

**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 : 14 November 2025

NOTE : Applications must be submitted on the new prescribed application form Z83 of the Public Service Act, obtainable from any Public Service Department or any Public Service Administration website. Applicants are not required to submit copies of qualifications and other relevant documents on application, but must submit a fully completed Z83 and a detailed/comprehensive Curriculum Vitae, indicating positions held, dates, and key performance responsibilities. Only shortlisted candidates will be required to submit certified copies of their qualifications and relevant documents on or before the day of the interview proceedings, following communication from the Human Resource Management Recruitment and Selection Unit. Failure to submit the requested documents or information will result in your application not being considered. The employment decision shall be informed by the Employment Equity Plan of the Northern Cape Department of Health. Should an applicant wish to apply for more than one post, separate applications must be submitted for all posts. 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, residential address, 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 employment decision shall be informed by the Employment Equity Plan of the Department. It is the Department's intention to promote equity (race, gender and disability) through the filling of this post(s) with a candidate whose transfer / promotion / appointment will promote representativity in line with the numerical targets as contained in our Employment Equity Plan.

OTHER POSTS

POST 40/217 : **CHIEF DIETITIAN REF NO: NCDOH 111/2025 (X1 POST)**

SALARY : R575 250 per annum

CENTRE : Dr Harry Surtie Hospital

REQUIREMENTS : An appropriate qualification in Dietetics/ Nutrition that allows for registration with the HPCSA as a dietician. Current registration with HPCSA as Dietician. Completion of one- year community service as Dietician or minimum of one – year formal working experience in the field. A valid driver's licence. experience: Grade 1: A minimum of 3 (three) years appropriate experience in the relevant profession after registration with the Health Professional Council in South Africa.

DUTIES : Nutrition management of patients. Patient assessment, counselling and treatment to improve nutritional status, number of patients assessment, counselled and treated. Nutrition Education, Promotion and Advocacy co-ordinate, facilitates and support National nutrition priorities related health calendar days. Collaboration with relevant stakeholders. Attending / facilitating meetings with internal stakeholders (Facility Nutrition / District MCYWH &N meetings, Quarterly Province/District MCYWH&N meeting, Annual Provincial MCYWH&N, meeting, allied health meetings, perinatal meetings, etc.) Quality assurance of all nutrition related programmes and functions: Supervisory support to facilities / nutrition personnel to ensure quality nutrition services. Number of supervisory support visits other department in the hospital. Monitoring and evaluation of INP programme: Compile quarterly reports – Number of quarterly reports compiled and submitted. Present quarterly report reviews – Number of Presentations done at review or other meetings.

ENQUIRIES : Mr JP Berend Tel No: (054) 332 9094

APPLICATIONS : Please note applications can be hand delivered at the Human Resource offices at Dr Harry Surtie Hospital, couriered via postal services to C/O Upington 26

Drive and Turner Street, Upington, 8801 or E-Mailed at vacancies.dhsh@ncdoh.gov.za. All applicants must complete an application register when an application is hand delivered.

POST 40/218 : **PROFESSIONAL NURSE GRADE 1-2 SPECIALTY REF NO: NCDOH 113/2025 (X5 POSTS)**

SALARY : Grade 1: R476 367 - R559 548 per annum
Grade 2: R583 989 - R723 954 per annum

CENTRE : Dr Harry Surtie Hospital

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 nursing qualification, with a duration of at least 1 year, accredited with the SANC in one of the specialties: Child Nursing Science, 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 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 General 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.

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. workbook, handover rounds. To liaise and communicate with the multi-disciplinary team as well as other departments within the hospital e.g. during operational meetings with nursing supervisor and subordinates. Participation in training and research: To assist in orientation, induction and mentoring of all nursing staff and orientation of other staff. To assist in the planning and co-ordination of training and promote learning opportunities for all nursing categories i.e. on the job training. To complete patient related data and partake in research. Provision of Support to Nursing Services: To assist with relief duties of the supervisor and act as junior shift-leader on both day and night shift. To partake in overall specialized unit functions, i.e. team building Maintain professional growth/ethical standards and self-development: To maintain the Code of Conduct: Public Service. Professional Body. Seek learning opportunities: In-service training.

