

## ANNEXURE O

### PROVINCIAL ADMINISTRATION: MPUMALANGA DEPARTMENT OF HEALTH

***The Department of Health is an equal opportunity, affirmative action employer. It is our intention to promote representivity in respect of race, gender and disability through the filling of these positions. Candidates whose transfer / promotion / appointment will promote representivity will receive preference.***

<u>APPLICATIONS</u>	:	Departmental Online Application System: <a href="http://www.mpuhealth.gov.za">www.mpuhealth.gov.za</a>
<u>CLOSING DATE</u>	:	13 February 2026
<u>NOTE</u>	:	<p>N.B. Applicants are advised to apply as early as possible to avoid disappointments. Note: Applicants are not required to submit copies of qualifications and other relevant documents on application but must submit the Z83 and a detailed Curriculum Vitae. In order to alleviate administration burden on HR Sections as well as considering the cost for applicants, Departments are encouraged to request certified copies of qualifications and other relevant documents from shortlisted candidates only which may be submitted to HR on or before the day of the interview following communication from the relevant HR section of the Department. All posts health/engineering posts that are advertised within the Department professional registration will be required from various statutory council for shortlisted candidates. A complete set of application documents should be submitted separately for every post that you wish to apply for. Please ensure that you clearly state the full post description and the relevant Post Reference Number on your application. No fax applications will be considered. Applicants must ensure that they fully complete and sign form Z 83, even if they are attaching a CV. Incomplete and/or unsigned applications will not be considered. If you are currently in service, please indicate your PERSAL number at the top of form Z83. Due to ongoing internal processes, the Department reserves the right to withdraw any post at any time. The Department reserves the right to verify the qualifications of every recommended candidate prior to the issuing of an offer of appointment. All short listed candidates will be subject to a vetting process prior to appointment. If no response is received from Mpumalanga Department of Health within 90 days after the closing date of the advertisement, applicants must assume that their application was not successful. Please quote the correct references when applying and where possible the station / centre where the post is. <a href="http://www.mpuhealth.gov.za">www.mpuhealth.gov.za</a> Only Online Applications will be accepted. NB: Candidates who are not contacted within 90 DAYS after the closing date must consider their applications as having been unsuccessful. Please note the Department reserves the right to amend / review / withdraw the advertised posts if by so doing, the best interest of the department will be well served. (People with disabilities are also requested to apply and indicate such in their applications). All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment.</p>

**ERRATUM:** Kindly note that the post was posted in the Public Service Vacancy Circular 02 dated 23 January 2026, the post of an Assistant Manager Nursing (Area) (PN-A7), (Mmamethlape Hospital, Nkangala District) with Ref No: MPDoH/Jan/26/951, the post has been withdrawn.

### MANAGEMENT ECHELON

<u>POST 03/131</u>	:	<u>DIRECTOR: EMERGENCY MEDICAL SERVICES, PLANNED PATIENT TRANSPORT SERVICES AND DISASTER MANAGEMENT REF NO: MPDOH/JAN/26/1081</u>
<u>SALARY</u> <u>CENTRE</u> <u>REQUIREMENTS</u>	:	<p>R1 266 714 per annum (Level 13), (all-inclusive package) Provincial Office, Mbombela (Nelspruit) Senior Certificate / Grade 12 plus undergraduate qualification (NQF Level 7) in Health Sciences / B Tech in Emergency Medical Care or equivalent ANT paramedic qualification. Current registration with Health Professionals Council of South Africa (HPCSA). A postgraduate Management qualification will be an added advantage. Minimum Ten (10) years relevant EMS operational experience of which five (5) years must be at a Middle / Senior Managerial level. Pre-entry certificate for Senior Management Service (Nyukela Certificate) submitted prior to appointment. Knowledge of operational,</p>

budgeting, and financial management. Skills: people management, change management, strategic planning interpersonal relations, communication. Functional knowledge of PowerPoint Excel, Word, and Project Management. Knowledge and understanding of the legislative framework governing the Public Service, e.g. Public Service Act, 1994; Public Service Regulations, 2016; PFMA, 1999 & Regulations; Basic Conditions of Employment Act, 1997; Labour Relations Act, 1995; Employment Equity Act, 1998; Skills Development Act, 1998; OHSA, 1993 and all PSCBC & GPSSBC Collective Agreements, National Health Act of 2003. Knowledge of dynamics of the Public Service, Governance Systems and Operations in relevant to Government Health Sector Knowledge of the PFMA. Ability to work in cross-functional projects/teams. Excellent coordination and project management skills. Computer literacy in MS Office. Unendorsed driver's licence (C1) and valid professional drivers permit (PrDP) for transporting patients.

**DUTIES** : The successful candidate will be required to provide strategic leadership for the implementation of quality Emergency Medical Services, Planned Patient Transport, Disaster Management, and Rescue Services for the province. Coordinate, manage, and strengthen the monitoring and evaluation systems of EMS. Facilitate the implementation of an integrated information system for the EMS Communication Centres. Facilitate disaster management awareness, preparedness, and capacity building, and disaster management emergency responses. Establish and maintain communication links between all spheres of government. Ensure proper management of assets within the directorate. Develop internal control systems for efficient management of resources within the directorate. Ensure training of EMS personnel at various levels and categories. Develop strategic and Operational plans in line with the national and provincial priorities. Improve and strengthen the provision of emergency medical services and planned patient transport in the province. Oversee the implementation of National and Provincial policies. Facilitate volunteerism at all spheres of government, facilitate disaster management, and emergency responses.

**ENQUIRIES** : Mr. Emmanuel Makokoropo Tel No: (013) 766 3384 / Ms. Gugu Nkosi Tel No: (013) 766 3103 / Ms. Nomsa Maphanga Tel No: (013) 766 3207 / Ms. Sebenzile Mthisi Tel No: (013) 766 3339, Mr. Mxolisi Maseko Tel No: (013) 766 3351, Mr. Samson Nyoni Tel No: (013) 766 3087 and IT related queries: Help desk Tel No: (013) 766 3018.

#### OTHER POSTS

**POST 03/132** : **HEAD: CLINICAL UNIT (MEDICAL) GRADE 1: ONCOLOGY REF NO: MPDOH/JAN/26/1082**

**SALARY CENTRE REQUIREMENTS** : R2 084 754 - R2 212 680 per annum  
: Rob Ferreira Hospital (Ehlanzeni District)  
: Appropriate qualification that allows for registration with the Health Professions Council of South Africa (HPCSA) as a Medical Specialist in Oncology (2026). A minimum of five (5) years' appropriate experience as Medical Specialist after registration with the HPCSA as Medical Specialist in Oncology. Inherent requirement of the job: It will be expected of the successful Head: Clinical Unit to work commuted overtime, limited to 12 hours, if operational requirements so demand. Valid driver's licence. Competencies (knowledge/skills): Knowledge of the relevant statutory and policy frameworks, including Healthcare 2030, the Ideal Hospital framework, the Regulated Norms and Standards, EDL, Standard Treatment Guidelines and evidence-based clinical care. Clinical service delivery in accordance with the Level 2 & 3 package of care for Oncology, and experience in driving continuous quality improvement, clinical risk identification and mitigation, and managing medico-legal matters. Proven experience with supervising staff, training junior doctors, and managing financial and other resources, with the ability to develop staff of quality and provide leadership with regards to issues of diversity, transformation and equity. Track record in training of both under-graduate and post-graduate healthcare personnel. Computer literate in MS package.

**DUTIES** : Fulfil the role and duties of Head of the Oncology Department in rendering an efficient and cost-effective specialized Oncology service to patients managed by the Witbank Tertiary Hospital, including the delivery of outreach and support services. Ensure clinical governance and quality management for the Oncology Service at Witbank Tertiary Hospital and respond to medical and legal incidents

