

**PROVINCIAL ADMINISTRATION: FREE STATE
DEPARTMENT OF AGRICULTURE AND RURAL DEVELOPMENT**

Free State Department of Agriculture and Rural Development is an equal opportunity affirmative action employer. It is our intention to promote representativity (race, gender and disability) in the Department through the filling of these posts and candidates whose appointment/promotion/transfer will promote representativity will receive preference.

- APPLICATIONS** : Posted to Mrs S Hlekiso, Private Bag x02, Bloemfontein, 9301 or delivered by Hand to Mrs S Hlekiso in Room 228, 2nd Floor, Admin Building, Glen.
- CLOSING DATE** : 30 September 2022
- NOTE** : Applications must quote the relevant reference number and consist of: A fully completed and signed NEW Z83 form which can be downloaded at www.dpsa.gov.za/dpsa2g/vacancies.asp. "From 1 January 2021 should an application be received using the incorrect application for employment (Z83), it will not be considered", a recent comprehensive CV; contactable referees (telephone numbers and email addresses must be indicated); 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 documents, all non-SA citizens must attach 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 for SMS posts will be subjected to (1) a technical exercise; (2) a generic managerial competency assessment; and (3) personnel suitability checks on criminal records, citizen verification, financial records, qualification verification and applicants could be required to provide consent for access to their social media accounts. Correspondence will be limited to shortlisted candidates only. If you have not been contacted within three (3) months of the closing date of the advertisement, please accept that your application was unsuccessful. The successful candidate will be expected to enter into an employment contract and a performance agreement within 3 months of appointment, as well as completing a financial interests declaration form within one month of appointment and annually thereafter. Prior to appointment, a candidate would be required to complete the Nyukela Programme: Pre-entry Certificate to Senior Management Services as endorsed by DPSA which is an online course, endorsed by the National School of Government (NSG). The course is available at the NSG under the name Certificate for entry into the SMS and the full details can be sourced by the following link: <https://www.thensg.gov.za/training-course/sms-pre-entry-programme/>.

MANAGEMENT ECHELON

- POST 35/171** : **DIRECTOR: SUSTAINABLE RESOURCE MANAGEMENT REF NO: SRM**
- SALARY** : R1 073 187 per annum. (Level 13), (an all-inclusive package). The remuneration package consists of the basic salary, the Government's 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 a 13th cheque, motor car allowance, home owner's allowance and medical aid assistance.
- CENTRE REQUIREMENTS** : Glen
: An appropriate B-degree or equivalent qualification (NQF level 7 as recognized by SAQA) in the relevant fields of Engineering / Sustainable Resource Management. 5 years of experience at a middle / senior managerial level. Valid driver's license (code B).
- DUTIES** : Manage the provision of engineering services. Promote sustainable Land Care. Promote the implementation of sustainable use and management of land. Manage agricultural risk and disaster management. Plan, manage & coordinate all resources (e.g. human, finance, equipment, etc.) of the Directorate. Provide inputs to provincial policies on all aspects relating to service delivery and ensure implementation of all policies which will enable the Department to fulfil its role in delivering a service in line with the strategic plan to communities / clients. Ensure partnership and coordination with relevant role players to enhance service delivery. Advise the Chief Director: Agric Dev Support on all

matters in order to ensure informed decision making and forward planning. Participate in the development of the 5 year strategic plan, the Annual Performance Plan and Operational Plan for the Directorate. Monitor the implementation of SRM matters and report monthly, quarterly and annually to enhance the overall performance of the Directorate
Dr N Nhlabatsi Tel No: 051 861 8483

ENQUIRIES

:

POST 35/172

:

DISTRICT DIRECTOR: THABO MOFUTSANYANA REF NO: DIR/DISTRICT

SALARY

:

R1 037 187 per annum (Level 13), (an all-inclusive package). The remuneration package consists of the basic salary, the Government's 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 a 13th cheque, motor car allowance, home owner's allowance and medical aid assistance.

CENTRE

:

Thabo Mofutsanyana District: Qwa Qwa

REQUIREMENTS

:

An appropriate B-degree or equivalent qualification (NQF level 7 as recognized by SAQA) in the field of Agriculture. 5 years of experience at a middle / senior managerial level. Valid driver's license (code B).

DUTIES

:

Manage and implement all Agricultural Extension and Development Services in the District through the relevant departmental Local Municipality Managers in order to ensure improved service delivery to the benefits of all clients of the Department. Manage and implement the District Soil Conservation Services, in accordance with the relevant legislation through the Control Engineering Technician to ensure compliance to national programmes. Manage and implement the Food Security Programme in the District in accordance with the relevant frameworks through the Food Security Officer to ensure compliance with the relevant strategies and policies. Manage the Support Services in the District, i.e. Economic Services, Engineering Services and Administrative Support Services to ensure efficient and effective service delivery. Provide inputs to provincial policies on all aspects relating to District service delivery and ensure implementation of all policies which will enable the Department to fulfil its role in delivering a service in line with the strategic plan to communities / clients. Ensure partnership and coordination with relevant role players to enhance service delivery. Advise the Chief Director: District Services on all matters relating to Agricultural Extension and Development in the District in order to ensure informed decision making and forward planning. Plan, manage & co-ordinate all resources (e.g. human, finance, equipment, etc.) of the District to ensure effective and efficient utilization of resources. Participate on management level in strategic and operational planning for the District in order to ensure that goals and objectives are reasonable and attainable, and that reporting against the Strategic Plan takes place.

ENQUIRIES

:

Ms M Ramabenyane Tel No: 051 861 8678

OTHER POSTS

POST 35/173

:

STATE VETERINARIAN REF NO: SV

SALARY

:

R744 255 per annum (Level 11), (an all-inclusive package). The remuneration package consists of the basic salary, the Government's 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 a 13th cheque, motor car allowance, home owner's allowance and medical aid assistance.

CENTRE

:

Bloemfontein Veterinary Laboratory and Welkom

REQUIREMENTS

:

BVSc Degree or equivalent Qualification recognised by the South African Veterinary Council. Registration with the South African Veterinary Council. Valid driver's licence (code B). 1-2 years post qualification experience.

DUTIES

:

Develop, analyse and audit policies, norms, standards and legislation for Veterinary services, which would, inter alia, entail the following: Scan local and international environment to inform policy needs, updates and impact; Collection of data and stakeholder consultation; Compile and provide inputs for policy development, norms and standards; Dissemination, implementation and auditing of policies, norms and standards. Render Veterinary Services through the implementation of the relevant legislation, which would, inter alia, entail the following: Plan, implement, maintain and coordinate disease surveillance measures (eg. Early warning systems), identify controlled and non-controlled

diseases and take appropriate corrective actions; Management of animals identification and traceability; Issuing of permits and health certificates for the movement of animals across borders / diseases free and infected zones; Identification of prevalent animal diseases, development and implementation of appropriate intervention strategies (e.g. Primary Health Care); Design and implementation of herd health programs to promote productivity of livestock; Implement disease surveillance and other epidemiologic studies; Facilitate the development of a practical Early Warning System for all relevant diseases including disease modeling, simulation and scenario mappings; Contribute to the development of emergency diseases control preparedness systems; Liaising with the public, animal owners, organized agriculture and international organizations on the prevention and treatment of diseases; Manage and control the importation and exportation of animals and animal products; Implementation and management of the prescribed official veterinary management systems including the implementation of the National Monitoring Residue Program; Conduct veterinary risk assessments; Ensure that slaughter and other import/export facilities comply with the registration requirements with the relevant authorities; Performance of abattoir ante and post mortem inspections as required; Audit the hygiene management systems at the import / export establishment (e.g. Implementation of Hazard Analysis and Critical Control Point (HACCP) and Hygiene Assessment System (HAS)); Certification of products in accordance with International norms and standards; Management of meat inspection and disposal of condemned material in accordance with the relevant legislation; Identify illegal slaughter practices and take corrective action with assistance when necessary; Undertake post mortem, farm disease outbreak investigations and other examinations to identify causes of morbidity and mortality; Implement new procedures techniques and / or equipment to ensure that an efficient and effective Veterinary Diagnostic and Research service is rendered; Ensure animal owners and para veterinary staff follow the correct procedures and methods to collect and dispatch samples; Inspect slaughter and sterilization facilities to ensure the maintenance of essential national hygiene standards; Evaluate safety, efficacy and quality of stock remedies registration dossier applications, imports permits, labels, advertisements and make recommendations. Provision of training, development and awareness programs (extension and outreach services) to communities with regards to Veterinary Services, which would include, inter alia, the following: Determine needs of communities through liaison with community leaders and other stakeholders; Determine interventions required to address the needs; Plan, implement and coordinate the appropriate interventions; Render veterinary advice to stock farmers and animal owners with regard to prevention of animal diseases and promotion of animal health care; Provide support to other line functionaries, i.e. extension, engineering with regard to veterinary related issues. Perform administrative and related functions which would include, inter alia, the following:- Provide inputs for the Operational Plan of the Veterinary unit; Comply with the Public Service prescripts; Comply with Financial Management prescripts; Contribute to the maintenance of databases; Compile and submit reports as required; Oversee and supervise the relevant staff i.e. Compulsory community service veterinarians. Keep abreast of National and international trends with regard to the applicable prescripts, policies, procedures, technologies and new developments to be able to render an efficient and effective Veterinary Service, through: Studying the Veterinary legal and policy frameworks continuously to enable optimum performance of the Veterinary functions according to the required standards; Studying professional journals, publications and attend relevant continuous professional development interventions to ensure that cognisance is taken of new developments and technologies.

