

**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.

CLOSING DATE : 31 January 2025

NOTE : Applications must be submitted on the new prescribed application form Z83 obtainable from any Public Service Department or any Public Service Administration website. The fully completed and signed Z83 should be accompanied by a detailed/comprehensive Curriculum Vitae, indicating positions held, dates and key performance responsibilities. Only short-listed 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 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 representivity in line with the numerical targets as contained in our Employment Equity Plan. If you have not been contacted within eight (8) weeks after the closing date of this advertisement, please accept that your application was unsuccessful. Suitable candidates will be subjected to a personnel suitability check (criminal record, qualification verification and employment verification). Where applicable, candidates will be subjected to a skills/knowledge test. 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 request for certified documents will be limited to shortlisted candidates. The Human Resource Administration of the Department will inform shortlisted candidate for a post to submit certified documents on or before the day of the interview. Should an applicant wish to apply for more than one post, separate applications must be submitted for all posts.

OTHER POSTS

POST 02/179 : **HEAD: CLINICAL UNIT (MEDICAL): ANAESTHESIOLOGY REF NO: NCDOH 01/2025 (X1 POST)**

SALARY : R1 976 070 per annum

CENTRE : Robert Mangaliso Sobukwe Hospital

REQUIREMENTS : Appropriate qualification that allows registration with the Health Professions Council of South Africa (HPCSA) as a Medical Specialist in Anaesthesiology. Appropriate tertiary qualification in the Health Science (MChB). Current registration with the Health Professions Council of South Africa (HPCSA) as a Medical Specialist in the required discipline. Experience: Grade 1: A Minimum of 3 years appropriate experience as Medical Specialist after registration with the HPCSA as a medical specialist in one of the following disciplines: Anaesthesiology. Competencies: Good communication skills (written and verbal) well as computer literacy. Must have strong record of clinical expertise and clinical governance, research and experience of training and teaching at both under and post graduate levels. Strong people management skills, analytical thinking, problem-solving, decision-making and ability to work in a multi-disciplinary team. Ability to deal with problems of a generalist nature.

DUTIES : To manage and supervise all Medical Doctors in the Unit. To ensure good clinical and HR as well and finance governance (including but not limited to protocol development, risk management, commuted overtime management and cost containment). To provide outreach services to the rest of the province. To develop tertiary services and to assure provision of quality clinical services to patients, as well as teaching and training of junior and senior doctors.

ENQUIRIES : Dr. D Theys Tel No: (053) 830 2102

APPLICATIONS : Please note applications can be hand delivered to the front reception of James Exum Building or email to nchealthhr@ncpg.gov.za. All applicants must complete an application register when an application is hand delivered.

POST 02/180 : **HEAD OF CLINICAL UNIT (MEDICAL) REF NO: NCDOH 02/2025 (X1 POST)**

SALARY : Grade 1: R1 976 070 per annum, (all-inclusive package)

CENTRE : JTG: District Office

REQUIREMENTS : Appropriate qualification that allows registration with the Health Professions Council of South Africa (HPCSA) as a Medical Specialist in Internal Medicine. • Appropriate tertiary qualification in the Health Science (MChB) • Initial and current registration with the Health Professions Council of South Africa (HPCSA) as a Medical Specialist in Internal Medicine. Experience: A minimum of 3 years' appropriate experience as a Medical Specialist in Internal Medicine after registration with the Health Professions Council of South Africa (HPCSA) as a Medical Specialist Basic.

DUTIES : General delivery of Health Care Services within District & Community, Provide Education and Training, Support Health System & Logistics, Monitor and Evaluate Services. Collaborate, Communicate & Report Effectively, Support Organisational activities.

<u>ENQUIRIES APPLICATIONS</u>	:	Dr DG Theys Tel No: (053) 8302 102
	:	Please note applications can be hand delivered to the James Exum Building , Room 29,couriered via postal services to 144 Du Toitspan Road, James Exum Building, Kimberley Hospital Complex, Kimberley, 8301 or emailed at nchealthhr@ncpg.gov.za .Applicants must complete an application register when an application is hand delivered.
<u>POST 02/181</u>	:	<u>MEDICAL SPECIALIST: INTERNAL MEDICINE, SURGICAL SERVICES & FAMILY MEDICINE REF NO: NCDOH 04/2025 (X3 POSTS)</u>
<u>SALARY</u>	:	Grade 1: R1 271 901 per annum, (all inclusive) Grade 2: R1 451 214 per annum, (all inclusive) Grade 3: R1 680 780 per annum, (all inclusive)
<u>CENTRE REQUIREMENTS</u>	:	Robert Mangaliso Sobukwe Hospital
	:	Appropriate qualification that allows for the registration with Health Professional Council of South Africa (HPCSA) as a Medical Specialist in Internal Medicine, Surgical Services and Family Medicine. Registration with the Health Professional Council of South Africa as Medical Specialist in Internal Medicine, Surgical Services and Family Medicine. Experience: Grade 1: None after registration with HPCSA as Medical Specialist in Internal Medicine, Surgical Services and Family Medicine. Grade 2: A minimum of 5 years experience after registration with the HPCSA as a Medical Specialist. Grade 3: A minimum of 10 years' experience after registration with the HPCSA as a Medical Specialist.
<u>DUTIES</u>	:	To provide and develop Tertiary Services and to assure provision of quality clinical services to patients, as well as teaching and training of junior doctors. To ensure good clinical governance (including but not limited to protocol development, risk management, commuted overtime management, and cost containment), to provide outreach services to the rest of the province.
<u>ENQUIRIES APPLICATIONS</u>	:	Dr. D Theys Tel No: (053) 830 2102
	:	Please note applications can be hand delivered to the front reception of James Exum Building or email to nchealthhr@ncpg.gov.za . All applicants must complete an application register when an application is hand delivered.
<u>POST 02/182</u>	:	<u>MEDICAL OFFICER REF NO: NCDOH 04/2025</u>
<u>SALARY</u>	:	Grade 1: R949 146 per annum, (all-inclusive package) Grade 2: R1 082 988 per annum, (all-inclusive package) Grade 3: R1 253 415 per annum, (all-inclusive package)
<u>CENTRE REQUIREMENTS</u>	:	Robert Mangaliso Sobukwe Hospital
	:	Appropriate qualification that allows registration with the Health Professions Council of South Africa (HPCSA) as Medical Practitioner. Registration with the HPCSA as Medical Practitioner. Experience: Grade 1: None after registration as Medical Practitioner with the HPCSA in respect of SA qualified employees 1 year relevant experience after registration as Medical Practitioner with a recognised foreign Health Professional Council in respect of foreign qualified employees, of whom it is not required to perform Community Service as required in South Africa. Grade 2: A minimum of 5 years' appropriate experience as Medical Practitioner after registration with the HPCSA as a Medical Practitioner in respect of SA qualified employees. A minimum of 6 years' relevant experience after registration as Medical Practitioner with a recognised foreign Health 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: A minimum of 10 years' appropriate experience as a Medical Practitioner after registration with the HPCSA as a Medical Practitioner in respect of SA qualified employees. A minimum of 11 years' relevant experience after registration as Medical Practitioner with a recognised foreign Health Professional Council in respect of foreign qualified employees, of whom it is not required to perform Community Service as required in South Africa.
<u>DUTIES</u>	:	The candidate will be expected to render quality patient-care for all patients within in the relevant unit. Exam, investigate, diagnose and the treatment of patients. Participation in activities within the discipline including case presentation and other departmental/unit meetings. Render applicable administration function, attend meetings, workshops and training as directed by the Head of Department. Observe and comply with all departmental policies and guidelines regulating employment relationships and clinical functioning. Perform duties as assigned by the supervisor and other senior officials.
<u>ENQUIRIES APPLICATIONS</u>	:	Dr. D Theys Tel No: (053) 830 2102
	:	Please note applications can be hand delivered to the front reception of James Exum Building or email to nchealthhr@ncpg.gov.za . All applicants must complete an application register when an application is hand delivered
<u>POST 02/183</u>	:	<u>MEDICAL OFFICER REF NO: NCDOH 05/2025 (X3 POSTS)</u>
<u>SALARY</u>	:	Grade 1: R949 146 per annum Grade 2: R1 082 988 per annum Grade 3: R1 253 415 per annum (depending on years of experience).
<u>CENTRE</u>	:	Griekwastad CHC (X1 Post) De Aar Hospital (X2 Posts)

