

**PROVINCIAL ADMINISTRATION: NORTHERN CAPE  
DEPARTMENT OF HEALTH**

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

- APPLICATIONS** : Please note applications can be hand delivered to the front reception of James Exum Building or e-mailed to [nchealthhr@ncpg.gov.za](mailto:nchealthhr@ncpg.gov.za)
- CLOSING DATE** : 18 December 2023
- NOTE** : Applications must be submitted on the new prescribed application form Z83 of the Public Service Act, obtainable from any Public Service Department or any Public Service Administration website. Applicants are not required to submit copies of qualifications and other relevant documents on application but must submit a fully completed Z83 and a detailed/comprehensive Curriculum Vitae, indicating positions held, dates and key performance responsibilities. Only shortlisted candidates will be required to submit certified copies of their qualifications and relevant documents on or before the day of the interview proceedings following communication from the Human Resource Management Recruitment and Selection Unit. Failure to submit the requested documents or information will result in your application not being considered. The employment decision shall be informed by the Employment Equity Plan of the Northern Cape Department of Health. Should an applicant wish to apply for more than one post, separate applications must be submitted for all posts.

**OTHER POSTS**

- POST 44/111** : **PHARMACY SUPERVISOR GRADE 1 REF NO: NCDOH 27/2023 (X1 POST)**
- SALARY** : R906 540 per annum, (all-inclusive package)
- CENTRE** : Jan Kempdorp Community Health Centre (Frances Baard District)
- REQUIREMENTS** : Basic qualification accredited with the South African Pharmacy Council (SAPC) that allows registration with the SAPC as a Pharmacist. Registration with the SAPC as a Pharmacist. Registration as a Responsible Pharmacist would serve as an added advantage. A minimum of 3 years' experience after registration as a Pharmacist with the SAPC. A valid B (08) driver's license is an inherent requirement. Sound knowledge of the Medicines and Related Substances Act 101 of 1965, the Pharmacy Act 53 of 1974, and the Public Finance Management Act 1 of 1999. Fully familiar with the Standards of Good Wholesale Practice (GWP) and Good Pharmacy Practice (GPP). Sound knowledge of pharmaceuticals listed in the Primary, Adult and Paediatric Hospital Levels and Tertiary/Quaternary National Essential Medicine Lists. Incumbent must demonstrate a high level of computer literacy. Excellent analytical, research, report writing and presentation skills. Ability to work in a team and under pressure.
- DUTIES** : Register as a Responsible Pharmacist of the Provincial Pharmaceutical Depot. Responsible for all compliance-related requirements regarding the Control of Medicine and Related Substances Act 101 of 1965 and the Pharmacy Act 53 of 1974. Responsible for all compliance requirements with the Medicine Control Council. Compiling, updating and training on Standard Operating Procedures. Maintenance of quality control of pharmaceutical items throughout the distribution process. Effective supervision of the pharmaceutical operations in line with statutory requirements. Effectively manage the human resources through adequate work allocation, management of training and development, leave management and effective communication through regular meetings in line with operational requirements. Effectively manage the administrative aspects relating to the depot including submission of statistics, compiling reports, record keeping, etc. regular meetings, and attendance registers. Ensure that the depot complies with the relevant legislation and adheres to Good Pharmacy/Wholesale/Distribution Practices and the Department of Health Pharmaceutical policies and procedures. Supervision & Training/Tutoring of the Pharmacist assistants.
- ENQUIRIES** : Mr ND Mohamad Tel No: (053) 861 4770 or Ms JF Williams Tel No: (053) 861 1008

