. To monitor and evaluate delivery of quality of health care within the Facilities. Provide advice on various aspects of quality care within the entire district. Provide monthly reports to supervisors and Senior Management. Monitor clinical and non-clinical on regular basis to ensure compliance to processes. Represent the entire district at the Provincial Quality, Finance and key priority program forums.

ENQUIRIES : Mr TA Mokoqo Cell: 067 422 55554 Assistant Director: Admin and Support. Email: MokoqoTA@fshealth.gov.za

APPLICATIONS : To be done at: <https://ihealth.fshealth.gov.za/e-Recruitment>
NOTE : No payment of any kind is required when applying for this post.

POST 33/125 : **ASSISTANT MANAGER PHC(PNB4) REF NO: MMD/ PNB4/14/2026 (X1 POST)**

SALARY : R785 568.per annum
CENTRE : Mangaung Metro District Office
REQUIREMENTS : Basic R25 qualifications i.e Diploma/Degree in nursing or equivalent qualification that allows registration with SANC as a Professional Nurse. Registration with the South African Nursing Council as a Professional Nurse plus a post –basic nursing qualification with a duration of at least 1 year, accredited with SANC.A minimum of 10 years appropriate/recognizable experience in nursing after registration with SANC as a Professional Nurse. At least 6 years of the period referred to above must be appropriate/ recognizable experience after obtaining the 1-year post basic qualification. At least 3 years of the period referred to must be appropriate/ recognizable experience at Management level. Valid driver's license. Computer literacy. Skills And Knowledge: Training in HIV/AIDS management i.e NIMART & wide experience in HAST programme. Travelling extensively and work extra hours. Strong ability to build and work as a team member. Good communication skills and intersectoral collaborations. Strong management and leadership skills. Ability to analyze data and quality assessment. Appropriate financial management.

<u>DUTIES</u>	:	Provide strategic direction for the HIV/AIDs and TB(HAST) programme in the district. Implementation of the strategies aimed at behavioural change in reducing infections and retention of patients to care. Implement HAST programme according to the strategic plans. Provide programme technical and clinical and clinical support to the health care facilities and stakeholders. Implementation of all HAST programs in the district and monitors thereof. Management of HAST multidisciplinary team and stakeholder coordination. Analyze and manage HIV/AIDS and TB to strengthen programme implementation. Undertake clinic, hospital support visits and audits to ensure programme compliance. Lead health and wellness events that seek to influence behavioural change.
<u>ENQUIRIES</u>	:	Mr. TA Mokoqo Assistant Director: Admin and Support Email: MokoqoTA@fshealth.gov.za Cell: 067 422 5555
<u>APPLICATIONS</u>	:	To be done at: https://ihealth.fshealth.gov.za/e-Recruitment
<u>NOTE</u>	:	No payment of any kind is required when applying for this post.

OFFICE OF THE PREMIER

Free State Department of the Premier is an equal opportunity affirmative action employer. It is our intention to promote representivity (race, gender, and disability) in the Department through the filling of positions and candidates whose appointment/promotion/transfer will promote representivity; will receive preference.

<u>APPLICATIONS</u>	:	Submitted to Leanne Terblanche or Thabo Tsotetsi, Room 7, Ground floor, O.R Tambo House, Bloemfontein, or e-mail to recruitment@fspremier.gov.za
<u>CLOSING DATE</u>	:	29 September 2026
<u>NOTE</u>	:	Applications must be submitted using the newly implemented Z83 form, obtainable from any Public Service Department or the DPSA website, under public service vacancy circulars and should be accompanied by a comprehensive CV only (with full particulars of the applicants' training, qualifications, competencies, knowledge, duties & experience). All required information on the Z83 application form must be provided. Communication from the HR of the Department regarding the submission of certified copies of qualifications and other relevant documents will be limited to shortlisted candidates. All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment. It is the applicant's responsibility to have foreign qualifications evaluated by the South African Qualification Authority (SAQA). Applications that do not comply with the above-mentioned requirements will not be considered. Shortlisted candidates will be subjected to personnel suitability checks/security clearance. Correspondence will be limited to short-listed candidates only. Applicants are respectfully informed that if no response is received within 4 months of the closing date, they must accept that their application was unsuccessful. The department reserves the right not to fill this position. Persons with disabilities are encouraged to apply and preference will be given to the EE Targets. No late or faxed applications will be considered.

MANAGEMENT ECHELON

<u>POST 33/126</u>	:	<u>DIRECTOR: PROVINCIAL COUNCIL ON AIDS REF NO: 03/2026</u>
<u>SALARY</u>	:	R1 317 384 per annum (Level 13), (an all-inclusive salary package). The remuneration package includes a basic salary, State's contribution to the Government Employee Pension Fund and a flexible portion which may be structured in terms of the rules for the structuring of the flexible portion; and may include a 13th cheque, motor car allowance, home owner's allowance and medical aid assistance.
<u>CENTRE</u>	:	Bloemfontein
<u>REQUIREMENTS</u>	:	Appropriate NQF Level 7 qualification as recognised by the South African Qualification Authority (SAQA) preferable in Public health and/or related disciplines. 5 years of experience at a middle / senior managerial level. Experience in social science, HIV, TB and STI related issues. Relevant experience working with Non-Governmental Organisations (NGO's) and Donor funded programmes. Experience in the monitoring and evaluation of policies/implementation strategies and the management of resources. Planning, organising analytical and problem-solving skills. Knowledge of the relevant legislation applicable to the Council on AIDS, understanding of the legislative framework governing the Public Service. Potential applicants for

posts in the Senior Management Service as well as existing SMS members who wish to progress to higher levels within the SMS are expected to successfully complete the compulsory pre-entry Certificate for entry into the SMS which took effect on 1 April 2020 (Full details can be sourced by following the link: <http://www.thensg.gov.za/training-course/sms-pre-entry-programme/>. Individual applicants are expected to pay for the course, and the duration of the course is 120 hours). No applicant will be appointed in the absence of the certificate.

- DUTIES** :
- Provision of professional administrative and secretariat services to Free State PCA. Manage and provide oversight on the implementation of the integrated multi-sectoral Provincial Implementation Plan for HIV, TB & STIs. Manage the establishment of HIV, TB and STI's related Programme Forums, monitor and oversee implementation of resolutions. Monitor and evaluate the multi – sectoral response on HIV, TB and STI's in the province. Supervise multistakeholder coordination including social mobilization (i.e. door to door) of HIV and TB programmes and provide strategic support to the Free State Provincial AIDS Council and all its structures i.e. District & Local AIDS Councils. Manage resources (Human physical and financial) in accordance with relevant directives and legislations.
- ENQUIRIES** :
- NOTE** :
- Ms. Limakatso Nqoko, email: limakatso.nqoko@fspremier.gov.za
- The successful candidate will be required to enter into a Performance Agreement within 3 months after assumption of duty and will be required to disclose his/her financial interests in accordance with the prescribed regulations. All shortlisted candidates for SMS posts will be subjected to a technical exercise and interview. Following the technical exercise and interview, a maximum of three (3) SMS candidates will undergo psychometric assessments to assess cognitive capabilities, behavioural preferences, emotional intelligence, and integrity. The competency assessment will be testing generic managerial competencies using the mandated DPSA SMS competency assessment tools.

DEPARTMENT OF PUBLIC WORKS AND INFRASTRUCTURE

- APPLICATIONS** :
- The Department of Public Works and Infrastructure to be Submitted To: Head: Public Works and Infrastructure, Human Resources Management Directorate. P.O Box 7551, Bloemfontein, 9300 Or Applications that are hand delivered must be brought at the Foyer of OR Tambo House where they must be placed in the appropriately marked box at: Security Ground Floor, OR Tambo House, St. Andrews Street, Bloemfontein or e-mail to e-recruitmentfsdpwi@fsworks.gov.za. No Applications will be accepted by staff in offices in the building.
- CLOSING DATE** :
- NOTE** :
- 30 September 2026
- Directions to applicants Applications must be submitted on the new prescribed Z83 application form obtainable from any Public Service Department or on the internet at <http://www.info.gov.za>. The Z83 should be completed in a manner that allows the selection committee to assess the application based on the information provided on the form. Applicants are not required to submit copies of qualifications and other relevant documents on application but must submit the Z83 and detailed Curriculum Vitae. Therefore, only shortlisted candidates for a post will be required to submit certified documents on or before the day of the interview following communication. If the certified copies contradict the details on the CV or Z83 form, the candidate will automatically be disqualified and removed from the shortlist. Should an applicant possess a foreign qualification, it must be accompanied by an evaluation certificate from the South African Qualification Authority (SAQA). Failure to submit the requested documents will result in the application not being considered. Applicants must indicate the reference number of the vacancy in their applications. Should an applicant wish to apply for more than one post, separate applications must be submitted i.e. all the documentation must be submitted for each post applied for. Applications received after the closing date and those that do not comply with these instructions will not be considered. Candidates requiring additional information regarding the advertised post should direct their enquiries to the relevant person as indicated in the advertisement. Note: Successful completion of the Nyukela Public Service SMS Pre-entry Programme as endorsed by the National School of Government, available as an online course on <https://www.thensg.gov.za/training-course/sms-pre-entry-programme/>, prior to finalisation of appointment, is a requirement for all SMS positions. All shortlisted candidates shall undertake two pre-entry

assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment. Short-listed candidates will on the day of interview undergo a security assessment. Suitable candidates will be subjected to personnel suitability checks as deemed appropriate and inclusive inter alia of criminal record check, citizenship verification, financial/asset record checks, qualification/study verification and previous employment verification. All shortlisted candidates for SMS posts will be subjected to a technical exercise and interview. Following the technical exercise and interview, a maximum of three (3) SMS candidates will undergo psychometric assessments to assess cognitive capabilities, behavioural preferences, emotional intelligence, and integrity. The successful candidate will be required to enter into a performance agreement, annually disclose financial interests, and comply with all requirements applicable to members of the Senior Management Service. The Department is committed to the achievement and maintenance of diversity and equity in employment, particularly in respect of race, gender, and disability. Preference will therefore be given to candidates whose appointment will promote representativeness in line with the Department's Employment Equity Plan. If you have not been contacted within 4 months of the closing date of this advertisement, please accept that your application was unsuccessful. Faxed or late applications will not be accepted.

MANAGEMENT ECHELON

<u>POST 33/127</u>	:	<u>CHIEF FINANCIAL OFFICER REF NO: PWI 12/26</u>
<u>SALARY</u>	:	R1 554 696 per annum (Level 14), (all-inclusive package). The remuneration package consists of a basic salary (70%), the Employer contribution to the Government Employee Pension Fund and flexible portion, which may be structured in terms of the rules for the structuring of the flexible portion and which may include 13th cheque, motor car allowance, homeowner's allowance, and medical aid assistance.
<u>CENTRE</u>	:	Bloemfontein
<u>REQUIREMENTS</u>	:	Appropriate BCOM (NQ7) in Accounting, Financial Management, Commerce, Economics or an equivalent qualification recognised by SAQA, and a minimum of five (5) years' experience at Senior Management Service (SMS) level in financial management. The Nyukela Senior Management Pre-Entry Programme is to be completed before appointment to the post. Extensive knowledge of and experience in Public Service financial management; Valid driver's licence. Appointment is subject to the following: Performance Agreement, Personnel Suitability Checks, SMS Contract, Competency Assessment, and Financial Disclosure.
<u>DUTIES</u>	:	Provide strategic financial leadership and direction to the Department by ensuring sound financial governance, prudent financial management, and compliance with the Public Finance Management Act, 1999 (PFMA), Treasury Regulations, and other applicable legislative and regulatory frameworks. Provide strategic financial advice and support to the Accounting Officer and Executive Management on all matters with financial, governance and strategic implications. Develop, implement and continuously improve financial management strategies, policies, systems, standards and internal controls to promote sound financial governance. Ensure effective financial planning, budgeting, expenditure management, revenue management, financial reporting, cash flow management and forecasting across the Department. Ensure the maintenance of complete, accurate and reliable financial records in accordance with prescribed accounting standards and legislative requirements. Oversee the preparation and submission of the Department's and all statutory month, quarterly and annual financial reports to Provincial Treasury, oversight structures and other relevant stakeholders. Monitor compliance with applicable accounting standards, financial legislation, Treasury Regulations, departmental policies and internal control measures. Direct and oversee the development, implementation and monitoring of the Department's Medium-Term Expenditure Framework (MTEF), Annual Budget, Adjustments Budget and budget implementation plans. Ensure effective management of departmental budgets, including expenditure monitoring, cash flow management, budget forecasting, virements, roll-overs and budget adjustments. Align financial planning and budget allocations with the Department's Strategic Plan, Annual Performance Plan and Operational Plans to support the achievement of strategic objective. Oversee the

implementation and continuous improvement of management accounting systems to support informed decision-making and financial sustainability. Provide strategic oversight of Supply Chain Management, procurement, contract management and asset management functions in accordance with the PFMA, Treasury Regulations, Preferential Procurement legislation and other applicable regulatory prescripts. Ensure the development and implementation of effective procurement, contract management and asset management policies, systems and controls. Oversee the preparation and implementation of the Departmental Procurement Plan and ensure alignment with approved strategic priorities and available budgets. Ensure the effective management, safeguarding, maintenance and accounting of departmental assets. Establish, implement and maintain an integrated system of internal financial controls to promote accountability, transparency and sound governance. Coordinate and monitor the implementation of internal and external audit recommendations and ensure timely resolution of audit findings. Facilitate financial assurance processes and strengthen governance through effective risk management and compliance monitoring. Develop and maintain an appropriate framework of financial delegations to support effective financial administration. Advise and support the Accounting Officer and Executive Management in fulfilling their responsibilities in terms of the PFM and other applicable legislation. Develop innovative financial strategies and solutions to improve operational efficiency, cost-effectiveness and value for money in service delivery. Facilitate the implementation of applicable national and provincial financial norms, standards and best practices across the Department. Provide strategic oversight of financial management information systems and ensure business continuity arrangements for critical financial systems and services. Provide strategic leadership and effective management of the Chief Directorate by ensuring sound governance, high performance and continuous improvement. Lead, develop, mentor and manage employees through effective performance management, coaching, succession planning and capacity building. Manage the human, financial and physical resources of the Chief Directorate in accordance with applicable legislation and departmental policies. Develop and manage the Chief Directorate's operational and budget plans, monitor expenditure, and ensure effective utilisation of allocated resources. Promote ethical leadership, accountability, good governance and a high-performance organisational culture.

ENQUIRIES

: Mr M Tshabalala Head: Public Works and Infrastructure Tel No: (051) 492 3909

**PROVINCIAL ADMINISTRATION: GAUTENG
DEPARTMENT OF AGRICULTURE AND RURAL DEVELOPMENT**

- APPLICATIONS** : To apply for the above position, please apply online at <http://professionaljobcentre.gpg.gov.za> or email at GDARDRecruitment@gauteng.gov.za
- FOR ATTENTION** : Ms. Gugu Nevondo at 072 904 1694– Recruitment
- CLOSING DATE** : 28 September 2026, 16h00. No late applications will be considered.
- NOTE** : Applications quoting the relevant reference number must be submitted on a New Z.83 form obtainable from any Public Service Department or on the internet at www.gov.za/documents. Applications with the Old Z.83 form will not be considered. A New Z.83 form must be fully completed, duly signed and initialled by the applicant. A recent, comprehensive CV, specifying all qualifications and experience, with respective dates must accompany the application form. Applications are not required to submit copies of qualifications and other relevant documents on application. Communication regarding certified documents will be limited only to the shortlisted candidates. Successful completion of the Senior Management Pre-Entry Programme (Nyukela certificate) is required before the appointment can be made. Enrolment for the course should be made on the NSG's website at <https://www.thensg.gov.za/training-course/sms-pre-entryprogramme>. All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment. Following the interview and technical exercise, the selection panel will recommend candidates to attend a generic managerial competency assessment (in compliance with the DPSA Directive on the implementation of competency-based assessments). All shortlisted candidates for SMS posts will be subjected to a technical exercise and interview. Following the technical exercise and interview, a maximum of three (3) SMS candidates will undergo psychometric assessments to assess cognitive capabilities, behavioural preferences, emotional intelligence, and integrity. Suitable candidates will be subjected to a personnel suitability check (criminal record, citizenship, credit record checks, qualification verification and employment verification. The Department reserves the right not to make an appointment to the advertised post(s). By responding to the advertisement, applicants consent to the collection, processing and storing of their Personal Information in accordance with the Protection of Personal Information Act (POPIA) Act No. 4 of 2013. It is the Department intention to promote equity through the filling of all numeric targets as contained in the Employment Equity Plan (Coloureds and Indians are encouraged apply). To facilitate this process successfully, an indication of race, gender and disability status is required. Should you be in possession of a foreign qualification, it must be accompanied by an evaluation certificate from the South African Qualifications Authority (SAQA). General information. The Department will not accept posted and emailed applications. The Gauteng Department of Environment reserves the right to fill or not fill the advertised posts. If you have not been contacted within six (6) months of the closing date, please accept that your application was unsuccessful.

MANAGEMENT ECHELON

- POST 33/128** : **DIRECTOR: RISK ANTI-CORRUPTION & INTEGRITY MANAGEMENT REF NO: REFS/056446**
Directorate: Risk Anti-Corruption & Integrity Management
- SALARY** : R1 317 384 per annum, (all-inclusive salary package which can be structured according to the individual's needs).
- CENTRE** : Johannesburg (Head Office)
- REQUIREMENTS** : Matric plus an undergraduate qualification (NQF level 7) in Risk Management or related field as recognised by SAQA. A minimum of 5 years' experience at middle or senior management level in Risk management environments. A valid driver's licence. Competencies: Leadership, Management, Planning, Organizing, People management, Service Delivery, Communication, Decision Making, Problem solving, Report writing, Teamwork, Risk management, Customer management, Innovation/ continuous improvement, Analytical, Negotiations, Computer literacy, Project management, Flexible. Knowledge of

	Departmental policies and procedures, Government Priorities, Risk management policies and frameworks, Reporting procedures, Information system, SA Constitution, Employment Equity Act, 1998. Ability to Interpret & Evaluate Information, Verbal and written communication, Organizing/ maintaining information, communicating information, Computer Literacy, Problem solving and conflict management, Listening and negotiation, Tact and diplomacy, Teamwork, Discipline, Financial Management. Business acumen, Team Leader, Strategist, Flexible/Change oriented, Problem-solving ability, Responsive, Interpersonal relations, Customer focus, Loyal and friendly, Open-minded, Responsible and accountable.
DUTIES	: Manage the provision of enterprise risk management services. Conduct strategic risk assessment. Conduct operational risk assessment. Develop and review the risk management strategy. Coordinate monthly progress reporting against the risk register. Develop and monitor the organisational risk management plan. Ensure training of risk officials and risk committee members. Prepare monthly and quarterly reports for risk management committee. Develop and review organisational risk management policy. Manage the implementation, development and monitoring of business continuity plans. Establish BCP governance structures. Develop policies and standards related to disaster recovery. Ensure that business continuity plans are in place. Ensure alignment with regulatory requirements. Promote the implementation of code of conduct and ensure ethical environment. Develop, implement and maintain policies, procedures and systems. Identify risk and threats related to ethical environment. Conduct ethics and integrity awareness for the department. Promote financial disclosure system. Develop and maintain internal anti-corruption systems. Investigate all allegations of fraud and corruption received from internal and external persons. Conduct research on latest fraud and corruption legislation and develop educational programmes. Develop and implement fraud prevention and anti-corruption strategies. Conduct fraud risk assessment. Develop and monitor the fraud prevention plan. Provide strategic direction for the directorate. Research and keep abreast of best practice initiatives and developments within the directorate. Develop business/ strategic plan for the directorate and align it with Chief Directorate and ensure implementation thereof. Oversee the development and implementation of operational plans for the directorate. Develop and coordinate a service delivery improvement plan. Manage resources (Human/ Finance/Equipment/ Assets). Ensure proper implementation of budget by monitoring, projecting and reporting expenditure. Ensure proper spending in line with strategic objectives. Monitor the optimal utilization and functionality of equipment. Evaluate and monitor performance of employees to ensure achievement strategic goal. Manage the human resource development of employees in the directorate. Enhance and maintain employee motivation.
ENQUIRIES	: Ms. Gugu Nevondo at 072 904 1694

DEPARTMENT OF ROADS AND TRANSPORT

APPLICATIONS	: To apply for the below positions, please apply online at http://jobs.gauteng.gov.za . For general enquiries please contact Human Resource on 011 355-7521/7252. Only online applications will be considered.
CLOSING DATE	: 02 October 2026
NOTE	: In line with the Department's employment Equity Plan, preference will be given to Females and Persons with disabilities candidates. Applicants must utilise the most recent Z83 application form for employment, issued by the Minister for the Public Service and Administration in line with Regulation 10 of the Public Service Regulations, 2016. All fields in the New Z83 form must be completed, initialled and signed. Furthermore, a comprehensive Curriculum Vitae (CV) must also be attached. Failure to attach the completed Z83 and Comprehensive Curriculum Vitae (CV) will result in disqualification. The New Z83 form is obtainable from any Public Service Department or the DPSA website www.dpsa.gov.za/documents . Only shortlisted candidates who meet all the requirements of the post will be requested to submit certified copies of qualifications, identity document and valid driver's license (where driving/ travelling is an inherent requirement of the job) not older than six (06) months. All shortlisted candidates for SMS posts will be subjected to a technical exercise and interview. Following the technical exercise and interview, a maximum of three (3) SMS candidates will undergo psychometric assessments to assess cognitive capabilities, behavioural preferences, emotional intelligence, and integrity. It is our intention to promote

representation (race, gender and disability) in the Public Service through the filling of posts and candidates whose transfer/promotion/appointment will promote representation will receive preference. It is the Department's intention to promote equity through the filling of all numeric targets as contained in the Employment Equity Plan. To facilitate this process successfully, an indication of race, gender and disability status is required. It is the applicant's responsibility to have foreign qualifications evaluated by the South African Qualifications Authority (SAQA). The Department reserves the right not to appoint. If you do not receive any response from us within 3 months, please accept your application was unsuccessful.

MANAGEMENT ECHELON

<u>POST 33/129</u>	:	<u>CHIEF DIRECTOR: ROADS CONSTRUCTION REF NO: REFS/056496</u> Branch: Roads Infrastructure (Re-advertisement, those who previously applied are encouraged to re-apply)
<u>SALARY</u>	:	R1 554 696 – R1 858 821.per annum, (all-inclusive package). The package includes a basic salary (70% of package), and a flexible portion of 30% that may be structured in terms of applicable rules. Which includes state's contribution to the Government Employees Pension Fund (13% of basic salary). The successful candidate will be required to enter into a performance agreement within three months after assumption of duty.
<u>CENTRE</u>	:	Johannesburg (Head Office)
<u>REQUIREMENTS</u>	:	NQF level 7 in Civil/Structural Engineering/Built Environment as recognized by the South African Qualifications Authority (SAQA). Registered with professional body (such as Engineering Council of South Africa (ECSA), South African Council for the Project and Construction Management Professions (SACPCMP), South African Council for Quantity Surveying Profession (SACQSP) etc. 5 years senior management experience within transport infrastructure environment and or built environment. Extensive experience in planning management and execution of roads construction projects will be an added advantage. A valid driver's license. Completion of the Nyukela Senior Management Pre-entry certificate endorsed by National School of Government must be submitted prior to appointment. Knowledge: Knowledge of SLAs, Knowledge of construction contract law & administration, Engineering Profession Act 2000, Gauteng Transport Infrastructure Act 2001, National Roads Traffic Act. 1996, National Environmental Management Act 1998, Colto Standard Specifications for Road and Bridge Works, General Conditions of Contract (GCC & FIDIC), Departmental technical standards 7 code of procedures, Knowledge of relevant legislation and policies related to the field or line of work. Skills: Strategic capability and leadership skills, problem solving and analysis, creativity, financial management, customer focus and responsiveness, communication, negotiation, conflict management and change management skills.
<u>DUTIES</u>	:	Manage overall programming, budgeting, and reporting of capital projects. Manage, coordinate and oversee the implementation of construction of Departmental Roads Infrastructure /Capital Projects. Monitor project management efficiencies according to organizational goals to direct and indirect services for the attainment of organizational objectives. Provide project management support. Render Occupational health and safety service. Manage and maintain the construction of the roads in the regions. Manage construction standards. Manage construction quality assurance. Ensure that project standards, specifications and service levels according are set to departmental objectives to ensure optimum operational availability. Oversee the management of construction management guidelines, processes, standards and strategies. Identify construction trends and opportunities for businesses processes improvement. Approves recommendations for changes and improvements to existing construction management guidelines, standards, policies and procedures. Oversee implementation of guidelines, standards, policies, procedures and strategies and related prescripts. Ensure the development and implementation of support tools. Monitor the implementation of compliance and applicable policies and legislation. Ensure the implementation of sound effective and efficient internal control system. Provide strategic leadership to the component. Establish and maintain appropriate internal controls and reporting systems in order to meet performance expectations. Develop and manage the operational plan of the Chief Directorate and report on progress. Manage and coordinate personnel provisioning. Manage performance and development of employees. Monitor

the budget and expenditures of the Chief Directorate. Plan, organize and control activities pertaining to the functions of the component. Adhere to and promote legislative departmental prescripts and the Code of Conduct for the Public Services.

ENQUIRIES

: Ms. M. Mashele/ Mr. S. Ngcobo Tel No: (011) 355-7082/7043

**PROVINCIAL ADMINISTRATION: KWAZULU-NATAL
DEPARTMENT OF AGRICULTURE AND RURAL DEVELOPMENT**

The Department of Agriculture and Rural Development is an equal opportunity, affirmative action employer and is committed to the promotion of diversity and equity in employment. Women and people living with disabilities are highly encouraged to apply. The Department of Agriculture and Rural Development reserves the right not to fill any advertised post. Invited candidates will attend interviews at their own cost due to budgetary constraints.

<u>APPLICATIONS</u>	:	Applicants are encouraged to apply for posts through the online e-Recruitment system at www.kznonline.gov.za/kznjobs . Applications submitted electronically will be taken as a final application and may not be amended or supplemented in any way after the closing date indicated in the advertisement. All applications must be addressed to the Head of Department and may be hand delivered or couriered to 4 Pin Oak Avenue, Hilton, 3245.
<u>CLOSING DATE</u>	:	28 September 2026
<u>NOTE</u>	:	Applicants using the manual application process must submit their applications on the prescribed form Z83 (Please use the New Z83 Form which is effective from 01 January 2021) obtainable from any Public Service Department or at www.dpsa.gov.za and all applications must be accompanied by a comprehensive CV. Applicants must ensure that the Z83 application form is completed in full, duly signed and initialled, as failure to do so may lead to disqualification of the application during the selection process. Only shortlisted candidates will be required to submit certified copies of qualifications and other related/supporting documents on or before the day of the interview following the communication from Human Resources. Applicants may also visit any one of our Designated Online Application Centres (DOACS) where our friendly staff will assist you with applying online or receiving your hardcopy application. You can find the list of Designated Online Application Centres (DOACS) at www.kznonline.gov.za/kznjobs . It is the applicant's responsibility to have foreign qualifications evaluated by the South African Qualifications Authority (SAQA). No late applications will be accepted. Failure to comply with the above instructions will result in the disqualification of your application. All shortlisted candidates for SMS posts will be subjected to a technical exercise and interview. Following the technical exercise and interview, a maximum of three (3) most suitable SMS candidates will undergo psychometric assessments to assess cognitive capabilities, behavioural preferences, emotional intelligence, and integrity. If you have not been contacted within three (3) months after the closing date of the advertisement, please accept that your application was unsuccessful.

MANAGEMENT ECHELON

<u>POST 33/130</u>	:	<u>DISTRICT DIRECTOR REF NO: SSC23/2026 (X2 POSTS)</u>
<u>SALARY</u>	:	R1 317 384 per annum (Level 13), (all-inclusive salary SMS package) is payable to the successful candidate subject to the signing of a mutually agreed performance agreement within one month of assumption of duty. The successful candidate will be subjected to security clearance and is required to disclose financial interest. Appointments will be subject to submission of the pre-entry certificate into the SMS obtainable from the National School of Government.
<u>CENTRE</u>	:	uMzinyathi District (X1 Post) ILembe District (X1 Post)
<u>REQUIREMENTS</u>	:	An NQF level 07 qualification in Agriculture and a valid driver's licence. Experience: 5 years of experience at a middle/senior managerial level. Knowledge: RSA Constitution, White Paper on Agriculture for KZN, Norms and Standards for Extension and Advisory Services, KwaZulu-Natal Agricultural Development Policy, National Policy on Comprehensive Producer Development Support, Agricultural Extension and Advisory Principles, Scientific Agricultural Production Methods, Agriculture and Agro-Processing Master Plan (AAMP), Provincial Growth and Development Plan, Public Service Act, Public Service Regulations, Public Finance Management Act, Labour Relations Act, Employee Performance and Management System, Community Development, Public Participation, Community Outreach, Project Management Principles, Social Dynamics of KZN Communities, Service Delivery Frameworks and Treasury Regulations. Skills: Language, listening, presentation, interpersonal relations, computer, strategic planning,

- organizational, research, leadership, facilitation, project management, financial management, time management, report writing, problem solving, communication, conflict management, change management, be self-disciplined and have the ability to work under pressure with minimum supervision, people management, analytical thinking and decision making.
- DUTIES** : Manage the provision of Agricultural Extension and Advisory Services. Manage district agricultural projects. Manage the provision of all agricultural specific interventions and engineering support. Contribute to the development and implementation of policies. Manage the provision of administration support to the district (including the support to Animal Health institutions (Veterinarian Services) operating within the district boundaries. Manage the resources of the Directorate.
- ENQUIRIES** : Mr LL Jongisa Tel No: (033) 343 8290

DEPARTMENT OF COMMUNITY SAFETY AND LIAISON

- APPLICATIONS** : With the implementation of the online recruitment system, applicants for any vacant post within the Province of KwaZulu-Natal may apply for a post in the following ways: -a) via the S'thesha Waya Waya - KZN Online recruitment portal at (<https://www.eservices.gov.za>) or b) by submitting by post their Z83 and CV directly to the department to The Head: Community Safety and Liaison, Human Resource Management, Private Bag, X 9143, Pietermaritzburg, 3200, or hand delivered to 179 Jabu Ndlovu Street, Pietermaritzburg.
- FOR ATTENTION** : Ms. Z.R Bekwa
- CLOSING DATE** : 28 September 2026
- NOTE** : Applicants are not required to submit copies of qualifications and other relevant documents on application but must submit the Z83 and a detailed curriculum vitae (Only shortlisted candidates will be required to submit certified qualifications, all non-SA citizens must submit a copy of proof of permanent residence in South Africa on or before the day of the interviews). Foreign qualifications must be accompanied by an evaluation certificate from the South African Qualification Authority (SAQA). All shortlisted candidates, including SMS, shall undertake two pre-entry assessments. One must be a practical exercise, and the other must be an Integrity (Ethical Conduct) Assessment. Selection panels shall score both technical exercises as an additional criterion in the interview process. For SMS posts, all shortlisted candidates for SMS posts will be subjected to a technical exercise and interview. Following the technical exercise and interview, a maximum of three (3) SMS candidates will undergo psychometric assessments to assess cognitive capabilities, behavioural preferences, emotional intelligence, and integrity. Prior to appointment, a candidate will be required to complete the Nyukela Programme: Pre-entry Certificate to Senior Management Services which is an online course offered by the National School of Government (NSG). The course is under the name Certificate for entry into the SMS and the full details can be sourced from the following link: <https://www.thensg.gov.za/training-course/sms-pre-entry-programme>. The successful candidate will be required to complete such prior to appointment. All personal data on applications will be dealt with in terms of the provisions of the Protection of Personal Information Act, 2013. The Department reserves the right not to fill and/or make an appointment to any of the advertised posts and to use other recruitment processes to fill these posts should it choose to do so.

MANAGEMENT ECHELON

- POST 33/131** : **DIRECTOR: ETHEKWINI REGION REF NO: CSL13/2026**
- SALARY** : R1 317 384 per annum, (an all-inclusive remuneration package) is payable to the successful candidate. The package includes a basic salary (70 % of package) and a flexible portion (30% of package) that may be structured in terms of the applicable rules. The successful candidate will be subject to security clearance and the signing of a performance agreement within three months of appointment.
- CENTRE** : Durban
- REQUIREMENTS** : A Degree (NQF level 7 or higher) in Social Science / Police Science / Criminology or relevant equivalent qualification coupled with a minimum of 5 years' middle / senior management experience in Criminal Justice environment. A valid driver's license Code B. Nyukela SMS Pre-entry

certificate submitted prior to appointment. Applicants must be prepared to work extended hours. The successful candidate must have knowledge of the Constitution of RSA, 1996, Knowledge of public service Act and regulations, PFMA, South African Police Act, 1995, National Crime Prevention Strategy, 1996, KZN Commissions Act, 1999, Domestic Violence Act, 1998, Child Care Act, 1983, Criminal Procedure Act, 1977, Employment Equity Act, 1998, Skills Development Act, 1998, Promotion of Administrative Justice Act, 2000, Promotions of Access to Information Act, 2000, Electronic Communications & Transactions Act, 2002, State Information Technology Agency Act, 1999, National Youth Development Agency Act, 2008, Civilian Secretariat for Police Service Act, 2011, Fleet management, Labour Relations Act, 1995, Communication and protocol, Communication skills, Project management skills Community Development, Report writing skills, Computer and Financial Management skills.

DUTIES : To provide strategic direction and coordination in the Region. Manage and promote crime prevention and partnerships. Ensure the monitoring and evaluation of police performance in the region. Ensure the development and implementation of integrated and costed Annual Police Service Delivery Plan for the Region and outreach areas. Manage the development, evaluation and review of regional community safety models, initiatives and monitoring tools. Ensure effective management of resources for the Directorate.

ENQUIRIES : Mr. N.D Mchunu Tel No: (033) 341 9300

OTHER POSTS

POST 33/132 : **ASSISTANT DIRECTOR: CRIME PREVENTION AND PARTNERSHIPS:**
AMAJUBA REF NO: CSL14/2026

SALARY : R605 742 per annum (Level 10)
CENTRE : Newcastle
REQUIREMENTS : A 3-year National Diploma (NQF level 6 or higher) in Social Sciences / Police science or relevant equivalent qualification recognized by SAQA, together with a minimum of 3 years' experience in Crime Prevention and Partnerships environment. A valid driver's license. Applicants must be prepared to work extended hours. The successful candidate must have knowledge of the Constitution, Public Service Act and Regulations, PFMA, Civilian Oversight Act, SAPS Act, Knowledge of Domestic Violence Act, Project Management, Crime Prevention Policies, Communication skills, Project management skills, Report writing skills, Computer skills, Financial Management skills, Conflict Resolution skills.

DUTIES : To promote community police relations and community safety structures. Implement safety models and initiatives for the district. Develop and maintain community policing forums, community safety forums and community crime prevention partnerships and associations. Implement community safety models and initiatives in the district. Strengthen partnership with the Civil Society Organisations in the prevention and management of crime prevention in the district. Coordinate inter-departmental partnerships to implement interventions in policing priorities.

ENQUIRIES : Ms. A. Ncapayi Tel No: (033) 341 9300

POST 33/133 : **ASSISTANT DIRECTOR: CRIME PREVENTION AND PARTNERSHIPS:**
ILEMBE REF NO: CSL15/2026

SALARY : R605 742 per annum (Level 10)
CENTRE : Stanger
REQUIREMENTS : A 3-year National Diploma (NQF level 6 or higher) in Social Sciences / Police science or relevant equivalent qualification recognized by SAQA, together with a minimum of 3 years' experience in Crime Prevention and Partnerships environment. A valid driver's license. Applicants must be prepared to work extended hours. The successful candidate must have knowledge of the Constitution, Public Service Act and Regulations, PFMA, Civilian Oversight Act, SAPS Act, Knowledge of Domestic Violence Act, Project Management, Crime Prevention Policies, Communication skills, Project management skills, Report writing skills, Computer skills, Financial Management skills, Conflict Resolution skills.

DUTIES : To promote community police relations and community safety structures. Implement safety models and initiatives for the district. Develop and maintain community policing forums, community safety forums and community crime prevention partnerships and associations. Implement community safety

		models and initiatives in the district. Strengthen partnership with the Civil Society Organisations in the prevention and management of crime prevention in the district. Coordinate inter-departmental partnerships to implement interventions in policing priorities.
ENQUIRIES	:	Ms. B.G Mbili Tel No: (033) 341 9300
POST 33/134	:	<u>ADMINISTRATION CLERK: ASSET MANAGEMENT AND LOGISTICS REF NO: CSL16/2026</u>
SALARY	:	R237 453 per annum (Level 05)
CENTRE	:	Pietermaritzburg
REQUIREMENTS	:	Senior Certificate or equivalent. Knowledge of Asset Management Framework, Treasury Regulations, Provincial SCM Practice Notes, Supply Chain Management System, Public Finance Management Act, Hardcat and BAS. Computer literate, Good inter-personal relations, Good verbal and written communication skills. Possession of a post-matric qualification in Supply Chain Management / Finance or in any other relevant field would be an added advantage.
DUTIES	:	To render assets and logistical support services. Develop the data base for assets. Provide advice to management on the state of assets. Provide advice on replenishment of assets. Control receiving of assets.
ENQUIRIES	:	Ms. N.B Jamile Tel No: (033) 341 9300

DEPARTMENT OF HEALTH

(This Department is an equal opportunity, affirmative action employer, whose aim is to promote representivity in all levels of all occupational categories in the Department.)

MANAGEMENT ECHELON

POST 33/135	:	<u>CHIEF DIRECTOR REF NO: G47/2026</u> Cluster: District Health Services
SALARY	:	R1 554 696 per annum (Level 14), (an all-inclusive salary package)
CENTRE	:	eThekweni Health District
REQUIREMENTS	:	NQF level 7) in Health; Plus degree or diploma in health management or Degree/diploma in general management. Plus A minimum of Five (5) years' experience in senior management Plus Unendorsed valid driver's license. Proof of Computer literacy with proficiency in Microsoft software applications. Additional Information: An undergraduate qualification (NQF level 7) in Clinical Health Science; Current registration with the relevant health professional body; Experience in primary health care and district health system. Post-graduate qualification in Public Health/master's in business management. Project Management. Knowledge, Skills, Training and Competencies Required: The incumbent of this post will report to the Chief Director: District Health Services: Head Office and will be responsible to ensure and account for the delivery of integrated, effective and efficient health service at all levels of care based on the Primary Health Care approach through the District Health System within eThekweni District. The ideal candidates must: Possess a clear understanding of the challenges facing the public health sector due to poverty, resource limitations and opportunistic diseases such as TB, HIV and AIDS. Have the ability to analyse and interpret complex management data and information to inform decision-making and alignment processes timeously. Have the ability to develop innovative solutions for complex health and other service delivery management problems. Possess strong leadership to:- ensure buy-in/support of other organs of state and external stakeholders to accomplish deliverables identified in the Annual Performance Plans of the District. Provide strategic direction to Institutions. Mediate processes for the allocation of resources to Institutions. Build a highly effective and efficient health service delivery team in the District; and reason/present/negotiate the case of the District at departmental management and planning fora. Have the ability to assess and manage the performance of the District Health System and directly supervise staff. Have the ability to interact effectively and efficiently with a wide range of stakeholders. Have the ability to turn around negative audit findings in the district to be a positive one. Possess a good Knowledge and understanding of universal health coverage. Possess a clear understanding of risk and other management processes and the application thereof to ensure that the decentralised management model of the department is performing optimally. Possess knowledge of the governance framework and legislative imperatives

DUTIES

set for the area of operation. Be computer literate with a proficiency in MS Office Software applications.

: Based on relevant policy imperatives, provide strategic leadership and ensure the development, implementation, monitoring and evaluation of an Annual District Health Services Delivery Plan. Account in terms of planned initiatives for the delivery of health services in Ethekewini District. Coordinate and facilitate processes to prioritise health service delivery initiatives and the allocation of concomitant resources amongst health facilities in Ethekewini District, whilst promoting service delivery equity. Monitor and evaluate health service delivery within in Ethekewini District, identify high risk areas and facilitate timeous corrective action where required. Provide transversal clinical support and other support services to Institutions. Ensure the development of an innovative and human rights sensitive cadre of health workers at all levels. Identify and address transversal health service delivery barriers that cannot be resolved at Institutional and district level and filter those requiring intervention at Provincial level. Facilitate the process of ensuring universal health access (NHI) for Ethekewini Health District. Oversee and coordinate the delivery of Emergency Medical Services (EMS) and Forensic Pathology Services (FPS) across the district. Implement good governance, transparency, and accountability practices. Drive all public health services within the district towards achieving and sustaining a clean audit. Please note that you will be responsible for all hospitals regardless of level of care Responsible for providing strategic leadership and overall management of all health services within the district. Ensure the delivery of high-quality, equitable, and patient-centred care across the district, while driving compliance, efficiency, and continuous improvement. Effectively manage and optimise all resources under your stewardship, including physical, and technological assets, to ensure efficiency, accountability, and maximum impact on service delivery. Build and maintain strong relationships with community structures, oversight bodies, NGOs, and other health sector partners. Participate in DDM, Operation Sukuma Sakhe (OSS) and other intersectoral collaborations. Ensure all public health facilities on readiness for audits, inspections, and quality assurance assessments. Promote a positive organisational culture in the district. Supervise, mentor, and develop public health teams in ensuring high performance, continuous improvement, and policy compliance.

ENQUIRIES APPLICATIONS

: Mr J Mndebele Tel No: (033) 395 3274

: Applicants are encouraged to apply for posts through the online e-Recruitment system at www.kznonline.gov.za/kznjobs or submit their Z83 and CV directly to the following email address HeadOffice.HR.Jobapplication@kznhealth.gov.za

Applicants may also visit any one of our Designated Online Application Centres (DOACS) where our friendly staff will assist you with applying online or receiving your hardcopy application. You can find the list of Designated Online Application Centres (DOACS) at www.kznonline.gov.za/kznjobs

All applications should be forwarded to: The Chief Director: Human Resource Management Services KZN Department of Health, Private Bag X9051, Pietermaritzburg, 3200 OR Hand delivered to: 330 Langalibalele Street, Natalia Building, Registry, Minus 1:1 North Tower

FOR ATTENTION NOTE

: Mr. A Memela

: Applications must be submitted on the prescribed Application for Employment form (Z83) which must be originally signed, initialed and dated. Applications received on the incorrect Z83 will not be considered. All required information on the Z83 must be provided. Failure to complete or disclose all information will automatically disqualify the applicant. The Z83 should be accompanied by a comprehensive CV only (with detailed experience). Persons with disabilities should feel free to apply for the post. The appointments are subject to positive outcomes obtained from the State Security Agency (SSA) to the following checks (security clearance (vetting), criminal clearance, credit records, citizenship), verification of Educational Qualifications by SAQA, verification of previous experience from Employers and verification from the Company Intellectual Property Commission (CIPC). Only shortlisted candidates will be required to submit certified documents on or before the day of the interview following communication from Human Resources. Foreign qualifications must be accompanied by an evaluation report issued by SAQA. It is the applicant's responsibility to have all foreign qualifications evaluated by SAQA and to provide proof of such evaluation (when shortlisted). Applicants: Please ensure that you submit your application before the closing date as no late applications will be considered. If you apply for more than 1

post, submit separate applications for each post that you apply for. Should you not be contacted within 3 months of the closing date of the advertisement, please consider your application to be unsuccessful. NB: For the Pre-Entry Certificate for SMS, any individual may register for the course and complete such in anticipation of wishing to apply for a SMS post in future. The course is available at the NSG under the name Certificate for entry into the SMS and the full details can be sourced by following the link: <https://www.thensg.gov.za/training-courses/sms-pre-entry-programme/>. Individuals who have completed the course already, and who are therefore in possession of a certificate are welcome to submit such, however it is not required that an applicant submit such when applying for the post prior to the closing date. However, prior to an appointment being made to any SMS post, the appointee to such a post must have completed the pre-entry certificate and must be in possession of such prior to taking up the post. All shortlisted candidates for SMS posts will be subjected to a technical exercise and interview. Following the technical exercise and interview, a maximum of three (3) SMS candidates will undergo psychometric assessments to assess cognitive capabilities, behavioural preferences, emotional intelligence, and integrity. NB: All shortlisted candidates will be required to submit proof of work experience endorsed and stamped by employer/s prior to the date of the interview.

<u>CLOSING DATE</u>	:	28 September 2026
<u>POST 33/136</u>	:	<u>CHIEF DIRECTOR REF NO: G42/2026</u> Cluster: Strategic Health Programmes
<u>SALARY</u>	:	R1 554 696 per annum, (an all-inclusive SMS salary package). (All-inclusive salary packages, which consists of 70% basic salary and 30% flexible portion that may be structured in terms of the applicable rules).
<u>CENTRE</u>	:	Head Office: Pietermaritzburg
<u>REQUIREMENTS</u>	:	An undergraduate qualification (NQF level 7) in Health Science or MBCHB; Plus Current registration with the relevant health professional body; Plus A minimum of five (5) years' experience at a senior managerial level managing Strategic Health Programmes. Plus Unendorsed valid Code B driver's licence (Code 08). Computer literacy in Microsoft Software applications. Additional Qualification: A post graduate qualification in Public Health Management or relevant Health Management qualification; Plus experience in Health Programme Management and District health Services Management will be an added advantage. NB: For the Pre-Entry Certificate for SMS, any individual may register for the course and complete such in anticipation of wishing to apply for an SMS post in future. The course is available at the NSG under the name Certificate for entry into the SMS and the full details can be sourced by following the link: https://www.thensg.gov.za/training-courses/sms-pre-entry-programme/ . Individuals who have completed the course already, and who are therefore in possession of a certificate are welcome to submit such, however it is not required that an applicant submit such when applying for the post prior to the closing date. However, prior to an appointment being made to any SMS post, the appointee to such a post must have completed the pre-entry certificate and must be in possession of such prior to taking up the post. All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be and integrity (ethical conduct) assessment. All shortlisted candidates for SMS posts will be subjected to a technical exercise and interview. Following the technical exercise and interview, a maximum of three (3) SMS candidates will undergo psychometric assessment to assess cognitive capabilities, behavioural preferences, emotional intelligence and integrity. NB: All shortlisted candidates will be required to submit proof of work experience endorsed and stamped by the employer/s prior to the date of the interview. Knowledge, Skills, Training and Competencies: The incumbent of this post will report to the Deputy Director General: Clinical Support Services, and will be responsible to provide management, leadership and coordination of Strategic Health Programmes, which includes HIV/AIDS, TB, MCWH, Nutrition, Food Services Management MMC, ACSM, Strategic Information Management and Youth, Gender and Transformation, in the Department. The ideal candidate must: Have the ability to work independently and under pressure. Be able to handle sensitive and personal information with strict confidence. Possess strong leadership and strategy execution skills. Have experience in budgeting, financial planning and analysis. Possess good

DUTIES

understanding of HR practices and staff relations. Have high level of communication skills (written and verbal). Be computer literate with a proficiency in Microsoft Office Software applications. Have planning and organisational, project management, financial management, decision making and problem solving skills. Have an understanding of legislative prescripts governing the public service. Possess knowledge of government communication structures and principles.

: Job Purpose: Provide Strategic capabilities and Leadership in strengthening Strategic Health Programmes through planning, setting up of governance structures, service development through programming and project management, monitoring and reporting. Oversee and manage the implementation of strategic health programmes activities, budget and policies across interrelated functions to ensure that all targets are achieved in line with the strategic plans of the Department. Develop appropriate environment for implementing medium and long term plans to mitigate the impact of HIV/AIDS and Tuberculosis pandemic, Maternal Mortality, Malnutrition and Child related, Communicable Diseases as well as Mens Health trends and identify strategies for evaluation of services. Ensure development and implementation of effective communications strategies and reliable information systems for the benefit of the Department. Identify and address transversal health service delivery barriers that need intervention from beyond strategic health programmes. Co-ordinate the multi-sectoral responses for the HIV, TB and STIs in line with the Provincial HIV, TB and STI plan. Co-ordinate the support, resource acquisition and distribution from all Donor funded Support Partners including signing of MOUs between the KZN Department of Health and Partners. Liase with all relevant stakeholders. Including Operation Sukuma Sakhe (OSS) and Development Model (DDM) partakers with a view to finding innovative solutions for identified policy barriers in SHP. Provide Strategic leadership to Provincial Teams and District Teams in the Development, Implementation monitoring and reporting on the HIV and TB Conditional Grant Business Plan in line with the Conditional Grant Framework and DORA indicators. Ensure the effective, efficient and economical management of allocated resources of SHP component.

**ENQUIRIES
APPLICATIONS**

: Dr TD Moji Tel No: (033) 395 2816
: Applicants are encouraged to apply for posts through the online e-Recruitment system at www.kznonline.gov.za/kznjobs or submit their Z83 and CV directly to the following email address HeadOffice.JobApplication@kznhealth.gov.za. NB//The subject of your e-mail must be the post name that you are applying for.