<p>as they arise. Ensure the rational use of resources (including laboratory investigations, medication, consumables and equipment) and manage human, financial and capital resources in the Oncology Department. Deliver effective and efficient management of the Oncology Department, and provide strategic leadership, planning and decision-making as a member of the Hospital Executive Management. Plan and partake in the training of staff including Registrars, Medical Officers, Community Service Medical Officers and Interns. Mr. Emmanuel Makokoropo Tel No: (013) 766 3384 / Ms. Gugu Nkosi Tel No: (013) 766 3103 / Ms. Nomsa Maphanga Tel No: (013) 766 3207 / Ms. Sebenzile Mthisi Tel No: (013) 766 3339, Mr. Mxolisi Maseko Tel No: (013) 766 3351, Mr. Samson Nyoni Tel No: (013) 766 3087 and IT related queries: Help desk Tel No: (013) 766 3018.</p>	
<b><u>ENQUIRIES</u></b>	:
<b><u>POST 03/133</u></b>	:
<b><u>SALARY CENTRE REQUIREMENTS</u></b>	: <p>R1 341 855 - R1 422 810 per annum        Rob Ferreira Hospital (Ehlanzeni District)</p> <p>Appropriate qualifications that allows registration with the Health Professions Council of South Africa (HPCSA) as a Medical Specialist in Orthodontist (2026). A valid work permit will be required from non-South Africans. Sound knowledge of medical ethics. Multidisciplinary management and team work and experience in the respective medical discipline. Knowledge of current Health and Public Service regulations and policies. Additional experience in Orthodontist. Skills in terms of consultations, history taking, examination, clinical assessment and clinical management. <b>Grade 1:</b> Less than five (5) years relevant experience as Medical Specialist. <b>Grade 2:</b> At least five (5) years, but less than ten (10) relevant experience as Medical Specialist. <b>Grade 3:</b> Ten (10) years and more relevant experience as Medical Specialist. Knowledge, Skills, Training and Competences Required: Sound knowledge of medical ethics. Multidisciplinary management and team work and experience in the respective medical discipline. Sound clinical knowledge. Competency and skills in general clinical domains. The ability to work independently and under pressure and beyond normal working hours and work with diverse team. Good communication, leadership, interpersonal, and supervisory skills. Ability to manage patients independently, diligently, responsibility and engage when necessary. Knowledge of current health policies, legislation, programs and priorities within the domain. Ability to teach, guide and junior staff within the department. Behavioural Attributes: Stress tolerance, to work within a team, self-confidence and the ability to build and maintain good relationship.</p>
<b><u>DUTIES</u></b>	: <p>Clinical: Provide specialist medical services in Orthodontist, Co-ordinate and supervise clinical care and treatment of patients in Orthodontist department. Participation in Orthodontist teaching of junior clinical staff. Execute allocated roles to administrate and coordinate all Orthodontist activities. Assist with clinical governance and quality assurance according to National Core Standards for Orthodontist department including but not limited to management of complaints, litigations and Patient Safety Incidents. Conduct research and clinical audits including adverse events reporting. Co-operation and liaison with other departments within the hospital. Conflict management. Participation in management committees of Witbank Hospital. Cost containment within Orthodontist department in accordance with the hospital's cost saving plan. Spearhead projects in accordance with the operational plan of the clinical services management unit. Performance of research within the department. Develop and enhance training and development of healthcare worker in Orthodontist department. Training and supervision of Medical Officers and Medical Interns and Medical Students.</p>
<b><u>ENQUIRIES</u></b>	: <p>Mr. Emmanuel Makokoropo Tel No: (013) 766 3384 / Ms. Gugu Nkosi Tel No: (013) 766 3103 / Ms. Nomsa Maphanga Tel No: (013) 766 3207 / Ms. Sebenzile Mthisi Tel No: (013) 766 3339, Mr. Mxolisi Maseko Tel No: (013) 766 3351, Mr. Samson Nyoni Tel No: (013) 766 3087 and IT related queries: Help desk Tel No: (013) 766 3018.</p>
<b><u>POST 03/134</u></b>	: <p><b><u>MEDICAL OFFICER GRADE 3 REF NO: MPDOH/JAN/26/1086 (X3 POSTS)</u></b></p>
<b><u>SALARY CENTRE</u></b>	: <p>R1 322 352 - R1 647 630 per annum  <b>Gert Sibande District:</b>        Amajuba Memorial Hospital (X2 Posts)</p>

<b><u>REQUIREMENTS</u></b>	Ermelo Hospital (X1 Post) MBChB degree (qualification) that allows registration with the HPCSA as a Medical Practitioner n Health Professional Council of South Africa (HPCSA) as a Medical Practitioner (2026) (Independent Practice). A valid work permit will be required from non-South Africans. Sound knowledge of medical ethics. Multidisciplinary management and teamwork and experience in the respective medical discipline. Knowledge of current Health and Public Service regulations and policies. Additional experience in Obstetrics & Gynaecology, Neurosurgery, Anaesthesiology, Urology and ENT will serve as recommendation. Skills in terms of consultations, history taking, examination, clinical assessment and clinical management. Grade 3: A minimum of ten (10) years' experience after registration with the HPCSA as Medical Practitioner (Independent Practice). A minimum of eleven (11) years relevant experience after registration with a recognised foreign health profession council and / or the HPCSA as a Medical Practitioner (Independent Practice) for foreign qualified employees. Knowledge, Skills, Training and Competences Required: Sound knowledge of medical ethics. Multidisciplinary management and teamwork and experience in the respective medical discipline. Sound clinical knowledge, competency and skills in general clinical domains. The ability to work under supervision as an efficient team member. Good communication, leadership, interpersonal, and supervisory skills. Ability to manage patients independently, diligently, responsibility and engage when necessary. Knowledge of current health policies, legislation, programmes and priorities within the domain. Ability to teach, guide and junior staff within the department. Behavioural Attributes: Stress tolerance, to work within a team, self-confidence and the ability to build and maintain good relationship. Sound clinical knowledge with regard to medicine. Ability to deal with all medical emergencies. Knowledge of ethical medical practice.
<b><u>DUTIES</u></b>	To execute duties and functions with proficiency, to support the aims and objectives of the Institution that consistent with standards of patient care. Accept responsibility for the management of patients admitted in a level 2/3 package of service facility. Assist in the preparation and implementation of guidelines and protocols. Participate in academic and training programmes. Assist with clinical audits actively participate in continuous professional development. Provide support to hospital management towards an efficient standard of patient care and services is maintained.
<b><u>ENQUIRIES</u></b>	Mr. Emmanuel Makokoropo Tel No: (013) 766 3384 / Ms. Gugu Nkosi Tel No: (013) 766 3103 / Ms. Nomsa Maphanga Tel No: (013) 766 3207 / Ms. Sebenzile Mthisi Tel No: (013) 766 3339, Mr. Mxolisi Maseko Tel No: (013) 766 3351, Mr. Samson Nyoni Tel No: (013) 766 3087 and IT related queries: Help desk Tel No: (013) 766 3018.
<b><u>POST 03/135</u></b>	<b><u>MEDICAL OFFICER GRADE 3 REF NO: MPDOH/JAN/26/1088 (X2 POSTS)</u></b>
<b><u>SALARY</u></b>	R1 322 352 - R1 647 630 per annum
<b><u>CENTRE</u></b>	Themba Hospital and Tonga Hospital (Ehlanzeni District)
<b><u>REQUIREMENTS</u></b>	MBChB degree (qualification) that allows registration with the HPCSA as a Medical Practitioner n Health Professional Council of South Africa (HPCSA) as a Medical Practitioner (2026) (Independent Practice). A valid work permit will be required from non-South Africans. Sound knowledge of medical ethics. Multidisciplinary management and teamwork and experience in the respective medical discipline. Knowledge of current Health and Public Service regulations and policies. Additional experience in Obstetrics & Gynaecology, Neurosurgery, Anaesthesiology, Urology and ENT will serve as recommendation. Skills in terms of consultations, history taking, examination, clinical assessment and clinical management. Grade 3: A minimum of ten (10) years' experience after registration with the HPCSA as Medical Practitioner (Independent Practice). A minimum of eleven (11) years relevant experience after registration with a recognised foreign health profession council and / or the HPCSA as a Medical Practitioner (Independent Practice) for foreign qualified employees. Knowledge, Skills, Training and Competences Required: Sound knowledge of medical ethics. Multidisciplinary management and teamwork and experience in the respective medical discipline. Sound clinical knowledge, competency and skills in general clinical domains. The ability to work under supervision as an efficient team member. Good communication, leadership, interpersonal, and supervisory skills. Ability to manage patients independently, diligently, responsibility and engage when necessary.

