

## DEPARTMENT OF HEALTH

*It is the Department's intension to promote equity (race, gender and disability) through the filing of this post with a candidate whose transfer /promotion / appointment will promote representivity in line with the numeric targets as contained in our Employment Equity plan.*

- APPLICATIONS** : The Director-General, National Department of Health, Private Bag X399, Pretoria. 0001. Hand delivered application may be submitted at Reception (Brown Application Box), Dr AB Xuma Building, 1112 Voortrekker Rd, Pretoria Townlands 351-JR or should be forwarded to recruitment@health.gov.za quoting the reference number on the subject e-mail.
- FOR ATTENTION** : Ms M Shitiba
- CLOSING DATE** : 24 February 2025
- NOTE** : All short-listed candidates will be subjected to a technical exercise that intends to test relevant technical elements of the job, the logistics of which will be communicated by the Department. Following the interview and technical exercise for SMS posts, the selection panel will recommend candidates to attend a generic managerial competency assessment (in compliance with the DPSA Directive on the implementation of competency-based assessments). The competency assessment will be testing generic managerial competencies using the mandated DPSA SMS competency assessment batteries. Applications should be submitted on the new Z83 form obtainable from any Public Service department and should be accompanied by a CV only (previous experience must be comprehensively detailed). The Z83 must be fully completed (in line with DPSA Practice note), failure to comply will automatically disqualify the applicant. Applicants are not required to submit copies of qualification and other relevant documents on application. Certified copies of qualifications and other relevant documents will be requested prior to the final selection phase. Applications should be on one PDF format (If emailed). Applications received after the closing date and those that do not comply with the requirements will not be considered. It is the applicant's responsibility to have foreign qualifications and national certificates (where applicable) evaluated by the South African Qualification Authority (SAQA). The Department reserves the right not to fill the posts. The successful candidate will be subjected to personnel suitability checks and other vetting procedures. Applicants are respectfully informed that correspondence will be limited to short-listed candidates only. If notification of an interview is not received within three (3) months after the closing date, candidates may regard their application as unsuccessful. The Department will not be liable where applicants use incorrect/no reference number(s) on their applications.

## MANAGEMENT ECHELON

- POST 05/50** : **DIRECTOR: PROVIDER PAYMENT MECHANISM AND RATES REF NO: NDOH 1/2025**  
Chief Directorate: Health Care Benefits and Provider Payment Design (Five Year Contract)  
This is a re-advertisement. Applicants who have previously applied need to re-apply
- SALARY** : R1 216 824 per annum, An all-inclusive remuneration package. consists of 70% of total package, the State's contribution to the Government Employee's Pension Fund (13% of basic salary) and a flexible portion]. The flexible portion of the package can be structured according to Senior Management Service Guidelines.
- CENTRE** : Pretoria
- REQUIREMENTS** : An undergraduate qualification (NQF level 7) as recognized by SAQA in Finance/Accounting, Cost Accounting, Economics, Health Economics, or Actuarial Science. A postgraduate qualification (NQF level 8) in relevant discipline such as Finance and Accounting, Cost Accounting, Health Economics, Actuaries Science or a related quantitative social sciences field would be an advantage. At least five (5) years' experience at a middle/senior managerial level in Health Economics/ Accounting within the health sector. Experience in conducting sophisticated quantitative analyses and proven economic research output relating to health economic modelling techniques as well as experience in developing health-focused econometric models using

decision analysis software. Expert knowledge of Excel and VBA (Visual Basic for Applications) experience. Intimate knowledge of health benefit design and payment, and National Health Insurance. Knowledge of CPT coding, ICD-10 and other international coding systems and understanding of medical terminology. Knowledge of other programs such as Python, R, and SQL will be an added advantage. Knowledge and understanding of Public Service Regulation, Public Service Act, Public Finance Management Act and National Health Insurance (including provisions of the NHI Act) Good communication (verbal and written), problem solving, organizational, decision making, interpersonal, assertiveness, planning, customer service, team management and computer skills (MS Office packages). Self-motivated and ability to work independently. A valid driver's license. SMS pre-entry Certificate is required for appointment finalization.

**DUTIES** : Review the existing data collection and reporting process in health care facilities; the flow of funds; identify changes needed to move from input-based payment to prospective payment (e.g. Capitation and Diagnosis Related Groupers). Develop an approach to on-going revisions of the provider payment system, and develop, pilot, and progressively implement new provider payment mechanisms. Determine the nature of provider payment mechanisms and adopt additional mechanisms, including capitation for PHC and DRG for hospitals. Define cost modelling methodology and required data sets and develop costing manual and determine the prices of health care services/drugs/consumables to be paid by the NHI Fund based on developed costing manual. Prepare information and communicate to the public (users, providers and other stakeholders) on the prices of services/drugs/consumables included in the Health Care Benefits covered by the NHI Fund.

**ENQUIRIES** : Mr Moremi Nkosi Tel No: (012) 395 8173

**POST 05/51** : **DIRECTOR: HEALTH CARE BENEFITS REF NO: NDOH 2/2025**  
 Chief Directorate: Health Care Benefits and Provider Payment Design.  
 (Five Year Contract)  
 This is a re-advertisement. Applicants who have previously applied need to re-apply

**SALARY** : R1 216 824 per annum, An all-inclusive remuneration package. consists of 70% of total package, the State's contribution to the Government Employee's Pension Fund (13% of basic salary) and a flexible portion]. The flexible portion of the package can be structured according to Senior Management Service Guidelines.