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POST 40/219 : **PROFESSIONAL NURSE (GENERAL) REF NO: NCDOH 121/2025 (X12 POSTS)**

SALARY : Grade 1: R324 384 – R376 458.per annum
Grade 2: R396 132 – R459 726.per annum
Grade 3: R476 367 – R601 638 per annum

CENTRE : Dr Harry Surtie Hospital

REQUIREMENTS : Basic R425 qualification (i.e. Degree/Diploma in Nursing) or equivalent qualification that allows registration with the SANC as a Professional Nurse. Experience: **Grade 1:** No experience required, **Grade 2:** A minimum of ten (10) years appropriate/recognizable experience in nursing after registration as a

		Professional Nurse with the SANC in General Nursing, Grade 3: A minimum of twenty (20) years appropriate/ recognizable experience in nursing after registration as a Professional Nurse with the SANC in General Nursing.
<u>DUTIES</u>	:	Execute duties and functions with proficiency within prescripts of the applicable legislation. Provide safe therapeutic environment. Monitor patient activities. Perform standard procedures in terms of policies and procedures. Adopt multidisciplinary approach to promote holistic patient/client care. Maintain clinical competence by ensuring that scientific principles of nursing care are implemented. Maintain accurate and complete patient records. Maintain client satisfaction through quality service innovation and professional nursing care by upholding the Batho Pele principles and patient's rights. Implementation of standards to ensure adherence to National Core Standards and Ideal Hospital measures. To ensure efficient and effective utilisation of resources. Render quality nursing care to patients to take overall management of the unit in the absence of the Operational Manager. Evaluate staff performance adhering to the set standards of the (EPMDS). Motivate, coach and mentor staff. Management and control of scheduled drugs. Required to work day and night duty. Any other duties as required by the supervisor.
<u>ENQUIRIES APPLICATIONS</u>	:	Mr JP Berend Tel No: (054) 332 9094
	:	Please note applications can be hand delivered at the Human Resource offices at Dr Harry Surtie Hospital, couriered via postal services to C/O Upington 26 Drive and Turner Street, Upington, 8801 or E-Mailed at vacancies.dhsh@ncdoh.gov.za . All applicants must complete an application register when an application is hand delivered.
<u>POST 40/220</u>	:	<u>STAFF NURSE GRADE 1 REF NO: NCDOH 122/2025 (X4 POSTS)</u>
<u>SALARY</u>	:	Grade 1: R220 614 – R250 500 per annum Grade 2: R262 287 - R298 932 per annum Grade 3: R306 798 – R382 107 per annum
<u>CENTRE REQUIREMENTS</u>	:	Dr Harry Surtie Hospital
	:	Qualification that allows registration with the SANC as Staff Nurse Registration with the SANC as Staff Nurse. Experience: Grade 1: No experience required, Grade 2: A minimum of ten (10) years appropriate/ recognisable experience in nursing after registration with SANC as a Staff nurse Grade 3: A minimum of twenty (20) years appropriate/recognisable experience in nursing after registration with SANC as Staff Nurse.
<u>DUTIES</u>	:	To execute duties and functions with proficiency under the direct Supervision of a Professional Nurse as laid down by the Nursing Act. Provide nursing care duties, which may include multi-task that, are Structured and mainly well defined in respect of the following: Execute nursing care plans for patients. Monitor vital signs and observe reactions to medication and treatments. Promote and Maintain hygiene, comfort and re-assurance of patients. Supervise and maintain fluid balance, oxygen and sensory functions of patients. Promote healing of wounds, fractures and protection of the skin. Prepare for and assist with diagnostic and therapeutic Acts performed by a registered person. Prepare for and assist with Ward specific procedures and anaesthetics. Care for the dying and deceased patient. Direct relatives/friends to the appropriate person for enquiries or in cases of bereavement. Assist the sister-in-charge to provide a safe and therapeutic environment that allows for the practice of safe and standard procedures and may occasionally compare possible courses of action mainly using these procedures. Provide nursing assistance to medical and other nursing professionals. Implementation of standards to ensure adherence to National Core Standards and Ideal Hospital measures.
<u>ENQUIRIES APPLICATIONS</u>	:	Mr JP Berend Tel No: (054) 332 9094
	:	Please note applications can be hand delivered at the Human Resource offices at Dr Harry Surtie Hospital, couriered via postal services to C/O Upington 26 Drive and Turner Street, Upington, 8801 or E-Mailed at vacancies.dhsh@ncdoh.gov.za . All applicants must complete an application register when an application is hand delivered.
<u>POST 40/221</u>	:	<u>NURSING ASSISTANT GRADE REF NO: NCDOH 125/2025 (X13 POSTS)</u>
<u>SALARY</u>	:	Grade 1: R174 261 – R196 305 per annum Grade 2: R203 271 – R227 286 per annum Grade 3: R239 559 – R294 513 per annum