<p>Knowledge of current health policies, legislation, programmes and priorities within the domain. Ability to teach, guide and junior staff within the department. Behavioural Attributes: Stress tolerance, to work within a team, self-confidence and the ability to build and maintain good relationship. Sound clinical knowledge with regard to medicine. Ability to deal with all medical emergencies. Knowledge of ethical medical practice.</p>	
<b><u>DUTIES</u></b>	: To execute duties and functions with proficiency, to support the aims and objectives of the Institution that consistent with standards of patient care. Accept responsibility for the management of patients admitted in a level 2/3 package of service facility. Assist in the preparation and implementation of guidelines and protocols. Participate in academic and training programmes. Assist with clinical audits actively participate in continuous professional development. Provide support to hospital management towards an efficient standard of patient care and services is maintained.
<b><u>ENQUIRIES</u></b>	: Mr. Emmanuel Makokoropo Tel No: (013) 766 3384 / Ms. Gugu Nkosi Tel No: (013) 766 3103 / Ms. Nomsa Maphanga Tel No: (013) 766 3207 / Ms. Sebenzile Mthisi Tel No: (013) 766 3339, Mr. Mxolisi Maseko Tel No: (013) 766 3351, Mr. Samson Nyoni Tel No: (013) 766 3087 and IT related queries: Help desk Tel No: (013) 766 3018.
<b><u>POST 03/136</u></b>	<b><u>MEDICAL OFFICER GRADE 3 REF NO: MPDOH/JAN/26/1090 (X2 POSTS)</u></b>
<b><u>SALARY</u></b>	: R1 322 352 - R1 647 630 per annum
<b><u>CENTRE</u></b>	: KwaMhlanga Hospital (Nkangala District)
<b><u>REQUIREMENTS</u></b>	: MBChB degree (qualification) that allows registration with the HPCSA as a Medical Practitioner n Health Professional Council of South Africa (HPCSA) as a Medical Practitioner (2026) (Independent Practice). A valid work permit will be required from non-South Africans. Sound knowledge of medical ethics. Multidisciplinary management and teamwork and experience in the respective medical discipline. Knowledge of current Health and Public Service regulations and policies. Additional experience in Obstetrics & Gynaecology, Neurosurgery, Anaesthesiology, Urology and ENT will serve as recommendation. Skills in terms of consultations, history taking, examination, clinical assessment and clinical management. Grade 3: A minimum of ten (10) years' experience after registration with the HPCSA as Medical Practitioner (Independent Practice). A minimum of eleven (11) years relevant experience after registration with a recognised foreign health profession council and / or the HPCSA as a Medical Practitioner (Independent Practice) for foreign qualified employees. Knowledge, Skills, Training and Competences Required: Sound knowledge of medical ethics. Multidisciplinary management and teamwork and experience in the respective medical discipline. Sound clinical knowledge, competency and skills in general clinical domains. The ability to work under supervision as an efficient team member. Good communication, leadership, interpersonal, and supervisory skills. Ability to manage patients independently, diligently, responsibility and engage when necessary. Knowledge of current health policies, legislation, programmes and priorities within the domain. Ability to teach, guide and junior staff within the department. Behavioural Attributes: Stress tolerance, to work within a team, self-confidence and the ability to build and maintain good relationship. Sound clinical knowledge with regard to medicine. Ability to deal with all medical emergencies. Knowledge of ethical medical practice.
<b><u>DUTIES</u></b>	: To execute duties and functions with proficiency, to support the aims and objectives of the Institution that consistent with standards of patient care. Accept responsibility for the management of patients admitted in a level 2/3 package of service facility. Assist in the preparation and implementation of guidelines and protocols. Participate in academic and training programmes. Assist with clinical audits actively participate in continuous professional development. Provide support to hospital management towards an efficient standard of patient care and services is maintained.
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<b><u>POST 03/137</u></b>	<b><u>MEDICAL OFFICER GRADE 2 REF NO: MPDOH/JAN/26/1092 (X2 POSTS)</u></b>
<b><u>SALARY</u></b>	: R1 142 553 - R1 247 202 per annum
<b><u>CENTRE</u></b>	: Bethal Hospital (Gert Sibande District)
<b><u>REQUIREMENTS</u></b>	: MBChB degree (qualification) that allows registration with the HPCSA as a Medical Practitioner in Health Professional Council of South Africa (HPCSA) as a Medical Practitioner (2026) (Independent Practice). A valid work permit will be required from non-South Africans. Sound knowledge of medical ethics. Multidisciplinary management and teamwork and experience in the respective medical discipline. Knowledge of current Health and Public Service regulations and policies. Additional experience in Obstetrics & Gynaecology, Neurosurgery, Anaesthesiology, Urology and ENT will serve as recommendation. Skills in terms of consultations, history taking, examination, clinical assessment and clinical management. Grade 2: A minimum of five (5) years' experience after registration with the HPCSA as Medical Practitioner (Independent Practice). A minimum of six (6) years relevant experience after registration with a recognised foreign health profession council and / or the HPCSA as a Medical Practitioner (Independent Practice) for foreign qualified employees. Knowledge, Skills, Training and Competences Required: Sound knowledge of medical ethics. Multidisciplinary management and teamwork and experience in the respective medical discipline. Sound clinical knowledge, competency and skills in general clinical domains. The ability to work under supervision as an efficient team member. Good communication, leadership, interpersonal, and supervisory skills. Ability to manage patients independently, diligently, responsibility and engage when necessary. Knowledge of current health policies, legislation, programmes and priorities within the domain. Ability to teach, guide and junior staff within the department. Behavioural Attributes: Stress tolerance, to work within a team, self-confidence and the ability to build and maintain good relationship. Sound clinical knowledge with regard to medicine. Ability to deal with all medical emergencies. Knowledge of ethical medical practice.
<b><u>DUTIES</u></b>	: To execute duties and functions with proficiency, to support the aims and objectives of the Institution that consistent with standards of patient care. Accept responsibility for the management of patients admitted in a level 2/3 package of service facility. Assist in the preparation and implementation of guidelines and protocols. Participate in academic and training programmes. Assist with clinical audits actively participate in continuous professional development. Provide support to hospital management towards an efficient standard of patient care and services is maintained.
<b><u>ENQUIRIES</u></b>	: Mr. Emmanuel Makokoropo Tel No: (013) 766 3384 / Ms. Gugu Nkosi Tel No: (013) 766 3103 / Ms. Nomsa Maphanga Tel No: (013) 766 3207 / Ms. Sebenzile Mthisi Tel No: (013) 766 3339, Mr. Mxolisi Maseko Tel No: (013) 766 3351, Mr. Samson Nyoni Tel No: (013) 766 3087 and IT related queries: Help desk Tel No: (013) 766 3018.
<b><u>POST 03/138</u></b>	<b><u>MEDICAL OFFICER GRADE 1 REF NO: MPDOH/JAN/26/1094 (X2 POSTS)</u></b>
<b><u>SALARY</u></b>	: R1 001 349 - R1 078 116 per annum
<b><u>CENTRE</u></b>	: King Nyabela Hospital (Nkangala District)
<b><u>REQUIREMENTS</u></b>	: MBChB degree (qualification) that allows registration with the HPCSA as a Medical Practitioner. Current registration with the HPCSA as a Medical Practitioner (2026) (Independent Practice). NB: The appointed Medical Officer must be able to work shifts. A valid work permit will be required from non-South Africans. Sound knowledge of medical ethics. Multidisciplinary management and teamwork and experience in the respective medical discipline. Knowledge of current Health and Public Service regulations and policies. Skills in terms of consultations, history taking, examination, clinical assessment and clinical management. Grade 1: No experience required after registration with the HPCSA as Medical Practitioner (Independent Practice). Minimum of 1-year relevant experience after registration with a recognised Foreign Health Professions and / or the HPCSA as a Medical Practitioner (Independent Practice) for foreign qualified employees. Knowledge, Skills, Training and Competences Required: Sound knowledge of medical ethics. Multidisciplinary management and teamwork and experience in the respective medical discipline. Sound clinical knowledge, competency and skills in general clinical domains. The ability to work under supervision as an efficient team member. Good communication, leadership, interpersonal, and supervisory skills. Ability

to manage patients independently, diligently, responsibility and engage when necessary. Knowledge of current health policies, legislation, programmes and priorities within the domain. Ability to teach, guide and junior staff within the department. Behavioural Attributes: Stress tolerance, to work within a team, self-confidence and the ability to build and maintain good relationship. Sound clinical knowledge with regard to medicine. Ability to deal with all medical emergencies. Knowledge of ethical medical practice.

**DUTIES** : To execute duties and functions with proficiency, to support the aims and objectives of the Institution that consistent with standards of patient care. Accept responsibility for the management of patients admitted in a level 2/3 package of service facility. Assist in the preparation and implementation of guidelines and protocols. Participate in academic and training programmes. Assist with clinical audits actively participate in continuous professional development. Provide support to hospital management towards an efficient standard of patient care and services is maintained.

**ENQUIRIES** : Mr. Emmanuel Makokoropo Tel No: (013) 766 3384 / Ms. Gugu Nkosi Tel No: (013) 766 3103 / Ms. Nomsa Maphanga Tel No: (013) 766 3207 / Ms. Sebenzile Mthisi Tel No: (013) 766 3339, Mr. Mxolisi Maseko Tel No: (013) 766 3351, Mr. Samson Nyoni Tel No: (013) 766 3087 and IT related queries: Help desk Tel No: (013) 766 3018.

**POST 03/139** : **MEDICAL OFFICER GRADE 1: FAMILY MEDICINE REF NO: MPDOH/JAN/26/1095**

**SALARY CENTRE REQUIREMENTS** : R1 001 349 - R1 078 116 per annum  
King Nyabela Hospital (Nkangala District)  
: MBChB degree (qualification) that allows registration with the HPCSA as a Medical Practitioner. Current registration with the HPCSA as a Medical Practitioner (2026) (Independent Practice). NB: The appointed Medical Officer must be able to work shifts. A valid work permit will be required from non-South Africans. Sound knowledge of medical ethics. Multidisciplinary management and teamwork and experience in the respective medical discipline. Knowledge of current Health and Public Service regulations and policies. Skills in terms of consultations, history taking, examination, clinical assessment and clinical management. Grade 1: No experience required after registration with the HPCSA as Medical Practitioner (Independent Practice). Minimum of 1-year relevant experience after registration with a recognised Foreign Health Professions and / or the HPCSA as a Medical Practitioner (Independent Practice) for foreign qualified employees. Knowledge, Skills, Training and Competences Required: Sound knowledge of medical ethics. Multidisciplinary management and teamwork and experience in the respective medical discipline. Sound clinical knowledge, competency and skills in general clinical domains. The ability to work under supervision as an efficient team member. Good communication, leadership, interpersonal, and supervisory skills. Ability to manage patients independently, diligently, responsibility and engage when necessary. Knowledge of current health policies, legislation, programmes and priorities within the domain. Ability to teach, guide and junior staff within the department. Behavioural Attributes: Stress tolerance, to work within a team, self-confidence and the ability to build and maintain good relationship. Sound clinical knowledge with regard to medicine. Ability to deal with all medical emergencies. Knowledge of ethical medical practice.

