

**PROVINCIAL ADMINISTRATION: FREE STATE
DEPARTMENT OF HEALTH**

CLOSING DATE : 24 February 2023

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) (only when shortlisted). 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.

OTHER POSTS

POST 05/157 : **MEDICAL SPECIALIST GRADE 1-3: (GENERAL SURGERY) REF NO: H/M/1**

SALARY : Grade 1: R1 156 308 - R1 227 255 per annum, OSD, (excluding Commuted Overtime)
Grade 2: R1 322 100 - R1 403 235 per annum, OSD, (excluding Commuted Overtime)
Grade 3: R1 534 356 - R1 918 284 per annum, OSD, (excluding Commuted Overtime)
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.

CENTRE : Bongani Regional Hospital; Welkom

- REQUIREMENTS** : Appropriate qualification that allows registration with the HPCSA as Medical specialist in a normal Specialty in Surgery. Current valid registration with HPSA as a Medical Specialist in Surgery, Current registration with the HPCSA for the period of 2023/2024. Experience **Grade 1:** None after registration as a Medical Specialist with Health Professional Council of South Africa (HPCSA) in respect of South African qualified employees. **Grade 2:** A minimum of 5 years' appropriate experience as Medical Specialist after registration with HPCSA in a recognised sub speciality **Grade 3:** A minimum of 10 years appropriate experience as Medical Specialist after registration with HPCSA in a recognised sub speciality. A valid driver's license. Be a South African citizen or be a permanent resident. Knowledge and Skills: Responsible management of resources, team-player willing to support other clinical disciplines when they are short-staffed, presentation skills, planning and organizing.
- DUTIES** : Rendering clinical services, medical administration and management teaching, training and research. The candidate will also have to participate in outreach activities and commuted overtime. Maintain quality assurance standard. To be responsible for service delivery within the department. To fulfil the administrative, academic and research requirements in the facility. To supervise and manage Medical Interns and Community Service Medical Officers in the department. Render in-outreach support services to other levels of care and the district.
- ENQUIRIES** : Dr. RL Mkatsane Tel No: 057 916 8000
- APPLICATIONS** : To Be Send To: The Chief Executive Officer, Bongani Regional Hospital, Private Bag X29 Welkom, 9460, No. 01 Mothusi Road, Thabong, Bongani Regional Hospital, 3rd Floor – Human Resource Management.
- FOR ATTENTION** : Mr. T. Tsoho
- POST 05/158** : **MEDICAL SPECIALIST GRADE 1-3 (FAMILY MEDICINE) REF NO: H/M/2**
- SALARY** : Grade 1: R1 156 308 - R1 227 255 per annum, OSD, (excluding Commuted Overtime)
Grade 2: R1 322 100 - R1 403 235 per annum, OSD, (excluding Commuted Overtime)
Grade 3: R1 534 356 - R1 918 284 per annum, OSD, (excluding Commuted Overtime)
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.
- CENTRE** : Mangaung Metro District Health: Bloemfontein
- REQUIREMENTS** : Appropriate qualification that allows registration with the HPCSA as Medical specialist in a normal Specialty in Family Medicine. Current valid registration with HPSA as a Medical Specialist in Family Medicine, Current registration with the HPCSA for the period of 2023/2024. Experience **Grade 1:** None after registration as a Medical Specialist with Health Professional Council of South Africa (HPCSA) in respect of South African qualified employees. **Grade 2:** A minimum of 5 years' appropriate experience as Medical Specialist after registration with HPCSA in a recognised sub speciality **Grade 3:** A minimum of 10 years appropriate experience as Medical Specialist after registration with HPCSA in a recognised sub speciality. A valid driver's license. Be a South African citizen or be a permanent resident. Knowledge and Skills: Ability to read, write and speak in at least two of the three languages of the Free State. Computer literacy (MS Office) is mandatory. Ability to perform basic laparoscopic surgery.
- DUTIES** : Render an efficient and cost- effective family medicine service to patients managed by the institutions and the District Health Care services by an outcome-based approach, and reduce maternal, stillborn and perinatal neonatal fatality rate. Assist with effectiveness and efficient administration of family medicine as a specialist. Ensure the rotational use of resources (medical/surgical sundries and equipment) Assist the Clinical Manager Medical with Antibiotic stewardship. Work as an active team member with the DCST Family Physician and MNCWH&Y district coordinator in conducting RCA of all maternal deaths in the District and come up with recommendation to mitigate MD. Effective and efficient training of clinical staff, including elective students.
- ENQUIRIES** : Dr S Mokwena; Clinical Manager Tel No: 051 – 271 0104
- APPLICATIONS** : To be send to: The District Director, Mangaung Metro District Health Service, no 4 President Brand Street, Bloemfontein 9300 or hand deliver to (For Attention HR/Admin Mr TA Mokoqo)

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| <u>POST 05/159</u> | : | <u>MEDICAL SPECIALIST GRADE 1-3: OBSTETRICS AND GYNAECOLOGY REF NO: H/M/3</u> |
| <u>SALARY</u> | : | Grade: R1 156 308 - R1 227 255 per annum, OSD, (excluding Commuted Overtime) Grade 2: R1 322 100 - R1 403 235 per annum, OSD, (excluding Commuted Overtime) Grade 3: R1 534 356 - R1 918 284 per annum, OSD, (excluding Commuted Overtime) 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. |
| <u>CENTRE REQUIREMENTS</u> | : | Dihlabeng Regional Hospital: Bethlehem Appropriate qualification that allows registration with the HPCSA as Medical specialist in a normal Specialty in Ophthalmology. Current valid registration with HPSA as a Medical Specialist in Ophthalmology, Current registration with the HPCSA for the period of 2023/2024. Experience Grade 1 : None after registration as a Medical Specialist with Health Professional Council of South Africa (HPCSA) in respect of South African qualified employees. Grade 2 : A minimum of 5 years' appropriate experience as Medical Specialist after registration with HPCSA in a recognised sub speciality Grade 3 : A minimum of 10 years appropriate experience as Medical Specialist after registration with HPCSA in a recognised sub speciality. A valid driver's license. Be a South African citizen or be a permanent resident. Knowledge and Skills: Knowledge of Public service legislation, policies and procedures. Excellent time management, written and verbal communication skills and report writing skills. Good-interpersonal skills with colleagues and other departments. Honesty, integrity and high work ethics. |
| <u>DUTIES</u> | : | Service delivery and medical administration: Provide outreach, in-reach and Support services, rendering commuted overtime is compulsory. Involvement in teaching and training. Conduct Research. Perform clinical governance and ensure compliance with all legal and statutory requirements with FSDOH. OHSC, HPCSA, CMSA. Medical Administration Perform all reasonable duties as directed by the Head of Clinical Services. Conducting clinical audits Monitoring and evaluating of relevant clinical effectiveness indicators. |
| <u>ENQUIRIES APPLICATIONS</u> | : | Dr WJ Selfridge (Head Clinical Service) 058 307 1032 To be send to: CEO: Dihlabeng Regional Hospital Private Bag X3, Bethlehem, or hand delivered @ Human Resources, First Floor, Dihlabeng Regional Hospital, Bethlehem, Free State. 9700 |
| <u>FOR ATTENTION</u> | : | S Shabangu |
| <u>POST 05/160</u> | : | <u>MEDICAL SPECIALIST GRADE 1-3(FAMILY PHYSICIAN) REF NO: H/F/1</u> |
| <u>SALARY</u> | : | Grade 1: R1 156 308 - R1 227 255 per annum, OSD, (excluding Commuted Overtime) Grade 2: R1 322 100 - R1 403 235 per annum, OSD, (excluding Commuted Overtime) Grade 3: R1 534 356 - R1 918 284 per annum, OSD, (excluding Commuted Overtime) 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. |
| <u>CENTRE REQUIREMENTS</u> | : | Botshabelo District Hospital: Botshabelo Appropriate qualification that allows registration with the HPCSA as Medical specialist in a normal Specialty in Family Medicine. Current valid registration with HPSA as a Medical Specialist in Family Physician, Current registration with the HPCSA for the period of 2023/2024. Experience: Grade 1 : None after registration as a Medical Specialist with Health Professional Council of South Africa (HPCSA) in respect of South African qualified employees. Grade 2 : A minimum of 5 years' appropriate experience as Medical Specialist after registration with HPCSA in a recognised sub speciality Grade 3 : A minimum of 10 years appropriate experience as Medical Specialist after registration with HPCSA in a recognised sub speciality. A valid driver's license. |
| <u>DUTIES</u> | : | Support the hospitals with all aspects of service delivery related to family practice. Support dissemination and implementation of clinical protocols and standards treatment guidelines aligned with national norms and standards. |