- POST 44/112** : **PSYCHOLOGIST GRADE 1 REF NO: NCDOH 28/2023 (X1 POST)**
- SALARY** : R790 077 per annum, (all-inclusive package)
- CENTRE** : Barkly West (Frances Baard District)
- REQUIREMENTS** : Appropriate qualification that allows for registration with the Health Professions Council of South Africa as Psychologist in the registration category (e.g. Clinical, Counselling and Research Psychology). Shortlisted candidates will be required to submit current proof of registration with the HPCSA as Psychologist in any of the identified registration categories. Appropriate/recognisable years of experience as Psychologist after registration with the HPCSA as Psychologist in any of the identified categories. Shortlisted candidates will be required to submit a valid work permit for Non – South African citizens. A valid driver's licence. Skills Profile: Critical thinking, Social responsibility, organizational, keen observation, active listening, empathy and sympathy, written and verbal skills.
- DUTIES** : Render effective psychological services to the rehabilitation unit, Psychiatric ward and out patients. Provide in service training and continuous professional development. Implement the therapeutic programme within the assessments. Be responsible for individual and group psychotherapy. Patient and family orientation and counselling. Provide psychological support for social and vocational reinsertion principle in are of responsibility. Ensure adherence to Batho Pele Principles within the department. Perform psycho-diagnostic and psychotherapeutic services. Display a concern for patients. Be responsible for awareness and training.
- ENQUIRIES** : Mr ND Mohamad Tel No: (053) 861 4770 or Ms JF Williams Tel No: (053) 861 1008
- POST 44/113** : **OPERATIONAL MANAGER PRIMARY HEALTH CARE REF NO: NCDOH 29/2023 (X2 POSTS)**
- SALARY** : R627 474 per annum
- CENTRE** : Pixley Ka Seme District:  
Campbell PHC (X1 Post)  
Vosburg CHC (X1 Post)
- REQUIREMENTS** : Basic R425 qualification (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the SANC as a Professional Nurse. Registration with SANC as Professional Nurse. Post Basic qualification with a duration of at least 1 year in Curative Skills in Primary Health Care accredited with the SANC. Experience: Minimum of 9 years' experience appropriate/recognisable nursing experience after registration Professional Nurse with the SANC in General Nursing. At least 5 year of the referred to above must be Appropriate/ recognisable experience after obtaining the 1 year post basic qualification in the relevant speciality.
- DUTIES** : Actively participate in the provision of nursing care to patients; Treat complex health conditions presented at health care facilities. Ensure the formulation of accurate nursing and health care diagnosis to clarify clients needs including learning, information and counselling. Audit records by analysing data, identification of health problems and diseases in accordance with prescribed norms and standards, Supervise the collection and analysis of data through community assessment and involve clients in assessing their health needs and provide advise during clinic visits; collaborate with other members of the health care teams to identify actual and potential areas for nursing and health research in order to improve or maintain quality care; Create an enabling environment that is therapeutic and meets the client's need for privacy, confidentiality, well-being and dignity. Perform interventions ranging from personal care with active involvement of patients and other members of the team. Take part in health promotion and illness prevention initiatives and assist in their evaluation, empower individuals, groups and communities in adopting healthy lifestyles and self-care.
- ENQUIRIES** : Mrs B Jack HRA – District Office/ Tel No: (053) 632 4000

**POST 44/114** : **CLINICAL PROGRAMME CO-ORDINATOR REF NO: NCDOH 30/2023 (X1 POST)**

**SALARY** : R497 193 per annum  
**CENTRE** : Pixley Ka Seme District Office  
**REQUIREMENTS** : Basic R245 qualification (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the SANC as a Professional Nurse, Post basic/advanced nursing qualification, with duration of at least 1 year accredited with the SANC, Registration with the SANC as a Professional Nurse A post qualification in the following specialities would serve as an added advantage: Advance Psychiatric Nursing Science. Experience: A minimum of 7 years appropriate/recognisable experience in nursing after registration as Professional Nurse with the SANC in General Nursing.

**DUTIES** : Developing and implementing mental health programs and treatments, coordinating clinical services and providing support to staff and clients, increasing community mental health awareness and helping patients access resources, consulting with other medical and science professionals about patient cases and therapeutic care, Supervising personnel and identifying problems and solutions, Writing reports and documents and interpreting policies and procedures

**ENQUIRIES** : Mrs B Jack HRA – District Office/ Tel No: (053) 632 4000

**POST 44/115** : **CLINICAL PROGRAMME COORDINATOR GRADE 1 REF NO: NCDOH 31/2023**

**SALARY** : R497 193 per annum  
**CENTRE** : Frances Baard District Office  
**REQUIREMENTS** : Basic R245 qualification (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the SANC as a Professional Nurse. Experience: **Grade 1:** A minimum of 7 years appropriate/recognizable nursing experience after registration as Professional Nurse with SANC in General Nursing. Skills Profile: Computer Literacy Knowledge, Report writing abilities. Financial Management skills. Empathy and counselling skills and knowledge. Strong interpersonal, communication and presentation skills. Project management skills. Ability to make independent decision. An understanding of the challenges facing the public sector. An ability to prioritize issues and other work related matters and to comply with timeframes. Proven initiative, decisiveness and the ability to acquire new knowledge swiftly.

**DUTIES** : Facilitate and oversee the development of operational/business plans to give strategic guidelines: Align individual performance to the strategic business objectives as outlined in the component's balance scorecard. Oversee the development and implementation of policies, directives, acts and regulations. Ensure that efficient and suitable work procedures are identified, developed and implemented. Participate in the district management decision making structure Provide professional and technical support for the provision of quality patient care through proper management of relevant programmes: Ensure the identification and outlining of objectives for the plan of care taking into consideration the capacity of clients. Facilitate the auditing of clinical records by analysing data. Identify health indicators and risk factors. Coordinate the conducting of client satisfaction surveys. Ensure continuity of care by communicating with relevant health workers. Actively participate in patient care during support visits. Develop and review priorities, objectives and patient care interventions. Plan and monitor progress through comprehensive and ongoing assessment and evaluation of the health status of individuals, families and the community. Coordinate the provision of relevant health information to health care users. Apply and demonstrate an understanding of traditional healing practices. Maintain standards and norms of nursing practice to promote the health status of health care users: Utilize the Nursing Act, Regulations, Code of Ethics and Professional Practice of the SANC and the body of scientific knowledge in service rendering. Conduct staff meetings to disseminate information such as new developments on policies and guidelines. Monitoring and evaluation of maintenance of nursing ethos and professionalism. Respond to queries and questions from relevant structures with regard to complaints of nurse's conduct to patients. Develop and implement quality assurance programmes, guidelines, protocols, norms and standards: Ensure the implementation of