- ENQUIRIES** : Dr K J Mojapelo Tel No: 051 4363677
- POST 35/174** : **DEPUTY DIRECTOR: FACILITIES MANAGEMENT REF NO: FACM**
- SALARY** : R744 255 per annum (Level 11), (an all-inclusive package). The remuneration package consists of the basic salary, the Government's 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 a 13th cheque, motor car allowance, home owner's allowance and medical aid assistance.
- CENTRE** : Glen

<u>REQUIREMENTS</u>	:	Appropriate B Degree or equivalent qualification (NQF level 7 as recognized by SAQA) in the field of Engineering / Project Management / Architecture / Facilities Management / Quantity Surveying. At least 3 -5 years' experience in a facilities management environment. Computer literate. Driver's license. Good communication skills
<u>DUTIES</u>	:	Main responsibilities of the post will be linked to Government Owned Buildings and will include: Planning of capital and maintenance projects over the MTEF, which includes planning documents such as User Asset Management Plan (U-Amp) and Infrastructure Programme Management Plan (IPMP). Implementation and supervision of capital and maintenance projects annually through policy requirements such as Framework for Infrastructure Delivery and Procurement Management (FIDPM) and Infrastructure Delivery Management System (IDMS). Reporting on capital and maintenance projects on the Infrastructure Reporting Model (IRM), e.g. monthly, quarterly and annually. Facilitate and provide office accommodation and farm buildings to management and directorates in the province. Render a support service to districts, farmers and clients in the agricultural sector. Render a training and development service to engineering and architectural candidates and graduates. Maintain records of expenditure on work in progress (WIP) and the Immovable Asset Register (IAR). Effective management of resources in terms of personnel, budget and assets of the Sub directorate.
<u>ENQUIRIES</u>	:	Mr H Grobler Tel No: 051 – 861 8607
<u>POST 35/175</u>	:	<u>DEPUTY DIRECTOR: LABOUR RELATIONS REF NO: DDLR</u>
<u>SALARY</u>	:	R744 255 per annum (Level 11), (an all-inclusive package). The remuneration package consists of the basic salary, the Government's 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 a 13th cheque, motor car allowance, home owner's allowance and medical aid assistance.
<u>CENTRE REQUIREMENTS</u>	:	Glen Recognized three year degree/ diploma in Labour Law / Labour Relations or equivalent qualification. Certificate for Investigating Officer and Presiding Officer will be an added advantage. 3-5 years relevant experience in conducting misconduct investigations, handling of grievances, conciliation and arbitration. Presiding Officer and Public Service experience.
<u>DUTIES</u>	:	Develop labour relation policies: Develop labour relation strategies. Improve operational labour relation methods. Manage the investigation of misconduct and grievance cases to advise appropriately thereon: Manage misconduct cases, grievances and disputes. Manage misconduct procedures. Manage grievance procedures. Manage dispute procedures. Facilitate the institution of disciplinary action (progressive and formal hearings). Advise Management on all labour relations matters in order to minimize unfair labour practices: Advise on disciplinary procedures. Advise on grievance procedures. Advise on dispute procedures. Represent the Department in bilateral discussions with organized labour unions: Oversee the implementation of arbitration awards and collective agreements. Provide information sessions on labour relation matters to senior management. Represent the Department in processes of Conciliation and Arbitration. Perform and manage administrative and related functions: Ensure compilation of and submit monthly and quarterly progress and technical reports (functional and support related e.g. work plans for PMDS). Manage and control personnel and assets. Determine specifications for procurement of goods and services. Comply with the Public Service prescripts. Develop a business plan and action plan for the sub-directorate. Develop and implement a service delivery improvement programme for the sub-directorate. Manage and ensure the development all the human resources in the sub-directorate. Financial management of the cost centre (i.e. sub-directorate). Ensure the development and maintenance of databases.
<u>ENQUIRIES</u>	:	Mrs C E Lombaard Tel No: 051 861 8738
<u>POST 35/176</u>	:	<u>ASSISTANT DIRECTOR: SECURITY REF NO: ADS</u>
<u>SALARY</u>	:	R382 245 per annum (Level 09), (a basic salary)
<u>CENTRE</u>	:	Glen
<u>REQUIREMENTS</u>	:	Qualification: National Certificate in security management or equivalent. 6 - 10 years' experience.

- DUTIES** : Manage the security functions, maintain and develop department security Policies and which includes the following: Identify risks and threats to the security of the department and develop relevant policies and/or procedures to address these matters. Monitor compliance to security procedures and/or policies and initiate corrective/disciplinary steps in cases of non-adherence/compliance. Develop, coordinate and conduct awareness programmes within the department. Administrative and related functions: Authorising leave. Approve / authorise rosters, shift schedules and overtime. Monitor performance of employees and determine training needs. Identify and make recommendations on resource requirements and make inputs into budget processes. Conduct security investigations: Examine all reported incidences of security breaches to determine the level of investigation required. Gather information through interviews or obtaining physical evidence. Liaise with all stakeholders / role-players. Compile reports.
- ENQUIRIES** : Mr R Terblanche Tel No: 051 861 8436

DEPARTMENT OF HEALTH

Free State Provincial Government is an equal opportunity affirmative action employer. It is our intention 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.

- CLOSING DATE** : 04 October 2022
- NOTE** : Applications must be submitted on new Z83 form. "Applicants are advised that from 1 January 2021, a new application for employment (Z83) form will be effective which can be downloaded at www.dpsa.gov.za-vacancies. From 1 January 2021 should an application be received using the incorrect application for employment (Z83), it will not be considered." 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 from HR. Successful completion of the Senior Management Pre-Entry Programme (Nyukela) is required for being considered for this SMS post. Enrolment for the course should be made on the NSG's website at <https://www.thensg.gov.za/trainingcourse/sms-pre-entry-programme>. Applicants will be expected to be available for selection interviews and assessments at a time, date and place as determined by the Department. The successful candidate must disclose to the Head of Department particulars of all registrable financial interests, sign a performance agreement and employment contract with the Head of Department within three months from the date of assumption of duty. Should you be in possession of a foreign qualification, it must be accompanied by an evaluation certificate from the South African Qualification Authority (SAQA). Applicants who do not comply with the above-mentioned requirements, as well as applications received late, will not be considered. The recommended candidate(s) for OSD production posts MUST submit endorsed service certificates from the previous employer and endorsed PERSAL service records where applicable within 2 days of accepting the offer. The Department does not accept applications via fax or email. Failure to submit all the requested documents will result in the application not being considered. Correspondence will be limited to short-listed candidates only. If you have not been contacted within eight (8) weeks after the closing date of this advertisement, please accept that your application was unsuccessful. The employment offer to successful candidate will be subject to verified educational qualifications, previous experience, citizenship check, reference checks and security vetting. Please note: Correspondence will only be entered into with short-listed candidates. Where applicable, candidates will be subjected to a skills/knowledge test. Successful candidates will be appointed on a probation period of 12 months. The Department reserves the right not to make any appointment(s) to the above post. The successful candidate will be expected to sign a performance agreement. The Department of Health is an equal opportunity affirmative action employer. The employment decision shall be informed by the Employment Equity Plan of the Department. It is the Department's intention to promote equity (race, gender and disability) through the filling of this post(s) with a candidate whose transfer / promotion / appointment will promote representativity in line with the numerical targets as contained in our Employment Equity Plan To: All DDG'S, Chief Directors,