Maintain personal competency as a family physician by spending 10 to 20% of time on continuing professional educational and clinical care at the regional or tertiary hospital. Spend at least 80% of time on supporting the improvement of health services within the hospital. Facilitate and participate in the training and mentorship of health professional and student within the health sciences. Support surveillance, health information, communication and referral system. Support and participate in risk management activities, clinical audit and quality improvement cycles. Implement effective monitoring and evaluation processes, data use and reporting. Initiate, support or participate in relevant research. Engage with local community, relevant organizations and private providers as required. Present regular on activities, health services and Programmes. Participate in provincial and national initiatives to save mothers, babies and children.

ENQUIRIES : Dr VA Torres Tel No: 051 533 0200/01
APPLICATIONS : To: The Chief Executive Officer, Botshabelo District Hospital Private Bag X527, Botshabelo, 9781.

FOR ATTENTION : Me. M Mokoena

POST 05/161 : **DEPUTY MANAGER NURSING (PN-A8) REF NO: H/D/1**

SALARY : R881 961 - R992 634 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.

CENTRE : Dihlabeng Regional Hospital: Bethlehem
REQUIREMENTS : Diploma/Degree in nursing or equivalent qualification that allows registration with the South African Nursing Council as a Professional Nurse. Current registration with the South African Nursing Council for (SANC) for (2023/2024). Registration with the SANC as Professional Nurse. A minimum of 9 years appropriate/ recognizable experience in nursing after registration with the SANC as Professional Nurse in General Nursing. At least 4 years of the period referred to above must be appropriate/recognizable experience at management level. A post-basic qualification in Nursing Administration and Qualification in Health or other sphere of management will be a recommended. Knowledge and Skills: Knowledge of and application of relevant legislations and policies.

DUTIES : To guide, lead, give professional and technical support to Nursing and Housekeeping Sections for the realization of strategic goals, objectives of Dihlabeng Regional Hospital and quality patient care by ensuring provision of nursing ethos and professionalism. Develop, monitor and implement policies, programmes, regulation, practices, procedures and standards for Nursing at Dihlabeng Regional Hospital. Maintain team work within and with other professionals. Manage and monitor proper utilization of human, financial and physical resources. Ensure effective participation of nurses in quality assurance and clinical governance programmes.

ENQUIRIES : Dr WJ Selfridge Tel No: 058 307 1032
APPLICATIONS : To: The Acting CEO: Dihlabeng Regional Hospital, Private Bag X 3 Bethlehem, 9700, or Hand deliver.

FOR ATTENTION : T Harris

POST 05/162 : **MEDICAL OFFICER GRADE 1-3 REF NO: H/M/4**
 (Applicants might be required to enter into a commuted overtime contract.)

SALARY : Grade 1: R858 528 per annum
 Grade 2: R981 639 per annum
 Grade 3: R1 139 217 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 : Neurosurgery Department, Universitas Academic Hospital: Bloemfontein
REQUIREMENTS : Appropriate qualification that allows registration with the HPCSA as Medical Practitioner (Independent Practice). Current registration with HPCSA (2023/2024). 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: ACLS, ATLS, APLS

DUTIES

: Candidate will have to perform commuted overtime duties (Compulsory & non-negotiable). Render outreach and support services to other levels of care in our drainage areas (Free State Province). Reduce medical litigation by exercising good clinical ethos. Perform clinical governance and ensure compliance with all legal and statutory requirements with FSDoH OHSC, HPCSA, CMSA, UFS. Medical Administration: Perform all reasonable duties as directed by the Head of Department/Head of Clinical Unit/ Medical Specialist: Neurosurgery Department. Conducting clinical audits. Monitoring and evaluating of relevant clinical effectiveness indicators.

ENQUIRIES

: Prof A Van Aswegen Tel No: 051 405 3009

APPLICATIONS

: Send to: The Chief Executive Officer, Universitas Hospital, Private Bag X20660, Bloemfontein, 9300 Or hand delivered @ Room 1115, First Floor, Universitas Hospital, 1 Logeman Street, Universitas, Bloemfontein

FOR ATTENTION

: Me A Lombard

POST 05/163

: **ASSISTANT MANAGER NURSING: PHC: (PNB4) REF NO: H/A/1**

SALARY

: R642 942 per annum, plus 13th Cheque, Housing Allowance, Uniform Allowance, Medical Aid (Optional), Employee must meet the prescribed requirements.

CENTRE

: Mangaung Metro District Health Services: Bloemfontein

REQUIREMENTS

: Diploma/Degree in nursing or equivalent qualification that allows registration with the South African Nursing Council as professional nurse. Current registration with SANC for (2023/2024). Registration with the South African Nursing Council (SANC) as Professional Nurse plus a post-basic nursing qualification with a duration of at least 1 year in curative skills in primary health care accredited with SANC. A minimum of 10 years appropriate/recognizable experience in nursing after registration with SANC as a Prof Nurse. At least 6 years of the period referred to above must be appropriate / recognizable experience in a specific specialty after obtaining the 1-year post – basic qualification in the relevant specialty. At least 3 years of the period referred to above must be appropriate / recognizable experience at Management Level. Valid driver's license. Knowledge And Skills: Experience in the Primary Health Care settings. Monitor and analyse data quality assessment. Ability to work under pressure and deliver within tight deadlines. Travelling extensively and work extra hours. Strong ability to build and work as a team member. Computer literacy. Good communication skills. Strong management and leadership skills. 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 area. Support and oversee the implementation of key priority programs. Conduct regular support visits to the clinics. Provide the supervisory role of human resource management. Provide financial management and procurement processes. -Provide leadership and guidance on information management for the local area performance timeliness, reliability, validity accuracy and completeness identity. Develop and monitor risks within the local area of responsibility.

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 area. Support and oversee the implementation of key priority programs. Conduct regular support visits to the clinics. Provide the supervisory role of human resource management. Provide financial management and procurement processes. -Provide leadership and guidance on information management for the local area performance timeliness, reliability, validity accuracy and completeness identity. Develop and monitor risks within the local area of responsibility.

ENQUIRIES

: Mr WA Maletle at (060) 969 4559

APPLICATIONS

: To: The District Manager, Mangaung Metro Health Services, FSPC, No 4 President Brand Street, Bloemfontein, 9300.