**DUTIES** : To execute duties and functions with proficiency, to support the aims and objectives of the Institution that consistent with standards of patient care. Accept responsibility for the management of patients admitted in a level 2/3 package of service facility. Assist in the preparation and implementation of guidelines and protocols. Participate in academic and training programmes. Assist with clinical audits actively participate in continuous professional development. Provide support to hospital management towards an efficient standard of patient care and services is maintained.

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<b><u>POST 03/140</u></b>	<b>DEPUTY DIRECTOR: FINANCIAL MANAGEMENT REF NO:</b>
	<b><u>MPDOH/JAN/26/1096</u></b>
<b><u>SALARY CENTRE REQUIREMENTS</u></b>	<p>: R896 436 per annum (Level 11), (all-inclusive package)</p> <p>: Nkangala District Office, Emalahleni (Witbank)</p> <p>: Senior Certificate / Grade 12 plus an undergraduate qualification (NQF Level 7) in Finance / Financial Accounting / Management as recognized by SAQA. A minimum of three (3) years' financial management experience at management level of Assistant Director (Level 9/10). Full knowledge of management and performance on the transversal system used in Government. Excellent in computer skills such as MS Word and Excel Spreadsheet application of any software, financial analytical skills, will be a pre-requisite. Extensive knowledge of all relevant legislation. Practical knowledge of Basic Accounting System (BAS) and LOGIS including SCOA (Standard Chart of Accountants). Valid driver's licence. Analytical skills.</p>
<b><u>DUTIES</u></b>	<p>: Responsible for the effective financial management and accounting which includes: the implementation of financial systems and timely submission of financial reports in strict compliance with the PFMA and other prescripts, preparation and maintenance of bank reconciliation statements, preparation, compilation and interpretation of Interim and Annual Financial Statements. Develop and manage the budget processes in the institution in conjunction with hospital management and other stakeholders in line with departmental financial strategy. Improve supply chain management compliance in line with related prescripts. Develop, implement and monitor measures designed to optimize revenue collection. Manage institutional fleet, and maintenance/repairs of infrastructure and buildings. Ensure that all payments for compensation of employees, goods and services, transfers, subsidies and reporting are efficiently and effectively performed. Reconcile all ledger accounts with control accounts in the ledger. Liaise with relevant role players regarding transversal financial matters. Ensure that all financial records and documents are kept safe and up to date. Must be able to identify, develop and implement internal controls (including policies) to prevent unauthorized, irregular and fruitful expenditure. Ensure effective management of debtors. Manage Finance staff and undertake human resource and other related administrative functions and ensure sound financial management is provided all the time within the hospital. Identification of measure cost drivers and develop strategies to minimize over spending of budget.</p>
<b><u>ENQUIRIES</u></b>	<p>: Mr. Emmanuel Makokoropo Tel No: (013) 766 3384 / Ms. Gugu Nkosi Tel No: (013) 766 3103 / Ms. Nomsa Maphanga Tel No: (013) 766 3207 / Ms. Sebenzile Mthisi Tel No: (013) 766 3339, Mr. Mxolisi Maseko Tel No: (013) 766 3351, Mr. Samson Nyoni Tel No: (013) 766 3087 and IT related queries: Help desk Tel No: (013) 766 3018.</p>
<b><u>POST 03/141</u></b>	<b>DEPUTY DIRECTOR: HEALTH PROMOTION REF NO:</b>
	<b><u>MPDOH/JAN/26/1097</u></b>
<b><u>SALARY CENTRE REQUIREMENTS</u></b>	<p>: R896 436 per annum (Level 11), (all-inclusive package)</p> <p>: Provincial Office, Mbombela (Nelspruit)</p> <p>: Senior Certificate / Grade 12 plus an undergraduate qualification (NQF Level 7) in Health Sciences as recognized by SAQA. Registration with Professional Body of South Africa. A minimum of three (3) years' relevant experience at management level of Assistant Director (Level 9/10) or equivalent position. An Honours or Master's degree in Health will be an added advantage. Knowledge and understanding of the District Health System, including District Hospitals and Community-Based Health Services. Experience in Health Promotion and management. Good knowledge of policies on Health Promotion Strategies. Knowledge and experience of financial and human resource management applicable to the public service. Proven experience in the provision and management of health services. Knowledge and understanding of the Mpumalanga Department of Health Comprehensive Service Plan. Familiar with the drafting and implementation of the Annual Performance Plan. Verbal and written communication skills. Valid driver's licence. Skills: Communication skills. Programme and project management skills. Financial management skills. Change and knowledge management skills. Problem-solving and analysis skills. People management and empowerment. Contract management skills. Able to work independently and under pressure. Understanding</p>

<p>legislative frameworks and related policies in the health public sector, as well as other relevant prescripts.</p>	
<b><u>DUTIES</u></b>	:       Develop provincial policies, strategies, and guidelines for health promotion in collaboration with all relevant stakeholders. Develop norms and standards for health promotion. Provide leadership in the development of health promotion in Mpumalanga. Plan, coordinate, and facilitate the implementation of health promotion interventions within the context of national and provincial frameworks and priorities, appropriate to provincial needs and conditions. Provide capacity of key role players, both in and outside the Department of Health, to strengthen the implementation of health promotion programmes. Facilitate inter-sectoral collaboration among all relevant stakeholders in the province in the development of integrated and comprehensive health promotion programmes. Facilitate monitoring and evaluation for health promotion interventions. Facilitate evidence-based interventions.
<b><u>ENQUIRIES</u></b>	:       Mr. Emmanuel Makokoropo Tel No: (013) 766 3384 / Ms. Gugu Nkosi Tel No: (013) 766 3103 / Ms. Nomsa Maphanga Tel No: (013) 766 3207 / Ms. Sebenzile Mthisi Tel No: (013) 766 3339, Mr. Mxolisi Maseko Tel No: (013) 766 3351, Mr. Samson Nyoni Tel No: (013) 766 3087 and IT related queries: Help desk Tel No: (013) 766 3018.
<b><u>POST 03/142</u></b>	: <b><u>DEPUTY DIRECTOR: INSTITUTIONAL IMPROVEMENT REF NO: MPDOH/JAN/26/1098</u></b> Re-advertisement
<b><u>SALARY CENTRE REQUIREMENTS</u></b>	:       R896 436 per annum (Level 11), (all-inclusive package) Provincial Office, Mbombela (Nelspruit) Senior Certificate / Grade 12 plus an undergraduate qualification (NQF Level 7) in Health Sciences / of Public Administration / Public Management / Commerce Personnel Management as recognized by SAQA. A minimum of three (3) years' relevant experience at management level of Assistant Director (Level 9/10) or equivalent position. Experience of the health system, standards, management practices, information systems, organisation development and change management. A valid driver's licence. Computer literacy. Knowledge: Pfma/Dora/Treasury Regulations, Practice Notes, Instructions, Circulars. Public Service Act of 1994 and Regulations of 2001. Labour Relations Act of 1995/Resolutions of Public Sector Bargaining Councils. Human Resources Development and Skills Development Frameworks of Government. Government Immovable Asset Management Act of 2007. Promotion of Access to Information Act of 2000. Promotion of Administrative Justice Act of 2000. Health Act and Regulations.
<b><u>DUTIES</u></b>	:       Implementation of organisational development strategies aimed towards seamless service delivery during infrastructure project implementation at Health Facilities. Facilitate change management programmes at Health Facilities as part of the delivery of infrastructure. Implementation of quality assurance programmes as part of the delivery of infrastructure. Monitor and report progress with implementation of institutional systems aligned to infrastructure delivery.
<b><u>ENQUIRIES</u></b>	:       Mr. Emmanuel Makokoropo Tel No: (013) 766 3384 / Ms. Gugu Nkosi Tel No: (013) 766 3103 / Ms. Nomsa Maphanga Tel No: (013) 766 3207 / Ms. Sebenzile Mthisi Tel No: (013) 766 3339, Mr. Mxolisi Maseko Tel No: (013) 766 3351, Mr. Samson Nyoni Tel No: (013) 766 3087 and IT related queries: Help desk Tel No: (013) 766 3018.
<b><u>POST 03/143</u></b>	: <b><u>DEPUTY DIRECTOR: HEALTH FACILITY PLANNER REF NO: MPDOH/JAN/26/1099</u></b>
<b><u>SALARY CENTRE REQUIREMENTS</u></b>	:       R896 436 per annum (Level 11), (all-inclusive package) Provincial Office, Mbombela (Nelspruit) Senior Certificate / Grade 12 plus an undergraduate qualification (NQF Level 7) in Health Sciences as recognized by SAQA. Registration as a Health Professional. A minimum of three (3) years' relevant experience at management level of Assistant Director (Level 9/10) or equivalent position. Knowledge: National Building Standards Act of 1977 and Regulations. Occupational Health and Safety Act of 1993 and Regulations. Government Immovable Asset Management Act of 2007. Health Act and Regulations, Act 61 of 2003. PFMA/DORA/Treasury Regulations, Practice Notes, Instructions, Circulars. Provincial/Departmental Supply Chain Management Policies.