Applicants may also visit any one of our Designated Online Application Centre's (DOACS) where our friendly staff will assist you with applying online or receiving your hardcopy application. You can find the list of Designated Online Application Centre's (DOACS) at www.kznonline.gov.za/kznjobs

All applications should be forwarded to: The Chief Director: Human Resource Management Services, KZN Department of Health, Private Bag X9051, Pietermaritzburg, 3200 OR Hand delivered to: 330 Langalibalele Street, Natalia Building, Registry, Minus 1:1 North Tower

**FOR ATTENTION
NOTE**

: Miss L Mthlane
: Applications must be submitted on the new prescribed Application for Employment form (Z83) which must be originally signed, initialed and dated. Applications received on the incorrect Z83 will not be considered. All required information on the Z83 must be provided. Failure to complete or disclose all information will automatically disqualify the applicant. The Z83 should be accompanied by a comprehensive CV (with detailed experience). Persons with disabilities should feel free to apply for the post. The appointments are subject to positive outcomes obtained from the State Security Agency (SSA) to the following checks (security clearance (vetting), criminal clearance, credit records, citizenship), verification of Educational Qualifications by SAQA, verification of previous experience from Employers and verification from the Company Intellectual Property Commission (CIPC). Only shortlisted candidates will be required to submit certified documents on or before the day of the interview following communication from Human Resources. Foreign qualifications must be accompanied by an evaluation report issued by SAQA. It is the applicant's responsibility to have all foreign qualifications evaluated by SAQA and to provide proof of such evaluation. Applicants: Please ensure that you submit your application before the closing date as no late applications will be considered. If you apply for more than 1 post, submit separate applications for each post that you apply for. Should you not be

		contacted within 3 months of the closing date of the advertisement, please consider your application to be unsuccessful. 30 September 2026
<u>CLOSING DATE</u>	:	
<u>POST 33/137</u>	:	<u>DISTRICT DIRECTOR REF NO: G48/2026</u> Cluster: District Health Services
<u>SALARY</u>	:	R1 317 384 per annum (Level 13), (an all-inclusive salary package)
<u>CENTRE</u>	:	Uthukela Health District
<u>REQUIREMENTS</u>	:	An undergraduate qualification (NQF level 7) in Health; Plus degree or diploma in health management or Degree/diploma in general management. Plus A minimum of Five (5) years at a middle/senior managerial level in Public Health Care environment Plus Unendorsed valid driver's license. Computer literacy with proficiency in Microsoft software applications. Additional Information: An undergraduate qualification (NQF level 7) in Clinical Health Science; Current registration with the relevant health professional body; Experience in primary health care and district health system. Post-graduate qualification in Public Health / Master in Business Management. Project Management. Knowledge, Skills, Training and Competencies Required: The incumbent of this post will report to the Chief Director: District Health Services: Head Office and will be responsible to ensure and account for the delivery of integrated, effective and efficient health service at all levels of care based on the Primary Health Care approach through the District Health System within UThukela District (whichever is relevant). The ideal candidates must: Possess a clear understanding of the challenges facing the public health sector due to poverty, resource limitations and opportunistic diseases such as TB, HIV and AIDS. Have the ability to analyse and interpret complex management data and information to inform decision-making and alignment processes timeously. Have the ability to develop innovative solutions for complex health and other service delivery management problems. Possess strong leadership to: ensure buy-in/support of other organs of state and external stakeholders to accomplish deliverables identified in the Annual Performance Plans of the District. Provide strategic direction to Institutions. Mediate processes for the allocation of resources to Institutions. Build a highly effective and efficient health service delivery team in the District; and reason/present/negotiate the case of the District at departmental management and planning fora. Have the ability to assess and manage the performance of the District Health System and directly supervise staff. Have the ability to interact effectively and efficiently with a wide range of stakeholders. Have the ability to turn around negative audit findings in the district to be a positive one. Possess a good Knowledge and understanding of universal health coverage Possess a clear understanding of risk and other management processes and the application thereof to ensure that the decentralised management model of the department is performing optimally. Possess knowledge of the governance framework and legislative imperatives set for the area of operation. Be computer literate with a proficiency in MS Office Software applications.
<u>DUTIES</u>	:	Based on relevant policy imperatives, provide strategic leadership and ensure the development, implementation, monitoring and evaluation of an Annual District Health Services Delivery Plan. Account in terms of planned initiatives for the delivery of health services in the District. Coordinate and facilitate processes to prioritise health service delivery initiatives and the allocation of concomitant resources amongst health facilities in the District, whilst promoting service delivery equity. Monitor and evaluate health service delivery within the District, identify high risk areas and facilitate timeous corrective action where required. Provide transversal clinical support and other support services to Institutions. Ensure the development of an innovative and human rights sensitive cadre of health workers at all levels. Identify and address transversal health service delivery barriers that cannot be resolved at Institutional and district level and filter those requiring intervention at Provincial level. Facilitate the process of ensuring universal health access (NHI) for UThukela Health District. Oversee and coordinate the delivery of Emergency Medical Services (EMS) and Forensic Pathology Services (FPS) across the district. Implement good governance, transparency, and accountability practices. Drive all public health services within the district towards achieving and sustaining a clean audit. Responsible for providing strategic leadership and overall management of all health services within the district. Ensure the delivery of high-quality, equitable, and patient-centred care across the district, while driving

compliance, efficiency, and continuous improvement. Effectively manage and optimise all resources under your stewardship, including physical, and technological assets, to ensure efficiency, accountability, and maximum impact on service delivery. Build and maintain strong relationships with community structures, oversight bodies, NGOs, and other health sector partners. Participate in DDM, Operation Sukuma Sakhe (OSS) and other intersectoral collaborations. Ensure all public health facilities on readiness for audits, inspections, and quality assurance assessments. Promote a positive organisational culture in the district. Supervise, mentor, and develop public health teams in ensuring high performance, continuous improvement, and policy compliance.

**ENQUIRIES
APPLICATIONS**

: Mr J Mdebele Tel No: (033) 395 3274
:
: Applicants are encouraged to apply for posts through the online e-Recruitment system at www.kznonline.gov.za/kznjobs or submit their Z83 and CV directly to the following email address HeadOffice.HRJobapplication@kznhealth.gov.za

Applicants may also visit any one of our Designated Online Application Centres (DOACS) where our friendly staff will assist you with applying online or receiving your hardcopy application. You can find the list of Designated Online Application Centres (DOACS) at www.kznonline.gov.za/kznjobs

All Applications Should Be Forwarded To: The Chief Director: Human Resource Management Services, KZN Department of Health Private Bag X9051, Pietermaritzburg, 3200 R Hand delivered to: 330 Langalibalele Street Natalia Building, Registry, Minus 1:1 North Tower

**FOR ATTENTION
NOTE**

: Mr. A Memela
:
: Applications must be submitted on the prescribed Application for Employment form (Z83) which must be originally signed, initialed and dated. Applications received on the incorrect Z83 will not be considered. All required information on the Z83 must be provided. Failure to complete or disclose all information will automatically disqualify the applicant. The Z83 should be accompanied by a comprehensive CV only (with detailed experience). Persons with disabilities should feel free to apply for the post. The appointments are subject to positive outcomes obtained from the State Security Agency (SSA) to the following checks (security clearance (vetting), criminal clearance, credit records, citizenship), verification of Educational Qualifications by SAQA, verification of previous experience from Employers and verification from the Company Intellectual Property Commission (CIPC). Only shortlisted candidates will be required to submit certified documents on or before the day of the interview following communication from Human Resources. Foreign qualifications must be accompanied by an evaluation report issued by SAQA. It is the applicant's responsibility to have all foreign qualifications evaluated by SAQA and to provide proof of such evaluation (when shortlisted). Applicants: Please ensure that you submit your application before the closing date as no late applications will be considered. If you apply for more than 1 post, submit separate applications for each post that you apply for. Should you not be contacted within 3 months of the closing date of the advertisement, please consider your application to be unsuccessful. NB: For the Pre-Entry Certificate for SMS, any individual may register for the course and complete such in anticipation of wishing to apply for a SMS post in future. The course is available at the NSG under the name Certificate for entry into the SMS and the full details can be sourced by following the link: <https://www.thensg.gov.za/training-courses/sms-pre-entry-programme/>. Individuals who have completed the course already, and who are therefore in possession of a certificate are welcome to submit such, however it is not required that an applicant submit such when applying for the post prior to the closing date. However, prior to an appointment being made to any SMS post, the appointee to such a post must have completed the pre-entry certificate and must be in possession of such prior to taking up the post. All shortlisted candidates for SMS posts will be subjected to a technical exercise and interview. Following the technical exercise and interview, a maximum of three (3) SMS candidates will undergo psychometric assessments to assess cognitive capabilities, behavioural preferences, emotional intelligence, and integrity. NB: All shortlisted candidates will be required to submit proof of work experience endorsed and stamped by employer/s prior to the date of the interview.

CLOSING DATE

: 28 September 2026

POST 33/138

: **DIRECTOR REF NO: G49/2026**
Cluster: District Health Services

SALARY	:	R1 317 384 per annum (Level 13), (an all-inclusive salary package)
CENTRE	:	eThekweni Health District North-West Service Area
REQUIREMENTS	:	An Undergraduate qualification (NQF Level 7) in Health; Plus degree or diploma in health management or Degree/Diploma in general management. Plus A minimum of five (5) years' experience at a middle/senior managerial level in Public Health Care environment Plus Unendorsed valid driver's license. Computer literacy with proficiency in Microsoft software applications. Additional Information: An undergraduate qualification (NQF level 7) in Clinical Health Science; Current registration with the relevant health professional body; Experience in primary health care and district health system. Post-graduate qualification in Public Health / Master in Business Management. Project Management. The incumbent of this post will report to the Chief Director: EtheKweni District Office: and will be responsible to ensure and account for the delivery of integrated, effective and efficient health service at all levels of care based on the Primary Health Care approach through the District Health System within EtheKweni District. The ideal candidates must: Possess a clear understanding of the challenges facing the public health sector due to poverty, resource limitations and opportunistic diseases such as TB, HIV and AIDS. Have the ability to analyse and interpret complex management data and information to inform decision-making and alignment processes timeously. Have the ability to develop innovative solutions for complex health and other service delivery management problems. Possess strong leadership to: ensure buy-in/support of other organs of state and external stakeholders to accomplish deliverables identified in the Annual Performance Plans of the District. Provide strategic direction to Institutions. Mediate processes for the allocation of resources to Institutions. Build a highly effective and efficient health service delivery team in the District; and reason/present/negotiate the case of the district at departmental management and planning fora. Have the ability to assess and manage the performance of the District Health System and directly supervise staff. Have the ability to interact effectively and efficiently with a wide range of stakeholders. Have the ability to turn around negative audit findings in the district to be a positive one. Possess a good Knowledge and understanding of universal health coverage Possess a clear understanding of risk and other management processes and the application thereof to ensure that the decentralised management model of the department is performing optimally. Possess knowledge of the governance framework and legislative imperatives set for the area of operation. Be computer literate with a proficiency in MS Office Software applications.
DUTIES	:	Based on relevant policy imperatives, provide strategic leadership and ensure the development, implementation, monitoring and evaluation of an Annual District Health Services Delivery Plan. Account in terms of planned initiatives for the delivery of health services in the District. Coordinate and facilitate processes to prioritise health service delivery initiatives and the allocation of concomitant resources amongst health facilities in the District, whilst promoting service delivery equity. Monitor and evaluate health service delivery within the District, identify high risk areas and facilitate timeous corrective action where required. Provide transversal clinical support and other support services to Institutions. Ensure the development of an innovative and human rights sensitive cadre of health workers at all levels. Identify and address transversal health service delivery barriers that cannot be resolved at Institutional and district level and filter those requiring intervention for Chief Director EtheKweni District. Facilitate the process of ensuring universal health access (NHI) for EtheKweni Health District. NB//: The incumbent of this post will be required to possess the following skills: Innovation, Coordination, Human resources management, Risk Management, Monitoring and Evaluation and Financial Management skills.
ENQUIRIES	:	Mr J Mdebele Tel No: (033) 395 3274
APPLICATIONS	:	Applicants are encouraged to apply for posts through the online e-Recruitment system at www.kznonline.gov.za/kznjobs or submit their Z83 and CV directly to the following email address HeadOffice.HRJobapplication@kznhealth.gov.za Applicants may also visit any one of our Designated Online Application Centres (DOACS) where our friendly staff will assist you with applying online or receiving your hardcopy application. You can find the list of Designated Online Application Centres (DOACS) at www.kznonline.gov.za/kznjobs All applications should be forwarded to: The Chief Director: Human Resource Management Services, KZN Department of Health, Private Bag X9051,

**FOR ATTENTION
NOTE**

Pietermaritzburg, 3200 OR Hand delivered to: 330 Langalibalele Street, Natalia Building, Registry, Minus 1:1 North Tower
Mr. A Memela

Applications must be submitted on the prescribed Application for Employment form (Z83) which must be originally signed, initialed and dated. Applications received on the incorrect Z83 will not be considered. All required information on the Z83 must be provided. Failure to complete or disclose all information will automatically disqualify the applicant. The Z83 should be accompanied by a comprehensive CV only (with detailed experience). Persons with disabilities should feel free to apply for the post. The appointments are subject to positive outcomes obtained from the State Security Agency (SSA) to the following checks (security clearance (vetting), criminal clearance, credit records, citizenship), verification of Educational Qualifications by SAQA, verification of previous experience from Employers and verification from the Company Intellectual Property Commission (CIPC). Only shortlisted candidates will be required to submit certified documents on or before the day of the interview following communication from Human Resources. Foreign qualifications must be accompanied by an evaluation report issued by SAQA. It is the applicant's responsibility to have all foreign qualifications evaluated by SAQA and to provide proof of such evaluation (when shortlisted). Applicants: Please ensure that you submit your application before the closing date as no late applications will be considered. If you apply for more than 1 post, submit separate applications for each post that you apply for. Should you not be contacted within 3 months of the closing date of the advertisement, please consider your application to be unsuccessful. NB: For the Pre-Entry Certificate for SMS, any individual may register for the course and complete such in anticipation of wishing to apply for a SMS post in future. The course is available at the NSG under the name Certificate for entry into the SMS and the full details can be sourced by following the link: <https://www.thensg.gov.za/training-courses/sms-pre-entry-programme/>. Individuals who have completed the course already, and who are therefore in possession of a certificate are welcome to submit such, however it is not required that an applicant submit such when applying for the post prior to the closing date. However, prior to an appointment being made to any SMS post, the appointee to such a post must have completed the pre-entry certificate and must be in possession of such prior to taking up the post. All shortlisted candidates for SMS posts will be subjected to a technical exercise and interview. Following the technical exercise and interview, a maximum of three (3) SMS candidates will undergo psychometric assessments to assess cognitive capabilities, behavioural preferences, emotional intelligence, and integrity. NB: All shortlisted candidates will be required to submit proof of work experience endorsed and stamped by employer/s prior to the date of the interview.

CLOSING DATE

28 September 2026

POST 33/139

CHIEF EXECUTIVE OFFICER REF NO: G46/2026
Cluster: Hospital Management Services

SALARY

R1 317 384 - R1 551 807 per annum (Level 13), (an all-inclusive salary package)

**CENTRE
REQUIREMENTS**

Ladysmith Regional Hospital
An undergraduate qualification (NQF level 7) in a clinical related field, with a valid registration with the relevant professional body, A post graduate degree/ diploma in management. 5 years of experience at senior managerial level. Unendorsed valid Code B driver's licence (Code 08). Additional Information: Management experience at a Regional/Tertiary Hospital will be an added advantage. Knowledge, Skills, Training and Competencies Required: - Knowledge of relevant legislation such as National Health Act, Public Finance Management Act (PFMA), Public Service Act and related regulations and policies. Core Competencies: - Strategic capability and leadership, Programme and Project Management, Financial management, Management of people and empowerment. Progress Competencies: - Service delivery innovation, knowledge management, Problem solving and analysis, Communication, Client orientation and customer focus.

DUTIES

Job Purpose To plan, direct, co-ordinate and manage the delivery of clinical and administrative support services in an effective and efficient manner, working with the key executive management team at the hospital and within the legal and regulatory framework, and government requirements, to represent the hospital authoritatively at provincial and public forums, to

provide strategic leadership to improve operational efficiency within the health establishment to improve health outcomes. Strategic Planning: Prepare a strategic plan for the Hospital to ensure that it is in line with the 10-point plan, national, provincial, regional and district plans as well as the Department's strategies goals and Objectives. Financial Management: Ensure that adequate policies, systems and procedures are in place to enable prudent management of financial resources, financial planning, resource mobilization, including monitoring and evaluation; Ensure appropriate asset management and accountability of all assets of the institution; Identify strategic and operation risks and ensure that strategies are in place to address these, as well as monitor the progress; Maximize revenue through collection of all income due to the hospital. Facilities Management: Ensure business support and systems to promote optimal management of the institution as well as optimal service delivery, ensure that systems and procedures are in place to for infrastructure planning and timeous maintenance of facilities and its equipment. Human Resource Management: Implement and maintain human resource management policies and guidelines, systems and procedures that will ensure effective and efficient utilization of human resources; Promote a safe and healthy working environment through compliance with the Occupational Health and Safety Act, including occupational health and safety committees; Ensure continuous development and training of personnel and implement monitoring and evaluation of performance. Procurement and Management of Equipment and Supplies: Implement a procurement and provisioning system that is fair, transparent, competitive and cost effective in terms of provincial delegated authority in line with PFMA, and Supply Chain Management prescripts; Ensure that goods and services are procured in a cost effective and timely manner; Ensure sound contract management for all contracted services. Clinical and Corporate Governance: Oversee clinical governance to ensure high standards of patient care, establish community networks and report to the Hospital Board and other relevant oversight committees/bodies; Ensure the establishment of the relevant governance structures linked to clinical and non- clinical functions and responsibilities; Manage all the institutions risks and implement strategies to ensure optimal achievement of health outcomes.

**ENQUIRIES
APPLICATIONS**

: Mrs RT Dube Tel No: (033) 940 2499
: Applicants are encouraged to apply for posts through the online e-Recruitment system at www.kznonline.gov.za/kznjobs or submit their Z83 and CV directly to the following email address HeadOffice.HRJobapplication@kznhealth.gov.za
Applicants may also visit any one of our Designated Online Application Centres (DOACS) where our friendly staff will assist you with applying online or receiving your hardcopy application. You can find the list of Designated Online Application Centres (DOACS) at www.kznonline.gov.za/kznjobs
All applications should be forwarded to: The Chief Director: Human Resource Management Services, KZN Department of Health, Private Bag X9051, Pietermaritzburg, 3200 OR Hand delivered to: 330 Langalibalele Street, Natalia Building, Registry, Minus 1:1 North Tower

**FOR ATTENTION
NOTE**

: Mr. A Memela
: Applications must be submitted on the prescribed Application for Employment form (Z83) which must be originally signed, initialed and dated. Applications received on the incorrect Z83 will not be considered. All required information on the Z83 must be provided. Failure to complete or disclose all information will automatically disqualify the applicant. The Z83 should be accompanied by a comprehensive CV only (with detailed experience). Persons with disabilities should feel free to apply for the post. The appointments are subject to positive outcomes obtained from the State Security Agency (SSA) to the following checks (security clearance (vetting), criminal clearance, credit records, citizenship), verification of Educational Qualifications by SAQA, verification of previous experience from Employers and verification from the Company Intellectual Property Commission (CIPC). Only shortlisted candidates will be required to submit certified documents on or before the day of the interview following communication from Human Resources. Foreign qualifications must be accompanied by an evaluation report issued by SAQA. It is the applicant's responsibility to have all foreign qualifications evaluated by SAQA and to provide proof of such evaluation (when shortlisted). Applicants: Please ensure that you submit your application before the closing date as no late applications will be considered. If you apply for more than 1 post, submit separate applications for each post that you apply for. Should you not be contacted within 3 months of the closing date of the

advertisement, please consider your application to be unsuccessful. NB: For the Pre-Entry Certificate for SMS, any individual may register for the course and complete such in anticipation of wishing to apply for a SMS post in future. The course is available at the NSG under the name Certificate for entry into the SMS and the full details can be sourced by following the link: <https://www.thensg.gov.za/training-courses/sms-pre-entry-programme/>. Individuals who have completed the course already, and who are therefore in possession of a certificate are welcome to submit such, however it is not required that an applicant submit such when applying for the post prior to the closing date. However, prior to an appointment being made to any SMS post, the appointee to such a post must have completed the pre-entry certificate and must be in possession of such prior to taking up the post. All shortlisted candidates for SMS posts will be subjected to a technical exercise and interview. Following the technical exercise and interview, a maximum of three (3) SMS candidates will undergo psychometric assessments to assess cognitive capabilities, behavioural preferences, emotional intelligence, and integrity. NB: All shortlisted candidates will be required to submit proof of work experience endorsed and stamped by employer/s prior to the date of the interview.

CLOSING DATE : 30 September 2026

OTHER POSTS

POST 33/140 : **HEAD CLINICAL DEPARTMENT REF NO: HCDMEDCARDIO//01/2026**
Department: Cardiology (Adult)

SALARY : R2 704 842 per annum, (all-inclusive salary package), (excluding commuted overtime)

CENTRE : Inkosi Albert Luthuli Central Hospital
REQUIREMENTS : Registration with the Health Professional Council of South Africa as a Specialist Physician and Sub-specialist Cardiologist. FP(SA) and Cert Cardio (SA) / MMed or equivalent and/or a PhD and/or an established and demonstrated record of research experience (5 or more publications in peer reviewed journals) and /or evidence of supervision of registrars /fellows (3 or more candidates) A minimum of seven (7) years' experience after registration with the HPCSA as a Cardiologist must include experience in clinical management as a clinical head of unit; Additional Qualification: Evidence of quality teaching and learning practice. Evidence of management and administrative skills. Computer literacy and A valid driver' s licence. Knowledge, Skills, Training And Competence Required: Clinical, procedural and training skills. Counselling and conflict resolution skills. Leadership, administration, management skills, programme planning, strategic planning supported by evidence of experience in these areas. Assessment of patients within his/her field of expertise. Ability to communicate at a higher level. Ability to network with management at all levels within the Provincial structures. Knowledge and an understanding of the Public Finance Management Act and its implications for departmental budgeting. Knowledge and an understanding of the Postgraduate Education regulations and requirements as determined by the Health Professions Council of South Africa, the College of Physicians and Cardiologists of South Africa and the University of KwaZulu-Natal. A high level of knowledge of the field of Cardiology including interventional cardiology and electrophysiology.

DUTIES : On the clinical side, incumbents will manage clinical services in an extended area of the province, which promotes the provision of clinical services for Region 1 and beyond the major metropolitan centres. The incumbent would be expected to apportion their time and energy appropriately between the major centres to develop the teaching/service platform (Durban, Pietermaritzburg, Empangeni, Stanger and Port Shepstone). The incumbent will also develop research initiatives, which focus on the enhancement of service delivery in the context of the burden of cardiac disease. The incumbent should also ensure that clinical service in Region 1 are co-ordinated and these are in line with the teaching platform of the University of Kwa-Zulu Natal. Through this, we will increase equity of service delivery, and enhance the development of our decentralised training platform in line with the needs arising from the National Development Plan. Involvement in relevant administration structures of the Department of Medicine, UKZN in coordination with the Academic Head of Department. Contribute to the co-ordination of specialist services ensuring the development and the implementation of policies and clinical protocols that will impact positively on

the clinical outcomes, access to services and devolving services to distant; the monitoring and evaluation of adverse events and ensuring the implementation of plans to address these events; mortality and morbidity reviews are conducted within the institution and other hospitals in the catchment areas; cost effective approaches to clinical care. Undertake postgraduate and relevant undergraduate training, teaching and examinations in the field of Cardiology. Coordinate services and teaching with the Heads of units at the Regional hospitals in Region 1 Ensure that the environment complies with the Health and Safety Act, that staff adhere to the safety precautions and that staff welfare is maintained to attain optimal performance. Develop outreach programmes to the relevant regional hospitals in Region 1 in line with the KZN Department of Health's Outreach Programme. Develop audit tool to assess the Outreach Programme of the department and report these to Academic Head of Department of Paediatrics and Child Health.

ENQUIRIES	:	Professor TC Hardcastle Tel No: (031) 240 100, Ext 2389
APPLICATIONS	:	All applications must be addressed to the Human Resources Manager, and should be placed in the application box situated at Security at the entrance to the Management Building at IALCH or to applications@ialch.co.za
NOTE	:	An Application for Employment Form (Z83) must be completed and forwarded. This is obtainable from any Public Service Department or from the website www.kznhealth.gov.za . Applicants are not required to submit copies of qualifications and other relevant documents on application but must submit the Z83 and a detailed Curriculum Vitae. Certified copies of qualifications, proof of registration and other relevant documents will be requested from shortlisted candidates only which may be submitted to HR on or before the day of the interview. Original signed letter from your current employer, confirming current and appropriate work experience related to the requirements and recommendations of the advert to be submitted only when shortlisted. People with disabilities should feel free to apply for the posts. The reference number must be indicated in the column provided on the form Z83, e.g. ref APRO/1/2006. Please note that failure to comply with the above instructions will disqualify applicants. It is the short-listed candidate's responsibility to have the foreign qualification, which is the requirement of the post, evaluated by the South African Qualifications Authority (SAQA) and to provide proof of such evaluation on or before the day of the interview. Failure to comply will result in the application not being considered. The selected candidate will be subjected to a pre-employment screening and verification process including a CIPC (Companies Intellectual Property Commission) screening. Due to the large number of applications we receive, receipt of applications will not be acknowledged. Should you not be advised within 60 days of the closing date, kindly consider your application as unsuccessful. Please note that due to financial constraints, there will be no payment of S&T claims. This Hospital is an equal opportunity, affirmative action employer whose aim is to promote representatively in all levels of all occupational categories in the Hospital. Person with disabilities and African males are encouraged to apply. Please note that other race groups are also not restricted from applying. All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment.
CLOSING DATE	:	28 September 2026
POST 33/141	:	HEAD CLINICAL DEPARTMENT REF NO: HCDSPECSURG//01/2026 Department: Specialised surgery
SALARY	:	R2 704 842 per annum, all-inclusive salary package, (excluding commuted overtime)
CENTRE	:	Inkosi Albert Luthuli Central Hospital
REQUIREMENTS	:	Registration with the Health Professional Council of South Africa as a Specialist Surgeon / MMed, and/or FCS (SA) or equivalent, and registration in the Sub-specialist category of Gastroenterological Surgery (Cert Gastroenterology (SA) Surg and a demonstrated record of research experience (5 or more publications in peer reviewed journals) and /or evidence of supervision of registrars /fellows (3 or more candidates)A minimum of seven (7) years' experience after registration with the HPCSA as a Specialist Surgeon and Sub-specialist GI Surgery must include experience in clinical management as a clinical head of unit or equivalent. Additional

Qualification: A PhD or equivalent. Evidence of quality teaching and learning practice. Evidence of management and administrative skills. Computer literacy AND A valid driver's licence. Knowledge. Skills. Training and Competence Required: Clinical, procedural and training skills. Counselling and conflict resolution skills. Leadership, administration, management skills, programme planning, strategic planning supported by evidence of experience in these areas. Assessment of patients within his/her field of expertise. Ability to communicate at a higher level. Ability to network with management at all levels within the Provincial structures. Knowledge and an understanding of the Public Finance Management Act and its implications for departmental budgeting. Knowledge and an understanding of the Postgraduate Education regulations and requirements as determined by the Health Professions Council of South Africa, the College of Surgeons of South Africa and the University of KwaZulu-Natal. A high level of knowledge of the field of hepatic, colorectal or pancreatic surgery.

DUTIES

: On the clinical side, incumbents will manage clinical services in an extended area of the province, which promotes the provision of clinical services for Region 1 and beyond the major metropolitan centres. The incumbent would be expected to apportion their time and energy appropriately between the major centres to develop the teaching/service platform (Durban, Pietermaritzburg, Empangeni, Stanger and Port Shepstone) for surgery. The incumbent will also develop research initiatives, which focus on the enhancement of service delivery in the context of the burden of surgical and related gastroenterological disease. The incumbent should also ensure that clinical services in Region 1 are co-ordinated and these are in line with the teaching platform of the University of Kwa-Zulu Natal. Through this, we will increase equity of service delivery, and enhance the development of our decentralised training platform in line with the needs arising from the National Development Plan. Involvement in relevant administration structures of the School of Medicine, UKZN in coordination with the HoD Surgery and the Dean. Contribute to the co-ordination of specialist services ensuring the development and the implementation of policies and clinical protocols that will impact positively on the clinical outcomes, access to services and devolving services to distant ; the monitoring and evaluation of adverse events and ensuring the implementation of plans to address these events; mortality and morbidity reviews are conducted within the institution and other hospitals in the catchment areas; cost effective approaches to clinical care. Undertake postgraduate and relevant undergraduate training, teaching and examinations in the field of Specialised Surgery. Coordinate services and teaching with the Heads of units at the Regional hospitals in Region 1. Ensure that the environment complies with the Health and Safety Act, that staff adhere to the safety precautions and that staff welfare is maintained to attain optimal performance. Develop outreach programmes to the relevant regional hospitals in Region 1 in line with the KZN Department of Health's Outreach Programme. Develop audit tool to assess the Outreach Programme of the department and report these to Academic Head of Department of Surgery and the CEO's office.

ENQUIRIES APPLICATIONS

: Professor TC Hardcastle Tel No: (031) 240 100, Ext. 2389
: All applications must be addressed to the Human Resources Manager, and should be placed in the application box situated at Security at the entrance to the Management Building at IALCH or to applications@ialch.co.za

NOTE

: An Application for Employment Form (Z83) must be completed and forwarded. This is obtainable from any Public Service Department or from the website www.kznhealth.gov.za. Applicants are not required to submit copies of qualifications and other relevant documents on application but must submit the Z83 and a detailed Curriculum Vitae. Certified copies of qualifications, proof of registration and other relevant documents will be requested from shortlisted candidates only which may be submitted to HR on or before the day of the interview. Original signed letter from your current employer, confirming current and appropriate work experience related to the requirements and recommendations of the advert to be submitted only when shortlisted. People with disabilities should feel free to apply for the posts. The reference number must be indicated in the column provided on the form Z83, e.g. ref APRO/1/2006. Please note that failure to comply with the above instructions will disqualify applicants. It is the short listed candidate's responsibility to have the foreign qualification, which is the requirement of the post, evaluated by the South African Qualifications Authority (SAQA) and to provide proof of such evaluation on or before the day of the interview. Failure to comply will result in the application not being considered. The selected

candidate will be subjected to a pre-employment screening and verification process including a CIPC (Companies Intellectual Property Commission) screening. Due to the large number of applications we receive, receipt of applications will not be acknowledged. Should you not be advised within 60 days of the closing date, kindly consider your application as unsuccessful. Please note that due to financial constraints, there will be no payment of S&T claims. This Hospital is an equal opportunity, affirmative action employer whose aim is to promote representatively in all levels of all occupational categories in the Hospital. Person with disabilities and African males are encouraged to apply. Please note that other race groups are also not restricted from applying. All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment.

<u>CLOSING DATE</u>	:	28 September 2026
<u>POST 33/142</u>	:	<u>HEAD CLINICAL DEPARTMENT REF NO: HCD CTS01/2026 (X1 POST)</u> Department: Cardiothoracic Surgery
<u>SALARY</u>	:	Grade 1: R2 704 842 per annum, (all-inclusive salary package), excluding commuted overtime.
<u>CENTRE</u>	:	Inkosi Albert Luthuli Central Hospital (IALCH)
<u>REQUIREMENTS</u>	:	MBCbB Degree or equivalent qualifications. Registration certificate with the Health Professions Council of South Africa (HPCSA) as a Medical Specialist in Cardiothoracic Surgery and current registration. Minimum 7 years' post-registration experience as a specialist Cardiothoracic Surgeon. Additional qualifications: PHD will be an added advantage. MMed (Cardiothoracic) or equivalent higher degree FC Cardio (SA). Experience in a tertiary/quaternary academic setting. Experience in clinical governance, service development, and academic leadership. Knowledge, Skills and Competencies: Expertise in the management of acute and chronic cardiac surgical and thoracic surgical conditions including emergencies and trauma. Knowledge of national and international demography, current health and public service legislation, regulation and policy, including medical ethics, epidemiology, and statistics. Strong clinical decision-making, communication, and interpersonal skills. Experience in multidisciplinary teamwork, clinical training and functioning in a quaternary hospital. Ability to teach, supervise, and mentor trainees, junior staff and allied staff. Knowledge of research principles with ability to drive academic output. Leadership, administrative, and conflict resolution skills.
<u>DUTIES</u>	:	Lead and manage the Clinical Unit as delegated by the CEO and Medical School Dean in the following areas: Ensure high standards of clinical care, ethics, and governance. Oversee unit administration, staff performance, and service delivery. Provide specialist clinical services, including outpatient care, consultations and emergencies. Participate in after-hours consultant cover. Lead training of undergraduate and postgraduate students and allied health staff. Develop and implement clinical protocols in association with other surgical disciplines. Support clinical audit and quality assurance programmes. Promote outreach and strengthen regional cardiothoracic surgical services at secondary and tertiary level hospitals. Ensure efficient and cost-effective use of resources. Collaborate with UKZN, CMSA, health system partners and other thoracic surgical units at provincial, national and international levels. Promote and support research and academic development as delegated by the CEO aligned with the policies of UKZN and the College of Cardiothoracic Surgeons.
<u>ENQUIRIES</u>	:	Professor TC Hardcastle Tel No: (031) 240100, Ext. 2389
<u>APPLICATIONS</u>	:	All applications must be addressed to the Human Resources Manager, and should be placed in the application box situated at Security at the entrance to the Management Building at IALCH or to applications@ialch.co.za
<u>NOTE</u>	:	An Application for Employment Form (Z83) must be completed and forwarded. This is obtainable from any Public Service Department or from the website www.kznhealth.gov.za . Applicants are not required to submit copies of qualifications and other relevant documents on application but must submit the Z83 and a detailed Curriculum Vitae. Certified copies of qualifications, proof of registration and other relevant documents will be requested from shortlisted candidates only which may be submitted to HR on or before the day of the interview. Original signed letter from your current employer, confirming current and appropriate work experience related to the requirements and recommendations of the advert to be submitted only when

shortlisted. People with disabilities should feel free to apply for the posts. The reference number must be indicated in the column provided on the form Z83, e.g. ref APRO/1/2006. Please note that failure to comply with the above instructions will disqualify applicants. It is the short-listed candidate's responsibility to have the foreign qualification, which is the requirement of the post, evaluated by the South African Qualifications Authority (SAQA) and to provide proof of such evaluation on or before the day of the interview. Failure to comply will result in the application not being considered. The selected candidate will be subjected to a pre-employment screening and verification process including a CIPC (Companies Intellectual Property Commission) screening. Due to the large number of applications we receive, receipt of applications will not be acknowledged. Should you not be advised within 60 days of the closing date, kindly consider your application as unsuccessful. Please note that due to financial constraints, there will be no payment of S&T claims. This Hospital is an equal opportunity, affirmative action employer whose aim is to promote representatively in all levels of all occupational categories in the Hospital. Person with disabilities and African males are encouraged to apply. Please note that other race groups are also not restricted from applying. All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment.

<u>CLOSING DATE</u>	:	28 September 2026
<u>POST 33/143</u>	:	<u>HEAD OF CLINICAL UNIT GRADE1 AND 2 REF NO: DPKISMH 19/2026 (X1 POST)</u> Component: Anaesthetics
<u>SALARY</u>	:	Grade 1: R2 168 145 – R2 301 186 per annum, (all-inclusive salary package) Grade 2: R2 370 74 – R2 592 273 per annum, (all-inclusive salary package) (All-inclusive package consists of 70% basic salary and 30% flexible portion that may be structured in terms of the applicable rules.) Other Benefit (S): Compulsory Commuted Overtime & Medical Aid (Optional)
<u>CENTRE</u>	:	Dr Pixley Ka Isaka Seme Memorial Hospital
<u>REQUIREMENTS</u>	:	Grade 1: Appropriate qualification that allows registration with the HPCSA as Medical Specialist in Anaesthetics plus 7 years' experience. Grade 2: Appropriate qualification that allows registration with the HPCSA as Medical Specialist in Anaesthetics plus 9 years' experience. Senior Certificate / Grade 12. Appropriate tertiary qualification in Health Sciences (MBChB or equivalent). Appropriate postgraduate qualification in Anaesthetics, e.g. FCA (SA), MMed Anaesthetics or equivalent qualification. Registration with the Health Professions Council of South Africa (HPCSA) as a Medical Specialist in Anaesthetics. Current registration with the HPCSA. Appropriate experience as a Medical Specialist in Anaesthetics, in accordance with the applicable grade and public service requirements. Proof of current and previous experience endorsed by the Human Resource Department. A valid driver's licence would be an advantage. Commuted overtime participation where applicable and in accordance with service-delivery requirements. Knowledge of the relevant legislations, Policies and Standard operating procedures. Knowledge, Skills, Training and Competence Required: Sound knowledge and clinical expertise in Anaesthesia and Perioperative Medicine, including the assessment and management of patients requiring anaesthesia for elective and emergency procedures. Competence in the provision of safe general, regional and appropriate anaesthetic techniques, including airway management, resuscitation and perioperative patient care. Competence in the assessment and management of critically ill and high-risk patients and the ability to provide appropriate anaesthetic support in emergency and critical care situations. Sound knowledge of anaesthetic drugs, equipment, monitoring systems, patient safety principles and relevant clinical guidelines and protocols. Strong clinical decision-making, analytical, problem-solving and prioritisation skills, particularly in emergency, high-risk and high-volume clinical environments. Excellent written and verbal communication skills, with the ability to communicate effectively with patients, families, clinicians and members of the multidisciplinary healthcare team. Good leadership, supervisory, mentoring and team-management skills, with the ability to lead and support the Anaesthesia clinical team. Ability to coordinate and manage the provision of anaesthetic services and ensure effective utilisation of available human and material resources. Ability to work effectively within

multidisciplinary teams, including Surgery, Emergency Department, Obstetrics and Gynaecology, Orthopaedics, Critical Care and other relevant clinical services. Computer literacy and ability to utilise relevant electronic clinical information systems. Ability to participate in clinical governance, quality assurance, clinical audits, morbidity and mortality reviews, incident reporting, risk management and quality-improvement initiatives. Ability to provide teaching, training, supervision and mentorship to Medical Officers, Registrars, interns, students and other healthcare professionals. Ability to contribute to undergraduate and postgraduate teaching, research, continuing professional development and service improvement. Ability to manage workload effectively and function independently and under pressure, including participation in after-hours, weekend and public holiday services. Ability to develop, implement and monitor clinical protocols, standard operating procedures and quality standards within the Anaesthesia service. Commitment to providing safe, ethical, patient-centred and evidence-based anaesthetic and perioperative services.

DUTIES

: Provide and oversee comprehensive, safe and quality anaesthetic and perioperative services to patients undergoing elective and emergency procedures. Ensure appropriate pre-operative assessment, intra-operative anaesthetic management and post-operative care of patients, including high-risk and critically ill patients. Provide specialist clinical leadership and ensure effective coordination and functioning of the Anaesthesia clinical unit. Participate in emergency, after-hours, weekend and public holiday anaesthetic services as required by the institution. Ensure appropriate management of airway emergencies, resuscitation and other anaesthetic-related emergencies. Promote adherence to clinical guidelines, anaesthetic protocols, patient safety standards and relevant professional and institutional policies. Participate in clinical governance activities, including clinical audits, morbidity and mortality reviews, quality assurance, risk management, incident reporting and implementation of quality-improvement initiatives. Monitor and improve the quality, efficiency and turnaround time of anaesthetic services in support of theatre and emergency service delivery. Promote effective multidisciplinary collaboration with surgical, obstetric, orthopaedic, emergency, critical care and other clinical services. Provide teaching, training, supervision and mentorship to Registrars, Medical Officers, interns, students and other healthcare professionals. Participate in undergraduate and postgraduate teaching, continuing professional development, academic activities and research. Develop, implement, review and monitor departmental policies, guidelines, protocols and standard operating procedures. Ensure appropriate utilisation, availability and maintenance of anaesthetic equipment, medicines, consumables and other departmental resources. Participate in service planning, monitoring and evaluation and identify areas requiring improvement in the provision of anaesthetic services. Contribute to the development of critical care, resuscitation and perioperative services in accordance with the level of care provided by the institution. Participate in outreach and support services to referring facilities, where required. Ensure accurate clinical documentation, record keeping and reporting within the Anaesthesia service. Participate in departmental, institutional and relevant clinical governance meetings and committees. Manage and utilise human, financial, equipment and other resources responsibly and contribute to the identification of service and infrastructure needs. Maintain professional competence and comply with the requirements of the Health Professions Council of South Africa and relevant Department of Health policies, legislation and regulations. Perform administrative and other duties as delegated by the relevant supervisor.

ENQUIRIES APPLICATIONS

: Dr HA Hlela: Senior Manager: Medical Services Tel No: (031) 530 1423
: Directives To Candidates: Applications to be hand delivered to 310 Bhejane Street (Hospital Gate Number 2) Kwamashu or Emailed To: pixley.recruitment@kznhealth.gov.za or Couriered To: 310 Bhejane Street (Hospital Gate Number 2) Kwamashu, 4360

FOR ATTENTION NOTE

: Deputy Director: HRM
: This Department is an equal opportunity, affirmative employer, whose aim is to promote representivity in all levels of all occupational categories in the Department.” The following documents must be submitted, Application for employment form (Z83), which is obtainable at any Government Department or form website-www.kznhealth.gov.za. Originally signed Z83 must be accompanied by a detailed CV. Only shortlisted candidates will be required to submit proof of current/previous work experience endorsed and stamped by Human Resource Department & other required documents. Applications must

be submitted on or before the closing date. The reference number must be indicated in the column provided on the form Z83 e.g. DPKISMH 07/2026. NB: Failure to comply with the above instruction will disqualify applicants. All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment. Please note that due to the number of applications anticipated, applications will not be acknowledged. Correspondence will be limited to short listed candidates only. If you have not been contacted within two months after the closing date of the advertisement, please accept that your application was unsuccessful. The appointment is subject to positive outcome obtained from NIA to the following checks (security clearance, credit records, qualification, citizenship and previous experience employment verifications and verification from the company Intellectual Property (CIPC). The Department reserves the right not to fill the post (s). This Department is an equal opportunity, affirmative employer, whose aim is to promote representivity in all levels of all occupational categories in the Department. Persons with disabilities should feel free to apply for the post.

<u>CLOSING DATE</u>	:	30 September 2026.
<u>POST 33/144</u>	:	<u>HEAD CLINICAL UNIT (INTERNAL MEDICINE) REF NO: MAD 21/2026 (X1 POST)</u>
<u>SALARY</u>	:	Grade 1: R2 168 145 – R2 301 186 per annum Grade 2: R2 370 741 – R2 592 273 per annum The all-inclusive package consists of 70% basic salary and 30% flexible portion that may be structured in terms of the applicable rules, 18% inhospitable of basic salary plus fixed commuted overtime.
<u>CENTRE REQUIREMENTS</u>	:	Madadeni Provincial Hospital An appropriate qualification in the appropriate Health Science (MBCHB). PLUS, Current registration with the Health Professionals Council of South Africa as a Specialist in the category of Internal Medicine. Plus At least Five (5) years appropriate experience as a Medical Specialist after registration with HPCSA as a medical specialist in the category of Internal Medicine. Knowledge, Skills and competencies required. Knowledge of appropriate specialist procedures and protocols within the field of expertise. Knowledge of legislative prescripts governing the public service. Human resources management, financial management and general administrative skills. Control of budget, monitoring expenditure and project management. Computer literacy in MS Outlook, Excel, Word and PowerPoint. Report writing, presentation and teaching skills. Strategic capability and leadership skills. Problem solving, project management and change management. Concerns for excellency, courtesy and interpersonal skills. Awareness of cross-cultural differences.
<u>DUTIES</u>	:	Render efficient and cost-effective internal medicine services to patients managed by Madadeni Hospital and its drainage sites. Strengthen and ensure continuous clinical governance for internal medicine services within the area of jurisdiction. Ensure the rational use of resources (including laboratory investigations, medication, consumables and equipment). Deliver effective and efficient administration of the Internal Medicine Department. Plan and partake in the training of staff including Nurses, Clinical Support Personnel, Medical Officers, Interns and undergraduate Medical Students and also support relevant clinical research, clinical trials and CPD activities. Develop regional services within the field of Internal Medicine and improve the functioning of renal services. Provide clinicians with expert advice and opinion to aid diagnosis, management and treatment of patients. Conduct out-patient specialist clinics and in-patient and provide expert opinion where required. Ensure provisioning of a 24-hour service in Internal Medicine. Provide vision, strategic direction and inspire employees to deliver excellent, quality health services. Manage the performance of allocated human resources. Ensure that working environment complies with Health and Safety Act, staff adheres to the safety precautions and that staff is maintained to attain optimal productivity. Formulate and manage protocols in accordance with Department of Health policies that will have a positive impact on staff and ensure that staff is aware and adhere to protocols. Compile medium- and long-term expenditure framework and implement fiscal control measures on an ongoing basis. Provide measures and guidance on quality assurance to comply with set quality standards. Generate reports, plans, presentations,

		and perform other administrative duties attached to this position. Strengthen partnership with relevant stakeholders i.e. Tertiary hospitals i.e. Greys, IALCH, Referral Hospitals, Community members, etc. Liaison with the relevant Chief Specialist regarding service development. Improve management of referrals. Maintain clinical, professional and ethical standards. Manage EPMDS of the Internal Medicine department.
ENQUIRIES	:	Dr. X.F Nene Tel No: (034) 328 8007
APPLICATIONS	:	All applications can be submitted through hand delivery /courier to: The HR Recruitment Office no:3, Madadeni Hospital, f0001, section 6, Madadeni, 2951 Applications can also be emailed to: sibongiseni.kheswa@kznhealth.gov.za
FOR ATTENTION	:	The Recruitment Officer
NOTE	:	This Department is an equal opportunity, affirmative action employer, whose aim is to promote representivity in all levels of all occupational categories in the Department. Note: The contents of this Circular Minute must be brought to the notice of all eligible officers and employees on your establishment of all Institutions. Institutions must notify all candidates who qualify for post in this circular minute even if they are absent from their normal places of work to apply. Direction to Candidates: the following documents must be submitted: Application for Employment form (Z83) which is obtainable from any Government Department OR from the website - www.kznhealth.gov.za . The application form (Z83) must be accompanied by a detailed Curriculum Vitae, Certified copies of ID, Highest educational qualification and other relevant documents will be requested for submission only from shortlisted candidates. All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment. The reference number must be indicated in the column provided on the form Z83 and on the back of the envelope, e.g. MAD 01/2016. NB: Failure to comply with the above instructions will be disqualify applicants. Person with disabilities should feel free to apply for the post. The appointment is subject to positive outcome obtained from the NIA the following checks (security clearance, credit records, qualification, citizenship and previous experience employment verification). Due to the large number of applications, receipt of applications will not be acknowledged. However, correspondence will be limited to shortlisted candidates only. Please note that due to financial constraint no S&T claims will be considered for payment to the candidates that are invited for an interview.
CLOSING DATE	:	02 October 2026
POST 33/145	:	<u>HEAD CLINICAL UNIT – PAEDIATRICS PULMONOLOGY/ICU REF NO: HCU PAEDSPULM/1/2026</u> Department: Paediatrics Pulmonology/ICU
SALARY	:	Grade 1: R2 168 145 per annum, (all-inclusive salary package), (excluding commuted overtime).
CENTRE	:	Inkosi Albert Luthuli Central Hospital
REQUIREMENTS	:	Degree in medicine MBChB. Registered Paediatrician, Certificate in subspecialties (Paediatric Pulmonology). Current Registration Health Professions Council of South Africa (HPCSA), registration certificate with the HPCSA as a Medical Specialist or Subspecialist in Pulmonology plus 5 years' experience after registration. Knowledge, Skills, Training and Competencies Required: The incumbent would need to serve at a high level of leadership. Provide vision in developing the service in paediatric critical care and/or pulmonology.
DUTIES	:	Administration in Paediatric Pulmonology – providing annual audits and/or administration in Paediatric Critical Care (Paediatric intensive and high care) providing annual audits. Undertake ward rounds in the paediatric intensivist care, high care and/or pulmonology. Pulmonology: Bronchoscopy – flexible and rigid, lung function testing analysis, evaluation of advanced pulmonology investigations mandatory. Skills to function in ICU environment viz insertion of invasive monitoring devices and treatment in critical ill children. Consultation for referrals of children with critical illness and/or lung disease. Calls in the PICU and pulmonology simultaneously. Clinics in either Pulmonology or post PICU/HCU patient. Training of fellows in subspecialty training. Teaching of undergraduate medical students. Training post graduate students (registrars/ medical officer) in child health. Expected to undertake outreach at tertiary/ regional hospitals. Community engagement. Involved in clinical governance

		and quality improvement plan. Monitoring of commuted overtime forms of consultant's activities within pulmonology and critical care.
ENQUIRIES	:	Professor TC Hardcastle Tel No: (031) 240100, Ext. 2389
APPLICATIONS	:	All applications must be addressed to the Human Resources Manager, and should be placed in the application box situated at Security at the entrance to the Management Building at IALCH or to applications@ialch.co.za
NOTE	:	An Application for Employment Form (Z83) must be completed and forwarded. This is obtainable from any Public Service Department or from the website www.kznhealth.gov.za . Applicants are not required to submit copies of qualifications and other relevant documents on application but must submit the Z83 and a detailed Curriculum Vitae. Certified copies of qualifications, proof of registration and other relevant documents will be requested from shortlisted candidates only which may be submitted to HR on or before the day of the interview. Original signed letter from your current employer, confirming current and appropriate work experience related to the requirements and recommendations of the advert to be submitted only when shortlisted. People with disabilities should feel free to apply for the posts. The reference number must be indicated in the column provided on the form Z83, e.g. ref APRO/1/2006. Please note that failure to comply with the above instructions will disqualify applicants. It is the short listed candidate's responsibility to have the foreign qualification, which is the requirement of the post, evaluated by the South African Qualifications Authority (SAQA) and to provide proof of such evaluation on or before the day of the interview. Failure to comply will result in the application not being considered. The selected candidate will be subjected to a pre-employment screening and verification process including a CIPC (Companies Intellectual Property Commission) screening. Due to the large number of applications we receive, receipt of applications will not be acknowledged. Should you not be advised within 60 days of the closing date, kindly consider your application as unsuccessful. Please Note That Due To Financial Constraints, There Will Be No Payment Of S&T Claims. This Hospital is an equal opportunity, affirmative action employer whose aim is to promote representatively in all levels of all occupational categories in the Hospital. Person with disabilities and African males are encouraged to apply. Please note that other race groups are also not restricted from applying. All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment.
CLOSING DATE	:	28 September 2026
POST 33/146	:	<u>HEAD CLINICAL UNIT REF NO: HCU NEUROSURG/1/2026 (X1 POST)</u> Department: Neurosurgery
SALARY	:	Grade 1: R2 168 145 per annum, (all-inclusive salary package), excluding commuted overtime.
CENTRE	:	Inkosi Albert Luthuli Central Hospital (IALCH)
REQUIREMENTS	:	MBChB Degree or equivalent qualifications. Registration certificate with the Health Professions Council of South Africa (HPCSA) as a Medical Specialist in Neurosurgery and current registration as a Medical Specialist in Neurosurgery with the HPCSA. Minimum 5 years' post-registration experience as a specialist Neurologist. Additional qualifications: Mmed or equivalent higher degree. Experience in Paediatric Neurosurgery. Experience in a tertiary/quaternary academic setting. Experience in clinical governance and service development. Knowledge, Skills and Competencies: Expertise in the management of Paediatric Neurosurgery conditions. Knowledge of national and international demography, current health and public service legislation, regulation and policy, including medical ethics, epidemiology, and statistics. Strong clinical decision-making, communication, and interpersonal skills. Experience in multidisciplinary teamwork, clinical training and functioning in a quaternary hospital. Ability to teach, supervise, and mentor trainees, junior staff and allied staff. Knowledge of research principles with ability to drive academic output. Leadership, administrative, and conflict resolution skills.
DUTIES	:	Lead and manage the Paediatric Neurosurgery Clinical Unit as delegated by the Head Clinical Department of Neurosurgery in the following areas: Ensure high standards of clinical care, ethics, and governance. Oversee unit administration, staff performance, and service delivery. Provide specialist clinical services, including outpatient care, consultations and neurosurgical

