

**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.

<u>CLOSING DATE</u>	:	21 November 2025
<u>NOTE</u>	:	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

MANAGEMENT ECHELON

<u>POST 41/172</u>	:	<u>DIRECTOR LEGAL SERVICES REF NO: NCDOH 130/2025 (X1 POST)</u> Job Purpose: The purpose of the Directorate is to ensure that a professional, credible, accessible and quality assured legal services is rendered to the department, ministry and stakeholders.
<u>SALARY</u>	:	R1 266 714 per annum (Level 13), (all-inclusive package)
<u>CENTRE</u>	:	Provincial Office, Kimberley
<u>REQUIREMENTS</u>	:	Bachelor's Degree in LLB (NQF7) or relevant Legal Qualification with 5 (five) years' experience in Middle / Senior Managerial Level in the Public Service. Admitted as Advocate or Attorney. Valid driver's licence, Successful completion of the SMS pre-entry certificate as offered by the National School of Government (NSG). Competency Profile: Knowledge of the South African legal system, legal practices and spheres. Legislative drafting skills (drafting of all types of legal agreements) Negotiation skills. Experience in providing litigation support in court cases for and against the Department. Compliance management skills. Computer literacy, Good communication and interpersonal skills. Project management skills. Strategic capability and leadership. Innovative and analytical thinking skills. Planning and organizing skills. Knowledge of and experience in financial management. Problem-solving skills. People management skills.
<u>DUTIES</u>	:	Advising the head of department and the member of the executive council on exercising their statutory responsibility in order to avoid and minimize legal risks, reputational risks and medico legal exposure of the department. Reviewing existing legislation, identifying shortcomings and drafting and implementing new legislation. Effectively managing litigation and litigation support in cases for and against the department. Effective management of internal and external legislation. Provide legal training and building capacity of the department's personnel to understand and engage with legal matters, such

		as contracts and service level agreements. Compile quarterly and annual legal reports outlining the department's performance.
<u>ENQUIRIES APPLICATIONS</u>	:	Ms LV Moleleki Tel No: (053) 830 0601
	:	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 nhealthhr@ncpg.gov.za. Applicants must complete an application register when an application is hand delivered.
<u>POST 41/173</u>	:	<u>DIRECTOR MATERNAL, YOUTH, CHILD, ADOLESCENT, WOMEN AND MEN'S HEALTH REF NO: NCDOH 131/2025 (X1 POST)</u>
		Job Purpose: To provide overall leadership, strategic guidance and technical support to ensure provision of quality care of mother's, babies and children under 5 (five) years, SRHR, youth and adolescents and nutrition towards reduction morbidity and mortality.
<u>SALARY CENTRE REQUIREMENTS</u>	:	R1 266 714 per annum (Level 13), all-inclusive package
	:	Provincial Office, Kimberley
	:	Health Sciences Degree (NQF7) in Health Science or Social Science with Health Sciences as a primary qualification as recognized by SAQA. A Masters Degree within Health Science will be an added advantage. Registration with appropriate Profession Council. A qualification in Obstetrics and Gynaecology or Paediatrics will be an added advantage. 5 (five) years' experience in Middle or Senior Managerial Level in a health associated environment with specific emphasis on child and/or women's health programmes. Experience in national, policy development and implementation, strategic and operational planning. Knowledge and experience in women's maternal, new-born, child and adolescent health as well as monitoring and evaluation, human resources and financial management. Working knowledge of the health sector and government strategies and processes, strategic management and project management. Knowledge of other programmes that impact on Family health particularly HIV/AIDS, TB and nutrition. Good communication (verbal and written), leadership, analytical, problem solving, research, facilitation, negotiation, advocacy and computer skills (MS Office package). A valid driver's licence. SMS pre-entry certificate is required for appointment finalization.
<u>DUTIES</u>	:	Oversee the reduction of maternal, neonatal and child mortality rates. Develop and support implementation of plans to reduce maternal, new-born and child mortality rates based on the recommendations from the ministerially appointed Mortality Committees. Provide strategic direction and oversee the development of relevant policies and guidelines aimed at improving the health and well-being of women, adolescents and children. Facilitate the promotion of healthy behaviours and demand for health services in families, communities, especially in the areas that affect the health and wellbeing of mothers, women and children. Monitor and report on progress towards achievement of global and national commitments such as Sustainable Development Goal and National Development Plan targets. Effective governance, compliance and risk management. Monitor quality, risk standards practices against prescribed framework.
<u>ENQUIRIES APPLICATIONS</u>	:	Ms ZC Kiti Tel No: (053) 8300 500
	:	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 nhealthhr@ncpg.gov.za. Applicants must complete an application register when an application is hand delivered.
OTHER POSTS		
<u>POST 41/174</u>	:	<u>HEAD: CLINICAL UNIT (MEDICAL) GRADE 1: UROLOGY REF NO: NCDOH 128/2025 (X1 POST)</u>
<u>SALARY CENTRE REQUIREMENTS</u>	:	R2 084 754 per annum
	:	Robert Mangaliso Sobukwe Hospital
	:	Appropriate qualification that allows registration with the Health Professions Council of South Africa (HPCSA) as a Medical Specialist in Urology. Appropriate tertiary qualification in the Health Science (MBChB). Current registration with the Health Professions Council of South Africa (HPCSA) as a Medical Specialist in the required discipline. Experience: A Minimum of 3