	Promotion of Access to Information Act of 2000. Promotion of Administrative Justice Act of 2000. Intergovernmental Fiscal Relations Act of 1997. Intergovernmental Framework Act of 2005. Construction Industry Development Board Act of 2000 and Regulations.
<b><u>DUTIES</u></b>	Undertake a detailed analysis of the health facility requirements for each Project Strategic Brief based on the clinical brief. Validate the requirements against national and provincial functional and technical norms and standards. Interact extensively with Chief Executive Officers of Hospitals and Service Planning Senior Managers to align the health facility requirements with the Service Plans of the Health Facility before any procurement commences. Interact extensively with the Deputy Director Health Technology Projects to align the needs for health technology equipment with the planning of the capex and or maintenance projects. Document requirements defined for the preparation of Project Strategic Briefs. Interact with relevant professionals in the Chief Directorate to obtain data, information and inputs required for the preparation of Project Briefs. Package of information to promote to seamless development of Project Strategic Briefs. Identify key issues to be reviewed in terms of Business Cases for capex and maintenance projects. Assist Health Facilities to develop and apply prioritisation models aligned to the requirements stated in the PFMA and the Service Plans of the Health Facilities. Validate that all projects are aligned to the Departmental Service Plans and the roll out of the National Health Insurance System. Undertake a detailed analysis of key issues. Validate the design requirements from a health perspective to enforce seamless flow, improved service delivery and directly supporting the achievement of health goals. Make recommendations on how each issue can be addressed in the business cases. Assist the Health Facility to prepare the business case. Participate in peer reviews in the province when these implemented by the National Department of Health. Assist the Health Facilities to review recommendations and amend business plans. Develop appropriate training material, norms and standards required to capacitate managers at Health Facilities to prepare business cases. Present the training courses and work with Hospital Managers in the preparation of business cases as part of the training programme. Prepare tools from a Health perspective that the province can use to inform prioritisation models and assessment of business cases. Provide to the built environment team the required guidance and information during the design of projects to enforce that project designs are based on health specific requirements.
<b><u>ENQUIRIES</u></b>	Mr. Emmanuel Makokoropo Tel No: (013) 766 3384 / Ms. Gugu Nkosi Tel No: (013) 766 3103 / Ms. Nomsa Maphanga Tel No: (013) 766 3207 / Ms. Sebenzile Mthisi Tel No: (013) 766 3339, Mr. Mxolisi Maseko Tel No: (013) 766 3351, Mr. Samson Nyoni Tel No: (013) 766 3087 and IT related queries: Help desk Tel No: (013) 766 3018.
<b><u>POST 03/144</u></b>	<b><u>PHARMACIST GRADE 1 REF NO: MPDOH/JAN/26/1101 (X2 POSTS)</u></b>
<b><u>SALARY</u></b>	R848 862 – R900 948 per annum
<b><u>CENTRE</u></b>	Bernice Samuel Hospital (Nkangala District)
<b><u>REQUIREMENTS</u></b>	Senior Certificate / Grade 12 plus Pharmacy Degree or equivalent qualification. Current registration with South African Pharmacy Council (SAPC) (2026). Core competencies recommended. Commitment to quality development of self and others. Computer literacy, good interpersonal skills. Good written and verbal communication skills. Strong leadership and managerial skills.
<b><u>DUTIES</u></b>	Ensure proper selection and procurement of drugs and surgical items for the hospital. Ensure rational use of drugs. Develop a hospital medicine formulary. Monitor expenditure on pharmaceutical and surgical items. Perform stock control functions. Ensure proper reconciliation of pharmaceutical accounts. Supervise and train Pharmacy Support Staff, Interns, Community Servers and Junior Pharmacist.
<b><u>ENQUIRIES</u></b>	Mr. Emmanuel Makokoropo Tel No: (013) 766 3384 / Ms. Gugu Nkosi Tel No: (013) 766 3103 / Ms. Nomsa Maphanga Tel No: (013) 766 3207 / Ms. Sebenzile Mthisi Tel No: (013) 766 3339, Mr. Mxolisi Maseko Tel No: (013) 766 3351, Mr. Samson Nyoni Tel No: (013) 766 3087 and IT related queries: Help desk Tel No: (013) 766 3018.

<u>POST 03/145</u>	:	<b><u>OPERATIONAL MANAGER NURSING (PN-B3): PHC REF NO: MPDOH/JAN/26/1111 (X10 POSTS)</u></b>
<u>SALARY CENTRE</u>	:	R693 096 – R789 861 per annum
	:	<b>Nkangala District:</b> Rietspruit Clinic (X1 Post) Louise Clinic (X1 Post) Phola CHC (X1 Post) Ogies Clinic (X1 Post) Waterval Boven Gateway Clinic (X1 Post) Marapyanne CHC (X1 Post) Mmamethake CHC (X1 Post) Siyabuswa CHC (X1 Post) Kalkfontein Clinic (X1 Post) Kwaggafontein "A" Clinic
<u>REQUIREMENTS</u>	:	Senior Certificate / Grade 12 or equivalent qualification plus 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 (2026) 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 of 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. 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 these impact on service delivery. Demonstrate a basic understanding of HR and finance 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 and on night duty. Leadership. Supervisory, problem-solving, conflict resolution, inter-personal and 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.
<u>DUTIES</u>	:	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 with 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.
<u>ENQUIRIES</u>	:	Mr. Emmanuel Makokoropo Tel No: (013) 766 3384 / Ms. Gugu Nkosi Tel No: (013) 766 3103 / Ms. Nomsa Maphanga Tel No: (013) 766 3207 / Ms. Sebenzile Mthisi Tel No: (013) 766 3339, Mr. Mxolisi Maseko Tel No: (013) 766 3351, Mr. Samson Nyoni Tel No: (013) 766 3087 and IT related queries: Help desk Tel No: (013) 766 3018.
<u>POST 03/146</u>	:	<b><u>ASSISTANT DIRECTOR: RADIOGRAPHER GRADE 1 REF NO: MPDOH/JAN/26/1112</u></b>
<u>SALARY CENTRE</u>	:	R638 856 - R707 625 per annum
<u>REQUIREMENTS</u>	:	Provincial Office, Mbombela (Nelspruit)
	:	Senior Certificate / Grade 12 with an appropriate three year National Diploma / Degree in Diagnostic Radiography. Current registration with the Health Professions Council of South Africa as a Diagnostic Radiographer (Independent practice). A minimum of three (3) years' experience as a Diagnostic radiographer after registration with Health Professions Council of South Africa (HPCSA) of which five (5) years must be appropriate experience in Management. Valid driver's licence. Knowledge and skills: Knowledge of

	Public Service Legislations, PFMA, Radiation safety regulations, National Core Standards and quality assurance program. Sound knowledge of Imaging Equipment and Radiography procedures and protocols within the Radiology department. Knowledge and experience of Supply Chain Management processes, Financial Management and Project Management. Good verbal and written communication skills. Good report writing and presentation skills. Good Interpersonal and leadership skills. Must possess good problem solving and decision-making skills. Computer literacy with ability to use all Microsoft programmes.
<b><u>DUTIES</u></b>	Oversee maintenance of imaging equipment to ensure prescribed X-ray equipment maintenance is carried out. Conduct quality assurance audits at facilities for compliance with Radiation Control prescripts and compile audit reports. Develop, review and implement relevant policies, Standard Operating Procedures, guidelines and Quality Assurance protocols for Imaging Services. Develop and implement the training and development program for Radiographers. Conduct Quality Assurance training for Radiographers. Assist in the management of Imaging projects and update projects status in the PMIS. Attend relevant meetings and training. Monitor Radiographers CPD compliance for Radiographers. Ensure timeous compilation and submission of monthly, quarterly and yearly reports to the relevant stakeholders. Render support to facilities on imaging-related matters. Assist in planning and acquisition of imaging equipment. Monitor budget and expenditure for maintenance of imaging equipment.
<b><u>ENQUIRIES</u></b>	Mr. Emmanuel Makokoropo Tel No: (013) 766 3384 / Ms. Gugu Nkosi Tel No: (013) 766 3103 / Ms. Nomsa Maphanga Tel No: (013) 766 3207 / Ms. Sebenzile Mthisi Tel No: (013) 766 3339, Mr. Mxolisi Maseko Tel No: (013) 766 3351, Mr. Samson Nyoni Tel No: (013) 766 3087 and IT related queries: Help desk Tel No: (013) 766 3018.
<b><u>POST 03/147</u></b>	<b><u>CLINICAL NURSE PRACTITIONER GRADE 1 (PN-B1): PHC REF NO: MPDOH/JAN/26/1117 (X5 POSTS)</u></b>
<b><u>SALARY CENTRE</u></b>	R476 367 – R559 548 per annum <b>Nkangala District:</b> Allemansdrift CHC Marapayne CHC Valschfontein Clinic Lefiso CHC Vlaklaagte CHC
<b><u>REQUIREMENTS</u></b>	Senior Certificate / Grade 12 qualification or equivalent plus Basic qualification accredited with the SANC in terms of Government Notice R425 (i.e. Diploma / Degree in General Nursing) or equivalent qualification that allows registration with the SANC as Professional Nurse and Midwifery (2026), a post-basic nursing qualification, with a duration of at least 1 year, accredited with the SANC in terms of Government Notice R212 specialty in Primary Health Care Science. Minimum of four (4) years appropriate /recognizable experience in nursing after registration as a Professional Nurse with the SANC. Ability to function independently and to prioritize work. Leadership and sound interpersonal skills, problem solving and decision-making skills. Good supervisory and teaching skills.
<b><u>DUTIES</u></b>	Provision of optimal, holistic specialized nursing care with set standards and within a professional/legal framework. Provide comprehensive health care services in the Primary Health Care Unit. Ensure effective and efficient management of resources. Provide quality patient care, follow norms and standards. Participate in quality improvement programs. Supervise and implement patient care standards. Implement and practice nursing health care in accordance with the statutory laws governing the nursing profession, labour and health care. Implement constructive working relations with nurses and other stake holders. Ensure compliance of Infection Prevention and Control policies. Ensure that the equipment is functional and ready all the time. Ability to prioritize, coordinate activities of patient management according to protocols. Able to plan and organize your own work and that of support personnel to ensure proper nursing care. Participate in staff development and performance management. Report patient safety incidence, challenges and deficiencies within the unit. Work effectively, co-operatively amicably with people of diverse intellectual, cultural, racial or religious differences. Ensure adherence to Batho - Pele Principles and Patient's Right Charter.