		emergencies. Participate in after-hours consultant cover. Lead training of undergraduate and postgraduate students and allied health staff. Develop and implement clinical protocols as pertaining to paediatric neurosurgery conditions and other neurosurgical-related conditions. Support clinical audit and quality assurance programmes. Promote outreach and strengthen regional paediatric neurosurgery services at secondary and tertiary level hospitals. Ensure efficient and cost-effective use of resources. Promote and support research and academic development as delegated by the Head Clinical Department aligned with the policies of UKZN.
ENQUIRIES	:	Dr Basil Enicker Tel No: (031) 2401134
APPLICATIONS	:	All applications must be addressed to the Human Resources Manager, and should be placed in the application box situated at Security at the entrance to the Management Building at IALCH or to applications@ialch.co.za
NOTE	:	An Application for Employment Form (Z83) must be completed and forwarded. This is obtainable from any Public Service Department or from the website www.kznhealth.gov.za . Applicants are not required to submit copies of qualifications and other relevant documents on application but must submit the Z83 and a detailed Curriculum Vitae. Certified copies of qualifications, proof of registration and other relevant documents will be requested from shortlisted candidates only which may be submitted to HR on or before the day of the interview. Original signed letter from your current employer, confirming current and appropriate work experience related to the requirements and recommendations of the advert to be submitted only when shortlisted. People with disabilities should feel free to apply for the posts. The reference number must be indicated in the column provided on the form Z83, e.g. ref APRO/1/2006. Please note that failure to comply with the above instructions will disqualify applicants. It is the short listed candidate's responsibility to have the foreign qualification, which is the requirement of the post, evaluated by the South African Qualifications Authority (SAQA) and to provide proof of such evaluation on or before the day of the interview. Failure to comply will result in the application not being considered. The selected candidate will be subjected to a pre-employment screening and verification process including a CIPC (Companies Intellectual Property Commission) screening. Due to the large number of applications we receive, receipt of applications will not be acknowledged. Should you not be advised within 60 days of the closing date, kindly consider your application as unsuccessful. Please note that due to financial constraints, there will be no payment of S&T claims. This Hospital is an equal opportunity, affirmative action employer whose aim is to promote representatively in all levels of all occupational categories in the Hospital. Person with disabilities and African males are encouraged to apply. Please note that other race groups are also not restricted from applying. All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment.
CLOSING DATE	:	28 September 2026
POST 33/147	:	<u>MEDICAL SPECIALIST: PAEDIATRIC REF NO: MED SPEC PAEDS/1/2026 (X1 POST)</u> Department: Paediatric Medical (Critical care and high care)
SALARY	:	Grade 1: R1 395 528 per annum, (all-inclusive salary package), (excluding commuted overtime). Grade 2: R1 592 274 per annum, (all-inclusive salary package), (excluding commuted overtime). Grade 3: R1 844 151 per annum, (all-inclusive salary package), (excluding commuted overtime).
CENTRE	:	Inkosi Albert Luthuli Central Hospital
REQUIREMENTS	:	MB; ChB Degree Current registration as a Specialist in Paediatrics with the Health Professions Council of South Africa (HPCSA). Registration Certificate as a Specialist in Paediatrics with HPCSA Additional Qualification: Experience in critical care will be an advantage Experience: Grade 1 No Experience required. Grade 2: 5 Years appropriate experience as a Medical Specialist after registration with the HPCSA as a Medical Specialist (Paediatrics). Grade 3: 10 Years appropriate experience as a Medical Specialist after registration with the HPCSA as a Medical Specialist (Paediatrics) Knowledge, Skills, training and Competencies required: Broad knowledge of working in general Paediatrics and Ethics. Good

	communication and supervisory skills. Appropriate specialist assessment, diagnosis and management of patients. Familiarity with procedures and management protocols within the subspecialty of Paediatric critical care. Working with multi-disciplinary teams. Supervision and teaching of undergraduates and post-graduates. Behavioural attributes: Stress tolerance. Ability to work within a team. Self-confidence. Capacity to build and maintain relationships.
DUTIES	: Required to train in paediatric critical care Undertake ward rounds in the paediatric intensive care, high care and wards Consultation for referrals of children with critical illness. Calls in the paediatric service Clinics in post PICU/HCU patient. Training of fellows in subspecialty training. Teaching of undergraduate medical students. Training postgraduate students (registrars/ medical officer) in paediatrics. Expected to undertake outreach at tertiary/ regional hospitals. Community engagement. Involved in clinical governance and quality improvement plan.
ENQUIRIES	: Dr. Ebrahim G.M. Hoosen Tel No: (031) 240 1476
APPLICATIONS	: All applications must be addressed to the Human Resources Manager, and should be placed in the application box situated at Security at the entrance to the Management Building at IALCH or to applications@ialch.co.za
NOTE	: An Application for Employment Form (Z83) must be completed and forwarded. This is obtainable from any Public Service Department or from the website www.kznhealth.gov.za . Applicants are not required to submit copies of qualifications and other relevant documents on application but must submit the Z83 and a detailed Curriculum Vitae. Certified copies of qualifications, proof of registration and other relevant documents will be requested from shortlisted candidates only which may be submitted to HR on or before the day of the interview. Original signed letter from your current employer, confirming current and appropriate work experience related to the requirements and recommendations of the advert to be submitted only when shortlisted. People with disabilities should feel free to apply for the posts. The reference number must be indicated in the column provided on the form Z83, e.g. ref APRO/1/2006. Please note that failure to comply with the above instructions will disqualify applicants. It is the short listed candidate's responsibility to have the foreign qualification, which is the requirement of the post, evaluated by the South African Qualifications Authority (SAQA) and to provide proof of such evaluation on or before the day of the interview. Failure to comply will result in the application not being considered. The selected candidate will be subjected to a pre-employment screening and verification process including a CIPC (Companies Intellectual Property Commission) screening. Due to the large number of applications we receive, receipt of applications will not be acknowledged. Should you not be advised within 60 days of the closing date, kindly consider your application as unsuccessful. Please note that due to financial constraints, there will be no payment of S&T claims. This Hospital is an equal opportunity, affirmative action employer whose aim is to promote representatively in all levels of all occupational categories in the Hospital. Person with disabilities and African males are encouraged to apply. Please note that other race groups are also not restricted from applying. All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment.
CLOSING DATE	: 28 September 2026
POST 33/148	: <u>MEDICAL SPECIALIST: OBSTETRICS AND GYNAECOLOGY AND REPRODUCTIVE MEDICINE (INFERTILITY SPECIALIST) REF NO: MEDSPEC O&G (REPRO)/1/2026</u> Department: Obstetrics and Gynaecology
SALARY	: Grade 1: R1 395 528 per annum, (all-inclusive salary package), (excluding commuted overtime) Grade 2: R1 592 274 per annum, (all-inclusive salary package), (excluding commuted overtime) Grade 3: R1 844 151 per annum, (all-inclusive salary package), (excluding commuted overtime)

<u>CENTRE</u>	:	Inkosi Albert Luthuli Central Hospital (IALCH) and rotations through the Durban Metropolitan Complex of hospitals as delegated by the Head of Department (outreach)
<u>REQUIREMENTS</u>	:	MB; ChB Degree; Medical Specialist qualification in Obstetrics and Gynaecology. Current registration as a Specialist in Obstetrics and Gynaecology. Registration with the Health Professions Council of South Africa (HPCSA) as a Medical Specialist in Obstetrics and Gynaecology. Additional Qualification: Certification with HPCSA as a reproductive Medicine specialist NB: Candidates with no Certificate but with proven interest and experience in Reproductive health will be considered if no suitable candidate is found. Experience: Grade 1: No experience required. Grade 2: Five (5) years but less than ten (10) years appropriate experience as a Medical Specialist after registration with the HPCSA as Medical Specialist- Obstetrics and Gynaecology. Grade 3: Ten (10) years and above appropriate experience as a Medical Specialist after registration with the HPCSA as Medical Specialist Obstetrics and Gynaecology. Knowledge, Skills, Training and Competencies Required: Sound clinical knowledge and experience in Obstetrics and Gynaecology. Knowledge of current Health and Public Service legislation, regulations and policies including medical ethics, epidemiology and statistics. Good communication, leadership, decision-making and clinical skills.
<u>DUTIES</u>	:	Management of clinical services as delegated. Outpatient and inpatient clinical responsibilities with after-hour participation in IALCH (within the sub-discipline and other Obs and Gynae services) as per the departmental call roster. Develop and grow the clinical platform for management of patients with reproductive challenges. Participate in the development and on-going provision of under- and post- graduate health personnel teaching as per the academic program of the department. Participate in the Quality Improvement Programmes of the Department. Maintain clinical, professional and ethical standards. Maintain necessary discipline over staff under his/her control. Attend to administrative matters as pertains to the Department. Be involved in community-orientated programmes (outreach) including the provision of expert advice and services to all health facilities within the province as delegated. Please note: This is a service post, and is not necessarily linked to being trained as a subspecialist in the sub-discipline - the latter requires separate application when the training position is available
<u>ENQUIRIES</u>	:	Prof Sebitloane Tel No: (031) 260 4390 / ngubaneg3@ukzn.ac.za
<u>APPLICATIONS</u>	:	All applications must be addressed to the Human Resources Manager, and should be placed in the application box situated at Security at the entrance to the Management Building at IALCH or to applications@ialch.co.za
<u>NOTE</u>	:	An Application for Employment Form (Z83) must be completed and forwarded. This is obtainable from any Public Service Department or from the website www.kznhealth.gov.za . Applicants are not required to submit copies of qualifications and other relevant documents on application but must submit the Z83 and a detailed Curriculum Vitae. Certified copies of qualifications, proof of registration and other relevant documents will be requested from shortlisted candidates only which may be submitted to HR on or before the day of the interview. Original signed letter from your current employer, confirming current and appropriate work experience related to the requirements and recommendations of the advert to be submitted only when shortlisted. People with disabilities should feel free to apply for the posts. The reference number must be indicated in the column provided on the form Z83, e.g. ref APRO/1/2006. Please note that failure to comply with the above instructions will disqualify applicants. It is the short listed candidate's responsibility to have the foreign qualification, which is the requirement of the post, evaluated by the South African Qualifications Authority (SAQA) and to provide proof of such evaluation on or before the day of the interview. Failure to comply will result in the application not being considered. The selected candidate will be subjected to a pre-employment screening and verification process including a CIPC (Companies Intellectual Property Commission) screening. Due to the large number of applications we receive, receipt of applications will not be acknowledged. Should you not be advised within 60 days of the closing date, kindly consider your application as unsuccessful. Please note that due to financial constraints, there will be no payment of S&T claims. This Hospital is an equal opportunity, affirmative action employer whose aim is to promote representatively in all levels of all occupational categories in the Hospital. Person with disabilities and African males are encouraged to apply. Please note that other race groups are also not restricted from applying. All shortlisted candidates, including the SMS, shall

		undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment.
<u>CLOSING DATE</u>	:	28 September 2026
<u>POST 33/149</u>	:	<u>MEDICAL SPECIALIST ONCOLOGY REF NO: MEDSPEC ONCO/1/2026 (X2 POSTS)</u> Department: Radiation Oncology
<u>SALARY</u>	:	Grade 1: R1 395 528 per annum, (all-inclusive salary package), (excluding commuted overtime) Grade 2: R1 592 274 per annum, (all-inclusive salary package), (excluding commuted overtime) Grade 3: R1 844 151 per annum, (all-inclusive salary package), (excluding commuted overtime)
<u>CENTRE REQUIREMENTS</u>	:	Inkosi Albert Luthuli Central Hospital (IALCH) MBChB or equivalent. Registration Certificate as a Specialist: Radiotherapy Oncologist with the HPCSA and Current Registration Card with HPCSA. Experience: Grade 1: Experience Not applicable. Candidates who have completed the FC Rad Onc Part II exams and are awaiting results are welcome to apply. Appointment can only occur once specialist registration is available. Grade 2: Five (5) years appropriate experience as a Medical Specialist after registration with the HPCSA as a Specialist in Radiation Oncology. Grade 3: Ten (10) years appropriate experience as a Medical Specialist after registration with HPCSA as a Specialist in Radiation Oncology. Additional Qualifications: Registrars who have completed their training may also apply on condition that their appointment will be subject to them submitting documentary evidence of registration with Health Professional Council of South Africa as a Specialist in Radiation Oncology. Knowledge, Skills, Training and Competencies Required: Sound clinical knowledge within the discipline of medical and radiation oncology. Ability to deal with all oncological emergencies. Knowledge of ethical medical practice. Ability to assess, diagnose and manage adult patients with solid organ malignancies and selected lymphomas. Competent in the radiotherapy management of paediatric malignancies.
<u>DUTIES</u>	:	Provision of holistic care for oncology patients in the Ethekweni Oncology complex including Addington and Inkosi Albert Luthuli Hospitals as well as outreach services to Ngwelezane/Queen Nandi Hospital as required by the department. Maintain medical records, including on an electronic platform. Participate in the Quality Improvement Programmes of the Department/ Hospital. Maintain clinical, professional and ethical standards. Be involved in community-orientated/outreach programmes including the provision of expert advice and services to all health facilities within the province as delegated by head of department and the needs of the Province. Participation in provision of postgraduate health personnel teaching, including registrar teaching. Attend and participate in departmental academic sessions and meetings for part 1 and part 2 registrars as well as medical officers. The successful applicant will be required to perform after hour duties and be part of a multi-disciplinary team when deemed necessary. Participate in Clinical Governance.
<u>ENQUIRIES APPLICATIONS</u>	:	Prof. Abba Mallum Tel No: (031) 240 1920 All applications must be addressed to the Human Resources Manager, and should be placed in the application box situated at Security at the entrance to the Management Building at IALCH or to applications@ialch.co.za
<u>NOTE</u>	:	An Application for Employment Form (Z83) must be completed and forwarded. This is obtainable from any Public Service Department or from the website www.kznhealth.gov.za . Applicants are not required to submit copies of qualifications and other relevant documents on application but must submit the Z83 and a detailed Curriculum Vitae. Certified copies of qualifications, proof of registration and other relevant documents will be requested from shortlisted candidates only which may be submitted to HR on or before the day of the interview. Original signed letter from your current employer, confirming current and appropriate work experience related to the requirements and recommendations of the advert to be submitted only when shortlisted. People with disabilities should feel free to apply for the posts. The reference number must be indicated in the column provided on the form Z83, e.g. ref APRO/1/2006. Please note that failure to comply with the above instructions will disqualify applicants. It is the short listed candidate's

responsibility to have the foreign qualification, which is the requirement of the post, evaluated by the South African Qualifications Authority (SAQA) and to provide proof of such evaluation on or before the day of the interview. Failure to comply will result in the application not being considered. The selected candidate will be subjected to a pre-employment screening and verification process including a CIPC (Companies Intellectual Property Commission) screening. Due to the large number of applications we receive, receipt of applications will not be acknowledged. Should you not be advised within 60 days of the closing date, kindly consider your application as unsuccessful. Please note that due to financial constraints, there will be no payment of S&T claims. This Hospital is an equal opportunity, affirmative action employer whose aim is to promote representatively in all levels of all occupational categories in the Hospital. Person with disabilities and African males are encouraged to apply. Please note that other race groups are also not restricted from applying. All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment.

<u>CLOSING DATE</u>	:	28 September 2026
<u>POST 33/150</u>	:	<u>MEDICAL SPECIALIST: TRAUMA AND BURNS REF NO: MEDSPECT&B/1/2026 (X1 POST)</u> Department: Trauma and Burns
<u>SALARY</u>	:	Grade 1: R1 395 528 per annum, (all inclusive) salary package, (excluding commuted overtime). Grade 2: R1 592 274 per annum, (all inclusive) salary package, (excluding commuted overtime). Grade 3: R1 844 151 per annum, (all inclusive) salary package, (excluding commuted overtime).
<u>CENTRE REQUIREMENTS</u>	:	Inkosi Albert Luthuli Central Hospital MBChB or equivalent; Applicants must be in possession of an appropriate higher surgical qualification (FCS(SA) and/or MMed Surg) and currently registered with the Health Professions Council of South Africa as a Trauma Surgeon. Registration Certificate as a Specialist Trauma Surgeon. Additional Qualifications: eFAST course, MIMMS and, or ACLS/PALS. DSTC or Burns experience. Cert Trauma (SA) sub-specialist training complete. Preference will be given to applicants who have completed the Cert Trauma (SA) sub-specialist exam. Experience: Grade 1: Experience Not applicable requires the Fellowship in Surgery of the College of Medicine of South Africa or equivalent, and registration with the Health Professions Council of South Africa. Applicants must be registered as a specialist in surgery at the commencement of duties. Grade 2: requires appropriate qualification, specialist registration certificate plus 5 years' experience after registration with the Health Professions Council of South Africa as a Medical Specialist in General Surgery. Grade 3 requires appropriate qualification, specialist registration certificate, plus 10 years' experience after registration with the Health Professions Council of South Africa as a Medical Specialist in General Surgery.
<u>DUTIES</u>	:	Participation in the clinical trauma and burns services: inter disciplinary in-house coordination of the management of the patients: supervision of the surgical trainees rotating through the trauma and transplant units: ensuring the highest standards of clinical, professional, and ethical behaviour: assist in teaching of undergraduate medical students, postgraduate surgical trainees: conduct, assist, and stimulate research within the ethical guidelines of the Health Care Act: promote education in trauma prevention and transplant community awareness. Physical presence on arrival of scene calls and unstable cases expected.
<u>ENQUIRIES APPLICATIONS</u>	:	Dr T C Hardcastle Tel No: (031) 240 1000, ext 2389 or speed dial 6195 All applications must be addressed to the Human Resources Manager, and should be placed in the application box situated at Security at the entrance to the Management Building at IALCH or to applications@ialch.co.za
<u>NOTE</u>	:	An Application for Employment Form (Z83) must be completed and forwarded. This is obtainable from any Public Service Department or from the website www.kznhealth.gov.za . Applicants are not required to submit copies of qualifications and other relevant documents on application but must submit the Z83 and a detailed Curriculum Vitae. Certified copies of qualifications, proof of registration and other relevant documents will be requested from

shortlisted candidates only which may be submitted to HR on or before the day of the interview. Original signed letter from your current employer, confirming current and appropriate work experience related to the requirements and recommendations of the advert to be submitted only when shortlisted. People with disabilities should feel free to apply for the posts. The reference number must be indicated in the column provided on the form Z83, e.g. ref APRO/1/2006. Please note that failure to comply with the above instructions will disqualify applicants. It is the short listed candidate's responsibility to have the foreign qualification, which is the requirement of the post, evaluated by the South African Qualifications Authority (SAQA) and to provide proof of such evaluation on or before the day of the interview. Failure to comply will result in the application not being considered. The selected candidate will be subjected to a pre-employment screening and verification process including a CIPC (Companies Intellectual Property Commission) screening. Due to the large number of applications we receive, receipt of applications will not be acknowledged. Should you not be advised within 60 days of the closing date, kindly consider your application as unsuccessful. Please note that due to financial constraints, there will be no payment of S&T claims. This Hospital is an equal opportunity, affirmative action employer whose aim is to promote representatively in all levels of all occupational categories in the Hospital. Person with disabilities and African males are encouraged to apply. Please note that other race groups are also not restricted from applying. All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment.

<u>CLOSING DATE</u>	:	28 September 2026
<u>POST 33/151</u>	:	<u>MEDICAL SPECIALISTS GENERAL SURGERY GRADE1, 2 OR 3 REF NO: DPKISMH 10/2026 (X1 POST)</u> Component: General Surgery
<u>SALARY</u>	:	Grade 1: R1 395 528 – R1 479 723 per annum, (all-inclusive salary package) Grade 2: R1 592 274 – R1 688 553 per annum, (all-inclusive salary package) Grade 3: R1 844 151 – R2 301 186 per annum, (all-inclusive salary package) (All-inclusive package consists of 70% basic salary and 30% flexible portion that may be structured in terms of the applicable rules.) Other Benefit (S): Compulsory Commuted Overtime & Medical Aid (Optional).
<u>CENTRE REQUIREMENTS</u>	:	Dr Pixley Ka Isaka Seme Memorial Hospital Grade 1: Appropriate qualification Plus registration with HPCSA as a Specialist. In General Surgery. No experience required. Grade 2: Appropriate qualification plus five (05) years post registration Experience as a Medical Specialist in General Surgery. Grade 3: Appropriate qualification plus ten (10) years post registration experience as a Medical Specialist in General Surgery. Senior Certificate /Grade 12 or equivalent, an appropriate tertiary qualification (MBCHB) or equivalent Plus, registration certificate with HPCSA as a Medical Specialist in General Surgery Plus Current registration with HPCSA as a Specialist in General Surgery (2026/2027 receipt). FCS (SA) and MMed (Gen Surg), All successful candidates will have to spend minimum 1 year in service and those candidates with FCS and awaiting MMED may apply and will be considered. Knowledge of current Health and Public Servants legislation, regulation and policy, including Medical Ethics, Epidemiology and Statistics. Ability to provide Specialist Anaesthetic consultation and services. Knowledge, Skills, Training and Competence Required: Sound clinical knowledge within the department of Anaesthesiology. Good communication and human relations Sound knowledge of clinical procedures and protocols within the discipline. Assessment and management of patients. Participate in continuing professional development. Stress tolerance, to work within a team, self-confidence and the ability to build and maintain good relationships.
<u>DUTIES</u>	:	To execute duties and functions with proficiency, to support the aims and objectives of the institution that are consistent with standards of patient care and to perform duties / functions that fall within the reasonable prescripts of acceptable legislation. To co-ordinate the Hepatobiliary Unit and Burns of DPKISMH with necessary the necessary surgical and administrative skills. Accept responsibility for administration of anaesthesia. Assess patients, plan, initiate and supervise medical care management. Align clinical service delivery plans with hospital plans and priorities. Willingness to participate in the after-hours call system, with an undertaking to sign a contract to

participate in commuted overtime per week, is essential. Develop, maintain and audit the correct implementation of clinical protocols and guidelines. Implement and maintain an efficient, effective and seamless service delivery process within the Institution and referring facilities. Plan and provide continuous medical education to multidisciplinary team members and conduct and stimulate research. Supervision of postgraduate and undergraduate training. Participate in postgraduate and other relevant academic / and training programmes. Participate in the continued medical education programme in the institution. Manage EPMDS of junior staff. Participate in the extended management activities. Develop, implement and monitor quality improvement programmes. Develop and participate in the outreach/in reach programmes. Engage in academic research culminating in the publication of papers in scientific journals or the presentation of the results of such research at scientific congresses Provide support to the Head of Department, in ensuring an efficient standard of patient care and services are maintained. Leadership and decision-making abilities as well as problem solving and conflict management. Knowledge of Human Resource management. Information management and quality assurance. Ensure the proper and economical use of equipment and other resources. Information management and quality assurance. Ensure the proper and economical use of equipment and other resources.

**ENQUIRIES
APPLICATIONS**

: Dr S.S Kader: HCU: General Surgery – Tel No: (031) 530 1423
: Directives To Candidates: Applications to be hand delivered to 310 Bhejane Street (Hospital Gate Number 2) Kwamashu or Emailed To: pixley.recruitment@kznhealth.gov.za or Couriered To: 310 Bhejane Street (Hospital Gate Number 2) Kwamashu, 4360

**FOR ATTENTION
NOTE**

: Deputy Director: HRM
: This Department is an equal opportunity, affirmative employer, whose aim is to promote representivity in all levels of all occupational categories in the Department.” The following documents must be submitted, Application for employment form (Z83), which is obtainable at any Government Department or form website-www.kznhealth.gov.za. Originally signed Z83 must be accompanied by a detailed CV. Only shortlisted candidates will be required to submit proof of current/previous work experience endorsed and stamped by Human Resource Department & other required documents. Applications must be submitted on or before the closing date. The reference number must be indicated in the column provided on the form Z83 e.g. DPKISMH 07/2026. NB: Failure to comply with the above instruction will disqualify applicants. All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment. Please note that due to the number of applications anticipated, applications will not be acknowledged. Correspondence will be limited to short listed candidates only. If you have not been contacted within two months after the closing date of the advertisement, please accept that your application was unsuccessful. The appointment is subject to positive outcome obtained from NIA to the following checks (security clearance, credit records, qualification, citizenship and previous experience employment verifications and verification from the company Intellectual Property (CIPC). The Department reserves the right not to fill the post (s). This Department is an equal opportunity, affirmative employer, whose aim is to promote representivity in all levels of all occupational categories in the Department. Persons with disabilities should feel free to apply for the post.

CLOSING DATE

: 30 September 2026

POST 33/152

: **MEDICAL SPECIALISTS RADIOLOGY GRADE 1, 2 OR 3 REF NO: DPKISMH 10/2026 (X1 POST)**
Component: Radiology Department

SALARY

: Grade 1: R1 395 528 – R1 479 723 per annum, (all-inclusive salary package)
Grade 2: R1 592 274 – R1 688 553 per annum, (all-inclusive salary package)
Grade 3: R1 844 151 – R2 301 186 per annum, (all-inclusive salary package)
(All-inclusive package consists of 70% basic salary and 30% flexible portion that may be structured in terms of the applicable rules.) Other Benefit (S): Compulsory Commuted Overtime & Medical Aid (Optional).

**CENTRE
REQUIREMENTS**

: Dr Pixley Ka Isaka Seme Memorial Hospital
: **Grade 1:** Appropriate qualification Plus registration with HPCSA as a Specialist in Radiology. No experience required. **Grade 2:** Appropriate

qualification plus five (05) years post registration experience as a Medical Specialist in Radiology. **Grade 3:** Appropriate qualification plus ten (10) years post registration experience as a Medical Specialist in Radiology. Senior Certificate/Grade 12. Appropriate qualification in Medicine, e.g. MBChB or equivalent qualification. Appropriate postgraduate qualification that allows registration with the Health Professions Council of South Africa (HPCSA) as a Medical Specialist in Radiology, e.g. MMed (Radiology) and/or FC Rad (SA) Diag. Knowledge of clinical governance framework and the legislated norms and standards. Knowledge, Skills, Training and Competence Required: Sound knowledge and clinical expertise in Diagnostic Radiology and the appropriate utilisation of relevant imaging modalities, including X-ray, ultrasound, CT, MRI and other specialised imaging services available at the institution. Competence in accurate interpretation and reporting of diagnostic imaging investigations and identification of urgent and life-threatening radiological findings. Competence in performing and/or supervising appropriate image-guided procedures within the scope of practice. Sound knowledge of radiation safety, radiation protection, contrast media safety and patient safety principles. Knowledge and application of relevant clinical guidelines, radiology protocols, professional standards, medical ethics, legislation and Department of Health policies. Strong clinical decision-making, analytical, problem-solving and prioritisation skills, particularly in emergency and high-volume clinical settings. Excellent written and verbal communication skills, including the ability to provide clear and clinically relevant reports and communicate critical findings timeously to referring clinicians. Ability to work effectively within a multidisciplinary team and provide specialist radiological advice to clinical services. Good leadership, supervisory, mentoring and teaching skills, with the ability to supervise and develop Medical Officers, Registrars and junior medical staff. Computer literacy and ability to utilise PACS, RIS and other relevant electronic clinical information systems. Ability to participate in clinical governance, quality assurance, clinical audits, morbidity and mortality reviews and quality-improvement initiatives. Ability to contribute to research, undergraduate and postgraduate teaching, continuing professional development and service development. Ability to manage workload effectively, meet appropriate turnaround times and function independently and under pressure. Ability to contribute to radiology outreach services and strengthen referral and diagnostic support to referring facilities. Commitment to providing safe, ethical, patient-centred and evidence-based specialist radiology services.

DUTIES

: Provide comprehensive and quality specialist radiology services to patients, including interpretation and reporting of radiological investigations and appropriate clinical advice to referring clinicians. Perform and/or supervise appropriate diagnostic and image-guided radiological procedures within the scope of practice and ensure compliance with relevant clinical and safety protocols. Participate in the provision of emergency, after-hours, weekend and public holiday radiology services as required by the institution. Participate in clinical governance activities, including clinical audits, quality assurance programmes, morbidity and mortality reviews, risk management and implementation of quality improvement initiatives. Promote the appropriate and cost-effective utilisation of radiological investigations, equipment, consumables and other departmental resources. Participate in multidisciplinary clinical meetings and provide specialist radiological input to support appropriate diagnosis, management and referral of patients. Provide teaching, training, supervision and mentorship to Registrars, Medical Officers, interns, students and other relevant healthcare professionals. Participate in undergraduate and postgraduate teaching, continuing professional development and academic activities within the institution. Participate in research activities and contribute to the development and implementation of evidence-based radiology practices. Participate in radiology outreach services and provide specialist support to referring healthcare facilities, where required. Contribute to the development, implementation and review of departmental policies, guidelines, protocols and standard operating procedures. Participate in the planning, monitoring and evaluation of radiology services and contribute to improving service delivery, turnaround times and patient outcomes. Ensure accurate clinical documentation, reporting and maintenance of appropriate patient and departmental records. Participate in departmental, institutional and relevant clinical governance meetings and committees. Manage and utilise radiology resources responsibly and contribute to the identification of equipment, infrastructure, staffing and service delivery needs. Maintain professional competence and

		comply with the requirements of the Health Professions Council of South Africa and relevant Department of Health policies, legislation and regulations. Perform administrative and other duties as delegated by the Head of Clinical Unit/Clinical Manager or relevant supervisor.
ENQUIRIES	:	Dr Z Zikalala: HCU: Radiology Tel No: (031) 530 1423
APPLICATIONS	:	Directives To Candidates: Applications to be hand delivered to 310 Bhejane Street (Hospital Gate Number 2) Kwamashu or Emailed To: pixley.recruitment@kznhealth.gov.za or Couriered To: 310 Bhejane Street (Hospital Gate Number 2) Kwamashu, 4360
FOR ATTENTION	:	Deputy Director: HRM
NOTE	:	This Department is an equal opportunity, affirmative employer, whose aim is to promote representivity in all levels of all occupational categories in the Department." The following documents must be submitted, Application for employment form (Z83), which is obtainable at any Government Department or form website- www.kznhealth.gov.za . Originally signed Z83 must be accompanied by a detailed CV. Only shortlisted candidates will be required to submit proof of current/previous work experience endorsed and stamped by Human Resource Department & other required documents. Applications must be submitted on or before the closing date. The reference number must be indicated in the column provided on the form Z83 e.g. DPKISMH 07/2026. NB: Failure to comply with the above instruction will disqualify applicants. All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment. Please note that due to the number of applications anticipated, applications will not be acknowledged. Correspondence will be limited to short listed candidates only. If you have not been contacted within two months after the closing date of the advertisement, please accept that your application was unsuccessful. The appointment is subject to positive outcome obtained from NIA to the following checks (security clearance, credit records, qualification, citizenship and previous experience employment verifications and verification from the company Intellectual Property (CIPC). The Department reserves the right not to fill the post (s). This Department is an equal opportunity, affirmative employer, whose aim is to promote representivity in all levels of all occupational categories in the Department. Persons with disabilities should feel free to apply for the post.
CLOSING DATE	:	30 September 2026
POST 33/153	:	<u>NURSING MANAGER (PN-A 9 – LEVEL 3 HOSPITAL) REF NO: NURSMAN/1/2026</u>
SALARY	:	R1 201 302 per annum, (all-inclusive salary package)
CENTRE	:	Inkosi Albert Luthuli Central Hospital (IALCH)
REQUIREMENTS	:	Basic R425 qualification Degree/Diploma in General Nursing. Current registration with SANC as General 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. Additional Qualification: Diploma in Midwifery and Diploma/Degree in Nursing Administration and Education Any Speciality in Nursing Experience of Managing Complex Nursing Environment Knowledge, Skills, Training and Competencies Required: Knowledge of relevant legislative framework governing the public service. Demonstrate an in depth understanding of nursing legislation and related legal and ethical nursing practices. Possess communication skills for dealing with patients, and other members of the multi-disciplinary team including the writing of reports. Good human relations displaying a concern for patients, promoting and advocating patients' needs and expectations (Batho Pele). High concern for excellence, tenacity and resilience. Leadership and management skills. Problem analysis and decision-making skills. Demonstrate a basic understanding of HR and Financial policies and practices. Demonstrate basic computer literacy as a support tool to enhance service delivery. Ability to plan and organise own work, time and that of support personnel to ensure proper nursing care in the units. Be able to work under pressure.
DUTIES	:	Provide guidance and leadership towards the realization of strategic goals and objectives of the nursing division. Provide professional, technical and management support for the provision of quality patient care through proper management of nursing care programs. Advocate and ensure the promotion

of nursing ethos and professionalism. Develop and monitor the implementation of policies, programmes, regulations, practices, procedures and standards pertaining to nursing care. Represent Nursing Department in the Senior Management Team. Establish, maintain and participate in inter-professional and multi-disciplinary teamwork that promotes efficient and effective patient care across all domains. Ensure effective management, supervision and utilization of human and material resources. Ensure adherence to prescribed nursing policies and procedures. Supervise and ensure the provision of an effective and efficient patient care through adequate nursing care. Deal with disciplinary and grievance matters. Evaluate and monitor compliance with clinical protocols, norms and standards of the hospital. Participate in implementation and adherence to National Core Standards. Work effectively and amicably with persons of diverse intellectual, cultural, racial or religious differences.

ENQUIRIES
APPLICATIONS

: Mr. EB Msibi Tel No: (031) 240 1001
: All applications must be addressed to the Human Resources Manager, and should be placed in the application box situated at Security at the entrance to the Management Building at IALCH or to applications@ialch.co.za

NOTE

: An Application for Employment Form (Z83) must be completed and forwarded. This is obtainable from any Public Service Department or from the website www.kznhealth.gov.za. Applicants are not required to submit copies of qualifications and other relevant documents on application but must submit the Z83 and a detailed Curriculum Vitae. Certified copies of qualifications, proof of registration and other relevant documents will be requested from shortlisted candidates only which may be submitted to HR on or before the day of the interview. Original signed letter from your current employer, confirming current and appropriate work experience related to the requirements and recommendations of the advert to be submitted only when shortlisted. People with disabilities should feel free to apply for the posts. The reference number must be indicated in the column provided on the form Z83, e.g. ref APRO/1/2006. Please note that failure to comply with the above instructions will disqualify applicants. It is the short listed candidate's responsibility to have the foreign qualification, which is the requirement of the post, evaluated by the South African Qualifications Authority (SAQA) and to provide proof of such evaluation on or before the day of the interview. Failure to comply will result in the application not being considered. The selected candidate will be subjected to a pre-employment screening and verification process including a CIPC (Companies Intellectual Property Commission) screening. Due to the large number of applications we receive, receipt of applications will not be acknowledged. Should you not be advised within 60 days of the closing date, kindly consider your application as unsuccessful. Please note that due to financial constraints, there will be no payment of S&T claims. This Hospital is an equal opportunity, affirmative action employer whose aim is to promote representatively in all levels of all occupational categories in the Hospital. Person with disabilities and African males are encouraged to apply. Please note that other race groups are also not restricted from applying. All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment.

CLOSING DATE

: 28 September 2026

POST 33/154

: **MEDICAL OFFICERS REF NO: DPISMH 14/2026 (X2 POSTS)**
Component: Emergency Department

SALARY

: Grade 1: R1 001 349 – R1 041 402 per annum, (all-inclusive salary package)
Grade 2: R1 142 553 – R1 188 255 per annum, (all-inclusive salary package)
Grade 3: R1 322 352 – R1 375 245 per annum, (all-inclusive salary package)
All-inclusive package consists of 70% basic salary and 30% flexible portion that may be structured in terms of the applicable rules, Plus Commuted Overtime; Medical Aid (Optional).

CENTRE
REQUIREMENTS

: Dr Pixley Ka Isaka Seme Memorial Hospital
: **Grade 1:** Appropriate qualification that allows registration with HPCSA as Medical Practitioner. **Grade 2:** Appropriate qualification that allows registration with HPCSA as Medical Practitioner with a minimum of five (05) years appropriate experience as Medical Officer after registration with the HPCSA as Medical Practitioner. **Grade 3:** Appropriate qualification that allows

registration with the HPCSA as Medical Practitioner with a minimum experience of 10 years appropriate Experience as Medical Practitioner. Senior Certificate, An appropriate tertiary qualification (MBChB) Plus, Registration certificate with HPCSA as a Medical Practitioner. Current registration with HPCSA as a Medical Practitioner. Completion of Community Service is mandatory. Community Service officers will not be considered. Ability to identify the need for and refer accordingly. Maintain proper medical records. Knowledge of clinical governance framework and the legislated norms and standards. Knowledge, Skills, Training and Competence Required: Sound communication, negotiation, planning, organising, leadership, decision – making and interpersonal skills. Ability to work in multi-disciplinary team setting. Have knowledge & skills in basic clinical care. Ability to manage patients independently. Ability to work and maintain meaningful relationships with a diverse community. Ability to make a positive contribution in a busy department. Resilience and ability to cope with change. Additional postgraduate courses (ACLS, BLS, ATLS etc.) would be added advantage. Basic knowledge of medical practice ethics. Unendorsed valid code B driver's license (Code 08)

DUTIES : Responsibility for care of patients at the emergency department. Participate in 24-hour clinical coverage by performing commuted overtime. Attendance of ward rounds and participation in the academic programmes. Provide initial resuscitative, and care of patients. Ensure that the scientific principles of clinical care are maintained. Ensure clinical effectiveness and efficiency. Participate in clinical audit programmes as and when scheduled. Participate in quality improvement programmes. Participate in effective management of complaints and patient safety incidents. Ensure compliance with current legislative and ethical principles. Ensure sound labour relations in compliance with the relevant legislation while maintaining the interest of the patients. Participate in outreach programmes. Provide training for nurses, junior staff, interns and medical students. Examination, diagnosis and total management of Orthopaedic Patients. Identification and management of emergencies.

ENQUIRIES : Dr S Pillay: HCU: Emergency Department Tel No: (031) 530 1423
APPLICATIONS : Directives To Candidates: Applications to be hand delivered to 310 Bhejane Street (Hospital Gate Number 2) Kwamashu or Emailed To: pixley.recruitment@kznhealth.gov.za or Couriered To: 310 Bhejane Street (Hospital Gate Number 2) Kwamashu, 4360

FOR ATTENTION : Deputy Director: HRM
NOTE : This Department is an equal opportunity, affirmative employer, whose aim is to promote representivity in all levels of all occupational categories in the Department.” The following documents must be submitted, Application for employment form (Z83), which is obtainable at any Government Department or form website-www.kznhealth.gov.za. Originally signed Z83 must be accompanied by a detailed CV. Only shortlisted candidates will be required to submit proof of current/previous work experience endorsed and stamped by Human Resource Department & other required documents. Applications must be submitted on or before the closing date. The reference number must be indicated in the column provided on the form Z83 e.g. DPKISMH 07/2026. NB: Failure to comply with the above instruction will disqualify applicants. All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment. Please note that due to the number of applications anticipated, applications will not be acknowledged. Correspondence will be limited to short listed candidates only. If you have not been contacted within two months after the closing date of the advertisement, please accept that your application was unsuccessful. The appointment is subject to positive outcome obtained from NIA to the following checks (security clearance, credit records, qualification, citizenship and previous experience employment verifications and verification from the company Intellectual Property (CIPC). The Department reserves the right not to fill the post (s). This Department is an equal opportunity, affirmative employer, whose aim is to promote representivity in all levels of all occupational categories in the Department. Persons with disabilities should feel free to apply for the post.

CLOSING DATE : 30 September 2026

POST 33/155 : **MEDICAL OFFICER REF NO: DPKISMH 12/2026 (X1 POST)**
 Component: Orthopaedic Department

<u>SALARY</u>	:	Grade 1: R1 001 349 – R1 041402 per annum, (all-inclusive salary package) Grade 2: R1 142 553 – R1 188 255 per annum, (all-inclusive salary package) Grade 3: R1 322 352 – R1 375 245 per annum, (all-inclusive salary package) All-inclusive package consists of 70% basic salary and 30% flexible portion that may be structured in terms of the applicable rules, Plus Commuted Overtime; Medical Aid (Optional).
<u>CENTRE REQUIREMENTS</u>	:	Dr Pixley Ka Isaka Seme Memorial Hospital
	:	Grade 1: Appropriate qualification that allows registration with HPCSA as Medical Practitioner. Grade 2: Appropriate qualification that allows registration with HPCSA as Medical Practitioner with a minimum of five (05) years appropriate experience as Medical Officer after registration with the HPCSA as Medical Practitioner. Grade 3: Appropriate qualification that allows registration with the HPCSA as Medical Practitioner with a minimum experience of 10 years appropriate Experience as Medical Practitioner. Senior Certificate, An appropriate tertiary qualification (MBChB) Plus, Registration certificate with HPCSA as a Medical Practitioner. Current registration with HPCSA as a Medical Practitioner. Completion of Community Service is mandatory. Community Service officers will not be considered. Knowledge, Skills, Training and Competence Required: Sound communication, negotiation, planning, organising, leadership, decision – making and interpersonal skills. Ability to work in multi-disciplinary team setting. Have knowledge & skills in basic clinical care. Ability to manage patients independently. Ability to work and maintain meaningful relationships with a diverse community. Ability to make a positive contribution in a busy department. Resilience and ability to cope with change. Additional postgraduate courses (ACLS, BLS, ATLS etc.) would be added advantage. Basic knowledge of medical practice ethics. Unendorsed valid code B driver's license (Code 08). Ability to identify the need for and refer accordingly. Knowledge of clinical governance framework and the legislated norms and standards.
<u>DUTIES</u>	:	Responsibility for care of patients at Orthopaedic units including Outpatient, wards, Theatre and ICU Participate in 24-hour clinical coverage by performing commuted overtime. Attendance of ward rounds and participation in the academic programmes. Provide initial resuscitative and peri-operative clinical care of patients. Ensure that the scientific principles of clinical care are maintained. Ensure clinical effectiveness and efficiency. Participate in clinical audit programmes as and when scheduled. Participate in quality improvement programmes. Participate in effective management of complaints and patient safety incidents. Ensure compliance with current legislative and ethical principles. Ensure sound labour relations in compliance with the relevant legislation while maintaining the interest of the patients. Participate in outreach programmes. Provide training for nurses, junior staff, interns and medical students. Examination, diagnosis and total management of Orthopaedic Patients. Identification and management of emergencies. Maintain proper medical records.
<u>ENQUIRIES APPLICATIONS</u>	:	Dr PG Mthethwa: HCU: Orthopaedic Tel No: (031) 530 1423
	:	Directives to Candidates: Applications to be hand delivered to 310 Bhejane Street (Hospital Gate Number 2) Kwamashu or Emailed To: pixley.recruitment@kznhealth.gov.za or Couriered To: 310 Bhejane Street (Hospital Gate Number 2) Kwamashu, 4360
<u>FOR ATTENTION NOTE</u>	:	Deputy Director: HRM
	:	This Department is an equal opportunity, affirmative employer, whose aim is to promote representivity in all levels of all occupational categories in the Department." The following documents must be submitted, Application for employment form (Z83), which is obtainable at any Government Department or form website- www.kznhealth.gov.za . Originally signed Z83 must be accompanied by a detailed CV. Only shortlisted candidates will be required to submit proof of current/previous work experience endorsed and stamped by Human Resource Department & other required documents. Applications must be submitted on or before the closing date. The reference number must be indicated in the column provided on the form Z83 e.g. DPKISMH 07/2026. NB: Failure to comply with the above instruction will disqualify applicants. All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment. Please note that due to the number of applications anticipated, applications will not be acknowledged. Correspondence will be limited to short listed candidates only. If you have not been contacted within two months after the closing date of the

advertisement, please accept that your application was unsuccessful. The appointment is subject to positive outcome obtained from NIA to the following checks (security clearance, credit records, qualification, citizenship and previous experience employment verifications and verification from the company Intellectual Property (CIPC). The Department reserves the right not to fill the post (s). This Department is an equal opportunity, affirmative employer, whose aim is to promote representivity in all levels of all occupational categories in the Department. Persons with disabilities should feel free to apply for the post.

CLOSING DATE

:

30 September 2026.

POST 33/156

:

PHARMACIST GRADE1, 2 & 3 REF NO: DPKISMH 11/2026 (X1 POST)

Component: Pharmacy

SALARY

:

Grade 1: R882 816 – R936 987 per annum

Grade 2: R954 339 – R1 011 516 per annum

Grade 3: R1 041 402 – R1 104 669 per annum

CENTRE

:

Dr Pixley Ka Isaka Seme Memorial Hospital

REQUIREMENTS

:

Grade 1: Appropriate qualification and registration with SAPC as Pharmacist - One (1) year relevant experience after registration as a pharmacist with a recognized 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:** Five (5) years relevant experience after registration with SAPC as a pharmacist. Six (6) years relevant experience after registrations as a pharmacist with a recognized 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:** Thirteen (13) years relevant experience after registration with SAPC as a pharmacist. – fourteen (14) years relevant experience after registration as a pharmacist with a recognized 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. All-inclusive salary package: 70% and 30% flexible portion can be restructured. Senior Certificate STD 10 / Grade 12 plus a National Diploma / Degree in Pharmacy plus, Current registration as a Pharmacist with the SAPC plus, registration as a Pharmacist with a recognized 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. Knowledge, Skills, Training and Competence Required: Computer Literacy and Unendorsed valid Code B driver's licence (Code 08). Sound knowledge of legislation applicable to Pharmacy practices. Team building, conflict management and analytical skills. Appropriate clinical and theoretical knowledge. Professional concern for excellence. Sound interpersonal, communication, planning and organising skills. Sound knowledge of Human Resource Management and staff relations legislation. Willingness to tutor and mentor pharmacist's assistants and interns. Knowledge of the principles of stock replenishment and the operation of a Pharmacy Store. Computer literacy for provisioning of dispensing services to patients. To provide cost effective, high quality pharmaceutical services to patients, wards and clinics within all applicable legislations.

DUTIES

:

Maintain accurate and appropriate records in line with legal requirements. Provision of pharmaceutical services to wards and departments. Provision of pharmaceutical services by dispensing prescriptions. Participate in pharmacy related committees (PTC, Antibiotic Stewardship and Pharmacovigilance). Engage in effective communication with departments and service providers to ensure high service quality is rendered. Maintain proper use and care of all resources and ensure optimal usage. Perform standby duties and overtime when required (after hours services). Participate in staggered working hours to improve patient access to medicines as per roster. Plan own work and administer work procedures to meet the objectives for the department ensuring efficient service delivery. Make recommendations with regard to policies / strategies for the effective functioning of Pharmacy department. Assist and train staff according to departmental requirements. Be willing to be a tutor for students and interns. Ensure implementation, monitoring and evaluation of EPMDS (Pharmacist Assistant). Maintain stock levels and ensure availability of medicines. Implementation of the Standard Procedures, good pharmacy practice, norms and standards with regards to the procurement, storage and dispensing of pharmaceuticals. Compile and analyse medicine availability reports and take corrective actions to prevent medicine stock outs.