FOR ATTENTION

: Mr TA Mokoqo

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| <u>POST 05/164</u> | : | <u>ASSISTANT MANAGER NURSING AREA (PNA7) REF NO: H/A/2</u> |
| <u>SALARY</u> | : | R588 378 per annum, plus 13 th Cheque, Housing Allowance, Uniform Allowance, Medical Aid (Optional), Employee must meet the prescribed requirements. |
| <u>CENTRE REQUIREMENTS</u> | : | <p>Corporate Office: Bloemfontein</p> <p>Diploma/Degree in nursing or equivalent qualification that allows registration with the South African Nursing Council as professional nurse. 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. Current registration with SANC for (2023/2024). Knowledge And Skills: Knowledge of all health programs e.g. HIV/ ADIS, TB, EP and MCWH and a full understanding of key indicators within these programs. Good communication skills. Ability to work independently and in a multi-disciplinary team context. Analytic thinking independent decision making and problem-solving skill. Responsive and proactive with flexible approach. Good co-ordination and planning skills. Complaints management skills. E. Health strategy. Knowledge and understanding of the legislative framework governing the Public Service. Knowledge of data use, data triangulation and target setting as well as understanding measurements of routine data accuracy are essential. Ability to work under pressure, and should be able to deliver under tight deadlines together with willingness to work extra hours. Prepared to travel within the Free State Province. A self-starter with the ability to work under minimum/or no supervision, pay attention to detail and should have experience at managerial level. A demonstrable understanding of accountability and ability to engage at all levels of authority, be able to think analytically and contextually and have experience in conducting research and managing. Tanning skills and report writing are fundamental Good communication & interpersonal skills including patience as well as highly enthusiastic attitude. Good understanding of how the public health service functions. Collecting and recording of data. Knowledge of data security/confidentiality as well as being able to understand the Health Information policy. Excellent leadership ability, time management, conflict management, stress management, motivational skills. Knowledge Management and Research in the Public Sector is important.</p> |
| <u>DUTIES</u> | : | <p>Improve quality of health information in the Free State Province. Manage and utilization of resources in accordance with relevant directives and Legislations. Support the training of the new clinical records and HPRSN of the PHC, Co-ordinate and monitor data quality assessment. Co- ordinate, conducting and capturing of Patient experience survey by institutions/ facilities. Provide in-service training, mentoring and support subordinates to execute their functions effectively and efficient. Support creation of audited trail in facilities to meet recommendation from AG. Review PIDS and NIDS for the department, Participate in data quality and data alignment workshops on behalf of the Department and implement resolution thereof. Ability to analyse data and dissemination of information. Supervisory role for human resources and project related concerns in the unit to ensure that good quality data is provided to the provincial department as well as giving feedback to all stake holders. Provide leadership and guidance to information management directorate on performance information reliability, accuracy and completeness as well as the development of data quality monitoring tools and implementation thereafter. Conduct support visit on quarterly basis to the district and facilities on aspects such as data quality and implementation of policies DHIMS and guideline and SOPs. Lead the development and implementation of data elements and training them after. Identify and provide support to district and program managers. Design and implement training program that will improve data quality and use for the departmental staff members at all levels of care as well as performance tracking indicators. Support the directorate with planning and implementation of TB/HIV Integration (SMARTER) and DHIS 2 systems in the facilities as well as supporting preparations of district health plans in relation to information management. Analyse changes and patterns in key indicators, information management performance reports in order to make recommendations and strategies to close the gap. Implement capacity building activities to provincial, district and facility information offices in terms of data manipulation, data quality issues, records management and data element definitions and meta data. Conduct the ANC Survey for the Free State</p> |

Province. Support DDC at the hospital/PHC set up and Rationalization of registers for PHC. Management together with the daily data capturing processes in institutions. Implement data sign off processes in the institutions and Reconciliation of data.

- ENQUIRIES APPLICATIONS** : Dr Chikobvu Tel No: 051408 1738/ 051408 1704
- FOR ATTENTION** : 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.
- POST 05/165** : Me RD Stallenberg
- POST 05/165** : **OPERATIONAL MANAGER NURSING PNB 3: (NEONATAL HIGH CARE) REF NO: H/O/1**
- SALARY** : R588 378 - R662 220 per annum, plus 13th Cheque, Housing Allowance, Uniform Allowance, Medical Aid (Optional), Employee must meet the prescribed requirements.
- CENTRE REQUIREMENTS** : Botshabelo District Hopsital: Botshabelo
- CENTRE REQUIREMENTS** : Diploma/Degree in nursing or equivalent qualification that allows registration with the South African Nursing Council as a Professional nurse. Registration with the SANC as Professional Nurse plus a post-basic nursing qualification in Midwifery and Neonatology 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 in General Nursing. At least 5 years of the period referred to above must be appropriate / recognizable experience in the specific specialty after obtaining the 1-year post – basic qualification. Current registration with SANC for (2023/2024). Knowledge And Skills: Good communication and interpersonal skills. Knowledge of key priority health programs. Knowledge and understanding of the National Core Standards and Ideal Clinic realization program. Strong Management and Leadership skills. Computer Literacy.
- DUTIES** : Overall Supervision of staff and control quality patient care in the facility. Ensure formulation and availability of Clinical Patient Care Protocol and Policies in the department. Ensure effective implementation and evaluation of quality Primary Health Care Package. Accountable for overall and effective Management of Quality Nursing Services. Responsible for the implementation of the disciplinary measures.
- ENQUIRIES APPLICATIONS** : Me. M Mokoena Tel No: (051) 5330229
- FOR ATTENTION** : To: The Chief Executive Officer, Botshabelo District Hospital Private Bag x 527, Botshabelo 9781.
- FOR ATTENTION** : Me. M Mokoena
- POST 05/166** : **OPERATIONAL MANAGER NURSING PNB3: (PEADS) REF NO: H/O/2**
- SALARY** : R588 378 - R662 220 per annum, plus 13th Cheque, Housing Allowance, Uniform Allowance, Medical Aid (Optional), Employee must meet the prescribed requirements.
- CENTRE REQUIREMENTS** : Botshabelo District Hopsital: Botshabelo
- CENTRE REQUIREMENTS** : Diploma/Degree in nursing or equivalent qualification that allows registration with the South African Nursing Council as a Professional nurse. Registration with the SANC as Professional Nurse plus a post-basic nursing qualification in Advanced Nursing in Paediatrics 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 in General Nursing. At least 5 years of the period referred to above must be appropriate / recognizable experience in the specific specialty after obtaining the 1-year post – basic qualification. Current registration with SANC for (2023/2024). Knowledge and skills: Good communication and interpersonal skills. Knowledge of key priority health programs. Knowledge and understanding of the National Core Standards and Ideal Clinic realization program. Strong Management and Leadership skills. Computer Literacy.
- DUTIES** : Overall Supervision of staff and control quality patient care in the facility. Ensure formulation and availability of Clinical Patient Care Protocol and Policies in the department. Ensure effective implementation and evaluation of quality Primary Health Care Package. Accountable for overall and effective Management of Quality Nursing Services. Responsible for the implementation of the disciplinary measures.
- ENQUIRIES** : Me. M Mokoena Tel No: (051) 5330229.

APPLICATIONS : To: The Chief Executive Officer, Botshabelo District Hospital Private Bag x 527, Botshabelo, 9781.

FOR ATTENTION : Me. M Mokoena

POST 05/167 : **OPERATIONAL MANAGER PNB 3 (SPECIALIZING IN THEATER) REF NO: H/O/5**

SALARY : R588 378 - R662 220 per annum, plus 13th Cheque, Housing Allowance, Uniform Allowance, Medical Aid (Optional), Employee must meet the prescribed requirements.

CENTRE REQUIREMENTS : Mofumahadi Manapo Mopeli Regional Hospital: Qwa-Qwa
 : Diploma/Degree in Nursing or equivalent qualification that allow registration with SANC as a Professional Nurse plus a post-basic nursing qualification with a duration of at least 1-year in Advanced experience in Nursing. A minimum of 9 years appropriate/recognizable experience in nursing after registration with SANC as a Prof Nurse in General Nursing. At least 5 years of the period referred to above must be appropriate / recognizable experience in the specific specialty after obtaining the 1-year post – basic qualification. Current registration with SANC for (2023/2024). Knowledge And Skills: Good communication and interpersonal skills. Knowledge of key priority health programs. Computer literacy. A valid driver's license will be an added advantage.