<b><u>ENQUIRIES</u></b>	:	Mr. Emmanuel Makokoropo Tel No: (013) 766 3384 / Ms. Gugu Nkosi Tel No: (013) 766 3103 / Ms. Nomsa Maphanga Tel No: (013) 766 3207 / Ms. Sebenzile Mthisi Tel No: (013) 766 3339, Mr. Mxolisi Maseko Tel No: (013) 766 3351, Mr. Samson Nyoni Tel No: (013) 766 3087 and IT related queries: Help desk Tel No: (013) 766 3018.
<b><u>POST 03/148</u></b>	:	<b><u>ASSISTANT DIRECTOR: FINANCIAL MANAGEMENT REF NO: MPDOH/JAN/26/1118</u></b>
<b><u>SALARY CENTRE REQUIREMENTS</u></b>	:	<p>R468 459 per annum (Level 09), (plus service benefits)</p> <p>H A Grove Hospital (Nkangala District)</p> <p>Senior Certificate / Grade 12 plus Diploma / Degree (NQF Level 6/7) in Finance / Financial Management / Management Accounting as recognized by SAQA. At least a minimum of three (3) years' experience at a supervisory / management (Level 7/8) within Financial Management / Accounting Environment. Valid driver's licence. Inherent requirements of the job: Computer literacy including: MS Outlook, Word, Excel and PowerPoint; Virtual meeting platforms literacy, knowledge of BAS and Logis and / or PERSAL financial systems. Main role: To assist with the coordination of all Finance Management functions for Sub-Directorate – Mmamethake Hospital, Technical Support Services including financial and supply chain, and Infrastructure Management. Knowledge, Skills, Training, and Competencies required: Experience in determining policies, systems and standard operating procedures for finance. Have the ability to chase detail, check and verify for correctness and compliance. An eye for detail and ability to understand how to extract and interpret from related information systems and linkages. Excellent communication and writing skills, compilation of reports, presentation, facilitation, co-ordination, and analytical skills. Ability to understand how to prepare reports, submissions, and presentations. The ideal candidate must have: ability to guide, and operate within all applicable legislation, policies, frameworks, and instruction notes.</p>
<b><u>DUTIES</u></b>	:	<p>The successful candidate will report to the Chief Executive Officer. Provide Financial Management, Supply Chain Management (procurement), and Infrastructure management of the Hospital. Be responsible for the maintenance of suppliers' database. Authorize purchase orders and / or procurement advice. Manage the collection, receipts, safeguarding and banking of revenue. Be responsible for asset and fleet management. Be responsible for approval and generation of payments. Be responsible for stores and inventory management. Supervise the safe keeping and filling of payments vouchers. Administer salary matters. Be responsible for development and maintenance of internal control systems. Render guidance in the compilation of the institutional budget. Be responsible for monthly and quarterly financial reports. Monitor expenditure trends and guard against unauthorized, wasteful and fruitless expenditure. Provide capacity building, training and development to cost Centre managers and other line managers. Monitor, control and evaluate performance of subordinates. Be responsible for the compilation of the sub-directorate strategic and business plans and quarterly performance reports thereof.</p>
<b><u>ENQUIRIES</u></b>	:	<p>Mr. Emmanuel Makokoropo Tel No: (013) 766 3384 / Ms. Gugu Nkosi Tel No: (013) 766 3103 / Ms. Nomsa Maphanga Tel No: (013) 766 3207 / Ms. Sebenzile Mthisi Tel No: (013) 766 3339, Mr. Mxolisi Maseko Tel No: (013) 766 3351, Mr. Samson Nyoni Tel No: (013) 766 3087 and IT related queries: Help desk Tel No: (013) 766 3018.</p>
<b><u>POST 03/149</u></b>	:	<b><u>RADIOGRAPHER GRADE 1 REF NO: MPDOH/JAN/26/1122 (X4 POSTS)</u></b>
<b><u>SALARY CENTRE</u></b>	:	<p>R397 233 - R454 191 per annum</p> <p><b>Ehlanzeni District:</b> Rob Ferreira Hospital (X3 Posts)</p> <p><b>Nkangala District:</b> KwaMhlanga Hospital (X1 Post)</p>
<b><u>REQUIREMENTS</u></b>	:	<p>Senior Certificate / Grade 12 plus an appropriate qualification that allows for the required registration with the Health Professional Council of South Africa (HPCSA) in the relevant profession (where applicable) (2026). Grade 1: SA Qualified employees: None after registration with the HPCSA in the relevant profession (where applicable) in respect of employees who performed Community Service, as required in SA. Foreign Qualified employees: One (1) year relevant experience after registration with the HPCSA in the relevant</p>

profession (where applicable) in respect of employees of whom it is not required to perform Community Service, as required in SA. Hospital experience and extensive knowledge in Occupational Health and Safety will be an added advantage. Good interpersonal Skills, written, verbal and presentation Skills. Accuracy and attention to detail. Ability to work under pressure. Ability and willingness to travel. Good interpersonal relationship, Leadership skill. Valid drivers' licence.

**DUTIES** : Ensure patient care during imaging for optimal diagnostic purpose: Explain procedures to patients, prepare patient for imaging, Assist and position patient for imaging, perform imaging. Practice radiation protection to minimize radiation dose to staff, patients and general public: Establish LMC status of female patients, adhere to radiation safety standards (secure area, lead aprons etc), Apply correct radiation/exposure factors (correct dosages), Exercise clinical responsibility to ensure optimal diagnostic imaging: Interpret clinical history of patients to determine the correct procedure, ensure correct positioning of patient to minimize radiation exposure to the patient, ensure correct identification of patient image (name, lead markers etc.). Participate in Education and training programs for continuous professional development and quality service delivery: Practical training and evaluation of students Implement quality assurance programs for quality service delivery, Check/test radiation equipment and report faults, apply reject analysis, Adhere to policies and protocols.

**ENQUIRIES** : Mr. Emmanuel Makokoropo Tel No: (013) 766 3384 / Ms. Gugu Nkosi Tel No: (013) 766 3103 / Ms. Nomsa Maphanga Tel No: (013) 766 3207 / Ms. Sebenzile Mthisi Tel No: (013) 766 3339, Mr. Mxolisi Maseko Tel No: (013) 766 3351, Mr. Samson Nyoni Tel No: (013) 766 3087 and IT related queries: Help desk Tel No: (013) 766 3018.

**POST 03/150** : **ADMINISTRATIVE OFFICER: INFRASTRUCTURE REF NO: MPDOH/JAN/26/1123**

**SALARY CENTRE REQUIREMENTS** : R325 101 per annum (Level 07), (plus service benefits)  
Provincial Office, Mbombela (Nelspruit)  
Senior Certificate / Grade 12 plus three (3) years relevant experience working on Project Management Information System (PMIS) or other relevant Project Management Systems. Knowledge: Project Management Information System (PMIS), Expanded Public Works Programme Reporting System (EPWPRS), Infrastructure Reporting Model (IRM), U-AMP, AIP, B5, APP, IPIP, Ministerial Determination on Expanded Public Works Programme, PFMA/Division of Revenue Act. GIAMA, Promotion of Access to Information Act of 2000. Promotion of Administrative Justice Act of 2000. Strong communication and writing skills, including report writing. Contract management and administration skills. Knowledge of infrastructure planning maintenance strategies, and project management principles.

