

**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>	:	28 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.

OTHER POSTS

<u>POST 42/298</u>	:	<u>PHARMACIST REF NO: NCDOH 145/2025 (X1 POST)</u>
<u>SALARY</u>	:	Grade 1: R848 862 per annum, (all-inclusive package) Grade 2: R917 634 per annum, (all-inclusive package) Grade 3: R1 001 349 per annum, (all-inclusive package)
<u>CENTRE</u>	:	Springbok Hospital (Oncology Unit)
<u>REQUIREMENTS</u>	:	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 oncology protocols. 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. Valid Driver's Licence. Experience in cytotoxic reconstitution or oncology pharmacy would be advantageous.
<u>DUTIES</u>	: Dispense and validate cytotoxic and high-risk oncology medications in accordance with GPP and institutional protocols. Collaborate with oncologists, nurses, and allied health professionals to optimize pharmacotherapy. Monitor adverse drug reactions and implement pharmacovigilance measures. Maintain accurate records for oncology drug usage, stock levels, and cold chain compliance. Participate in oncology audits, formulary reviews, and clinical governance initiatives. Provide patient counselling and education on chemotherapy regimens and supportive care. Perform relief duties. Provide quality pharmaceutical care to patients by monitoring work procedures, ensuring compliance to provincial code list and ensuring clinical service delivery. 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>ENQUIRIES</u>	: Mr D. Grootboom, Ms. EA Cloete Tel No: (027) 712 1601 / (027) 712 1078 (Namakwa District)
<u>APPLICATIONS</u>	: Applications for Namakwa District: Application must be e-mailed to namakwaapplications@gmail.com and hand delivered or couriered via postal services to 7 Rivierstreet, Springbok, Postal address: Private Bag X10, Springbok, 8240.
<u>NOTE</u>	: Applicants must complete an application register when an application is hand delivered.
<u>POST 42/299</u>	: <u>OPERATIONAL MANAGER SPECIALTY REF NO: NCDOH 146/2025 (X1 POST)</u>
<u>SALARY</u>	: Grade 1: R693 096 per annum
<u>CENTRE</u>	: Springbok Hospital (Oncology Unit)
<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 Oncology. 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. Valid Driver's Licence. Knowledge and training in Chemotherapy will be an added advantage.
<u>DUTIES</u>	: 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.
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<u>POST 42/300</u>	: <u>PROFESSIONAL NURSE GRADE 1 & 2 (SPECIALTY NURSING) REF NO: NCDOH 147/2025 (X2 POSTS)</u>
<u>SALARY</u>	: Grade 1: R476 367 – R490 767 per annum Grade 2: R583 989 – R713 253 per annum
<u>CENTRE</u>	: Springbok Hospital (Oncology Unit)
<u>REQUIREMENTS</u>	: Professional Nurse Grade 1 and 2 (Specialty Nursing) In the following specialties: Oncology; 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.

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