DUTIES : Supervise the provision of an effective and efficient patients peri-operative care through adequate nursing care in Operating theater. Supervise, Coordinate and monitor the implementation of nursing care plan and evaluation thereof. Supervise assessment patient's condition pre-operatively and ongoing throughout surgery, and ensuring that instruments and necessary supplies are available for patients' surgery. Supervise preparation of operating room with surgical equipment, sterile linen and supplies that will be needed during surgery. Ensure that equipment is functioning correctly. Maintains patient safety standards in procedure room, operating room and recovery room. Prepare timely and accurate records of patients' history and recovery charts. Participate in the formulation, and implementation of relevant nursing guidelines, standards and procedures. Manage and monitor proper utilization of human, financial and material resources.

ENQUIRIES APPLICATIONS : Me. Kobeli MF: Acting Head of Nursing Tel No: (058) 718 3200/3204
 : To: CEO: Private Bag X 820, Witsieshoek, 9870 or hand delivered @ Room 246, 1st floor, Mofumahadi Manapo Mopeli Regional Hospital, Mampoi Street, Witsieshoek.

FOR ATTENTION : Mr. SR Makoko: Senior Human Resource Officer)

POST 05/168 : **ASSISTANT MANAGER: ENVIRONMENTAL HEALTH GRADE 1 REF NO: H/A/3**

SALARY : Grade 1: R540 840 - R600 255 per annum
 Grade 2: R618 396 - R686 304 per annum
 Plus 13th Cheque, Housing Allowance, Uniform Allowance, Medical Aid (Optional), Employee must meet the prescribed requirements

CENTRE REQUIREMENTS : Mangaung Metro District Health Service: Bloemfontein
 : Bachelor's Degree or B-Tech or equivalent qualifications in Environmental Health Registration with the Health Professions Council of South Africa (HPCSA) in the relevant profession. A minimum of 3 year's appropriate experience in the relevant profession after Registration with HPCSA. Current Registration for HPCSA for (2023/2024). Valid Driver's license. Knowledge And 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 build and work effectively to maintain a high level service delivery. Ability to build and work as a team as part of multidisciplinary team at all levels and work effectively to maintain a high level service delivery. Basic understanding of HR/SCM and financial policies and practices. Ability to assist in formulation of policies, guidelines and operational plans.

DUTIES : Develop, monitor and implement environmental health related policies, guidelines, plans, norms and standards and procedures as it relates to

Foodstuffs Cosmetics and Disinfectants Act and related Regulations; Notifiable Medical Conditions Regulations, and Regulations Relating to the Management of Human Remains; Coordinate and implement the surveillance of food premises; surveillance of communicable diseases, and disposal of the dead. Collaborate with relevant stakeholders to build capacity of and support Environmental Health Practitioners in Province and Municipalities on the implementation of programmes for the surveillance of food premises, surveillance of communicable diseases, and disposal of the dead. Ensure private, provincial and municipal events compliance to environmental health regulations. Execute any related activities as directed by the immediate supervisor.

- ENQUIRIES APPLICATIONS** : Mr. Golele Tel No: (051) 271 0104
 : To: HR, Mangaung Metro District Office, FSPC, President Brand No4, Bloemfontein 9300 P O Box 227, Bloemfontein, 9300 or hand delivered Mangaung Metro District Office, FSPC, President Brand No4, Bloemfontein, 9300.
- FOR ATTENTION** : Mr TA Mokoqo
- POST 05/169** : **CHIEF RADIOGRAPHER: GRADE 1 REF NO: H/C/12**
- SALARY** : R487 305 per annum, plus 13th Cheque, Housing Allowance, Medical Aid (Optional), Employee must meet the prescribed requirements
- CENTRE REQUIREMENTS** : Mangaung Metro District Health Services: Bloemfontein
 : Degree/Diploma in Diagnostic Radiography. Registration with HPCSA AS Diagnostic Radiographer. A minimum of 3 years' experience in the profession after registration with HPCSA. Current registration with HPCSA for the year 2023/2024. Knowledge and Skills: Basic (22 weeks) obstetrics sonar and a valid driver's license.
- DUTIES** : Exercise clinical responsibility to ensure optimal service delivery: Ensure patient care during imaging for optimal diagnostic purpose of more advanced or specialized nature. Apply the correct protocols to obtain optimal imaging Practice radiation protection to minimize radiation dose to staff, patients and general public. Develop and implement quality system in line with national and international standards. Implement quality assurance programs for quality service delivery. Formulate, implement and monitor the execution of policies and protocols at institution level. Management of resources to ensure optimal service delivery at institution level: Supervision and evaluation of subordinates for efficient and effective workflow in the department. Organization of staff to provide efficient and effective service delivery. Training of a more advanced nature of subordinates. Identify skills development needs. Monitor proper utilization of equipment, store and expenditure
- ENQUIRIES APPLICATIONS** : Mr S Mokwena. Tel: 051-271 0104
 : To: District Director, Mangaung Metro District, PO Box 441, Bloemfontein, 9300 or hand deliver at HR Office, FSPC NO 4 Pres Brand Street, Bloemfontein.
- FOR ATTENTION** : Mr Mokoqo
- POST 05/170** : **OPERATIONAL MANAGER GENERAL (MALE WARD) (PNA5) REF NO: H/O/3**
- SALARY** : R464 466 per annum, plus 13th Cheque, Housing Allowance, Uniform Allowance, Medical Aid (Optional), Employee must meet the prescribed requirements.
- CENTRE REQUIREMENTS** : Botshabelo District Hopsital: Botshabelo
 : 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 SANC for (2023/2024). Knowledge And Skills: Good communication and Interpersonal skills. Ability to function with a multidisciplinary team. Knowledge and understanding of National Core Standards and Ideal clinic realization program. Strong management and leadership skills. Computer Literacy.
- DUTIES** : To ensure a comprehensive nursing treatment and care services is delivered to patients in a cost effective and equitable manner. Ensure compliance to professional and ethical practice. Coordination of optimal, holistic specialized nursing care provided within set standards and professional/ legal framework. Provision of effective training and research. Maintain professional growth/legal

standards and self-development. Manage effectively the utilization and supervision of HR. Coordinate mother and child program. Provide holistic nursing care to patients in a specialty unit, in a cost effective, efficient and equitable manner. Ensure compliance to national core standards and ten -point plan. Management of assets. Identify, manage and control risks. Data management and report writing.

ENQUIRIES : Mr. TM Manamathela Tel No: (051) 533 0211/ 0210
APPLICATIONS : To the Chief Executive Officer, Botshabelo District Hospital, Private Bag X 527, Botshabelo, 9781. Hand delivery to: Botshabelo District Hospital
FOR ATTENTION : Me. M Mokoena

POST 05/171 : **OPERATIONAL MANAGER GENERAL (MDR-TB UNIT) REF NO: H/O/4**
Re-Advertised (Those who previously applied are encouraged to apply)

SALARY : R464 466 – R562 803 per annum, plus 13th Cheque, Housing Allowance, Uniform Allowance, Medical Aid (Optional), Employee must meet the prescribed requirements

CENTRE : Dr J S Moroka District Hospital MDR-TB Unit: Thaba Nchu
REQUIREMENTS : 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. Current Registration with SANC for (2023/2024). A valid driver's license. Knowledge and Skills: A background in DR-TB ward will be advantageous. Good communication & interpersonal skills including patience as well as highly enthusiastic attitude. Good management of human resource and good and services. Good understanding of how the public health service functions. Ability to analyse data and dissemination of information. Excellent leadership ability, time management, conflict management, stress management, and motivational skills. Ability to teach and mentor subordinates and key stakeholders within the facility. Ability to encourage and participate Research projects.

DUTIES : Manage, coordinate TB /DRTB in the ward and other referring districts. Interpret and analyses the NHLS monthly report and advice the referring districts in this regard. Participate in data quality and data alignment workshops on behalf of the hospital and implement resolution thereof. Participation in district health plan discussion in relation to TB/DR TB. Analyse changes on the patient's condition in order to make recommendations in relation to patient care. Provide in-service training, mentoring and support subordinates to execute their functions effectively and efficiently. Support creation of audited trail requirements of the Auditor General and evidence to account for financial and nonfinancial activities within the directorate. Supervisory role for human resources in the directorate to ensure that good quality TB and CDC care is provided to the community of the Free State. Design and implement training programs that will improve data quality and performance indicators. Ability to prepare reports to provincial and national departments of health, and to be able to share challenges relating to the program with the district teams. Analyse challenges that are associated with the referring facilities and report on them. She or He must be able to create a platform for continuity of care post discharge of patients.