**DUTIES** : Capturing Projects that will be implemented and the budgets on PMIS, IRM, and EPWPRS Infrastructure Reporting Systems. Managing Infrastructure Reporting Systems, monitoring and evaluating the performance of Infrastructure Projects against set plans on U-AMP, AIP, B5, APP, IPIP, and Ministerial Determination of EPWP. Manage the updating and compilation of financial, technical and performance reports for infrastructure programme and project systems. Assist in coordinating reports to oversight bodies and other stakeholders. Ensure compliance with departmental policies, standards, and quality assurance protocols for all infrastructure projects. Manage the updating of financial data for infrastructure projects. Coordinate reports and information for different stakeholders, including internal and external partners. Liaise with finance section to provide changes made on the budgets of the projects.

**ENQUIRIES** : Mr. Emmanuel Makokoropo Tel No: (013) 766 3384 / Ms. Gugu Nkosi Tel No: (013) 766 3103 / Ms. Nomsa Maphanga Tel No: (013) 766 3207 / Ms. Sebenzile Mthisi Tel No: (013) 766 3339, Mr. Mxolisi Maseko Tel No: (013) 766 3351, Mr. Samson Nyoni Tel No: (013) 766 3087 and IT related queries: Help desk Tel No: (013) 766 3018.

**POST 03/151** : **CHIEF COMMUNITY LIAISON OFFICER REF NO: MPDOH/JAN/26/1124**

**SALARY CENTRE** : R325 101 per annum (Level 07), (plus service benefits)  
Embalenlle CHC (Gert Sibande District)

<b><u>REQUIREMENTS</u></b>	:	Senior Certificate / Grade 12 or equivalent plus three (3) years' experience in HIV Programmes or Diploma / Degree (NQF Level 6/7) in Public Administration / Public Management as recognized by SAQA. Valid drivers' licence. Training certificates in HIV programmes. Certificates or knowledge of computer literacy. Skills and key competencies: Good computer skills, excel, word, power-point etc. Ability to organize events and campaigns. Proficiency in English and other languages. Good communication and writing skills, particularly in English. Knowledge of Data Management systems such as Tier.net, WebDHIS. Sound and in-depth knowledge of HIV programmes. Knowledge of at least two African languages.
<b><u>DUTIES</u></b>	:	Promote and market HIV and TB services and programmes. Coordinate campaigns and events. Liaise with different media platforms to promote HAST programmes. Support condom distribution. Develop and monitor implementation of social mobilization activities. Compile and submit reports.
<b><u>ENQUIRIES</u></b>	:	Mr. Emmanuel Makokoropo Tel No: (013) 766 3384 / Ms. Gugu Nkosi Tel No: (013) 766 3103 / Ms. Nomsa Maphanga Tel No: (013) 766 3207 / Ms. Sebenzile Mthisi Tel No: (013) 766 3339, Mr. Mxolisi Maseko Tel No: (013) 766 3351, Mr. Samson Nyoni Tel No: (013) 766 3087 and IT related queries: Help desk Tel No: (013) 766 3018.
<b><u>POST 03/152</u></b>	:	<b><u>ADMINISTRATIVE OFFICER: ASSETS MANAGEMENT REF NO: MPDOH/JAN/26/1125</u></b>
<b><u>SALARY CENTRE REQUIREMENTS</u></b>	:	R325 101 per annum (Level 07), (plus service benefits)
	:	KwaMhlanga Hospital (Nkangala District)
	:	Senior Certificate / Grade 12 plus three (3) years relevant experience in the Supply Chain and Asset Management, Logistics and Fleet management or Diploma / Degree (NQF Level 6/7) in Finance / Public Administration / Management / Logistics / Financial Management / Management Accounting. Key Competencies: Computer literacy MS office; Sound knowledge of student administration; Good interpersonal relations, communication, verbal and written skills; Problem solving; Ability to work under pressure and work independently; Teamwork; Knowledge of PFMA; Leadership and Principles Management. A valid driver's licence.
<b><u>DUTIES</u></b>	:	To prepare weekly, monthly and annual reports, render effective and efficient asset management, internal control systems, (BAS, LOGIS and BAUD) Fleet management maintenance of asset. Implementation of the Ideal Hospital Framework. Implementation of the PMDS policy, manage leave and PILIR, monitor Service Level Agreements with service providers, monitor operational plans, and manage staff delegations. Monitor compliance in relation to PFMA, PSA, PSR, BCEA and LRA.
<b><u>ENQUIRIES</u></b>	:	Mr. Emmanuel Makokoropo Tel No: (013) 766 3384 / Ms. Gugu Nkosi Tel No: (013) 766 3103 / Ms. Nomsa Maphanga Tel No: (013) 766 3207 / Ms. Sebenzile Mthisi Tel No: (013) 766 3339, Mr. Mxolisi Maseko Tel No: (013) 766 3351, Mr. Samson Nyoni Tel No: (013) 766 3087 and IT related queries: Help desk Tel No: (013) 766 3018.
<b><u>POST 03/153</u></b>	:	<b><u>PRINCIPAL PERSONNEL OFFICER REF NO: MPDOH/JAN/26/1126</u></b>
<b><u>SALARY CENTRE REQUIREMENTS</u></b>	:	R325 101 per annum (Level 07), (plus service benefits)
	:	Nkangala District Office, Emalahleni (Witbank)
	:	Senior Certificate / Grade 12 or equivalent plus three (3) years' experience in Human Resource unit or Diploma / Degree (NQF Level 6/7) in Human Resource Management, Public Administration / Public Management as recognized by SAQA. At least a minimum of three (3) PERSAL courses is an inherent requirement. Extensive knowledge of PERSAL includes interpreting PERSAL reports. A Good understanding and Functional knowledge of the Public Service Act, Public Service regulations, Basic condition of employment Act, Employment Equity Act, Computer literacy, Good interpersonal skills, Good written and verbal communication skills. Ability to work under pressure. Sound communication and interpersonal skills. Analytical skills on problem solving, decision making and organizational skills. Computer literacy particularly MS, Excel, outlook & Word. A valid driver's licence will serve as an added advantage.
<b><u>DUTIES</u></b>	:	Implement and maintain human resource administration practices. Render administrative functions including the following: recruitment and selection of staff. HR provisioning (recruitment and selection, appointments, transfers,

verification of qualifications, vetting of candidates, secretarial functions for interviews, absorptions of staff, probationary periods, etc. and also responsible for conditions of service and benefits: leave salaries, leave graduates, pensions, termination of services, procedure on Incapacity leave and ill-health, housing allowance, overtime, translations and writing reports etc.). Coordinate the Performance management system, address human resource administration enquiries to ensure the correct implementation of human resource management practices, inform, guide and advise the staff on human resource administration matters to enhance the correct implementation of human resource administration practices/policies. Assist with preparation of reports on human resource administration issues and statistics. Coordinate the implementation of recruitment and selection process. Provide support to Sub-district Manager.

**ENQUIRIES**

: Mr. Emmanuel Makokoropo Tel No: (013) 766 3384 / Ms. Gugu Nkosi Tel No: (013) 766 3103 / Ms. Nomsa Maphanga Tel No: (013) 766 3207 / Ms. Sebenzile Mthisi Tel No: (013) 766 3339, Mr. Mxolisi Maseko Tel No: (013) 766 3351, Mr. Samson Nyoni Tel No: (013) 766 3087 and IT related queries: Help desk Tel No: (013) 766 3018.

**POST 03/154**

: **CHIEF ADMINISTRATION CLERK: PATIENT ADMINISTRATION REF NO: MPDOH/JAN/26/1127**

**SALARY**

**CENTRE**

**REQUIREMENTS**

: R325 101 per annum (Level 07), (plus service benefits)

: Mmamethlape Hospital (Nkangala District)

: Senior Certificate / Grade 12 plus three (3) years' experience in Patient Administration or Diploma / Degree (NQF Level 6/7) in Public Administration / Public Management as recognized by SAQA or equivalent qualification. Extensive knowledge of outpatient administration, reception in and help desk functions. Extensive knowledge of PEIS, Billing system and UPFS user guide/procedure book. Knowledge of Revenue policies and understanding of sector financial administration and the provisions of PFMA. Knowledge of relevant prescripts such as Government Gazette. Good communication skill, report writing skills be computer literate and have ability to work under pressure. Be available to work extra hours in a 24-hour shift environment and be part of the hospital's multidisciplinary committees. A valid driver licence will serve as an added advantage.

**DUTIES**

: Manage patient admin in 24 hours shift system, manage and sustain internal control for collection of revenue, process debtors account, banking of revenue collected, excising control over the maintenance and application of the filing system for medical records, facilitate proper classification and re-classification of patients, compile management, reports, manage archiving of patient records, evaluation of staff in terms of the performance management system. Prepare on / off duties for staff including ward clerk. Control overtime, standby and Sunday/public holiday claims. Control queue Marshall, porter and mortuary services. Handle enquiries relating to patient admin, assist with case management and compile daily, weekly and monthly statistics and reports.

**ENQUIRIES**

: Mr. Emmanuel Makokoropo Tel No: (013) 766 3384 / Ms. Gugu Nkosi Tel No: (013) 766 3103 / Ms. Nomsa Maphanga Tel No: (013) 766 3207 / Ms. Sebenzile Mthisi Tel No: (013) 766 3339, Mr. Mxolisi Maseko Tel No: (013) 766 3351, Mr. Samson Nyoni Tel No: (013) 766 3087 and IT related queries: Help desk Tel No: (013) 766 3018.