Directors, District Managers, Deputy Directors, Ceo's, Heads Of Institutions, Assistant Directors, Phc Managers, All Employees

OTHER POSTS

- POST 35/177** : **DEPUTY DIRECTOR: ORAL HEALTH REF NO: H/D/28**
- SALARY** : R870 423 per annum, all -inclusive package consists of 70% basic salary and 30% flexible portion that be structured in terms of the applicable rules, Medical Aid (Optional) Employee must meet the prescribed requirements, per annum. (OSD)
- CENTRE REQUIREMENTS** : Health Support Services: Corporate Office; Bloemfontein
: Baccalaureus Degree in Dentistry or Oral Hygiene and Dental Therapy. Registration with the Health Professions Council of South Africa (HPCSA) in Oral Hygienist/Dentist. A minimum of 5 year's appropriate experience in the relevant profession after registration with HPCSA of which 3 years must be appropriate experience on Management level. A Valid Code B driver's license. Current Registration with HPCSA (2022/2023) Knowledge and Skills: Competencies (knowledge and skills): Excellent negotiation, facilitation and communication skills (written and verbal). Knowledge and experience in policy making processes. Ability to formulate Oral Health related policies, guidelines, norms and standards, specifications and contracts, and operational plans. Sound knowledge of Public Service Act & Regulations, Supply Chain Management Policies and related Regulations, Public Finance Management Act and financial policies and practices. Ability to effectively and efficiently manage the Sub-Directorate resources. Good human relations and ability to train and manage and supervise Oral Health staff. Ability to work as part of Oral Health Services multi-disciplinary team or inter-sectoral partners, and independently in terms of decision making and problem solving in a clinical an administrative environment. Basic computer literacy (MS Word, Excel, PowerPoint, Zoom, and Microsoft teams) to enhance service delivery. Ability and willingness to work overtime including weekends and public holidays and to deputies the immediate supervisor should the need arises. Post graduate qualifications or enrolled post graduate qualification.
- DUTIES** : Facilitate implementation of relevant professional's policy, guidelines, protocols and SOPs in line with the Provincial and National policies. Develop and implement the strategic plan and the operational plan. Provide strategic and operational direction to staff and stakeholders. Participate in the development, implementation and monitoring of District Health plans. Strengthen clinical governance and clinical care. Provide measures and guidance on quality assurance to comply with the set quality standards. Utilize health information technology and other health information systems for enhancement of service delivery in the Province. Facilitate performance information management, reporting and accountability. Ensure optimal governance, build capable and accountable strategic leadership and management in the Province. Effective human resource planning to ensure workforce alignment with the current and future needs of the Province. Build an enabled, productive, motivated and empowered workforce. Ensure good financial management to achieve maximum value for money. Ensure equitable distribution of resources to achieve optimal service delivery. Comply with all legal prescripts, Acts, Policies, Circulars, Guidelines, Procedures and Code of Conduct for Public Service. Maintain professional and ethical standards.
- ENQUIRIES APPLICATIONS** : Mr JM Mokgatle Tel No: (051) 408 1504/1
: To: The Director, HRM and Planning Bophelo House, Private Bag x227, Bloemfontein, 9300, or hand deliver @ room Main Building, Ground floor entrance, Cnr Charlotte Maxeke and Harvey Road, Bloemfontein.
- FOR ATTENTION** : Me RD Stallenberg
- POST 35/178** : **DEPUTY DIRECTOR: ORTHOTICS AND PROSTHETICS GRADE 1 REF NO: H/D/29**
- SALARY** : R870 423.per annum, all -inclusive package consists of 70% basic salary and 30% flexible portion that be structured in terms of the applicable rules, Medical Aid (Optional) Employee must meet the prescribed requirements, per annum. (OSD)
- CENTRE** : Health Support Services: Corporate Office; Bloemfontein

- REQUIREMENTS** : Baccalaureus Degree in Medical Orthotics/Prosthetics. Registration with the Health Professions Council of South Africa (HPCSA) in Medical Orthotics/Prosthetics. A minimum of 5 year's appropriate experience in the relevant profession after registration with HPCSA of which 3 years must be appropriate experience on Management level. A Valid Code B driver's license. Current Registration with HPCSA (2022/2023) Knowledge and Skills: Competencies (knowledge/skills): Strong leadership skills used to bring about positive cultural change and a highly productive and engaged workforce. Problem-solving, decision-making, negotiation and conflict-resolution skills. Knowledge and experience in policy making processes. Computer literacy (Microsoft Soft Office package) to enhance service delivery. Operational and general management of the Orthotic and Prosthetic Centers and ensuring service delivery mechanisms, in line with relevant key Policy Frameworks. Competency in Public Sector People Management, Financial Management and Supply Chain Management. Ability to effectively and efficiently manage the Sub-Directorate resources. Competency in information management (data management, analysis, interpretation, target setting, monitoring and evaluation) skills. Ability and willingness to work overtime including weekends and public holidays and to deputies the immediate supervisor should the need arises.
- DUTIES** : Provide a comprehensive strategic and operational leadership and management of Orthotic and Prosthetic service through the development, review, and the implementation the strategic and operational plans. Develop and facilitate inputs on legal prescripts, Acts, Policies, Circulars, Guidelines, and Procedures. Ensure comprehensive Clinical Governance of O&P services, including the development and implementation of clinical protocols, Quality Assurance and Quality Improvement plans, National Core Standards and OHS Act compliance. Ensure comprehensive people management and development of all staff in the component. Ensure good financial management to achieve maximum value for money. Ensure equitable distribution of resources to achieve optimal service delivery. Liaison with internal (DOH) and external (including institutions of Higher Learning) stakeholders to improve continuity of care in respect of training, research and innovation in the field. Utilize health information technology and other health information systems for enhancement of service delivery in the Province. Facilitate performance information management, reporting and accountability.
- ENQUIRIES** : Mr JM Mokgatle Tel No: (051) 408 1504/1
- APPLICATIONS** : To: The Director, Bophelo House, Private Bag x227, Bloemfontein, 9300, or hand deliver @ room Main Building, Ground floor entrance, Cnr Charlotte Maxeke and Harvey Road, Bloemfontein.
- FOR ATTENTION** : Me RD Stallenberg
- POST 35/179** : **DEPUTY DIRECTOR: RADIOGRAPHER GRADE 1 REF NO: H/D/30**
- SALARY** : R870 423.per annum, all -inclusive package consists of 70% basic salary and 30% flexible portion that be structured in terms of the applicable rules, Medical Aid (Optional) Employee must meet the prescribed requirements, per annum. (OSD)
- CENTRE** : Health Support Services: Corporate Office; Bloemfontein
- REQUIREMENTS** : Baccalaureus Degree in Diagnostic Radiography. Registration with the Health Professions Council of South Africa (HPCSA) in Diagnostic Radiography. A minimum of 5 year's appropriate experience in the relevant profession after registration with HPCSA of which 3 years must be appropriate experience on Management level. Valid driver's license. Current Registration with HPCSA (2022/2023) Knowledge and Skills: Competencies (knowledge/skills): Strong leadership skills used to bring about positive cultural change and a highly productive and engaged workforce. Problem-solving, decision-making, negotiation and conflict-resolution skills. Knowledge and experience in policy making processes. Computer literacy (Microsoft Soft Office package) to enhance service delivery. Operational and general management of Radiography services and ensuring service delivery mechanisms, in line with relevant key Policy Frameworks. Competency in Public Sector People Management, Financial Management and Supply Chain Management. Ability to effectively and efficiently manage the Sub-Directorate resources. Competency in information management (data management, analysis, interpretation, target setting, monitoring and evaluation) skills. Ability and

willingness to work overtime including weekends and public holidays and to deputise the immediate supervisor should the need arise.

