

**PROVINCIAL ADMINISTRATION: FREE STATE
DEPARTMENT OF HEALTH**

APPLICATIONS

: Directions to applicants: Applications must only be done via the online recruitment platform for the Department at: <https://ihealth.fshealth.gov.za/e-Recruitment>

**CLOSING DATE
NOTE**

: 06 March 2026

: Only shortlisted candidates will be required to submit certified copies of qualifications and other related documents on or before the day of the interview following communication from Human Resources. The application must indicate the correct Job title, the office where the position is advertised and the Reference number as stated in the advert. Failure by the applicant to fully complete the application form will lead to disqualification of the application during the selection process. Applications filed by hand on the Z83 will unfortunately not be considered. Should you be in a possession of foreign qualification, it must be accompanied by an evaluation certificate from the South African Qualification Authority (SAQA). Dual citizenship holders must provide the Police Clearance certificate from country of origin when shortlisted. All non-SA Citizens will be required to submit a copy of proof of South African permanent residence when shortlisted. Applications that do not comply with the above-mentioned requirements will not be considered. Suitable candidates will be subjected to a personnel suitability check (criminal record, financial checks, qualification verification, citizenship checks, reference checks and employment verification). Correspondence will be limited to short-listed candidates only. If you have not been contacted within three (3) months after the closing date of this advertisement, please accept that your application was unsuccessful. The Department reserves the right not to make any appointment(s) to the advertised post(s). Applicants who do not comply with the above-mentioned requirements, as well as applications received late, will not be considered. The Department does not accept applications via fax or post. Failure to upload and submit all the requested documents will result in the application not being considered during the selection process. All successful candidates will be expected to enter into an employment contract and a performance agreement within 3 months of appointment, as well as be required to undergo a security clearance three (3) months after appointments. All shortlisted candidates, including SMS shall undertake two pre-assessments. One will be a practical exercise to determine a candidate's suitability based on posts technical and generic requirements and the other must be an integrity (ethical conduct) assessment.

OTHER POSTS

POST 06/102

: **PHARMACIST GRADE 1-3 REF NO: MMD/P/06/2026 (X1 POST)**

SALARY

: Grade 1: R848 862 per annum
Grade 2: R917 634 per annum
Grade 3: R1 001 349 per annum

**CENTER
REQUIREMENTS**

: Mangaung Metro District
Appropriate qualification that allows you registration with the South African Pharmacy Council as a Pharmacist. Registration with the Professional Council. Registration with the South African Council as a Pharmacist. **Grade 1:** None after registration with the SAPC as Pharmacist with SAPC in respect of SA-qualified employees. And 1-year relevant experience after registration as a pharmacist with a recognized foreign Health Professional Council in respect of foreign qualified employees., of whom it is not required to perform community services as a required in South Africa. **Grade 2:** A minimum of 5 years appropriate/recognizable experience as a Pharmacist after registration with SACP in respect of qualified employees, 6 years relevant experience after registration as a Pharmacist with recognized foreign qualified Health Professional Council in respect of foreign qualified employees. Of who it is not required to perform community services as required in South Africa. **Grade 3:** A minimum of 13 years appropriate/recognizable experience as a Pharmacist with SAPC in respect of Sa qualified employees. And 14 years of relevant experience after registration as a Pharmacist with a recognized foreign Health professional Council in respect of foreign qualified employees, of whom it is not