ENQUIRIES : Me M.A. Morigihlane Tel No: (051) 408-1794
APPLICATIONS : To: Acting Chief Executive Officer Dr JS Moroka Hospital Private Bag X707 Selossha Thaba Nchu, 9783.
FOR ATTENTION : Dr C Lesenyeho-Lejakane

POST 05/172 : **DISTRICT INFORMATION OFFICER (PNA5) REF NO: H/D/2**

SALARY : R464 466 per annum, plus 13th Cheque, Housing Allowance, Uniform Allowance, Medical Aid (Optional), Employee must meet the prescribed requirements

CENTRE : Fezile Dabi District: Sasolburg
REQUIREMENTS : 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 SANC for (2023/2024). Knowledge and Skills: Good communication and Interpersonal skills.

- DUTIES** : Co-ordination of functions within the unit that will ensure an effective and efficient Information Technology/Data Management. Support Services for all data users and data capturers and the supervision of subordinates e.g Data Clerks and their functions at District level and local area. Implement fully DHMIS policy and Standard Operating Procedure (SOP) at District level. Training staff regarding data elements and indicators, collation, processing, interpretation and feedback to the facilities, and/or use of tick registers. Training staff on data quality. Assessment and use for all staff for purpose of auditing trails at District level using reconciliation forms. Support visit to verify all the data collection tools are available and to make sure that the data is correctly recorded and signed off by operational manager and communicate with the District managers regarding errors. Ensure aggregated and patient based data into the relevant health systems (e.g. DHIS, TIER.Net and ETRINet, HPRS etc.) is captured correctly on a daily basis within agreed timeframes with a high standard of accuracy. Identify, resolve or query missing data and errors observed during data entry, electronic checks or manual reviews daily, weekly and monthly and give feedback to facilities regarding errors. Conduct data quality checks and provide basic feedback to District manager and health care workers on a weekly basis. Draw a follow up report from web. DHIS and management report from Tier.net and give to District manager. Do validation checks and ensure that edits are done timeously. Provide support if the District has a Local Area Network (LAN) set up between reception/District manager computer and consulting room computers check the main server computer monthly to ensure that backups from each consulting room have been saved to the server computer. Ensure that all new staff are orientated on health information management system in the District. Provide support and participation regarding development of policies, circulars, guidelines, procedures and various records and documentation for department. Ensure that all computers are fully operational at local area for hospital and PHC and report any malfunctioning of IT related problems to the Network Controller. Receive ART quarterly TIER.net export (zipped xml format) from data capture and hospital information officer and compile comprehensive reports. Obtain report from systems analysed data with appropriate pivot tables and charts from sub district and use to generate District feedback. Conduct weekly spot checks — correlation of registers with what has been captured in systems, filing practices for data verification and audits. Conduct internal audits.
- ENQUIRIES** : Me. S Korkie at 082 552 7224
- APPLICATIONS** : To: Private Bag X 2005, Sasolburg, 1947 hand delivery: 17 Fichardt Street, Sasolburg – Fezile Dabi District Office
- FOR ATTENTION** : Me. W.R. van Loggerenberg
- POST 05/173** : **CLINICAL PROGRAMME COORDINATOR (TB) (PNA5) REF NO: H/T/1**
- SALARY** : R464 466 per annum, plus 13th Cheque, Housing Allowance, Uniform Allowance, Medical Aid (Optional), Employee must meet the prescribed requirements.
- CENTRE** : Botshabelo District Hopsital: Botshabelo
- REQUIREMENTS** : Diploma/Degree in Nursing or equivalent qualification that allows registration with SANC as Professional Nurse. A minimum of 7 years appropriate/recognizable experience in TB Disease after registration with the SANC as Professional Nurse in General Nursing. Current registration with SANC for (2023/2024). Knowledge and Skills: Proven experience in TB Management Programmes. Good communication and Interpersonal skills including patience as well as highly enthusiastic attitude. Good understanding of how the public health service functions. Ability to analyses data and dissemination of information. Excellent leadership ability, time management, conflict management, stress management, and motivational skills. Ability to teach and mentor other key stakeholders within the health sector. Experience in Project Management Involvement with Research projects. Valid Driver's License. Knowledge of key priority health programs. Knowledge and understanding of National Core Standards and Ideal clinic realization program. Strong management and leadership skills. Computer Literacy.
- DUTIES** : Manage, coordinate TB program and the implementation of TB disease Guidelines. Interpret and analyses the monthly report and advice in this regard. Participate in data quality and data alignment workshops on behalf of the Institution and implement resolution thereof. Participation in districts health

plans discussion in relation to TB/DR TB and Communicable Control Disease management. Analyse changes and patterns in key indicators performance reports in order to make recommendations and monitor quality improvement plans of the districts. Identify challenges and provide support to clinics and hospitals and provide feedback to the directorate and districts management teams and other relevant program managers. Provide in-service training, mentoring and support subordinates to execute their functions effectively and efficiently. Ability to prepare reports to provincial and national departments of health, and to be able to share challenges relating to the program with the district teams.

ENQUIRIES : Mr. TM Manamathela Tel No: (051) 533 0211/ 0210
APPLICATIONS : To: The Chief Executive Officer, Botshabelo District Hospital Private Bag X 527, Botshabelo, 9781.
FOR ATTENTION : Me. M Mokoena

POST 05/174 : **PROFESSIONAL NURSE SPECIALITY (MATERNITY) (PNB1-PNB2) REF NO: H/C/1**

SALARY : Grade 1: R400 644 - R464 466 per annum
 Grade 2: R492 756 - R606 042 per annum
 Plus 13th Cheque, Housing Allowance, Uniform Allowance, Medical Aid (Optional), Employee must meet the prescribed requirements.

CENTRE : Botshabelo District Hospital. Botshabelo
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 Midwifery and Neonatal Nursing Science with a duration of at least 1 year, accredited with SANC. Current registration for (2023/2024).
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. Knowledge And Skills: Good communication and interpersonal skills. Knowledge of key priority health programs. Knowledge and understanding of the National Core Standards and Ideal Clinic realization program. Strong Management and Leadership skills. Computer Literacy.

DUTIES : Ensure that a holistic nursing care service is delivered to patients in a cost effective, efficient an equitable manner by Nursing Units. Ensure compliance to professional and ethical practice. Detailed key performance areas can be obtained from the contact person.

ENQUIRIES : Mr. TM Manamathela Tel No: (051) 533 0211/ 0210
APPLICATIONS : To: The Chief Executive Officer, Botshabelo District Hospital, Private Bag X 527, Botshabelo, 9781. Hand delivery to: Botshabelo District Hospital
FOR ATTENTION : Me. M Mokoena

POST 05/175 : **PROFESSIONAL NURSE SPECIALITY (TRAUMA) (PNB1 – PNB2) REF NO: H/C/2**

SALARY : Grade 1: R400 644 – R464 466 per annum
 Grade 2: R492 756 - R606 042 per annum
 Plus 13th Cheque, Housing Allowance, Uniform Allowance, Medical Aid (Optional), Employee must meet the prescribed requirements.

CENTRE : Botshabelo District Hospital: Botshabelo
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 Critical Care and Trauma Nursing with a duration of at least 1 year, accredited with SANC. Current registration for (2023/2024). 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. Knowledge And Skills: Good communication and interpersonal skills. Knowledge of key priority health programs. Knowledge and understanding of the National Core Standards and Ideal Clinic realization program. Strong Management and Leadership skills. Computer Literacy.