DUTIES : Provide a comprehensive strategic and operational leadership and management of Radiography service through the development, review, and the implementation of the strategic and operational plans. Develop and facilitate inputs on legal prescripts, Acts, Policies, Circulars, Guidelines, Protocols, and Procedures on radiography. Quality Assurance and Quality Improvement plans, National Core Standards and OHS Act compliance. Ensure comprehensive people management and development of all staff in the component. Ensure good financial management to achieve maximum value for money. Ensure equitable distribution of resources to achieve optimal service delivery. Liaison with internal (DOH) and external (including institutions of Higher Learning) stakeholders to improve continuity of care in respect of training, research and innovation in the field. Utilize health information technology and other health information systems for enhancement of service delivery in the Province. Facilitate performance information management, reporting and accountability. Medical equipment acquisition and deployment. Health technology maintenance management services. Medical equipment risks and quality improvement. Co-ordinate, implement R&D activity in clinical radiographic practice, audits, trials and service delivery strategies.

ENQUIRIES APPLICATIONS : Mr JM Mokgatle Tel No: (051) 408 1504/1
 : To: The Director, Bophelo House, Private Bag x227, Bloemfontein, 9300, or hand deliver @ room Main Building, Ground floor entrance, Cnr Charlotte Maxeke and Harvey Road, Bloemfontein.

FOR ATTENTION : Me P Mpu

POST 35/180 : **MEDICAL OFFICER GRADE 1-3 REF NO: H/M/38 (X4 POSTS)**
 (Applicants might be required to enter into a commuted overtime contract)

SALARY : Grade 1: R833 523 per annum
 Grade 2: R953 049 per annum
 Grade 3: R1 106 037 per annum
 all -inclusive package consists of 70% basic salary and 30% flexible portion that be structured in terms of the applicable rules, Medical Aid (Optional) Employee must meet the prescribed requirements, per annum excluding Commuted Overtime and Rural Allowance.

CENTRE REQUIREMENTS : Xhariep District
 : MBCHB or equivalent Degree Registration with the HPCSA as Medical practitioner (Independent Practice). Proof of current registration with HPCSA (2022/2023). Experience: **Grade 1:** None after registration as Medical practitioner with the Health Professions Council of South Africa (HPCSA) in respect of South African qualified employees. One-year relevant experience after registration as Medical practitioner with recognized a foreign health professional Council in respect of foreign qualified employees, of whom it is not required to perform Community Service, as required in South Africa. **Grade 2:** Minimum of 5 years after registration as medical practitioner with the Health Professions Council of South Africa (HPCSA) in respect of South African qualified employees. Minimum of 6 years' relevant experience after registration as medical practitioner 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:** Minimum of 10 years after registration as Medical practitioner with the Health Professions Council of South Africa (HPCSA) in respect of South African qualified employees. Minimum of 11 years' relevant experience after registration as Medical practitioner 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 and skills: Performing Caesarean Section, giving general & local Anesthesia ATLS, ACLS, PALS, Basic Surgical Skills will be an added advantage. Valid driver's license.

DUTIES : Rendering of clinical services which includes examine and treatment of patients, emergencies, ward rounds, outreach to and operation, procedures. Patient administration. Provide training and leadership to nurses, medical officers doing community services and internships.

ENQUIRIES APPLICATIONS : Dr M T Kalume Tel No: 051 492 2420
 : To: The District Director – Xhariep District, Private Bag X2, Trompsburg, 9913 OR hand delivered at Albert Nzula District Hospital, 22 Louw Street, Trompsburg, 9913.

FOR ATTENTION : MS N Khoabane

POST 35/181 : **PHARMACIST GRADE 1-3 REF NO: H/P/41 (X2 POSTS)**

SALARY : Grade 1: R703 773 - R746 958 per annum, (OSD)
Grade 2: R762 291 - R809 067 per annum, (OSD)
Grade 3: R833 523 - R884 664 per annum, (OSD)
all -inclusive package consists of 70% basic salary and 30% flexible portion that be structured in terms of the applicable rules, Medical Aid (Optional)
Employee must meet the prescribed requirements, per annum. (OSD), excluding Commuted Overtime and Rural Allowance

CENTRE REQUIREMENTS : Xhariep District
: Appropriate bachelor of Pharmacy Degree. Computer literacy. Valid driver's license. Current registration with SAPC (2022/2023). Pharmacist **Grade 1**: Registration with the SAPC as a Pharmacist. None after registration with the SAPC as a Pharmacist in respect of South African qualified employees. One-year relevant experience after registration as Pharmacist with recognized a 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. Pharmacist **Grade 2**: Registration with the SAPC as a Pharmacist. Minimum of 5 years after registration a Pharmacist with the SAPC as a Pharmacist of South Africa (HPCSA) in respect of South African qualified employees. Minimum of 6 years relevant experience after registration as 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. Pharmacist **Grade 3**: Registration with the SAPC as a Pharmacist. Minimum of 13 years after registration as a Pharmacist with the Health Professions Council of South Africa (HPCSA) in respect of South African qualified employees. Minimum of 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.

DUTIES : Render a comprehensive, professional and quality pharmaceutical services in the form of support, assistant, execution of duties and performing of acts, in line with relevant policies, standard operational procedures and legislation. Management of pharmaceutical addendums. Ensure availability of medicine stock through drug supply management and stock control principles. Keeping statistics and compiling reports. Ensure compliance with national core standards. Dispense Medication to patients and clinics. Management and control of medicine stock. Issuing of stock and scheduled medication, calculating of stock levels, control expired medication and maintain drug registers (scheduled 5, 6 and donation). Reduce risk in pharmacy, compile risk assessment and action plan. Ensure adherence to good pharmacy practice rules and regulations. Training of staff, Pharmacist Assistants, interns, community service and other pharmacy support personnel in the district.

ENQUIRIES APPLICATIONS : Ms M Henning Tel No: 051 492 2420
: To: The District Director – Xhariep District, Private Bag X2, Trompsburg, 9913 OR hand delivered at Albert Nzula District Hospital, 22 Louw Street, Trompsburg, 9913.

FOR ATTENTION : Mr. MP Ndlondlo

POST 35/182 : **ASSISTANT MANAGER NURSING: HIV TESTING SERVICES (HTS) PNA7 REF NO: H/A/28**

SALARY : R571 242 per annum plus 13th Cheque, Housing Allowance, Uniform Allowance, Medical Aid (Optional), Employee must meet the prescribed requirements.

CENTRE REQUIREMENTS : HIV & AIDS Directorate: Prevention Management Sub-Directorate
: Diploma/Degree in nursing or equivalent qualification that allows registration with the South African Nursing Council. Registration with the SANC as Professional Nurse. A minimum of 8 years appropriate/ recognizable experience in nursing after registration with the SANC as Professional Nurse 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. Knowledge And Skills: Sound knowledge of the HIV prevention and HIV & AIDS/TB management policies. Appropriate experience in the management of HIV &AIDS/TB AND STI programs. Communication, report