ENQUIRIES	:	Ms ENN Makhanya: DD- Pharmaceutical Services Tel No: (031) 530 1410
APPLICATIONS	:	Directives To Candidates: Applications to be hand delivered to 310 Bhejane Street (Hospital Gate Number 2) Kwamashu or Emailed To: pixley.recruitment@kznhealth.gov.za or Couriered To: 310 Bhejane Street (Hospital Gate Number 2) Kwamashu, 4360.
FOR ATTENTION	:	Deputy Director: HRM
NOTE	:	This Department is an equal opportunity, affirmative employer, whose aim is to promote representivity in all levels of all occupational categories in the Department." The following documents must be submitted, Application for employment form (Z83), which is obtainable at any Government Department or form website- www.kznhealth.gov.za . Originally signed Z83 must be accompanied by a detailed CV. Only shortlisted candidates will be required to submit proof of current/previous work experience endorsed and stamped by Human Resource Department & other required documents. Applications must be submitted on or before the closing date. The reference number must be indicated in the column provided on the form Z83 e.g. DPKISMH 07/2026. NB: Failure to comply with the above instruction will disqualify applicants. All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment. Please note that due to the number of applications anticipated, applications will not be acknowledged. Correspondence will be limited to short listed candidates only. If you have not been contacted within two months after the closing date of the advertisement, please accept that your application was unsuccessful. The appointment is subject to positive outcome obtained from NIA to the following checks (security clearance, credit records, qualification, citizenship and previous experience employment verifications and verification from the company Intellectual Property (CIPC). The Department reserves the right not to fill the post (s). This Department is an equal opportunity, affirmative employer, whose aim is to promote representivity in all levels of all occupational categories in the Department. Persons with disabilities should feel free to apply for the post.
CLOSING DATE	:	30 September 2026.
POST 33/157	:	<u>OPERATIONAL MANAGER (PHC) REF NO: BAL 01/2026 (X1 POST)</u> Component: Ballito Clinic
SALARY	:	Grade 1: R720 819 - R821 454 per annum. Plus 8% rural allowance. Other Benefits: 13th Cheque, Medical aid (optional), and Housing Allowance (Employee must meet prescribed requirements).
CENTRE	:	Ilembe Health District Office (KwaDukuza Primary Health Care)
REQUIREMENTS	:	Matric Certificate or Grade 12 (Senior Certificate). Diploma or Degree in General Nursing Science and Midwifery that allows registration with SANC as a General Nurse, plus (1) year post basic qualification in Clinical Nursing Science, Health Assessment, Treatment and Care (PHC) plus, Registration Certificate with SANC as a General Nurse with Midwifery and Primary Health Care, plus, Current Registration with SANC (2026). A minimum of 09 years appropriate/recognizable nursing experience as a General Nurse after registration of which 05 years must be appropriate recognizable experience after obtaining 1 year post basic qualification in Primary Health Care nursing and registration as a clinical nurse practitioner. Preference will be given to candidate who possess a valid Code 08 Drivers License and have computer literacy. Knowledge, Skills, Training and Competence Required: Knowledge of all applicable legislations such as Nursing Act, Mental Act, OH&S Act, Batho Pele Principles and Patients Right Charter, Labour Relations Act, Grievance procedure, etc. Knowledge of public service regulations. Disciplinary code, human resource policies, hospital generic and specific policies. Leadership, organizational, decision making and problem solving, conflict handling and counselling. Financial and budgetary knowledge. Good listening and communication skills. Co-ordination and planning skills. Team building and supervisory skills. Good interpersonal relationship skills. Good insight of procedures and policies pertaining to nursing care. Ability to assist in information of patient care related policies. Computer skills in basic programmed.
DUTIES	:	Monitor and evaluate the performance of Primary health care services and systems within the designated services area in the line with public health indicators, set standards and target with a view to report thereon and initiate a corrective active timeously. Analyse health policy and programmed

imperatives with a view to develop customize implementation strategies to guide to primary health care services providers in the service area towards complying with the stated norms, standard and target. Participate actively in Operations Sukuma sakhe. Monitor implementation of PHC re-engineering. Ensure that compliant management is functional in the clinic. Participate in achieving norms and standards (OHSC). Contribute to the realization of ideal clinic status determination. Identify transversal health care and systems barrier (including emerging health trend in service areas) with a view to ensure corrective action at appropriate level. Ensure and monitor that primary health service within the designated service areas are provided with adequate support by multi-disciplinary teams attached to the clinics as well as other corporate services attached to the facility. Ensure an integrated approach with the implementation of various primary health care programmers provide a seamless services delivery platform, including prioritizing needs of the service area and allocate resources accordingly. Ensure that effective and efficient utilization of allocated resources, including the development of staff, procurement planning inputs and maintenance of prescribed information management systems.

**ENQUIRIES
APPLICATIONS**

: Mrs R Bhagwandin Tel No: (032) 437 3500
: Please forward all applications to: The Director: District Health Office, ILembe Health District Office, Private Bag X10620, KwaDukuza, 4450 OR Hand delivered to: corner of 1 King Shaka Street and Cato Street, King Shaka Centre, KwaDukuza, 4450 or Email it to mandla.mthembu@kznhealth.gov.za

**FOR ATTENTION
NOTE**

: Mr M.D Mthembu
: Directions to Candidates: The following documents must be submitted, the most recent Z83 application form for employment which is obtainable at any Government Department or the website: www.kznhealth.gov.za, The Z83 form must be completed in full. The reference number must be indicated in provided form Z83 e.g. EMRSILE 01/2024. Detailed Curriculum Vitae (CV). Information such as Educational qualification dates(s) of registration with council, relevant work experience and periods in service should be clearly indicated on the CV. Applicants are not required to submit Copies of qualification and other relevant documents on application. Such documents will be requested from shortlisted candidates only. Applications must be submitted on or before the closing date. Please note that due to the number of applications anticipated, applications will not be acknowledged. Correspondence will be limited to short listed candidates only. If you have not been contacted within two months after the closing date of the advertisement, please accept that your application was unsuccessful. The appointment is subject to positive outcome obtained from NIA to the following checks (security clearance, credit records, qualification, citizenship and previous experience employment verifications and verification from the company Intellectual Property (CIPC). The Department reserves the right not to fill the post (s). Persons with disabilities should feel free to apply for the post Further, respective successful candidate will be required to enter into a permanent employment contract with the Department of Health and a Performance Agreement with his/her immediate supervisor. Applicants are respectfully informed that, if no notification of appointment is received within 3 months after the closing date, they must accept that their applications were unsuccessful. The Department Reserves the Right to or not to make appointment(s) to the advertised post(s) Applicants in possession of a foreign qualifications are not required to submit Copies of qualifications and other relevant documents on application. Such documents will be requested only if shortlisted. All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment. NB: Due to financial constraints, there will be no payment of S & T allowance to candidates attending the interviews. This Department is an equal opportunity, affirmative employer, whose aim is to promote representivity in all levels of all occupational categories in the Department."

CLOSING DATE

: 28 September 2026

POST 33/158

: **CLINICAL PROGRAMME CO-ORDINATOR REF NO: IPC1/2026**
Department: Infection Prevention and Control Practitioner

SALARY

: Grade 1: R571 161. Plus 13th cheque, homeowner's allowance; Employee must meet the prescribed requirements and Medical Aid optional.

CENTRE

: Inkosi Albert Luthuli Central Hospital

<u>REQUIREMENTS</u>	:	Senior Certificate/Grade 12 Degree / Diploma in Nursing Science 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 (SANC) 2026 A minimum of 7 years appropriate /Recognized Experience in Nursing after registration with SANC in General nursing Additional Qualifications: Certificate in Infection Prevention and control Valid driver's license Knowledge, Skills And Competencies Demonstrate an in depth understanding of nursing legislation and related legal and Ethical nursing practices and how this impacts on service delivery. Knowledge of Infection Control policies and guidelines. Leadership, Organizational, Decision making and problem-solving skills Good communication, interpersonal relations. Demonstrate basic understanding of Human Resource and Financial policies and Practices. Computer Literacy.
<u>DUTIES</u>	:	Develop and implement an Infection prevention and control plan for the institution. Ensure that Infection prevention and control as well as Antibiotic stewardship committee are in place and functional. Promote Infection prevention and culture within the institution by conducting relevant workshops, Audits, meetings and awareness. Identify Infection control risks and make recommendations on mitigation strategies. Provide training to all categories of staff on Infection policies, principles and practices. Conduct Infection prevention and control Surveillance and report on incidence and prevalence of alert organisms and communicable diseases to District and to Communicable Disease Centre. Identify and report all Hospital Acquired Infections. Visits the Departments within the institution to identify infection prevention and control risks. Ensure that all departments comply with Infection Prevention and control Framework, protocols and guidelines. Identify outbreaks of infections, initiate investigation and control measures in collaboration with Infection prevention and control Committee. Provide effective and efficient Infection Prevention and Control service in the institution. Serve as a Clinical governance champion in the facility, ensuring effective clinical risk management system. Review institutional Infection prevention and control Standard operating procedures. Provide advice on various aspects of infection prevention and control, relevant policies to management.
<u>ENQUIRIES</u>	:	Mrs. GF Mncwango - Assistant Nurse Manager Nursing (M&E) Tel No: (031) 240 1083
<u>APPLICATIONS</u>	:	All applications must be addressed to the Human Resources Manager, and should be placed in the application box situated at Security at the entrance to the Management Building at IALCH or to applications@ialch.co.za
<u>NOTE</u>	:	All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment. An Application for Employment Form (Z83) must be completed and forwarded. This is obtainable from any Public Service Department or from the website www.kznhealth.gov.za . Applicants are not required to submit copies of qualifications and other relevant documents on application but must submit the Z83 and a detailed Curriculum Vitae. Certified copies of qualifications, proof of registration and other relevant documents will be requested from shortlisted candidates only which may be submitted to HR on or before the day of the interview. Original signed letter from your current employer, confirming current and appropriate work experience related to the requirements and recommendations of the advert to be submitted only when shortlisted. People with disabilities should feel free to apply for the posts. The reference number must be indicated in the column provided on the form Z83, e.g. ref APRO/1/2006. Please note that failure to comply with the above instructions will disqualify applicants. It is the short listed candidate's responsibility to have the foreign qualification, which is the requirement of the post, evaluated by the South African Qualifications Authority (SAQA) and to provide proof of such evaluation on or before the day of the interview. Failure to comply will result in the application not being considered. The selected candidate will be subjected to a pre-employment screening and verification process including a CIPC (Companies Intellectual Property Commission) screening. Due to the large number of applications we receive, receipt of applications will not be acknowledged. Should you not be advised within 60 days of the closing date, kindly consider your application as unsuccessful. Please note that due to financial constraints, there will be no payment of S&T claims. This Hospital is an equal opportunity, affirmative action employer whose aim is to promote representatively in all levels of all occupational

categories in the Hospital. Person with disabilities and African males are encouraged to apply. Please note that other race groups are also not restricted from applying.

<u>CLOSING DATE</u>	:	28 September 2026
<u>POST 33/159</u>	:	<u>CLINICAL NURSE PRACTITIONER (PHC) REF NO: GLEN 01/2026 (X2 POSTS)</u> Component: Glenhills Clinic
<u>SALARY</u>	:	Grade 1: R495 423 - R581 931 per annum Grade 2: R607 350 - R752 913 per annum plus 8% rural allowance Other Benefits: 13th Cheque, Medical aid (optional), and Housing Allowance (Employee must meet prescribed requirements).
<u>CENTRE REQUIREMENTS</u>	:	Ilembe Health District Office (KwaDukuza Primary Health Care) Grade 1: Matric Certificate or Grade 12 (Senior Certificate) Diploma or Degree in General Nursing Science and Midwifery that allows registration with SANC as a General Nurse, plus (1) year post basic qualification in Clinical Nursing Science, Health Assessment, Treatment and Care (PHC) plus, Registration Certificate with SANC as a General Nurse with Midwifery and Primary Health Care, plus, Current Registration with SANC (2026) A minimum of 4 years appropriate/ recognizable nursing experience as s General Nurse. Minimum Requirements for the post: Grade 2: Matric Certificate or Grade 12 (Senior Certificate) Diploma or Degree in General Nursing Science and Midwifery that allows registration with SANC as a General Nurse, plus (1) year post basic qualification in Clinical Nursing Science, Health Assessment, Treatment and Care (PHC) Registration Certificate with SANC as a General Nurse with Midwifery and Primary Health Care, plus, Current Registration with SANC (2026). A minimum of 14 years appropriate/ recognizable nursing experience after registration as s General Nurse with SANC of which 10 years of the period must be appropriate/ recognizable PHC experience after obtaining a one year post basic qualification in Primary Health Care. NB: Please note that most of the Clinics in KwaDukuza Sub District operates from 07h00 to 18h00. KwaDukuza Clinic operates over 24 hours, Mpumelelo and Groutville Clinic operates on call after 18h00. Staff may be requested to relieve/ allocated in any of the nine (09) facilities within the Sub District if and when the need arises. Knowledge, Skills, Training and Competence Required: Knowledge of all applicable legislations such as Nursing Acts, Mental Acts, OH & S Act, Batho Pele Principles and Patient's Rights Charter, Labour Relations Act, Grievance procedure, etc. Leadership, organizational, decision making and problem solving, conflict handling and counselling. Good listening and communication skills. Co-ordination and planning skills. Team building and supervisory skills. Good interpersonal relationship skills. Good insight of procedures and policies pertaining to nursing care. Ability to assist in information of patient care related policies.
<u>DUTIES</u>	:	Provide quality comprehensive Primary Health Care by providing promotive, preventive, curative and rehabilitative services for the clients and community. Ensuring proper utilization and safekeeping of basic medical equipment, surgical and pharmaceutical stock. Assist in orientation, induction and monitoring of all nursing staff. Provide direct and indirect supervision of all nursing staff and to give guidance. To provide nursing care that leads to improved health service delivery by upholding principles of Batho Pele. Execute duties and functions with proficiency and perform duties according to scope of practice. Implement infection control standards and practices to improve quality nursing care. Assist with conducting clinical audits and developing quality improvement plans. Improve the knowledge of staff and patients through health education and in service training. Implement Nursing care standards, and practices for quality nursing care according to guidelines and prescripts. Maintain a constructive working relationship with nursing and other stakeholders, implementation of the Integrated Multi Stakeholder Health Promotion Strategy. Management of patients records, both written and electronic. Ensuring proper utilization of Human, material and financial resources and keeping up to date records of resources. Ability to plan and organize own work and that of support personnel to ensure proper nursing care in the clinic. Motivate junior staff regarding development in order to increase level of expertise and assist patients to develop a sense of self-care. Strengthen data systems and treatment outcomes by assisting and capturing on Tier.net. Ensure the collection, collation and timeous submission of

		accurate verified data. Support the realization and maintenance of ideal Clinic and OHSC Programme in the facility.
ENQUIRIES	:	Mrs R Bhagwandin Tel No: (032) 437 3500
APPLICATIONS	:	Please forward all applications to: The Director: District Health Office, ILembe Health District Office, Private Bag X10620, KwaDukuza, 4450 OR Hand delivered to: corner of 1 King Shaka Street and Cato Street, King Shaka Centre, KwaDukuza 4450 or Email it to mandla.mthembu@kznhealth.gov.za
FOR ATTENTION	:	Mr M.D Mthembu
NOTE	:	Directions to Candidates: The following documents must be submitted, the most recent Z83 application form for employment which is obtainable at any Government Department or the website: www.kznhealth.gov.za , The Z83 form must be completed in full. The reference number must be indicated in provided form Z83 e.g. EMRSILE 01/2024. Detailed Curriculum Vitae (CV). Information such as Educational qualification dates(s) of registration with council, relevant work experience and periods in service should be clearly indicated on the CV. Applicants are not required to submit Copies of qualification and other relevant documents on application. Such documents will be requested from shortlisted candidates only. Applications must be submitted on or before the closing date. Please note that due to the number of applications anticipated, applications will not be acknowledged. Correspondence will be limited to short listed candidates only. If you have not been contacted within two months after the closing date of the advertisement, please accept that your application was unsuccessful. The appointment is subject to positive outcome obtained from NIA to the following checks (security clearance, credit records, qualification, citizenship and previous experience employment verifications and verification from the company Intellectual Property (CIPC). The Department reserves the right not to fill the post (s). Persons with disabilities should feel free to apply for the post Further, respective successful candidate will be required to enter into a permanent employment contract with the Department of Health and a Performance Agreement with his/her immediate supervisor. Applicants are respectfully informed that, if no notification of appointment is received within 3 months after the closing date, they must accept that their applications were unsuccessful. The Department Reserves the Right to or not to make appointment(s) to the advertised post(s) Applicants in possession of a foreign qualifications are not required to submit Copies of qualifications and other relevant documents on application. Such documents will be requested only if shortlisted. All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment. NB: Due to financial constraints, there will be no payment of S & T allowance to candidates attending the interviews. This Department is an equal opportunity, affirmative employer, whose aim is to promote representivity in all levels of all occupational categories in the Department."
CLOSING DATE	:	28 September 2026
POST 33/160	:	<u>CLINICAL NURSE PRACTITIONER (PHC) REF NO: MOB 01/2026 (X1 POST)</u> Component: Mobile Clinic
SALARY	:	Grade 1: R495 423 - R581 931 per annum Grade 2: R607 350 - R752 913 per annum plus 8% rural allowance Other Benefits: 13th Cheque, Medical aid (optional), and Housing Allowance (Employee must meet prescribed requirements)
CENTRE	:	ILEMBE Health District Office (KwaDukuza Primary Health Care)
REQUIREMENTS	:	Grade 1: Matric Certificate or Grade 12 (Senior Certificate) Diploma or Degree in General Nursing Science and Midwifery that allows registration with SANC as a General Nurse, plus (1) year post basic qualification in Clinical Nursing Science, Health Assessment, Treatment and Care (PHC) plus, Registration Certificate with SANC as a General Nurse with Midwifery and Primary Health Care, plus, Current Registration with SANC (2026) A minimum of 4 years appropriate/ recognizable nursing experience as s General Nurse. Code 10 Drivers License. Requirements: Grade 2: Matric Certificate or Grade 12 (Senior Certificate) Diploma or Degree in General Nursing Science and Midwifery that allows registration with SANC as a

General Nurse, plus (1) year post basic qualification in Clinical Nursing Science, Health Assessment, Treatment and Care (PHC Registration Certificate with SANC as a General Nurse with Midwifery and Primary Health Care, plus, Current Registration with SANC (2026). A minimum of 14 years appropriate/ recognizable nursing experience after registration as a General Nurse with SANC of which 10 years of the period must be appropriate/ recognizable PHC experience after obtaining a one year post basic qualification in Primary Health Care. Code 10 Drivers License. NB: Please note that most of the Clinics in KwaDukuza Sub District operates from 07h00 to 18h00. KwaDukuza Clinic operates over 24 hours, Mpumelelo and Grootville Clinic operates on call after 18h00. Staff may be requested to relieve/ allocated in any of the nine (09) facilities within the Sub District if and when the need arises. Knowledge, Skills, Training And Competence Required: Knowledge of all applicable legislations such as Nursing Acts, Mental Acts, OH & S Act, Batho Pele Principles and Patient's Rights Charter, Labour Relations Act, Grievance procedure, etc. Leadership, organizational, decision making and problem solving, conflict handling and counselling. Good listening and communication skills. Co-ordination and planning skills. Team building and supervisory skills. Good interpersonal relationship skills. Good insight of procedures and policies pertaining to nursing care. Ability to assist in information of patient care related policies.

DUTIES

: Provide quality comprehensive Primary Health Care by providing promotive, preventive, curative and rehabilitative services for the clients and community. Ensuring proper utilization and safekeeping of basic medical equipment, surgical and pharmaceutical stock. Assist in orientation, induction and monitoring of all nursing staff. Provide direct and indirect supervision of all nursing staff and to give guidance. To provide nursing care that leads to improved health service delivery by upholding principles of Batho Pele. Execute duties and functions with proficiency and perform duties according to scope of practice. Implement infection control standards and practices to improve quality nursing care. Assist with conducting clinical audits and developing quality improvement plans. Improve the knowledge of staff and patients through health education and in service training. Implement Nursing care standards, and practices for quality nursing care according to guidelines and prescripts. Maintain a constructive working relationship with nursing and other stakeholders, implementation of the Integrated Multi Stakeholder Health Promotion Strategy. Management of patients records, both written and electronic. Ensuring proper utilization of Human, material and financial resources and keeping up to date records of resources. Ability to plan and organize own work and that of support personnel to ensure proper nursing care in the clinic. Motivate junior staff regarding development in order to increase level of expertise and assist patients to develop a sense of self-care. Strengthen data systems and treatment outcomes by assisting and capturing on Tier.net. Ensure the collection, collation and timeous submission of accurate verified data. Support the realization and maintenance of ideal Clinic and OHSC Programme in the facility.

ENQUIRIES

APPLICATIONS

: Mrs R Bhagwandin Tel No: (032) 437 3500
: Please forward all applications to: The Director: District Health Office, ILembe Health District Office, Private Bag X10620, KwaDukuza, 4450 OR Hand delivered to: corner of 1 King Shaka Street and Cato Street, King Shaka Centre, KwaDukuza, 4450 or Email it to mandla.mthembu@kznhealth.gov.za
: Mr M.D Mthembu

FOR ATTENTION NOTE

: Directions to Candidates: The following documents must be submitted, the most recent Z83 application form for employment which is obtainable at any Government Department or the website: www.kznhealth.gov.za, The Z83 form must be completed in full. The reference number must be indicated in provided form Z83 e.g. EMRSILE 01/2024. Detailed Curriculum Vitae (CV). Information such as Educational qualification dates(s) of registration with council, relevant work experience and periods in service should be clearly indicated on the CV. Applicants are not required to submit Copies of qualification and other relevant documents on application. Such documents will be requested from shortlisted candidates only. Applications must be submitted on or before the closing date. Please note that due to the number of applications anticipated, applications will not be acknowledged. Correspondence will be limited to short listed candidates only. If you have not been contacted within two months after the closing date of the advertisement, please accept that your application was unsuccessful. The appointment is subject to positive outcome obtained from NIA to the following checks (security clearance, credit records, qualification, citizenship and previous

experience employment verifications and verification from the company Intellectual Property (CIPC). The Department reserves the right not to fill the post (s). Persons with disabilities should feel free to apply for the post Further, respective successful candidate will be required to enter into a permanent employment contract with the Department of Health and a Performance Agreement with his/her immediate supervisor. Applicants are respectfully informed that, if no notification of appointment is received within 3 months after the closing date, they must accept that their applications were unsuccessful. The Department Reserves the Right to or not to make appointment(s) to the advertised post(s) Applicants in possession of a foreign qualifications are not required to submit Copies of qualifications and other relevant documents on application. Such documents will be requested only if shortlisted. All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment. NB: Due to financial constraints, there will be no payment of S & T allowance to candidates attending the interviews. This Department is an equal opportunity, affirmative employer, whose aim is to promote representivity in all levels of all occupational categories in the Department."

<u>CLOSING DATE</u>	:	28 September 2026
<u>POST 33/161</u>	:	<u>ASSISTANT DIRECTOR: HUMAN RESOURCE MANAGEMENT REF NO: ETH 04 /2026 (X1 POST)</u> Component: Human Resource Management
<u>SALARY</u>	:	R487 197 – R573 987 per annum. Other Benefits Home Owner Allowance (conditions apply) ,13th Cheque (conditions apply), Medical Aid (Optional).
<u>CENTRE</u>	:	eThekweni District Office
<u>REQUIREMENTS</u>	:	Senior Certificate or equivalent Bachelor's Degree or National Diploma in Human Resource Management/ Personnel Management/ Human Resource Development or Public Management. A minimum of five years operational experience in Human Resource of which three years of that must be supervisory experience in Human Resource. Valid Driver's license. Knowledge, Skills, Training and Competencies Required: Knowledge of Public Service Act, Public Service Regulations and other prescripts applicable to Human Resource. Knowledge of PERSAL system Knowledge of basic principles of HR Management. Ability to interpret and apply policies, acts, ability to comprehend Human Resource issues. Interpersonal relations, innovation and communication skills. Financial Management, Change Management. Time management, facilitation skill, risk management. Good interpersonal relation skills. Computer literacy. Auditing skill and report writing skills Problem solving and Decision-making skills.
<u>DUTIES</u>	:	Provide strategic leadership of human resource management for the facility. Manage all Human Resource components, that is, Human Resource Practices, Human Resource Planning and Development, Staff Relations and Employee Wellness and ensure the provision efficient and effective services are provided. Monitor and evaluate human resource activities of the district office human resource. Ensure quality development of HRMS in line with norms and standards for CHC Ideal Clinic Realization and Maintenance Programme. Ensure effective human resource records and documents management system. Manage the payroll programme. Ensure the timely and efficient compensation of employees. Manage recruitment, selection and verification processes. Ensure the co-ordination of Institutional Management Labour Committee Meetings (IMLC). Ensure training of staff on labour relations matters. Ensure compliance with grievance and disciplinary procedures. Coordination of conciliation, mediation and arbitration proceedings. Ensure that misconduct cases in the institution are dealt with timeously. Oversee co-ordination of Institutional Employee Health and Wellness activities. Provide leadership in managing processes of aligning organizational, and post establishment structures with emerging service delivery demands as well as the imperatives set in the Annual Performance Plan for the facility or the district office. Serve in the transformation activities of the department and the district office such budget allocations as well as standard and workload statistics. Conduct staff satisfaction surveys and exit interviews. Oversee the effective implementation of the Human Resource Management policy imperatives and ensure consistency in the application. Develop strategies aimed at improving service delivery. Ensure and facilitate

		the consolidation of HR Plan for the facility. Provide early warnings and develop innovative solutions to overcome identified problem areas.
ENQUIRIES	:	Mrs. N.F. Mapumulo Tel No: (031) 273 5307
APPLICATIONS	:	May be hand delivered or courier to forwarded to: The Human Resource Manager, EThekweni District Office, 85 King Cetshwayo Highway, Mayville, Durban, 4000. Applicants are encouraged to apply for posts through the online e-Recruitment system at www.kznonline.gov.za/kznjobs . Applications may alternatively be emailed to: EtheKwiniDistrictHealth.HRJobApplication@kznhealth.gov.za quoting reference number only in the subject line.
NOTE	:	Directions To Candidates: The applicant must submit a fully completed Z83 form and a detailed Curriculum Vitae (CV) only (Only shortlisted candidates will be required to submit proof of all documents and Certificate of Service endorsed by Human Resources). The official Z83 form 'Application for employment' (the new amended version of the Z83 form effectively from 01/01/2021 must be used only; the old Z83 form will be rejected, if used). The amended Z83 application for employment form is obtainable at any Government Department OR downloaded from the website – www.kznhealth.gov.za or www.dpsa.gov.za/vacancies . The 'Reference Number' and 'Position' for which are applying (as stated in the advert) must be clearly indicated in the columns provided on the form Z 83 e.g. Reference number PMMH 01/2026. Applications may also be submitted online via the KZN e-Recruitment System at www.kznonline.gov.za/kznjobs . Applicants must register, complete their profile and upload their CV. The appointments are subject to positive outcomes obtained from the State Security Agency (SSA) to the following checks (security clearance (vetting), criminal clearance, credit records, and citizenship), verification of Educational Qualifications by SAQA, verification of previous experience from Employers and verification from the Company Intellectual Property Commission (CIPC). To be appointed at Senior Management Service (SMS) level, you must complete the SMS Pre-entry programme offered by the National School of Government (NSG). Find course details here: https://www.thensg.gov.za/training-course/sms-pre-entryprogramme/ appointment is subject to successful competition of the Nyukela Programme: Pre-entry Certificate to SMS. Only shortlisted candidates will submit proof before interview. All shortlisted candidates, including SMS shall undertake two pre-entry assessments. One must be a practical exercise, and the other must be an Integrity (ethical conduct) assessment. Selection panels shall score both technical exercises as an additional criterion in the interview process. The successful candidate would be required to sign a performance agreement within three months of appointment. Please note that due to the high number of applications anticipated, applications will not be acknowledged. Correspondence will be limited to short listed candidates only. If you have not been contacted within two months after the closing date of the advertisement, consider your application as unsuccessful, please. African males and Persons with disabilities from all designated race groups are encouraged to apply for the post. Please note that no S&T payments will be considered for payment to candidates who are invited for interviews. It is the shortlisted candidate's responsibility to have a foreign qualification, which is a requirement of the post, evaluated by the South Africans Qualifications authority (SAQA). Failure to comply will result in the application not being considered. The Department reserves the right not to fill the post/s. Failure to comply with the above instructions will disqualify applicants. (This Department is an equal opportunity, affirmative action employer, whose aim is to promote representivity in all levels of all occupational categories in the Department.)
CLOSING DATE	:	28 September 2026
POST 33/162	:	<u>ASSISTANT DIRECTOR: FINANCE M & E REF NO: ETH 05 /2026 (X1 POST)</u> Component: Finance M&E
SALARY	:	R487 197 –R573 987 per annum. Other Benefits Home Owner Allowance (conditions apply) ,13th Cheque (conditions apply), Medical Aid (Optional).
CENTRE	:	eThekweni District Office
REQUIREMENTS	:	Senior Certificate or equivalent qualification Degree or Advanced Diploma in Cost and Management Accounting/Financial Management at NQF level 7 A minimum of five (5) years' experience in Financial Management of which three (3) years' must be supervisory experience in Financial Management

environment. Valid driver's license Knowledge, Skills, Training and Competencies Required: Detailed knowledge of budgeting and financial management area of operation and associated processes. Ability to communicate with all stakeholders and role –players at all levels in clear and unambiguous language. Good knowledge of Public Finance Management as well as relevant Acts and Regulations. Sound Management, negotiation, interpersonal and problem-solving skills. Knowledge of Labour Relations, discipline and grievance procedure. Good organizational and planning skills and ability to make independent decisions. Knowledge of departmental and transversal systems e.g. (PERSAL, Vulindlela and BAS). Knowledge of MS office Software applications. Numerical skills and understanding of grant funding management.

DUTIES

: The incumbent of this post will report to the Deputy Director: Finance M&E and will be responsible to report on activities to ensure effective and efficient production of reliable information on the District Grants financial Management of the Department. Facilitate development of grant funding business plan per financial year. Coordinate, manage and collate/consolidate budget estimates for grant funding as per business plans. Facilitate the division/distribution of the budget allocation between all sub-programmes. Prepare, analyse and report on expenditure versus budget for the entire grant funding in the district. Manage, coordinate and provide guidance to cash flow meetings and spending patterns. Identify, rate and institute control measures to minimise financial risks in the district. Conduct analysis on the expenditure trend to determine whether budgetary allocations are in line with the envisaged output performance and targets as per business plan. Provide regular reports pertaining to the grant performance for example DORA reports, variance reports and other reports. Manage the journalising process within the institution. Ensure correct staff linking and verification within objectives and responsibility. Manage resources with the sub-directorate. Conduct support visits to institutions within the district.

ENQUIRIES APPLICATIONS

: Mr. A. Bera Tel No: (031) 273 5307
: May be hand delivered or courier to forwarded to: The Human Resource Manager, EThekweni District, Office 85 King Cetshwayo Highway, Mayville, Durban, 4000. Applicants are encouraged to apply for posts through the online e-Recruitment system at www.kznonline.gov.za/kznjobs. Applications may alternatively be e mailed to: EtheKweniDistrictHealth.HRJobApplication@kznhealth.gov.za quoting reference number only in the subject line.

NOTE

: Directions To Candidates: The applicant must submit a fully completed Z83 form and a detailed Curriculum Vitae (CV) Only. Only shortlisted candidates will be required to submit proof of all documents and Certificate of Service endorsed by Human Resources The official Z83 form 'Application for employment' (the new amended version of the Z83 form effectively from 01/01/2021 must be used only; the old Z83 form will be rejected, if used). The amended Z83 application for employment form is obtainable at any Government Department or downloaded from the website – www.kznhealth.gov.za or www.dpsa.gov.za-vacancies. The 'Reference Number' and 'Position' for which are applying (as stated in the advert) must be clearly indicated in the columns provided on the form Z 83 e.g. Reference number PMMH 01/2026. Applications may also be submitted online via the KZN e-Recruitment System at www.kznonline.gov.za/kznjobs. Applicants must register, complete their profile and upload their CV. The appointments are subject to positive outcomes obtained from the State Security Agency (SSA) to the following checks (security clearance (vetting), criminal clearance, credit records, and citizenship), verification of Educational Qualifications by SAQA, verification of previous experience from Employers and verification from the Company Intellectual Property Commission (CIPC). To be appointed at Senior Management Service (SMS) level, you must complete the SMS Pre-entry programme offered by the National School of Government (NSG). Find course details here: <https://www.thensg.gov.za/training-course/sms-pre-entryprogramme/> appointment is subject to successful competition of the Nyukela Programme: Pre-entry Certificate to SMS. Only shortlisted candidates will submit proof before interview. All shortlisted candidates, including SMS shall undertake two pre-entry assessments. One must be a practical exercise, and the other must be an Integrity (ethical conduct) assessment. Selection panels shall score both technical exercises as an additional criterion in the interview process. The successful candidate would be required to sign a performance agreement within three months of appointment. Please note that due to the high number

of applications anticipated, applications will not be acknowledged. Correspondence will be limited to short listed candidates only. If you have not been contacted within two months after the closing date of the advertisement, consider your application as unsuccessful, please. African males and Persons with disabilities from all designated race groups are encouraged to apply for the post. Please note that no S&T payments will be considered for payment to candidates who are invited for interviews. It is the shortlisted candidate's responsibility to have a foreign qualification, which is a requirement of the post, evaluated by the South Africans Qualifications authority (SAQA). Failure to comply will result in the application not being considered. The Department reserves the right not to fill the post/s. Failure to comply with the above instructions will disqualify applicants. (This Department is an equal opportunity, affirmative action employer, whose aim is to promote representivity in all levels of all occupational categories in the Department.)

<u>CLOSING DATE</u>	:	28 September 2026
<u>POST 33/163</u>	:	<u>ASSISTANT DIRECTOR: FLEET REF NO: ETH 06 /2026 (X1 POST)</u> Component: Fleet Management
<u>SALARY</u>	:	R487 197 –R573 987 per annum. Other Benefits Home Owner Allowance (conditions apply) ,13th Cheque (conditions apply), Medical Aid (Optional).
<u>CENTRE</u>	:	eThekwini District Office
<u>REQUIREMENTS</u>	:	Senior Certificate or equivalent qualification Degree or National Diploma in Transport Management or Public Management or Public Administration. A minimum five (5) years' experience in fleet management of which three (3) years must be supervisory experience in Transport related environment, Valid driver's license. Knowledge, Skills, Training and Competencies Required: Ability to apply technical/professional knowledge and skills in the work area and wider work environment. Ability to keep abreast of work-related developments. Change Management, Decision making, time management skills. Risk Management Skills Good interpersonal relation skills. Public Service Financial Management, Departmental policies and procedures, project management, Intermediate Human Resources Development, General management, Strategic management, Skills Development Act, LRA, BCEA. Leadership, Facilitation, Computer literacy skills Good Presentation skill, Innovative, Analytical, Verbal and written communications skills Good People Management skill.
<u>DUTIES</u>	:	Oversee management and use of the fleets in hospitals, CHCs, EMS, Mortuaries and PHC. Ensure compliance to fleet management policies and prescripts. Conduct fleet audits. Compile and present reports to district management and provincial office as required. Monitor and report on fleet management indicators on Annual Performance Plan Ensure availability of fleet to reduce complaints by monitoring that servicing and necessary repairs are conducted. Conducting physical inspections to determine the condition of fleet for possible damage. Identifying underutilized vehicles due for replacement (BOS). Monitor the allocation of KZN vehicles and vehicles used for private on official use. Maintain proper records for fleet management and audit purposes. Ensure functionality of accident committees across the district. Identify fleet risks related to fleet management and implement mitigation strategies. Monitor fleet expenditure across the district. Conduct stakeholder engagements for the rationalisation of transport. Provide on road, emergency support for incidents relating to fleet for example hijacking and accident. Provide input and implement policies pertaining licensing of district vehicles. Monitor licensing disc and tracking disc for all vehicles in the district Monitor asset register of Departmental vehicles, Coordinate and monitor payment of fines to relevant traffic departments.
<u>ENQUIRIES</u>	:	Mrs. R.S. Nene Tel No: (031) 273 5307
<u>APPLICATIONS</u>	:	May be hand delivered or courier to forwarded to: The Human Resource Manager, EThekwini District Office, 85 King Cetshwayo Highway, Mayville, Durban, 4000. Applicants are encouraged to apply for posts through the online e-Recruitment system at www.kznonline.gov.za/kznjobs . Applications may alternatively be emailed to: EthekwiniDistrictHealth.HRJobApplication@kznhealth.gov.za quoting reference number only in the subject line.
<u>NOTE</u>	:	Directions to candidates: The applicant must submit a fully completed Z83 form and a detailed Curriculum Vitae (CV) Only. Only shortlisted candidates will be required to submit proof of all documents and Certificate of Service endorsed by Human Resources The official Z83 form 'Application for

employment' (the new amended version of the Z83 form effectively from 01/01/2021 must be used only; the old Z83 form will be rejected, if used). The amended Z83 application for employment form is obtainable at any Government Department or downloaded from the website – www.kznhealth.gov.za or www.dpsa.gov.za-vacancies. The 'Reference Number' and 'Position' for which are applying (as stated in the advert) must be clearly indicated in the columns provided on the form Z 83 e.g. Reference number PMMH 01/2026. Applications may also be submitted online via the KZN e-Recruitment System at www.kznonline.gov.za/kznjobs. Applicants must register, complete their profile and upload their CV. The appointments are subject to positive outcomes obtained from the State Security Agency (SSA) to the following checks (security clearance (vetting), criminal clearance, credit records, and citizenship), verification of Educational Qualifications by SAQA, verification of previous experience from Employers and verification from the Company Intellectual Property Commission (CIPC). To be appointed at Senior Management Service (SMS) level, you must complete the SMS Pre-entry programme offered by the National School of Government (NSG). Find course details here: <https://www.thensg.gov.za/training-course/sms-pre-entryprogramme/> appointment is subject to successful competition of the Nyukela Programme: Pre-entry Certificate to SMS. Only shortlisted candidates will submit proof before interview. All shortlisted candidates, including SMS shall undertake two pre-entry assessments. One must be a practical exercise, and the other must be an Integrity (ethical conduct) assessment. Selection panels shall score both technical exercises as an additional criterion in the interview process. The successful candidate would be required to sign a performance agreement within three months of appointment. Please note that due to the high number of applications anticipated, applications will not be acknowledged. Correspondence will be limited to short listed candidates only. If you have not been contacted within two months after the closing date of the advertisement, consider your application as unsuccessful, please. African males and Persons with disabilities from all designated race groups are encouraged to apply for the post. Please note that no S&T payments will be considered for payment to candidates who are invited for interviews. It is the shortlisted candidate's responsibility to have a foreign qualification, which is a requirement of the post, evaluated by the South Africans Qualifications authority (SAQA). Failure to comply will result in the application not being considered. The Department reserves the right not to fill the post/s. Failure to comply with the above instructions will disqualify applicants. (This Department is an equal opportunity, affirmative action employer, whose aim is to promote representivity in all levels of all occupational categories in the Department.)

CLOSING DATE : 28 September 2026

POST 33/164 : **PROFESSIONAL NURSE (SPECIALTY) THEATRE REF NO: DPKISMH 15/2026 (X1 POST)**

Component: Theatre Department

SALARY : Grade 1: R495 423 – R581 931 per annum

Grade 2: R607 350 – R752 913 per annum

CENTRE : Dr Pixley Ka Isaka Seme Memorial Hospital

REQUIREMENTS : **Grade 1:** A minimum of 4 years appropriate/recognisable experience in nursing after registration as Professional Nurse with the SANC in General Nursing, **Grade 2:** A minimum of fourteen (14) years appropriate/recognizable experience in Nursing after registration as Professional Nurse with SANC in General Nursing of which at least 10 (ten) years of the period referred to above must be appropriate/recognizable experience after obtaining the 1 (one) year post basic qualification in relevant speciality. Senior Certificate or equivalent, Degree/Diploma in General nursing, One (01) year Post Basic qualification in Operating Theatre Nursing Science. Registration certificate with South African Nursing Council (SANC). Current SANC receipt (2026). A minimum of four (4) years appropriate/recognisable experience after registration as a Professional Nurse with SANC in General Nursing. Successful candidate will have to spend minimum of one year in

	service. Knowledge, Skills, Training and Competence Required: Knowledge of nursing care processes and procedures, nursing statutes, and other relevant legal framework such as Nursing Acts, Health Act, Patient Right Charter, Batho Pele Principle, Public Service Regulations, Disciplinary Code and Procedures in the Public Service. Financial and Budgetary knowledge pertaining to relevant resources under management. Insight into procedures and policies pertaining to nursing care. Leadership, Organizational, Decision making, Problem solving, Co – ordination, Liaisons and Interpersonal skills within the limits of the Public Sector and Institutional policy framework. Interpersonal skills including Public relation, Negotiating, Conflict handling and Counselling skills. Computer skills in basic programs.
<u>DUTIES</u>	: Assist in planning/organizing and monitoring of objectives of the specialized unit in consultation with subordinates. Effective management of patients, display a concern for patients, promoting and advocating. Proper treatment and care including awareness and willingness to respond to patient's needs, requirements and expectations. Provision of quality services through setting of standards, policies and procedures. Participate in the implementation of National Priorities clinical guidelines, protocols. Maintain accurate and complete patient records according to legal requirements. Exercise control over discipline, grievance and labour relations issues. Promote good working relationships amongst staff and patients. Assist in supervision and development of all nursing staff. Ensure effective participation in all hospital programs e.g. IPC, Quality Assurance, etc. Provide a Safe, therapeutic and hygienic environment for patients, visitors and staff.
<u>ENQUIRIES</u>	: Ms S.C. Nduli - Nursing Department Tel No: (031) 530 1416
<u>APPLICATIONS</u>	: Directives To Candidates: Applications to be hand delivered to 310 Bhejane Street (Hospital Gate Number 2) Kwamashu or Emailed To: pixley.recruitment@kznhealth.gov.za or Couriered To: 310 Bhejane Street (Hospital Gate Number 2) Kwamashu, 4360
<u>FOR ATTENTION</u>	: Deputy Director: HRM
<u>NOTE</u>	: This Department is an equal opportunity, affirmative employer, whose aim is to promote representivity in all levels of all occupational categories in the Department." The following documents must be submitted, Application for employment form (Z83), which is obtainable at any Government Department or form website- www.kznhealth.gov.za . Originally signed Z83 must be accompanied by a detailed CV. Only shortlisted candidates will be required to submit proof of current/previous work experience endorsed and stamped by Human Resource Department & other required documents. Applications must be submitted on or before the closing date. The reference number must be indicated in the column provided on the form Z83 e.g. DPKISMH 07/2026. NB: Failure to comply with the above instruction will disqualify applicants. All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment. Please note that due to the number of applications anticipated, applications will not be acknowledged. Correspondence will be limited to short listed candidates only. If you have not been contacted within two months after the closing date of the advertisement, please accept that your application was unsuccessful. The appointment is subject to positive outcome obtained from NIA to the following checks (security clearance, credit records, qualification, citizenship and previous experience employment verifications and verification from the company Intellectual Property (CIPC). The Department reserves the right not to fill the post (s). This Department is an equal opportunity, affirmative employer, whose aim is to promote representivity in all levels of all occupational categories in the Department. Persons with disabilities should feel free to apply for the post.
<u>CLOSING DATE</u>	: 30 September 2026.
<u>POST 33/165</u>	: <u>PROFESSIONAL NURSE (SPECIALTY) REF NO: DPKISMH 16/2026 (X1 POST)</u> Component: Critical Care Department
<u>SALARY</u>	: Grade 1: R495 423 – R581 931 per annum Grade 2: R607 350 – R752 913 per annum
<u>CENTRE</u>	: Dr Pixley Ka Isaka Seme Memorial Hospital
<u>REQUIREMENTS</u>	: Grade 1: A minimum of 4 years appropriate/recognisable experience in nursing after registration as Professional Nurse with the SANC in General Nursing, Grade 2: A minimum of fourteen (14) years appropriate/

recognizable experience in Nursing after registration as Professional Nurse with SANC in General Nursing of which at least 10 (ten) years of the period referred to above must be appropriate/recognizable experience after obtaining the 1 (one) year post basic qualification in relevant speciality. Senior Certificate or equivalent, Degree/Diploma in General Nursing, One year post basic Degree/Diploma in Critical Care plus four (04) years appropriate /recognizable registration experience as a General Nurse. Registration with SANC as a General Nurse and Speciality Nurse. Proof of current/previous work experience endorsed and stamped by Human Resource Department will be required for shortlisted candidates. Successful candidate will have to spend minimum of one year in service. Knowledge, Skills, Training and Competence Required: Knowledge of Nursing Care, Processes and Procedures, Nursing statutes, and other relevant Legal frameworks. Good communication skills-verbal and written. Co-ordination and liaison skills. Problem solving skills.

DUTIES

: Assist in planning/organizing and monitoring of objectives of the specialized unit. Provide a therapeutic environment for staff, patients and public. Provide comprehensive, quality nursing care. Provide direct and indirect supervision of all Nursing Staff /Housekeeping staff and to give them guidance and ensure continuity of patient care on all level. Demonstrate effective communication patient and families with the multi-disciplinary team, other department within the hospital. Assist with allocation/change list, day and night duty rosters and inputs for leave. Assist in record keeping and provide statistical information on training and staffing. To assist in EPMDS evaluation of staff and implement EAP. Assist in orientation, induction and monitoring of all nursing staff. To complete patient related data and partake in research. Promote quality specialized nursing care as directed by scope of practice and standards determined by the relevant specialty. To assist with relief duties of the supervisor and act as junior shift-leader on both day and night shift. To partake in overall specialized unit functions, i.e. team building Effective and efficient management of all resources. Liaise with professional Nurse in charge in surgical high care/renal unit. Allocation of Staff on day and night duty within the Directorate in rotational basis. To nurse a critically ill patient who is ventilated, on haemodialysis and continuous-venous haemodialysis. To nurse all types of patients regardless of diagnoses according to disease profile within the directorate. Maintain Professional growth/ethical standard and self-development.

ENQUIRIES APPLICATIONS

: Ms S.C. Nduli - Nursing Department Tel No: (031) 530 1416
: Directives To Candidates: Applications to be hand delivered to 310 Bhejane Street (Hospital Gate Number 2) Kwamashu or Emailed To: pixley.recruitment@kznhealth.gov.za or Couriered To: 310 Bhejane Street (Hospital Gate Number 2) Kwamashu, 4360

FOR ATTENTION NOTE

: Deputy Director: HRM
: This Department is an equal opportunity, affirmative employer, whose aim is to promote representivity in all levels of all occupational categories in the Department.” The following documents must be submitted, Application for employment form (Z83), which is obtainable at any Government Department or form website-www.kznhealth.gov.za. Originally signed Z83 must be accompanied by a detailed CV. Only shortlisted candidates will be required to submit proof of current/previous work experience endorsed and stamped by Human Resource Department & other required documents. Applications must be submitted on or before the closing date. The reference number must be indicated in the column provided on the form Z83 e.g. DPKISMH 07/2026. NB: Failure to comply with the above instruction will disqualify applicants. All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment. Please note that due to the number of applications anticipated, applications will not be acknowledged. Correspondence will be limited to short listed candidates only. If you have not been contacted within two months after the closing date of the advertisement, please accept that your application was unsuccessful. The appointment is subject to positive outcome obtained from NIA to the following checks (security clearance, credit records, qualification, citizenship and previous experience employment verifications and verification from the company Intellectual Property (CIPC). The Department reserves the right not to fill the post (s). This Department is an equal opportunity, affirmative employer, whose aim is to promote representivity in all levels of all

		occupational categories in the Department. Persons with disabilities should feel free to apply for the post.
<u>CLOSING DATE</u>	:	30 September 2026
<u>POST 33/166</u>	:	<u>PROFESSIONAL NURSE (SPECIALTY) REF NO: DPKISMH 17/2026 (X2 POSTS)</u> Component: Trauma Department
<u>SALARY</u>	:	Grade 1: R495 423 – R581 931 per annum Grade 2: R607 350 – R752 913 per annum
<u>CENTRE</u>	:	Dr Pixley Ka Isaka Seme Memorial Hospital
<u>REQUIREMENTS</u>	:	Grade 1: A minimum of 4 years appropriate/recognisable experience in nursing after registration as Professional Nurse with the SANC in General Nursing, Grade 2: A minimum of fourteen (14) years appropriate/recognizable experience in Nursing after registration as Professional Nurse with SANC in General Nursing of which at least 10 (ten) years of the period referred to above must be appropriate/recognizable experience after obtaining the 1 (one) year post basic qualification in relevant speciality. Senior Certificate or equivalent qualification. Degree/Diploma in General Nursing Registration with SANC as a General Nurse and Speciality Nurse. One year post basic Degree/Diploma in Trauma plus four (04) years appropriate /recognizable registration experience as a General Nurse. current registration with SANC (2026) Proof of current/previous work experience endorsed and stamped by Human Resource Department will be required for shortlisted candidates. Successful candidate will have to spend minimum of one year in service. Knowledge, Skills, Training and Competence Required: Knowledge of Nursing Care, Processes and Procedures, Nursing statutes, and other relevant Legal frameworks. Good communication skills-verbal and written. Co-ordination and liaison skills. Problem solving skills.
<u>DUTIES</u>	:	Assist in planning/organizing and monitoring of objectives of the specialized unit. Proper triaging and management of emergencies in the unit. Provide a therapeutic environment for staff, patients and public. Provide comprehensive, quality nursing care. Provide direct and indirect supervision of all Nursing Staff /Housekeeping staff and to give them guidance and ensure continuity of patient care on all level. Demonstrate effective communication patient and families with the multi-disciplinary team, other department within the hospital. Assist with allocation/change list, day and night duty rosters and inputs for leave. Assist in record keeping and provide statistical information on training and staffing. To assist in EPMDS evaluation of staff and implement EAP. Assist in orientation, induction and monitoring of all nursing staff. To complete patient related data and partake in research. Promote quality specialized nursing care as directed by scope of practice and standards determined by the relevant specialty. To assist with relief duties of the supervisor and act as junior shift-leader on both day and night shift. To partake in overall specialized unit functions, i.e. team building. Effective and efficient management of all resources. Liaise with professional Nurse in charge in surgical high care/renal unit. Allocation of Staff on day and night duty within the Directorate in rotational basis.
<u>ENQUIRIES</u>	:	Ms S.C. Nduli - Nursing Department Tel No: (031) 530 1416
<u>APPLICATIONS</u>	:	Directives to candidates: Applications to be hand delivered to 310 Bhejane Street (Hospital Gate Number 2) Kwamashu or Emailed To: pixley.recruitment@kznhealth.gov.za or Couriered To: 310 Bhejane Street (Hospital Gate Number 2) Kwamashu, 4360.
<u>FOR ATTENTION</u>	:	Deputy Director: HRM
<u>NOTE</u>	:	This Department is an equal opportunity, affirmative employer, whose aim is to promote representivity in all levels of all occupational categories in the Department." The following documents must be submitted, Application for employment form (Z83), which is obtainable at any Government Department or form website- www.kznhealth.gov.za . Originally signed Z83 must be accompanied by a detailed CV. Only shortlisted candidates will be required to submit proof of current/previous work experience endorsed and stamped by Human Resource Department & other required documents. Applications must be submitted on or before the closing date. The reference number must be indicated in the column provided on the form Z83 e.g. DPKISMH 07/2026. NB: Failure to comply with the above instruction will disqualify applicants. All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment. Please note that due

to the number of applications anticipated, applications will not be acknowledged. Correspondence will be limited to short listed candidates only. If you have not been contacted within two months after the closing date of the advertisement, please accept that your application was unsuccessful. The appointment is subject to positive outcome obtained from NIA to the following checks (security clearance, credit records, qualification, citizenship and previous experience employment verifications and verification from the company Intellectual Property (CIPC). The Department reserves the right not to fill the post (s). This Department is an equal opportunity, affirmative employer, whose aim is to promote representivity in all levels of all occupational categories in the Department. Persons with disabilities should feel free to apply for the post.