<u>CENTRE REQUIREMENTS</u>	:	Dr Harry Surtie Hospital
	:	Qualification that allows registration with the SANC as Nursing Assistant (Enrolled Nurse assistant). Experience: Grade 1: No experience required, Grade 2: A minimum of ten (10) years appropriate/ recognisable experience in nursing after registration with SANC as a Nursing Assistant. Grade 3: A minimum of twenty (20) years appropriate/ recognisable experience after registration with the SANC as a Nursing Assistant.
<u>DUTIES</u>	:	Assist patients with activities of daily living. Provide elementary clinical nursing care. Maintain professional Growth /ethical standards and self-development. Maintain hygiene of patients. Provide nutrition. Assist with elimination process. Measure, interpret and record vital signs. Operate all relevant apparatus and equipment. Assist professional nurses with clinical procedures. Preparation of patients for diagnostic and surgical procedures. Maintain the code of conduct as required in the Public Service. Implementation of standards to ensure adherence to National Core Standards and Ideal Hospital measures.
<u>ENQUIRIES APPLICATIONS</u>	:	Mr JP Berend Tel No: (054) 332 9094
	:	Please note applications can be hand delivered at the Human Resource offices at Dr Harry Surtie Hospital, couriered via postal services to C/O Upington 26 Drive and Turner Street, Upington, 8801 or E-Mailed at vacancies.dhsh@ncdoh.gov.za . All applicants must complete an application register when an application is hand delivered.
<u>POST 40/222</u>	:	<u>MEDICAL SPECIALIST (PSYCHIATRY) REF NO: NCDOH 127/2025</u> (Contract appointment – 12 months – 20 sessions per week) (12 Months Contract)
<u>SALARY</u>	:	Grade 1: R646 per hour Grade 2: R737 per hour Grade 3: R853 per hour
<u>CENTRE REQUIREMENTS</u>	:	Northern Cape Mental Hospital
	:	Grade 1: (less than 5 years' experience as a Specialist), Grade 2: (At least 5 years, but less than 10 years as a Specialist), Grade 3: (10 years and more experience as a Specialist) An MBChB degree and registration with the Health Professional Council of South Africa HPCSA) as a Medical Specialist in Psychiatry. Experience or additional qualification in Forensic Psychiatry (advantageous). Knowledge of the Mental Health Care Act No. 17 of 2002, Child Justice Act 75 of 2008 and Criminal Procedure Act 51 of 1977. Ability to work collaboratively with judicial, correctional, and clinical teams.
<u>DUTIES</u>	:	Conduct 30-day forensic psychiatric observations in terms of Sections 77, 78, and 79 of the CPA (Act 51 of 1977). Perform short forensic psychiatric evaluations of accused persons referred by the courts. Provide expert psychiatric reports for both adult and child forensic assessments. Participate in multidisciplinary team case discussions and provide clinical guidance to registrars and psychologists. Ensure compliance with legal, ethical, and clinical standards in forensic mental health practice. Assist with multidisciplinary management of Forensic state patients.
<u>ENQUIRIES APPLICATIONS</u>	:	Dr. NK Kirimi Tel No: (053) 802 3600
	:	Please note applications can be hand delivered at the front reception of Northern Cape Department of Health, James Exum Building, 144 Dutoitspan Road, Kimberley or emailed to nchealthhr@ncpg.gov.za