		(three) years appropriate Experience as Medical Specialist after registration with the HPCSA as a medical specialist in one of the following discipline: 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.
<u>DUTIES</u>	:	To manage and supervise all Medical Doctors in the Unit. Ensure the provision of effective clinical and HR and Financial governance (including but not limited to protocol development, risk management, commuted overtime management and cost containment). Ensure the provision of 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.
<u>ENQUIRIES APPLICATIONS</u>	:	Dr. D Theys Tel No: (053) 830 2102 or Dr Saeed Tel No: (053) 802 9111
	:	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 41/175</u>	:	<u>MEDICAL SPECIALIST: SURGICAL SERVICES & ORTHOPAEDICS</u> <u>NCDOH 129/2025 (X2 POSTS)</u>
<u>SALARY</u>	:	Grade 1: R1 341 855 per annum, (all-inclusive package) Grade 2: R1 531 032 per annum, (all-inclusive package) Grade 3: 1 773 222 per annum, (all-inclusive package)
<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. Appropriate qualification that allows registration with the Health Professional Council of South Africa (HPCSA) as Medical Specialist in a recognised sub-Specialty. Registration with the HPCSA as Medical Specialist in a recognised Sub-Specialty. Grade 2: Experience, a minimum of 5 years' experience after registration with the HPCSA as Medical Specialist. Grade 3: Experience, a minimum of 10 years' experience after registration with the HPCSA as 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 or Dr Saeed Tel No: (053) 802 9111
	:	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 41/176</u>	:	<u>DEPUTY MANAGER NURSING (PHC AND DISTRICT HOSPITALS) REF NO: NCDOH 132/2025 (X1 POST)</u>
<u>SALARY</u>	:	R1 028 091 per annum, (all – inclusive package)
<u>CENTRE</u>	:	Frances Baard Health District: Frances Baard District Office
<u>REQUIREMENTS</u>	:	National Diploma or Bachelor's Degree in Health Sciences. An Accredited Post-Graduate Diploma/Degree in Management. A Master's Degree in Health Sciences will be an added advantage. A valid driver's licence. Computer proficiency. Experience: A minimum of 9 years appropriate/recognisable experience in nursing after registration as Professional Nurse with the SANC in General Nursing. At least 4 years of the period referred to above must be appropriate/recognisable experience at management level. Skills Profile: General Competencies: Strategic thinking. Problem-solving and analytical skills. Planning and organising. Project Management. Presentation skills. Effective time management. Conflict management. Professional ethics. Listening skills. Interpersonal skills. Teamwork. Mentoring and coaching skills. Report writing skills. Core competencies: Management and coordination of

DUTIES

services. Monitoring and evaluation of services. Community and stakeholder liaison. Budget and financial management. Quality Improvement. Knowledge of legislation and policies applicable to the public health sector.