standards of practice and activities for patient care. Participate in policy development and facilitate stakeholder participation to ensure that health care user's needs receive attention. Advocate for the rights of clients in the health care system. Participate in multi-disciplinary quality assurance task groups at various levels. Utilize quality assurance and risk management strategies to create and maintain a safe environment for health delivery. Implement procedures to maintain effective infection control and ensures safe administration of therapeutic substances.

**ENQUIRIES** : Mr ND Mohamad Tel No: (053) 861 4770 or Ms JF Williams Tel No: (053) 861 1008

**POST 44/116** : **CLINICAL NURSE PRACTITIONER (PRIMARY HEALTH CARE) REF NO: NCDOH 32/2023 (X2 POSTS)**

**SALARY** : R431 265 – R645 720 per annum, (depending on years of experience)

**CENTRE** : Pixley Ka Seme District:  
Masibambane Clinic (X1 Post)  
Griekwastad CHC (X1 Post)

**REQUIREMENTS** : Basic R425 qualification (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the SANC as a Professional Nurse, a post basic qualification with a duration of at least 1 year Curative Skills in Primary Health Care accredited with the SANC (i.e. R48), Registration with the SANC as a Professional Nurse. Experience: **Grade 1:** Minimum of 4 years appropriate/recognizable nursing experience after registration Professional Nurse with the SANC in General Nursing. **Grade 2:** Minimum of 14 years appropriate/recognizable nursing experience after registration as a Professional Nurse with SANC in General Nursing, at least 10 years of the period referred to above must be appropriate/recognizable experience after obtaining the 1 year post basic qualification in the relevant specialty.

**DUTIES** : Provide quality comprehensive health care, provide administrative support, provide educational services, provide clinical services, usages of equipment and machinery, research responsibility. Compiling with all legislation applicable to practising medicine. Conducting physical examinations, tests or procedures to diagnose patients. Maintaining accurate medical records for all patients. Consulting with medical officers about the specialised needs of some patients.

**ENQUIRIES** : Mrs B Jack HRA – District Office/ Tel No: (053) 632 4000

**POST 44/117** : **CLINICAL NURSE PRACTITIONER (PRIMARY HEALTH CARE) REF NO: NCDOH 33/2023 (X1 POST)**

**SALARY** : R431 265 – R645 720 per annum, (depending on years of experience)

**CENTRE** : City Clinic (France Baard District)

**REQUIREMENTS** : Basic qualification accredited with the South African Nursing Council in terms of Government Notice R425 (i.e. diploma/degree in nursing) or equivalent qualification that allows for registration with the SANC as a Professional Nurse. Post-basic qualification with a duration of at least 1-year Diploma in Clinical Nursing Science: Health Assessment, Treatment and Care accredited with the SANC (i.e. R48). Understanding of Nursing legislation and related legal and ethical Nursing Practices. Experience: **Grade 1:** A minimum of 4 years appropriate/recognisable nursing experience after registration with the SANC as Professional Nurse in General Nursing. **Grade 2:** A minimum of 14 years appropriate/recognisable nursing experience after registration as Professional Nurse with the SANC in General Nursing. At least 10 years of the period referred to above must be appropriate/recognisable experience after obtaining the 1-year post basic qualification in the relevant specialty.

**DUTIES** : Provision of quality comprehensive community health care: Provision of primary curative health care. Provision of health care services. Provision of rehabilitation services. Provision of administrative services: Plan and organise clinics. Complete statistics. Ordering and control of stationary, medical class 11 stock, consumables. Ensure safekeeping. Ordering and control of medication as necessary. Involvement with community meetings and committees. Identify needs for financial planning and indirect control of expenditure. Provision of educational services:

Clinical teaching, training and continuous evaluation of students. Teaching patients on a one-to-one basis. Personnel development, i.e. assessing in-service training needs, planning and implementing of training programme. Continuous self-study, professional development, ensuring awareness of new professional developments. Health education of patients, public and staff. Assist patients and families to develop a sense of self-care. Provision of clinical services: Evaluate and follow-up patients during clinic visits. Initiate treatment, implementation of programmes and evaluations of patients' clinical conditions. Promoting scientific quality nursing care. Administrate and control medication. Individual consultation sessions. Identify community needs. Initiate minor ailment treatment. Initiate community participation. Coordinate between hospital and community. Maintaining professional secrecy and preventing medico-legal risks. Attend and participate in doctors' visits. Arrange admission and outpatient appointments. Function as a member of the therapeutic team. Continuous evaluation of nursing care and nursing services. Assessment of personal service delivery towards patients. Effective crisis management in the clinic.