**CENTRE REQUIREMENTS** : Pretoria  
 : An undergraduate qualification (NQF level 7) as recognized by SAQA in Public Health, Economics or Actuarial Science. A postgraduate qualification (NQF level 8) in relevant discipline such as Health Economics, Actuaries Science, Implementation Science/Research, Biostatistics, Epidemiology, or a related quantitative social science field would be an advantage. At least five (5) years' experience at a middle/senior management level in health care benefits design. Expert knowledge of Excel and VBA (Visual Basic for Applications) experience. Intimate knowledge of health care benefits design, Health Needs Assessments, Health Technology Assessment and National Health Insurance. Knowledge of CPT coding, ICD-11 and other international Procedure and diagnosis coding systems and understanding of medical terminology. Knowledge of other programs such as Python, R, and SQL will be an added advantage. Knowledge and understanding of Public Service Regulation, Public Service Act, Public Finance Management Act and National Health Act. Good communication (verbal and written), problem solving, organizational, decision making, interpersonal, assertiveness, planning, customer service, team management and computer skills (MS Office packages). Self-motivated and ability to work independently. A valid driver's license. SMS pre-entry Certificate is required for appointment finalization.

**DUTIES** : Develop methodology for strategic and operational planning for defining the composition of the Health Care Benefits, including health needs assessment, risk assessments framework (including costs, cost-effectiveness), and monitoring and control of progress against strategic objectives, including defining the evidence-based comprehensive package of health services, medicines and consumables covered or specifically excluded from the Health Service Benefits. Develop methodology for and facilitate Health Needs Assessments for clinical interventions, pharmaceuticals and technologies.

Develop and integrate a policy that links referral and portability of access to services to the health care benefits design. Develop methodology for, and facilitate, Health Technology Assessment (HTA) considerations for clinical interventions, pharmaceuticals and technologies including specific health services to be covered by the NHI Fund on an incremental basis and an approach to on-going revisions to the Health Care Benefits. Prepare information to be communicated to the public on the list of Health Care Benefits for users.

**ENQUIRIES**

: Mr Moremi Nkosi Tel No: (012) 395 8173

**POST 05/52**

: **DIRECTOR: DRUG RESISTANT TB – TB AND HIV REF NO: NDOH 3/2025**  
Cluster: Tuberculosis Management  
This is a re-advertisement. Applicants who have previously applied need to re-apply.

**SALARY**

: R1 216 824 per annum, An all-inclusive remuneration package. consists of 70% of total package, the State's contribution to the Government Employee's Pension Fund (13% of basic salary) and a flexible portion]. The flexible portion of the package can be structured according to Senior Management Service Guidelines.

**CENTRE REQUIREMENTS**

: Pretoria  
: An appropriate NQF 7 qualification in Health Sciences and/or Occupational Health. A valid registration with the Health Professional Council of South Africa or appropriate council. MBCHB degree (NQF 8) / post graduate qualification (NQF 8) in Public Health will be an advantage. At least five (5) years' experience at a middle management level in clinical management of DR-TB, public health or occupational health settings particularly in the mines as well as management of personnel (HRM) and finances (Financial Management). Knowledge of Public Health (at TB in the mines / examine workers in particular), the management of Drug-Resistant TB (DR-TB), MDR and XDR. TB and HIV co-infection. An understanding of South African Public Service, including applicable policies and legislation, particularly medico-legal and ethical issues around the control and management of TB. Good problem solving and analysis, strategic capability, leadership, programme and project management, change and knowledge management, service delivery innovation, communication, computer, organisation and stakeholder management skills. Ability to work independently and with a team. A valid driver's licence as well as willingness to travel frequently as required. SMS pre-entry Certificate is required for appointment finalization.

**DUTIES**

: Provide support assessment of small to medium mining houses and service for ex-mine workers. Identify provinces and neighbouring countries that require interventions related to TB in the mines. Support the consultant in the implementation of situational analysis. Development and implementation of policies and guidelines. Develop and update policies and guidelines for Drug-Resistant TB including Community-Based Treatment of DR-TB and co-infection with HIV. Monitor the implementation of approved policies and guidelines including in the private sector. Manage clinical management support. Establish support systems for medical practitioners. Ensure inclusion of appropriate treatment regimen for TB and drug resistant TB in the Essential Drug List (EDL). Implement recommendations of the SADC declaration on TB in the mines. Develop a plan for implementation of SADC declaration on TB in the mines and a tool kit to support implementation. Enable and support cross border referrals. Provide support to provinces and neighbouring countries in matters related to TB in the mines. Undertake on-site supervision visits to provinces with special focus on mining areas. Management of key TB in the mine's stakeholder relationships. Develop a framework of engagement with stakeholders. Manage resources, risk and audit queries within the chief directorate. Participate in recruitment and selection of staff, including ensuring placement of adverts and chairing of interview panels. Update the framework policy document on decentralised management of DR-TB. Develop and update treatment literacy programmes for patients in the communities. Support development of IEC materials. Conduct clinical audits of DR-TB facilities. Develop operational plans for the directorate.

**ENQUIRIES**

: Prof N Ndjeka Tel No: (012) 395-8459