: Strategic Leadership: Ensure contribution to the development of a shared vision and effective strategies to implement the District Health Plan as adapted for a sub- district delivering quality service with reference to the PPTICRM processes. Ensure the development and management of local communities through the development of a good communication plan and effective referral systems. Service Delivery: Respond to the burden of disease within the sub-district by providing health care through and integrated clinical services management approach (ICSM) including: Ward-based outreach teams (WBOTs), o Integrated school health programme (ISHP). Ensure inter-sectoral coordination and collaboration with other government sectors and stakeholders within the district in order to address the upstream social determinants of health. Ensure the development and implementation of an approved annual operational plan in consultation with clinic supervisors, facilities and stakeholders within the sub-district. Ensure an integrated functional referral system. Ensure scheduled outreach and clinical support to attached PHC services. Ensure the oversight of the establishment of a functional sub-district health governance structure. Ensure oversight of the development and dissemination of core values in collaboration with relevant structures within the sub districts. Ensure effective oversight of all health facilities within a sub district and manage decision making arrangements in the provision of primary health care services indicated in the sub district package. Ensuring compliance with all relevant legislation, policies and procedures for the provision of primary health services within the sub-district as it relates to compliance with the norms and standards of the primary health care package and the realisation of the ideal clinic. Quality Improvement: Improving quality of services through compliance with all domains of the National Core Standards. This includes monitoring and evaluation of services and use of health information for effective planning and decision making and the PPTICRM. Resource Management: Ensure the management of all human resource components namely: HRM (human resource planning, staff recruitment and retention, performance agreements and reviews): HRD (human resource training and career development): Labour Relations and Employee Health and Wellness. Ensure effective supply chain management including the availability of medical and general supplies through appropriate procurement and provisioning of goods and services according to the Public Finance Management Act and National Treasury Regulations. Ensure collaboration and contribution to a well-functioning health information system in support of efficient and effective service delivery. Ensure compliance with relevant financial prescripts. Ensure assistance to the District Manager in monitoring and evaluating the services provided through contracted service providers against the service level agreements. Provide assistance with regard to infrastructure and maintenance plans including input to budget processes. Ensure appropriate management of functional technology according to relevant policies. Ensure the management and maintenance of infrastructure, ensuring availability of functional technology (including telecommunication systems) and equipment, as well as maintenance and engineering thereof in the sub-district including district hospital. Ensure effective procurement and provisioning of goods and services according to the Public Finance Management Act and National Treasury Regulations for effective services in the sub district. Risk Management: Ensure that all risks are relayed to staff in terms of the District Risk Management Plan. Ensure that all risks related to PHC services are identified and reported. Submit reports as required.

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 41/177

: **MEDICAL OFFICER GRADE REF NO: NCDOH 133/2025 (X12 POSTS)**

SALARY

: Grade 1: R1 001 349 per annum
Grade 2: R1 142 553 per annum

<u>CENTRE REQUIREMENTS</u>	Grade 3: R132 352 per annum 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 or Dr Saeed Tel No: (053) 802 9111 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 41/178</u>	<u>CLINICAL PSYCHOLOGIST: GRADE 1-3 REF NO: NCDOH 134/2025 (X2 POSTS)</u>
<u>SALARY</u>	Grade 1: R872 709 per annum, (all inclusive) Grade 2: R1 014 705 per annum, (all inclusive) Grade 3: R1 174 848 per annum, (all inclusive)
<u>CENTRE REQUIREMENTS</u>	Dr Harry Surtie Hospital Master's Degree in Clinical Psychology. Current registration with HPCSA as Clinical Psychology. Grade 1: Experience: Grade 1: None after registration as with the HPCSA as a Psychologist in respect of RSA qualified employees. 1 Year relevant experience after registration with the HPCSA as a Psychologist 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 8 years relevant experience after registration with the HPCSA as Psychologist in respect of RSA qualified employees. Minimum of 9 years relevant experience after registration with the HPCSA as Psychologist 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 16 years relevant experience after registration with the HPCSA as Psychologist in respect of RSA qualified employees. A minimum of 17 years relevant experience after registration with the HPCSA as Psychologist in respect of foreign qualified employees, of whom it is not required to perform Community Service, as required in South Africa.
<u>DUTIES</u>	Provide specialist level clinical psychological assessments and treatments to clients of all age groups (including the promotion of mental health, early detection, and treatment and rehabilitation to minimize long-term effects). Design and implement treatment plans and critically evaluate outcomes. Provide individual, family or group psychotherapy. Liaise with external organizations (e.g., schools) for mental health promotion, prevention, detection, and management. Organize and manage clinical activities such they are proficient and integrated. Establish referral pathways at all levels of care and liaise with District and Tertiary Hospitals in the cluster. Monitor and evaluation of services for quality of care, compliance to policies and guidelines,