**ENQUIRIES** : Mr ND Mohamad Tel No: (053) 861 4770 or Ms JF Williams Tel No: (053) 861 1008

**POST 44/118** : **PROFESSIONAL NURSE (SPECIALTY NURSING) REF NO: NCDOH 34/2023 (X2 POSTS)**

Professional Nurse Grade 1 and 2 (Specialty Nursing) In the following specialties: Orthopaedic, Ophthalmology, Theatre, Oncology; Intensive Care; Trauma & Emergency, Paediatric Intensive Care, Psychiatry, Midwifery and Neonatal, Paediatric, Occupational Health, Nephrology.

**SALARY CENTRE** : R431 265 – R645 720 per annum  
 : (Frances Baard District:  
 Pampierstad CHC  
 Hartswater Hospital

**REQUIREMENTS** : A basic R425 qualification (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the SANC as a Professional Nurse. Post-basic/advanced nursing qualification, with duration of at least 1 year accredited with the SANC in one of the specialties referred to above. Registration with the SANC as Professional Nurse. Experience: **Grade 1:** A minimum of 4 years appropriate/recognisable experience in nursing after registration with the SANC as Professional Nurse in General Nursing. **Grade 2:** A minimum of 14 years appropriate/recognisable experience in nursing after registration as Professional Nurse with the SANC in General Nursing. At least 10 years of the period referred to above must be appropriate/recognisable experience in the specific speciality after obtaining the 1-year post-basic qualification in the relevant speciality.

**DUTIES** : Provision of optimal, holistic specialised nursing care with set standards and within a professional/legal framework: To assist in planning/organising and monitoring of the objectives of the specialised unit in consultation with subordinates. To provide a therapeutic environment for staff, patients and the public. To provide comprehensive, quality nursing care as a member of the multi-disciplinary team according to the identified needs of the patient, based on scientific principles. To delegate duties and support staff in the execution of patient care delivery. To provide direct and indirect supervision of all nursing staff/housekeeping staff and to give guidance. To ensure continuity of patient care on all levels e.g. work book, handover rounds. To liaise and communicate with the multi-disciplinary team as well as other departments within the hospital e.g. during operational meetings with nursing supervisor and subordinates. Participation in training and research: To assist in orientation, induction and mentoring of all nursing staff and orientation of other staff. To assist in the planning and co-ordination of training and promote learning opportunities for all nursing categories i.e. on the job training. To complete patient related data and partake in research. Provision of Support to Nursing Services: To assist with relief duties of the supervisor and act as junior shift-leader on both day and night shift. To partake in overall specialized unit functions, i.e. team building Maintain professional growth/ethical standards and self-development: To maintain the Code of Conduct: Public Service. Professional Body. Seek learning opportunities: In-service training.

**ENQUIRIES** : Mr ND Mohamad Tel No: (053) 861 4770 or Ms JF Williams Tel No: (053) 861 1008

**POST 44/119** : **DIETICIAN REF NO: NCDOH 35/2023 (X1 POST)**

**SALARY** : R359 622 per annum  
**CENTRE** : Frances Baard District  
**REQUIREMENTS** : An appropriate qualification in Dietetics/Nutrition that allows for registration with the HPCSA as Dietician/Nutritionist. Current registration with HPCSA as Dietician/Nutritionist. Completion of one – year Community Service as Dietician or minimum of one – year formal working experience in the field. A valid driver`s licence. Skills Profile: Good clinical knowledge on various aspects within the field of nutrition including therapeutic, community and food service nutrition. Good communication skills, computer literacy and time management. Good professional ethics. Must be able to function as part of a multi-disciplinary team to manage and treat patients holistically.

**DUTIES** : Nutrition promotion, prevention and treatment throughout the life cycle. Promotion, protection and support of infant feeding and growth monitoring. Nutrition support and treatment for specific conditions, including TB/ HIV? NCD`s and any other medical condition requiring specialised nutritional guidance to in and out patients. Manage and implementation of nutrition specialised supplementation programmes to in and out patients. Implementation and coordination of health awareness events, campaigns and outreaches within the field. Training of all health worker categories in various aspects of nutrition related to available policies and guidelines e.g. MBFI, GMP and SAM. Monitoring and support to food service in institutions. Administrative, monitoring and reporting duties related to the programme responsibilities.

**ENQUIRIES** : Mr ND Mohamad Tel No: (053) 861 4770 or Ms JF Williams Tel No: (053) 861 1008

**POST 44/120** : **EMS SHIFT LEADER GRADE 3 REF NO: NCDOH 36/2023 (X1 POST)**

**SALARY** : R303 486 per annum  
**CENTRE** : Emergency Medical Services, Loeriesfontein (Namakwa District)  
**REQUIREMENTS** : Successful completion of the Intermediate Life Support (ILS) course that allows registration with the HPCSA as Ambulance Emergency Assistant. Registration with the HPCSA as Ambulance Emergency Assistant (AEA). Experience: 3 years` after registration with the HPCSA as AEA.