<u>CLOSING DATE</u>	:	30 September 2026.
<u>POST 33/167</u>	:	<u>MEDICAL BIOLOGICAL SCIENTIST: REPRODUCTIVE BIOLOGY / CLINICAL EMBRYOLOGY REF NO: MED BIO SCI/1/2026</u> Department of Obstetrics and Gynaecology
<u>SALARY</u>	:	Grade 1: R413 121 per annum, all-inclusive salary package, (excluding commuted overtime) Grade 2: R482 499 per annum, all-inclusive salary package, (excluding commuted overtime) Grade 3: R564 822 per annum, all-inclusive salary package, (excluding commuted overtime).
<u>CENTRE REQUIREMENTS</u>	:	Inkosi Albert Luthuli Central Hospital (IALCH)
	:	Professional registration and qualifications, An appropriate qualification that allows registration with the Health Professions Council of South Africa (HPCSA) as a Medical Biological Scientist – Reproductive Biology/Clinical Embryology Current registration with the HPCSA in the relevant category is required. Additional Knowledge: At least 1 year experience in a reproductive medicine unit Experience: Grade 1: No experience after registration with the HPCSA as a Medical Biological Scientist (Reproductive Biology/Clinical Embryology) for South African-qualified employees. One year's relevant experience after HPCSA registration for foreign-qualified employees who are not required to perform community service in South Africa. Grade 2: Minimum of 10 years' relevant experience after HPCSA registration for South African-qualified employees. Minimum of 11 years' relevant experience after HPCSA registration for foreign-qualified employees who are not required to perform community service in South Africa. Grade 3 Minimum of 20 years' relevant experience after HPCSA registration for South African-qualified employees. Minimum of 21 years' relevant experience after HPCSA registration for foreign-qualified employees who are not required to perform community service in South Africa.
<u>DUTIES</u>	:	The incumbent should be able to demonstrate the following Scientific excellence strong knowledge of reproductive biology and contemporary embryology. Technical competence proficiency in ART laboratory techniques and a commitment to maintaining high technical standards. Attention to detail meticulous handling, identification and documentation of reproductive material. Integrity and accountability recognition of the ethical and professional responsibilities associated with handling human gametes and embryos. Teaching and mentorship willingness to contribute to the development of future reproductive health professionals. Research and innovation commitment to advancing infertility care through research, audit and evidence-based practice. Adaptability and leadership ability to contribute to the ongoing development of a high-quality tertiary ART service. Teamwork ability to work effectively within a multidisciplinary tertiary healthcare environment. Communication clear, respectful and professional communication with patients and colleagues. This post reports to Head of Reproductive Medicine Unit, department of Obstetrics and Gynaecology The successful candidate will work collaboratively with reproductive medicine specialists, obstetricians and gynaecologists, nurses, laboratory personnel and other members of the multidisciplinary team to support couples and individuals undergoing fertility assessment and assisted reproductive treatment.
<u>ENQUIRIES APPLICATIONS</u>	:	Prof HM Sebitloane ngubaneg3@ukzn.ac.za / 031 260 4390
	:	All applications must be addressed to the Human Resources Manager, and should be placed in the application box situated at Security at the entrance to the Management Building at IALCH or to applications@ialch.co.za

NOTE	:	An Application for Employment Form (Z83) must be completed and forwarded. This is obtainable from any Public Service Department or from the website www.kznhealth.gov.za . Applicants are not required to submit copies of qualifications and other relevant documents on application but must submit the Z83 and a detailed Curriculum Vitae. Certified copies of qualifications, proof of registration and other relevant documents will be requested from shortlisted candidates only which may be submitted to HR on or before the day of the interview. Original signed letter from your current employer, confirming current and appropriate work experience related to the requirements and recommendations of the advert to be submitted only when shortlisted. People with disabilities should feel free to apply for the posts. The reference number must be indicated in the column provided on the form Z83, e.g. ref APRO/1/2006. Please note that failure to comply with the above instructions will disqualify applicants. It is the shortlisted candidate's responsibility to have the foreign qualification, which is the requirement of the post, evaluated by the South African Qualifications Authority (SAQA) and to provide proof of such evaluation on or before the day of the interview. Failure to comply will result in the application not being considered. The selected candidate will be subjected to a pre-employment screening and verification process including a CIPC (Companies Intellectual Property Commission) screening. Due to the large number of applications we receive, receipt of applications will not be acknowledged. Should you not be advised within 60 days of the closing date, kindly consider your application as unsuccessful. Please note that due to financial constraints, there will be no payment of S&T Claims. This Hospital is an equal opportunity, affirmative action employer whose aim is to promote representatively in all levels of all occupational categories in the Hospital. Person with disabilities and African males are encouraged to apply. Please note that other race groups are also not restricted from applying. IALCH invites applications from suitably qualified and motivated Medical Biological Scientists specialising in Reproductive Biology/Clinical Embryology to join its newly established multidisciplinary infertility and assisted reproductive technology (ART) service in the Department of Obstetrics and Gynaecology. All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment.
CLOSING DATE	:	28 September 2026
POST 33/168	:	<u>MEDICAL SPECIALIST SESSIONS: CARDIOTHORACIC SURGERY REF NO: MED SPEC CARDSURG/1/2026 (X3 POSTS)</u> Department: Cardiothoracic Surgery No of Sessions Per Week: 20hrs per person (each session is equivalent to 1 hour) Nature of Appointment: Sessional – not exceeding 12 months - subject to annual review
SALARY	:	Grade 1: R671.00 Grade 2: R766.00 Grade 3: R887.00 Hourly Rate per session/ (Notch per annum)
CENTRE REQUIREMENTS	:	Inkosi Albert Luthuli Central Hospital MBChB Degree; Applicants must be registered as a Specialist -Cardiothoracic Surgery with the Health Professions Council of South Africa (HPCSA). Current registration as Specialist Cardiothoracic Surgery with the HPCSA. Experience: Grade 1: No experience required after registration with HPCSA as a Medical Specialist (Cardiothoracic Surgery). Grade 2: Five (5) years appropriate experience as a Medical Specialist after registration with HPCSA as a Medical Specialist (Cardiothoracic Surgery). Grade 3: Ten (10) years appropriate experience as a Medical Specialist after registration with HPCSA as a Medical Specialist (Cardiothoracic Surgery). Additional Qualifications: Additional experience in providing a specialist service in either VATS surgery, cardiac transplant surgery, Op-CAB, ECMO or oesophageal surgery. Skills, Knowledge, Training and Competence Required: The incumbent should have a comprehensive knowledge of the specialty discipline of Cardiothoracic Surgery including all aspects of General Thoracic Surgery, and Surgery for Acquired & Congenital Cardiovascular Disease. Surgical skills in the operative management of diseases within the specialty are an absolute prerequisite. In addition, teaching and computer literacy are essential requirements. The applicant must have undergone training in a

cardiothoracic unit in an accredited academic centre either within the country or elsewhere. Competence in the clinical evaluation of the cardiothoracic surgical patient, interpretation of special investigations, especially radiological, operative intervention and post-operative management are of paramount importance. Demonstrate the ability to supervise and teach junior staff. Demonstrate the ability to work as part of a multidisciplinary team. Proven management ability, sound communication, negotiation, planning, organising, leadership, decision-making and interpersonal skills.

DUTIES : Provide a clinical service encompassing the diagnosis, investigation, peri-operative care and surgical management of cardiothoracic patients. Actively participate in the academic programme run by the department for the post-graduate training of registrars including teaching and research. Supervise and upskill registrars and junior consultants to enhance operative clinical skills and decision making. Achieve a level of theoretical knowledge and surgical skills requisite to the training of a Cardiothoracic Surgeon. Participate in after-hours services when required.

ENQUIRIES : Dr M Hbish Tel No: (031) 240 2114 / 031-2402124
APPLICATIONS : All applications must be addressed to the Human Resources Manager, and should be placed in the application box situated at Security at the entrance to the Management Building at IALCH or to applications@ialch.co.za

NOTE : An Application for Employment Form (Z83) must be completed and forwarded. This is obtainable from any Public Service Department or from the website www.kznhealth.gov.za. Applicants are not required to submit copies of qualifications and other relevant documents on application but must submit the Z83 and a detailed Curriculum Vitae. Certified copies of qualifications, proof of registration and other relevant documents will be requested from shortlisted candidates only which may be submitted to HR on or before the day of the interview. Original signed letter from your current employer, confirming current and appropriate work experience related to the requirements and recommendations of the advert to be submitted only when shortlisted. People with disabilities should feel free to apply for the posts. The reference number must be indicated in the column provided on the form Z83, e.g. ref APRO/1/2006. Please note that failure to comply with the above instructions will disqualify applicants. It is the short listed candidate's responsibility to have the foreign qualification, which is the requirement of the post, evaluated by the South African Qualifications Authority (SAQA) and to provide proof of such evaluation on or before the day of the interview. Failure to comply will result in the application not being considered. The selected candidate will be subjected to a pre-employment screening and verification process including a CIPC (Companies Intellectual Property Commission) screening. Due to the large number of applications we receive, receipt of applications will not be acknowledged. Should you not be advised within 60 days of the closing date, kindly consider your application as unsuccessful. Please note that due to financial constraints, there will be no payment of S&T Claims. This Hospital is an equal opportunity, affirmative action employer whose aim is to promote representatively in all levels of all occupational categories in the Hospital. Person with disabilities and African males are encouraged to apply. Please note that other race groups are also not restricted from applying. All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment.

CLOSING DATE : 28 September 2026

DEPARTMENT OF PUBLIC WORKS AND INFRASTRUCTURE

APPLICATIONS : Applicants are encouraged to apply for posts through the online e-Recruitment system at www.kznonline.gov.za/kznjobs. Applicants can submit their Z83 and CV online. Applicants may also visit any one of our Designated Online Application Centre's (DOACS) where our friendly staff will assist you with applying online or receiving your hardcopy application. You can find the list of Designated Online Application Centers (DOACS) at www.kznonline.gov.za/kznjobs Or Direct your application quoting the reference number of the post you are applying for; Head Office Posts: Direct your application quoting the reference number of the post you are applying for and the name of the publication in which you saw the advertisement to Director: Human Resource Management Department of Public Works & Infrastructure, Private Bag X9142,

CLOSING DATE
NOTE

Pietermaritzburg, 3200. For Attention: Mrs. ZJ Hlongwane. Alternatively, applications can be delivered to 191 Prince Alfred Street, Pietermaritzburg

28 September 2026

Directions To Candidates Note to applicants: The Provincial Administration of KwaZulu-Natal is an equal opportunity, affirmative action employer and Women and people with disabilities are encouraged to apply. Applications must be submitted individually on the prescribed new approved Z83 form, the form is available from the website www.kznworks.gov.za or can be obtainable from any Public Service department, and must be accompanied by a comprehensive Curriculum Vitae (CV). Certified copies of supporting documents need not accompany your application and CV, as these will be requested from shortlisted candidates only. Faxed or electronic copies will not be considered. Candidates are urged to view the guidelines available to all prospective candidates applying for vacant position on the departmental website before completing applications for posts. Candidates are also advised not to send their applications through registered mail, as the Department will not take responsibility for non-collection thereof. It is the applicants' responsibility to have foreign qualifications assessment for equivalent by the South African Qualifications Authority (SAQA). Applications that do not comply with the above-mentioned instructions will be disqualified. Please note that the Department reserves the right not to fill the post. Recommended candidate's personal information will be subject to vetting prior to an offer of appointment being made. Candidates are expected to be available on the date set for the interviews or they may be disqualified. Should you not have been contacted by this office within 3 months of the closing date of the advertisement, kindly consider your application being unsuccessful. Please note that further communication shall be restricted to those candidates who will have been shortlisted. The appointed candidate shall be required to sign a performance agreement. Please note that reference checks and/or confirmation of employment will be done with the current employer and candidates are advised to include references from the current employment to facilitate this. The filling of this post will be guided by the Department's Employment Equity targets. Please note that requests for higher salaries will not be entertained for the advertised posts, however it may only be considered for posts falling within the Occupational Specific Dispensation (OSD) subject to the existing provisions. Candidates applying for advertised posts in the Department, will be deemed to have granted consent to their personal information being used to determine suitability in terms of the POPIA Act, 4 of 2013. Please note that employment verifications shall be undertaken for all experience which has been recognized for shortlisting purposes, experience in the public service will need to be supported with a signed job description and PERSAL service record history and experience from the private sector needs to be supported by a certificate of service confirming the name of company, position held, periods of employment and duties performed. Experience that cannot be verified will result in the applicant being disqualified. All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment.

OTHER POSTS

POST 33/169

DEPUTY DIRECTOR: BUDGETARY SERVICES REF NO: HO/DD/BS/092026

SALARY

R932 292 per annum (Level 11), (all-inclusive), to be structured in accordance with the rules for Middle Management Services (IMMS)

CENTRE
REQUIREMENTS

Head Office: Pietermaritzburg

An NQF Level 7 relevant qualification in Accounting/ Financial Management/ Commerce/ Auditing/ Business Management/ Administration plus 3 years relevant experience in Management Accounting at junior management (ASD) level. Proficiency in relevant word processing, spreadsheet and presentation software packages. Possession of a valid driver's licence.

DUTIES

Manage budget control services. Manage financial monitoring reporting. Manage financial planning. Develop policies and strategies aimed at improving service delivery. Manage the resources of the sub-directorate.

ENQUIRES

Ms N Orrie Tel No: (033) 355 5432

POST 33/170 : **DEPUTY DIRECTOR: ACCOUNTING SERVICES REF NO: HO/DDAS/092026**

SALARY : R932 292 per annum (Level 11), (all-inclusive), to be structured in accordance with the rules for Senior Management Services (MMS)

CENTRE : Head Office: Pietermaritzburg

REQUIREMENTS : A NQF Level 7 relevant qualification in Accounting/ Financial Management/ Commerce/ Auditing/ Business Management/ Administration plus 3 years relevant experience in Financial Accounting at junior management (ASD) level. Proficiency in relevant word processing, spreadsheet and presentation software packages. Possession of a valid driver's licence.

DUTIES : Manage bookkeeping services. Facilitate Creditors Management and manage voucher, payroll and loss control. Render Financial Systems Control services. Manage Banking and Tax services. Develop policies and strategies aimed at improving service delivery. Manage the resources of the Sub-Directorate.

ENQUIRES : Ms N Orrie Tel No: (033) 355 5432

NOTE : NB. Recommended candidates will be subjected to a security clearance, competency assessment and will also be required to disclose their financial interests and will also be subjected to a technical assessment during the selection process.

**PROVINCIAL ADMINISTRATION: MPUMALANGA
DEPARTMENT OF EDUCATION**

The Mpumalanga Department of Education is committed to provide equal opportunities and practices affirmative action employment. It is the intention of the Department to promote representivity (disability, gender and race) through the filling of posts and a candidate whose transfer / promotion / appointment will promote representivity will receive preference.

<u>APPLICATIONS</u>	:	The Mpumalanga Department of Education awaits applications from suitably qualified and experienced persons for appointment to positions, as set out below: Should be uploaded via the following link https://erecruitment.mpg.gov.za
<u>CLOSING DATE</u>	:	08 October 2026
<u>NOTE</u>	:	Applications should be submitted on the latest Form Z.83, obtainable from any Public Service Department. Applications must in all cases be accompanied by a recently updated comprehensive CV only. Only shortlisted candidates for a post will be required to submit certified copies of qualifications, identity document and driver's license on or before the day of the interview following communication from the relevant HR section of the Department. The filling of posts will be done in terms of the Department's approved Employment Equity Plan. Due to ongoing internal processes, the Department reserves the right to withdraw any post at any time. The Department reserves the right to verify the qualifications of every recommended candidate prior to the issuing of an offer of appointment. All short-listed candidates will be subject to a vetting process prior to appointment. If no response is received from Mpumalanga Department of Education within 90 days after the closing date of the advertisement, applicants must assume that their application was not successful. All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment. Enquiries should be directed to 013 766 5524/5175/5267/5458/5350: Ms. NP Magagula / Ms. SL Mkhathshwa / Ms. SR Ndzinisa / Mr. X Sifunda, YT Mthethwa - HR Recruitment.

MANAGEMENT ECHELON

<u>POST 33/171</u>	:	<u>DEPUTY DIRECTOR-GENERAL: OFFICE OF THE CFO REF NO: A6/106</u>
<u>SALARY</u>	:	R1 885 710 per annum, (an all-inclusive remuneration package). The package can be structured according to the individual's personal needs.
<u>CENTRE</u>	:	Head Office, Mbombela
<u>REQUIREMENTS</u>	:	An appropriate SAQA recognised Honors Degree or Post Graduate Diploma or equivalent qualification (NQF level 8) relevant to the specific field plus a minimum of 8 years experience at senior managerial level. Registration as CA (SA) would be an added advantage. Valid driver's license. Knowledge, skills, training and competencies required: Sound technical knowledge of GRAP (Generally Recognised Accounting Practices), which will encompass the transition to the accrual basis of accounting, performance budgeting and the Public Service Legislative Framework for Financial and Supply Chain Management. In depth knowledge and understanding of the provisions of the Public Finance Management Act, Treasury Regulations and the Division of Revenue Act. Sound knowledge of the Public Service Act and –Regulations, the Employment of Educators Act and other HR-related policy frameworks and practices. Sound knowledge of the strategic planning processes. Ability to provide sound technical advice on the performance of the departmental financial system to the Accounting Officer and Line Managers. Strong leadership ability in securing financial resources for the Department to adequately fund the Strategic Plan. Ability to capitalize on human potential and to build a strong financial delivery team. Advanced planning, organising and project management skills. Excellent verbal communication- and report writing skills. Shortlisted candidates will be subjected to a relevant technical exercise. Please note: With effect from 1 April 2020, an individual may only qualify for appointment at SMS level provided that said official has successfully completed a Public Service Senior Management Leadership Programme and that he/she can produce the required Pre-entry Certificate as issued by the National School of Governance (NSG) on her/his own cost. For

further information related to the on-line course, interested officials are advised to contact nyukela@thensg.gov.za. All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment. All shortlisted candidates for SMS posts will be subjected to a technical exercise and interview. Following the technical exercise and interview, a maximum of three (3) SMS candidates will undergo psychometric assessments to assess cognitive capabilities, behavioural preferences, emotional intelligence, and integrity.

DUTIES

: Develop, implement and maintain appropriate mechanisms to timeously respond to the changing needs for financial information, the interpretation thereof and the rendering of technical advice to the Accounting Officer. Ensure that the financial resources and assets of the Department are utilised effectively and economically to realize the objectives of the Strategic Plan. Provide technical advice to Line Managers to ensure the equitable allocation, maintenance and utilization of resources in line with the strategic objectives of the Department, legislative imperatives and good governance principles. Ensure compliance with the provisions of the Public Finance Management Act, Treasury Regulations and the Division of Revenue Act. Meet the reporting requirements and standards set in terms of the PFMA, Division of Revenue Act and financial statements. Ensure adequate internal financial control arrangements and systems for the accountable delegation of financial powers, asset security, monitoring and evaluation, early warning and timeous corrective action. Assist the Accounting Officer by applying cost benefit analysis principles ensuring value for money. Oversee the budgetary process within the Department, exercise budgetary control and provide early warning arrangements at a strategic level. Develop and facilitate the implementation of Supply Chain Management Systems consistent with legislative and other good governance arrangements. Oversee the preparation and submission of the annual financial statement and liaise with the Auditor General in this regard. Oversee the rendering of diverse HR Management-, labour relations and HR development services within the Department.

ENQUIRIES NOTE

: Ms LH Moyane Tel No: (013) 766 5520
: The successful candidate will have to sign an annual performance agreement, annually disclose his/her financial interests and be subjected to a security clearance. Appointment will be subject to competency assessment. Shortlisted candidates will be subjected to a technical exercise that intends to test relevant technical elements of the job. Following the interview and technical exercise the selection panel will recommend candidates to attend a generic managerial competency assessment (in compliance with the DPSA Directive on the implementation of competency based assessments) The competency assessment will be testing generic managerial competencies using the mandated DPSA SMS competency assessment tools.

POST 33/172

: **CHIEF DIRECTOR: HR MANAGEMENT REF NO: A6/107**

SALARY

: R1 554 696 per annum, (an all-inclusive remuneration package). The package can be structured according to the individual's personal needs.

CENTRE

: Head Office, Mbombela

REQUIREMENTS

: An appropriate SAQA recognised Bachelors Degree or Advanced Diploma or equivalent qualification (NQF level 7) relevant to the specific field plus a minimum of 5 years experience at senior managerial level. Proven outstanding managerial and service delivery competency. In depth knowledge and understanding of the relevant policy frameworks including the Public Service Act and Regulations, the national and provincial HR and IT policy frameworks, PFMA and Financial Regulations, as well as the legislation and policies governing the provisioning, employment and conditions of service of educators. Extensive and credible experience in the application of systems, processes, procedures and best practices in the areas of human resource management and labour relations. Proven communication and interpersonal skills at all levels. Sound analytical and problem solving skills. Planning, organising and project management skills. Excellent leadership and managerial skills. Ability to develop logical frameworks and other models. Ability to develop and adhere to work schedules and to work under pressure. Developed computer literacy. Willingness to travel and work beyond normal working hours. Valid driver's license. Shortlisted candidates will be subjected to a relevant technical exercise. Please note: With effect from 1 April 2020, an individual may only qualify for appointment at SMS level provided that said

		official has successfully completed a Public Service Senior Management Leadership Programme and that he/she can produce the required Pre-entry Certificate as issued by the National School of Governance (NSG) on her/his own cost. For further information related to the on-line course, interested officials are advised to contact nyukela@thensg.gov.za. All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment. All shortlisted candidates for SMS posts will be subjected to a technical exercise and interview. Following the technical exercise and interview, a maximum of three (3) SMS candidates will undergo psychometric assessments to assess cognitive capabilities, behavioural preferences, emotional intelligence, and integrity.
DUTIES	:	Ensure the development, planning, implementation, monitoring, assessment and co-ordination of policy and systems for the rendering of human resource management-, labour relations as well as human resource development services. Manage HR planning and -provisioning, remuneration and -performance matters. Manage labour relations, as well as matters related to incapacity, inefficiency and misconduct. Manage the rendering of human resource development services. Ensure compliance, implementation and maintenance of national and provincial policy frameworks in the responsible areas of activity. Ensure mission effectiveness and operational efficiency through effective and efficient resources management, including the human resources, finance, equipment and systems of the component. Contribute to the strategic direction of the Department. Pro-actively build sound relationships with key stakeholders and clients, including organised labour. Empower staff within the component through coaching, development and skills transfer. The appointee will be a member of the management echelon of the Department of Education, and will be expected to contribute at that level. Promote a culture of efficiency and quality.
ENQUIRIES NOTE	:	Ms LH Moyane Tel No: (013) 766 5520
	:	The successful candidate will have to sign an annual performance agreement, annually disclose his/her financial interests and be subjected to a security clearance. Appointment will be subject to competency assessment. Shortlisted candidates will be subjected to a technical exercise that intends to test relevant technical elements of the job. Following the interview and technical exercise the selection panel will recommend candidates to attend a generic managerial competency assessment (in compliance with the DPSA Directive on the implementation of competency based assessments) The competency assessment will be testing generic managerial competencies using the mandated DPSA SMS competency assessment tools.
POST 33/173	:	<u>DIRECTOR: INCLUSIVE EDUCATION AND EDUCATION SUPPORT REF NO: A6/108</u>
SALARY	:	R1 317 384 per annum, (an all-inclusive remuneration package). The package can be structured according to the individual's personal needs.
CENTRE	:	Head Office, Mbombela
REQUIREMENTS	:	An appropriate SAQA recognised Bachelors Degree or Advanced Diploma or equivalent qualification (NQF level 7) relevant to the specific field plus a minimum of 5 years experience at a middle/senior managerial level. Knowledge of and experience in high level planning and management. He or she will provide strategic leadership in the Directorate. Knowledge of government and departmental policies as well as proven ability to work as part of a team. Competencies: In depth knowledge and understanding of all legislation related to the Public Service and the education sector. Distinct competence and a proven track record in the areas of participative management and leadership, organisational development, policy formulation, as well as programme management and evaluation. Ability to capitalize on human potential and to build a strong team. Strong leadership ability. Advanced planning, organisational and project management skills. Sound analytical and problem-solving skills. Ability to develop logical frameworks and other planning models. Sound financial management skills. Proven ability to communicate effectively with a broad spectrum of role players, both in writing and verbally. Excellent report writing skills. Excellent networking skills. Willingness to travel and work beyond normal working hours. Ability to maintain the required level of information confidentiality and security. Good computer user skills. The ability to provide strategic leadership and to deliver excellent results under pressure will be a strong recommendation. Valid

driver's license. Shortlisted candidates will be subjected to a relevant technical exercise. Please note: With effect from 1 April 2020, an individual may only qualify for appointment at SMS level provided that said official has successfully completed a Public Service Senior Management Leadership Programme and that he/she can produce the required Pre-entry Certificate as issued by the National School of Governance (NSG) on her/his own cost. For further information related to the on-line course, interested officials are advised to contact nyukela@thensg.gov.za. All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment. All shortlisted candidates for SMS posts will be subjected to a technical exercise and interview. Following the technical exercise and interview, a maximum of three (3) SMS candidates will undergo psychometric assessments to assess cognitive capabilities, behavioural preferences, emotional intelligence, and integrity.

DUTIES : The Department of Education seeks to employ a dynamic leader as Director for the Inclusive Education Directorate. The successful candidate will take responsibility for the development and maintenance of policy, programmes and systems for inclusive education. He or she will also be a member of the management structure of the Department, and will be expected to contribute at that level. The Directorate is responsible for a range of functions, including: Development, evaluation and maintenance of policy, programmes and systems for; ordinary learners, learners with special learning needs and, psychological, guidance and social support programmes. Design systems to improve the efficiency and productivity of the Directorate. Pro-actively build sound relationships with key stakeholders and clients, including organised labour. Promote a culture of efficiency and quality. Empower staff within the component through performance management, coaching, development, and skills transfer.

ENQUIRIES : Mr ER Nkosi Tel No: (013) 766 0918
NOTE : The successful candidate will have to sign an annual performance agreement, annually disclose his/her financial interests and be subjected to a security clearance. Appointment will be subject to competency assessment. Shortlisted candidates will be subjected to a technical exercise that intends to test relevant technical elements of the job. Following the interview and technical exercise the selection panel will recommend candidates to attend a generic managerial competency assessment (in compliance with the DPSA Directive on the implementation of competency based assessments) The competency assessment will be testing generic managerial competencies using the mandated DPSA SMS competency assessment tools.

POST 33/174 : **DIRECTOR: PUBLIC EXAMINATIONS REF NO: A6/109**

SALARY : R1 317 384 per annum, (an all-inclusive remuneration package). The package can be structured according to the individual's personal needs

CENTRE : Head Office, Mbombela

REQUIREMENTS : An appropriate SAQA recognised Bachelors Degree or Advanced Diploma or equivalent qualification (NQF level 7) relevant to the specific field plus a minimum of 5 years experience at a middle/senior managerial level. Valid driver's license. Shortlisted candidates will be subjected to a relevant technical exercise. Please note: With effect from 1 April 2020, an individual may only qualify for appointment at SMS level provided that said official has successfully completed a Public Service Senior Management Leadership Programme and that he/she can produce the required Pre-entry Certificate as issued by the National School of Governance (NSG) on her/his own cost. For further information related to the on-line course, interested officials are advised to contact nyukela@thensg.gov.za. All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment. All shortlisted candidates for SMS posts will be subjected to a technical exercise and interview. Following the technical exercise and interview, a maximum of three (3) SMS candidates will undergo psychometric assessments to assess cognitive capabilities, behavioural preferences, emotional intelligence, and integrity.

DUTIES : Manage the examination administration system including certification- and logistical services. Manage the rendering of IT and data management support systems and examination administrative support services. Manage and co-

ordinate the development and editing of question papers. Manage production of question papers and manage the overseeing of marking processes of content- languages and technical subjects. Manage the rendering of examination policy compliance and district co-ordination services. Identify and resolve examination irregularities. Manage GET and FET examinations as school based assessments. Manage the rendering of general administration- as well as risk and security services. Pro-actively build sound relationships with key stakeholders and clients, including organised labour. Promote a culture of efficiency and quality. The appointee will be a member of the management echelon of the Department of Education and will be expected to contribute at that level.

**ENQUIRIES
NOTE**

: Mr ER Nkosi Tel No: (013) 766 0918
: The successful candidate will have to sign an annual performance agreement, annually disclose his/her financial interests and be subjected to a security clearance. Appointment will be subject to competency assessment. Shortlisted candidates will be subjected to a technical exercise that intends to test relevant technical elements of the job. Following the interview and technical exercise the selection panel will recommend candidates to attend a generic managerial competency assessment (in compliance with the DPSA Directive on the implementation of competency-based assessments) The competency assessment will be testing generic managerial competencies using the mandated DPSA SMS competency assessment tools.

OTHER POSTS

POST 33/175

: **DEPUTY DIRECTOR: FINANCIAL SERVICES (INFRASTRUCTURE-DORA) REF NO: A6/110**

SALARY

: R932 292 per annum, (an all-inclusive remuneration package). The package can be structured according to the individual's personal needs.

**CENTRE
REQUIREMENTS**

: Head Office, Mbombela
: Appropriate degree (NQF 7) in Commerce or Accounting or Economics and five (5) years' relevant post-qualification (after completing qualification) experience. Computer literate. Understanding financial management as implemented in the Government and within the context of infrastructure budgeting and spending. Valid driver's license. Computer literacy. All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment.

DUTIES

: Give direction to and coordinate all Financial Management functions for the Chief Directorate including all financial issues and supply chain management issues pertaining to infrastructure projects/programmes. Extract, analyse and validate financial information for infrastructure projects/programmes. Provide financial administration services for all infrastructure Programmes and Projects. Prepare financial reports. Provide budget administration services. Update and maintain a document management system for all financial documentation.

**ENQUIRIES
NOTE**

: Mr KM Mathebula Tel No: (013) 766 5408
: Appointment will be subject to competency assessment. Shortlisted candidates will be subjected to a technical exercise that intends to test relevant technical elements of the job. Following the interview and technical exercise the selection panel will recommend candidates to attend a generic managerial competency assessment (in compliance with the DPSA Directive on the implementation of competency based assessments). The competency assessment will be testing generic managerial competencies using the mandated DPSA SMS competency assessment tools

POST 33/176

: **DEPUTY DIRECTOR: S/DIR: ECD CENTRES - CONDITIONAL GRANT (PROV MANAGER E-CARES) REF NO: A6/116**
(3 Year Contract Post)

SALARY

: R932 292 per annum, (an all-inclusive remuneration package). The package can be structured according to the individual's personal needs.

CENTRE

: Head Office, Mbombela

REQUIREMENTS	:	An undergraduate qualification (NQF 7) as recognised by SAQA in the relevant field or equivalent qualification. Minimum of 5 years' relevant experience in an ECD environment. Valid driver's license. Knowledge of the key challenges in the ECD sector and how these can be mediated to improve the quality of learning outcomes in schools and to contribute to success in later life. Knowledge of the key business processes in the ECD sector, including registration, subsidy management and reporting processes to accurately diagnose execution strengths and weaknesses, identify key issues, and develop implementation plans. Knowledge of and ability to work with critical stakeholders within the ECD sector to strengthen the implementation of Early Childhood Development programmes. Experience in all processes required in project management to deliver projects according to plans, time and budget. Ability to translate strategy into operational reality, including breaking down strategies or programme initiatives into key tasks and identifying accountabilities. Ability to align communication, people, culture, processes, resources and systems to ensure effective implementation and delivery of required results. Ability to write clearly and understandably. Good and functional knowledge of Government prescripts, knowledge of monitoring, evaluation and reporting systems and processes. Good interpersonal relations and the ability to handle pressure. Condition: Appointment will be subject to competency assessment. All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment.
DUTIES	:	Gather national business process reform plans and interpret them in line with provincial requirements. Facilitates the adaptation of the national plans to develop integrated provincial implementation plans on ECD registration, infrastructure support, subsidy management and quality assurance and support. Coordinates the development, execution and monitoring of provincial Silver/Gold registration and subsidy implementation plans across all districts. Enables and support execution of the Provincial Programme Management Unit (PPMU) governance structures and processes to ensure effective and efficient execution of integrated provincial registration, infrastructure support and subsidy plans. Plans, coordinates and facilitates all training related to new ECD business processes at the provincial and district level. Coordinates all planned engagements of key departments and sector stakeholders critical towards the delivery of new ECD business processes. Coordinates ECD programme support requirements from district officials and supporting functional departments. Coordinates execution of stakeholder identification, engagements and communication through new and/or standard provincial communication channels with departmental internal communication team and existing district communication or engagement platforms (example- ECD forums, community forums etc.). Monitors provincial plans and tracks implementation of plans for all related districts. Consolidates provincial reports by facilitating inputs from district supervisors and functional leads. Monitors dashboards and ensures weekly results/updates are published and shared with districts.
ENQUIRIES NOTE	:	Mr. EK Siwela Tel No: (013) 766 5922
	:	Appointment will be subject to competency assessment. Shortlisted candidates will be subjected to a technical exercise that intends to test relevant technical elements of the job. Following the interview and technical exercise the selection panel will recommend candidates to attend a generic managerial competency assessment (in compliance with the DPSA Directive on the implementation of competency based assessments). The competency assessment will be testing generic managerial competencies using the mandated DPSA SMS competency assessment tools.
POST 33/177	:	<u>DEPUTY DIRECTOR: S/DIR: ECD CENTRES - CONDITIONAL GRANT (SYSTEM MANAGER E-CARES) REF NO: A6/117</u> (3 Year Contract Post)
SALARY	:	R932 292 per annum, (an all-inclusive remuneration package). The package can be structured according to the individual's personal needs.
CENTRE	:	Head Office, Mbombela

<u>REQUIREMENTS</u>	:	A SAQA recognised three-year post-matric qualification (NQF Level 7) in Information Systems / ICT / Computer Science / Data or related field. 7 years' relevant experience in Systems Administration and user support. Valid driver's license. Knowledge of Cloud-based system operations. Knowledge of the provincial EMIS environment and/ or ECD system landscape. Knowledge of database management. Knowledge of business intelligence reporting. Skills should include User Acceptance Testing (UAT) and training facilitation as well as data reporting and system usage monitoring. Strong analytical, data manipulation and reporting skills (Excel advanced level). Ability to coordinate multi-level stakeholders (national, provincial, district). Problem-solving ability, attention to detail, customer service orientation. Ability to work independently and travel extensively. Condition: Appointment will be subject to competency assessment. All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment.
<u>DUTIES</u>	:	Provincial eCares system use and performance management. Leading provincial support for system usage, performance and adoption. Monitoring user compliance with system functionality and data workflows. Advocating system utilisation for decision-making. User support and access management. Managing first line helpdesk support for PED users. Managing user access, roles and permissions. Escalating issues promptly to national and service providers. User training and capacity building, which entails conducting ongoing training on: New releases; Functional improvements; Reporting and dashboards. Supporting districts and circuits to drive usage. Leading provincial testing of system releases and updates. Developing test plans, recording User Acceptance Testing (UAT) outcomes, and submit feedback to developers. Validating system enhancements before deployment. Identifying and resolving technical issues affecting provincial users. Maintaining alignment between eCares and EMIS Masterlists. Validating EMIS number allocation in eCares. Supporting provincial reporting needs and accuracy.
<u>ENQUIRIES</u>	:	Mr. EK Siwela Tel No: (013) 766 5922
<u>NOTE</u>	:	Appointment will be subject to competency assessment. Shortlisted candidates will be subjected to a technical exercise that intends to test relevant technical elements of the job. Following the interview and technical exercise the selection panel will recommend candidates to attend a generic managerial competency assessment (in compliance with the DPSA Directive on the implementation of competency based assessments). The competency assessment will be testing generic managerial competencies using the mandated DPSA SMS competency assessment tools.
<u>POST 33/178</u>	:	<u>ASSISTANT DIRECTOR: S/DIR: ECD CENTRES - CONDITIONAL GRANT (DATA QUALITY MANAGER E-CARES) REF NO: A6/118</u> (3 Year Contract Post)
<u>SALARY</u>	:	R487 197 per annum, plus 37% in lieu of benefits
<u>CENTRE</u>	:	Head Office, Mbombela
<u>REQUIREMENTS</u>	:	A SAQA-recognised three-year post-matric qualification (NQF L6 or higher) in Data Management, Information Systems, Statistics, Social Sciences, Monitoring and Evaluation or a related field. Five years' experience in data management, data quality assurance, monitoring or system support. Experience in the education sector data (e.g., EMIS) or ECD programmes is beneficial. Knowledge of database management. Knowledge of business intelligence reporting. Strong proficiency in Microsoft Excel and data validation. Strong proficiency in Business Intelligence tools (e.g., Power BI, Tableau) is advantageous. Command of basic database and reporting processes. Ability to support end-users and provide helpdesk-style guidance. Good communication (verbal and written) and stakeholder coordination skills. Strong problem-solving skills, attention to detail, and ability to work independently. A valid driver's licence and willingness to travel provincially. All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment.
<u>DUTIES</u>	:	Monitoring and improving accuracy, completeness and consistency of ECD data in the Early Childhood Administration and Reporting System (eCares). Supporting district and provincial users with data entry, uploads, corrections

and troubleshooting. Conducting data quality checks and implementing improvement measures. Maintaining records of discrepancies, resolutions and reporting artefacts. Supporting the preparation of routine provincial and district reports. Conducting and supporting user training and capacity-building. Promoting the utilisation of dashboards and reports for planning and service delivery. Supporting user access management and assisting with system usage queries. Collaborating with national, provincial and district stakeholders to drive improved data quality practices. Conducting or supporting training sessions (virtually and in-person) for provincial and district users on data quality requirements (working with a provincial training team). Reinforcing the importance of accurate data entry and maintenance. Sharing tips and guidance for improving data quality. Designing and implementing data quality and completeness reviews. Advocating for the use of eCares reports and dashboards to support ECD operations and planning. Advocating and training provincial and district users in using reports and dashboards to support their operations and planning for ECD, including data collection where appropriate. Ensuring that reports and new plans are prepared with enough lead time to get the necessary approvals.

ENQUIRIES	:	Mr. EK Siwela Tel No: (013) 766 5922
POST 33/179	:	<u>SENIOR ADMIN OFFICER: S/DIR: ECD CENTRES - CONDITIONAL GRANT (SUPPORT SYSTEMS E-CARES) REF NO: A6/119</u> (3 Year Contract Post)
<u>SALARY CENTRE REQUIREMENTS</u>	:	R413 001 per annum, plus 37% in lieu of benefits
	:	Head Office, Mbombela
	:	Relevant post-school qualification in Information Systems, Education, Data Analysis, Public Administration, or related field. Experience supporting system rollouts, training, or user support (preferably in education or ECD). Computer literacy and confidence working with digital systems. Willingness to travel within the district and work directly with users on-site. Strong computer literacy (MS Office, online systems, data entry platforms). Practical experience using information systems or databases. Intermediate data analysis and reporting skills. Training facilitation and user support skills. Document management and verification. Strong computer and digital literacy skills, with the ability to confidently use multiple systems and applications. Data analysis and reporting skills at an intermediate level, including identifying trends, gaps, and inconsistencies. Training facilitation and user support skills, including the ability to explain technical concepts in a clear and practical manner. Problem-solving and analytical thinking skills, with the ability to develop practical solutions to operational and system-related challenges. Effective verbal and written communication skills suited to engagement with district officials and ECD service providers. All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment.
<u>DUTIES</u>	:	Provide first-line support to district officials and ECD centres on eCares usage, data capture, and troubleshooting. Provide technical support to users with data collection, document uploads, enrolment updates, and system transactions. Escalate unresolved technical issues to provincial or national support structures where required. Support continuous improvement of training approaches based on user feedback and district user needs. Promote a culture of data use, learning, and accountability within district ECD structures. Provide data management and maintenance support to district users.
ENQUIRIES	:	Mr. EK Siwela Tel No: (013) 766 5922

**PROVINCIAL ADMINISTRATION: NORTH WEST
DEPARTMENT OF COMMUNITY SAFETY AND TRANSPORT MANAGEMENT**

- APPLICATIONS** : The Head of Department, Department of Community Safety and Transport Management, Private Bag X19, Mmabatho, 2735 Office No. 105, 1st Floor, Tirelo Building, Cnr Albert Luthuli Drive and Dr. James Moroka Drive, OR email to the relevant e-mail address associated with the post applied for. Non-compliance will lead to disqualification.
- FOR ATTENTION** : Kegomoditswe Makaota Office Tel No: (018) 200 8258
- CLOSING DATE** : 28 September 026 at 15H30
- NOTE** : This Department is an Equal Opportunity Affirmative Action Employer. It is our intention to promote representivity (race, gender and disability) in the Department through the filling of these posts and candidates whose transfer/promotion/appointment will promote representivity will receive preference. An indication in this regard will facilitate the processing of applications. African Females for Persons with Disabilities on salary levels 8 to 10; African Females on salary levels 11 to 13. Indian Males on salary levels 7 to 12 positions. Candidates within these categories are encouraged to apply. Applications must be submitted on the improved Z83, approved to be utilized with effect 01 January 2021, which must be completed in such a manner that provides sufficient information about your candidature and the post applied for by completing all relevant fields. The declaration must be signed and initials on the second page are not mandatory. Should the applicant/s use incorrect application form for employment (Z83), or not compliant to the notes, the application/s will not be considered for selection purposes (disqualified). The Z83 must be accompanied by detailed Curriculum Vitae with at least three (3) names of referees with current contact details. Major subjects of relevant qualification/s should be mentioned in the CV. Completion of the Z83 form: Part A: All fields must be fully and accurately completed. Parts B: Date of birth and ID number are compulsory, and other fields on Part B, Part C, D, E, F and G may be left blank, marked as not relevant, and use dashes or N/A if they do not apply to you or the position applied for and as long as the CV has been attached and provides the required information, however question related to conditions that prevent re-appointment under Part F is compulsory for applicants seeking re-employment into the Public Service. Applicants do not have to submit copies// proof/certificates/attachments/drivers licence/qualifications on application, only shortlisted candidates for the post will be required to submit certified documents on or before the day of the interviews. The employment application form (Z83) is obtainable at any National or Provincial Department, and it is accessible on the DPSA website, www.dpsa.gov.za Failure to submit or comply with the requested documents will result in the application not being considered. Should the applicant fail to submit or not comply with the requested documents or not meet minimum requirements of the job as per the post advertised, this will result in the employment application not being considered. Qualifications of shortlisted candidates will be verified with SAQA. Persons in possession of a foreign qualification must furnish this Department with an evaluation certificate from the South African Qualification Authority (SAQA). Positions requiring tertiary qualification/s must be accompanied by copies of academic record/transcript(s). Candidates must indicate the number of the post/reference number in their applications (i.e Candidates must submit a separate application for each post indicating the Centre and Reference number). Non-compliance will lead to disqualification. Candidates requiring additional information regarding an advertised post must direct their queries to the person reflected as enquiries below the post applied for. Applications should be forwarded in time to the department since applications received after the closing date indicated below will as a rule not be accepted. It will be expected of candidates to be available for selection interviews on a date, time and place as determined by the Department. The Department reserves the right not to make appointments and correspondence will be limited to shortlisted candidates only. Personnel suitability check records will be conducted. Applicants must disclose if she/he is not a Director/Shareholder of a company or conducting any business with organ of State. They must also disclose or inform whether he/she is performing any additional remunerative work outside his /her normal duties. All appointments are subjected to a positive qualifications verification as well as security clearance. All shortlisted candidates, including SMS, shall

undertake two pre-entry assessments. One must be a practical exercise, and the other must be an Integrity (Ethical Conduct) Assessment. Selection panels shall score both technical exercises as an additional criterion in the interview process. All shortlisted candidates for SMS posts will be subjected to a technical exercise and interview. Following the technical exercise and interview, a maximum of three (3) SMS candidates will undergo psychometric assessments to assess cognitive capabilities, behavioural preferences, emotional intelligence, and integrity. SMS appointments are also subjected to SMS competency assessment as a DPSA requirement. All shortlisted candidates for SMS posts and positions with requisite skills will be subjected to a technical exercise that intends to test relevant technical elements of the job. Applicants who do not possess SMS Pre-Entry Certificate shall be considered for shortlisting and interviews, but cannot be appointed before they successfully obtain the certificate. (SMS Pre-Entry Programme) is offered by the National School of government, information can be accessed via this link: <https://www.thensg.gov.za>. The appointee to SMS post must be in possession of such, prior to taking up the post.

ERRATUM: Kindly note that the position of Deputy Director: Crime Prevention Partnerships Ref No: 02/2026/2027; Deputy Director: District Corporate Services Ref No: 05/2026/2027; Assistant Director: District Corporate Services Ref No: 11/2026/2027; Assistant Director: SHERQ Management Ref No: 12/2026/2027; Personnel Practitioner: Health and Productivity Management- Ref No: 21/2026/2027, advertised in the Public Service Vacancy Circular 31 dated 28 August 2026 with the closing date of 11 September 2026 are withdrawn and re-advertised in this circular. Candidates who previously applied are encouraged to re-apply.

OTHER POSTS

POST 33/180 : **DEPUTY DIRECTOR: CRIME PREVENTION PARTNERSHIPS REF NO: 25/2026/2027**

Directorate: Crime Prevention Partnerships
(Re-advertisement, Candidates who previously applied are encouraged to re-apply.)

SALARY CENTRE REQUIREMENTS

: R1 101 468 per annum (Level 12), Total package
: Bojanala
: Grade (12) certificate or equivalent plus three (3) year National Diploma/ Degree (NQF level 6/7) in Social Sciences, LLB, Development Studies, Policing and Community Development. Five (5) years' relevant work experience within safety and security environment of which three (3) to five (5) of experience in a junior management (Assistant Director) level. Valid Code EB (08) Driver's License. Knowledge: Knowledge and Understanding of the Integrated Crime and Violence Prevention Strategy, Knowledge of the White Paper on Safety and Security, Knowledge of the SAPS Act, Knowledge of the Civilian Secretariat Act, Knowledge of Public Service Act and Regulations. Public Service Code of Conduct Understanding of Public Financial Management Act. Intergovernmental Relations Framework Act. Skills: Community Mobilisation. Stakeholder management and cooperation. Coordination and facilitation. Negotiation and resource mobilisation. Interpersonal and Advanced Report Writing. Programme and project management skills. Client orientation and customer focus. Basic research and data analysis skills. Ability to interpret policies. Facilitation and Good presentation skills. Good verbal and written communication. Planning, Organisation, and Leadership. Ability to function independently and as a team. Willingness to travel and work irregular hours. Problem-solving skills and decision-making. Conflict Management and Change Management skills. Computer literacy (Microsoft, Excel and PowerPoint).