		and statutory legislation. Provide development, training, and clinical supervision of healthcare staff, community service health professionals, undergraduate, postgraduate students through appropriate task sharing and consultation. Provide support service to district health services. To integrate these mental health services into their service delivery objectives. Establish, maintain, and participate in the inter-sectoral and multi-disciplinary forum that promotes a seamless delivery of efficient and effective mental healthcare. Utilize information technology and other information systems to manage mental health information for the enhancement of service delivery and the writing of reports. Support mental health related research.
<u>ENQUIRIES</u>	:	HR Recruitment & Selection Tel No: (054) 332 9147 OR Dr. D van der Byl Tel No: (054) 332 9260/1
<u>APPLICATIONS</u>	:	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 41/179</u>	:	<u>PROFESSIONAL NURSE – SPECIALTY NURSING REF NO: NCDOH 135/2025 (X2 POSTS)</u>
<u>SALARY</u>	:	Grade 1: R476 367 - R559 548 per annum Grade 2: R583 989 - R723 954 per annum
<u>CENTRE</u>	:	Robert Mangaliso Sobukwe Hospital
<u>REQUIREMENTS</u>	:	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, Neonatal 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 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.
<u>DUTIES</u>	:	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.
<u>ENQUIRIES</u>	:	Ms. H Alexander Tel No: (053) 802 9111
<u>APPLICATIONS</u>	:	Please note applications can be hand delivered to the HRM Registry, 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.
<u>POST 41/180</u>	:	<u>OCCUPATIONAL THERAPIST REF NO: NCDOH 136/2025 (X1 POST)</u>
<u>SALARY</u>	:	Grade 1: R397 233 per annum Grade 2: R463 941 per annum Grade 3: R543 099 per annum
<u>CENTRE</u>	:	Robert Mangaliso Sobukwe Hospital
<u>REQUIREMENTS</u>	:	Degree in Occupational Therapy. Registration certificate with the Health Professions Council of South Africa (HPCSA) as an Occupational Therapist: Independent Practice. Proof of Current registration with the Health Professions

Council of South Africa (HPCSA) as an Occupational Therapist: Independent Practice (proof of registration submitted only when shortlisted). 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 years 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 years 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 41/181 : **DIAGNOSTIC RADIOGRAPHER REF NO: NCDOH 137/2025 (X2 POSTS)**

SALARY : Grade 1: R397 233 per annum
 Grade 2: R463 941 per annum
 Grade 3: R543 099 per annum

CENTRE : Robert Mangaliso Sobukwe Hospital
REQUIREMENTS : Matric Certificate with Diploma/B Tech Degree in Diagnostic Radiography. Current Proof of Registration with Health Professional Council of South Africa (HPCSA) as an Independent Diagnostic Radiographer (proof submitted only when shortlisted). 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 year's 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 a Diagnostic Radiographer. Knowledge And Skills: Computer literacy essential. Good interpersonal skills. Knowledge of Public Service legislation, policies and procedures. 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 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 supervision of students. Good written and verbal communication skills. Ability to work as a member of a multidisciplinary team. Must have a good understanding of public.

DUTIES : Provide and manage imaging procedures as requested by the doctors. Evaluate requests 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 at all times.