**DUTIES** : Supervise an emergency service shift. Assist on human resources management on shift. Supervise assets manager. Co-operate in planning and reporting. Supervise financial utilization on implements.

**ENQUIRIES** : Ms EA Cloete Tel No: (027) 712 1601

**POST 44/121** : **PROFESSIONAL NURSE GENERAL NURSING REF NO: NCDOH 37/2023 (X7 POSTS)**

**SALARY** : R293 670 – R543 969 per annum, (depending on years of experience)

**CENTRE** : Pixley Ka Seme District:  
Campbell PHC (X1 Post)  
Carnarvon CHC (X1 Post)  
Colesberg Hospital (X2 Posts)  
Prieska PHC (X1 Post)  
Prieska Hospital (X1 Post)  
Victoria West CHC (X1 Post)

**REQUIREMENTS** : Basic R425 qualification (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the SANC as a Professional Nurse. Registration with the SANC as Professional Nurse. Experience: **Grade 1:** None. **Grade 2:** A minimum of 10 years appropriate/recognisable experience in nursing after registration with the SANC as Professional Nurse. **Grade 3:** A minimum of 20 Years appropriate/recognisable experience in nursing after registration with the SANC as Professional Nurse.

- DUTIES** : Provide direction and supervision for the implementation of the nursing plan (clinical practice/quality patient care), implement standards, practices criteria and indicators for quality nursing (quality of practice), practice nursing and health care in accordance with the laws and regulations relevant to nursing and health care, maintain a constructive working relationship with nursing and other stakeholders, utilize human, material and physical resources efficiently and effectively.
- ENQUIRIES** : Mrs B Jack HRA – District Office/ Tel No: (053) 632 4000
- POST 44/122** : **PROFESSIONAL NURSE (GENERAL NURSING) REF NO: NCDOH 38/2023 (X3 POSTS)**
- SALARY CENTRE** : R293 670 - R543 969 per annum, (depending on years of experience)  
: (Namakwa District:  
Aggeneys Clinic  
Springbok Hospital  
Williston CHC
- REQUIREMENTS** : Basic R425 qualification (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the SANC as a Professional Nurse. Registration with the SANC as Professional Nurse Experience: **Grade 1:** None. **Grade 2:** A minimum of 10 years' experience appropriate/recognizable experience in nursing after registration as a Professional Nurse with the SANC in General Nursing. **Grade 3:** A minimum of 20 years' experience appropriate/recognizable experience in nursing after registration as a Professional Nurse with the SANC in General Nursing.
- DUTIES** : Provide direction and supervision for the implementation of the nursing plan (clinical practice/quality patient care). Implement standards, practices, criteria and indicators for quality nursing (quality of practice). Practice nursing and health care in accordance with the laws and regulations relevant to nursing and health care. Maintain a constructive working relationship with nursing and other stakeholders. Utilize human, material and physical resources efficiently and effectively.
- ENQUIRIES** : Ms EA Cloete Tel No: (027) 712 1601
- POST 44/123** : **PROFESSIONAL NURSE (GENERAL NURSING) REF NO: 39/2023 (X5 POSTS)**
- SALARY CENTRE** : R293 670 – R543 969 per annum  
: Frances Baard District:  
Barkly West Hospital (X2 Posts)  
Warrenton CHC (X1 Post)  
Mapule Matsepane Clinic (X1 Post)  
Ritchie Clinic (X1 Post)
- REQUIREMENTS** : Basic qualification accredited with the South African Nursing Council in terms of Government Notice R425 (i.e. diploma/degree in nursing) or equivalent qualification that allows for registration with the SANC as a Professional Nurse. Shortlisted candidates will be required to submit current proof of registration with SANC as a Professional Nurse. Appropriate/recognizable experience in nursing after registration as a Professional Nurse with SANC in General Nursing. Understanding of Nursing legislation and related legal and ethical Nursing Practices. Experience: **Grade 1:** None. **Grade 2:** A minimum of 10 years' experience appropriate /recognizable experience in nursing after registration as a Professional Nurse with the SANC in General Nursing. **Grade 3:** A minimum of 20 years' experience appropriate/recognizable experience in nursing after registration as a Professional Nurse with the SANC in General Nursing.
- DUTIES** : Participate in the implementation of the nursing plan (clinical practice/quality patient care): Implement a comprehensive nursing care plan/program for the promotion of health, self-care, treatment and rehabilitation of patients. Administer treatment plan of common or minor primary health conditions presented at primary care facilities in accordance with prescribed norms and standards, guidelines and treat conditions of patients as prescribed. Screen health problems and diseases in accordance with prescribed norms and standards. Maintain a therapeutic relationship and environment in which health care can be provided optimally and safely. Report and communicate on the continuity of care to the caregivers and members of the health team. Create and maintain a complete and accurate nursing