DUTIES : Ensure that a holistic nursing care service is delivered to patients in a cost effective, efficient an equitable manner by Nursing Units. Ensure compliance to professional and ethical practice. Detailed key performance areas can be obtained from the contact person.

ENQUIRIES : Mr. TM Manamathela Tel No: (051) 533 0211/ 0210

APPLICATIONS : To The Chief Executive Officer, Botshabelo District Hospital Private Bag X 527, Botshabelo 9781. Hand delivery to: Botshabelo District Hospital

FOR ATTENTION : Me. M Mokoena

POST 05/176 : **PROFESSIONAL NURSE SPECIALTY (OPHTHALMOLOGY) (PNB1 – PNB2) REF NO: H/C/3**

SALARY : Grade 1: R400 644 – R464 466 per annum
Grade 2: R492 756 - R606 042 per annum
Plus 13th Cheque, Housing Allowance, Uniform Allowance, Medical Aid (Optional), Employee must meet the prescribed requirements.

CENTRE REQUIREMENTS : Botshabelo District Hospital: Botshabelo
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 Ophthalmology with a duration of at least 1 year, accredited with SANC. Current registration with SANC (2023/2024). **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. Knowledge And Skills: Good communication and interpersonal skills. Knowledge of key priority health programs. Knowledge and understanding of the National Core Standards and Ideal Clinic realization program. Strong Management and Leadership skills. Computer Literacy.

DUTIES : Ensure that a holistic nursing care service is delivered to patients in a cost effective, efficient an equitable manner by Nursing Units. Ensure compliance to professional and ethical practice. Detailed key performance areas can be obtained from the contact person.

ENQUIRIES APPLICATIONS : Mr. TM Manamathela, Tel No: (051) 533 0211/ 0210

FOR ATTENTION : To: The Chief Executive Officer, Botshabelo District Hospital Private Bag X 527, Botshabelo, 9781. Hand delivery to: Botshabelo District Hospital
Me ME Mokoena

POST 05/177 : **PROFESSIONAL NURSE SPECIALTY (ADVANCED MIDWIFERY) (PNB1- PNB2) REF NO: H/P/3**

SALARY : Grade 1: R400 644 – R464 466 per annum
Grade 2: R492 756 - R606 042 per annum
Plus 13th Cheque, Housing Allowance, Uniform Allowance, Medical Aid (Optional), Employee must meet the prescribed requirements.

CENTRE REQUIREMENTS : Stoffel Coetzee District Hospital: Smithfield
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 with a duration of at least 1 year, accredited with SANC. Current registration with SANC (2023/2024). **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 in the specific specialty after obtaining the 1-year post – basic qualification of the period referred to above. A valid driver's license. Knowledge And Skills: Good communication skills. Good interpersonal skills. Ability to work under pressure. Computer Literacy.

DUTIES : Provide comprehensive nursing treatment and care to patients in a specialty unit in a cost effective, efficient 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. Compile Unit base Stats and submit to Operational Manger General Unit for verification and submission to relevant stakeholders. Be an all-rounder by assisting in other units of the hospital where needs arise. Act as shift leader in Unit (where necessary). Coordinate the provision of effective training and where possible including research projects for nursing services specific to Maternity unit. Provide and demonstrate an understanding save patient care practices. Manage patient's records according to relevant Legislation. Manage stock and equipment in accordance with clinical and economic imperatives. Demonstrate an understanding of nursing legislation and related legal and ethical nursing

practices. Detailed Key Performance Area can be obtained from the contact person.

ENQUIRIES : Mr JM Molupe Tel No: (051) 6831120/0168

APPLICATIONS : To: CEO Stoffel Coetzee District Hospital, Private Bag X5, Smithfield, 9966 or hand deliver.

FOR ATTENTION : Mr. TJ Molise

POST 05/178 : **PROFESSIONAL NURSE SPECIALTY (CRITICAL CARE/ ICU) (PNB1-PNB2) REF NO: H/P/4**

SALARY : Grade 1: R400 644 – R464 466 per annum
Grade 2: R492 756 - R606 042 per annum
Plus 13th Cheque, Housing Allowance, Uniform Allowance, Medical Aid (Optional), Employee must meet the prescribed requirements.

CENTRE REQUIREMENTS : Mofumahadi Manapo Mopeli Regional Hospital: Qwa-Qwa
iploma/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 Critical Care with a duration of at least 1 year, accredited with SANC. Current registration with SANC for (2023/2024). **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 in the specific specialty 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. Demonstrate Knowledge of legal and ethical guidelines relating to nursing practices. Understanding of key priority programs. Computer literacy. A valid driver's licence will be an added advantage. Ability to work under pressure and long standing periods.

DUTIES : Respond rapidly to medical emergencies experienced by patients in ICU. Develop and implement individualized nursing care plan, based on patient's needs. Continuous invasive monitoring of critically ill and unstable patients. Conduct various test, including blood gas analysis and interpretation thereof identify change in patient condition and respond appropriately. Administer prescribed treatments, assist and prepare for various invasive medical procedures. Document and record all the activities pertaining to patient treatment and other related unit's activities. Manage critically ill patient on mechanical ventilators. Work collaboratively with other members of multidisciplinary team members. Manage and monitor proper utilization of human, financial and material resources.

ENQUIRIES : Ms MF Kobeli: Assistant Director: Nursing Tel No: (058) 718 3200

APPLICATIONS : To: CEO: Private Bag X 820, Witsieshoek, 9870 or hand delivered Room 246, 1st floor, Mofumahadi Manapo Mopeli Regional Hospital, Mampoi Street, Witsieshoek

FOR ATTENTION : Mr SR Makoko: Senior Human Resource Officer)

POST 05/179 : **PROFESSIONAL NURSE SPECIALTY (PEADS) (PNB1 – PNB2) REF NO: H/C/4**

SALARY : Grade 1: R400 644 – R464 466 per annum
Grade 2: R492 756 - R606 042 per annum
Plus 13th Cheque, Housing Allowance, Uniform Allowance, Medical Aid (Optional), Employee must meet the prescribed requirements.

CENTRE REQUIREMENTS : Botshabelo District Hopsital: Botshabelo
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 Advanced Paediatrics with a duration of at least 1 year, accredited with SANC. A minimum of 4 years appropriate/recognizable experience in nursing after registration with SANC as a Prof Nurse. At least 1 years of the period referred to above must be appropriate / recognizable experience in the specific specialty after obtaining the 1-year post – basic qualification. Current registration with SANC for (2023/2024). Knowledge And Skills: Good communication and interpersonal skills. Knowledge of key priority health programs. Knowledge and

understanding of the National Core Standards and Ideal Clinic realization program. Strong Management and Leadership skills. Computer Literacy.

DUTIES : Ensure that a holistic nursing care service is delivered to patients in a cost effective, efficient and equitable manner by Nursing Units. Ensure compliance to professional and ethical practice. Detailed key performance areas can be obtained from the contact.

ENQUIRIES APPLICATIONS : Mr. TM Manamathela Tel No: (051) 533 0211/ 0210

FOR ATTENTION : To: The Chief Executive Officer, Botshabelo District Hospital Private Bag X 527, Botshabelo 9781. Hand delivery to: Botshabelo District Hospital
Mr ME Mokoena

POST 05/180 : **PROFESSIONAL NURSE SPECIALITY (ADVANCED MIDWIFERY) (PNB1-PNB2) REF NO: H/P/5**

SALARY : Grade 1: R400 644 – R464 466 per annum
Grade 2: R492 756 - R606 042 per annum
Plus 13th Cheque, Housing Allowance, Uniform Allowance, Medical Aid (Optional), Employee must meet the prescribed requirements.

CENTRE REQUIREMENTS : Fezile Dabi District Health Services: Sasolburg
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 with a duration of at least 1 year, accredited with SANC. Current registration with SANC for (2023/2024). **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 in the specific specialty after obtaining the 1-year post – basic qualification of the period referred to above. A valid driver's license. Knowledge And Skills: Good interpersonal and communication skills.