<u>DUTIES</u>	:	writing, presentation, training, management & conflict management skills. Ability to work under pressure. Appropriate financial management knowledge. Manage and support the implementation of the HIV testing services (HTS) guidelines and protocols. To manage and support the implementation of the key HIV prevention strategies in the province. Monitor implementation of HTS services in the community and for key populations. Support the HIV program in implementation of testing modalities. Provide strategic leadership and creation of a social compact for better health outcomes. Liaise with different stakeholders to ensure optimal service delivery Ensure proper programmatic data management. Ensure proper financial management for the HTS program. Provide clinical support and guidance to clinicians.
<u>ENQUIRIES APPLICATIONS</u>	:	Mr. M. Chauke Tel No: (051) 408 1342
<u>FOR ATTENTION</u>	:	To: Acting Director: HRM & Planning, Bophelo House, Private Bag x227, Bloemfontein, 9300, or hand deliver @ room Main Building, Ground floor entrance, Cnr Charlotte Maxeke and Harvey Road, Bloemfontein. Me RD Stallenberg
<u>POST 35/183</u>	:	<u>ASSISTANT DIRECTOR: INTEGRATED SCHOOL HEALTH PROGRAMME & YOUTH HEALTH REF NO: H/A/31</u>
<u>SALARY</u>	:	R571 242 per annum, plus 13 th Cheque, Housing Allowance, Uniform Allowance, Medical Aid (Optional), Employee must meet the prescribed requirements.
<u>CENTRE REQUIREMENTS</u>	:	MNCWH & Youth Health Directorate: Bophelo House Diploma/Degree in nursing or equivalent qualification that allows registration with the South African Nursing Council. Registration with the SANC as Professional Nurse. A minimum of 8 years appropriate/ recognizable experience in nursing after registration with the SANC as Professional Nurse 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. Current Registration with SANC (2022/2023). Knowledge and Skills: Communication, report writing, presentation, training, management & conflict management skills. Ability to work under pressure. Knowledge of School Health & Youth Health Policies.
<u>DUTIES</u>	:	Provide leadership and guidance in the implementation of Integrated School Health Programme (ISHP) & Youth Health policies in the province. Collaborate with relevant stakeholders to improve performance of ISHP & Youth Health programmes. Coordinate and facilitate the implementation of the HPV, Td & Deworming Campaigns. Develop skills and knowledge of health care providers to improve service delivery. Utilize the allocated resources effectively and efficiently. Monitor and evaluate ISHP and Youth Health service to ensure the attainment of strategic objectives.
<u>ENQUIRIES APPLICATIONS</u>	:	Mr. FD Bohlale Tel No: (051) 408 1281
<u>FOR ATTENTION</u>	:	To: Acting Director: HRM & Planning, Bophelo House, Private Bag x227, Bloemfontein, 9300, or hand deliver Bophelo House, Ground Floor, Cnr Charlotte Maxeke and Harvey Road, Bloemfontein. Me RD Stallenberg
<u>POST 35/184</u>	:	<u>OPERATIONAL MANAGER NURSING (SPECIALTY UNIT) PNB3 REF NO: H/P/39</u>
<u>SALARY</u>	:	R571 242 per annum, plus 13 th Cheque, Housing Allowance, Uniform Allowance, Medical Aid (Optional), Employee must meet the prescribed requirements.
<u>CENTRE REQUIREMENTS</u>	:	Dihlabeng Regional Hospital Diploma/Degree in nursing or equivalent qualification that allows registration with the South African Nursing Council. Registration with the SANC as Professional Nurse plus a post-basic nursing qualification in Advanced Midwifery and Neonatology Nursing Science qualification with a duration of at least 1 year, accredited with SANC. A minimum of 9 years appropriate/recognizable experience in nursing after registration with SANC as a Prof Nurse. At least 5 years of the period referred to above must be appropriate / recognizable experience after obtaining the 1-year post – basic qualification. Knowledge and Skills: An additional post basic qualification of one-year duration. Knowledge of the management of people, financial and conflict management. Computer Literacy. Must be willing to work shifts. Ability to provide holistic care.

DUTIES : Provision of optimal, holistic specialized nursing care with set standards and within a professional/Legal framework. Effective utilization of resources (Human &Material). Participation with training and research. Provision of support to nursing services. Maintain professional growth/ethical standards and self-development.

ENQUIRIES APPLICATIONS : Me D. E Masheane Tel No: 058 307 1053
 : To: CEO Dihlabeng Regional Hospital, Private Bag X3, Bethlehem, 9700 Free State or hand delivered Human Resource, First floor, Dihlabeng Regional Hospital, Bethlehem, 9700, Free State.

FOR ATTENTION : Mr S. Shabangu

POST 35/185 : **ASSISTANT DIRECTOR: OCCUPATIONAL THERAPY (GRADE 1) REF NO: H/A/30**

SALARY : R525 087 per annum, OSD, plus 13th Cheque, Housing Allowance, Uniform Allowance, Medical Aid (Optional), Employee must meet the prescribed requirements.

CENTRE REQUIREMENTS : Health Support Services: Corporate Office; Bloemfontein
 : Baccalaureus Degree in Occupational Therapy. Registration with the Health Professions Council of South Africa (HPCSA) in the relevant profession (where applicable). A minimum of 3 year's appropriate experience in the relevant profession after registration with HPCSA (where applicable) Current Registration with HPCSA (2022/2023). Knowledge And Skills: Computer literacy in MS Word, MS PowerPoint and MS Excel or MS Project. Knowledge of PFMA and Public Service Regulations and Public Procurement Practices Notes implementation. Knowledge of the key stakeholders and their relevancy. Good understanding on laundry. Conversant with Occupational Health and Safety Act and SANS Codes on Laundry and Linen Management. Good understanding on laundry process flows, equipment, consumables and key stakeholders and their relevancy. Good interpersonal communication (written and verbal skills). Ability to work independently and under extreme pressure.

DUTIES : Effective management, administration and supervision on a daily basis of occupational therapy vocational evaluation and rehabilitation services based on health related strategic, operational and performance plans and regulation. Formulating and review vocational evaluation and rehabilitation occupational therapy centers policies, guidelines, plans and standard operating procedures related and applicable to health. Ensure a sustainable and quality clinical occupational therapy vocational services are rendered, through a comprehensive assessment and rehabilitation services, In accordance with Occupational Therapy principles and methods. Monitoring and evaluation of the Occupational Therapy Vocational Evaluation and Rehabilitation center through health care information- fee performance, coding- licensing-, OHSC-, risk system, etc. Governance and effective management of Financial, Human and Physical resources as per Vocational Evaluation and Rehabilitation Component and Cost Center. Collaborate with relevant stakeholders to build capacity of and support occupational therapy practitioners in the province across sectors on the development and implementation of vocational evaluation and rehabilitation programs. Ensure personal and professional development of vocational evaluation and rehabilitation occupational therapist, occupational therapists, occupational therapy students, associated health care workers and clients/patients through skills-, community development and research as well as marketing projects, execute any related activities as directed by the immediate supervisor.

ENQUIRIES APPLICATIONS : Ms C Vrey Tel No: (051) 408 1504/1
 : To: The Director, Bophelo House, Private Bag x227, Bloemfontein, 9300, or hand deliver @ room Main Building, Ground floor entrance, Cnr Charlotte Maxeke and Harvey Road, Bloemfontein.

FOR ATTENTION : Me RD Stallenberg

POST 35/186 : **ASSISTANT DIRECTOR: ENVIRONMENTAL HEALTH GRADE 1 REF NO: H/A/32**

SALARY : R517 326 per annum, plus 13th Cheque, Housing Allowance, Uniform Allowance, Medical Aid (Optional), Employee must meet the prescribed requirements.

CENTRE : Health Support Services: Corporate Office: Bloemfontein

<u>REQUIREMENTS</u>	:	Bachelor's Degree or B-Tech in Environmental Health Registration with the Health Professions Council of South Africa (HPCSA) in the relevant profession (where applicable). A minimum of 3 year's appropriate experience in the relevant profession after Registration with HPCSA (where applicable) Current Registration for HPCSA (2022/2023). A Valid Code B driver's license. Knowledge and Skills: Competencies (knowledge/skills): Excellent negotiation, facilitation and communication skills (written and verbal). Good human relations and ability to teach and train staff within a team. Knowledge and experience in policy making processes. Appropriate understanding of Environmental Health scope of practice and norms and standards. Basic computer literacy (MS Word, Excel and PowerPoint presentation) to enhance service delivery. Ability to work as part of multi-disciplinary team at all levels and work effectively to maintain a high level of service delivery. Basic understanding of HR, SCM and financial policies and practices. Ability to assist in formulation of Environmental Health related policies, guidelines, norms and standards, specifications and contracts, and operational plans.
<u>DUTIES</u>	:	Develop, monitor and implement environmental health related policies, guidelines, plans, norms and standards and procedures as it relates to Hazardous Substances, Waste Management, Pest Control and related Regulations; Coordinate Hazardous Substances, Waste Management, Pest Control. Collaborate with relevant stakeholders to build capacity of and support Environmental Health Practitioners in Province and Municipalities. Ensure effective and efficient resource management. Manage and mitigate risks related to health care risk waste, hazardous substances and pest control. Maintain sound financial and supply chain management discipline. Establish, attend and convene provincial forums that seek to further the aims of waste reduction and green economy in the province. Monitor waste management, Utilize health information technology and other health information systems for enhancement of service delivery in the Province. Analyse, interpret, and generate reports for decision making. Ability and willingness to work overtime including weekends and public holidays and to deputies the immediate supervisor should the need arise. Execute any related activities as directed by the immediate supervisor.
<u>ENQUIRIES APPLICATIONS</u>	:	Mr. L. Leshabane Tel No: (051) 408 1540/1 or 1407
	:	To: The Director, HRM and Planning, P O Box 227, Bloemfontein, 9300 or hand delivered @ entrance, Bophelo House, Cnr Charlotte Maxeke and Harvey Roads, Bloemfontein.
<u>FOR ATTENTION</u>	:	Me R Stellenberg
<u>POST 35/187</u>	:	<u>OPERATIONAL MANAGER NURSING PNA 5 REF NO: H/P/43</u>
<u>SALARY</u>	:	R450 939 per annum, plus 13 th Cheque, Housing Allowance, Uniform Allowance, Medical Aid (Optional), Employee must meet the prescribed requirements.
<u>CENTRE REQUIREMENTS</u>	:	Dihlabeng Regional Hospital
	:	Diploma/Degree in Nursing or equivalent qualification that allows registration with SANC as Professional Nurse. A minimum of 7 years appropriate/recognizable experience in nursing after registration with the SANC as Professional Nurse in General Nursing. Current registration with the South African Nursing Council (SANC). Registration for 2022/2023. Experience in Maternal and child Knowledge and Skills: An additional post basic qualification of one-year duration. Knowledge of the management of people, financial and conflict management. Computer Literacy. Must be willing to work shifts. Ability to provide holistic care.
<u>DUTIES</u>	:	Coordinate Maternal child and perinatal care. Provision of optimal, holistic specialized nursing care with set standards and within a professional/Legal framework. Effective utilization of resources (Human &Material). Participation with training and research. Provision of support to nursing services. Maintain professional growth/ethical standards and self-development.
<u>ENQUIRIES APPLICATIONS</u>	:	Me D. E Masheane Tel No: 058 307 1053
	:	To: CEO, Dihlabeng Regional Hospital, Private Bag X3, Bethlehem, 9700 Free State or hand delivered Human Resource, First floor, Dihlabeng Regional Hospital, Bethlehem, 9700 Free State.
<u>FOR ATTENTION</u>	:	Mr S. Shabangu