<u>REQUIREMENTS</u>	:	Minimum educational qualification: Appropriate qualification that allows registration with the Health Professions Council of South Africa (HPCSA) as a Medical Practitioner. Registration with the Professions Council: Registration with the HPCSA as Medical Practitioner. Experience: Grade 1: None after registration as Medical Practitioner with the HPCSA in respect of SA-qualified employees. One (1) year's relevant experience after registration as Medical Practitioner with a recognised foreign Health Professional Council in respect of foreign-qualified employees, of whom it is not required to perform community service as required in South Africa. Grade 2: A minimum of Five (5) appropriate experience as Medical Practitioner after registration with the HPCSA as a Medical Practitioner in respect of SA-qualified employees. Grade 2: A minimum of six (6) relevant experience after registration as Medical Practitioner with a recognised foreign Health Professional Council in respect of foreign-qualified employees, of whom required to perform community service required in South Africa. Grade 3: A minimum of Ten (10) year's appropriate experience as a Medical Practitioner after registration with the HPCSA as a Medical Practitioner in respect of SA-qualified employees. Grade 3: A minimum of eleven (11) year's relevant experience after registration as Medical Practitioner with a recognised foreign Health Professional Council in respect of foreign qualified employees, of whom it is not required to perform Community Service as required in South Africa. Inherent requirements of the job: Willing and able to work shifts. Willing and able to participate in after-hours duties. Willing and able to work with patients with infectious diseases. A valid (code B/EB) driver's licence. Competencies (knowledge/skills): Appropriate experience in Psychiatry. Excellent clinical assessment and management procedures. Excellent clinical skills in terms of consultation. Good professional attitude. Communication skills.
<u>DUTIES</u>	:	Provide comprehensive medical care to patients by diagnosing and treating illnesses, injuries, and other health conditions. Prescribe and manage treatment plans, including medication and therapies. Maintain accurate and detailed patient records. Refer patients to specialists or other healthcare providers when necessary. Complete the required CPD activities to maintain registration with the HPCSA. Participate in training and educational programs for healthcare professionals. Complete and submit required medical reports and documentation for legal and administrative purposes. Promote healthcare and improve service delivery in order to render effective and efficient service. Uphold the reputation and integrity of the medical profession.
<u>ENQUIRIES APPLICATIONS</u>	:	Dr. D Theys Tel No: (053) 830 2102
<u>APPLICATIONS</u>	:	Please note applications can be hand delivered to the front reception of James Exum Building or email to nhealthhr@ncpg.gov.za. All applicants must complete an application register when an application is hand delivered
<u>POST 02/184</u>	:	<u>DENTIST REF NO: NCDOH 06/2025 (X2 POSTS)</u>
<u>SALARY</u>	:	Grade 1: R921 906 per annum, (all-inclusive package) Grade 2: R1 082 988 per annum, (all-inclusive package) Grade 3: R1 253 415 per annum, (all-inclusive package)
<u>CENTRE</u>	:	JTG: Kuruman District Hospital (X1 Post) Kagisho CHC (X1 Post)
<u>REQUIREMENTS</u>	:	Appropriate qualification that allows registration with the Health Professions Council of South Africa (HPCSA) as Dentist. Registration with the HPCSA as Dentist Experience: Grade 1: None after registration as Dentist with the HPCSA in respect of SA qualified employees, 1-year relevant experience after registration as Dentist with a recognised foreign Health Professional Council in respect of foreign qualified employees, of whom it is not required to perform Community Service as required in South Africa. Grade 2: A minimum of 7 years' appropriate experience as Dentist after registration with the HPCSA as a Dentist in respect of SA qualified employees. A minimum of 8 years' relevant experience after registration as Dentist with a recognised foreign Health Professional Council in respect of foreign qualified employees, of whom it is not required to perform Community Service as required in South Africa. Grade 3: A minimum of 12 years' appropriate experience as a Dentist after registration with the HPCSA as a Dentist in respect of SA qualified employees. A minimum of 13 years' relevant experience after registration as Dentist with a recognised foreign Health Professional Council in respect of foreign qualified employees, of whom it is not required to perform Community Service as required in South Africa.
<u>DUTIES</u>	:	Diagnose oral disease and treat problems with gums and related parts of the mouth, they provide advice and instructions on how to take care of teeth and gums. Promoting oral health and disease. Prevention, creating treatment plans to maintain or restore oral health of their patients. Removes tooth decay, fill cavities and repair fractured teeth. Manage effectively the utilisation and supervision of resource both physical and human resources.
<u>ENQUIRIES APPLICATIONS</u>	:	Mr KM Taolo Tel No: (053) 775 1149
<u>APPLICATIONS</u>	:	Please note applications can be hand delivered to 1 Petso Street, Kagisho Health Centre, Mothibistad or E-Mailed at nhealthhr-jtg@ncpg.gov.za All applicants must complete an application register when an application is hand.
<u>POST 02/185</u>	:	<u>PHARMACIST REF NO: NCDOH 07/2025 (X1 POST)</u>
<u>SALARY</u>	:	Grade 1: R804 609 per annum Grade 2: R869 796 per annum Grade 3: R949 146 per annum

		(all-inclusive package, depending on years of experience)
<u>CENTRE REQUIREMENTS</u>	:	Carnarvon CHC
	:	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. Experience: Grade 1: None after registration as Pharmacist with the SAPC in respect of SA qualified employees. 1-year relevant experience after registration as Pharmacist with a recognised foreign Health Professional Council in respect of foreign qualified employees, of whom it is not required to perform Community Service as required in South Africa. Grade 2: A minimum of 5 years' appropriate experience after registration as a Pharmacist with the SAPC in respect of SA qualified employees. 6 years' relevant experience after registration as Pharmacist with a recognised foreign Health Professional Council in respect of foreign qualified employees, of whom it is not required to perform Community Service as required in South Africa. Grade 3: A minimum of 13 years' relevant experience after registration as Pharmacist with the SAPC in respect of SA qualified employees. 14 years' relevant experience after registration as Pharmacist with a recognised foreign Health Professional Council in respect of foreign qualified employees, of whom it is not required to perform Community Service as required in South Africa. Inherent requirement of the job: Willingness to perform relief duties at pharmacies in the sub-structure. Competencies (knowledge/skills): Knowledge of National and Provincial Health Policies and Pharmaceutical Acts and Laws. Ability to work accurately under pressure and maintain a high standard of professionalism. Ability and willingness to train staff. Good communication and interpersonal skills. Computer literacy.
<u>DUTIES</u>	:	Perform relief duties to provide quality pharmaceutical care to patients by monitoring work procedures, ensuring compliance to provincial code list and ensuring clinical service delivery. Assist with ensuring quality of care of pharmacy services by doing with audits in areas where medicine is kept. Assist with medicine management in the sub-structure by ensuring safe and reliable procurement, storage, control and distribution of quality pharmaceuticals. Assist with managing pharmaceutical expenditure which includes monitoring, evaluation and analysis of expenditure trends and implement strategies to control expenditure within financial prescripts. Assist with collating and interpreting pharmaceutical data for the sub-structure and ensure representation of pharmacy services at all relevant meetings.
<u>ENQUIRES APPLICATIONS</u>	:	Mrs B Jack HRA – District Office/ Tel No: (053) 632 4000
	:	Applications must be emailed to nchealthhr-Pixley@ncpg.gov.za or hand delivered or couriered via postal to Van der Merwe Street, De Aar,7000
<u>POST 02/186</u>	:	<u>ASSISTANT MANAGER NURSING (PRIMARY HEALTH CARE) REF NO: NCDOH 08/2025 (X1 POST)</u>
<u>SALARY CENTRE REQUIREMENTS</u>	:	R715 977 per annum
	:	Frances Baard Health District: Galeshewe Day Hospital
	:	Basic R425 qualification (i.e diploma/degree in Nursing) or equivalent qualification that allows registration with the South African Nursing Council (SANC) as a Professional Nurse. Registration with the SANC as Professional Nurse and Current registration with SANC as a Professional Nurse. Experience: A minimum of 10 years appropriate/recognizable experience in nursing after registration as Professional Nurse with the SANC in General Nursing. At least 6 years of the period referred to above must be appropriate/recognisable experience after obtaining the 1 year post basic qualification in Primary Health Care. At least 3 years of the period referred to above must be appropriate/recognizable experience at management level. Qualification/certificate in Quality Management will be an added advantage. Computer literacy and valid driver's license is essential. Strategic planning, project management, policy analysis and development, financial management, communication, and people management skills (problem solving, decision making and presentation skills). The incumbent needs to be knowledgeable on Health Systems, Quality Assurance Framework, Accreditation and Certification Systems. Relevant legislation, Risk Management as well as the District Health System. Skills: Conceptual, analytical, and creative thinking. Inter-sectoral collaboration and engagement with the internal and external clients.
<u>DUTIES</u>	:	The Incumbent will provide strategic leadership for the Quality Directorate in the facility towards the realization of the set strategic goals and objective. Coordinates reporting investigation and management of complaints and Patients Safety Incidents in the CHC. Participate in selected clinical audit chosen by the health professionals. Serve on institutional/ or provincial committee for selected provincial clinical audit projects. Coordinate provision of and compliance to national and provincial clinical guidelines with the districts. Provide initiative to improve customer care and facilities user-friendly environment. Advocate for and ensure the promotion of Quality Assurance activities. Monitor the implementation of policies, protocols, guidelines, programmes, practices and procedures pertaining to quality improvement plans. Collate and analyze data to establish trends and patterns in health care effectiveness. Utilize information technology and other management information system to manage Quality Assurance Information Improvement of service delivery. Establish, maintain and participate in inter-professional and multi-disciplinary teamwork that promotes efficient and effective health care. Conduct patient Experience of Care Surveys and share results with relevant stakeholders. Ensure that monthly internal audits are conducted in patients care units and compliance with Norms and Standards. Function within a strategic thrust of strengthening the district health system and establishment of the sub-districts,

within the given mandates of Primary Health Care service reengineering NHI, Norms and Standards and Ideal clinic. Perform all other duties delegated by Supervisor/Manager.