DUTIES

: Develop and review community outreach programmes. Enhance the quality and accessibility of safety programmes. Encourage dialogues on safety and crime prevention. Initiate and coordinate crime prevention programmes. Coordinate the development, implementation and review of Provincial Crime Prevention Strategies. Promote community participation in crime prevention initiatives. Coordinate the development and evaluation of safety models. Promote community Police relations. Establish, Monitor and Enhance community safety structures. Establish and promote public –private partnerships. Manage key performance responsibilities of the managed. Monitor and report on the sub-directorate resources, provide support on

		compilation of expenditure budget, reporting of costs on activities and assist in the development of sub-directorate budget tool. ENQUIRIES : Ms. KF Nchoe Tel No: (018) 200 8096/8097, CSTMrecruitment25@nwpg.gov.za
POST 33/181	:	<u>DEPUTY DIRECTOR: DISTRICT CORPORATE SERVICES REF NO: 26/2026/2027</u> Directorate: District Operations (Re-advertisement, Candidates who previously applied are encouraged to re-apply.)
<u>SALARY CENTRE</u>	:	R932 292 per annum (Level 11), Total package Ngaka Modiri (X1 Post) DR Keneth Kaunda (X1 Post) DR. Ruth Segomotsi Mompoti (X1 Post)
<u>REQUIREMENTS</u>	:	Grade 12 Certificate and three (3) year National Diploma/Degree in Human Resource Management /Public Management /Public Administration/ Finance/ Accounting/ Financial Management/ Supply Chain Management/ (NQF level 6/7). Minimum of Five (5) years relevant working experience in Human Resource Management/Supply Chain Management/Financial Management environment coupled with at least three (3) years in a Junior Management Level (Assistant Director). Valid Driver's License. Knowledge: Knowledge of PERSAL system, Knowledge of Walker Financial Management System, Knowledge of HRM matters and Regulatory Frameworks and Acts, Knowledge of Legislations/Acts governing SCM (PPPFA, PFMA & Treasury Regulations) and Public Service Acts. Skills: Computer Literacy (MS Word, Excel, Power Point). Report Writing. Change Management. Good stakeholder engagement skills.
<u>DUTIES</u>	:	Coordinate and manage Human Resource Management support services in the District. Coordinate and manage Financial Management Services in the District. Coordinate and manage Supply Chain Management Support services in the District. Provide strategic leadership in the District. Compile reports. Manage the key areas of subordinates.
<u>ENQUIRIES</u>	:	Dr. MG Marindi Tel No: (018) 200 8060, CSTMrecruitment26@nwpg.gov.za
POST 33/182	:	<u>ASSISTANT DIRECTOR: DISTRICT CORPORATE SERVICES REF NO: 27/2026/2027</u> Directorate: District Operations (Re-advertisement, Candidates who previously applied are encouraged to re-apply.)
<u>SALARY CENTRE</u>	:	R487 197 per annum (Level 09) Ngaka Modiri (X1 Post) Dr Keneth Kaunda (X1 Post) Dr Ruth Segomotsi Mompoti (X1 Post) Bojanala (X1 Post)
<u>REQUIREMENTS</u>	:	Grade 12 Certificate and Three (3) Year National Diploma / Degree in Human Resource Management / Public Management / Public Administration / Finance/ Accounting / Financial Management / Supply Chain Management. Three (3) to five (5) years relevant working experience in Human Resource Management / Financial Management/Supply Chain Management environment of which Two (2) years must be in a supervisory (salary level 7/8) level. Valid Driver's License. Knowledge: Knowledge of PERSAL system, Knowledge of Walker Financial Management System, Knowledge of HRM matters and Regulatory Frameworks and Acts, Knowledge of Legislations/ Acts governing SCM (PPPFA, PFMA & Treasury Regulations) and Public Service Acts. Skills: Computer Literacy (MS Word, Excel, Power Point). Report Writing. Proven management ability and attributes of dynamic leadership skills.
<u>DUTIES</u>	:	Manage and administer Human Resource Management support services in the District. Manage and administer Financial Management Services in the District. Manage and administer Supply Chain Management Support services in the District. Compile reports. Manage the key areas of subordinates.
<u>ENQUIRIES</u>	:	Dr. MG Marindi Tel No: (018) 200 8060, CSTMrecruitment27@nwpg.gov.za
POST 33/183	:	<u>ASSISTANT DIRECTOR: EAP COUNSELOR REF NO: 28/2026/2027</u> Directorate: Human Resource Management

<u>SALARY</u>	:	R487 197 per annum (Level 09)
<u>CENTER</u>	:	Head Office (Mmabatho)
<u>REQUIREMENTS</u>	:	Matric (Grade 12) certificate plus Bachelor Degree of Social Work or Social Science, Registration with South African Council of Social Service Profession (SACCSP) or Health Professional Council (HPC). Three (3) to five (5) years' working experience in Employee Health and Wellness of which two (02) years must be at supervisory level. Knowledge: Knowledge applicable in the Employee Health and Wellness environment, public service acts, policies and other related prescripts, diversity and conflict management. Skills: Computer literacy (Microsoft office) Proven management ability and attribute of dynamic leadership skills. The ability to maintain positive interpersonal relations and work as part of a team as well as individually. Analytical skills and the ability to work under pressure. Problem solving abilities. Proven skills in respect of report writing. Strong liaison and negotiation skills, Counselling skills. Good written and verbal communication skills.
<u>DUTIES</u>	:	Provide psychological counselling to Departmental employees and their extended families, conduct economic, financial wellness programme, provide awareness and education on psychological problems, ensure work-life balance programme in the Department, manage human resource, financial resources and other resources in the Department, Assist in developing and implementation of EHW, Employee Health and Wellness Policies, Marketing of the Employee Health and Wellness (EHW) programmes, manage, coordinate and facilitate EAP, HIV/AIDS and transformation programme.
<u>ENQUIRIES</u>	:	M s. I F K S e l o m a n e T e l N o : (0 1 8) 2 0 0 8 3 0 4 , CSTMrecruitment28@nwpg.gov.za
<u>POST 33/184</u>	:	<u>ASSISTANT DIRECTOR: CHAPLAIN REF NO: 29/2026/2027 (X2 POSTS)</u> Directorate: Human Resource Management
<u>SALARY</u>	:	R487 197 per annum (Level 09)
<u>CENTRE</u>	:	Head Office (Mmabatho & Bojanala)
<u>REQUIREMENTS</u>	:	Matric (Grade 12) certificate or equivalent plus appropriate Diploma/Degree (NQF 6/7) in Theology. Three (3) to five (5) years relevant experience of which two (02) years must be at Supervisory (7/8) level. Good understanding of Integrated Employee Health and Wellness Strategic Framework of 2008, i.e. Pillars and Policies as outlined thereof. A valid driver's license. Knowledge: Practical application of Biblical knowledge and pastoral counselling, diversity management, leadership, planning and coordination of projects, understanding of ACTS, Policies, Regulations, Batho Pele principles and other related prescripts. Integrated Employee Health and Wellness programmes. Skills: Computer literacy (Microsoft office) Proven management ability and attribute of dynamic leadership skills. The ability to maintain positive interpersonal relations and work as part of a team as well as individually. Analytical skills and the ability to work under pressure. Problem solving abilities. Proven skills in respect of report writing. Strong liaison and negotiation skills. Good written and verbal communication skills.
<u>DUTIES</u>	:	Provide spiritual empowerment and emotional support to departmental personnel. Provide spiritual counselling and support during distressful conditions. Provide working link between the department and the local churches. Promote organisational wellness. Facilitate diversity programmes. Coordinate the management of departmental employee interaction events, develop and maintain an acknowledgement strategy.
<u>ENQUIRIES</u>	:	M s. I F K S e l o m a n e T e l N o : (0 1 8) 2 0 0 8 3 0 4 , CSTMrecruitment29@nwpg.gov.za
<u>POST 33/185</u>	:	<u>ASSISTANT DIRECTOR: SHERQ MANAGEMENT REF NO: 30/2026/2027</u> Directorate: Human Resource Management (Re-advertisement, Candidates who previously applied are encouraged to re-apply.)
<u>SALARY</u>	:	R487 197 per annum (Level 09)
<u>CENTRE</u>	:	Head Office (Mmabatho)
<u>REQUIREMENT</u>	:	Matric (Grade 12) certificate plus appropriate Diploma/Degree (NQF level 6/7) as recognised by SAQA in Safety Management, Environmental Management/ Occupational Health and Safety. Registration with the relevant professional bodies for Occupational Health and Safety Practitioner/ Occupational Health Hygienist/South African Institute of Occupational Hygienist (SAIOH) Training in SAMTRAC will be an added advantage. Three (3) to five (5) years relevant experience which two (02) years must be at

		Supervisory (7/8) level. A valid driver's licence. Knowledge: Thorough knowledge of the legislative and regulatory environment informing workplace safety but not limited to: Good knowledge of the Occupational Health and Safety Act, 1993 Labour Relations Act, 1995. Basic Conditions of Employment Act, 1997. General knowledge of the health and safety environment and risk assessments. DPSA Employee Health and Wellness Strategic Framework and its Objectives. Knowledge of COIDA Act and PFMA. Skills: Proven report-writing and presentation skills. Proven management skills related to the preparation, implementation and management of the strategic, operational and financial plans and projects. Proven computer literacy, including advanced MS Word, MS Excel and MS PowerPoint. The ability to maintain positive interpersonal relations and work as part of a team as well as individually. Analytical skills and the ability to work under pressure. Problem solving abilities.
<u>DUTIES</u>	:	Facilitate the implementation of Safety, Health, Environment and risk strategy and plan; Facilitate the implementation of risk management assessment and control; Facilitate the implementation of health and safety services; Facilitate the implementation of environmental management services; Maintain relations/partnership with relevant stakeholder; Manage human, finance and other resources. Supervision of subordinates.
<u>ENQUIRIES</u>	:	M s. I F K Selomane Tel No: (018) 200 8304, CSTMrecruitment30@nwpg.gov.za
<u>POST 33/186</u>	:	<u>ASSISTANT DIRECTOR: LABOUR RELATIONS REF NO: 31/2026/2027 (X2 POSTS)</u> Directorate: Human Resource Management
<u>SALARY CENTER REQUIREMENTS</u>	:	R487 197 per annum (Level 09) Mahikeng: Head Office Matric (Grade 12) certificate or equivalent plus National Diploma / Bachelor's Degree (NQF6/7) /in Labour Relations / Labour Law / Industrial Relations. Valid Drivers License. Three (3) to five (5) years relevant working experience in the Field of Labour Relations of which two (2) years must be at a Supervisory (Salary Level 7/8) level. A valid drivers license. Knowledge: Through knowledge of Labour Legislations, Acts, Public Service Policies / Regulations and Collective Bargaining Agreements. Ability to work under pressure. The ability to develop and interpret policies. Skills: Computer literacy in Microsoft packages. Research, conflict resolution skills, interpersonal skills, communication (verbal and report writing). Analytic investigation and presentation skills.
<u>DUTIES</u>	:	Facilitate / investigate grievances. Investigate misconduct and conduct disciplinary hearings. Represent the employer at conciliations and arbitrations. Represent the department at Collective Bargaining structures and at the Provincial Labour Relations Forum. Compile various Labour Relations reports. Advise management on Labour Relations issues. Strike management. Manage the performance of personnel within the unit. Capacity building in the department.
<u>ENQUIRIES</u>	:	Mr. J Van Wyk Tel No: (018) 200 8078, CSTMrecruitment31@nwpg.gov.za
<u>POST 33/187 32/2026/2027</u>	:	<u>ASSISTANT DIRECTOR: DEMAND MANAGEMENT REF NO:</u> Directorate: Supply Chain Management
<u>SALARY CENTRE REQUIREMENTS</u>	:	R487 197 per annum (Level 09) Head Office Matric/Grade 12 and an appropriate bachelor's degree (NQF Level 7) in Supply Chain Management (SCM) Logistics Management / Financial Management. A minimum of 5 years work experience in Supply Chain Management. Three-year Supply Chain Management on supervisory level. Valid Driver's licence. Knowledge: Knowledge of Walker financial management system/ BAS, knowledge of legislative framework governing SCM. procurement business and ability to manage demand system and controls. Knowledge of Batho Pele Principles and application thereof. Knowledge of public service regulations Act. Skills And Competencies: Advanced computer literate and leadership abilities, interpersonal skill, written and verbal communication and conflict resolution skill. Excellent verbal and written communications skills, sound analytical / innovative thinking and problem-solving skills. Computer literacy. Strong planning and coordination abilities. Ability to work under pressure and extended hours so

		as to meet the deadline dates. Knowledge and application of legislative framework that governs Supply Chain Management in the Public Service environment.
<u>DUTIES</u>	:	Conduct total needs assessment within the Department. Manage implementation of Central Supplier Data Base. Conduct market, industry and commodity analysis and compile report for approval. Conduct trainings to all end users in relation to compilation of Demand and Procurement Plans for the Department. Compile memo to all End Users for submission of annual needs. Manage needs assessment performance in accordance with the framework. Compile Demand Management and Procurement Plan for the Department. Develop and maintain Demand Management and Procurement Plan for the Department. Implement Demand Management Plan and Procurement Plan for the Department. Implement Departmental Supply Chain Management policies, all legislative framework governing Supply Chain Management. Ensure the determination of specifications requirement are linked to the strategic Plan and budget of the Department. Perform membership position in Specification committee meetings. Manage Key performance areas of team members. Be involved in the budget projection of the unit. Compile Bid files for all procurement plan projects. Compile report progress of procurement plan on monthly and quarterly basis. Perform any task delegated by the supervisor.
<u>ENQUIRIES</u>	:	Ms. KL Lebotse Tel No: (018) 200 8130, CSTMrecruitment32@nwpg.gov.za
<u>POST 33/188</u>	:	<u>SENIOR STATE ACCOUNTANT: SALARY ADMINISTRATION AND TAXATION REF NO: 33/2026/2027 (X2 POSTS)</u>
<u>SALARY CENTRE REQUIREMENTS</u>	:	R413 001 per annum (Level 08)
	:	Head Office (Mmabatho)
	:	Matric or equivalent. Three (3) year degree or diploma in Financial Management, Accounting (NQF6/7) or equivalent qualification with Accounting as a module. Three (3) to Five (5) years' experience in Salary Administration environment of which Two (2) years must be at supervisory level. Introduction to PERSAL certificate and salary administration certificate is required. Tax calculations 1 certificate will be an added advantage. Knowledge: Public Finance Management Act (PFMA), Treasury regulations. Financial Manual, Basic Conditions of Employment Act and Guide on Managing Departmental Debt. Computer literacy – Word, Excel and PowerPoint are important. Working knowledge of government systems (PERSAL). Skills: Communication (written and verbal), Interpersonal relations. Flexibility and Teamwork. Computer skills, planning, and organization. Conflict management skills. Self-driven and results orientated, should be able to deliver under pressure.
<u>DUTIES</u>	:	Administer the payment of staff (Salaries and Allowances). Conduct calculations of over/under payments of salaries. Administer the stop order deductions from salaries. Ensure the safe custody of salary documents. Manage the performance of personnel within the unit.
<u>ENQUIRIES</u>	:	Mr. E Sekgaile Tel No: (018) 200 8315, CSTMrecruitment33@nwpg.gov.za
<u>POST 33/189</u>	:	<u>PERSONNEL PRACTITIONER (HEALTH AND PRODUCTIVITY MANAGEMENT) REF NO: 34/2026/2027 (X1 POST)</u> Sub-Directorate: Integrated Employee Health and Wellness (Re-advertisement, Candidates who previously applied are encouraged to re-apply.)
<u>SALARY CENTRE REQUIREMENTS</u>	:	R338 106 per annum (Level 07)
	:	Head Office (Mmabatho)
	:	Matric (Grade 12) certificate plus three (3) years Degree or National Diploma in Human Resource Management/Public Management (NQF6/7). One (1) to two (2) years relevant experience. PERSAL certificate on leave Administration is required. Knowledge: Good knowledge on Incapacity Leave and Ill-health Retirement in the Public Service, Compensation for Occupational Injuries and Diseases Act, BCEA and Labour Relations Act. DPSA knowledge on Employee health and Strategic Framework of 2008. Skills: Planning and coordinating skills. Good communication skills, presentation skills and good interpersonal relationship, computer literacy. A valid driver's license.
<u>DUTIES</u>	:	Administration of Incapacity leave, ill-health retirement, occupational injuries and diseases. Capture data for occupational injuries, diseases and invoices on PERSAL. Make recommendations for Head of Department's approval and

		process the outcomes of the employee's application for incapacity leave and ill-health retirement. Maintain register for Integrated Employee's applications and invoices. Provide Administrative support to the Sub-Directorate: Integrated Employee Health and Wellness. Assist in coordination of workplace in-house training workshop.
ENQUIRIES	:	Ms. IFK Selomane Tel No: (018) 200 8304, CSTMrecruitment34@nwpg.gov.za
POST 33/190	:	<u>ACCOUNTING CLERK SUPERVISOR: PROVINCIAL REGISTERING AUTHORITY REF NO: 35/2026/2027</u> Directorate: Transport Administration and Licensing
SALARY	:	R338 106 per annum (Level 07)
CENTRE	:	Ngaka Modiri Molema
REQUIREMENTS	:	Matric/Grade 12 or equivalent. Three (3) – Five (5) years relevant experience in NaTIS Motor Vehicle Administration environment. Valid driver's License. Competencies/Knowledge/Skills: Knowledge and understanding of the National Road Traffic Act 93 of 1996, Public Finance Management Act, Treasury Regulations and other Public Service related Legislation. Ability to work under pressure. Good written and verbal communication skills. Excellent time management skills. Computer literacy skills, problem solving and ability to work in a team as well as independently.
DUTIES	:	Render the supervision of service within the registering authority. Administer the registration and licensing of motor vehicles. Manage the collection of revenue for registration and licensing of motor vehicle. Perform daily and monthly reconciliation of NaTIS revenue collection. Administer the collection and allocation of face value documents. Ensure compliance to the National Road Traffic Act. Compile Sensitive Transaction Requests in accordance to the NaTIS Help desk requirements. Ensure that all NaTIS equipment and materials are available at all times. Supervise the performance and development of staff at the registering authority. Compile monthly financial and non-financial reports. Supervise the key responsibilities of staff.
ENQUIRIES	:	Ms. L. Segopolo Tel No: (018) 388 1232, CSTMrecruitment35@nwpg.gov.za
POST 33/191	:	<u>HUMAN RESOURCE CLERK SUPERVISOR: ESTABLISHMENT REF. NO: 36/2026/2027</u> Directorate: Human Resource Management
SALARY	:	R338 106 per annum (Level 07)
CENTRE	:	Head Office
REQUIREMENTS	:	Grade 12 certificate or equivalent with three (3) to five (5) years of experience required in Human Resources Client Support and Establishment Administration. Introduction to PERSAL, PERSAL Establishment and PERSAL Personnel Administration Certificate. Knowledge: Knowledge and understanding of the legislative framework governing the Public Service Regulation, Public Service Act. Understanding of the legislative and regulatory framework that governs Human Resource Administration and PERSAL. Statistical analysis and Data Capturing (File transfer protocol, draw data from PERSAL into Excel) Skills: Verbal and written, Interpersonal relations, report writing, problem solving and analytical skills. Planning and organising, Teamwork, Flexibility and Conflict resolution
DUTIES	:	Maintain and update post establishment and data integrity in the Department. Provide internal and external HRM client support. Capture all establishment transactions on PERSAL. Capture placement of personnel according to Departmental Approved Structure. Create and amend post on the establishment according to Departmental Approved Structure and linking then accordingly, Prepare establishment reports, statistics and correspondence.
ENQUIRIES	:	Ms. A Mohlala Tel No: (018) 200 8260, CSTMrecruitment36@nwpg.gov.za
POST 33/192	:	<u>ADMINISTRATION OFFICER: GENDER FOCAL POINT AND DIVERSITY MANAGEMENT REF NO: 37/2026/2027</u> Chief Directorate: Corporate Management
SALARY	:	R338 106 per annum (Level 07)
CENTRE	:	Head Office
REQUIREMENTS	:	Grade (12) certificate or equivalent, plus three (3) years National Diploma / Bachelors Degree in Public Management & Governance, Humanitarian Studies, Psychology, Social Sciences (NQF6/7), Certificate in Gender/Youth Development/ Disability studies or related field. Two (2) to Three (3) years

working experience in special programme/Gender Focal Point and Diversity Management environment. Knowledge: Sound knowledge of relevant legislations and policies, Transformation agenda in the public service, knowledge of International conventions/agreements on targeted groups. Skills: Excellent communications (written and verbal) skills, Good interpersonal skills, proven presentation skills, financial management and leadership skills, project management skills, Computer literacy (MS word, MS Power point, Ms Excel), Monitoring and evaluation and reporting skills, ability to conduct research, project management and administration skills, good organizational skills, Human relation skills, Problem solving and conflict resolution skills, service and result orientated. Ability to meet deadlines and work well under pressure. Ability to prepare reports and proposals. Ability to work independently and within a team.

DUTIES

: Facilitate the implementation of Gender, youth, Children, Older persons and People with disabilities programmes. Coordinate implementation of Employment Equity in the Department. Provide administrative support for implementation of transformation workshops awareness programmes and meetings. Facilitate and identify transformation programmes and empowerment interventions. Support the implementation of transformation programmes and activities. Facilitate, monitor and evaluate on the attainment of policies, programmes, strategies and set departmental targets.

ENQUIRIES

: Ms K Lephoi Tel No: (018) 200 8313, CSTMrecruitment37@nwpg.gov.za

**PROVINCIAL ADMINISTRATION: WESTERN CAPE
DEPARTMENT OF HEALTH AND WELLNESS**

In line with the Employment Equity Plan of the Department of Health it is our intention with this advertisement to achieve equity in the workplace by promoting equal opportunities and fair treatment in employment through the elimination of unfair discrimination.

- APPLICATIONS** : Applications are submitted online via www.westerncape.gov.za/health-jobs (click "online applications").
- CLOSING DATE** : 28 September 2026, 17:00PM
- NOTE** : It will be expected of candidates to be available for selection interviews on a date, time and place as determined by the Department. Kindly note that excess personnel will receive preference. All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment.
- ERRATUM:** Kindly note that the advert for the Post 32/333: Assistant Manager Nursing (Primary Health Care) Nomzamo CDC, Khayelitsha/ Eastern Sub-structure, Salary R785 568 per annum Centre: Nomzamo CDC advertised in the Public Service Vacancy 32 dated 04 September 2026, with reference number Post 32/333: Post has been cancelled.
- Kindly note that the advert for the POST 32/331: Deputy Director: Employee Relations (Dispute Resolutions, Misconduct And Litigation) Directorate: Employee Relations, Salary R 932 292 per annum (A portion of the package can be structured according to the individual's personal needs.) Centre: Head Office, Cape Town (Stationed on the premises of Stikland Hospital) advertised in the Public Service Vacancy 32 dated 04 September 2026, with reference number Post 32/331: Post must be amended to include driver's licence.

OTHER POSTS

- POST 33/193** : **MEDICAL SPECIALIST GRADE 1 TO 3 (INTERNAL MEDICINE)**
Chief Directorate: Rural Health Services
- SALARY** : Grade 1: R1 395 528 per annum
Grade 2: R1 592 274 per annum
Grade 3: R1 844 151 per annum
(A portion of the package can be structured according to the individual's personal needs.)
- CENTRE** : George Regional Hospital
- REQUIREMENTS** : Minimum educational qualification: Appropriate qualification that allows registration with the Health Professional Council of South Africa (HPCSA) as Medical Specialist in Internal Medicine. Registration with a professional council: Registration with the Health Professions Council of South Africa (HPCSA) as Medical Specialist in Internal Medicine. Experience: **Grade 1:** None after registration with the HPCSA as a Medical Specialist in Internal Medicine. **Grade 2:** A minimum of 5 years' appropriate experience as Medical Specialist after registration with the HPCSA (or a recognised foreign Health Professional Council in respect of a foreign qualified employee) as a Medical Specialist in Internal Medicine. **Grade 3:** A minimum of 10 years' appropriate experience as Medical Specialist after registration with the HPCSA (or a recognised foreign Health Professional Council in respect of a foreign qualified employee) as a Medical Specialist in Internal Medicine. Inherent requirement of the job: Performing commuted overtime and participation in the after-hours call system. A valid (Code B/EB) driver's license as well as willingness to travel. Competencies (knowledge/skills): Good work etiquette; excellent communication skills; conflict management; cost conscious care provision. Good technology and computer skills; problem-solving experience; leadership and mentoring experience. Performance of audits, research and publications. Experience in teaching, conducting and supervising research. Proven knowledge of public health policies, guidelines and related prescript to manage resources effectively.
- DUTIES** : Render an efficient, cost-effective high quality Internal Medicine service to patients managed by the hospital and district as the Rural East Ecosystem, by balancing throughput with quality. Always deliver service with professional and ethical behaviour. Assist with effective and efficient administration of the

		Internal Medicine Department. Assist the Head of Department with specific projects relating to Antibiotic Stewardship, PPTC, Critical Care and Clinical Governance. The desired candidate will be required to set an appropriate example of an exemplary medical practitioner and serve as a role model and clinical mentor to junior doctors and associated clinical staff. -Assist with unit training commitments. Ensure the rational use of resources, participate in audits and Clinical Governance activities. Participate in Outreach and Support services, as needed, to the greater Rural East Ecosystem. Ensure good relations with patients, nursing staff, colleagues and referral services at tertiary and district hospital level. Adhere to requirements for all HR matters. Do appropriate clinical audits and research within the department to stay abreast of clinical development.
ENQUIRIES	:	Dr A Vermeulen Tel No: (044) 802-4529
NOTE	:	No payment of any kind is required when applying for this post. Shortlisted candidates will be subjected to a practical. Candidates who are not in possession of the stipulated registration requirements may also apply. Such candidates will only be considered for appointment on condition that proof of application for registration to register with the relevant council and proof of payment of the prescribed registration fees to the relevant council are submitted on or before the day of the interview. This concession is only applicable to health professionals who apply for the first time for registration in a specific category with the relevant council (including individuals who must apply for change in registration status).
POST 33/194	:	<u>MEDICAL SPECIALIST GRADE 1 TO 3 (PSYCHIATRY)</u> Chief Directorate: Metro Health Services
SALARY	:	Grade 1: R1 395 528 per annum Grade 2: R1 592 274 per annum Grade 3: R1 844 151 per annum (A portion of the package can be structured according to the individual's personal needs.)
CENTRE	:	Khayelitsha District Hospital
REQUIREMENTS	:	Minimum educational qualification: Appropriate qualification that allows registration with the Health Professions Council of South Africa as Medical Specialist in Psychiatry. Registration with a professional council: Registration with HPCSA, as Medical Specialist in Psychiatry. Experience: Grade 1: None after registration with the HPCSA as a Medical Specialist in Psychiatry. Grade 2: A minimum of 5 years' appropriate experience as Medical Specialist in Psychiatry, after registration with the HPCSA (or a recognized foreign Health Professional Council in respect of a foreign qualified employee). Grade 3: A minimum of 10 years' appropriate experience as Medical Specialist in Psychiatry, after registration with the HPCSA (or a recognized foreign Health Professional Council in respect of a foreign-qualified employee). Competencies (knowledge/skills): Clinical experience in Psychiatry at district level services and clinical primary health care. Ability to render high-quality specialist level clinical care in the in- and out-patient setting, including good legislative & policy knowledge, medical record keeping, report writing and computer literate. Ability to balance the outputs of a large clinical workload with the teaching and supervisory requirements of the position. Strong administrative, managerial, communication and conflict resolution skills.
DUTIES	:	Clinical service delivery at specialist level across the full spectrum of district level Psychiatry, including wards, outpatients, Emergency Centre and specialised clinics at Khayelitsha District Hospital. Administrative & clinical governance including leadership, People Management processes, OPD management, data analysis, and quality improvement. Teaching, training and supervision of junior medical staff and students with participation in the hospital academic program as well as outreach supervision to primary health care nurse practitioners. Domain specific outputs and participation within the KESS ecosystem, including participation in and alignment with district-hospital-level services, referral facilities and Mental Health Care Review Board liaison.
ENQUIRIES	:	Dr A Martin Tel No: (021) 360-4427
NOTE	:	No payment of any kind is required when applying for this post. Advertised posts are linked to the Institution that forms part of the Ecosystem Services platform. Upon appointment, incumbents will be expected to render clinical services across institutions in the Ecosystem, as needed to sustain health service delivery. No payment of any kind is required when applying for this

post. Candidates who are not in possession of the stipulated registration requirements may also apply. Such candidates will only be considered for appointment on condition that proof of application for registration with their relevant council and proof of payment of the prescribed registration fees to the relevant council are submitted on or before the day of the interview. This concession is only applicable to health professionals who apply for the first time for registration in a specific category with the relevant council (including individuals who must apply for change in registration status). Candidates will be subjected to a written/practical and oral assessment.

<u>POST 33/195</u>	:	<u>MEDICAL SPECIALIST GRADE 1 TO 3 (RADIOLOGY)</u>
<u>SALARY</u>	:	Grade 1: R1 395 528 per annum Grade 2: R1 592 274 per annum Grade 3: R1 844 151 per annum (A portion of the package can be structured according to the individual's personal needs.)
<u>CENTRE REQUIREMENTS</u>	:	Tygerberg Hospital, Parow Valley
	:	Minimum educational qualification: Appropriate qualification that allows registration with the Health Professions Council of South Africa (HPCSA) as Medical Specialist in Radiology. Registration with a professional council: Registration with the HPCSA as Medical Specialist in Radiology. Experience: Grade 1: None after registration with the HPCSA as a Medical Specialist in Radiology. Grade 2: A minimum of 5 years' appropriate experience as Medical Specialist after registration with the HPCSA (or a recognised foreign Health Professional Council in respect of a foreign qualified employee) as a Medical Specialist in Radiology. Grade 3: A minimum of 10 years' appropriate experience as Medical Specialist after registration with the HPCSA (or a recognised foreign Health Professional Council in respect of a foreign qualified employee) as a Medical Specialist in Radiology. Inherent requirement of the job: Valid (Code B/EB) driver's licence, willingness and ability to travel. It will be expected of the successful candidate to participate in a system of remunerated commuted overtime and community outreach. Competencies (knowledge/skills): Ability to oversee and report on all radiological studies and procedures. Preferred special interest in musculoskeletal radiology. Work with a team of hospital clinicians to optimise patient services. Knowledge and understanding of relevant legislation, hospital procedures and policies. Excellent written and verbal communication skills.
<u>DUTIES</u>	:	Clinical imaging service provision in reporting and of all imaging modalities. Ensure maintenance of quality care standard in radiology services. Guide staff, teaching, training and supervision of staff. Efficient use of resources, manage assets, consumables and services effectively.
<u>ENQUIRIES</u>	:	Prof C Ackerman Tel No: (021) 938-5622
<u>NOTE</u>	:	No payment of any kind is required when applying for this post. "Candidates who are not in possession of the stipulated registration requirements may also apply. Such candidates will only be considered for appointment on condition that proof of application for registration with the relevant council and proof of payment of the prescribed registration fees to the relevant council are submitted on or before the day of the interview. This concession is only applicable on health professionals who apply for the first time for registration as Medical Specialist in Radiology with the relevant council (including individuals who must apply for change in registration status)".

<u>POST 33/196</u>	:	<u>MEDICAL SPECIALIST GRADE 1 TO 3 (PSYCHIATRY)</u>
<u>SALARY</u>	:	Grade 1: R1 395 528 per annum Grade 2: R1 592 274 per annum Grade 3: R1 844 151 per annum (A portion of the package can be structured according to the individual's personal needs). (It will be expected of the successful candidate to participate in a system of remunerated commuted overtime).
<u>CENTRE REQUIREMENTS</u>	:	Groote Schuur Hospital, Observatory
	:	Minimum educational qualification: Appropriate qualification that allows registration with the Health Professions Council of South Africa (HPCSA) as a Medical Specialist in Psychiatry. Registration with a professional council: Registration with the HPCSA as a Medical Specialist in Psychiatry. Experience: Grade 1: None after registration with the HPCSA as a Medical Specialist in Psychiatry. Grade 2: A minimum of 5 years' appropriate

	experience as Medical Specialist after registration with the HPCSA (or a recognised foreign Health Professional Council in respect of a foreign qualified employee) as a Medical Specialist in Psychiatry. Grade 3: A minimum of 10 years' appropriate experience as Medical Specialist after registration with the HPCSA (or a recognised foreign Health Professional Council in respect of a foreign qualified employee) as a Medical Specialist in Psychiatry. Inherent requirements of the job: Commuted overtime is compulsory. Competencies (knowledge/skills): Sound clinical knowledge and skill in the assessment, diagnosis and evidence-based management of acute and chronic psychiatric disorders across inpatient and outpatient settings. Effective and efficient administration, including knowledge of the MHCA. Strong interpersonal, communication and leadership skills, with the ability to coordinate and manage a multi-disciplinary team. Teaching, training and clinical supervisory skills, applicable to the academic and clinical development of registrars and students. Knowledge of research methodology and clinical audit processes, with the ability to critically appraise and conduct applied clinical research. Sound clinical judgement and decision-making skills, with the ability to represent the department or unit at multi-disciplinary and clinical governance forums.
DUTIES	: Clinical Service Provision, including oversight of Psychiatry Out-patients and the ECT service at GSH. Clinical Service Provision, including oversight and leadership of the in- and out-patient components of the Klipfontein mental health district. Teaching and Training/Supervision of Junior Staff, including registrars and students. Research and clinical audit activities. Effective and efficient administration of clinical records and patient reports. Support to the Head of Department and Head of Clinical Unit in meeting requirements of the overall service, including representing the Department at the GSH PTC.
ENQUIRIES NOTE	: Prof J Joska Tel No: (021) 404 2164 or email: John.Joska@uct.ac.za : No payment of any kind is required when applying for this post. Please ensure that you attach an updated CV. Candidates who are not in possession of the stipulated registration requirements, may also apply. Such candidates will only be considered for appointment on condition that proof of application for registration with the relevant council and proof of payment of the prescribed registration fees to the relevant council are submitted on or before the day of the interview. This concession is only applicable on health professionals who apply for the first time for registration in a specific category with the relevant council (including individuals who must apply for change in registration status)".
POST 33/197	: <u>MEDICAL SPECIALIST GRADE 1 TO 3 (ANAESTHESIOLOGY)</u>
SALARY	: Grade 1: R1 395 528 per annum Grade 2: R1 592 274 per annum Grade 3: R1 844 151 per annum (A portion of the package can be structured according to the individual's personal needs.)
CENTRE REQUIREMENTS	: Tygerberg Hospital, Parow Valley : Minimum educational qualification: Appropriate qualification that allows registration with the Health Professions Council of South Africa (HPCSA) as Medical Specialist in Anaesthesiology. Registration with a professional council: Registration with the HPCSA as Medical Specialist in Anaesthesiology. Experience: Grade 1: None after registration with the HPCSA as a Medical Specialist in Anaesthesiology. Grade 2: A minimum of 5 years' appropriate experience as Medical Specialist after registration with the HPCSA (or a recognised foreign Health Professional Council in respect of a foreign qualified employee) as a Medical Specialist in Anaesthesiology. Grade 3: A minimum of 10 years' appropriate experience as Medical Specialist after registration with the HPCSA (or a recognised foreign Health Professional Council in respect of a foreign qualified employee) as a Medical Specialist in Anaesthesiology. Inherent requirement of the job: Valid driver's license and willingness to travel as part of the outreach program. Willingness to work after-hours to meet operational requirements. Competencies (knowledge/skills): Evidence of cross-disciplinary teamwork and excellent interpersonal relationships. Evidence of planning and execution of clinically relevant and impactful research projects as a Medical Specialist in Anaesthesiology. Evidence of ability to supervise registrars in Anaesthesiology, including preparation for their Fellowship examination in Anaesthesiology. Excellent communication skills.

<u>DUTIES</u>	:	Provide Perioperative Patient Care in the operating rooms and critical care units at the standards required of a Specialist Anaesthesiologist. Teaching and Lecturing of Anaesthesiology and Critical Care to Undergraduate students, Postgraduate students and Peers. Evaluation of students and peers. Staying abreast of latest developments in the field of Anaesthesiology and Critical Care. Administration: Hospital and University related administrative tasks. Research related to Anaesthesiology and Critical care, and related topics, which includes facilitating the research component required by registrars by the HPCSA for specialty registration and publishing in peer reviewed, accredited journals.
<u>ENQUIRIES NOTE</u>	:	Prof S Chetty, email: seanchetty@sun.ac.za
	:	No payment of any kind is required when applying for this post. "Candidates who are not in possession of the stipulated registration requirements may also apply. Such candidates will only be considered for appointment on condition that proof of application for registration with the relevant council and proof of payment of the prescribed registration fees to the relevant council are submitted on or before the day of the interview. This concession is only applicable on health professionals who apply for the first time registration as Medical Specialist in Anaesthesiology with the relevant council (including individuals who must apply for change in registration status)".
<u>POST 33/198</u>	:	<u>REGISTRAR (MEDICAL) (RADIOLOGY) (X4 POSTS)</u> (5-Year Contract)
<u>SALARY</u>	:	R1 041 402 per annum, (A portion of the package can be structured according to the individual's personal needs.) (It will be expected of the successful candidate to participate in a system of remunerated commuted overtime).
<u>CENTRE REQUIREMENTS</u>	:	Tygerberg Hospital, Parow Valley
	:	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 (Independent Practice). Inherent requirement of the job: Commuted overtime is compulsory. Emergency and after hour call cover. Each Registrar will be appointed in a specific training hospital but will be required to work across the distributed training platform. Valid (Code B/EB) driver's licence, willingness and ability to travel. Competencies (knowledge/skills): Primary Examination – Part 1 FC Rad (Diag.) SA. Supervised clinical experience in any aspect of diagnostic imaging. Effective leadership & interpersonal skills. Appropriate and sufficient clinical experience since obtaining the degree of MBChB. Knowledge and practical skills. Appropriate general medical and radiology experience. Computer skills including typing, managing spreadsheets and using databases. Excellent verbal and written communication skills.
<u>DUTIES</u>	:	Provision of safe, comprehensive 24-hour tertiary level diagnostic service to patients at Tygerberg Hospital and associated training hospitals. Produce timeous and accurate radiological reports and assist in optimal workflow through imaging domains. Perform onsite after-hours duties as per call roster. Attend teaching program activities, tutorials and assessments as part of the registrar training program. Assist with the training medical students, nursing staff and radiographers. Learn critical skills required of Radiologist. Involvement in research/audits relating to Radiodiagnosis.
<u>ENQUIRIES NOTE</u>	:	Prof C Ackermann Tel No: (021) 938-9320
	:	No payment of any kind is required when applying for this post. Appointment as Registrar will be for a maximum contract period of 5 years. It may become necessary to second/transfer staff to another hospital/institution during their period of training, in which case affected staff will be consulted prior to any decision being implemented. Registrars will function across health facilities, as per an agreed programme. Should registration with the HEI as a student be discontinued for any reason the appointment as a Registrar also discontinues. Consideration will be given to existing employees who are already on higher salary packages to retain their existing salary position, as personal. As such they are entitled to receive pay progression. Appointment as Registrar will be on contract. Employees in service who opt to continue with their pension benefits as Registrar, will be required to resign after completion of their registrarship should they not be successful for advertised Specialist positions. -The Department of Health is guided by the principles of Employment Equity. Candidates with disability are encouraged to apply and an indication in this regard will be appreciated. Specific Registrar posts within

the Department will be identified as part of the Affirmative Action programme to create a representative Specialist cadre in line with applicable procedures. Preference will be given to SA citizens/permanent residents with a valid identity document. Registrars will be required to register as post-graduates with Stellenbosch University according to the yearbook and guidelines. "Candidates who are not in possession of the stipulated registration requirements may also apply. Such candidates will only be considered for appointment on condition that proof of application for registration with the relevant council and proof of payment of the prescribed registration fees to the relevant council are submitted on or before the day of the interview. This concession is only applicable to health professionals who apply for the first time for registration in a specific category with the relevant council (including individuals who must apply for a change in registration status)".

<u>POST 33/199</u>	:	<u>MEDICAL OFFICER GRADE 1 TO 3 (ORTHOPAEDICS)</u> Chief Directorate: Metro Health Services
<u>SALARY</u>	:	Grade 1: R1 041 402 per annum Grade 2: R1 188 255 per annum Grade 3: R1 375 245 per annum (A portion of the package can be structured according to the individual's personal needs.)
<u>CENTRE REQUIREMENTS</u>	:	New Somerset Hospital
	:	Minimum educational qualification: Appropriate qualification that allows registration with the Health Professions Council of South Africa (HPCSA) as a Medical Practitioner. Registration with a professional council: Registration with the HPCSA as a 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 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 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. Inherent requirements of the job: Valid (Code B/EB) driver's license. Willingness to work overtime when required. Willingness to work at the relevant institutions on the rotation platform. Competencies (knowledge/skills): Appropriate experience in providing Orthopaedic Surgical services. Ability to function in a team under pressure in a high volume, high stress environment. Computer Literacy. Appropriate experience in research methodology.
<u>DUTIES</u>	:	Clinical Service: Patient care: in-patient and outpatient management of orthopedic patients. Clinical Service: Operative (surgical) care of orthopedic patients, both elective and emergencies. Clinical governance, for example ensuring rational and cost-effective use of resources such as laboratory investigations, medications, consumables and equipment. Teaching: both formal and informal teaching to students. Innovation and Research within the orthopedic team. Leadership within the orthopedic and hospital team.
<u>ENQUIRIES NOTE</u>	:	Ms S Mears, email: Stewart.Mears@westerncape.gov.za
	:	No payment of any kind is required when applying for this post. "Candidates who are not in possession of the stipulated registration requirements may also apply. Such candidates will only be considered for appointments on condition that proof of application for registration with the relevant council and proof of payment of the prescribed registration fees to the relevant council are submitted on or before the day of the interview. This concession is only applicable on health professionals who apply for the first time for registration in a specific category with the relevant council (including individuals who must apply for change in registration status)".
<u>POST 33/200</u>	:	<u>ASSISTANT MANAGER NURSING (SPECIALTY: ICU)</u>

<u>SALARY</u>	:	R785 568 per annum
<u>CENTRE</u>	:	Groote Schuur Hospital, Observatory
<u>REQUIREMENTS</u>	:	Minimum educational qualification: Basic R425 qualification (i.e. diploma/degree in nursing) or equivalent qualification (R683) that allows registration with the South African Nursing Council (SANC) as a Professional Nurse. A post-basic nursing qualification with a duration of at least 1 year accredited with SANC, in terms of R212 in Medical and Surgical Nursing Science: Critical Care Nursing (Adult) OR a 4-year Bachelor's Degree in Nursing (R174) or equivalent qualification (R171 plus R1497) qualification that allows registration with the South African Nursing Council (SANC) as a Professional Nurse. A postgraduate diploma (R635) accredited with the SANC in Critical Care Nursing (Adult). Registration with a professional council: Registration with the SANC as Professional Nurse. Experience: A minimum of 10 years appropriate/recognisable experience in Nursing after registration as a Professional Nurse with SANC. At least 6 years of the above period must be appropriate/recognisable experience after obtaining the post-basic qualification or a post-graduate diploma in the relevant speciality. At least 3 years of the above period must be appropriate/recognisable experience at nurse management level. Competencies (knowledge/skills): Quality Assurance, Human Resource, Finance and Change Management. Decision making, problem solving and interpersonal skills. Grievance procedures and disciplinary legislation. Computer literacy (MS Word and Excel). Negotiation, facilitation and communication skills. Infection Prevention and Control policies.
<u>DUTIES</u>	:	Ensure the provision of optimal, holistic, specialised nursing care within set standards and a professional and legal framework. Ensure that prescribed policies and procedures are adhered to. Effectively manage the initiation and utilisation of human and material resources. Ensure the control and execution of quality of care and financial management. Co-ordinate the provision of effective training and research to maintain professional growth, ethical standards and self-development. Liaise directly with the Nursing and Medical managers as well as the relevant Departmental Heads (Ancillary and Support Services). Co-ordinate, supervise and control nursing services in the ICU Department.
<u>ENQUIRIES</u>	:	Ms R Sutcliffe Tel No: (021) 404 2092
<u>NOTE</u>	:	No payment of any kind is required. Shortlisted candidates may be subjected to a competency test.
<u>POST 33/201</u>	:	<u>CLINICAL PROGRAMME COORDINATOR (UNIT OF INFECTION PREVENTION AND CONTROL)</u>
<u>SALARY</u>	:	R571 161 per annum
<u>CENTRE</u>	:	Tygerberg Hospital, Parow Valley
<u>REQUIREMENTS</u>	:	Minimum educational qualification: Basic R425 qualification (i.e. diploma/degree in nursing) or equivalent qualification (R683) that allows registration with the South African Nursing Council (SANC) as a Professional Nurse. OR A 4 year Bachelor Degree in Nursing (R174) that allows registration with the South African Nursing Council (SANC) as a Professional Nurse. OR A 3 year Diploma in Nursing (R171) that allows registration with the South African Nursing Council (SANC) AS A General Nurse. (This dispensation is only applicable for posts of Clinical Programme Coordinator where it is an inherent requirement of the post for the incumbent to maintain registration with the SANC). Registration with a professional council: Registration with the SANC as a Professional Nurse. Experience: A minimum of 7 years appropriate/recognizable experience in nursing after registration with the South African Nursing Council in General Nursing. Inherent requirement of the job: Ability and willingness to perform standby duties as the need arises. Competencies (knowledge/skills): Ability to function independently as well as part of a multi-disciplinary team. Effective communication, interpersonal, leadership, decision-making and conflict resolution skills. Good organizational skills and the ability to function under pressure. Basic computer literacy skills. Good written and verbal communication skills. Knowledge and insight related to Infection Prevention and Control. Knowledge of relevant legislation and policy related to IPC within the Public Sector. Ability to promote quality patient care through the setting, implementation and monitoring of standards.
<u>DUTIES</u>	:	Responsible for planning, managing, coordinating and maintaining an optimal Infection prevention and control service at Tygerberg Hospital. Identify the need for standards, policies and procedures regarding IPC. Participate in

		developing standards and monitor the implementation process. Effective management and utilization of resources to ensure operational function in the area. Initiate and participate in training, development and research within the nursing department. Deliver a support service to the Nursing Service and the institution. Maintain ethical standards and promote professional growth and self-development.
ENQUIRIES	:	Ms V Dubase Tel No: (021) 938-4000
NOTE	:	No payment of any kind is required when applying for this post. Shortlisted candidates will be subjected to a practical assessment.
POST 33/202	:	<u>OPERATIONAL MANAGER NURSING GRADE 1 (GENERAL) (HIV/AIDS)</u> Chief Directorate: Metro Health Services
SALARY	:	R571 161 per annum
CENTRE	:	Michael Mapongwana CDC, Khayelitsha/Eastern Sub-structure
REQUIREMENTS	:	Minimum educational qualification: Basic R425 qualification (i.e. diploma/degree in nursing) or equivalent qualification (R683 plus R254) that allows registration with the South African Nursing Council (SANC) as a Professional Nurse. OR A 4 year Bachelor Degree in Nursing (R174) or equivalent qualification (R683 plus R1497 or R171 plus R1497) that allows registration with the South African Nursing Council (SANC) as a Professional Nurse. Registration with a professional council: Registration with the SANC as Professional Nurse. Experience: A minimum of 7 years' appropriate/recognisable experience in nursing after registration as Professional Nurse with the SANC in General Nursing. Inherent requirement of the job: Valid driver's license. Willingness to perform relief within the Facility. Competencies (knowledge/skills): Knowledge of National and Provincial Health Policies and Nursing Acts and Laws. Ability to work accurately under pressure and maintain a high standard of professionalism. Ability and willingness to train staff. Good communication and interpersonal skills. Computer literacy.
DUTIES	:	Oversee and ensure fully functional health committees, including organising regular meetings, training members, and compliance with relevant health legislation. Manage human resources by maintaining a fully staffed CHC, coordinating staff training aligned with skills development plans, resolving labour relations issues, and monitoring absenteeism. Control and monitor financial resources by preparing balanced budgets, ensuring expenditure controls, meeting revenue targets, and complying with financial regulations. Supervise supply chain functions to maintain adequate stock of essential supplies, manage asset registers, ensure functioning equipment, and oversee government vehicle usage and servicing. Ensure accurate and timely health information management, including data quality checks, timely reporting, and optimal use of PHCIS systems. Promote quality of care through Batho Pele principles, ensuring health and safety standards, conducting monthly clinical audits (M&M meetings), and overseeing infection control and staff training initiatives.
ENQUIRIES	:	Ms K Jacobs Tel No: (021) 363- 2814
NOTE	:	No payment of any kind is required when applying for this post. It should be noted that advertised posts are linked to the Institution/ Facility that forms part of the Ecosystem Service platform. Upon appointment, incumbents will be expected to render clinical services across institutions in the Ecosystem, as needed to sustain health service delivery.
POST 33/203	:	<u>OPERATIONAL MANAGER NURSING: GENERAL (MEDICAL FEMALE: WARD)</u> Chief Directorate: Metro Health Services
SALARY	:	R571 161 per annum
CENTRE	:	Khayelitsha District Hospital
REQUIREMENTS	:	Minimum educational qualification: Basic R425 qualification (i.e. diploma/degree in nursing) or equivalent qualification (R683 plus R254) that allows registration with the South African Nursing Council (SANC) as a Professional Nurse. or 4-year Bachelor's Degree in Nursing (R174) or equivalent qualification (R683 plus R1497 or R171 plus R1497) that allows registration with the South African Nursing Council (SANC) as a Professional Nurse. Registration with a professional council: Registration with SANC as a Professional Nurse. Experience: A minimum of 7 years appropriate / recognisable experience in nursing after registration as Professional Nurse with the SANC in General Nursing. Inherent requirement of the job: Willingness to work rotational shifts, including day and night duty, as well as

		weekends and public holidays in accordance with operational requirements. Competencies (knowledge/skills): Knowledge of legal framework and regulations regarding nursing practice. Good leadership and people management skills. Maintain constructive relationships with members of the multi-disciplinary team. Computer literacy and Appropriate financial management skills. The ability to communicate effectively (verbal and written).
<u>DUTIES</u>	:	Supervise and ensure the provision of effective and efficient patient care through adequate nursing care. Coordinate and monitor the implementation of nursing care plan and evaluation thereof. Provide relevant health information to health care users to assist in achieving optimal health care and rehabilitation of patients. Maintain constructive working relationships with nursing and other stakeholders (i.e. interprofessional, inter-sectoral and multi-disciplinary teamwork). Participate in analysis, formulation and implementation of the nursing guidelines, practices, standards mandatory procedures. Manage and monitor proper utilization of human, financial and physical resources.
<u>ENQUIRIES</u>	:	Mr IH Plaatjies Tel No: (021) 360-4421
<u>NOTE</u>	:	No payment of any kind is required when applying for this post.
<u>POST 33/204</u>	:	<u>PROFESSIONAL NURSE GRADE 1 TO 2 (SPECIALTY NURSING: OPERATING THEATRE) (MATERNITY)</u>
<u>SALARY</u>	:	Grade 1: R495 423 per annum Grade 2: R607 350 per annum
<u>CENTRE</u>	:	Groote Schuur Hospital, Observatory
<u>REQUIREMENTS</u>	:	Minimum educational qualification: Basic R425 qualification (i.e. diploma/degree in nursing) or equivalent qualification (R683 plus R254) that allows registration with the South African Nursing Council (SANC) as a Professional Nurse. A post-basic nursing qualification with a duration of at least 1 year accredited with SANC, in terms of R212 in Medical and Surgical Nursing Science: Operating Theatre Or A 4 year Bachelor Degree in Nursing (R174) or equivalent qualification (R683 plus R1497 or R171 plus R1497) that allows registration with the South African Nursing Council (SANC) as a Professional Nurse. A postgraduate diploma (R635) accredited with the SANC in Peri Operative Nursing. Registration with a professional council: Registration with the SANC as a Professional Nurse. Experience: Grade 1: A minimum of 4 years appropriate/recognisable experience in nursing after registration as Professional Nurse with the SANC in General Nursing. Grade 2: A minimum of 14 years appropriate/recognisable experience in nursing after registration as Professional Nurse with the SANC in General Nursing. At least 10 years of the period referred to above must be appropriate/recognisable experience in the specific speciality after obtaining the 1-year post-basic qualification in Medical and Surgical Nursing Science: Operating Theatre. Or A post graduate diploma accredited with the SANC in Peri Operative Nursing. Inherent requirements of the job: Willingness to assist in other units within the Maternity Block during emergencies. Willingness to work shifts, public holidays, after hours, night duty and weekend cover for nursing. Competencies (knowledge/skills): Sound knowledge and understanding of nursing and health service-related acts, legislation, policies and practices. Problem solving, report writing, liaison and facilitation skills. Basic computer skills in MS Word, Excel, Outlook and use of Internet. Ability to stand for long hours and lift heavy equipment.
<u>DUTIES</u>	:	Provide an optimal, holistic, specialised Nursing Care within set standards and within a professional, legal framework as a Professional Nurse in Operating Theatre - Maternity. Utilize human, material and physical resources efficiently and effectively. Practice within the realms of IPC, OHAS, Risk Management, Quality Assurance, GSH hospital protocols, procedures and policies. Participate in research and training and development.
<u>ENQUIRIES</u>	:	Ms G Williams Tel No: (021) 404-4257
<u>NOTE</u>	:	No payment of any kind is required when applying for these posts. Candidates who are not in possession of the stipulated registration requirements may also apply. Such candidates will only be considered for appointment on condition that proof of application for registration with the relevant council and proof of payment of the prescribed registration fees to the relevant council are submitted on or before the day of the interview. This concession is only applicable on health professionals who apply for the first time for registration in a specific category with the relevant council (including individuals who must apply for change in registration status)".