record for individual health care users. Audit clinical records by analysing data. Participate in health promotion and illness prevention initiatives and contribute to their evaluation. Demonstrate and understand traditional healing practices within the health care user's belief. Implement standards, practices, criteria and indicators for quality nursing (quality of practice): Maintain a plan to improve the quality of nursing and health care. Implement quality improvement plan. Participate in the auditing of quality of nursing and health care. Assist in the development of nursing and improvement of standards of care through research. Create an environment and learning opportunities that foster professional growth and improvement in nursing and health care. Perform or carry out interventions ranging from personal care with active involvement of patients and other members of the team. Develop and document interventions and progress of patients to facilitate continuity of care. Participate in the formulation and review of nursing interventions through comprehensive and on-going assessment. Identify health indicators and risk factors and conduct client satisfaction surveys. Practice nursing and health care in accordance with the laws and regulations relevant to nursing and health care: Maintain a professional and ethical practice as well as an enabling environment for ethical practice. Protect and advocate rights of patients regarding health care. Participate in the implementation of patient care standards, policies and procedures. Compliance and adherence to the relevant acts/prescripts applicable within the nursing environment. Participate in the education and professional development of students. Apply the principles of nursing care in service rendering, for the maintenance of professional excellence. Implement nursing care management activities according to the Standards of Practice and Scope of Practice and act upon breaching of laws relating to nursing practice and professional code of conduct and practice standards. Implement quality improvement plan, the Nursing Act and Regulations, the Code of Ethics and Professional Practice of the South African Nursing Council. Implement procedures that maintain effective infection control and occupational and safety measures in accordance with Occupational Health & Safety legislation. Maintain a constructive working relationship with nursing and other stakeholders: Communicate with the multi-disciplinary health teams, organizations and special interest groups when dealing with community health issues and needs. Participate in the dissemination of information on epidemics, nutritional disease, maternal and infant morbidity and mortality and other common diseases. Participate in health promotion and illness prevention initiatives. Implement nursing interventions to achieve expected outcomes.

**ENQUIRIES** : Mr ND Mohamad Tel No: (053) 861 4770 or Ms JF Williams Tel No: (053) 861 1008

**POST 44/124** : **SOCIAL WORKER REF NO: NCDOH 40/2023 (X1 POST)**

**SALARY** : R294 411 – R647 325 per annum, (depending on years of experience)  
**CENTRE** : Pixley Ka Seme District: Victoria West CHC  
**REQUIREMENTS** : Formal Tertiary qualification in Social Work (Bachelor of Social Arts) that allows professional registration with the SACSSP. Registration with the SACSSP (South African Council for Social Service Profession) as a Social Worker. A valid Driver's. Experience: **Grade 1:** None. **Grade 2:** A minimum of 10 years' experience in social work after registration as Social Worker with the SACSSP. **Grade 3:** A minimum of 20 years' experience in social work after registration as Social Worker with the SACSSP. **Grade 4:** A minimum of 30 years' experience in social work after registration as Social Worker with the SACSSP.

**DUTIES** : Establish social work services and network for the Institution and maintain communication with stakeholders. Ensure that social work service with regard to the care, support and protection of individuals, groups, families through relevant programmes is rendered. Keep up to date with new developments in the social work field. Undertake social work research and development and contribute to the development of policies. Render a holistic social work services to individual groups and community using all methods of social work practices. Monitor and evaluate the effectiveness of recommended interventions, reports on progress and identify. Further amended interventions to address identified conditions. Liaise / attend meetings with other departments and nongovernmental institutions to take