**POST 03/155**

: **CHIEF ADMINISTRATION CLERK: REVENUE MANAGEMENT REF NO: MPDOH/JAN/26/1128**

**SALARY**

**CENTRE**

**REQUIREMENTS**

: R325 101 per annum (Level 07), (plus service benefits)

: Mmamethlape Hospital (Nkangala District)

: Senior Certificate / Grade 12 or equivalent qualification plus three (3) years relevant experience or Diploma / Degree (NQF Level 6/7) in Finance / Financial Management / Management Accounting as recognized by SAQA. Knowledge and experience of provisioning administration, focus in the following areas: LOGIS, Preferential Procurement Policy Framework (PPPFA), Public Finance Management Act (PFMA) and Treasury Regulations and general knowledge of Basic accounting system (BAS). Computer literacy. Sound interpersonal and communication skills (written and verbal). Good management and supervisory skills. Ability to work independently and tight deadlines. Valid driver's licence will be an added advantage.

<b><u>DUTIES</u></b>	:	Collect revenue and bank it, Process debtor's accounts. Prepare financial reports, Develop strategic plans. Maintain and apply the filing system for medical records Classify and reclassify patients, Compile management reports, Evaluate staff performance.
<b><u>ENQUIRIES</u></b>	:	Mr. Emmanuel Makokoropo Tel No: (013) 766 3384 / Ms. Gugu Nkosi Tel No: (013) 766 3103 / Ms. Nomsa Maphanga Tel No: (013) 766 3207 / Ms. Sebenzile Mthisi Tel No: (013) 766 3339, Mr. Mxolisi Maseko Tel No: (013) 766 3351, Mr. Samson Nyoni Tel No: (013) 766 3087 and IT related queries: Help desk Tel No: (013) 766 3018.
<b><u>POST 03/156</u></b>	:	<b><u>PROFESSIONAL NURSE GRADE 1 (PN-A2): GENERAL NURSING REF NO: MPDOH/JAN/26/1129</u></b>
<b><u>SALARY CENTRE REQUIREMENTS</u></b>	:	R324 384 – R382 107 per annum
	:	Rob Ferreira Hospital (Ehlanzeni District)
	:	Senior Certificate / Grade 12 plus Basic qualification accredited with the SANC in terms of Government Notice (I.E. Diploma/ Degree in General Nursing) equivalent qualification that allows registration with the South African Nursing Council (SANC) as Professional Nurse (2026). Ability to function independently and to prioritize work. Leadership and sound interpersonal skills, problem solving and decision-making skills.
<b><u>DUTIES</u></b>	:	Perform a clinical nursing practice in accordance with the scope of practice and nursing standards as determined by the health facility. Promote quality of nursing care as directed by the professional scope of practice and standards. Participate in the implementation of the National Core Standards and Ideal Hospital Realization Framework. Demonstrate effective communication with patients, supervisors and other clinicians, including report writing when required. Work as part of the multi-disciplinary team to ensure quality nursing care. Work effectively, co-operatively amicably with persons of diverse intellectual, cultural, racial or religious differences. Able to plan and organize own work and that of support personnel to ensure proper nursing care. Display a concern for patients, promoting and advocating proper treatment and care including awareness and willingness to respond to patient needs, requirements and expectations (Batho- Pele). Effectively manage resources allocated in your unit.
<b><u>ENQUIRIES</u></b>	:	Mr. Emmanuel Makokoropo Tel No: (013) 766 3384 / Ms. Gugu Nkosi Tel No: (013) 766 3103 / Ms. Nomsa Maphanga Tel No: (013) 766 3207 / Ms. Sebenzile Mthisi Tel No: (013) 766 3339, Mr. Mxolisi Maseko Tel No: (013) 766 3351, Mr. Samson Nyoni Tel No: (013) 766 3087 and IT related queries: Help desk Tel No: (013) 766 3018.
<b><u>POST 03/157</u></b>	:	<b><u>PROFESSIONAL NURSE GRADE 1 (PN-A2): GENERAL NURSING REF NO: MPDOH/JAN/26/1167 (X38 POSTS)</u></b>
<b><u>SALARY CENTRE</u></b>	:	R324 384 – R382 107 per annum
	:	Ackerville Clinic (X2 Posts)
	:	Lynnville Clinic (X1 Post)
	:	Louise Clinic (X1 Post)
	:	Bernice Samuel Hospital (X1 Post)
	:	FC Duma Clinic (X1 Post)
	:	Impungwe Hospital (X1 Post)
	:	Botleng CHC (X1 Post)
	:	Beatty Clinic (X1 Post)
	:	Ogies Clinic (X1 Post)
	:	Middelburg Hospital (X6 Posts)
	:	H A Grove Hospital (X1 Post)
	:	Nasaret Clinic (X1 Post)
	:	Simunye Clinic (X1 Post)
	:	Pullenshape Clinic (X3 Posts)
	:	Sikhululiwe Clinic (X3 Posts)
	:	Mmamethake Hospital (X2 Posts)
	:	Marapyane CHC (X1 Post)
	:	Siyabuswa CHC (X2 Posts)
	:	Lefiso CHC (X1 Post)
	:	Tweefontein "G" CHC (X1 Post)
	:	Klarinet CHC (X1 Post)
	:	Vlaklaagte CHC (X1 Post)

	<p>Kwaggafontein "A" Clinic (X1 Post)          Goederede Clinic (1 Post)          Tweefontein "M" Clinic (X1 Post)          KwaMhlanga CHC (X1 Post)          Thembaletu CHC (X1 Post)          (Nkangala District)</p>
<b><u>REQUIREMENTS</u></b>	Senior Certificate / Grade 12 plus Basic qualification accredited with the SANC in terms of Government Notice (I.E. Diploma/ Degree in General Nursing) equivalent qualification that allows registration with the South African Nursing Council (SANC) as Professional Nurse (2026). Ability to function independently and to prioritize work. Leadership and sound interpersonal skills, problem solving and decision-making skills.
<b><u>DUTIES</u></b>	Perform a clinical nursing practice in accordance with the scope of practice and nursing standards as determined by the health facility. Promote quality of nursing care as directed by the professional scope of practice and standards. Participate in the implementation of the National Core Standards and Ideal Hospital Realization Framework. Demonstrate effective communication with patients, supervisors and other clinicians, including report writing when required. Work as part of the multi-disciplinary team to ensure quality nursing care. Work effectively, co-operatively amicably with persons of diverse intellectual, cultural, racial or religious differences. Able to plan and organize own work and that of support personnel to ensure proper nursing care. Display a concern for patients, promoting and advocating proper treatment and care including awareness and willingness to respond to patient needs, requirements and expectations (Batho- Pele). Effectively manage resources allocated in your unit.
<b><u>ENQUIRIES</u></b>	Mr. Emmanuel Makokoropo Tel No: (013) 766 3384 / Ms. Gugu Nkosi Tel No: (013) 766 3103 / Ms. Nomsa Maphanga Tel No: (013) 766 3207 / Ms. Sebenzile Mthisi Tel No: (013) 766 3339, Mr. Mxolisi Maseko Tel No: (013) 766 3351, Mr. Samson Nyoni Tel No: (013) 766 3087 and IT related queries: Help desk Tel No: (013) 766 3018.
<b><u>POST 03/158</u></b>	<b><u>PHARMACIST ASSISTANT (POST-BASIC) GRADE 1 REF NO: MPDOH/JAN/26/1169 (X2 POSTS)</u></b>
<b><u>SALARY CENTRE REQUIREMENTS</u></b>	R264 750 – R298 482 per annum Botleng Ext. Clinic and Siyathuthuka Clinic (Nkangala District) Senior Certificate / Grade 12 plus registered as Post- Basic Pharmacist Assistant with South African Pharmacy Council (SAPC) (2026). Valid work permit will be required from non-South Africans. Skills in terms of consultations. Knowledge of current health and public service legislation, regulations and policies. Good communication, problem solving and conflict management skills. Professionalism, accuracy, flexibility, independence and ethical behaviour.
<b><u>DUTIES</u></b>	Ensure proper receipt recording and storage of all medicines and consumables according to standard operating procedures handled in the area of operations. Ensure responsibility and accountability for safe patient medicine use. Compounding and preparation of any medicines as delegated. Promote correct evaluation prescriptions and legal processing of medicine prescription, stocktaking and distribution of supplies to the client. Promotion of Public Health. Ensure accurate recording of statistics and administrative requirements as required by policy.
<b><u>ENQUIRIES</u></b>	Mr. Emmanuel Makokoropo Tel No: (013) 766 3384 / Ms. Gugu Nkosi Tel No: (013) 766 3103 / Ms. Nomsa Maphanga Tel No: (013) 766 3207 / Ms. Sebenzile Mthisi Tel No: (013) 766 3339, Mr. Mxolisi Maseko Tel No: (013) 766 3351, Mr. Samson Nyoni Tel No: (013) 766 3087 and IT related queries: Help desk Tel No: (013) 766 3018.