POST 33/205	:	<u>PROFESSIONAL NURSE GRADE 1 TO 2 (SPECIALTY: THEATRE) (X2 POSTS)</u> Chief Directorate: Rural Health Services
<u>SALARY</u>	:	Grade 1: R495 423 per annum Grade 2: R607 350 per annum
<u>CENTRE REQUIREMENTS</u>	:	Worcester Regional Hospital Minimum educational qualification: Basic R425 qualification (i.e. diploma/degree in nursing) or equivalent qualification (R683) that allows registration with the South African Nursing Council (SANC) as a Professional Nurse. A post-basic nursing qualification with a duration of at least 1 year accredited with the SANC in Medical and Surgical Nursing Science: Operating Theatre (R212). OR A 4 year Bachelor Degree in Nursing (R174) or equivalent qualification (R171 plus R1497) that allows registration with the South African Nursing Council (SANC) as a Professional Nurse. A post graduate diploma (R635) accredited with the SANC in Perioperative Nursing. Registration with a professional council: Registration with the SANC as a Professional Nurse. Experience: Grade 1: A minimum of 4 years appropriate/recognisable experience in nursing after registration as Professional Nurse with the SANC in General Nursing. Grade 2: A minimum of 14 years appropriate/recognisable experience in nursing after registration as Professional Nurse with the SANC in General Nursing. At least 10 years of the period above must be appropriate/recognisable experience in the specific speciality after obtaining the 1-year post-basic qualification in Medical and Surgical Nursing Science: Operating Theatre Nursing. Inherent requirements of the job: Ability to work shifts during the day and night, weekends and public holidays and overtime when required by supervisor. Expected to function rotate within the Functional Business Unit of Theatre. Competencies (knowledge/skills): Knowledge and understanding of nursing legislation and related legal and ethical nursing practices within a hospital environment. Critical thinking and good interpersonal skills. Excellent clinical skills.
<u>DUTIES</u>	:	Provision of optimal, holistic specialised nursing care within the professional, ethical and legal framework and work as part of the multi-disciplinary team. Effective utilisation of all resources. Provide support to Nursing Services ensuring quality productivity. Maintain professional growth/ethical standards and self-development. Participation in training, including mentoring and research.
<u>ENQUIRIES NOTE</u>	:	Ms HD O'Rie Tel No: (023) 348-1137 No payment of any kind is required when applying for this post. Candidates who are not in possession of the stipulated registration requirements, may also apply. Such candidates will only be considered for appointment on condition that proof of application for registration to register with the relevant council and proof of payment of the prescribed registration fees to the relevant council are submitted on or before the day of the interview. This concession is only applicable to candidates who apply for the first time for registration in the post basic qualification OR a post-graduate diploma in the relevant specialty.
POST 33/206	:	<u>PROFESSIONAL NURSE GRADE 1 TO 2 (SPECIALTY: TRAUMA AND EMERGENCY) (X2 POSTS)</u> Garden Route District
<u>SALARY</u>	:	Grade 1: R495 423 per annum Grade 2: R607 350 per annum (plus, a non-pensionable rural allowance of 8% of the basic annual salary)
<u>CENTRE REQUIREMENTS</u>	:	Riversdale Hospital Minimum educational qualification: Basic R425 qualification (i.e. diploma/degree in nursing) or equivalent qualification (R683 plus R254) that allows registration with the South African Nursing Council (SANC) as a Professional Nurse. A post-basic nursing qualification with a duration of at least one year accredited with the SANC in Medical and Surgical Nursing Science: Critical Care Nursing: General or Medical and Surgical Nursing Science: Critical Care Nursing: Trauma and Emergency. - or A 4 year Bachelor Degree in Nursing (R174) or equivalent qualification (R683 plus R1497 or R171 plus R1497) that allows registration with the South African Nursing Council (SANC) as a Professional Nurse. A post graduate diploma (R635) accredited in Emergency Nursing. Registration with a professional council: Registration with the SANC as a Professional Nurse. Experience: Grade 1: A minimum of 4 years'

	appropriate/recognisable experience in nursing after registration as a Professional Nurse with the SANC in General Nursing. Grade 2: A minimum of 14 years' appropriate/recognisable experience in nursing after registration as a Professional Nurse with the SANC in General Nursing. At least 10 years of the period referred to above must be appropriate/recognisable experience after obtaining the 1-year post-basic qualification or post-graduate diploma in the relevant specialty. Inherent requirement of the job: Willingness to work shifts, Sundays, public holidays, night shift and overtime to meet the operational requirements. Competencies (knowledge/skills): Demonstrate an in-depth understanding of nursing legislation and related legal and ethical nursing practices and how this impact on service delivery. Effective interpersonal, leadership, organisational, decision making and conflict resolution skills. Be knowledgeable about South African Triage Scale (SATS) and Emergency Nursing. Good communication skills (verbal and written). Computer literacy (i.e. MS Word, Excel, PowerPoint and Outlook).
DUTIES	: Provide holistic specialized nursing care to patients in a cost-effective manner. Effective implementation of infection control policies and health and safety legislation. Effective management and utilization of human and material resources. Maintain a constructive working relationship with nursing and other stakeholders. Participate in training, development and research within the nursing department. Provision of Support to Nursing Services.
ENQUIRIES	: Mr NL Mphato Tel No: (028) 713 - 8643
NOTE	: No payment of any kind is required when applying for this post. Candidates will be subjected to a written/practical and oral assessment. Candidates who are not in possession of the required qualifications will be appointed into the general stream, and they will be required to obtain the necessary qualifications within a predetermined period of time. Candidates who are not in possession of the stipulated registration requirements, may also apply. Such candidates will only be considered for appointment on condition that proof of application for registration to register with the relevant council and proof of payment of the prescribed registration fees to the relevant council are submitted on or before the day of the interview. -This concession is only applicable to candidates who apply for the first time for registration in the post basic qualification or post-graduate diploma in the relevant specialty. It should be noted that advertised posts are linked to the Institution/ Facility that forms part of the Ecosystem Service platform. Upon appointment, incumbents will be expected to render clinical services across institutions in the Ecosystem, as needed to sustain health service delivery."
POST 33/207	: <u>PROFESSIONAL NURSE GRADE 1 TO 2 (SPECIALTY: OCCUPATIONAL HEALTH AND SAFETY) (X2 POSTS)</u> Chief Directorate: Metro Health Services
SALARY	: Grade 1: R495 423 per annum Grade 2: R607 350 per annum
CENTRE	: Western/Southern Sub-structure and Klipfontein/Mitchell's Plain Sub-structure (based at Bellville Health Park)
REQUIREMENTS	: Minimum educational qualification: Basic R425 qualification (i.e. diploma/degree in nursing) or equivalent qualification (R683+R254) that allows registration with the South African Nursing Council (SANC) as a Professional Nurse. A post-basic nursing qualification with a duration of at least 1 year accredited with the SANC Occupational Health Nursing Science. (R212). OR - A 4 -year Bachelor's Degree in Nursing (R174) or equivalent qualification (R683 plus R1497 or R171 plus R1497) that allows registration with the South African Nursing Council (SANC) as a Professional Nurse. - A postgraduate diploma (R635) accredited with the SANC in Occupational Health Nursing. Registration with a professional council: Registration with the SANC as Professional Nurse. Experience: Grade 1: A minimum of 4 years appropriate/recognizable experience in nursing after registration with the SANC as a Professional Nurse in General Nursing. Grade 2: A minimum of 14 years' appropriate/recognisable experience in nursing after registration as Professional Nurse with the SANC in Occupational Health Nursing. At least 10 years of the period referred to above must be appropriate/recognisable experience in the specific specialty after obtaining the 1-year post-basic qualification or postgraduate diploma in the relevant specialty. Inherent requirements of the job: Valid (Code B/EB) driver's license. Required to travel to provide support within the geographical area of the Chief Directorate: Metro Health Services. Competencies (knowledge/skills): Practical knowledge of Occupational Health and Risk Management. Good

		understanding of the District Health Service (DHS). Knowledge of the ethical and legal framework of the Acts, Regulations, Rules, and policies that governs Occupation Health and Safety. Experience in OHS. Computer literacy skills (Microsoft Office).
<u>DUTIES</u>	:	Provide and maintain an effective Occupational Health and Safety Risk Management programme within the Metro District. Support the implementation of the immunisation and medical surveillance programmes for staff. Ensure an effective provision, coordination, and management of the clinical occupational health services. Ensuring effective administration of the occupational health service. Participate in Health Risk Assessments within the district. Assist in the competency and skill assessment, identification of the need and advice on the education and training of staff. Maintains a sound Continuous Professional development.
<u>ENQUIRIES</u>	:	Ms R Vallie Tel No: (021) 815-8685
<u>NOTE</u>	:	No payment of any kind is required when applying for this post. Candidates who are not in possession of the stipulated registration requirements may also apply. Such candidates will only be considered for appointment on condition that proof of application for registration to register with the relevant council and proof of payment of the prescribed registration fees to the relevant council are submitted on or before the day of the interview. This concession is only applicable to candidates who apply for the first time for registration in the post-basic qualification or a post-graduate diploma in the relevant specialty.
<u>POST 33/208</u>	:	<u>CLINICAL NURSE PRACTITIONER GRADE 1 TO 2 (PHC) (X2 POSTS)</u> Cape Winelands Health District
<u>SALARY</u>	:	Grade 1: R495 423 per annum Grade 2: R607 350 per annum
<u>CENTRE</u>	:	TC Newman CDC (X1 Post) & Wellington CDC (X1 Post), Drakenstein Sub-district
<u>REQUIREMENTS</u>	:	Minimum educational qualification: Basic R425 qualification (i.e., diploma/degree in nursing) or equivalent qualification (R683 plus R254) that allows registration with the South African Nursing Council as a Professional Nurse. A post-basic qualification, with a duration of at least a 1-year diploma, in Clinical Nursing Science: Health Assessment, Treatment and Care, accredited with the SANC (R 48) OR a 4-year bachelor's degree in nursing (R174) or equivalent qualification (R683 plus R1497 or R171 plus R1497) that allows registration with the South African Nursing Council as a Professional Nurse. A postgraduate diploma (R635) accredited with the SANC in Primary Care Nursing. Registration with a professional council: Registration with the South African Nursing Council as a Professional Nurse. Experience: Grade 1: A minimum of 4 years appropriate/recognisable nursing experience after registration with the SANC as a Professional Nurse in General nursing. Grade 2: A minimum of 14 years appropriate/recognisable nursing experience after registration with the SANC as a Professional Nurse in General Nursing. At least 10 years of the period referred to above must be appropriate/recognisable experience after obtaining the 1-year post-basic qualification in the relevant speciality. Inherent requirements of the job: A valid driver's license. Competencies (knowledge/skills): Demonstrate in-depth knowledge of Nursing and public service legislation. Ability to effectively communicate (written and verbal). Computer literacy (MS Word and Excel).
<u>DUTIES</u>	:	Assist with the management of the burden of disease in accordance with the guidelines and protocols of the Western Cape. Provide and maintain quality of care to all patients and health services. Maintain accurate clinical records, statistics registers, and referral records. Effective utilisation of Resources/ Stock within the limited budget constraints. Participation in Community events and initiating awareness with regards to health-related issues. Maintain and participate in inter-professional and multi-disciplinary teamwork but able to work independently. Supervise and mentor lower categories of staff. Maintain professional growth/ethical standards and self-development.
<u>ENQUIRIES</u>	:	Ms. J Bosch Tel No: (021) 862-4520
<u>NOTE</u>	:	No payment of any kind is required when applying for this post. Candidates who are not in possession of the stipulated registration requirements may also apply. Such candidates will only be considered for appointment on condition that proof of application for registration to register with the relevant council and proof of payment of the prescribed registration fees to the relevant council are submitted on or before the day of the interview. This concession is only applicable to candidates who apply for the first time for

registration in the post basic qualification: Diploma in Clinical Nursing Science, Health Assessment, Treatment Care or a post graduate diploma (R635) accredited with the SANC in Primary Care Nursing. It should be noted that advertised posts are linked to the Institution/ Facility that forms part of the Ecosystem Service platform. Upon appointment, incumbents will be expected to render clinical services across institutions in the Ecosystem, as needed to sustain health service delivery.

<u>POST 33/209</u>	:	<u>CLINICAL NURSE PRACTITIONER GRADE 1 TO 2 (PHC)</u> Cape Winelands Health District
<u>SALARY</u>	:	Grade 1: R495 423 per annum Grade 2: R607 350 per annum
<u>CENTRE</u>	:	Gouda Clinic, Drakenstein Sub-district
<u>REQUIREMENTS</u>	:	Minimum educational qualification: Basic R425 qualification (i.e., diploma/ degree in nursing) or equivalent qualification (R683 plus R254) that allows registration with the South African Nursing Council as a Professional Nurse. A post-basic qualification, with a duration of at least a 1-year diploma, in Clinical Nursing Science: Health Assessment, Treatment and Care, accredited with the SANC (R 48) OR a 4-year bachelor's degree in nursing (R174) or equivalent qualification (R683 plus R1497 or R171 plus R1497) that allows registration with the South African Nursing Council as a Professional Nurse. A postgraduate diploma (R635) accredited with the SANC in Primary Care Nursing. Registration with a professional council: Registration with the South African Nursing Council as Professional Nurse. Experience: Grade 1: A minimum of 4 years of appropriate/recognisable nursing experience after registration with the SANC as a Professional Nurse in General nursing. Grade 2: A minimum of 14 years appropriate/recognisable nursing experience after registration with the SANC as Professional Nurse in General Nursing. At least 10 years of the period referred to above must be appropriate/recognisable experience after obtaining the 1-year post-basic qualification in Diploma in Clinical Nursing Science, Health Assessment, Treatment Care or a post graduate diploma (R635) accredited with the SANC in Primary Care Nursing. Inherent requirements of the job: A valid (Code B/ EB) driver's license. Competencies (knowledge/skills): NIMART training or experience. Demonstrate in-depth knowledge of Nursing and public service legislation. Computer literacy (MS Word and Excel). Ability to promote quality patient care through the implementation of protocols, guidelines and standards.
<u>DUTIES</u>	:	Assist with the management of the burden of disease in accordance with the guidelines and protocols of the Western Cape. Provide and maintain quality of care to all patients and health services. Maintain accurate clinical records, statistics registers, and referral records. Effective utilisation of Resources/ Stock within the limited budget constraints. Participation in Community events and initiating awareness with regards to health-related issues. Maintain and participate in inter-professional and multi-disciplinary teamwork but able to work independently. Supervise and mentor lower categories of staff. Maintain professional growth/ethical standards and self-development.
<u>ENQUIRIES</u>	:	Ms EJ Williams Tel No: (021) 862-4520
<u>NOTE</u>	:	No payment of any kind is required when applying for this post. Candidates who are not in possession of the stipulated registration requirements may also apply. Such candidates will only be considered for appointment on condition that proof of application for registration to register with the relevant council and proof of payment of the prescribed registration fees to the relevant council are submitted on or before the day of the interview. This concession is only applicable to candidates who apply for the first time for registration in the post basic qualification: Diploma in Clinical Nursing Science, Health Assessment, Treatment Care or a post graduate diploma (R635) accredited with the SANC in Primary Care Nursing. It should be noted that advertised posts are linked to the Institution/ Facility that forms part of the Ecosystem Service platform. Upon appointment, incumbents will be expected to render clinical services across institutions in the Ecosystem, as needed to sustain health service delivery.
<u>POST 33/210</u>	:	<u>CLINICAL NURSE PRACTITIONER GRADE 1 TO 2 (PRIMARY HEALTH CARE)</u> Cape Winelands Health District
<u>SALARY</u>	:	Grade 1: R495 423 per annum

<u>CENTRE REQUIREMENTS</u>	:	Grade 2: R607 350 per annum
	:	Koue Bokkeveld Mobile, Witzenberg Sub-district
	:	Minimum educational qualification: Basic R425 qualification (i.e., diploma/degree in nursing) or equivalent qualification (R683 plus R254) that allows registration with the South African Nursing Council as a Professional Nurse. A post-basic qualification, with a duration of at least a 1-year diploma, in Clinical Nursing Science: Health Assessment, Treatment and Care, accredited with the SANC (R 48) OR a 4-year bachelor's degree in nursing (R174) or equivalent qualification (R683 plus R1497 or R171 plus R1497) that allows registration with the South African Nursing Council as a Professional Nurse. A postgraduate diploma (R635) accredited with the SANC in Primary Care Nursing. Registration with a professional council: Registration with the South African Nursing Council as a Professional Nurse. Experience: Grade 1: A minimum of 4 years appropriate/recognisable nursing experience after registration with the SANC as a Professional Nurse in General Nursing. Grade 2: A minimum of 14 years appropriate/recognisable nursing experience after registration with the SANC as a Professional Nurse in General Nursing. At least 10 years of the period referred to above must be appropriate/recognisable experience after obtaining the 1-year post-basic qualification in the specific speciality. Inherent requirements of the job: Valid (code B/EB) driver's licence. Competencies (knowledge/skills): NIMART training or experience. Demonstrate in-depth knowledge of nursing and public service legislation. Computer literacy (MS Word and Excel). Ability to promote quality patient care through the implementation of protocols, guidelines and standards.
<u>DUTIES</u>	:	Assist with the management of the burden of disease in accordance with the guidelines and protocols of the Western Cape. Provide and maintain quality of care to all patients and health services. Maintain accurate clinical records, statistics registers, and referral records. Effective utilisation of Resources/ Stock within the limited budget constraints. Participation in Community events and initiating awareness with regards to health-related issues. Maintain and participate in inter-professional and multi-disciplinary teamwork but able to work independently. Supervise and mentor lower categories of staff. Maintain professional growth/ethical standards and self-development.
<u>ENQUIRIES NOTE</u>	:	Mr. L Wawini Tel No: (023) 316-9600
	:	No payment of any kind is required when applying for this post. Candidates who are not in possession of the stipulated registration requirements may also apply. Such candidates will only be considered for appointment on condition that proof of application for registration to register with the relevant council and proof of payment of the prescribed registration fees to the relevant council are submitted on or before the day of the interview. This concession is only applicable to candidates who apply for the first time for registration in the post basic qualification: Diploma in Clinical Nursing Science, Health Assessment, Treatment Care or a post graduate diploma (R635) accredited with the SANC in Primary Care Nursing. It should be noted that advertised posts are linked to the Institution/ Facility that forms part of the Ecosystem Service platform. Upon appointment, incumbents will be expected to render clinical services across institutions in the Ecosystem, as needed to sustain health service delivery.
<u>POST 33/211</u>	:	<u>INDUSTRIAL TECHNICIAN CONTROL GENERAL ENGINEERING (BUILDING MANAGEMENT AND MEDICAL GAS)</u>
<u>SALARY</u>	:	R487 197 per annum
<u>CENTRE</u>	:	Groote Schuur Hospital, Observatory
<u>REQUIREMENTS</u>	:	Minimum educational qualification: National Diploma in Electrical or Mechanical Engineering (T- or N- or S- Stream) or registration as Engineering Technician in terms of the Engineering Professions of South Africa Act, (Act 46 of 2000). Experience: Extensive appropriate experience in integrated Building Management Systems (BMS), CCTV, ICT operational monitoring and critical infrastructure systems within a hospital or complex operational environment. Experience in operational coordination, incident management and infrastructure resilience planning. Project and contract management experience. Experience in a 24-hour operational or control room environment. Inherent requirements of the job: Able to perform standby and call-out duties. Able to work shifts in a 24-hour hospital environment. Valid driver's licence. Able to respond physically on-site during major incidents. Competencies (knowledge/skills): Sound knowledge of integrated control systems, including BMS, emergency power monitoring, fire detection interfaces and security

		monitoring systems. Knowledge of regulatory compliance frameworks including Occupational Health & Safety Act and applicable SANS standards. Understanding of structured incident management principles and the Incident Command System (ICS). Ability to coordinate multidisciplinary teams during operational disruptions and declared major incidents. Computer literacy (MS Word, Excel and Outlook). Strong analytical, planning and organisational skills. Good written and verbal communication skills. Ability to work effectively under pressure and maintain situational awareness in high-risk environments. 24-hour operational or control room environment experience.
<u>DUTIES</u>	:	Hospital Operations Command Centre Management: Manage and oversee the 24/7 operations of the Hospital Command Centre, ensuring continuous monitoring and operational readiness of all integrated systems including BMS, CCTV, ICT network monitoring, emergency power interfaces and contact centre infrastructure. Major Incident Command (ICS Bronze Commander): Function as Bronze Commander during declared incidents such as fires, flooding, power interruptions or ICT outages. Coordinate engineering, ICT, security and support services teams, escalate to Silver and Gold Command where required, and activate Business Continuity Plans in line with the Hospital Major Incident Plan. Regulatory Compliance and Governance: Ensure full compliance with statutory, regulatory and hospital engineering standards. Conduct compliance audits, manage vendor performance against SLAs, certify work completion and maintain accurate operational documentation. Risk, Incident and Communication Management: Lead investigations into system failures and infrastructure disruptions. Prepare and implement risk mitigation plans. Oversee inbound and outbound operational communications, including dispatch of engineering, security and support service teams. Leadership and Workforce Development: Supervise Command Centre personnel, manage shift rosters, implement SPMS processes, facilitate training and ensure compliance with HR and labour legislation.
<u>ENQUIRIES</u>	:	Mr L Naidoo Tel No: (021) 404-2263
<u>NOTE</u>	:	No payment of any kind is required when applying for these posts.
<u>POST 33/212</u>	:	<u>CLINICAL TECHNOLOGIST GRADE 1 TO 3 (CARDIOLOGY) (X2 POSTS)</u>
<u>SALARY</u>	:	Grade 1: R413 121 per annum Grade 2: R482 499 per annum Grade 3: R564 822 per annum
<u>CENTRE</u>	:	Tygerberg Hospital, Parow Valley
<u>REQUIREMENTS</u>	:	Minimum educational qualification: Appropriate qualification that allows for registration with the Health Professions Council of South Africa (HPCSA) as a Clinical Technologist in Cardiology. Registration with a professional council: Registration with the HPCSA as Clinical Technologist: Cardiology. Experience: Grade 1: None after registration with the HPCSA as a Clinical Technologist: Cardiology in respect of RSA qualified employees. 1-year relevant experience after registration with the HPCSA as a Clinical Technologist: Cardiology 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 10 years' relevant experience after registration with the HPCSA as a Clinical Technologist: Cardiology in respect of SA qualified employees. A Minimum of 11 years' relevant experience after registration with the HPCSA as a Clinical Technologist: Cardiology 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 20 years' relevant experience after registration with the HPCSA as a Clinical Technologist: Cardiology in respect of SA qualified employees. A minimum of 21 years' relevant experience after registration with the HPCSA as a Clinical Technologist: Cardiology in respect of foreign qualified employees, of whom it is not required to perform Community Service, as required in South Africa. Inherent requirement of the job: After-hours' service is compulsory. Valid driver's license. Competencies (knowledge/skills): Advanced knowledge of Echocardiography, Hemodynamics and Cath lab work including IVUS and OCT and IABP therapy and hemodynamic analysis. Importantly you need to be very skilled in pacemaker implant testing and follow up of pacemaker, ICD'S and CRT devices. Need to do ECG Holter ECG, stress ECG and Dobutamine stress Echo. Relevant experience in all aspects of Cardiac Physiology. Emergency procedures and ACLS competency required.
<u>DUTIES</u>	:	Perform electrocardiograms (ECGs) on patients in laboratory, ward, and intensive care unit (ICU) settings to monitor and assess rhythm abnormalities.

	Conduct stress tests and exercise tolerance tests in laboratory settings to evaluate cardiac performance under physical exertion. Perform echocardiography (including transthoracic and transesophageal echocardiograms) on patients in Echo unit, ward, and ICU settings to assess heart structure and function. Carry out Holter monitoring and ambulatory blood pressure monitoring to evaluate cardiac rhythm and blood pressure over extended periods. Perform advanced cardiac diagnostic procedures, such as tilt table testing and cardiac event monitoring, in laboratory and clinical settings. Assist in cardiac catheterization procedures and other interventional cardiology procedures in the catheterization laboratory with regards to hemodynamics and emergency procedures. -Participate in intraoperative monitoring during pacemaker surgeries to ensure patient safety. Participate in research projects related to cardiology, contributing to advancements in cardiac care and technology. Engage in ongoing quality control and infection control measures to maintain high standards of patient care and safety. Train and mentor Clinical Technology students in cardiology, sharing expertise and practical knowledge. Perform administrative duties as assigned, including maintaining patient records, managing equipment, and ensuring compliance with clinical protocols.
ENQUIRIES	: Mr J Steyn Tel No: (021) 938-4099 or email: Jan.Steyn@westerncape.gov.za
NOTE	: No payment of any kind is required when applying for this post. Candidates who are not in possession of the stipulated registration requirements may also apply. Such candidates will only be considered for appointment on condition that proof of application for registration with the relevant council and proof of payment of the prescribed registration fees to the relevant council are submitted on or before the day of the interview. This concession is only applicable to health professionals who apply for the first time for registration as Clinical Technologist: Cardiology with the relevant council (including individuals who must apply for change in registration status). -It should be noted that the advertised post is linked to the Institution that forms part of the Ecosystem Service platform. Upon appointment, incumbents will be expected to render clinical services across institutions in the Ecosystem, as needed to sustain health service delivery.
POST 33/213	: <u>RADIOGRAPHER GRADE 1 TO 3 (DIAGNOSTIC)</u> Chief Directorate: Metro Health Services
SALARY	: Grade 1: R413 121 per annum Grade 2: R482 499 per annum Grade 3: R564 822 per annum
CENTRE	: Lotus River Community Day Centre
REQUIREMENTS	: Minimum educational qualification: Appropriate qualification that allows registration with the Health Professions Council of South Africa (HPCSA) in Diagnostic Radiography. Registration with a professional council: Registration with the HPCSA as a Diagnostic Radiographer. Experience: Grade 1: None after registration with the HPCSA as Radiographer in Diagnostic Radiography in respect of RSA qualified employees. One year relevant experience after registration with the HPCSA in the relevant profession (where applicable) 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 as Radiographer in Diagnostic Radiography in respect of RSA qualified employees. Minimum of 11 years relevant experience after registration with the HPCSA in the relevant profession (where applicable) 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 as Radiographer in Diagnostic Radiography in respect of RSA qualified employees. Minimum of 21 years relevant experience after registration with the HPCSA in the relevant profession (where applicable) in respect of foreign qualified employees of whom it is not required to perform Community Service, as required in South Africa. Inherent requirements of the job: A valid driver's license. Competencies (knowledge/ skills): Knowledge of protocols, radiation protection, quality assurance and equipment safety. Computer literacy (MS Windows, Word, Excel and PowerPoint). Good interpersonal and communication skills. Ability to work independently and as part of a multi-disciplinary team. Reliable, articulate and able to interact with patients and other staff. An excellent work ethic.
DUTIES	: Render Radiography services. Responsible for the smooth running of Radiography services at the Community Health Centre and other facilities.

Delivery of a professional service to patients. Produce diagnostic images of high quality. Participate in student training if required. Ensure quality assurance and apply radiation protection. Perform administration duties as required. Provide comprehensive radiography services based on service requirements.

ENQUIRIES : Ms Z Sambo Tel No: (021) 703-3131, (Lotus River CDC).
NOTE : No payment of any kind is required when applying for this post. Shortlisted candidates will be subjected to written/practical and oral assessments. Candidates who are not in possession of the stipulated registration requirements may also apply. Such candidates will only be considered for appointment on condition that proof of application for registration to register with the relevant council and proof of payment of the prescribed registration fees to the relevant council are submitted on or before the day of the interview. This concession is only applicable on health professionals who apply for the first time for registration in a specific category with the relevant council (including individuals who must apply for change in registration status). It should be noted that advertised posts are linked to the Institution/ Facility that forms part of the Ecosystem Service platform. Upon appointment, incumbents will be expected to render clinical services across institutions in the Ecosystem, as needed to sustain health service delivery.

POST 33/214 : **SENIOR ADMINISTRATIVE OFFICER: SUPPORT SERVICES (MENTAL HEALTH REVIEW BOARD)**
 Directorate: Assurance (Specialised Hospital)

SALARY : R413 001 per annum
CENTRE : Head Office, Cape Town
REQUIREMENTS : Minimum educational qualifications: Appropriate three-year National Diploma/ Degree in administration/ procurement/ business/ health field (or equivalent). Experience: Appropriate experience in general office administration or business management environment. Appropriate experience in health administration. Inherent requirements of the job: A valid unendorsed (Code B/ EB) driver's licence. Willingness to travel throughout the Western Cape. Competencies (knowledge/skills): Excellent interpersonal, communication and organisation skills. Excellent writing and grammatical skills, such as editing and formulating of documents. Ability to function independently and with confidence. Client and task orientated. Good team building skills within and outside the Mental Health Review Board. A sound knowledge of the functions and duties of Provincial Government Western Cape. A sound knowledge of the Mental Health Care Act 17 of 2002 and its Regulations. A sound knowledge of related prescripts and guiding documents, for example, PFMA, PAIA, POPIA, Public Service Act and Regulations, National Archives Act, Batho Pele Principles, Patients' Rights Charter. Ability to efficiently operate computer programmes such as Microsoft Word, Excel, PowerPoint and Office365. Creating and maintaining databases.

DUTIES : Provide technical and logistical support to MHRB by effective co-ordination of functions and services. Provide technical and logistical support to MHRB by effective co-ordination of functions and services. Effective communication, liaison and training to mental health care professionals, mental health care document coordinators and other organisations. Implementation, development and maintenance of effective information management systems for accurate data-capturing and reports. Management of allocated resources.

ENQUIRIES : Mr L Nabe Tel No: (021) 483-9259 / 081 0411 063
NOTE : No payment of any kind is required when applying for this post

POST 33/215 : **SYSTEMS CONTROLLER (FINANCIAL SYSTEMS: BAS)**
 Directorate: Financial Accounting

SALARY : R413 001 per annum
CENTRE : Head Office, Cape Town, Finance Section: BAS Helpdesk
REQUIREMENTS : Minimum educational qualification: An appropriate 3 - year National Diploma/ Degree. Experience: Appropriate supervisory experience within similar environment. Inherent requirement of the job: Valid Code EB drivers' licence. Competencies (knowledge/skills): Extensive knowledge of Financial Systems: BAS & LOGIS. Leadership skills. Analytical Thinking. Planning and organisational skills. Diversity management. Report writing. Ability to work

		under pressure and meet deadlines. An aptitude for figure work. Meeting and presentation skills. Project Management skills.
DUTIES	:	Maintain and declare user account activity on BAS, security profiles/code Block. Monitor of source systems interfacing & system response. Liaise/interact with PT wrt system requirements & enhancements. Helpdesk Administration. Issue written/electronic financial system procedures/policies. Compile correspondences wrt A/G COMAF. Provide system input wrt disclosures relating to AFS. Provide training of sub-ordinates and BAS users.
ENQUIRIES	:	Ms A Van Niekerk Tel No: (021) 483-6754 or email: aakifah.vanniekerk@westerncape.gov.za
NOTE	:	No payment of any kind is required when applying for this post.
POST 33/216	:	<u>SENIOR ADMINISTRATIVE OFFICER: FINANCE</u> West Coast District
SALARY	:	R413 001 per annum
CENTRE	:	Vredenburg Hospital, Saldanha Bay Sub-district
REQUIREMENTS	:	Minimum educational qualification: Appropriate 3-year Diploma/Degree. Experience: Appropriate experience in Financial Management. Appropriate supervision experience. Inherent requirements of the job: Valid (Code B/EB) driver's license. Willingness to travel, willingness to support clinics within the Sub-district. Competencies (knowledge/skills): Organisational leadership skills and an aptitude for working with financial figures. Computer literacy (MS Word, Excel and Microsoft Office) with knowledge of LOGIS and BAS systems. Sound Knowledge of applicable policies (PFMA, AO System, Financial delegations/instructions and NTR) Ability to work independently in a high-pressure environment, and with multiple projects at once, while complying to due dates.
DUTIES	:	Responsible for Financial Administration (expenditure, Asset liability control, , verify and authorize and follow up on debt accounts and all other financial management responsibilities including draw and monitor expenditure reports and authorising payments on LOGIS and BAS and ensuring correct SCOA allocations. Supervise Supply Chain Management and Asset Administration by ensuring efficient application of procurement processes for all supply chain responsibilities including contract management. Ensure effective and efficient control over ordering and purchasing of goods and services. Execution of compliance control and effective reporting on financial statements, disclosure of assets, inventories and Financial and SCM indicators accurately and timely. Effective Utilization of Management of Subordinates, Management of Finance & SCM and provide support to supervisor including adhoc oversight on Revenue Management if needed.
ENQUIRIES	:	Mr RJ Meyer Tel No: (022) 709-7287
NOTE	:	No payment of any kind is required when applying for this post.
POST 33/217	:	<u>SENIOR PERSONNEL PRACTITIONER (PEOPLE MANAGEMENT)</u> Chief Directorate: Metro Health Services
SALARY	:	R413 001 per annum
CENTRE	:	Office of the Chief Directorate: Metro Health Services
REQUIREMENTS	:	Minimum educational qualification: An appropriate 3-year National Diploma or Degree. Experience: Appropriate experience of Personnel and Benefit Administration in the Public Service. Appropriate supervisory experience. Appropriate experience and knowledge of the PERSAL system. Inherent requirement of the job: Valid Driver's licence. Willingness to travel to institutions within the Chief Directorate. Competencies (knowledge/skills): Computer literacy in MS Office. Ability to work under pressure and meet deadlines.
DUTIES	:	Perform relief function at Health facilities in the absence of People Management Staff. Assist with People Management processes with regard to identified functions. Ensure rectifications of Auditor-General Reports as well as People Strategy Advisory Compliance reports, People Management Legislation, policies, practices and conditions of service and give guidance/ advice to line managers. Perform client services function e.g. helpdesk regarding Conditions of Service. Identify training needs, implement programs for training of staff as well as conduct and facilitate. Provide formal functional training regarding the correct application of Human Resource Legislation, policies, practices and conditions of service.
ENQUIRIES	:	Ms L Du Plessis Tel No: (021) 815- 8752 or email: Leazille.DuPlessis@westerncape.gov.za

NOTE	:	No payment of any kind is required when applying for this post.
POST 33/218	:	<u>ADMINISTRATIVE OFFICER: HUMAN RESOURCE MANAGEMENT (X2 POSTS)</u> Chief Directorate: Emergency and Clinical Services Support
<u>SALARY</u>	:	R338 106 per annum
<u>CENTRE</u>	:	Emergency Medical Services
<u>REQUIREMENTS</u>	:	Minimum educational qualification: Senior certificate (Grade 12 or equivalent). Experience: Appropriate experience in Human Resource Management. Appropriate experience in the PERSAL system. Experience in all aspects of personnel and salary administration. Inherent requirement of the job: Valid (Code B/EB) drivers' licence. Willingness to travel Competencies (knowledge/skills): Computer literacy (MS Word, advanced Excel and PowerPoint). Ability to function as a team player, with or without supervision. Ability to function in a stressful environment and cope with a heavy workload. Project management knowledge and capabilities. Appropriate planning and administration skills. Knowledge of Human Resource Management Legislation and Policies.
<u>DUTIES</u>	:	Assist and support to clients, personnel, management, and supervisors. -Render effective support to the supervisor and colleagues. -Training and development of subordinates. -Approve PERSAL transactions. -Administer and ensure effective and efficient implementation of Human Resource Management policies and prescripts. -Responsible for the monitoring and evaluation of staff in terms of the Staff Performance Management Systems (SPMS). -Ensure effective Leave Management. -Maintain effective record keeping -Supervise, plan, and coordinate the section regarding the relevant policies, prescripts as well as financial instructions regarding personnel and salary administration, allowances, leave, service terminations, WCA, acting allowance, debt management, and administration of general service conditions in the staff office.
<u>ENQUIRIES</u>	:	Mr A Overmeyer Tel No: (021) 510-0012
<u>NOTE</u>	:	No payment of any kind is required when applying for this post. Shortlisted candidates will be expected to undergo a practical assessment.
POST 33/219	:	<u>ADMINISTRATIVE OFFICER: HUMAN RESOURCE MANAGEMENT</u> Chief Directorate: Metro Health Services
<u>SALARY</u>	:	R338 106 per annum
<u>CENTRE</u>	:	Eerste River Hospital
<u>REQUIREMENTS</u>	:	Minimum educational qualification: Senior Certificate (or equivalent). Experience: Appropriate experience of Human Resources (i.e. Salary Administration, Service Conditions, Personnel Management, Performance Management, HRD, labour relations and Recruitment and Selection). Appropriate experience in PERSAL. Inherent requirement of the job: Willingness to work overtime when required. Competencies (knowledge/skills): Computer skills: MS office packages (Word, Excel, Power Point, Outlook) and PERSAL. Knowledge and experience to the duties and responsibilities of a Human Resource section. Knowledge of applicable policies, legislation, guidelines, standards, procedures and applicable practices.
<u>DUTIES</u>	:	Administer and ensure effective and efficient implementation of HRM policies, prescripts, approval of PERSAL transactions with regards to Personnel provisioning, Personnel and Salary administration. Supervise Administration Clerks to ensure effective functioning of the Human Resource Section, Administer and ensure effective and efficient implementation to appointments, service terminations, salary administration and general service conditions, audit of leave and personnel files, debt management, pension administration and management of pay sheets, administration of OSD and Grade Progression, performance management and relevant reports. Administer and maintain an effective and efficient Recruitment and Selection service. Administer and maintain an effective and efficient Human Resource Development and labour relation service. Provide an effective support function to management and personnel.
<u>ENQUIRIES</u>	:	Mr J Levy Tel No: (021) 902-8077
<u>NOTE</u>	:	No payment of any kind is required when applying for this post.
POST 33/220	:	<u>ADMINISTRATIVE OFFICER: EMPLOYEE RELATIONS</u> Chief Directorate: Emergency and Clinical Support Services

<u>SALARY</u>	:	R338 106 per annum
<u>CENTRE</u>	:	Emergency Medical Services
<u>REQUIREMENTS</u>	:	Minimum educational qualification: Senior certificate (or equivalent). Experience: Appropriate experience in an Employee Relations environment. Inherent requirement of the job: Valid Code B/EB driver's license. Willingness to travel. Ability to work independently and under pressure. Ability to work effectively within a team environment. Competencies (knowledge/skills): Labour legislation and collective agreements. Employee Relations management prescripts, policies, procedures and delegations. Relevant institutional, provincial and national legal and policy frameworks. Disciplinary, grievance and dispute resolution processes. Collective bargaining structures and labour relations practices. Computer literacy. Interpersonal and relationship management skills. Conflict management and negotiation skills. Decision-making and problem solving skills. Policy interpretation skills. Presentation and facilitation skills. Good verbal and written communication skills. Organisational and administrative skills. Ability to compile and analyse Employee Relations statistics and reports.
<u>DUTIES</u>	:	Provide advice, support and guidance to employees and supervisors on Employee Relations matters, labour legislation, collective agreements and departmental policies. Administer and monitor disciplinary cases and grievance procedures, including maintaining databases, registers and case records. Facilitate the effective functioning of the Institutional Management and Labour Committee (IMLC) through coordinating meetings, compiling agendas, recording minutes and maintaining labour relations statistics. Provide administrative and logistical support for Employee Relations training and development initiatives. Maintain and analyse Employee Relations statistics and compile reports for management and relevant stakeholders. Assist with the preparation of conciliation and arbitration matters, including the compilation of supporting documentation and maintenance of dispute registers. -Provide supervisory support to the Administrative Clerk and Intern and assist the Senior Administrative Officer with supervisory responsibilities. Promote compliance with labour legislation, collective agreements and departmental Employee Relations policies and procedures.
<u>ENQUIRIES</u>	:	Mr A Mniki Tel No: (021) 510-0004
<u>NOTE</u>	:	No payment of any kind is required when applying for this post.
<u>POST 33/221</u>	:	<u>ADMINISTRATIVE OFFICER: FINANCE/ADMIN (REVENUE)</u> Chief Directorate: Metro Health Services
<u>SALARY</u>	:	R338 106 per annum
<u>CENTRE</u>	:	Western Cape Rehabilitation Centre (Orthotics and Prosthetic Centre)
<u>REQUIREMENTS</u>	:	Minimum educational qualification: Senior Certificate (or equivalent) with Mathematics and/or Accounting as passed subject and/or Senior Certificate (or equivalent) with experience/competencies that focuses on the Key Performance Areas (KRA's) of the post. Experience: Appropriate experience in Revenue (Patient Administration and medical records). Appropriate experience in a hospital administration environment. Inherent requirements of the job: Valid (Code B/EB) drivers' license. Expected to travel between O&P Centre, Western Cape Rehabilitation Centre and Brackengate Transitional Care Facility to provide support when operationally required. Competencies (knowledge/skills): Computer literacy in Microsoft Office (MS Word, Excel, Outlook, Access). Workable knowledge of AR System, Clinicom, BAS as well as knowledge of UPFS, Chapter 18, PFMA, handling of state money, patient records management and all circulars, instructions and policies related to the above. Good supervisory, interpersonal, leadership and communication skills and a strong sense of responsibility. Good organizational and administrative skills and the ability to function in a team and under pressure.
<u>DUTIES</u>	:	Manage Patient Administration Services and Medical Records with the aim of enhancing data quality and patient information and records according to Finance instruction, circulars, and policies. Manage the fees department and ensure implementation and compliance with relevant Finance Instructions, Revenue notices, SOP's and PFMA as well as conducting and attending meetings and forums. Effective management of Revenue debt and budget control. Ensure completion and submission of monthly reports and provide feedback to management. Ensure effective Human Resources Management, which includes the management of disciplinary procedures as well as supervision and evaluation of staff under your control. Support with security

		contract and telecommunication service request and repairs. Provide support to management and staff as service delivery needs arise.
ENQUIRIES	:	Mr. BJ Mlambo Tel No: (021) 531-5300
NOTE	:	No payment of any kind is required when applying for this post.
POST 33/222	:	<u>ADMINISTRATIVE OFFICER: INFORMATION MANAGEMENT</u> Chief Directorate: Metro Rural Services
SALARY	:	R338 106 per annum
CENTRE	:	Worcester Regional Hospital
REQUIREMENTS	:	Minimum educational qualification: Appropriate National Diploma (NQF6) or equivalent. Experience: Appropriate experience in Information Management within a health provider environment. Inherent requirements of the job: Valid driver's licence. Willingness to travel and work overtime if needed. Competencies (knowledge/skills): Good working knowledge and experience in Health Information Systems (SINJANI; Clinicom; ECCR, Hectis and SPV. Advanced computer literacy in MS Windows (Word, Excel, PowerPoint & Outlook). Logical thinker with attention to detail and ability to produce accurate and reliable outputs in a deadline-driven environment.
DUTIES	:	Data Management and Quality Assurance: Ensures the accuracy, quality, and compliance of healthcare data through validation, auditing, reporting, and adherence to prescribed standards, while supporting data users and continuous quality improvement. Monitoring and Evaluation: Analyses health data, monitors performance, and supports informed decision-making and quality improvement. Information Systems Management: Manages hospital information systems by supporting users, monitoring data quality, controlling system access, and ensuring compliance. IT Support and Coordination: Provides IT support, manages helpdesk requests, maintains IT assets, and ensures system compliance and continuity. Line Function and Staff Supervision: Supervises staff performance and development while ensuring effective operations and compliance with HR policies. Support to Supervisor: Ensures service continuity by acting for the supervisor when required and supporting stakeholder coordination.
ENQUIRIES	:	Mr A Hartnick Tel No: (023) 384-6417
NOTE	:	No payment of any kind is required when applying for this post.
POST 33/223	:	<u>ADMINISTRATIVE OFFICER: SUPPLY CHAIN MANAGEMENT (LOSS CONTROL AND ASSET MANAGEMENT)</u> Chief Directorate: Metro Health Services
SALARY	:	R338 106 per annum
CENTRE	:	Office of the Chief Directorate: Metro Health Services
REQUIREMENTS	:	Minimum educational qualification: Senior Certificate (or equivalent) with Mathematics and/or Accountancy as a passed subject and/or Senior Certificate (or equivalent) with experience/competencies that focuses on the Key Performance Areas (KRA's) of the post. Experience: Appropriate experience in Asset Management, Supply Chain Management and Procurement processes. Appropriate experience in LOGIS, EPS and Asset reporting. Inherent requirement of the job: Valid (Code B/EB) drivers' licence. Willingness to lift heavy boxes and equipment. Competencies (knowledge/skills): In depth knowledge of SCOA codes and reports on LOGIS and able to do reconciliations. Organisational, managerial, leadership skills and an aptitude for working with financial figures. Good interpersonal and organisational skills. Good strong people management skills, ability to work in a team context and motivate team members. Computer literacy in Microsoft Office. Knowledge of PFMA, Finance instructions, Provincial and National Treasury regulations, Supply Chain Instructions as well as Accounting Officer System.
DUTIES	:	Effective management, procuring and monitoring of Inventory and Asset Management process and prepare documents for the Quotation Committee meetings. Perform asset stock take according to prescripts. Responsible for receiving, issuing and lifting of heavy items/assets. Perform relief duties and provide an effective support service to supervisor, management and institutions within Metro region. Manage staff in Supply Chain component in all aspects of People Management. Ensure that all transactions comply with legislative requirements (Audit compliance). Assist with the reporting of Annual and Interim Financial Statements, compiling and verifying asset reports monthly including reconciliations. Authorise Procurement Advice, Orders and Payments where applicable. Handle all queries related to SCM

		and execute control compliance related to SCM. Ensure sound Labour practices are executed and implemented.
ENQUIRIES	:	Ms C Whitting Tel No: (021) 815-8733
NOTE	:	No payment of any kind is required when applying for this post.
POST 33/224	:	<u>ADMINISTRATIVE OFFICER: FINANCE/ADMIN (SUPPLY CHAIN MANAGEMENT)</u> Central Karoo District
SALARY	:	R338 106 per annum
CENTRE	:	Beaufort West Hospital
REQUIREMENTS	:	Minimum educational qualification: Senior Certificate (or equivalent) with Mathematics and/or Accounting as a passed subject and/or Senior Certificate (or equivalent) with experience/competencies that focuses on the Key Performance Areas (KPA's) of the post. Experience: Appropriate experience in Supply Chain Management (warehouse and asset management) and Finance processes. Appropriate working experience in LOGIS system & EPS. Inherent requirement of the job: Valid (Code B) driver's licence and willingness to drive. Competencies (knowledge/skills): Computer literacy (MS Word, Excel and Power point). Appropriate knowledge of the Public Finance Management Act (PFMA), National Treasury Regulations, Provincial Treasury Instructions, Accounting Officer System and Delegations. Good communications skills (verbal and written) and leadership abilities. The ability to meet deadlines and complete tasks under extreme pressure.
DUTIES	:	Inventory control and warehouse management. Perform LOGIS system controller functions. Ensure that all transactions comply with legislative requirements (audit compliance). Manage the LOGIS system and the approval of transactions and drawing of related reports. Handle audit queries with regards to SCM. Assist with financial procedures and reporting on Annual and Interim Financial Statements. Asset management of the Central Karoo District.
ENQUIRIES	:	Ms E Abrahams Tel No: (023) 414 - 8200
NOTE	:	No payment of any kind is required when applying for this post. Candidates will be subjected to a practical/ oral assessment.
POST 33/225	:	<u>PROFESSIONAL NURSE GRADE 1 TO 3 (GENERAL NURSING)</u> Cape Winelands Health District
SALARY	:	Grade 1: R337 359 per annum Grade 2: R411 978 per annum Grade 3: R495 423 per annum
CENTRE	:	Franshoek Groendal CDC, Stellenbosch Sub-district
REQUIREMENTS	:	Minimum educational qualification: Basic R425 qualification (i.e. diploma/ degree in nursing) or equivalent qualification (R683 plus R254) that allows registration with the South African Nursing Council (SANC) as a Professional Nurse or 4 year Bachelor Degree in Nursing (R174) or equivalent qualification (R683 plus R1497 or R171 plus R1497) that allows registration with the South African Nursing Council (SANC) as a Professional Nurse. Registration with a professional council: Registration with the SANC as Professional Nurse. Experience: Grade 1: None Grade 2: A minimum of 10 years appropriate/recognisable nursing experience after registration with the SANC as Professional Nurse in General Nursing. Grade 3: A minimum of 20 years appropriate/recognizable experience in nursing after registration with the SANC as Professional Nurse in General Nursing. Inherent requirements of the job: Valid (code B/EB) driver's licence. Competencies (knowledge/skills): Ability to effectively communicate (verbal and written). Knowledge and insight of relevant legislation and policy related to nursing within the public sector and basic computer literacy (MS Word, Excel and Outlook) to be able to communicate, capture patient information, check results, capture data and do and track referrals on the different electronic systems. Ability to promote quality patient care through the implementation of protocols, guidelines, and standards.
DUTIES	:	Provision of Primary Health Care in accordance with the guidelines and protocols of the Western Cape. Maintain accurate clinical records, statistics registers, and referral records. Effective utilization of Resources/Stock within the limited budget constraints. Participation in Community events and initiating awareness with regards to health-related issues. Maintain and participate in inter-professional and multi-disciplinary teamwork but able to work independently. Supervise and mentor lower categories of staff and

		improving quality of health services. Maintain professional growth/ethical standards and self-development.
ENQUIRIES	:	Ms MM Muller Tel No: (021) 808-6109
NOTE	:	No payment of any kind is required when applying for this post. A practical test may form part of the selection process. Candidates who are not in possession of the stipulated registration requirements, may also apply. Such candidates will only be considered for appointment on condition that proof of application for registration to register with the relevant council and proof of payment of the prescribed registration fees to the relevant council are submitted on or before the day of the interview. This concession is only applicable on health professionals who apply for the first time for registration in a specific category with the relevant council (including individuals who must apply for change in registration status). It should be noted that advertised posts are linked to the Institution/ Facility that forms part of the Ecosystem Service platform. Upon appointment, incumbents will be expected to render clinical services across institutions in the Ecosystem, as needed to sustain health service delivery.
POST 33/226	:	<u>PROFESSIONAL NURSE GRADE 1 TO 3 (GENERAL) (PRIMARY HEALTH CARE)</u> Overberg District
SALARY	:	Grade 1: R337 359 per annum Grade 2: R411 978 per annum Grade 3: R495 423 per annum
CENTRE	:	Overstrand PHC Support and Outreach
REQUIREMENTS	:	Minimum educational qualification: Basic R425 qualification (i.e. diploma/degree in nursing) or equivalent qualification (R683 plus R254) that allows registration with the South African Nursing Council (SANC) as a Professional Nurse. OR A 4 year Bachelor Degree in Nursing (R174) or equivalent qualification (R683 plus R1497 or R171 plus R1497) that allows registration with the South African Nursing Council (SANC) as a Professional Nurse. Registration with a professional council: Registration with the SANC as Professional Nurse. Experience: Grade 1: None Grade 2: A minimum of 10 years appropriate/recognizable experience in nursing after registration at SANC as a Professional Nurse in General Nursing. Grade 3: A minimum of 20 years appropriate/recognizable experience in nursing after registration with the SANC as Professional Nurse in General Nursing. Inherent requirement of the job: Valid (Code B/EB/C1) driver's licence. Willingness to work overtime when necessary. Competencies (knowledge/skills): Basic computer skills in MS Word, Excel, Outlook. Ability to function/make decisions independently and as part of a multi-disciplinary team. Good communication, interpersonal relationships, exceptional leadership and conflict resolution skills. Knowledge of relevant legislation and policies of the Department of Health Western Cape. NIMART, BANC trained or experience.
DUTIES	:	Provide direction and supervision for the implementation of quality comprehensive care within the Primary Health Care context. Maintain ethical practice within legal and regulatory framework. Maintain a constructive working relationship with all relevant stakeholders of the Primary Health Care Team. Utilize human, material and physical resources efficiently and effectively. Participate in training programmes and research activities. Maintain workplace disciplinary of sub-ordinates.
ENQUIRIES	:	Mr M Magele Tel No: (028) 312-1012
NOTE	:	No payment of any kind is required when applying for this post. Candidates will be required to undergo a competency assessment. Candidates who are not in possession of the stipulated registration requirements may also apply. Such candidates will only be considered for appointment on condition that proof of application for registration to register with the relevant council and proof of payment of the prescribed registration fees to the relevant council are submitted on or before the day of the interview. This concession is only applicable to health professionals who apply for the first time for registration in a specific category with the relevant council (including individuals who must apply for change in registration status).
POST 33/227	:	<u>PROFESSIONAL NURSE GRADE 1 TO 3 (GENERAL: CLINICAL TRAINER)</u> Chief Directorate: Metro Health Services
SALARY	:	Grade 1: R337 359 per annum