**ENQUIRIES
APPLICATIONS**

: Mr MC Joka or Mr ND Mohamad Tel No: (053) 861 4770
: Please post or courier your application to: The Department of Health: Frances Baard Health District; 119 Green Street; Riviera, Kimberley, 8301 or hand deliver at the Registry Office at the Frances Baard Health District Office, Green street, Old West End Hospital or emailed to: ncHealthHR-FBD@ncpg.gov.za Applicants must complete an application register when an application is hand delivered.

POST 02/187

: **OPERATIONAL MANAGER NURSING (PRIMARY HEALTH CARE) REF NO: NCDOH 12/2025 (X6 POSTS)**

**SALARY
CENTRE**

: R696 504 per annum
: Frances Baard Health District:
Florianville PHC (X1 Post)
Ritchie PHC (X1 Post)
City Clinic (X1 Post)
Pholong PHC (X1 Post)
Ganspan PHC (X1 Post)
Phutanang PHC (X1 Post)

REQUIREMENTS

: A basic qualification accredited with the South African Nursing Council in Terms of Government Notice 425, (i.e. Diploma / Degree in Nursing) or Equivalent qualification that allows registration with the SANC as a Professional Nurse, plus a post basic nursing qualification, with duration of at least 1 year, accredited with the SANC in terms of Government Notice No R212 in Primary Health Care. A minimum of nine (09) years appropriate / recognizable experience in nursing after registration as a Professional Nurse with the SANC in General Nursing. At least five (05) years of the period referred to above must be appropriate / recognizable experience in Primary Health Care after obtaining the 1 year post basic PHC Nursing Science qualification. Registration with the SANC as Professional Nurse. Skills Profile: Experience and knowledge of the District Health System. Demonstrate an in depth understanding of nursing legislation and related legal and ethical nursing practices and how this in pacts on service delivery. Demonstrate a basic understanding of HR and financial and practices. Knowledge of relevant legal framework such as Nursing Act, Health Occupational and Safety Act, Patients Right Charter, Batho Pele Principles, Operational Management Skills. Problem solving, planning and Organizing Skills. Expected to work under pressure. Leadership. Supervisory, problem-solving, conflict resolution, inter-personal ad communication and communication skills. Demonstrate an in depth understanding of legislation and related ethical nursing practices and how this impact on service delivery. Computer literacy will be an added advantage (MS Word, Excel, PowerPoint and Outlook). Computer literacy.

DUTIES

: Manage and provide PHC facility supervisory in line with the PHC Supervision Guideline. Ensure clinical nursing practice by the nursing team in the facility in accordance with the scope and practice and nursing standard as determined by the relevant health facility. Promote quality nursing care as directed by the professional scope of practice and standard in accordance to the PHC delivery package. Ensure the implementation on National Core Norms and Standards including Six Priority Areas. Advocate for patients through ensuring adherence to Batho Pele Principles. Coordinate community involvement and participation. Manage and Monitor effective use and maintenance of assets and infrastructure of the facility. Monitor information management and documentation.

**ENQUIRIES
APPLICATIONS**

: Mr MC Joka or Mr ND Mohamad Tel No: (053) 861 4770
: Please post or courier your application to: The Department of Health: Frances Baard Health District; 119 Green Street; Riviera, Kimberley, 8301 or hand deliver at the Registry Office at the Frances Baard Health District Office, Green street, Old West End Hospital or emailed to: ncHealthHR-FBD@ncpg.gov.za Applicants must complete an application register when an application is hand delivered.

POST 02/188

: **OPERATIONAL MANAGER SPECIALTY (PAEDIATRIC) REF NO: NCDOH 09/2025 (X1 POST)**

**SALARY
CENTRE**

: R656 964 per annum
: Tshwaragano District Hospital

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. A post-basic nursing qualification, with a duration of at least 1 year, accredited with the SANC in Advance Midwifery and Neonatology. Experience: A minimum of 9 years appropriate/recognisable experience in nursing after registration as Professional Nurse with the SANC in General Nursing. At least 5 years of the period referred to above must be appropriate/recognisable experience in the specific specialty after obtaining the 1-year post basic qualification in the relevant specialty.

DUTIES

: Coordination of optimal, holistic specialised nursing care provided within the set standards and professional/legal framework. Manage effectively the utilisation and supervision of resource both physical and human resources. Coordination of the provision of effective training and research.

Provision of effective support of nursing services. Maintain professional growth/ethical standards and self-development.

**ENQUIRIES
APPLICATIONS**

: Mr KM Taolo Tel No: (053) 775 1149
: Please note applications can be hand delivered to 1 Petso Street, Kagisho Health Centre, Mothibistad or E-Mailed at nchealthhr-jtg@ncpg.gov.za All applicants must complete an application register when an application is hand

POST 02/189

OPERATIONAL MANAGER NURSING (SPECIALTY: MATERNITY) REF NO: NCDOH 10/2025 (X1 POST)

**SALARY
CENTRE
REQUIREMENTS**

: R656 964 per annum
: Frances Baard Health District: Galeshewe Day Hospital
: Basic R425 qualification (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the South African Nursing Council (SANC) as a Professional Nurse and Midwife. A post-basic nursing qualification with a duration of at least 1 year accredited with the SANC in Advanced Midwifery and Neonatal Nursing Science. Registration with the SANC as Professional Nurse and Midwife. Experience: A minimum of 9 years appropriate/recognisable experience in nursing after registration as a Professional Nurse with the SANC in General Nursing. At least 5 years of the period referred to above must be appropriate/recognisable experience in the specific specialty after obtaining the 1-year post-basic qualification as mentioned above. Inherent requirement of the job: Must be willing to perform after-hour and weekend duties. Competencies (knowledge/skills): Extensive knowledge in General Nursing and the relevant Nursing Specialty. Human Resources and Financial Management, including computer literacy (MS Word, Excel, PowerPoint and Outlook). Knowledge of relevant legislation pertaining to: Labour Relations, Nursing Legislation, related Legal and Ethical Nursing Practices and Framework and relevant Public Sector Policies and Protocols. Principles of Management: leadership, supervisory, problem solving, conflict resolution, interpersonal, and communication skills.

DUTIES

: Collect, provide and use relevant information for the enhancement of service delivery. Manage staff performance, training and personal development of self and sub-ordinates, including management of under-performance and grievances. Participate in and encourage nursing research. Participate in formulating, monitoring and implementation of policies, guidelines, standards, procedures and regulations pertaining to nursing care within the relevant department. Provide effective support and management of human, material and financial resources, as well as functional business management principles. Responsible for the coordination and delivery of quality nursing care within the allocated Obstetric department.

**ENQUIRIES
APPLICATIONS**

: Mr MC Joka or Mr ND Mohamad Tel No: (053) 861 4770
: Please post or courier your application to: The Department of Health: Frances Baard Health District; 119 Green Street; Riviera, Kimberley, 8301 or hand deliver at the Registry Office at the Frances Baard Health District Office, Green street, Old West End Hospital or emailed to: ncHealthHR-FBD@ncpg.gov.za Applicants must complete an application register when an application is hand delivered.

POST 02/190

OPERATIONAL MANAGER NURSING (SPECIALTY: TRAUMA & EMERGENCY) REF NO: NCDOH 11/2025 (X1 POST)

**SALARY
CENTRE
REQUIREMENTS**

: R656 964 per annum
: Frances Baard Health District: Galeshewe Day Hospital
: Requirement: Basic R425 qualification (i.e., diploma/degree in nursing) or equivalent qualification that allows registration with the South African Nursing Council (SANC) as a Professional Nurse. A Post-basic nursing qualification with a duration of at least 1 year, accredited with the SANC in Trauma and Emergency. Registration with the SANC as a Professional Nurse. Experience: A minimum of 9 years' appropriate/recognisable experience in nursing after registration as Professional Nurse with the SANC in General Nursing. At least 5 years of the period referred to above must be appropriate/recognisable experience in Trauma and Emergency after obtaining the one-year post-basic qualification as mentioned above. Inherent requirement of the job: Perform after-hour and weekend duties. Competencies (knowledge/skills): Supervisory, leadership, problem solving, conflict resolution and interpersonal/communication skills. Knowledge of Nursing legislation, related legal and ethical nursing practices and framework. Human Resources, Labour relations legislation and Financial Management, including computer literacy (i.e., Ms Word, Excel, PowerPoint, and Outlook). Extensive knowledge in General Nursing and the relevant Nursing Speciality including public sector policies and protocols.