DUTIES : Provide comprehensive nursing treatment and care to patients in a specialty unit in a cost effective, efficient and equitable manner. Act as shift leader in Unit (where necessary) Coordinate the provision of effective training and research for nursing services. Provision of administrative services. Provision of clinical services, usage of machineries and equipment.

ENQUIRIES APPLICATIONS : Me Pule Tel No: 016 492 0507

FOR ATTENTION : To: Private Bag X 2005, Sasolburg, 1947 hand delivery: 17 Fichardt Street, Sasolburg – Fezile Dabi District Office
Me. W.R. van Loggerenberg

POST 05/181 : **CLINICAL NURSE PRACTITIONER (PHC) (CLINICAL MENTOR) - PHC) (PNB1 – PNB2) REF NO: H/P/6 (X2 POSTS)**
Re-Advertised (Those who previously applied are encouraged to apply)

SALARY : Grade 1: R400 644 – R464 466 per annum
Grade 2: R492 756 - R606 042 per annum
Plus 13th Cheque, Housing Allowance, Uniform Allowance, Medical Aid (Optional), Employee must meet the prescribed requirements.

CENTRE REQUIREMENTS : HIV/AIDS Directorate - Fezile Dabi District: Sasolburg
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 SANC for (2023/2024). **Grade 1:** A minimum of 4 years appropriate/recognizable experience in nursing after registration with SANC. 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. W.R. van Loggerenberg

POST 05/182 : **PROFESSIONAL NURSE: SPECIALTY (THEATER) (PNB 1 – PNB 2) REF NO: H/P/7**

SALARY : Grade 1: R400 644 – R464 466 per annum
 Grade 2: R492 756 - R606 042 per annum
 Plus 13th Cheque, Housing Allowance, Uniform Allowance, Medical Aid (Optional), Employee must meet the prescribed requirements.

CENTRE : Mofumahadi Manapo Mopeli Regional Hospital: Qwa- Qwa
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 SANC for (2023/2024). **Grade 1:** A minimum of 4 years appropriate/recognizable experience in nursing after registration with SANC as a Professional Nurse with post basic nursing qualification in Operating theater nursing science **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: Good communication and interpersonal skills. Knowledge of key priority health programs. Computer literacy. A valid driver’s license will be an added advantage.

DUTIES : Ensure the provision of an effective and efficient patients perioperative care through adequate nursing care in Operating theater. Coordinate and monitor the implementation of nursing care plan and evaluation thereof. Assessing patient’s condition pre-operatively and ongoing throughout surgery, and ensuring that instruments and necessary supplies are available for patients’ surgery. Prepare operating room with surgical equipment, sterile linen and supplies that will be needed during surgery. Ensure that equipment is functioning correctly. Maintains patient safety standards in procedure room, operating room and recovery room. Prepare timely and accurate records of patients’ history and recovery charts. Participate in the formulation, and implementation of relevant nursing guidelines, standards and procedures. Manage and monitor proper utilization of human, financial and material resources.

ENQUIRIES : Me. Kobeli MF: Acting Head of Nursing Tel No: (058) 718 3200/3204
APPLICATIONS : To: CEO: Private Bag X 820, Witsieshoek, 9870 or hand delivered @ Room 246, 1st floor, Mofumahadi Manapo Mopeli Regional Hospital, Mampoi Street, Witsieshoek

FOR ATTENTION : Mr. SR Makoko: Senior Human Resource Officer)

POST 05/183 : **PROFESSIONAL NURSE SPECIALTY (PNB1): (X10 POSTS) PNB1 (TRAUMA, ICU, THEATRE, MATERNITY, PEADS NEPHROLOGY, NEONATOLOGY) (X12 POSTS) GRADE 1-2**

SALARY : Grade 1: R400 644 – R464 466 per annum
 Grade 2: R492 756 - R606 042 per annum

CENTRE : Bongani Regional Hospital: Welkom
REQUIREMENTS : Diploma, Degree in nursing or equivalent that allows registration with the South African Nursing Council. Registration with the SANC as Professional Nurse plus post-basic nursing qualification in (Trauma, ICU, Theatre, Maternity, Peads, Nephrology, Neonatology.) With a duration of at least 1 year, Accredited with SANC. Current registration with the South African Nursing Council (SANC). **Grade 1:** A minimum of 4 years appropriate / recognizable experience in nursing after registration with SANC as a Professional Nurse. Current registration with the South African Nursing Council (SANC) as a Professional Nurse. **Grade 2:** A minimum of 14 years appropriate / recognizable experience in nursing after registration with SANC as a

Professional 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: Good communication skills and interpersonal relations. Ability to work under pressure. Computer Literacy.

DUTIES : Provide comprehensive nursing treatment and care to patients in a specialty unit in a cost effective, efficient and equitable manner. Perform a clinical nursing practice in accordance with the scope of practice and nursing standard as determined by the relevant health facility. Act as shift leader in Unit (where necessary). Coordinate the provision of effective training and research for nursing services. Provide safe patients care. Manage patient's records according to relevant legislation. Manage stock and equipment in accordance with clinical and economic imperatives. Demonstrate and understanding of nursing legislation and related legal and ethical nursing practices. Detailed Key Performance Areas. Can be obtained from the contact person.

ENQUIRIES : Mr. C Monareng Tel No: 057 916 8000
APPLICATIONS : To be send to: The Chief Executive Officer, Bongani Regional Hospital, Private Bag X29 Welkom, 9460, No. 01 Mothusi Road, Thabong, Bongani Regional Hospital, 3rd Floor – Human Resource Management

FOR ATTENTION : Mr. T. Tsoho

POST 05/184 : **ASSISTANT DIRECTOR: MONITORING AND EVALUATION REF NO: H/A/4**

SALARY : R393 711 per annum, plus 13th Cheque, Housing Allowance, Medical Aid (Optional), Employee must meet the prescribed requirements.

CENTRE : Information Management, Research and Knowledge Management: Corporate Office: Bloemfontein

REQUIREMENTS : Appropriate Bachelor's Degree majoring in Statistics/ B. Com Statistics / Degree in Health Sciences / Degree in Health Economics or any other relevant Bachelor's degree field at NQF 7 as recognized by SAQA, plus 3-5 years' functional experience in monitoring and evaluation of data management processes, which 3 years' must be supervisory level. Valid driver's license. Knowledge and Skills: Knowledge of government prescripts (Public Service Act, 1994, Public Service Regulations, 2016, Promotion of Access to Information Act, 2000 and Public Finance Management Act, 1999) Knowledge of data use, data triangulation and target setting as well as understanding measurements of routine data accuracy are essential and strategic planning. Experience in facility/institution data collection processes the enables data quality and monitoring and evaluation processes. Knowledge of research/evaluation principles and methodologies. Knowledge of health information systems and data sources relating to health systems. Experience in health data collection and management systems is an added advantage Facilitation skill. Leadership skills. Report writing skills. Analytical skills. Problem solving skills. Strategic planning skills. Training skills and wworking knowledge of Microsoft excel. Good communication & interpersonal skills including patience as well as highly enthusiastic attitude. Good understanding of how the public health service functions. Knowledge of data security/confidentiality as well as being able to understand the Health Information policy. Excellent leadership ability, time management, project management, stress management, motivational skills and strong negotiation skills. Health related statistical experience and knowledge of organizational behavior are added advantages.