		cognizance of the latest developments in the relevant fields. Produce and maintain qualitative and quantitative records of social work interventions processes and Outcomes. Implement social welfare programme in accordance with the need of the community and Government priorities. Supervise all administrative functions required in the unit and undertake the higher level of administrative functions.
<b><u>ENQUIRIES</u></b>	:	Mrs B Jack HRA – District Office/ Tel No: (053) 632 4000
<b><u>POST 44/125</u></b>	:	<b><u>STAFF NURSE REF NO: NCDOH 41/2023 (X2 POSTS)</u></b>
<b><u>SALARY CENTRE</u></b>	:	R199 725 – R337 860 per annum (depending on years of experience)
	:	Pixley Ka Seme District:
		De Aar Hospital (X1 Post)
		Noupoort PHC (X1 Post)
<b><u>REQUIREMENTS</u></b>	:	Qualification that allows registration with the SANC as staff Nurse Registration with SANC as Enrolled Nurse. Experience: <b>Grade 1:</b> None. <b>Grade 2:</b> A minimum of 10 years appropriate/recognisable experience in nursing after registration with the SANC as Staff Nurse. <b>Grade 3:</b> A minimum of 20 Years appropriate/recognisable experience in nursing after registration with the SANC as Staff Nurse.
<b><u>DUTIES</u></b>	:	Ensure maintenance of patient hygiene; Sustain nutritional status of patients; Facilitate the mobility of patients; Facilitate the elimination processes; Measure interpret and record vital signs; Operate all relevant apparatus and equipment; Assist professional nurses with clinical procedures (i.e. administering of intramuscular injections); Preparations of patients for diagnostic and surgical procedures; Order stock and equipment in a cost effective manner; Report loss or damage immediately; To maintain the code of conduct as required in the Public Service and by the Professional Body; Seek learning opportunities, i.e. in-service training, courses.
<b><u>ENQUIRIES</u></b>	:	Mrs B Jack HRA – District Office/Tel No: (053) 632 4000
<b><u>POST 44/126</u></b>	:	<b><u>EMERGENCY CARE OFFICER REF NO: 42/2023 (X2 POSTS)</u></b>
<b><u>SALARY CENTRE</u></b>	:	R169 737 - R197 343 per annum
	:	Pixley Ka Seme District:
		Marydale PHC (X1 Post)
		Petrusville (X1 Post)
<b><u>REQUIREMENTS</u></b>	:	<b>Grade 1:</b> Successful completion of an appropriate Basic Life Support (BLS) course that allows registration with the HPCSA (Health Professional Council of South Africa) as a Basic Ambulance Assistant (BAA) <b>Grade 3:</b> Successful completion of an appropriate Intermediate Life Support (ILS) course that allows registration with the HPCSA as Ambulance Emergency Assistant. Registration with the HPCSA as Ambulance Emergency Assistant (AEA). Experience: <b>Grade 1:</b> None after registration with the HPCA as Basic Ambulance Assistant. <b>Grade 3:</b> None after registration with the HPCSA as an Ambulance Emergency Assistant.
<b><u>DUTIES</u></b>	:	Responsible for the treatment of patient within the scope of practice of Basic Ambulance Assistant. Transport patients as part of Planned Patient Transport and inter-facility transfer system under Emergency Medical Services. Provide emergency medical care and related assistance during special events. Responsible for care and proper management of Emergency Medical Services resources. Provide emergency medical assistance and other duties required by Directorate. Perform any other duties as delegated by the supervisor. Candidates are expected to work shift. Candidates are also expected to undergo through physical and Medical surveillance.
<b><u>ENQUIRIES</u></b>	:	Mrs B Jack HRA – District Office/ Tel No: (053) 632 4000
<b><u>POST 44/127</u></b>	:	<b><u>EMERGENCY CARE OFFICER REF NO: NCDOH 43/2023 (X4 POSTS)</u></b>
<b><u>SALARY CENTRE</u></b>	:	R169 737 - R197 343 per annum
	:	Hartswater (Frances Baard District) (X1 Post)
		Frances Baard District (X3 Posts)
<b><u>REQUIREMENTS</u></b>	:	<b>Grade 1:</b> Successful completion of an appropriate Basic Life Support (BLS) course that allows registration with the HPCSA as Basic Ambulance Assistant. Registration with the HPCSA as Basic Ambulance Assistant (BAA). <b>Grade 3:</b>