DUTIES

: Provide innovative leadership in the allocated area to realise the strategic goals and objectives of the Nursing Division. Responsible for the co-ordination and delivery of quality nursing care within the relevant department. Participate in formulation, monitoring and implementation of policies, guidelines, standards, procedures, and regulations pertaining to nursing care within the relevant Department. Provide effective support and management of human, material, and financial resources, as well as Functional Business FBU management principles. Manage staff performance, training and personal development of self and subordinates including management of underperformance and grievances. Collect, provide, and use relevant information for the enhancement of service delivery, including participation in and encouragement of nursing research.

ENQUIRIES : Mr MC Joka or Mr ND Mohamad Tel No: (053) 861 4770
APPLICATIONS : Please post or courier your application to: The Department of Health: Frances Baard Health District; 119 Green Street; Riviera, Kimberley, 8301 or hand deliver at the Registry Office at the Frances Baard Health District Office, Green street, Old West End Hospital or emailed to: nHealthHR-FBD@ncpg.gov.za Applicants must complete an application register when an application is hand delivered.

POST 02/191 : **OPERATIONAL MANAGER (PRIMARY HEALTH CARE) REF NO: NCDOH 13/2025 (X5 POSTS)**

SALARY : R656 964 per annum
CENTRE : JTG: Bankhara Bodulong Clinic
Perth Clinic
Mosalashuping Bicomedi Clinic
Katrina Koikopi clinic
Pako Seboko Clinic

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. Post basic qualification with a duration of at least 1 year in Curative Skills in Primary Health Care accredited with the SANC. Experience: A minimum of 9 years appropriate/recognisable nursing experience after registration as Professional Nurse with the SANC in General Nursing. At least 5 years of the period referred to above must be appropriate/recognisable experience after obtaining the 1-year post basic qualification in the relevant speciality.

DUTIES : Provide quality comprehensive community health care. Provide administrative services. Provide educational services. Provision of clinical services. Usage of equipment and machinery. Research responsibility.

ENQUIRIES : Mr KM Taolo Tel No: (053) 775 1149
APPLICATIONS : Please note applications can be hand delivered to 1 Petso Street, Kagisho Health Centre, Mothibistad or E-Mailed at nchealthHR-JTG@ncpg.gov.za. All applicants must complete an application register when an application is hand.

POST 02/192 : **OPERATIONAL MANAGER (PRIMARY HEALTH CARE) REF NO: NCDOH 14/2025 (X1 POST)**

SALARY : R656 964 per annum
CENTRE : Vosburg PHC

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 in Curative Skills in Primary Health Care accredited with the SANC. Registration with the SANC as Professional Nurse. Computer skills in basic programmes (Microsoft Office). Valid driver's licence is an inherent requirement. Experience: Minimum of 9 years' appropriate/recognizable nursing experience after registration as Professional Nurse with the SANC in General Nursing. At least 5 years of the period referred to above must be appropriate/recognizable experience after obtaining the 1-year post basic qualification in Clinical Nursing Science, Health Assessment and Treatment (Primary Health Care). Valid driver's licence (Code B/EB). Willingness to attend to community needs after hours. Competencies (knowledge/skills): Good interpersonal, leadership and communication skills, strong sense of responsibility. Demonstrate an in-depth knowledge of nursing and public service legislation, knowledge of Human resource, financial policies and quality assurance policies. Computer literacy (MS Word and Excel, PowerPoint, and Outlook.)

DUTIES : Operational management of facility: Management of burden of disease, render clinical and administrative services. Management of Critical Support Services: Quality data, consumable and drug management, maintenance and infrastructure management as well as asset management. Adequate financial planning and control: Manage budget, procurement, assets and stock control. Human Resource Planning and Management: Performance Management and ensure that all personnel undergo training according to their Individual Development and Performance Plan as well as implementing policies, prescripts and protocols and improve quality of services and deliver a patient centered service. Facilitate the development of community participation programmes and facility-based services based on COPC principles. Liaise with relevant stakeholders including facility committees and community participation.

ENQUIRIES : Mrs B Jack HRA – District Office/ Tel No: (053) 632 4000
APPLICATIONS : Applications must be emailed to nchealthhr-Pixley@ncpg.gov.za or hand delivered or couriered via postal to Van der Merwe Street, De Aar,7000

POST 02/193 : **OPERATIONAL MANAGER GRADE 1 (GENERAL) REF NO: NCDOH 15/2025 (X1 POST)**

SALARY : R520 560 per annum
CENTRE : Robert Mangaliso Sobukwe Hospital

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: A minimum of 7 years appropriate/recognisable experience in Nursing after registration as a Professional Nurse with SANC in General Nursing. Inherent requirements of the

post: Ability and willingness to assist with after-hours hospital cover including weekends, public holidays and night duty relief and overtime should the need arises. Ability to work under pressure and in a multi - disciplinary team context. Competencies (knowledge/skills): Be able to lead and manage the nursing unit with conflict management, problem solving and decision-making skills. The ability to facilitate training. In depth knowledge and understanding of legal and ethical legislations, Nursing and Health Act, Regulations and policies related to Nursing practices, Ideal Hospital Realization Framework, Office of Health Standards Compliance and the Public service code of conduct. Basic computer literacy (MS Word, Excel and Power Point).

DUTIES : Supervise and ensure the provision of effective and efficient patient care through adequate nursing care, Coordinate and monitor the implementation of the nursing care plan and evaluation thereof. Provide relevant health information to health care users to assist in achieving of optimal health care and rehabilitation of patients. Maintain constructive working relationships with nursing and other stakeholders (i.e. inter professional, Intersectoral and multidisciplinary teams) Manage and monitor proper utilization of human, financial and physical resources.

ENQUIRIES : Ms. H Alexander Tel No: (053) 802 9111
APPLICATIONS : Please note applications can be hand delivered to the HRM 3rd Floor Admin Building or E-Mailed at rmshhr@ncpg.gov.za. All applicants must complete an application register when an application is hand delivered.

POST 02/194 : **CLINICAL NURSE PRACTITIONER REF NO: NCDOH 16/2025 (X10 POSTS)**

SALARY : Grade 1: R451 533 – R520 560 per annum
 Grade 2: R553 545 – R676 068 per annum

CENTRE : Namakwa District (X2 Posts)
 Frances Baard District (X2 Posts)
 John Taolo Gaetsewe (X2 Posts)
 Pixley Ka Seme District (X2 Posts)
 ZF Mgawu District (X2 Posts)

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 in Curative Skills in Primary Health Care accredited with the SANC (i.e. R48). Registration with the SANC as Professional Nurse. Valid driver's licence will be an added advantage. Experience: **Grade 1:** Minimum of 4 years' appropriate/recognizable nursing experience after registration as 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 : Provision of quality comprehensive community health care. Provision of administrative services. Provision of educational services. Provision of clinical services. Usage of equipment and machinery & Research responsibility.