		Grade 2: R411 978 per annum Grade 3: R495 423 per annum
<u>CENTRE REQUIREMENTS</u>	:	Helderberg Hospital
	:	Minimum educational qualification: Basic R425 qualification (i.e. diploma/degree in nursing) or equivalent qualification (R683 plus R254 plus R880) that allows registration with the South African Nursing Council (SANC) as a Professional Nurse. Registration with a professional council: Registration with the SANC as a Professional Nurse. Experience: Grade 1: None. Grade 2: A minimum of 10 years appropriate/recognisable experience in nursing after registration with the SANC as Professional Nurse in General Nursing. Grade 3: A minimum of 20 years appropriate/recognisable experience in nursing after registration with the SANC as Professional Nurse in General Nursing. Inherent requirement of the job: Valid Code EB/EC drivers' licence. Willingness to perform after-hour training service for staff members on night. Competencies (knowledge/skills): Good interpersonal, planning, and organisational skills. Computer literacy (MS Word, Excel & Outlook) Knowledge of the nursing education and training.
<u>DUTIES</u>	:	Facilitate the in-service training/updating of skills and competencies as well as the orientation programme for nurses. Assist with effective management and utilisation of physical, material and financial resources within the nurse training department. Maintain ethical standards and promote professional growth and self – development. Participate in personal development, research and quality initiatives. Implement assessment strategies to determine staff and learners' competencies.
<u>ENQUIRIES NOTE</u>	:	Mr M Photo Tel No: (021) 850-4774
	:	No payment of any kind is required when applying for this post. Candidates who are not in possession of the stipulated registration requirements may also apply. Such candidates will only be considered for appointment on condition that proof of application for registration with the relevant council and proof of payment of the prescribed registration fees to the relevant council are submitted on or before the day of the interview. This concession is only applicable to candidates who apply for the first time for registration in a specific category with the relevant council (including individuals who must apply for change in registration status). Shortlisted candidates may be subjected to a compulsory competency test. The pool of applications will be considered for vacancies within (Helderberg Hospital), for a period of three months from the date of the advert, provided that the job title, core functions, inherent requirements, and salary level are the same as those of the advertised post.
<u>POST 33/228</u>	:	<u>OCCUPATIONAL THERAPIST GRADE 1 TO 3 (5/8TH)</u> Chief Directorate: Metro Health Services
<u>SALARY</u>	:	Grade 1: R258 201 per annum Grade 2: R301 563 per annum Grade 3: R353 013 per annum
<u>CENTRE REQUIREMENTS</u>	:	New Somerset Hospital
	:	Minimum educational qualification: Appropriate qualification that allows registration with the Health Professions Council of South Africa (HPCSA) as an Occupational Therapist. Registration with a professional council: Registration with the HPCSA as an Occupational Therapist. Experience: Grade 1: None after registration with the HPCSA as an Occupational Therapist. Minimum of 1-year relevant experience after registration with the Health Professional Council of South Africa (HPCSA) as an Occupational Therapist 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 10 years relevant experience after registration with HPCSA as an Occupational Therapist. Minimum of 11 years relevant experience after registration with the Health Professional Council of South Africa (HPCSA) as an Occupational Therapist 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 20 years' experience after registration with HPCSA as an Occupational Therapist. Minimum of 21 years relevant experience after registration with the Health Professional Council of South Africa (HPCSA) as an Occupational Therapist in respect of foreign qualified employees, of whom it is not required to perform Community Service as required in South Africa. Competencies (knowledge/skills): Knowledge of applicable health legislation, relevant acts and public service policies and procedures. Appropriate Mental Health experience. Understanding of evidence-based practice and knowledge

		of PSR model in a Mental health environment. Good communication, organizational and planning abilities. Computer literacy.
<u>DUTIES</u>	:	Conducting assessment of patients; planning, implementation & evaluation of treatment. Performing school & home visits. Attending of ward rounds, team meetings & team assessments. Development of resources to support interventions. Liaising with the multidisciplinary team, sending referrals to various stakeholders and following up with these persons/organizations. Report writing, file entries and capturing of daily stats. Management of material and equipment and ordering of stock. Participate in academics and departmental training.
<u>ENQUIRIES NOTE</u>	:	Ms K Smith, email: Kayla.Smith@westerncape.gov.za
	:	No payment of any kind is required when applying for this post. "Candidates who are not in possession of the stipulated registration requirements may also apply. Such candidates will only be considered for appointments on condition that proof of application for registration with the relevant council and proof of payment of the prescribed registration fees to the relevant council are submitted on or before the day of the interview. This concession is only applicable on health professionals who apply for the first time for registration in a specific category with the relevant council (including individuals who must apply for change in registration status".
<u>POST 33/229</u>	:	<u>ARTISAN PRODUCTION GRADE A TO C (TECHNICAL SERVICES) (ELECTRICAL/PLUMBING)</u> West Coast District
<u>SALARY</u>	:	Grade 1: R253 341 per annum Grade 2: R297 249 per annum Grade 3: R345 342 per annum
<u>CENTRE REQUIREMENTS</u>	:	Clanwilliam Hospital, Cederberg Sub-district,
	:	Minimum educational qualification: Appropriate Trade Test Certificate in Electrical or Plumbing. Experience: Grade A: No experience required. Grade B: At least 18 years appropriate/recognisable experience in the area after obtaining the relevant Trade Test Certificate. Grade C: At least 34 years appropriate/recognisable experience in the area after obtaining the relevant Trade Test Certificate. Inherent requirements of the job: Valid (Code B/EB) driver's license. Willingness to work overtime and to perform standby duties, including weekends and public holidays. Physically fit to handle heavy equipment and objects. Must be able to work on heights i.e. on ladders and scaffolding. Willingness to attend training and skills development programmes relevant to health facilities, maintenance and safety compliance. Willingness to travel within the Cederberg sub-district to perform maintenance repair work. Competencies (knowledge/skills): Knowledge of the Occupational Health and Safety Act 1993 and its relevant regulations. Ability to do general building maintenance and assist with duties in other maintenance trades where required, including but not limited to basic carpentry, painting, electrical, plumbing, and general repairs, within the scope of competence and safety requirements. Ability to read, write and follow written instructions, including manuals and written procedures. Ability to optimally utilise allocated resources such as tools and materials and be skilled in the usage of a variety of tools. Ability to conduct fault-finding mechanical/electrical and do repairs down to component level. Computer literacy in (i.e. Ms Word, Excel, e-mail and internet use).
<u>DUTIES</u>	:	Perform installation, maintenance, fault-finding and repairs in the relevant trade, namely electrical or plumbing. Perform general maintenance tasks in other trades where required, including basic carpentry, painting, electrical, plumbing and general building repairs. Lead and coordinate the daily activities of the maintenance team by allocating tasks, monitoring work progress and ensuring that maintenance requests are attended to effectively. Perform maintenance-related administration, including completion of job cards, record keeping, reports, stock/tool control, asset information, requisitions, and follow-up on maintenance requests. Ensure maintenance work is performed safely and in accordance with Occupational Health and Safety requirements. Perform financial, human resources and general administrative duties related to the maintenance function.
<u>ENQUIRIES NOTE</u>	:	Mr D Snell Tel No: (022) 921-2153
	:	No payment of any kind is required when applying for this post. Shortlisted candidates will be subjected to a practical test. It should be noted that advertised posts are linked to the Institution/ Facility that forms part of the Ecosystem Service platform. Upon appointment, incumbents will be expected

to render services across institutions in the Ecosystem, as needed to sustain health service delivery.

<u>POST 33/230</u>	:	<u>ARTISAN PRODUCTION GRADE A TO C (MECHANICAL)</u>
<u>SALARY</u>	:	Grade 1: R253 341 per annum Grade 2: R297 249 per annum Grade 3: R345 342 per annum
<u>CENTRE</u>	:	Red Cross War Memorial Children's Hospital, Rondebosch
<u>REQUIREMENTS</u>	:	Minimum educational qualifications: Appropriate Trade Test Certificate. Experience: Grade A: No experience required. Grade B: At least 18 years of appropriate/recognisable experience in the area after obtaining the relevant Trade Test Certificate. Grade C: At least 34 years of appropriate/recognisable experience in the area after obtaining the relevant Trade Test Certificate. Inherent requirements of the job: Valid (Code B/EB) driver's license. Willingness to travel within Metro when operational needs require. Competencies (knowledge/skills): Competencies (knowledge/skills): Ability to work independently and under pressure, with good organisational and team skills. Ability to plan (pro-active), as well as working in a team and to learn and comply with in-house systems and procedures. Knowledge of the Occupational Health and Safety Act, 1993 and its relevant regulations. Ability to climb under/over obstacles, climb ladders and work at heights. Ability to operate and use required tools and equipment skilfully and safely.
<u>DUTIES</u>	:	Maintain and repair all plant and equipment at the Hospital under the supervision of the artisan Foreman. Perform necessary administrative functions, train and supervise subordinates. Assist with the execution of engineering projects and control over tools and materials. Assist Artisan Foreman with his duties. Appropriate experience in the mechanical field, general mechanical repairs and the ability to carry out basic general welding. -knowledge of air conditioning equipment and medical gas plants. -May be required to provide support at other institutions when emergency arises.
<u>ENQUIRIES</u>	:	Mr L Johnson Tel No: (021) 658-5481
<u>NOTE</u>	:	No payment of any kind is required when applying for this post.
<u>POST 33/231</u>	:	<u>ADMINISTRATION CLERK: ADMISSIONS (VARIOUS INSTITUTIONS) (X4 POSTS)</u> Chief Directorate: Metro Health Services
<u>SALARY</u>	:	R237 453 per annum
<u>CENTRE</u>	:	District Six CDC (X1 Post) Kensington CDC (X1 Post) Houtbay CDC (X1 Post) Maitland CDC (X1 Post), SWSSO
<u>REQUIREMENTS</u>	:	Minimum educational qualification: Senior Certificate (or equivalent). Experience: Appropriate Experience in Admissions. Inherent requirements of the job: Perform relief duties as required. Competencies (knowledge/skills): Computer literacy. Good communication (verbal and written) and interpersonal skills. Knowledge of Hospital Fees Memorandum Chapter 18, PFMA, UPFS. Knowledge of PHCIS. Ability to work under pressure, independently, unsupervised, in a team and to accept accountability, responsibility and maintaining confidentiality.
<u>DUTIES</u>	:	(key result areas/outputs): Admission of patients: obtain information from patients and capture on computer. Ensure correct management of patient folders at reception areas and schedule appointments (new, follow-up and operations) on system. Recordkeeping, compile new, retrieve, file, trace lost and managing duplicates & old folders as well as maintaining a record system and archive. Accurate collection, safekeeping and deposit of state money. Deal with written and or telephonic queries or enquiries with regards to patient admission matters. Information management: daily collection and collation of statistics in reception. Correct patient assessment and accurate data recording. Support to supervisor.
<u>ENQUIRIES</u>	:	Ms N Beukes Tel No: (021) 833-5400 (District Six CDC), Ms M De Louw Tel No: (021) 593- 150 (Kensington CDC), Ms T Ahjam Tel No: (021) 810-8040 (Houtbay CDC), Ms L Meyer Tel No: (021) 510-6473 (Maitland CDC)
<u>NOTE</u>	:	No payment of any kind is required when applying for this post. Short-listed candidates may be subjected to a practical/written and oral assessment.
<u>POST 33/232</u>	:	<u>ADMINISTRATION CLERK: HRM (PEOPLE MANAGEMENT)</u> Chief Directorate: Metro Health Services

<u>SALARY</u>	:	R237 453 per annum
<u>CENTRE</u>	:	Khayelitsha District Hospital
<u>REQUIREMENTS</u>	:	Minimum educational qualification: Senior Certificate (or equivalent). Experience: Appropriate experience in People Management. Appropriate experience regarding PERSAL salary system. Inherent requirement of the job: Ability to work under pressure. Prepared to work overtime when required. Ability to function in a multi-disciplinary team. Competencies (knowledge/skills): Computer literacy (Word, Excel, PowerPoint and Outlook). Basic understanding of People Management. Knowledge and Experience of Persal and its relevant functions. Ability to work under pressure and meet deadlines. Good (written and verbal) communication skills.
<u>DUTIES</u>	:	Perform all administrative duties pertaining to the Personnel Administration section (e.g. appointments, service terminations, transfers, pension administration, PILIR, salary administration, leave, housing, injury on duty, distribution of monthly pay slips, debt management, verify documents and qualifications). Responsible for capturing transactions on PERSAL. Handle all personnel enquiries and correspondence (written and verbal). Auditing of personnel and leave records. Assist with all other administrative functions in the Personnel component.
<u>ENQUIRIES</u>	:	Mr P Petersen Tel No: (021) 360-4439
<u>NOTE</u>	:	No payment of any kind is required when applying for this post.
<u>POST 33/233</u>	:	<u>ADMINISTRATION CLERK: HRM (PEOPLE MANAGEMENT) (X2 POSTS)</u> Chief Directorate: Metro Health Services
<u>SALARY</u>	:	R237 453 per annum
<u>CENTRE</u>	:	Wesfleur Hospital
<u>REQUIREMENTS</u>	:	Minimum educational qualification: Senior certificate (or equivalent). Experience: Appropriate experience in Personnel administration. Competencies (knowledge/skills): Good computer (MS Word and Excel), numeracy and mathematical skills. Good interpersonal skills and the ability to work in a team context. Knowledge of Human Resource prescripts in Public Service. Ability to function under pressure and meet deadlines.
<u>DUTIES</u>	:	Provide an efficient personnel and salary administrative function. Assist with recruitment and selection process. Provide an effective support function to Supervisor. Handle a variety of personnel, written and telephonic enquiries. Audit personnel, pension and leave files. Maintain effective record keeping.
<u>ENQUIRIES</u>	:	Mr AD Newing Tel No: (021) 816-8562
<u>NOTE</u>	:	No payment of any kind is required when applying for this post. Candidates may be subjected to a competency test.
<u>POST 33/234</u>	:	<u>ADMINISTRATION CLERK: HUMAN RESOURCE DEVELOPMENT</u> Chief Directorate: Metro Health Services
<u>SALARY</u>	:	R237 453 per annum
<u>CENTRE</u>	:	Southern Western Sub-structure Office
<u>REQUIREMENTS</u>	:	Minimum educational qualification: Senior Certificate (or equivalent). Inherent requirements of the job: Valid (Code B/EB) driver's license. Experience: Appropriate & relevant experience in People Development/ Human Resource Development. Competencies (knowledge/skills): Computer literacy in MS Word, Excel & PowerPoint. Good interpersonal skills. Good organisational skills and the ability to function under pressure and as part of a team.
<u>DUTIES</u>	:	Assist with the training needs analysis & completion of the Workplace Skills Plan & completion of quarterly training reports. Assist with the implementation of generic & transversal training, PTI courses and sourcing Service Providers. Assist with processing payments & training advances. Arrange Training meetings and act as secretariat for the Skills Committee meeting. Assist with the implementation, administration and evaluation of EPWP Projects/ Learnerships, Employee Health & Wellness Programmes, CIP, PSI, Bursary Scheme & CET. Assist with general People Management enquires/ tasks - functions within the section.
<u>ENQUIRIES</u>	:	Ms C Moses Tel No: (021) 202-0969
<u>NOTE</u>	:	No payment of any kind is required when applying for this post. Shortlisted candidates will be subjected to a written/practical and oral assessments.
<u>POST 33/235</u>	:	<u>ADMINISTRATION CLERK: SUPPORT (NEUROLOGY)</u>
<u>SALARY</u>	:	R237 453 per annum

<u>CENTRE REQUIREMENTS</u>	:	Tygerberg Hospital, Parow Valley
	:	Minimum educational qualification: Senior Certificate (or equivalent). Experience: Appropriate administrative experience in a hospital/ medical environment. Competencies (knowledge/skills): Computer literacy (MS Office suite i.e. Word, Excel and Outlook). Excellent typing and organization skills. Familiarity with PGWC information systems (IS), such as ECCR and ECM Opentext. Familiarity with the Vula referral system. Knowledge of testing modalities used in the Neurology environment (nerve conduction studies, EMG, EEG, evoked potentials, lumbar puncture). Ability to work independently. Ability to execute duties accurately and thoroughly. Good interpersonal skills and ability to work under pressure and in a team. High ability to communicate effectively (verbally and written).
<u>DUTIES</u>	:	Provide administrative support to the HOD and Neurology team. Manage new patient clinic bookings, test bookings and Botulinum Toxin Clinic scheduling using the Vula platform and a central diary. Liaise with the Neurology OPD clerk regarding new patient bookings. Filing, forwarding and uploading to IS of all reports issued within the division. Receive and assist patients attending A8 Laboratory for appointments or queries. Receive and register all incoming correspondence/queries (by hand delivery, email or telephone), handle accordingly or delegate to the appropriate team member. Ensure effective and efficient administrative support and office management. Execute general administrative duties including submission of call rosters and leave forms to PGWC-HR, ordering of office consumables and equipment and asset management. Ensure effective records management and maintenance of filing systems. Liaise with provincial departments and all other stakeholders. -Maintain stroke unit data capturing on the Res-Q database, ensuring timely and accurate entry of stroke patient records and submission of related reports.
<u>ENQUIRIES NOTE</u>	:	Dr R Mistry Tel No: (021) 938-5752
	:	No payment of any kind is required when applying for this post. Shortlisted candidates will be subjected to a practical assessment.
<u>POST 33/236</u>	:	<u>ADMINISTRATION CLERK: SUPPLY CHAIN MANAGEMENT</u> Garden Route District
<u>SALARY CENTRE REQUIREMENTS</u>	:	R237 453 per annum
	:	Oudtshoorn Hospital
	:	Minimum educational qualification: Senior Certificate (or equivalent) with Mathematics or Accountancy as a passed subject or Senior Certificate (or equivalent) with experience/competences that focuses on the Key Performance Areas (KRA's) of the post. Experience: Appropriate experience in LOGIS and the Electronic Procurement System EPS. Appropriate experience in ESL & contracts. Appropriate experience in Supply Chain Management. Inherent requirement of the job: Willingness to rotate within Supply Chain Management Department and relieve colleagues when needed. Competencies (knowledge/skills): Appropriate knowledge of the Accounting Officer's System and SCM Delegations of the Department. Appropriate knowledge of Western Cape Supplier Database & Centralized Supplier Database. Computer literacy (Windows/Word/Excel and Outlook & Share point). Good communication skills (written and verbal).
<u>DUTIES</u>	:	Demand and Acquisition of Goods and Services - Perform ESL buy-out requests, advertising quotations on EPS, preparing quotations for Quotation Committee & Adjudication accordingly. Record Keeping, all relevant SCM and procurement documentation. Ensure Audit Compliance, all SCM and internal procurement policies. Reporting to Supervisor and relief duties (Support to Supervisor and the broader SCM and Finance team).
<u>ENQUIRIES NOTE</u>	:	C Michaels Tel No: (044) 204 -7245
	:	No payment of any kind is required when applying for this post. Candidates may be requested to perform a practical test.
<u>POST 33/237</u>	:	<u>PERSONNEL OFFICER (EMPLOYEE SOURCING) (X2 POSTS)</u> Chief Directorate: Metro Health Services
<u>SALARY CENTRE REQUIREMENTS</u>	:	Grade 1: R237 453 per annum
	:	Southern/Western Sub-structure Office
	:	Minimum educational qualification: Senior Certificate (or equivalent). Experience: Appropriate experience in recruitment and selection. Competencies (knowledge/skills): Ability to work under pressure, meet deadlines and to maintain confidentiality. Computer literate (i.e MS Word,

		Excel, Outlook, E-recruitment system and PERSAL). Good interpersonal, decision making, problem solving skills and the ability to function in team as well as independently. Ability to execute duties accurately and thoroughly.
<u>DUTIES</u>	:	Perform all administrative duties pertaining to the employee sourcing section e.g. assist with the compilation of advertisements, capturing of adverts on e-Recruitment system, recruitment and selection processes, logistical arrangements for all posts, verifications of documents, transfers and general administrative duties, including handling of correspondence and enquiries. Perform secretarial duties before, during and after interviewing processes. Liaise with relevant role players with regards to recruitment and selection matters. Assist with the drafting of motivations and submissions. Maintain and update databases. Capture adverts on the SCUBED system. Provide an effective support service to supervisor, managers and assist managers with the E-recruitment system.
<u>ENQUIRIES</u>	:	Ms A Jacobs Tel No: (021) 202-0957
<u>NOTE</u>	:	No payment of any kind is required when applying for this post. Short-listed candidates may be subjected to a practical/written and oral assessment.
<u>POST 33/238</u>	:	<u>STAFF NURSE GRADE 1 TO 3</u> West Coast District
<u>SALARY</u>	:	Grade 1: R229 440 per annum Grade 2: R272 778 per annum Grade 3: R319 071 per annum
<u>CENTRE</u>	:	Citrusdal Hospital, Cederberg Sub-district
<u>REQUIREMENTS</u>	:	Minimum educational qualification: Qualification that allows registration with SANC as a Staff Nurse. Registration with a professional council: Registration with the South African Nursing Council as a Staff Nurse. Experience: Grade 1: None. Grade 2: A minimum of 10 years appropriate/recognizable experience in nursing after registration at SANC as a Staff Nurse. Grade 3: A minimum of 20 years appropriate/ recognizable experience in nursing after registration with the SANC a Staff Nurse. Inherent requirements of the job: Willingness to work shifts, including night duty, weekends, and public holidays. Willingness to rotate between wards within the hospital. Competencies (knowledge/skills): Ability to function/make decisions independently and as part of a multi-disciplinary team and to function effectively within a multidisciplinary team. Good communication and interpersonal relationships. Basic computer skills in MS Word and Outlook. Knowledge of relevant nursing legislation, policies and protocols of the Department of Health, Western Cape.
<u>DUTIES</u>	:	Development and implementation of basic patient care to all patients. Provide basic clinical nursing care. Effective utilisation of physical and financial resources. Maintain professional growth/ethical standards and self-development. Effective functioning within multidisciplinary team.
<u>ENQUIRIES</u>	:	Ms L van Geems-Wolmarans Tel No: (022) 921-2153
<u>NOTE</u>	:	No payment of any kind is required when applying for this post. Shortlisted candidates will be subjected to a practical test. Candidates who are not in possession of the stipulated registration requirements may also apply. Such candidates will only be considered for appointment on condition that proof of application for registration to register with the relevant council and proof of payment of the prescribed registration fees to the relevant council are submitted on or before the day of the interview. This concession is only applicable to health professionals who apply for the first time for registration in a specific category with the relevant council (including individuals who must apply for change in registration status).
<u>POST 33/239</u>	:	<u>STAFF NURSE GRADE 1 TO 3</u> Garden Route District
<u>SALARY</u>	:	Grade 1: R229 440 per annum Grade 2: R272 778 per annum Grade 3: R319 071 per annum
<u>CENTRE</u>	:	Plettenberg Bay Clinic, Knysna/Bitou Sub- district
<u>REQUIREMENTS</u>	:	Minimum educational qualification: Qualification that allows registration with the SANC as a Staff Nurse. Registration with a professional council: Registration with the SANC as a Staff Nurse. Experience: Grade 1: None. Grade 2: A minimum of 10 years' appropriate/recognisable experience in nursing after registration as Staff Nurse with the SANC. Grade 3: A minimum of 20 years appropriate/recognisable experience in nursing after registration

		as Staff Nurse with the SANC. Inherent requirement of the job: Willingness to work overtime and perform outreaches. Valid (Code B/EB) driver's license. Competencies (knowledge/skills): Good communication skills. Self- discipline and motivation.
<u>DUTIES</u>	:	Development and implementation of basic patient care plans. Provide basic clinical nursing care. Effective utilisation of physical and financial resources. Maintain professional growth/ethical standards and self- development. Take actions to improve quality of nursing care. Participate in infection prevention and control.
<u>ENQUIRIES</u>	:	Ms JA Stander Tel No: (044) 302 - 8400
<u>NOTE</u>	:	No payment of any kind is required when applying for this post. Candidates will be subjected to a written/practical and oral assessment. Candidates who are not in possession of the stipulated registration requirements may also apply. Such candidates will only be considered for appointment on condition that proof of application for registration to register with the relevant council and proof of payment of the prescribed registration fees to the relevant council are submitted on or before the day of the interview. -This concession is only applicable to health professionals who apply for the first time for registration in a specific category with the relevant council (including individuals who must apply for change in registration status). It should be noted that advertised posts are linked to the Institution/ Facility that forms part of the Ecosystem Service platform. Upon appointment, incumbents will be expected to render clinical services across institutions in the Ecosystem, as needed to sustain health service delivery.
<u>POST 33/240</u>	:	<u>STAFF NURSE GRADE 1 TO 3 (THEATRE & CSSD)</u> Cape Winelands Health District
<u>SALARY</u>	:	Grade 1: R229 440 per annum Grade 2: R272 778 per annum Grade 3: R319 071 per annum
<u>CENTRE</u>	:	Stellenbosch Hospital, Stellenbosch Sub-district
<u>REQUIREMENTS</u>	:	Minimum educational qualification: Qualification that allows registration with the SANC as a Staff Nurse. Registration with a professional council: Registration with SANC as Staff Nurse. Experience: Grade 1: None. Grade 2: A minimum of 10 years appropriate/recognisable experience in nursing after registration with the SANC as a Staff Nurse. Grade 3: A minimum of 20 years appropriate/recognisable experience in nursing after registration with the SANC as a Staff Nurse. Inherent requirements of the job: Willingness to work shifts, night and day shifts, weekends, public holidays and overtime when necessary. Willingness to work in all wards. Competencies (knowledge/ skills): Good communication and interpersonal relationships. Basic computer skills in MS Word, Excel, Outlook. Knowledge of relevant legislation and policies of the Department of Health Western Cape.
<u>DUTIES</u>	:	Development and implementation of basic patient care plans. Provide basic clinical nursing care. Effective utilization of physical and financial resources. Maintain professional growth/ethical standards and self-development.
<u>ENQUIRIES</u>	:	Ms. R De Silva Tel No: (021) 808-6103
<u>NOTE</u>	:	No payment of any kind is required when applying for this post. "Candidates who are not in possession of the stipulated registration requirements, may also apply. Such candidates will only be considered for appointment on condition that proof of application for registration with the relevant council and proof of payment of the prescribed registration fees to the relevant council are submitted on or before the day of the interview." This concession is only applicable on health professionals who apply for the first time for registration in a specific category with the relevant council (including individuals who must apply for change in registration status)".It should be noted that advertised posts are linked to the Institution/ Facility that forms part of the Ecosystem Service platform. Upon appointment, incumbents will be expected to render clinical services across institutions in the Ecosystem, as needed to sustain health service delivery."
<u>POST 33/241</u>	:	<u>STAFF NURSE GRADE 1 TO 3</u> Chief Directorate: Metro Health Services
<u>SALARY</u>	:	Grade 1: R229 440 per annum Grade 2: R272 778 per annum Grade 3: R319 071 per annum
<u>CENTRE</u>	:	Metro TB Hospital Complex

<u>REQUIREMENTS</u>	:	Minimum educational qualification: Qualification that allows registration with the South African Nursing Council (SANC) as a Staff Nurse. Registration with a professional council: Registration with the South African Nursing Council (SANC) as a Staff Nurse. Experience: Grade 1: None. Grade 2: A minimum of 10 years appropriate / recognisable experience in nursing after registration as Staff Nurse with the SANC. Grade 3: A minimum of 20 years appropriate / recognisable experience in nursing after registration as Staff Nurse with the SANC. Inherent requirements of the job: Willingness to work shifts, weekends, public holidays, night duty and overtime when necessary. Willingness to rotate between wards within hospital. Competencies (knowledge/skills): Basic communication skills (both written and verbal). Ability to function as part of a team. Enhance patient care through the implementation of SOP's, policies, and guidelines.
<u>DUTIES</u>	:	Development and implementation of basic patient care. Provide basic clinical nursing care. Effective utilization of physical and financial resources. Maintain professional growth/ethical standards and self-development.
<u>ENQUIRIES</u>	:	Ms B Nontsele Tel No: (021) 508-7408/ (021) 713-7627
<u>NOTE</u>	:	No payment of any kind is required when applying for this post.
<u>POST 33/242</u>	:	<u>STAFF NURSE GRADE 1 TO 3 (X2 POSTS)</u> Overberg District
<u>SALARY</u>	:	Grade 1: R229 440 per annum Grade 2: R272 778 per annum Grade 3: R319 071 per annum
<u>CENTRE</u>	:	Caledon Clinic and Grabouw Community Health Centre, Theewaterskloof Sub-District
<u>REQUIREMENTS</u>	:	Minimum educational qualification: Qualification that allows you registration with South African Nursing Council as a Staff Nurse. Registration with a professional council: Registration with SANC as Staff Nurse. Experience: Grade 1: None. Grade 2: A minimum of 10 years' appropriate/recognizable experience in nursing after registration with SANC as Staff Nurse. Grade 3: A minimum of 20 years' appropriate/recognizable experience in nursing after registration with SANC as Staff Nurse. Inherent requirement of the job: Willingness to work overtime when necessary. Competencies (knowledge/ skills): Good communication skills. Ability to function independently, as well as in a multi-disciplinary team to ensure good patient care. Basic Computer literacy (MS Office).
<u>DUTIES</u>	:	Development and implementation of basic patient care. Provide basic clinical nursing care. Effective utilisation of physical and financial resources. Maintain professional growth/ethical standards and self-development.
<u>ENQUIRIES</u>	:	Ms V Maqhina Tel No: (028) 814-7313
<u>NOTE</u>	:	No payment of any kind is required when applying for this post. Candidates may be subject to practical. Candidates who are not in possession of the stipulated registration requirements, may also apply. Such candidates will only be considered for appointment on condition that proof of application for registration to register with the relevant council and proof of payment of the prescribed registration fees to the relevant council are submitted on or before the day of the interview. This concession is only applicable on health professionals who apply for the first time for registration in a specific category with the relevant council (including individuals who must apply for change in registration status). It should be noted that advertised posts are linked to the Institution/ Facility that forms part of the Ecosystem Service platform. Upon appointment, incumbents will be expected to render clinical services across institutions in the Ecosystem, as needed to sustain health service delivery.
<u>POST 33/243</u>	:	<u>STAFF NURSE GRADE 1 TO 3</u> Garden Route District
<u>SALARY</u>	:	Grade 1: R229 440 per annum Grade 2: R272 778 per annum Grade 3: R319 071 per annum
<u>CENTRE</u>	:	Riversdale Hospital
<u>REQUIREMENTS</u>	:	Minimum educational qualification: Qualification that allows registration with the SANC as a Staff Nurse. Registration with a professional council: Registration with the SANC as a Staff Nurse. Experience: Grade 1: None Grade 2: A minimum of 10 years' appropriate/recognisable experience in nursing after registration as Staff Nurse with the SANC. Grade 3: A minimum of 20 years' appropriate/recognisable experience in nursing after registration

		as Staff Nurse with the SANC. Inherent requirement of the job: Willingness to work shifts, night duty, including weekends, public holidays as well as overtime. Willingness to assist in the other wards in the hospital when needed. Competencies (knowledge/skills): Good communication and interpersonal relationships. Self-discipline and motivation. Ability to work in a team across the service platforms.
<u>DUTIES</u>	:	Development and implementation of basic patient care plans. Provide basic clinical nursing care. Effective utilization of physical and financial resources. Maintain professional growth/ethical standards and self-development. Take actions to improve quality of nursing care. Participate in infection prevention and control.
<u>ENQUIRIES</u>	:	Mr NL Mphato Tel No: (028) 713 - 8643
<u>NOTE</u>	:	No payment of any kind is required when applying for this post. Candidates will be required to undergo a practical assessment. Candidates who are not in possession of the stipulated registration requirements, may also apply. Such candidates will only be considered for appointment on condition that proof of application for registration to register with the relevant council and proof of payment of the prescribed registration fees to the relevant council are submitted on or before the day of the interview. -This concession is only applicable to health professionals who apply for the first time for registration in a specific category with the relevant council (including individuals who must apply for change in registration status). It should be noted that advertised posts are linked to the Institution/ Facility that forms part of the Ecosystem Service platform. Upon appointment, incumbents will be expected to render clinical services across institutions in the Ecosystem, as needed to sustain health service delivery.
<u>POST 33/244</u>	:	<u>OPERATOR (PNEUMATIC TUBE STATION)</u> Chief Directorate: Metro Health Services
<u>SALARY</u>	:	R201 093 per annum
<u>CENTRE</u>	:	Groote Schuur Hospital, Observatory
<u>REQUIREMENTS</u>	:	Minimum educational qualification: General Education and Training certificate (GETC) /Grade 9 (Std 7). Experience: Appropriate operator experience. Inherent requirements of the job: The ability to do physical tasks such as lifting of carriers. Render a shift duty. Competencies (knowledge/skills): Extensive knowledge of the Tube distribution service Ability to effectively communicate Basic knowledge of Infection Prevention Control procedures willingness to work under pressure.
<u>DUTIES</u>	:	Responsible for the operational function of the Pneumatic Tube System, the dispatch and collection of tubes and telephonic queries/requests. Responsible for reporting defective specimens and transporting specimens from various wards to various laboratories. Responsible for receipt/dispatch of specimens, postal forms, medical reports and other related documents. Ensure a safe and hygienic work environment and apply basic Infection prevention control measures as well as collecting and cleaning of equipment Assist with the collection of DHA1663 from wards and perform other miscellaneous duties, e.g. messenger duties and assist undertaker with queries.
<u>ENQUIRIES</u>	:	Ms F Zaba Tel No: (021) 404-5037
<u>NOTE</u>	:	No payment of any kind is required. Shortlisted candidates may be subjected to a competency test.
<u>POST 33/245</u>	:	<u>TELKOM OPERATOR</u> Chief Directorate: Metro Health Services
<u>SALARY</u>	:	R201 093 per annum
<u>CENTRE</u>	:	Macassar CDC, Khayelitsha/ Eastern Sub-structure
<u>REQUIREMENTS</u>	:	Minimum educational qualification: General Education and Training Certificate (GETC)/Grade 9 (Std. 7). Experience: Appropriate experience in the operating of a high-volume switchboard, a messaging/ paging system and managing an enquiry/ helpdesk. Competencies (knowledge/skills): Good communication (verbal and written) and interpersonal skills. Excellent telephone etiquette. Willingness to work under pressure, unsupervised and in a team environment. Willingness to work shifts, including public holidays, weekends and overtime. Computer literacy (MS Office: Word, Excel and PowerPoint).
<u>DUTIES</u>	:	Manage switchboard, email and telephonic enquiries, dispatching calls, taking and delivering messages, making announcements and paging staff

		over intercom. Manage the facility helpdesk. Effective telecommunication and support service to the facility. Handle all internal and external calls and general enquiries. Handle all telecommunication equipment and related tasks to ensure that all equipment is in working order, report all faults timeously to line manager. Maintain and update internal directory. Keep records of all official and private calls and print and distribute monthly telephone accounts. Provide clerical and administrative support to colleagues and supervisor.
ENQUIRIES	:	Mr F Wilson Tel No: (021) 857-2330
NOTE	:	No payment of any kind is required when applying for this post.
POST 33/246	:	<u>TELKOM OPERATOR (SWITCHBOARD SUPPORT SERVICES)</u> Chief Directorate: Metro Health Services
SALARY	:	R201 093 per annum
CENTRE	:	Khayelitsha District Hospital
REQUIREMENTS	:	Minimum educational qualification: General Education and Training Certificate (GETC)/Grade 9 (Std 7). Experience: Appropriate experience in operating of high-volume switchboard. Inherent requirement of the job: Physically able to hear and speak clearly. Ability to work shifts, night shift, weekends and public holidays. Competencies (knowledge/skills): Appropriate knowledge and ability to operate a high-volume Switchboard and equipment, and a public address system effectively and efficiently Excellent listening skills and telephone etiquette Computer Literacy in Microsoft Packages (Word excel and Outlook.
DUTIES	:	Manage switchboard & page staff over the Public Address system Effective communication handling (both internally and externally) of incoming and outgoing calls and answer telephone enquiries and delivering messages Handling of all telecommunication equipment and related task and ensuring that switchboard and telephone equipment is in working is in working order and report all faults to supervisor /relevant person. Maintain internal telephone directory Provided feedback on the operational running of the component and support supervisor by adhering to the code Conduct for the Public Service.
ENQUIRIES	:	Ms A Gonya Tel No: (021) 360-4412
NOTE	:	No payment of any kind is required when applying for this post.
POST 33/247	:	<u>NURSING ASSISTANT GRADE 1 TO 3 (MATERNITY/NEONATAL) (X2 POSTS)</u> Chief Directorate: Metro Health Services
SALARY	:	Grade 1: R181 230 per annum Grade 2: R211 401 per annum Grade 3: R249 141 per annum
CENTRE	:	Wesfleur Hospital
REQUIREMENTS	:	Minimum educational qualification: Qualification that allows registration with the South African Nursing Council (SANC) as an Enrolled Nursing Assistant. Registration with a professional council: Registration with SANC as Nursing Assistant. Experience: Grade 1: None. Grade 2: A minimum of 10 years' appropriate / recognisable nursing experience after registration with the SANC as a Nursing Assistant. Grade 3: A minimum of 20 years' appropriate / recognisable nursing experience after registration with the SANC as a Nursing Assistant. Inherent requirements of the job: Willingness to work shifts, public holidays, after-hours, night duty and weekends. Must be prepared to assist in all departments according to operational needs. Willingness to work overtime when necessary. Ability to work under pressure. Competencies (knowledge/skills): Computer literacy (MS Office and Outlook). Basic Nursing Care principles and procedures. Knowledge of relevant legislation and policies of the Department of Health Western Cape. Skills to effectively communicate verbally and in writing, function within the multi-disciplinary team and facilitate on the level of the post.
DUTIES	:	Provision of basic nursing care by assisting patients with activities of daily living (physical care). Ensure implementation of basic nursing care plans and effective communication. Effective utilisation of resources. Promotion of QA, IPC AND OHS within the department. Maintain professional practice and ethical conduct and self-development.
ENQUIRIES	:	Ms LA Abrahams Tel No: (021) 816-8556
NOTE	:	No payment of any kind will be required when applying for this post. Candidates who are not in possession of the stipulated registration

requirements, may also apply. Such candidates will only be considered for appointment on condition that proof of application for registration to register with the relevant council and proof of payment of the prescribed registration fees to the relevant council are submitted on or before the day of the interview. This concession is only applicable on health professionals who apply for the first time for registration in a specific category with the relevant council (including individuals who must apply for change in registration status. Candidates will be subjected to a written/practical and oral assessment.

<u>POST 33/248</u>	:	<u>GENERAL WORKER: STORES (WAREHOUSE)</u> Chief Directorate: Rural Health Services
<u>SALARY</u>	:	R144 024 per annum
<u>CENTRE</u>	:	Worcester Regional Hospital
<u>REQUIREMENTS</u>	:	Minimum educational qualification: Basic numeracy and literacy. Experience: Appropriate experience in a Warehouse environment. Inherent requirements of the job: Good physical health. Ability to do physical tasks and operate heavy-duty Warehouse equipment. Be able to work with cleaning materials, do high-dusting and lift heavy equipment and supplies. Competencies (knowledge/skills): The ability to issue stock, incoming and outgoing buyouts/ stock according to AOS (Accounting Officer System), as well as safely and correctly handle Warehouse equipment. Basic numerical skills. Ability to work effectively in a team.
<u>DUTIES</u>	:	Provided effective warehouse and stock support by receiving, handling, and issuing stock, maintaining accurate stock records, and ensuring adequate shelf stock levels. Maintained a clean and organised warehouse environment and supported efficient stock movement and distribution to departments. Assisted with the delivery, relocation, and disposal of furniture and equipment within the hospital, ensuring safe handling to prevent damage. Maintained professional conduct and compliance by adhering to attendance, leave, working hours, departmental policies, and the Code of Conduct. Demonstrated accountability, effective communication, and positive working relationships while carrying out assigned duties.
<u>ENQUIRIES</u>	:	Ms J Smith Tel No: (023) 348-1210
<u>NOTE</u>	:	No payment of any kind is required when applying for this post.
<u>POST 33/249</u>	:	<u>HOUSEHOLD AID (THEATRE)</u> Garden Route District
<u>SALARY</u>	:	R144 024 per annum
<u>CENTRE</u>	:	Knysna Hospital
<u>REQUIREMENTS</u>	:	Minimum educational qualification: Basic numeracy and literacy. Experience: Appropriate experience in a household/cleaning environment in a health facility. Inherent requirement of the job: The ability to do physical tasks and operate heavy duty cleaning and household equipment. Willingness to work shifts, weekends, public holidays, night duty, and overtime when required. Willingness to rotate in different departments according to operational needs and when needed. Competencies (knowledge/skills): Basic knowledge of cleaning of equipment. Support to housekeeping supervisor and adhere to policies and cleaning practices. Knowledge of stock, assets, linen and equipment control.
<u>DUTIES</u>	:	Responsible for cleaning duties, including sweeping, dusting, mopping, scrubbing, polishing, refuse handling and maintenance of general neatness and hygiene of the area. Responsible for cleaning and safe keeping of machinery. Adhere to safety measures and ensure adherence to Occupational Health and Safety policies and Infection Prevention Control measures. Render assistance to the supervisor with general housekeeping duties such as control of cleaning and household equipment, care and control of linen and serving of meals to patients.
<u>ENQUIRIES</u>	:	Ms CG Wagener Tel No: (044) 302 - 8400
<u>NOTE</u>	:	No payment of any kind is required when applying for this post. Candidates may be subjected to a competency test.
<u>POST 33/250</u>	:	<u>DRIVER (LIGHT DUTY VEHICLE)</u> Chief Directorate: Metro Health Services
<u>SALARY</u>	:	R144 024 per annum
<u>CENTRE</u>	:	Khayelitsha/ Eastern Sub-structure Office

<u>REQUIREMENTS</u>	:	Minimum educational qualification: Basic literacy and numeracy skills. Experience: Appropriate driving experience. Inherent requirement of the job: Valid code (B/EB) driver's licence. Valid Public Driving Permit (PDP). Willingness to work overtime. Competencies (knowledge/skills): Good communication skills (written and verbal). The ability to work independently and be accountable and responsible with good interpersonal skills. Be physically fit and capable of performing duties that require physical exertion. Physical fit to perform transportation duties. Knowledge of Transport Regulations and Circular no 4 of 2000. Knowledge of routine, maintenance, Inspections for defects on vehicles and safe driving skills.
<u>DUTIES</u>	:	Ensure an efficient and effective transport service for Primary Health Care and Health Programs at Khayelitsha/Eastern Sub Structure Office. Conduct routine inspecting of the GG vehicles and timely reporting of defects. Ensure vehicles are kept clean and tidy. Ensure vehicles used are kept clean and tidy. Execute transport duties in relation to a scheduled roster. Ensure an effective daily transport administration duty is rendered and provide support to Supervisor.
<u>ENQUIRIES</u>	:	Mr MY Strauss Tel No: (021) 360-4662
<u>NOTE</u>	:	No payment of any kind is required when applying for this post. It should be noted that advertised posts are linked to the Institution/ Facility that forms part of the Ecosystem Service platform. Upon appointment, incumbents will be expected to render clinical services across institutions in the Ecosystem, as needed to sustain health service delivery. Please note that, in line with the operational requirements of the Department of Health and Wellness, the Driver will also be required to assist with the offloading and delivery of goods as part of the role's responsibilities.
<u>POST 33/251</u>	:	<u>DRIVER (LIGHT DUTY VEHICLE)</u> Chief Directorate: Metro Health Services
<u>SALARY</u>	:	R144 024 per annum
<u>CENTRE</u>	:	Victoria Hospital
<u>REQUIREMENTS</u>	:	Minimum educational qualification: Basic numeracy and literacy skills. Experience: Appropriate driving experience. Inherent requirements of the job: A valid (Code B/EB) driver's licence. A valid PDP (Public Drivers Permit). After hours standby duties. Be of sober habits. Competencies (knowledge/skills): Knowledge of Transport Regulations. The ability to accept accountability and responsibility and to work independently. Good communication skills.
<u>DUTIES</u>	:	Transport official passengers, post, packages and equipment. Effective delivery and collection of all blood products. Maintenance PA safety and cleaning of Government Vehicles. Delivery of medication, goods and equipment within the PGWC. Routine inspection of vehicles and reporting of defects. Routine administration. Relieve duties and standby duties.
<u>ENQUIRIES</u>	:	Ms J van der Riel Tel No: (021) 799-1270
<u>NOTE</u>	:	No payment of any kind is required when applying for this post.
<u>POST 33/252</u>	:	<u>PROFESSIONAL NURSE GRADE 1 TO 3 (GENERAL NURSING) (SESSIONAL) (20 HOURS PER WEEK)</u> (Contract till 31 March 2029) Cape Winelands Health District
<u>SALARY</u>	:	Grade 1: R223 per hour Grade 2: R272 per hour Grade 3: R327 per hour
<u>CENTRE</u>	:	Drakenstein Sub-district (PHC)
<u>REQUIREMENTS</u>	:	Minimum educational qualification: Basic R425 qualification (i.e. diploma/degree in nursing) or equivalent qualification (R683 plus R254) that allows registration with the South African Nursing Council (SANC) as a Professional Nurse or 4 year Bachelor Degree in Nursing (R174) or equivalent qualification (R683 plus R1497 or R171 plus R1497) that allows registration with the South African Nursing Council (SANC) as a Professional Nurse. Registration with a professional council: Registration with the SANC as Professional Nurse. Experience: Grade 1: None Grade 2: A minimum of 10 years appropriate/recognisable nursing experience after registration with the SANC as Professional Nurse in General Nursing. Grade 3: A minimum of 20 years appropriate/recognizable experience in nursing after registration with the SANC as Professional Nurse in General Nursing. Inherent requirements of the job: Prepared to work at different facilities within the Sub District inclusive

a Mobile, hospital and when needed within the community (COPC concept). Valid (code B/EB) driver's licence. Competencies (knowledge/skills): Ability to effectively communicate (verbal and written). Knowledge and insight of relevant legislation and policy related to nursing within the public sector and basic computer literacy (MS Word, Excel and Outlook) to be able to communicate, capture patient information, check results, capture data and do and track referrals on the different electronic systems. Ability to promote quality patient care through the implementation of protocols, guidelines, and standards.

DUTIES

: Provision of Primary Health Care in accordance with the guidelines and protocols of the Western Cape. Maintain accurate clinical records, statistics registers, and referral records. Effective utilisation of Resources/Stock within the limited budget constraints. Participate in Community events and initiate awareness regarding health-related issues. Maintain and participate in inter-professional and multi-disciplinary teamwork but able to work independently. Supervise and mentor lower categories of staff and improving quality of health services. Maintain professional growth/ethical standards and self-development.

ENQUIRIES NOTE

: Ms J Bosch Tel No: (021) 862-4520
: No payment of any kind is required when applying for this post. A practical test may form part of the selection process. Candidates who are not in possession of the stipulated registration requirements, may also apply. Such candidates will only be considered for appointment on condition that proof of application for registration to register with the relevant council and proof of payment of the prescribed registration fees to the relevant council are submitted on or before the day of the interview. This concession is only applicable on health professionals who apply for the first time for registration in a specific category with the relevant council (including individuals who must apply for change in registration status).