DUTIES : Implement the Departments/ district Monitoring and Evaluation Policy and /or implementation Strategy (in line with national and provincial frameworks). Implement Departments/district Monitoring and Evaluation Reporting format (inclusive of reporting time-frames) in line with the Departments Annual Performance Plan as well as the. Ensure that the capacity of the Department/district on matters related to monitoring and evaluation (of non-financial performance) is improved continuously. This includes provision of information sessions and/or advice to managers, senior managers, inclusive of resource/verification documents as required by the Auditor General. Monitor and report on the performance of the Department in relation to the following: Outcome based Provincial Plan, Department Annual Performance Plan, etc. Implement M &E contextual frame work for the directorate/ district that will support data collection, data management systems and reporting process for all the levels of care as well as knowledge of key data quality indicators. Provide leadership and guidance to information management

directorate/district on performance information reliability, accuracy and completeness as well as the development of data quality monitoring tools and implementation thereafter. Provide leadership to the directorate/district on compliant with M&E Policies and Implementation of Strategic & Performance plan as well as risk management plans. Identify and provide support to district and program managers with operations research and program evaluation activities. Implement M &E training program that will improve data quality and use for the departmental staff members at all levels of care as well as performance tracking indicators. Provide M&E technical oversight to information management M&E activities in the relevant districts and facilities. Provide the information directorate with M&E related strategic planning and provide target setting support to districts; and programs. Provide M&E training needs of all relevant staff at the district and levels of care to ensure implementation of effective mechanism for institutional performance monitoring and evaluation and reporting in all the facilities. Support the districts with possible solutions for the identified M &E gaps on data quality issues as well as critical analysis of the district health plans in relation to information management. Implement and maintain all required action plans of the M+E system to ensure successful achievement of the M+E goals of the directorate/district. To perform specialist duties on monitoring and evaluation to improve data quality. A self-starter with the ability to work under minimum/or no supervision, pay attention to detail and should have experience at managerial level. A demonstrable understanding of accountability and ability to engage at all levels of authority, be able to think analytically and contextually and have experience in conducting research and managing. Tanning skills and report writing are fundamental. Ability to work under pressure, and should be able to deliver under tight deadlines together with willingness to work extra hours.

- ENQUIRIES** : Dr Chikobvu Tel No: 051 408 1738/ 051 408 1704
- 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 05/185** : **ASSISTANT DIRECTOR M & E COMMUNICABLE DISEASES REF NO: H/A/5**
- SALARY** : R393 711 per annum, plus 13th Cheque, Housing Allowance, Medical Aid (Optional), Employee must meet the prescribed requirements.
- CENTRE** : TB/DR-TB & CDC: Corporate Office: Bloemfontein
- REQUIREMENTS** : Diploma/ Degree in Nursing, plus 3-5 years' functional experience in communicable disease, which 3 years' must be supervisory level. Valid driver's license. Current registration with SANC (2023/2024). Knowledge and Skills: Good communication & interpersonal skills including patience as well as highly enthusiastic attitude. Good management of human resource and good and services Good understanding of how the public health service functions. Ability to analyse data and dissemination of information. Excellent leadership ability, time management, conflict management, stress management, and motivational skills. Ability to teach and mentor subordinates and key stakeholders. Ability to encourage and participate in Research projects.
- DUTIES** : Manage & coordinate TB/DR-TB & CDC in the province. Ability to respond effectively to emerging communicable diseases. Participate in data quality and data alignment workshops on behalf of the province and implement resolution thereof. Participation in district health plan discussion in relation to TB/DR-TB & CDC. Provide in-service training, mentoring and support subordinates to execute their functions effectively and efficiently. Support creation of audited trail requirements of the Auditor General and evidence to account for financial and nonfinancial activities within the directorate. Supervisory role for human resources in the directorate to ensure that good quality TB/DR-TB and CDC care is provided to the community of the Free State. Design and implement training programs that will improve data quality and performance indicators. Ability to prepare reports to provincial and national departments of health, and to be able to share challenges relating to the program with the district teams.
- ENQUIRIES** : Me M.A. Morigihlane Tel No: (051) 408-1794
- 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 05/186 : **SOCIAL WORKER GRADE 1-4 REF NO: H/S/1 (X3 POSTS)**

SALARY : Grade 1: R269 301 – R312 186 per annum
Grade 2: R331 191 – R380 337 per annum
Grade 3: R401 691 - R465 669 per annum
Grade 4: R494 028 – R607 593 per annum
Plus 13th Cheque, Housing Allowance, Medical Aid (Optional), Employee must meet the prescribed requirements

CENTRE REQUIREMENTS : Lejweleputswa District
Registration with the South African Council for Social Service Professions (SACSSP) as Social Worker. **Grade 1:** None, **Grade 2:** A minimum of 10 years appropriate experience in social work after registration as Social Worker with the SACSSP, **Grade 3:** A minimum of 20 years appropriate experience in social work after registration as Social Worker with the SACSSP, **Grade 4:** A minimum of 30 years appropriate experience in social work after registration as Social Worker with the SACSSP. Knowledge and Skills: Good interpersonal relations. Sound knowledge in problem solving in human relationships, empowerment and liberation of people. Computer literacy. Advantage added: Background and knowledge of HIV/AIDS programs.

DUTIES : Provide social work services through the promotion of social change and problem solving in human relationships to enhance social wellbeing. Render social work services in facilities in allocated areas where they conduct assessments with clients, (individual, couple, family, group therapy). Support the implementation of adherence to treatment strategies. Work in multi-disciplinary team to implement health services. Organize and present health promotion and prevention programs.

ENQUIRIES APPLICATIONS : Me. SR. Motsamai Tel No: (051) 408 1702
To: The Acting District Director, Kopano District Office, for attention (Me GE Ncanana) Private Bag X15, Welkom, 9460, or hand deliver: Kopano Building Meulen Street, Welkom, 9460.

POST 05/187 : **CASE MANAGERS REF NO: H/C/5 (X3 POSTS)**

SALARY : Grade 1: R268 584 per annum, plus 13th Cheque, Housing Allowance, Uniform Allowance Rural Allowance, Medical Aid (Optional), Employee must meet the prescribed requirements

CENTRE REQUIREMENTS : Universitas Academic Hospital: Bloemfontein
Degree/ Diploma in Nursing with a minimum of 5 years' experience in Clinical Nursing practice post registration with SANC as a Professional nurse. Current registration with SANC (2023/2024). Knowledge And Skills: Computer literacy, good communication skills, organizational skills; problem solving and record management skills. Coordination and liaison skills. Knowledge of National Health Act, Medical Schemes Act, Occupational Health and Safety Act. PFMA, RAF Act., COIDA Act., Patient's Right 107 Charter, Batho Pele Principles, UPFS, ICD 10 Coding and NHI, data management policy. Good communication skills and the ability to transfer information through practical interaction with a wide range of personnel. Good verbal and written skills. Ability to work under stressful conditions. Computer Literacy. Knowledge of different patient care equipment.

DUTIES : Monitor and manage internal patients who are externally funded (i.e. ensure that ALOS is kept within the norm according to diagnosis and to obtain reasons from Clinical HOD for extended length of stay). Ensure that ICD 10 and UPFS coding are correct, specific and relevant. Ensure efficient and effective communication of updated clinical information for externally funded clients/patients. Ensure efficient and effective interpretation and implementation of case management policies, protocols and procedures within the hospital. Coordination of the workflow processes between clinical and administration personnel. Supervision and development of staff and also auditing of externally funded billed files in order to monitor accuracy in coding. Liaison with all relevant role players in matters relating to Case Management. Authorizing of all medical aid patients. Monitoring and support on Medical Aid rejections. Work with monitoring and evaluation department for daily monitoring of health information system registration of patients. Part of nursing and other clinical audit committees to monitor hospital efficiency indicators. Compilation of comprehensive reports for reporting i.e. weekly, monthly and quarterly

reports. Coordination of work with finance department and clinical and nursing department.

ENQUIRIES
APPLICATIONS

- : Me. SVQ Maarohanye Tel No: 051-405 3684
- : To: The Chief Executive Officer, Universitas Hospital Private Bag x20660, Bloemfontein, 9300 Or hand delivered @ Room 1104, First Floor, Universitas Hospital, 1 Logeman Street, Universitas, Bloemfontein.
- : Me. D Duiker

FOR ATTENTION