ENQUIRIES : Mr D. Grootboom/Ms EA Cloete, Tel No: (027) 7121601 (Namakwa District), Mr. M Beketsana / Mr. F Van Neel, Tel No: (054) 73370600 (ZF Mgcawu District), Ms Mc Cloen / Ms B Jack, Tel No: (053) – 6324000 (Pixley Ka Seme District), Ms K Taolo / Mr. L Moemedi, Tel No: (053) – 7751149 (John Taolo Gaetsewe District), Mr. MC Joka / Mr. Mohammed, Tel No: (053) – 8613913 (Frances Baard District)

APPLICATIONS : Please note that applications can be hand delivered to Namakwa District Office, Human Resource Management Unit, Nakanas Building, River Street Springbok, 8240. Or e-mailed to, namakwahr@gmail.com
 ZF Mgcawu District, Human Resource Management Unit, 110 Schroder Street, Old Gordonia Hospital, Upington, Or e-mailed to nchealthhr-zfm@ncpg.gov.za
 Pixley Ka Seme, Human Resource Management Unit, Van Der Merwe Street, New De Aar Hospital, De Aar, Or e-mailed to nchealthhr-pixley@ncpg.gov.za
 John Taolo Gaetsewe, Human Resource Management Unit, Petso Street, Kagisho Health Centre Mothibistad Or e-mailed to nchealthhr-jtg@ncpg.gov.za
 Frances Baard, Human Resource Management Unit, 119 Green Street, Riviera, West End Hospital, Or e-mailed to nchealthhr-fb@ncpg.gov.za

POST 02/195 : **CLINICAL NURSE PRACTITIONER REF NO: NCDOH 17/2025 (X7 POSTS)**

SALARY : Grade 1: R451 533 – R520 560 per annum
 Grade 2: R553 545 – R676 068 per annum

CENTRE : Loopeng CHC (X1 Post)
 Olifantshoek CHC (X3 Posts)
 Kagisho CHC (X3 Posts)

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. Post basic qualification with a duration of at least 1 year in Curative Skills in Primary Health Care accredited with the SANC (i.e R48). Experience: **Grade 1:** Minimum of 4 years' appropriate/recognizable nursing experience after registration as 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 administrative services: Plan and organise the clinic, ensure completion of statistics, ensure ordering and control of stationery and consumables, ordering of medication. Ensure implementation of 95 95 95 strategy in all aspects of all programmes especially HIV/AIDS and TB Provision of educational services In-service training, personnel development, health education to patients. Provision of clinical services: Initiate the implementation of programme and evaluation of patients conditions, initiate minor treatments, individual consultation sessions. Function as a member of the therapeutic team. Continuous evaluation of nursing care and nursing services. Identify community needs. Ensure effective crisis management in the clinic. Initiate resuscitation if necessary. Assist in regional and departmental research projects. Ensure accurate data and information management systems. Ensure accurate monthly reporting to the Operational Manager or Health Area Manager. Ensure implementation of the ideal PHC/CHC standards.

ENQUIRIES

: Mr KM Taolo Tel No: (053) 775 1149

APPLICATIONS

: Please note applications can be hand delivered to 1 Petso Street, Kagisho Health Centre, Mothibistad or E-Mailed at nchhealthHR-JTG@ncpg.gov.za All applicants must complete an application register when an application is hand.

POST 02/196

: **CLINICAL NURSE PRACTITIONER REF NO: NCDOH 18/2025 (X1 POST)**

SALARY

: Grade 1: R451 533 – R520 560 per annum
Grade 2: R553 545 – R676 068 per annum

CENTRE

: Vosburg PHC

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. Post basic qualification with a duration of at least 1 year in Curative Skills in Primary Health Care accredited with the SANC (i.e R48). Experience: **Grade 1:** Minimum of 4 years' appropriate/recognizable nursing experience after registration as 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

: 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

: Mrs B Jack HRA – District Office/ Tel No: (053) 632 4000. Applications must be emailed to nchealthhr-Pixley@ncpg.gov.za or hand delivered or couriered via postal to Van der Merwe Street, De Aar, 7000.

POST 02/197

: **CLINICAL NURSE PRACTITIONER (PRIMARY HEALTH CARE) REF NO: NCDOH 19/2025 (X1 POST)**

SALARY

: Grade 1: R451 533 – R520 560 per annum
Grade 2: R553 545 – R676 068 per annum

CENTRE

: Frances Baard Health District: Masakhane PHC

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. 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). Shortlisted candidates

will be required to submit current proof of registration with SANC as a Professional Nurse. 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 with the SANC as Professional Nurse in General Nursing. At least 10 years of the period referred to above must be appropriate/recognisable experience after obtaining the 1-year post-basic qualification in 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. Up to date knowledge of appropriate legislation, regulations and departmental policies. 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 APPLICATIONS : Mr MC Joka or Mr ND Mohamad Tel No: (053) 861 4770
: Please post or courier your application to: The Department of Health: Frances Baard Health District; 119 Green Street; Riviera, Kimberley, 8301 or hand deliver at the Registry Office at the Frances Baard Health District Office, Green street, Old West End Hospital or emailed to: ncHealthHR-FBD@ncpg.gov.za Applicants must complete an application register when an application is hand delivered.

POST 02/198 : **PROFESSIONAL NURSE (SPECIALTY- THEATRE) REF NO: NCDOH 20/2024 (X1 POST)**

SALARY : Grade 1: R451 533 – R520 560 per annum
Grade 2: R553 545 – R676 068 per annum

CENTRE REQUIREMENTS : JTG: Kuruman District Hospital
: 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 Nursing qualification in theatre with a duration of at least 1 year, accredited with the SANC in one of the specialties referred to in the glossary of terms. 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 with the SANC as Professional Nurse in General Nursing. At least 10 years of the period referred to above must be appropriate/recognisable experience in the specific specialty after obtaining the 1-year post-basic qualification in the relevant specialty. Demonstrate an understanding of nursing legislation and related legal and ethical nursing practises.

DUTIES : Perform a clinical nursing practice in accordance with the scope of practice and nursing standards as determined by the relevant health facility. Promote quality of nursing care as directed by the professional scope of practice and standards as determined by the relevant health facility.

ENQUIRIES APPLICATIONS : Mr KM Taolo Tel No: (053) 775 1149
: Please note applications can be hand delivered to 1 Petso Street, Kagisho Health Centre, Mothibstad or E-Mailed at nchealthHR-JTG@ncpg.gov.za All applicants must complete an application register when an application is hand.

POST 02/199 : **PROFESSIONAL NURSE GRADE 1 & 2 (SPECIALTY NURSING) REF NO: NCDOH 21/2024 (X1 POST)**

SALARY : Grade 1: R451 533 – R520 560 per annum
Grade 2: R553 545 – R676 068 per annum

CENTRE REQUIREMENTS : Frances Baard Health District: Prof. ZK Matthews Hospital
: 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. 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. Shortlisted candidates will be required

to submit current proof of registration with SANC as a 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 with the SANC as Professional Nurse in General Nursing. At least 10 years of the period referred to above must be appropriate/recognisable experience in the specific specialty after obtaining the 1-year post-basic qualification in the relevant specialty.

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 in Public Service, Professional Body. Seek learning opportunities. In-service training.

ENQUIRIES APPLICATIONS : Mr MC Joka or Mr ND Mohamad Tel No: (053) 861 4770
: Please post or courier your application to: The Department of Health: Frances Baard Health District; 119 Green Street; Riviera, Kimberley, 8301 or hand deliver at the Registry Office at the Frances Baard Health District Office, Green street, Old West End Hospital or emailed to: ncHealthHR-FBD@ncpg.gov.za Applicants must complete an application register when an application is hand delivered.

POST 02/200 : **PROFESSIONAL NURSE SPECIALTY (PAEDIATRIC) REF NO: NCDOH 22/2025 (X5 POSTS)**

SALARY : Grade 1: R451 533 – R520 560 per annum
Grade 2: R553 545. – R676 068 per annum

CENTRE REQUIREMENTS : JTG: Tshwaragano District Hospital
: Basic R425 qualification (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the SANC as a Professional Nurse. A post Nursing qualification, with a duration of at least 1 year, accredited with the SANC in one of specialties referred to in the glossary of terms. 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 with the SANC as Professional Nurse in General Nursing. At least 10 years of the period referred to above must be appropriate/recognisable experience in the specific specialty after obtaining the 1-year post-basic qualification in the relevant specialty.

DUTIES : Takes responsibility and accountability for own decisions, actions or omissions in childcare delivery, Participates in peer reviews (Collegiality and Quality Assurance), Participates in ethical decision-making within the multidisciplinary team, Assesses health education needs and provides health teaching that enhances risk-reducing behaviours (safety), developmental needs and activities of daily living, Assumes the role of a child nurse specialist within a multidisciplinary team, based on her qualifications and skills.

ENQUIRIES APPLICATIONS : Mr KM Taolo Tel No: (053) 775 1149
: Please note applications can be hand delivered to 1 Petso Street, Kagisho Health Centre, Mothibistad or E-Mailed at nchealthhr-jtg@ncpg.gov.za All applicants must complete an application register when an application is hand.

POST 02/201 : **PROFESSIONAL NURSE – SPECIALTY NURSING REF NO: NCDOH 23/2025 (X2 POSTS)**

SALARY : Grade 1: R451 533 per annum
Grade 2: R553 545 per annum

CENTRE REQUIREMENTS : Robert Mangaliso Sobukwe Hospital
: 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. A post-basic nursing qualification, with a duration of at least 1 year, accredited with the SANC in one of the specialties: Child Nursing Science, Gerontological Nursing Science, Nephrology, Medical and Surgical Nursing Science, Advanced Midwifery and Neonatal Nursing Science, Advanced Psychiatric Nursing Science, Paediatric Nursing Science, Advanced Paediatric and Neonatal Nursing Science, Intensive Nursing Science, Oncology Nursing Science, Operating Theatre Nursing Science, Ophthalmic Nursing Science & Orthopaedic Nursing science, Plastic Surgery, Emergency and Critical Care and/or other relevant specialty.