<u>POST 35/188</u>	:	<u>CLINICAL PROGRAM COORDINATOR: PNA5 REF NO: H/C/33 (X1 POST)</u>
<u>SALARY</u>	:	R450 939 per annum, plus 13 th Cheque, Housing Allowance, Uniform Allowance, Medical Aid (Optional), Employee must meet the prescribed requirements.
<u>CENTRE REQUIREMENTS</u>	:	Xhariep District
	:	Diploma/Degree in Nursing or equivalent that allows registration with the South African Nursing Council as professional Nurse. A minimum of 7 years appropriate /recognizable experience in nursing after Registration with the SANC as a professional nurse in General Nursing. Registration with SANC (2022/2023). Knowledge and Skills: Good communication and Interpersonal relations. Ability to function under pressure and with multi-disciplinary team. Qualifications in post basic Health Care Management will be an added advantage. Computer Literacy.
<u>DUTIES</u>	:	Facilitate and oversee the development of operational/business plans to give strategic guidelines. Provide professional and technical support for the provision of quality patient care through proper management of relevant programs. Maintain standards and norms of nursing practice to promote the health status of health care users. Develop and implement quality assurance/ infection control/ occupational Health & safety programs, guidelines, protocols, norms and standards. Utilize information technology (IT) and other management information systems to manage information for the enhancement of service delivery. Establish, maintain and participate in inter-professional and multi-disciplinary teamwork that promotes effective and efficient health care. Manage and utilize resources in accordance with relevant directives and legislation.
<u>ENQUIRIES APPLICATIONS</u>	:	Mr IL Moisi Tel No: 051 492 2420
	:	To: The District Director – Xhariep District, Private Bag X2, Trompsburg, 9913 OR hand delivered at Albert Nzula District Hospital, 22 Louw Street, Trompsburg, 9913.
<u>FOR ATTENTION</u>	:	Mr MP Ndondlo
<u>POST 35/189</u>	:	<u>PROFESSIONAL NURSE SPECIALTY (CLINICAL MENTOR - PHC) PNB1-PNB2 REF NO: H/P/29 (X2 POSTS)</u>
<u>SALARY</u>	:	Grade 1: R388 974 - R450 939 per annum Grade 2: R478 404 - R588 390 per annum Plus 13 th Cheque, Housing Allowance, Uniform Allowance, Medical Aid (Optional), Employee must meet the prescribed requirements.
<u>CENTRE REQUIREMENTS</u>	:	HIV/AIDS Directorate - Xhariep District
	:	Diploma/Degree in nursing or equivalent qualification that allows registration with the South African Nursing Council as Professional Nurse plus a post-basic nursing qualification in Clinical Nursing Science, Health assessment treatment and care (Primary Health Care) with a duration of at least 1 year, accredited with SANC. Current registration with the South African Nursing Council. Registration for 2022/2023 Grade 1: A minimum of 4 years appropriate/recognizable experience in nursing after registration with SANC as a Prof Current registration with the South African Nursing Council (SANC) as Professional Nurse. Grade 2: A minimum of 14 years appropriate/recognizable experience in nursing after registration with SANC as a Prof Nurse. At least 10 years of the period referred to above must be appropriate / recognizable experience after obtaining the 1-year post – basic qualification of the period referred to above. A valid driver's license. Knowledge And Skills: Good communication and interpersonal skills. Strong ability to work within a team. Ability to work independently, under pressure and meet deadlines. Be willing to travel extensively. Good communication and interpersonal skills. Strong ability to work within a team. Knowledge of policies and HIV/AIDS management and ALL treatment policies and guidelines. Appropriate experience in the Management of HIV/AIDS Programs. NIMART & ACC Trained.
<u>DUTIES</u>	:	Provide clinical mentoring, in-service training & professional development of Health Workers in all clinical programs Dissemination & regular review of protocols, policies & mandates for all clinical programs & ensure the implementation of new developments by Clinicians. Coaching & mentoring of Participants after training to ensure the completion of workbooks & clinical practice. Strengthens the comprehensive clinical care in order to improve the performance outcomes of the programs. Liaise with different stakeholders to

ensure optimal service delivery. Monitoring & evaluation of all clinical programs. Compile reports.

ENQUIRIES : Me L. Van Turha Tel No: 051- 408 1703
APPLICATIONS : To: Acting Director: HRM and Planning, PO Box 227, Bloemfontein, 9300 or hand deliver @ room Main Building, Ground floor entrance, Cnr Charlotte Maxeke and Harvey Road, Bloemfontein.

FOR ATTENTION : Me RD Stallenberg

POST 35/190 : **PROFESSIONAL NURSE SPECIALTY (CLINICAL MENTOR - PHC) PNB1-PNB2 REF NO: H/P/31 (X3 POSTS)**

SALARY : Grade 1: R388 974 - R450 939 per annum
Grade 2: R478 404 - R588 390 per annum
Plus 13th Cheque, Housing Allowance, Uniform Allowance, Medical Aid (Optional), Employee must meet the prescribed requirements.

CENTRE : HIV/AIDS Directorate - Mangaung Metro District
REQUIREMENTS : Diploma/Degree in nursing or equivalent qualification that allows registration with the South African Nursing Council as Professional Nurse plus a post-basic nursing qualification in Clinical Nursing Science, Health assessment treatment and care (Primary Health Care) with a duration of at least 1 year, accredited with SANC. Current registration with the South African Nursing Council. Registration for 2022/2023 **Grade 1:** A minimum of 4 years appropriate/recognizable experience in nursing after registration with SANC as a Prof Current registration with the South African Nursing Council (SANC) as Professional Nurse. **Grade 2:** A minimum of 14 years appropriate/recognizable experience in nursing after registration with SANC as a Prof Nurse. At least 10 years of the period referred to above must be appropriate / recognizable experience after obtaining the 1-year post – basic qualification of the period referred to above. A valid driver's license. Knowledge and Skills: Good communication and interpersonal skills. Strong ability to work within a team. Ability to work independently, under pressure and meet deadlines. Be willing to travel extensively. Good communication and interpersonal skills. Strong ability to work within a team. Knowledge of policies and HIV/AIDS management and ALL treatment policies and guidelines. Appropriate experience in the Management of HIV/AIDS Programs. NIMART & ACC Trained.

DUTIES : Provide clinical mentoring, in-service training & professional development of Health Workers in all clinical programs Dissemination & regular review of protocols, policies & mandates for all clinical programs & ensure the implementation of new developments by Clinicians. Coaching & mentoring of Participants after training to ensure the completion of workbooks & clinical practice. Strengthens the comprehensive clinical care in order to improve the performance outcomes of the programs. Liaise with different stakeholders to ensure optimal service delivery. Monitoring & evaluation of all clinical programs. Compile reports.

ENQUIRIES : Me L. Van Turha Tel No: 051- 408 1703
APPLICATIONS : District Director, Mangaung Metro District, PO Box 441, Bloemfontein, 9300 or hand deliver, Bloemfontein.