		Protect patient and colleagues from radiation. Monitor personal radiation exposure. Adhere to all infection control policies. Conduct patient care and quality assurance. Ensure patient safety at all times. Protect patient 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 procedures. Train junior staff. Report machine faults to Radiographers in charge. Ensure staff/student development. Present for in-service training sessions. Training junior staff at CT/MRI. Develop protocols for CT/MRI.
<u>ENQUIRIES APPLICATIONS</u>	:	Ms J Du Plooy Tel No: (053) 802 2911
	:	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.
<u>POST 41/182</u>	:	<u>SOCIAL WORKER REF NO: NCDOH 138/2025 (X1 POST)</u>
<u>SALARY</u>	:	Grade 1: R325 200 per annum Grade 2: R397 119 per annum Grade 3: R477 564 per annum Grade 4: R585 441 per annum
<u>CENTRE REQUIREMENTS</u>	:	Robert Mangaliso Sobukwe Hospital
	:	Registration with the South African Council of Social Professions as a Social Worker, Experience: Grade 1: None after registration with the SACSP as a Social Worker, Grade 2: A minimum of 10 years' appropriate experience as a Social Worker after registration with the SACSP, Grade 3: A minimum of 20 years' appropriate experience as a Social Worker after registration with the SACSP, Grade 4: A minimum of 30 years' appropriate experience as a Social Worker after registration with the SACSP. Skills Profile: Organizational skills, Job knowledge, good communication skills (verbal and written), Interpersonal skills, Conflict management skills, Problem Solving skills.
<u>DUTIES</u>	:	To ensure for maximum preventative, curative, rehabilitative and palliative care of all in-patients and referred out patients of the hospital. To record interventions with patients and also keep statistics of patients seen. Educate and advise clients as well as the multidisciplinary members of the health team on social work intervention. Enhance ongoing professional development and growth in the field of social work.
<u>ENQUIRIES APPLICATIONS</u>	:	Ms A Paulsen Tel No: (053) 802 2911
	:	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.
<u>POST 41/183</u>	:	<u>PROFESSIONAL NURSE: GENERAL NURSING REF NO: NCDOH 139/2025 (X2 POSTS)</u>
<u>SALARY</u>	:	Grade 1: R324 384 – R376 458 per annum Grade 2: R396 132 – R459 726 per annum Grade 3: R476 367 - R601 638 per annum
<u>CENTRE REQUIREMENTS</u>	:	Robert Mangaliso Sobukwe Hospital
	:	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.
<u>DUTIES</u>	:	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.
<u>ENQUIRIES</u>	:	Ms. H Alexander Tel No: (053) 802 9111