Experience: **Grade 1:** Minimum of 4 years' experience appropriate/recognizable experience in nursing after registration as a Professional Nurse with SANC as a Professional Nurse with the SANC in the relevant Specialty Nursing. **Grade 2:** Minimum of 14 years' appropriate/recognizable 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/recognizable experience in the specific specialty after obtaining the 1 year post basic qualification in the relevant specialty. Inherent requirements of the job: Ability and willingness to work shifts, which include after-hours hospital cover, weekends, public holidays and night duty relief and overtime should the need arise. The ability to work under pressure and in a multi- disciplinary team. Competencies (knowledge/skills): Be able to lead and manage the Operating Theatre, Emergency Centre or Adult Intensive Care Unit (ICU). Conflict Management, problem solving and decision making skills. Ability to facilitate training. In depth knowledge and understanding of legal and ethical legislations, Nursing and Health Act, Regulations and policies related to Nursing practices, Ideal Hospital Realization Framework, Office of Health Standards Compliance and the Public service code of conduct. Basic computer literacy (MS Word, Excel and Power Point). Ability to work under pressure and in a multi – disciplinary team context.

DUTIES : Provision of optimal, holistic specialised nursing case with set standards and within a professional/legal framework. Planning and organising as well as monitoring of objectives of the specialised unit. Effective utilization of human and physical resources. Monitor the linen and cleaning in conjunction with housekeeping staff. Participation in training and research. To assist in orientation, induction of all nursing staff. Maintain professional growth/ethical standards and self-development. Seek learning opportunities such as in-service training. To complete patient related data and partake in research. Provision of support to Nursing Services. To promote and maintain the Code of Conduct of the Public Service, Professional Body.

ENQUIRIES APPLICATIONS : Ms. H Alexander Tel No: (053)-802 9111
: Please note applications can be hand delivered to the HRM 3rd Floor Admin Building or E-Mailed at rmshhr@ncpg.gov.za. All applicants must complete an application register when an application is hand delivered.

POST 02/202 : **AUDIOLOGIST REF NO: NCDOH 24/2025 (X1 POST)**

SALARY : Grade 1: R376 524 per annum
Grade 2: R439 755 per annum
Grade 3: R 514 785 per annum

CENTRE REQUIREMENTS : Robert Mangaliso Sobukwe Hospital
: Appropriate qualification that allows registration with the Health Professions Council of South Africa (HPCSA) as an Audiologist. Registration with HPCSA as Audiologist. Experience: **Grade 1:** None after registration with HPCSA as an Audiologist or Speech Therapist in respect of RSA qualified employee. 1-year relevant experience after registration with the HPCSA as an Audiologist or Speech Therapist in respect of foreign qualified employees of whom it is not required to perform Community Service, as required in South Africa. **Grade 2:** A minimum of 10 years relevant experience after registration with the HPCSA as an Audiologist or Speech Therapist in respect of SA qualified employees. A minimum of 11 years relevant experience after registration with HPCSA as an Audiologist or Speech Therapist in respect of foreign qualified employees, of whom it is not required to Community Service, as required in South Africa. **Grade 3:** A minimum of 20 years' relevant experience after registration with HPCSA as an Audiologist or Speech Therapist in respect of SA qualified employees. A minimum of 21 years relevant experience after registration with the HPCSA as an Audiologist or Speech Therapist in respect of foreign qualified employees of whom it is not required to perform Community Service as required in South African.

DUTIES : Coordinate, manage and develop audiology services for a designated area. Clinical management of patients referred to audiology services. Effective and efficient management of physical resources. People management (Rehab care workers, students, volunteers). Participate in and contribute to education and training activities. Liaise and collaborate with stakeholders. Screen, assess and intervene as required and as and when its appropriate.

ENQUIRIES APPLICATIONS : Ms. A Paulsen Tel No: (053) 802 9111
: Please note applications can be hand delivered to the HRM 3rd Floor Admin Building or E-Mailed at rmshhr@ncpg.gov.za. All applicants must complete an application register when an application is hand delivered.

POST 02/203 : **OCCUPATIONAL THERAPIST REF NO: NCDOH 25/2025 (X1 POST)**

SALARY : Grade 1: R376 524 per annum
Grade 2: R439 755 per annum
Grade 3: R514 785 per annum

CENTRE REQUIREMENTS : Robert Mangaliso Sobukwe Hospital
: Degree in Occupational Therapy. Registration certificate with the Health Professions Council of South Africa (HPCSA) as an Occupational Therapist: Independent Practice. Independent Practice. Community service applicants must have Independent Occupational Therapist practitioner registration by the time of appointment. Experience: **Grade 1:** None or 1 year relevant experience, after registration as an Occupational Therapist with recognized Health Professional

Council in respect of foreign qualified Occupational Therapist. **Grade 2:** 10 year's appropriate experience after registration with HPCSA as an Occupational Therapist or 11 years relevant experience, after registration as a Radiographer with recognized Health Professional Council in respect of foreign qualified Occupational Therapist. **Grade 3:** 20 year's appropriate experience after registration with HPCSA as an Occupational Therapist or 21 years relevant experience, after registration as an Occupational Therapist with recognized Health Professional Council in respect of foreign qualified Occupational Therapist. Knowledge, Skills, Attributes and Abilities: Sound knowledge of occupational therapy practice and ethos. Good clinical reasoning and decision making skills. Knowledge on use and care of equipment. Knowledge on scope of practice, ethical codes and relevant legislation. Good organisation and time management skills. Excellent communication and interpersonal relations. Basic supervisory skills. Experience in a clinical tertiary setting with complex cases would be an advantage.

DUTIES : Provide quality occupational therapy services according to patient needs to both in and out-patients by assessing, treating and rehabilitating patients, ensuring continuity of care and provision of assistive aids and mobility devices. Maintain up to date and accurate clinical records and daily statistics, and write reports. Function within a multi-disciplinary team. Implementation of departmental policies and procedures. Ensure responsible utilisation of equipment and consumable resources of the department. Participate in clinical and non-clinical departmental activities and meetings as allocated by supervisor. Provide assistance and training to junior staff and students.

ENQUIRIES : Ms. A Paulsen Tel No: (053) 802 9111
APPLICATIONS : Please note applications can be hand delivered to the HRM 3rd Floor Admin Building or E-Mailed at rmshhr@ncpg.gov.za. All applicants must complete an application register when an application is hand delivered.

POST 02/204 : **RADIOGRAPHER REF NO: NCDOH 26/2025 (X1 POST)**

SALARY : Grade 1: R376 524 per annum
Grade 2: R439 755 per annum
Grade 3: R514 785 per annum

CENTRE : Tshwaragano District Hospital
REQUIREMENTS : Diploma/B Tech Degree in Diagnostic Radiography. Must have completed Community Service as per the Diagnostic Radiographer. Experience: **Grade 1:** None after registration with HPCSA in the relevant profession. **Grade 2:** A minimum of 10 years' appropriate experience in the relevant profession after registration with HPCSA as Diagnostic Radiographer. **Grade 3:** A minimum of 20 years' relevant experience after registration with HPCSA as Diagnostic Radiographer. Knowledge of Public Service Legislation, policies and procedure. Knowledge of current DOH policies governing the health sector and Radiograph and profession. Experience in digital Radiography. Experience in utilisation of computerised Radiography system is recommended. Excellent time management time management skills and must have knowledge of public service legislation governing the health sector and radiography profession. Compliance in budgeting, radiographic quality assurance. National core standards. Safety and infection control principles. Training and supervisor of students. Good written and verbal communication skills. Ability to work as member of multidisciplinary team. Must have a good understanding of public.

DUTIES : Provide and manage imaging procedure as requested by the doctors. Evaluate request forms by verifying patient information and ensuring patient history and examination correspond. Operate radiological equipment correctly for specific exam. Interrogate images. Ensure an even flow of patient at all times. Ensure adherence to radiation, health and safety protocols. Manage staff radiation procedure and ensure that all staff wear their devices all times. Protect and colleagues from radiation. Monitor personal radiation exposure. Adhere to all infection control policies. Conduct patient care and quality assurance. Ensure patients safety at all times. Protect confidentiality. Conduct quality control and safe-keep equipment. Have knowledge of all equipment and troubleshooting when there is a breakdown. Assist and implement quality control procedure. Train junior staff. Report machine faults to Radiographers in charge. Unsure staff/student development. Present for in-service training session. Training junior staff at CT/MRI. Develop for protocols for CT/MRI.

ENQUIRIES : Mr KM Taolo Tel No: (053) 775 1149
APPLICATIONS : Please note applications can be hand delivered to 1 Petso Street, Kagisho Health Centre, Mothibistad or E-Mailed at nchealthHR-JTG@ncpg.gov.za All applicants must complete an application register when an application is hand.