FOR ATTENTION : Mr Mokoqo

POST 35/191 : **PROFESSIONAL NURSE SPECIALTY (CLINICAL MENTOR - PHC) PNB1-PNB2 REF NO: H/P/34 (X3 POSTS)**

SALARY : Grade 1: R388 974 - R450 939 per annum
Grade 2: R478 404 - R588 390 per annum
Plus 13th Cheque, Housing Allowance, Uniform Allowance, Medical Aid (Optional), Employee must meet the prescribed requirements.

CENTRE : HIV/AIDS Directorate - Fezile Dabi District
REQUIREMENTS : Diploma/Degree in nursing or equivalent qualification that allows registration with the South African Nursing Council as Professional Nurse plus a post-basic nursing qualification in Clinical Nursing Science, Health assessment treatment and care (Primary Health Care) with a duration of at least 1 year, accredited with SANC. Current registration with the South African Nursing Council. Registration for 2022/2023. **Grade 1:** A minimum of 4 years appropriate/recognizable experience in nursing after registration with SANC as a Prof Current registration with the South African Nursing Council (SANC) as Professional Nurse. **Grade 2:** A minimum of 14 years appropriate/recognizable experience in nursing after registration with SANC as a Prof Nurse. At least

10 years of the period referred to above must be appropriate / recognizable experience after obtaining the 1-year post – basic qualification of the period referred to above. A valid driver's license. Knowledge and Skills: Good communication and interpersonal skills. Strong ability to work within a team. Ability to work independently, under pressure and meet deadlines. Be willing to travel extensively. Good communication and interpersonal skills. Strong ability to work within a team. Knowledge of policies and HIV/AIDS management and ALL treatment policies and guidelines. Appropriate experience in the Management of HIV/AIDS Programs. NIMART & ACC Trained.

DUTIES : Provide clinical mentoring, in-service training & professional development of Health Workers in all clinical programs Dissemination & regular review of protocols, policies & mandates for all clinical programs & ensure the implementation of new developments by Clinicians. Coaching & mentoring of Participants after training to ensure the completion of workbooks & clinical practice. Strengthens the comprehensive clinical care in order to improve the performance outcomes of the programs. Liaise with different stakeholders to ensure optimal service delivery. Monitoring & evaluation of all clinical programs. Compile reports

ENQUIRIES : Me L. Van Turha Tel No: 051- 408 1703
APPLICATIONS : To: CEO, Fezile Dabi District, PO Box 2005, Sasolburg, 1947 or hand deliver.
FOR ATTENTION : Me Rametsi

POST 35/192 : **PROFESSIONAL NURSE SPECIALITY PNB1- PNB2 REF NO: H/P/37**

SALARY : Grade 1: R388 974 - R450 939 per annum
 Grade 2: R478 404 - R588 390 per annum
 Plus 13th Cheque, Housing Allowance, Uniform Allowance, Medical Aid (Optional), Employee must meet the prescribed requirements.

CENTRE : Dihlabeng Regional Hospital
REQUIREMENTS : Diploma/Degree in nursing or equivalent qualification that allows registration with the South African Nursing Council as Professional Nurse plus a post-basic nursing qualification in Operating Theatre nursing science with a duration of at least 1 year, accredited with SANC. Current registration with the South African Nursing Council. **Grade 1:** A minimum of 4 years appropriate/recognizable experience in nursing after registration with SANC as a Prof Current registration with the South African Nursing Council (SANC) as Professional Nurse. **Grade 2:** A minimum of 14 years appropriate/recognizable experience in nursing after registration with SANC as a Prof Nurse. At least 10 years of the period referred to above must be appropriate / recognizable experience after obtaining the 1-year post – basic qualification of the period referred to above. Registration for 2022/2023 Knowledge and Skills: An additional post basic qualification of one-year duration. Knowledge of the management of people, financial and conflict management. Computer Literacy. Must be willing to work shifts. Ability to provide holistic care.

DUTIES : Provision of optimal, holistic specialized nursing care with set standards and within a professional/Legal framework. Effective utilization of resources (Human &Material). Participation with training and research. Provision of support to nursing services. Maintain professional growth/ethical standards and self-development.

ENQUIRIES : Me D. E Masheane Tel No: 058 307 1053
APPLICATIONS : To: Head of Admin, Dihlabeng Regional Hospital, Private Bag x3, Bethlehem, 9700 Free State or hand delivered Human Resource, First floor, Dihlabeng Regional Hospital, Bethlehem, 9700 Free State.

FOR ATTENTION : Mr S. Shabangu

POST 35/193 : **PROFESSIONAL NURSE SPECIALTY PNB1- PNB2 REF NO: H/P/36**

SALARY : Grade 1: R388 974 - R450 939 per annum
 Grade 2: R478 404 - R588 390 per annum
 Plus 13th Cheque, Housing Allowance, Uniform Allowance, Medical Aid (Optional), Employee must meet the prescribed requirements.

CENTRE : Dihlabeng Regional Hospital
REQUIREMENTS : Diploma/Degree in nursing or equivalent qualification that allows registration with the South African Nursing Council as Professional Nurse plus a post-basic nursing qualification in Advanced Midwifery and Neonatology Science with a duration of at least 1 year, accredited with SANC. Current registration with the South African Nursing Council. Registration for 2022/2023. **Grade 1:** A

minimum of 4 years appropriate/recognizable experience in nursing after registration with SANC as a Prof Current registration with the South African Nursing Council (SANC) as Professional Nurse (2022/2023). **Grade 2:** A minimum of 14 years appropriate/recognizable experience in nursing after registration with SANC as a Prof Nurse. At least 10 years of the period referred to above must be appropriate / recognizable experience after obtaining the 1-year post – basic qualification of the period referred to above. Knowledge And Skills: An additional post basic qualification of one-year duration. Knowledge of the management of people, financial and conflict management. Computer Literacy. Must be willing to work shifts. Ability to provide holistic care.

DUTIES : Provision of optimal, holistic specialized nursing care with set standards and within a professional/Legal framework. Effective utilization of resources (Human &Material). Participation with training and research. Provision of support to nursing services. Maintain professional growth/ethical standards and self-development.

ENQUIRIES : Me D. E Masheane Tel No: 058 307 1053

APPLICATIONS : To: Head of Admin, Dihlabeng Regional Hospital, Private Bag X3, Bethlehem, 9700 Free State or hand delivered Human Resource, First floor, Dihlabeng Regional Hospital, Bethlehem, 9700 Free State.

FOR ATTENTION : Mr S. Shabangu

POST 35/194 : **PROFESSIONAL NURSE; SPECIALTY PNB1-PNB2 (OBSTETRICS & GYNECOLOGY) REF NO: H/P/38 (X8 POSTS)**

SALARY : Grade 1: R388 974 - R450 939 per annum
Grade 2: R478 404 - R588 390 per annum
Plus 13th Cheque, Housing Allowance, Uniform Allowance, Medical Aid (Optional), Employee must meet the prescribed requirements

CENTRE : Pelonomi Tertiary Hospital: Bloemfontein

REQUIREMENTS : Diploma/Degree in nursing or equivalent qualification that allows registration with the South African Nursing Council as Professional Nurse plus a post-basic nursing qualification with a duration of at least 1 year, accredited with SANC. Current registration with the South African Nursing Council. Registration for 2022/2023. **Grade 1:** A minimum of 4 years appropriate/recognizable experience in nursing after registration with SANC as a Professional Nurse. **Grade 2:** A minimum of 14 years appropriate/recognizable experience in nursing after registration with SANC as a Prof Nurse. At least 10 years of the period referred to above must be appropriate / recognizable experience after obtaining the 1-year post – basic qualification of the period referred to above. Knowledge and Skills: Knowledge of Public Service Act and Regulations and Public Finance Management Act (PFMA). Demonstrate and in depth understanding of nursing legislation and related legal and ethical nursing practices and how this impacts on service delivery. Ensure clinical nursing practices by the nursing team in accordance with the scope of practice and nursing standards as determined by the relevant health facility. Promote quality of nursing care as directed by the professional scope of practice and standards as determined by the relevant health facility. Demonstrate and basic understanding of HR and Financial policies and practices. Computer literacy.