<u>APPLICATIONS</u>	:	Please note applications can be hand delivered to the HRM Registry, 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.
<u>POST 41/184</u>	:	<u>STAFF NURSE (ENROLLED NURSE) REF NO: NCDOH 140/2025 (X2 POSTS)</u>
<u>SALARY</u>	:	Grade 1: R220 614 - R246 798 per annum Grade 2: R262 287 – R294 513 per annum Grade 3: R306 798 – R376 455 per annum
<u>CENTRE REQUIREMENTS</u>	:	ZF Mgcawu District Qualification (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the SANC as a Staff Nurse, Registration with the SANC as Staff Nurse. Experience: Grade 1: None, Grade 2: A minimum of 10 years' experience after registration with the SANC as a Staff Nurse, Grade 3: A minimum of 20 years of experience after registration with the SANC as Staff Nurse Skills Profile: Good Communication skills, Basic writing skills, Basic Interpersonal Skills, Elementary Facilitation skills, Networking skills, Problem solving skills, Knowledge Management.
<u>DUTIES</u>	:	Development and implementation of basic patient care plans, Provide basic clinical nursing care, Effective utilisation of resources, Maintain professional growth/ethical standards and self-development.
<u>ENQUIRIES APPLICATIONS</u>	:	Mr. F. van Neel Tel No: (054) 337 0600 Applications must be e-mailed to nhealthhr-zfm@ncpg.gov.za or be hand delivered to 110 Schroder Street, ZF Mgcawu District Office (Old Gordonia Hospital), Upington or couriered via postal services to 110 Schroder Street (Old Gordonia Hospital) Private Bag X5900, Upington, 8801. Applicants must complete an application register when an application is hand delivered.
<u>POST 41/185</u>	:	<u>DENTAL ASSISTANT REF NO: NCDOH 141/2025 (X1 POST)</u>
<u>SALARY</u>	:	Grade 1: R217 092 per annum Grade 2: R252 840 per annum
<u>CENTRE REQUIREMENTS</u>	:	Robert Mangaliso Sobukwe Hospital Appropriate qualification or prescribed in-service training (with duration of less than 2 years) that allows for the required registration with the Health Professions Council of South Africa (HPCSA) as Dental Assistant. Registration with Professional council: Registration for 2025/2026 as Dental Assistant with the HPCSA. Experience: Grade 1: None after obtaining an appropriate qualification or prescribed in-service training that allows for the required registration with the HPCSA as a Dental Assistant. Grade 2: A minimum of 10 years appropriate experience after obtaining an appropriate qualification or prescribed in-service training that allows for the required registration with the HPCSA as a Dental Assistant. Inherent requirement of the job: Valid driver's licence (code B/EB). Competencies (knowledge/skills): Good communicate skills, organising abilities and to work under pressure. Knowledge of patient preparations and dental instruments. Knowledge of the National Oral Health Policy, National Norms, Standards and Practice guidelines for Primary Oral Health Care, Occupational Health and Safety Act.
<u>DUTIES</u>	:	Optimal assistance and support to the Dentist with dental treatment. Preparing and sterilizing Dental rooms, instruments and equipment. Perform administrative tasks and record statistics. Scheduling appointments and manage office communication such as phone calls and e-mails. Educating patients on dental hygiene practice, counselling and promote health care. Maintaining inventory, stock control and ordering office or dental supplies. Ensuring compliance with infection control and safety protocols. Support to supervisor and support to other Dental Clinics within the Sub-structure.
<u>ENQUIRIES APPLICATIONS</u>	:	Dr Ikram Tel No: (053) 802 2911 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.
<u>POST 41/186</u>	:	<u>NURSING ASSISTANT REF NO: NCDOH 142/2025 (X2 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>	:	Robert Mangaliso Sobukwe Hospital
	:	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.
<u>DUTIES</u>	:	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.
<u>ENQUIRIES APPLICATIONS</u>	:	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.
<u>POST 41/187</u>	:	<u>NURSING ASSISTANT REF NO: NCDOH 143/2025 (X2 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>	:	Kakamas Hospital and Postmasburg Hospital, ZF Mgcawu District
	:	Qualification (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the SANC as a Nursing Assistant, Registration with the 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 of experience after registration with the SANC as Nursing Assistant.
<u>DUTIES</u>	:	Assist patients with activities of daily living (physical care), Provide elementary clinical nursing care, Maintain professional growth/ethical standards and self-development.
<u>ENQUIRIES APPLICATIONS</u>	:	Mr. F. van Neel Tel No: (054) 337 0600
	:	Applications must be e-mailed to nchealthhr-zfm@ncpg.gov.za or be hand delivered to 110 Schroder Street, ZF Mgcawu District Office (Old Gordonia Hospital), Upington or couriered via postal services to 110 Schroder Street (Old Gordonia Hospital) Private Bag X5900, Upington, 8801. Applicants must complete an application register when an application is hand delivered.
<u>POST 41/188</u>	:	<u>CLINICAL PSYCHOLOGIST GRADE 1 TO 3 (20 SESSIONS / WEEK) REF NO: NCDOH 144/2025 (X2 POSTS)</u> (12 Months Contract Appointment)
<u>SALARY</u>	:	Grade 1: R420 per hour Grade 2: R488 per hour Grade 3: R853 per hour
<u>CENTRE REQUIREMENTS</u>	:	Northern Cape Mental Hospital (12 Months contract)
	:	An M-degree in Clinical Psychology. Registration with the Health Professional Council of South Africa (HPCSA) as a Clinical Psychologist. Sound understanding of the Criminal Procedure Act. Basic Computer skills in MS Word, Excel, Outlook. Grade 1: less than 8 years experience as a Clinical Psychologist), Grade 2: At least 8 years, but less than 16 years as a Clinical Psychologist), Grade 3: 16 years and more experience as a Clinical Psychologist.
<u>DUTIES</u>	:	Provide Forensic Psychology services at NCMHH (incl. 30 Days Observation assessments and State Patient Care). Clinical and psychometric assessments as applicable. Assessment of 30 Days Observation cases. Assessment of accountability and ability to stand trial. Participation and presentation at MDT Forensic Case Conferences. Case formulation and Court preparation for expert witnessing when subpoenaed. Visits to relevant service provision sites (e.g. courts, DCS). Report writing. Perform clinical assessments and clinical psychology interventions of Northern Cape Mental Health Hospital (NCMHH)

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service user's. Provide a broad spectrum of clinical and psychometric assessments as required by specific needs (e.g. Child and adolescent assessments). Participate in Departmental (Psychology) professional development (psychology presentations). CPD Activities.

- : Dr. AJ Malgas Tel No: 053 802 3618
- : 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 E-Mailed to nhealthhr@ncpg.gov.za