	required to perform community services as required in South Africa. Inherent requirements of the job: Valid driver's license. Willingness to perform after-hours duties when required. Competencies/Skills: Knowledge of the Acts about the practice of pharmacy and national and provincial health policies. Knowledge and, insight and previous similar experience in a Primary Health Care setting. Ability to cope under pressure and maintain a high standard of professionalism. Skills And Knowledge: Verbal and written communication, time management, good interpersonal relations. Ability to work under pressure and deliver within tight deadlines, strong ability to build and work as a team member, computer literacy.
<u>DUTIES</u>	: Effectively manage pharmaceutical stock through effective ordering, receipt, control and provision of stock., including its disposal. Ensure quality provision of pharmaceutical care by adhering to policies and guidelines outlined by South African Pharmacy Council, National Drug Policy, and national and provincial treatment guidelines. Effectively manages the human resources, finances and administrative aspects relating to the clinic pharmacy. Effectively promote rational drug use and antibiotic stewardship. Ensure the clinics pharmacy compliance with relevant legislation and adherence to good pharmacy practice. Render comprehensive, professional and quality pharmaceutical service in the form of support. assistance, execution of duties and performing of acts, in line with relevant policies, standard operational procedures and legislations. Reading and preparations of prescriptions, the selection, manipulation or compounding of the medicine, the labelling and supply of the medicine in an appropriate container. Dispensing of medication: Giving medicine information and patient counselling in order to supply patients with their prescribed medicines to ensure better health and patient outcomes. Deliver emergency services. Management and control of medicine stock: Issuing of ward stock and scheduled medication, calculating stock levels, conduct ward rounds, check emergency trolleys/rooms, visit clinics, control expired medication, maintain drug registers (schedule 5,6, and donation). Ensure adherence to the supply chain management procedures and to the statutory regulations (Pharmacy act, Medicines control act). Supervision of Pharmacist Assistants. Where acting as a responsible Pharmacist: Control and supervise the staff. Register pharmacy facility to comply with the pharmacy act.
<u>ENQUIRIES</u>	:
<u>NOTE</u>	:
<u>POST 06/103</u>	: <u>ASSISTANT MANAGER PHC(PNB4) REF NO: MMD/ P/07/2026 (X1 POST)</u>
<u>SALARY</u>	: R755 355 per annum
<u>CENTER</u>	: Mangaung Metro District (Thaba Nchu LA)
<u>REQUIREMENTS</u>	: Diploma/Degree in nursing or equivalent qualification that allows registration with SANC as a Professional Nurse. Registration with the South African Nursing Council as a Professional Nurse plus a post –basic nursing qualification with a duration of at least 1 year, accredited with SANC. A minimum of 10 years appropriate/recognizable experience in nursing after registration with SANC as a Professional Nurse. At least 6 years of the period referred to above must be appropriate/recognizable experience after obtaining the 1-year post basic qualification. At least 3 years of the period referred to must be appropriate/ recognizable experience at Management level. Attach proof of working experience endorsed by Human Resource. Valid driver's license. Skills And Knowledge: Experience in the Primary Health Care Settings. Monitor and analyses data quality assessment. Ability to work under pressure and deliver within tight deadlines. Travelling extensively and work extra hours. Strong ability to build and work as a team member. Computer literacy. Good Communication Skills. Strong Management and leadership skills.
<u>DUTIES</u>	: Support re-engineering of primary health care to promote access to quality health care service. Implement the assessments, compliance and attainment of ideal clinic status for all facilities in the local area. Conduct regular support visits to the clinics. Provide the supervisory role of human resource management. Provide financial management and procurement processes efficiently and effectively. Provide leadership and guidance on information management for the local area performance timeliness, reliability, validity accuracy and completeness identity. Develop and monitor risks within the local area of responsibility. Support and oversee the implementation of key priority programs.
<u>ENQUIRIES</u>	: Mr. TA Mokoqo Assistant Director: Admin and Support at 067 422 5555