DUTIES : Ensure that comprehensive nursing treatment and care is delivered to patients in a cost effective, efficient and equitable manner by the Specialty Units. Ensure compliance to professional and ethical practice. Coordination of optimal holistic specialized nursing care provided within the set standards and professional/ legal framework. Provision of effective support Nursing Services.

ENQUIRIES : Ms MC Molefe Tel No: (051) 405 1140

APPLICATIONS : To: The Chief Executive Officer, Pelonomi Tertiary Hospital, Private Bag X 20581, Bloemfontein, 9300 or hand delivered/ Courier, Ground floor, Block K Dr Belcher Road, Pelonomi Tertiary Hospital, Bloemfontein, 9300.

FOR ATTENTION : Ms F. M. Letloo Tel No: (051) 405 1603

POST 35/195 : **CLINICAL NURSE PRACTITIONER GRADE 1-2 (PHC) REF NO: H/C/34 (X3 POSTS)**

SALARY : Grade 1: R388 974 - R450 939 per annum
Grade 2: R478 404 - R588 390 per annum
Plus 13th Cheque, Housing Allowance, Uniform Allowance, Medical Aid (Optional), Employee must meet the prescribed requirements

CENTRE : Xhariep District

<u>REQUIREMENTS</u>	:	Diploma/Degree in nursing or equivalent qualification that allows registration with the South African Nursing Council as Professional Nurse plus a post-basic nursing qualification with a duration of at least 1 year, accredited with SANC. Current registration with the South African Nursing Council. Registration for 2022/2023. Grade 1: A minimum of 4 years appropriate/recognizable experience in nursing after registration with SANC as a Professional Nurse. Grade 2: A minimum of 14 years appropriate/recognizable experience in nursing after registration with SANC as a Prof Nurse. At least 10 years of the period referred to above must be appropriate / recognizable experience after obtaining the 1-year post – basic qualification of the period referred to above. Attach proof of working experience endorsed by Human Resource Department/ Employer. Knowledge And Skills: Good communication and interpersonal skills. Knowledge of key priority health programs. Computer literacy, Driver's license.
<u>DUTIES</u>	:	Provide comprehensive Nursing Treatment and Care to patients at Primary Health Care (PHC) in a cost effective and equitable manner. Perform a clinical nursing practice in accordance with the scope of practice and nursing standards as determined by the relevant health facility. Provide save patient care. Manage patient's records according to relevant Legislation. Demonstrate an understating of nursing legislation and related and ethical nursing practices. Manage and Monitor proper utilization of human, financial and Physical resources. Detailed key responsibility areas can be obtained from the contact person.
<u>ENQUIRIES</u>	:	Mr. IL Moisi PHC Manager: Xhariep District Tel No: 051 492 2420
<u>APPLICATIONS</u>	:	To: The District Director – Xhariep District, Private Bag X2, Trompsburg, 9913 OR hand delivered at Albert Nzula District Hospital, 22 Louw Street, Trompsburg, 9913.
<u>FOR ATTENTION</u>	:	Mr. MP Ndondlo
<u>POST 35/196</u>	:	<u>ASSISTANT DIRECTOR: CONDOM DISTRIBUTION REF NO: H/A/29</u>
<u>SALARY</u>	:	R382 245 per annum, plus 13 th Cheque, Housing Allowance, Medical Aid (Optional), Employee must meet the prescribed requirements.
<u>CENTRE</u>	:	HIV & AIDS Directorate: Prevention Management Sub-Directorate
<u>REQUIREMENTS</u>	:	Diploma/Degree in Public health/Social Science/Business or Public/Project Management. A minimum of 5 years in HIV experience; at least 3years of the period referred to above must be appropriate/recognizable experience at supervisory level. Well-developed knowledge of monitoring and evaluation. Valid driver's license. Knowledge And Skills: Sound knowledge of the prevention management strategy and HIV & AIDS/TB policies. Appropriate experience in the management of HIV &AIDS programs. Computer Literacy. Communication, report writing, presentation, training, management & conflict management skills. Ability to work under pressure. Appropriate financial management knowledge.
<u>DUTIES</u>	:	Manage and support the implementation of the TB/HIV, STI and HTA guidelines and protocols. To manage and support the implementation of the key prevention strategies in the province. Monitor implementation of condom services including lubricants. Provide community health education. Manage procurement of condoms and lubricants. Manage primary and secondary delivery sites. Provide strategic leadership and creation of a social compact for better health outcomes. Coordinate and conduct outreach campaigns. Liaise with different stakeholders to ensure optimal service delivery. Ensure proper programmatic data management.
<u>ENQUIRIES</u>	:	Mr. M. Chauke Tel No: (051) 408 1342
<u>APPLICATIONS</u>	:	To: Acting Director: HRM and Planning, PO Box 227, Bloemfontein, 9300 or hand deliver @ room Main Building, Ground floor entrance, Cnr Charlotte Maxeke and Harvey Road, Bloemfontein.
<u>FOR ATTENTION</u>	:	Me RD Stallenberg
<u>POST 35/197</u>	:	<u>CLINICAL ASSOCIATE REF NO: H/C/35</u>
<u>SALARY</u>	:	R261 372 per annum per annum, plus 13th Cheque, Housing Allowance, Uniform Allowance, Medical Aid (Optional), Employee must meet the prescribed requirements
<u>CENTRE</u>	:	Thabo Mofutsanyane District
<u>REQUIREMENTS</u>	:	Degree in Clinical Medical Practice. Registration with the HPCSA as a Clinical Associate. A minimum of 2 years appropriate experience after registration with

the HPCSA as a Clinical Associate. Valid driver's license Knowledge and Skills: Knowledge of HIV/AIDS Policies and guidelines. Medical male circumcision training.

DUTIES : Obtaining patient history and performing physical examination according to level of training. Ordering or performing diagnostic and therapeutic procedures for common conditions. Promote implementation of Men's health services. Participate in marketing of HIV&AIDS Prevention strategy. Monitoring, evaluation and reporting of VMMC services. Effective and efficient utilization of resources.

ENQUIRIES : Mr. M. Chauke Tel No: 051 408 1342

APPLICATIONS : To: The Director – Thabo Mofutsanyana District, Private Bag X824, Witsieshoek, 9780 OR hand delivered.

FOR ATTENTION : Deputy Director: Admin Mr. Mashinini

POST 35/198 : **PHARMACIST ASSISTANT (POST BASIC) REF NO: H/P/42**

SALARY : Grade 1: R211 509 – R238 260 per annum
Grade 2: R245 466 - R260 535 per annum
Grade 3: R265 998 - R304 152 per annum
Plus 13th Cheque, Housing Allowance, Uniform Allowance, Medical Aid (Optional), Employee must meet the prescribed requirements.

CENTRE : Xhariep District

REQUIREMENTS : Registration with the SAPC as a Pharmacist Assistant (Post basic). **Grade 1:** None after registration with the SAPC as Pharmacist's Assistant (Post- Basic) **Grade 2:** A minimum of 5 years appropriate experience as Pharmacist Assistant after registration as a Pharmacist Assistant (Post- Basic) with the SAPC. Registration with the SAPC as Pharmacist Assistant **Grade 3:** A minimum of 13 years appropriate experience as. Pharmacist Assistant after registration as a Pharmacist Assistant (Post- Basic) with the SAPC. Current registration with SAPC (2022/2023). Knowledge and Skills: Own discipline, knowledge of relevant legislations, regulations, policies implementation and information management, quality assurance and improvement programmes, communication and problem solving, computer literacy, stress tolerance objectiveness and empathy. Acquaintance with standard operating procedures and health care standards treatment guidelines, work effectively as part of a team.

DUTIES : Work under directive supervision of a pharmacist within the scope of the following duties. Stock control which includes, receiving, issuing, reporting and maintenance of stock (electronic and manual systems). Ensure proper storage of medicines. Dispensing of medicine including the receive, read and checking of prescriptions for legality, authenticity and validity. Ensuring appropriate use of medicine. Executing dispensary administration functions. Participate in pharmacy education programs. Advice and support patients and other health care professionals regarding pharmaceutical issues. Network with all stakeholders. Addressing pharmacovigilance.

ENQUIRIES : Ms M Henning Tel No: 051 492 2420

APPLICATIONS : To: The District Director – Xhariep District, Private Bag X2, Trompsburg, 9913 OR hand delivered at Albert Nzula District Hospital, 22 Louw Street, Trompsburg, 9913.

FOR ATTENTION : MS N Khoabane