POST 02/205 : **RADIOGRAPHER REF NO: NCDOH 27/2025 (X1 POST)**

SALARY : Grade 1: R376 524 per annum
Grade 2: R439 755 per annum
Grade 3: R514 785 per annum

CENTRE : Carnarvon CHC
REQUIREMENTS : Diploma/B Tech Degree in Diagnostic Radiography. Must have completed Community Service as per the Diagnostic Radiographer. Minimum Educational Qualification: Appropriate qualification that allows for registration with the Health Professions Council of South Africa (HPCSA) as a Radiographer in Diagnostic Radiography. Registration with a professional council: Registration

with the HPCSA as a Diagnostic Radiographer. Experience: **Grade 1:** None after registration with the HPCSA as Diagnostic Radiographer in respect of RSA-qualified employees. 1-year relevant experience after registration with the HPCSA as Diagnostic Radiographer in respect of foreign qualified employees, of whom it is not required to perform Community Service, as required in South Africa. **Grade 2:** A minimum of 10 years relevant experience after registration with the HPCSA as Diagnostic Radiographer in respect of RSA-qualified employees. A Minimum of 11 years relevant experience after registration with the HPCSA as Diagnostic Radiographer in respect of foreign qualified employees, of whom it is not required to perform Community Service, as required in South Africa. **Grade 3:** A minimum of 20 years relevant experience after registration with the HPCSA as Diagnostic Radiographer in respect of RSA-qualified employees. A minimum of 21 years relevant experience after registration with the HPCSA as Diagnostic Radiographer in respect of foreign qualified employees, of whom it is not required to perform Community Service, as required in South Africa. Inherent requirement of the job: Render an after-hour service as part of your 40- hour work week as determined by the department. Competencies (knowledge/skills): Knowledge of protocols, radiation protection, quality assurance and equipment safety. Good interpersonal skills and perform effectively as part of a multidisciplinary team. Knowledge of Patient Archiving and Communication Systems and Radiology Information Systems. Good communication skills.

DUTIES : Provide a Radiographic service. Produce diagnostic images of high quality. Optimal patient care. Safe use and care of equipment. Accurate record keeping. Assist with training of community service Radiographers and students. Participate in continuing professional development activities.

ENQUIRIES : Mrs B Jack HRA – District Office/ Tel No: (053) 632 4000. Applications must be emailed to nhealthhr-Pixley@ncpg.gov.za or hand delivered or couriered via postal to Van der Merwe Street, De Aar,7000

POST 02/206 : **PROFESSIONAL NURSE (GENERAL NURSING) REF NO: 28/2025 (X15 POSTS)**

SALARY : Grade 1: R307 473 – R356 832 per annum
Grade 2: R375 480 – R435 759 per annum
Grade 3: R451 533 – R570 273 per annum

CENTRE : JTG: Kuruman District Hospital (X1 Post)
Siyathemba/Diletong Clinic (X1 Post)
Tshwaragano District Hospital (X12 Posts)
Olifantshoek 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' 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 : Mr KM Taolo Tel No: (053) 775 1149

APPLICATIONS : Please note applications can be hand delivered to 1 Petso Street, Kagisho Health Centre, Mothibistad or E-Mailed at nchhealthHR-JTG@ncpg.gov.za All applicants must complete an application register when an application is hand.

POST 02/207 : **PROFESSIONAL NURSE (GENERAL NURSING) REF NO: NCDOH 29/2025 (X4 POSTS)**

SALARY : Grade 1: R307 473 – R356 832 per annum
Grade 2: R375 480 – R435 759 per annum
Grade 3: R451 533 – R570 273 per annum

CENTRE : Frances Baard Health District
Delpportshoop PHC (X1 Post)
Betty Gaetsewe PHC (X1 Post)
Connie Vorster Hospital (X1 Post)
Platfontein PHC (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 appropriate/recognisable experience in nursing after registration with the SANC as Professional Nurse in General Nursing. **Grade 3:** A minimum

of 20 years appropriate/recognisable experience in nursing after registration with the SANC as Professional Nurse in General Nursing.

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 healthcare 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 MC Joka or Mr ND Mohamad Tel No: (053) 861 4770

APPLICATIONS

: Please post or courier your application to: The Department of Health: Frances Baard Health District; 119 Green Street; Riviera, Kimberley, 8301 or hand deliver at the Registry Office at the Frances Baard Health District Office, Green street, Old West End Hospital or emailed to: ncHealthHR-FBD@ncpg.gov.za Applicants must complete an application register when an application is hand delivered.

POST 02/208

: **PROFESSIONAL NURSE (GENERAL NURSING) REF NO: NCDOH 30/2025**

SALARY

: Grade 1: R307 473 – R356 832 per annum
Grade 2: R375 480 – R435 759 per annum
Grade 3: R451 533 – R570 273 per annum

CENTRE

: Robert Mangaliso Sobukwe Hospital

REQUIREMENTS

: Basic R425 qualification (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the South African Nursing College (SANC) as a Professional Nurse. Registration with the SANC as Professional Nurse. Experience: **Grade 1:** None after registration as Professional Nurse with SANC in General Nursing. **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. Inherent requirements of the job: Willingness to work shifts, day & night duty, weekends and public holidays to meet the operational requirements. Willingness to rotate to other departments if required. Competencies (knowledge/skills): Ability to function/ make decisions independently and as part of a multi- disciplinary team. Good communication, interpersonal, leadership and conflict resolution skills.

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
APPLICATIONS**

: Ms. H Alexander Tel No: (053) 802 9111
: Please note applications can be hand delivered to the HRM 3rd Floor Admin Building or E-Mailed at rmshhr@ncpg.gov.za. All applicants must complete an application register when an application is hand delivered.

POST 02/209

: **PROFESSIONAL NURSE (GENERAL NURSING) REF NO: NCDOH 31/2025 (X17 POSTS)**

SALARY

: Grade 1: R307 473 – R356 832 per annum
Grade 2: R375 480 – R435 759 per annum
Grade 3: R451 533 – R570 273 per annum
(depending on years of experience)

CENTRE

: Masibambane PHC (X1 Post)
Richmond CHC (X1 Post)
Marydale PHC (X1 Post)
Carnarvon 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' 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. 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 healthcare 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
APPLICATIONS**

: Mrs B Jack HRA – District Office/ Tel No: (053) 632 4000
: Applications must be emailed to nhealthhr-pixley@ncpg.gov.za or hand delivered or couriered via postal to Van der Merwe Street, De Aar,7000Hanover PHC (X 1 Post), Van Wyksvlei PHC (X

1 Post), Prieska Hospital (X2 Posts), Victoria West CHC (X1 Post), Douglas CHC (X2 Posts), Griekwastad CHC (X1 Post), Strydenburg PHC (X 1 Post), Hopetown CHC (X1 Post), Noupoot PHC (X 1 Post), Colesberg Hospital (X2 Posts)