<u>NOTE</u>	: No payment of any kind is required when applying for this post.
<u>POST 06/104</u>	: <u>CLINICAL NURSE PRACTITIONERS Gr 1-2 (PNB1) REF NO: MMD/P/08/2026 (X3 POSTS)</u>
<u>SALARY CENTRE REQUIREMENTS</u>	: <p>R476 367 per annum</p> <p>Mangaung Metro District</p> <p>Diploma/Degree in Nursing or equivalent qualifications that allows registration with SANC as a Professional Nurse. Registration with the SANC. A post-basic nursing qualification with a duration of at least one year in Primary Health Care. A minimum of 4 years appropriate/recognizable experience in nursing after registration with the SANC as Professional Nurse in General Nursing. skills and knowledge: Driving Skills. Verbal and written communication, time management, good interpersonal relations. Ability to work under pressure and deliver within tight deadlines, travelling extensively and work extra hours, strong ability to build and work as a team member, computer literacy.</p>
<u>DUTIES</u>	: <p>Provision of optimal, holistic specialized nursing care with standards and within professional and legal framework. Provision of safe patient care. Maintenance of accurate patient records. Effective utilization of resources: Maintenance of stock and equipment's in accordance with clinical and economic imperatives. Provision of support to nursing services.</p>
<u>ENQUIRIES NOTE</u>	: <p>Mr. TA Mokoqo Assistant Director: Admin and Support at 067 422 5555</p> <p>No payment of any kind is required when applying for this post.</p>
<u>POST 06/105</u>	: <u>OPERATIONAL MANAGERS PHC (PNB3) REF NO: MMD/ P/09/2026 (X10 POSTS)</u>
<u>SALARY CENTRE REQUIREMENTS</u>	: <p>R693 096 per annum</p> <p>Mangaung Metro District</p> <p>Diploma/Degree in Nursing or equivalent qualifications that allows registration with SANC as a Professional Nurse in general nursing. A post basic Clinical Health Science Specialty with a duration of at least 1 year, accredited with SANC. A minimum of 9 years appropriate/recognizable experience in nursing after registration with SANC as a Professional nurse. Atlest 5 years of the period referred above must be appropriate /recognizable experience in the Specialty area after obtaining the 1year post basic qualification. Attach proof of working experience endorsed by HR. Valid driver's license. skills and knowledge: Driving Skills. Verbal and written communication, time management, good interpersonal relations. Ability to work under pressure and deliver within tight deadlines, travelling extensively and work extra hours, strong ability to build and work as a team member, computer literacy, strong management and leadership. Coordinate, monitor and analyses data quality assessment. Knowledge of financial management.</p>
<u>DUTIES</u>	: <p>Provide holistic nursing care to patients at a cost effective, efficient and equitable manner. Provide and monitor clinical health science practices and mentoring. Manage and implement quality assurance program and attainment of quality standards of the facility for service deliveries. Monitor data and manage information to improve on performance indicators. Apply knowledge of human, finance and information resources and related policies.</p>
<u>ENQUIRIES NOTE</u>	: <p>Mr. TA Mokoqo Assistant Director: Admin and Support at 067 422 5555</p> <p>No payment of any kind is required when applying for this post.</p>
<u>POST 06/106</u>	: <u>PHARMACIST ASSISTANTS (POST BASIC) GRADE I-3 REF NO: MMD/ P/10/2026 (X6 POSTS)</u>
<u>SALARY</u>	: <p>Grade 1: R264 750 per annum</p> <p>Grade 2: R306 411 per annum</p> <p>Grade 3: R330 540 per annum</p>
<u>CENTRE REQUIREMENTS</u>	: <p>Mangaung Metro District</p> <p>Registration with the South African Pharmacy Council as a Pharmacist Assistant (post basic). Grade 1: None after registration with the SAPC as Pharmacist with SAPC as Pharmacist Assistant (Post Basic). Grade 2: A minimum of 5 years appropriate/recognizable experience as a Pharmacist Assistant (Post Basic) after registration with SAPC. Grade 3: A minimum of 13 years appropriate/recognizable experience as a Pharmacist Assistant (Post Basic) after registration with SAPC. Skills and Knowledge: Verbal and written communication, time management, good interpersonal relations. Ability to work</p>

	under pressure and deliver within tight deadlines, strong ability to build and work as a team member, computer literacy.
<u>DUTIES</u>	: Procure, store and distribute medical stock throughout the facility. Optimally counsel patients. Inform staff in all facility with regard to medicine, relative medicine costs and cost-effective usage. Provide pharmaceutical service to primary health care facilities in the district. Collect information for research purposes. Provide an effective support service to the Pharmacist in the District.
<u>ENQUIRIES</u>	: Mr. TA Mokoqo Assistant Director: Admin and Support at 067 422 5555
<u>NOTE</u>	: No payment of any kind is required when applying for this post.
<u>POST 06/107</u>	<u>DENTAL ASSISTANTS REF NO: MMD/ P/10/2026 (X5 POSTS)</u>
<u>SALARY</u>	: Grade 1: R217 092 per annum
<u>CENTRE</u>	: Mangaung Metro District
<u>REQUIREMENTS</u>	: Qualification that allows registration with the Health Professional Council of South African (HPCSA) as a supervised Dental Assistant. Certificate of registration with (HPCSA) as a Dental Assistant in category of supervised practice. Current registration with the Health Professional Council of SA. Dental procedure isolation techniques. Four years (4) years appropriate experience assist patients with activities of daily living (physical care). Code 10 drivers licence recommended. Skills and Knowledge: Verbal and written communication, time management, good interpersonal relations. Ability to work under pressure and deliver within tight deadlines, strong ability to build and work as a team member, computer literacy.
<u>DUTIES</u>	: Prepare dental instruments and materials for various Oral procedures. Maintain infection control in dental clinic. Collect and record patient health information, instrument transfer and dental charting. Assist operator in patient management during dental procedures.
<u>ENQUIRIES</u>	: Mr. TA Mokoqo Assistant Director: Admin and Support at 067 422 5555
<u>NOTE</u>	: No payment of any kind is required when applying for this post.