		Successful completion of an appropriate Intermediate Life Support (ILS) course that allows registration with the HPCSA as Ambulance Emergency Assistant. Registration with the HPCSA as Ambulance Emergency Assistant (AEA). Experience: <b>Grade 1:</b> None after registration with the HPCSA as Basic Ambulance Assistant <b>Grade 3:</b> None after registration with the HPCSA as Ambulance Emergency Assistant.
<b><u>DUTIES</u></b>	:	Effective, Quality pre- hospital Emergency Care Service. Maintenance of Emergency Vehicles and Equipment. Effective Communication with regards to patients, colleagues and other service and member of public. Effective maintaining Admin Function. Effective support of Supervisor.
<b><u>ENQUIRIES</u></b>	:	Mr ND Mohamad Tel No: (053) 861 4770 or Ms JF Williams Tel No: (053) 861 1008
<b><u>POST 44/128</u></b>	:	<b><u>EMERGENCY CARE OFFICER REF NO: NCDOH 44/2023 (X2 POSTS)</u></b>
<b><u>SALARY</u></b>	:	R169 737 – R197 343 per annum
<b><u>CENTRE</u></b>	:	Emergency Medical Services, Port Nolloth (Namakwa District)
<b><u>REQUIREMENTS</u></b>	:	<b>Grade 1:</b> Successful completion of the Basic Ambulance Assistant course that allows registration with the HPCSA as Basic Ambulance Assistant. Registration with the HPCSA as Basic Ambulance Assistant. <b>Grade 3:</b> Successful completion of an appropriate Intermediate Life Support (ILS) course that allows registration with the HPCSA as Ambulance Emergency Assistant (AEA). Experience: <b>Grade 1:</b> None after registration with the HPCSA as a Basic Ambulance Assistant.
<b><u>DUTIES</u></b>	:	Perform administrative functions associated with daily tasks. Effective pre-hospital emergency care service. Maintenance of emergency vehicle, equipment and Facility (Bases). EMS P1 urban responses under 15 minutes. EMS P1 rural responses under 40 minutes.
<b><u>ENQUIRIES</u></b>	:	Ms EA Cloete Tel No: (027) 712 1601
<b><u>POST 44/129</u></b>	:	<b><u>NURSING ASSISTANT REF NO: NCDOH 45/2023 (X1 POST)</u></b>
<b><u>SALARY</u></b>	:	Grade 1: R157 761 (NA1) per annum
<b><u>CENTRE</u></b>	:	Windsorton Clinic (Frances Baard)
<b><u>REQUIREMENTS</u></b>	:	Qualification that allows registration with the SANC as a Nursing Assistant. Registration with the SANC as Nursing Assistant. Shortlisted candidates will be required to submit current proof of registration with SANC as a Nursing assistant. Experience: <b>Grade 1:</b> None. <b>Grade 2:</b> A minimum of 10 years' experience after registration with SANC as a nursing assistant. <b>Grade 3:</b> A minimum of 20 years' experience after registration with SANC as a nursing assistant. Skills Profile: Knowledge of nursing care processes and procedures, nursing statutes, and other relevant legal frameworks such as: Nursing Act, Health Act, Occupational Health and Safety Act, Patient Rights Charter, Batho-Pele principles, Public Service Regulations, Labour Relations Act, Disciplinary Code and Procedure, Grievance Procedure, etc, Elementary communication skills Elementary writing skills Ability to function as part of a team Interpersonal skills, Responsiveness Pro-activeness Professionalism Accuracy Flexibility Initiative Cooperation Team player Supportive Assertive.
<b><u>DUTIES</u></b>	:	Assist patients with activities of daily living (physical care): Maintain hygiene of patient; Provide nutrition; Assist with mobility; Assist with elimination processes. Provide elementary clinical nursing care: Measure, interpret and record vital signs; Operate all relevant apparatus and equipment; Assist professional nurses with clinical procedures (i.e. administering of oral medication); Preparation of patients for diagnostic and surgical procedures; Maintain professional growth/ethical standards and self-development: To maintain the code of conduct as required in the Public Service and by the Professional Body; Seek learning opportunities, i.e. in-service training, courses.
<b><u>ENQUIRIES</u></b>	:	Mr ND Mohamad Tel No: (053) 861 4770 or Ms JF Williams Tel No: (053) 861 1008
<b><u>POST 44/130</u></b>	:	<b><u>NURSING ASSISTANT REF NO: NCDOH 46/2023 (X4 POSTS)</u></b>
<b><u>SALARY</u></b>	:	R157 761 – R264 948 per annum

<b><u>CENTRE</u></b>	:	Pixley Ka Seme District: Colesberg Hospital (X1 Post) De Aar Hospital (X1 Post) Carnarvon PHC (X1 Post) Britstown Clinic (X1 Post)
<b><u>REQUIREMENTS</u></b>	:	Qualification that allows registration with the SANC as a Nursing Assistant, registration with the SANC as a Nursing assistant. Experience: <b>Grade 1:</b> None. <b>Grade 2:</b> A minimum of 10 years' experience after registration with SANC as a nursing assistant. <b>Grade 3:</b> A minimum of 20 years' experience after registration with SANC as a nursing assistant.
<b><u>DUTIES</u></b>	:	Maintain hygiene of patient. Provide nutrition. Assist with mobility. Assist with elimination processes. Measure, interpret and record vital signs. Operate all relevant apparatus and equipment. Assist professional nurses with clinical procedures (i.e. administering of oral medication). Preparation of patients for diagnostic and surgical procedures. To maintain the code of conduct as required in the public Service and by the Professional Body. Seek learning opportunities, i.e. in-service training, courses.
<b><u>ENQUIRIES</u></b>	:	Mrs B Jack (HRA) – District Office/ Tel No: (053) 632 4000
<b><u>POST 44/131</u></b>	:	<b><u>NURSING ASSISTANT REF NO: NCDOH 47/2023 (X1 POST)</u></b>
<b><u>SALARY</u></b>	:	R157 761 - R264 948 per annum
<b><u>CENTRE</u></b>	:	Namakwa Facilities
<b><u>REQUIREMENTS</u></b>	:	Qualification that allows registration with the SANC as Nursing Assistant. Registration with SANC as Nursing Assistant. Experience: <b>Grade 1:</b> None. <b>Grade 2:</b> A minimum of 10 years' experience after registration with the SANC as a nursing assistant. <b>Grade 3:</b> A minimum of 20 years of experience after registration with the SANC as Nursing Assistant.
<b><u>DUTIES</u></b>	:	Assist patients with activities of daily living (physical care). Provide elementary clinical nursing care. Maintain professional growth/ethical standards and self-development.
<b><u>ENQUIRIES</u></b>	:	Ms EA Cloete Tel No: (027) 712 1601