- POST 02/210** : **STAFF NURSE REF NO: NCDOH: 32/2025 (X2 POSTS)**
- SALARY** : Grade 1: R209 112 – R237 441 per annum
Grade 2: R248 613 – R283 347 per annum
Grade 3: R290 805 – R362 187 per annum
- CENTRE** : Robert Mangaliso Sobukwe Hospital
- REQUIREMENTS** : Qualification that allows registration with the SANC as Staff Nurse. Registration with the SANC as Enrolled Nurse. Experience: **Grade 1:** None. **Grade 2:** A minimum of 10 years' appropriate/recognisable experience in nursing after registration with the SANC as Staff Nurse. **Grade 3:** A minimum of 20 years' appropriate/recognisable experience in nursing after registration with the SANC as Staff Nurse. Inherent requirements of the post: Willingness to work shifts, day and night duty, weekends, and public holidays to meet the operational requirements. Must be prepared to rotate and assist in all departments according to operational requirements. Competencies (knowledge/skills): Good communication and interpersonal relationships. Basic computer skills in MS Office. Knowledge of relevant nursing legislation and policies of public health.
- DUTIES** : Development and implementation of basic patient care plans. Provide basic clinical nursing care. Effective utilization of resources. Maintain professional growth/ethical standards and self-development.
- ENQUIRIES** : Ms. H Alexander Tel No: (053) 802 9111
- APPLICATIONS** : Please note applications can be hand delivered to the HRM 3rd Floor Admin Building or E-Mailed at rmshhr@ncpg.gov.za. All applicants must complete an application register when an application is hand delivered.
- POST 02/211** : **STAFF NURSE REF NO: NCDOH 33/2025 (X10 POSTS)**
- SALARY** : Grade 1: R209 112 – R237 441 per annum
Grade 2: R248 613 – R283 347 per annum
Grade 3: R290 805 – R362 187 per annum
(depending on years of experience)
- CENTRE** : Tshwaragano District Hospital (X9 Posts)
Kagisho CHC (X1 Post)
- REQUIREMENTS** : Qualification that allows registration with the SANC as Staff Nurse. Registration with SANC as Enrolled Nurse. Experience: **Grade 1:** None. **Grade 2:** A minimum of 10 years' appropriate/recognisable experience in nursing after registration with the SANC as Staff Nurse. **Grade 3:** A minimum of 20 years' appropriate/recognisable experience in nursing after registration with the SANC as Staff Nurse.
- DUTIES** : Assist clients with daily activities. Provide basic clinical nursing care. Effective utilisation of resources. Maintain professional growth /ethical standards and self-development.
- ENQUIRIES** : Mr KM Taolo Tel No: (053) 775 1149
- APPLICATIONS** : Please note applications can be hand delivered to 1 Petso Street, Kagisho Health Centre, Mothibistad or E-Mailed at nchhealthHR-JTG@ncpg.gov.za All applicants must complete an application register when an application is hand.
- POST 02/212** : **STAFF NURSE REF NO: NCDOH 34/2025 (X1 POST)**
- SALARY** : Grade 1: R209 112 – R237 441 per annum
Grade 2: R248 613 – R283 347 per annum
Grade 3: R290 805 – R362 187 per annum
(depending on years of experience)
- CENTRE** : Frances Baard Health District: Warrenton CHC X1
- REQUIREMENTS** : Minimum educational qualification: Qualification that allows registration with the SANC as a Staff Nurse. Registration with the SANC as an Enrolled Nurse. Shortlisted candidates will be required to submit current proof of registration with SANC as an Enrolled Nurse. Experience: **Grade 1:** None. **Grade 2:** A minimum of 10 years appropriate/recognisable experience in nursing after registration with the SANC as Staff Nurse. **Grade 3:** A minimum of 20 years appropriate/recognisable experience in nursing after registration with the SANC as Staff Nurse. Skills Profile: Demonstrate knowledge and understanding of relevant legal and ethical framework i.e., Acts, policies, SOP's, guidelines, and protocols governing the public service and Nursing practice. Demonstrate basic knowledge of Ideal Hospital Realization and maintenance. Effective utilization of resources, maintenance of proper and accurate record keeping. Demonstrate basic communication with patients, supervisors, and colleagues. Willing to rotate through department and work night duty. Maintain professional growth/ethical standards and self-development. Work as part of a multidisciplinary team and support the managers to ensure quality nursing care.
- DUTIES** : Maintain patients' hygiene e.g. washing etc. provide nutrition, assist with patient mobility, assist with elimination procedures, Monitor, interpret and record vital signs, Prepare patients for

diagnostic and surgical procedures. Assist Professional Nurse with Clinical procedures, Order stock and equipment in a cost-effective manner.

ENQUIRIES : Mr MC Joka or Mr ND Mohamad Tel No: (053) 861 4770
APPLICATIONS : Please post or courier your application to: The Department of Health: Frances Baard Health District; 119 Green Street; Riviera, Kimberley, 8301 or hand deliver at the Registry Office at the Frances Baard Health District Office, Green street, Old West End Hospital or emailed to: ncHealthHR-FBD@ncpg.gov.za Applicants must complete an application register when an application is hand delivered.

POST 02/213 : **STAFF NURSE REF NO: NCDOH: 35/2025 (X3 POSTS)**

SALARY : Grade 1: R209 112 – R237 441 per annum
Grade 2: R248 613 – R283 347 per annum
Grade 3: R290 805 – R362 187 per annum

CENTRE : Prieska Hospital (X1 Post)
Carnarvon (X1 Post)
Douglas CHC (X1 Post)

REQUIREMENTS : Qualification that allows registration with the SANC as Staff Nurse. Registration with SANC as Enrolled Nurse. Experience: **Grade 1:** None. **Grade 2:** A minimum of 10 years' appropriate/recognisable experience in nursing after registration with the SANC as Staff Nurse. **Grade 3:** A minimum of 20 years' appropriate/recognisable experience in nursing after registration with the SANC as Staff Nurse.

DUTIES : 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.

ENQUIRIES : Mrs B Jack HRA – District Office/ Tel No: (053) 632 4000
APPLICATIONS : Applications must be emailed to nchealthhr-Pixley@ncpg.gov.za or hand delivered or couriered via postal to Van der Merwe Street, De Aar,7000.

POST 02/214 : **NURSING ASSISTANT) REF NO: NCDOH: 36/2025 (X4 POSTS)**

SALARY : Grade 1: R165 177 – R188 865 per annum
Grade 2: R192 675 – R218 667 per annum
Grade 3: R227 070 – R283 347 per annum
(depending on years of experience)

CENTRE : Robert Mangaliso Sobukwe Hospital

REQUIREMENTS : Qualification that allows registration with the SANC as Nursing Assistant Registration with SANC as Nursing Assistant. Experience: **Grade 1:** None. **Grade 2:** A minimum of 10 years' experience after registration with the SANC as a nursing assistant. **Grade 3:** A minimum of 20 years' experience after registration with SANC as a nursing assistant. Inherent requirements of the job: Willingness to work shifts, day and night duty, weekends, and public holidays to meet the operational requirements. Must be prepared to rotate and assist in all departments according to operational requirements. Competencies (knowledge/skills): Effective communication skills. Practical knowledge and experience of basic nursing care in a hospital setting. Interpersonal skills. Demonstrate elementary understanding of nursing legislation and related legal and ethical nursing practices.

DUTIES : Perform an elementary clinical nursing practice in accordance with the scope of practice and nursing standards as determined by the relevant health facility. Promote quality of elementary nursing care as directed by the professional scope of practice and standards as determined by the relevant health facility.

ENQUIRIES : Ms. H Alexander Tel No: (053)-802 9111
APPLICATIONS : Please note applications can be hand delivered to the HRM 3rd Floor Admin Building or E-Mailed at rmshhr@ncpg.gov.za. All applicants must complete an application register when an application is hand delivered.

POST 02/215 : **NURSING ASSISTANT REF NO: NCDOH 37/2025 (X16 POSTS)**

SALARY : Grade 1: R165 177 – R188 865 per annum
Grade 2: R192 675 – R218 667 per annum
Grade 3: R227 070 – R283 347 per annum
(depending on years of experience)

CENTRE : Tshwaragano District Hospital (X9 Posts)
Olifantshoedk CHC (X2 Posts)
Kagisho CHC (X4 Posts)
Seeding clinic (X1 Post)

REQUIREMENTS : Minimum educational qualification: Qualification that allows registration with the SANC as a Nursing Assistant. Registration with a professional council: Registration with the SANC as

Nursing Assistant. Experience: **Grade 1:** None, **Grade 2:** A minimum of 10 years appropriate/recognizable nursing experience after registration with the SANC as Nursing Assistant. **Grade 3:** A minimum of 20 years appropriate/recognizable nursing experience after registration with the SANC as Nursing Assistant.

DUTIES : Provide elementary nursing care in accordance with the scope of practice and nursing standards. Implement and development of basic patient care plans to provide quality patient care. Willing to rotate through department and work night duty. Maintain professional growth / ethical standards and self-development. Work as part of a multidisciplinary team and support the managers to ensure quality nursing care.

ENQUIRIES : Mr KM Taolo Tel No: (053) 775 1149

APPLICATIONS : Please note applications can be hand delivered to 1 Petso Street, Kagisho Health Centre, Mothibistad or E-Mailed at nchhealthHR-JTG@ncpg.gov.za All applicants must complete an application register when an application is hand.

POST 02/216 : **NURSING ASSISTANT REF NO: NCDOH 38/2025 (X8 POSTS)**

SALARY : Grade 1: R165 177 – R188 865 per annum

Grade 2: R192 675 – R218 667 per annum

Grade 3: R227 070 – R283 347 per annum

CENTRE : De Aar Hospital (X2 Posts)
Carnarvon CHC (X3 Posts)
Griekwastad CHC (X1 Post)
Prieska Hospital (X1 Post)
Masibambane PHC (X 1 Post)

REQUIREMENTS : Minimum educational qualification: Qualification that allows registration with the SANC as a Nursing Assistant. Registration with a professional council: Registration with the SANC as Nursing Assistant. Experience: **Grade 1:** None, **Grade 2:** A minimum of 10 years appropriate/recognizable nursing experience after registration with the SANC as Nursing Assistant. **Grade 3:** A minimum of 20 years appropriate/recognizable nursing experience after registration with the SANC as Nursing Assistant.

DUTIES : 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.

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

APPLICATIONS : Applications must be emailed to nchealthhr-Pixley@ncpg.gov.za or hand delivered or couriered via postal to Van der Merwe Street, De Aar,7000