

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

- CLOSING DATE** : 20 March 2026
- NOTE** : Applications must be submitted on new Z83 form. "Applicants are advised that from 1 January 2021, a new application for employment (Z83) form will be effective which can be downloaded at www.dpsa.gov.za-vacancies. From 1 January 2021 should an application be received using the incorrect application for employment (Z83), it will not be considered.". Applicants are not required to submit copies of qualifications and other relevant documents on application but must submit the Z83 and detailed Curriculum Vitae. Therefore, only shortlisted candidates for a post will be required to submit certified documents on or before the day of the interview following communication from HR. Successful completion of the Senior Management Pre-Entry Programme (Nyukela) is required for being considered for this SMS post. Enrolment for the course should be made on the NSG's website at <https://www.thensg.gov.za/trainingcourse/sms-pre-entry-programme>. Applicants will be expected to be available for selection interviews and assessments at a time, date and place as determined by the Department. The successful candidate must disclose to the Head of Department particulars of all registrable financial interests, sign a performance agreement and employment contract with the Head of Department within three months from the date of assumption of duty. Should you be in possession of a foreign qualification, it must be accompanied by an evaluation certificate from the South African Qualification Authority (SAQA). Applicants who do not comply with the above-mentioned requirements, as well as applications received late, will not be considered. The recommended candidate(s) for OSD production posts must submit endorsed service certificates from the previous employer and endorsed PERSAL service records where applicable within 2 days of accepting the offer. The Department does not accept applications via fax or email. Failure to submit all the requested documents will result in the application not being considered. Correspondence will be limited to short-listed candidates only. If you have not been contacted within eight (8) weeks after the closing date of this advertisement, please accept that your application was unsuccessful. 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. The employment offer to successful candidate will be subject to verified educational qualifications, previous experience, citizenship check, reference checks and security vetting. Please note: Correspondence will only be entered into with short-listed candidates. Where applicable, candidates will be subjected to a skills/knowledge test. Successful candidates will be appointed on a probation period of 12 months. The Department reserves the right not to make any appointment(s) to the above post. The successful candidate will be expected to sign a performance agreement. The Department of Health is an equal opportunity affirmative action employer. The employment decision shall be informed by the Employment Equity Plan of the Department. It is the Department's intention to promote equity (race, gender and disability) through the filling of this post(s) with a candidate whose transfer / promotion / appointment will promote representativity in line with the numerical targets as contained in our Employment Equity Plan.

OTHER POSTS

- POST 08/390** : **HEAD CLINICAL DEPARTMENT: FORENSIC MEDICINE: GRADE 1-2 REF NO: H/H/2/2026**
- SALARY** : Grade 1: R2 600 811 – R2 760 408 per annum
Grade 2: R2 841 732 – R3 016 110 per annum
all -inclusive package consists of 70% basic salary and 30% flexible portion that be structured in terms of the applicable rules, Medical Aid (Optional)
Employee must meet the prescribed requirements.
- CENTRE** : Univeristas Academic Hospital: Bloemfontein
- REQUIREMENTS** : Matric and appropriate qualification that allows registration with HPCSA as medical specialist in Forensic Medicine. Current registration with the HPCSA

(2026/2027). Certified of service record as a Medical Specialist. Be a South African citizen or a permanent resident. Experience: Grade 1: A minimum of 3 years' appropriate experience as Medical Specialist after registration with the HPCSA (or a recognized foreign Health Professional Council in respect of a foreign qualified employees) as Medical Specialist in Forensic Medicine. Knowledge and Skills: Provide evidence of leadership qualities and experience. Provide evidence of teaching and learning and examining (undergraduate and postgraduate level). Proof of the following research experience e.g. (publications, postgraduate supervision, National / Local Research organizations, (or equivalent qualifications) or a PhD. Evidence of good professional standing, e.g. membership of professional organizations (other than HPCSA). Membership of relevant managerial committees, e.g. CMSA, National Associates / Committees, etc.

DUTIES : Manage and supervise outreach, in reach and support services in the Free State. Rendering commuted overtime is compulsory. As a joint staff appointment your responsibilities include service delivery, leadership and administration, research engaged scholarship and teaching and learning. Manage and supervise the teaching and training of undergraduates and postgraduates at UAH/UFS. Perform all reasonable duties as directed by the Head Clinical Services / CEO: UAH / Head of school; Clinical Medicine and Dean: UFS Monitor and evaluate relevant, effective clinical indicators, including clinical audits and provide reports as required on these areas.

ENQUIRIES : Dr R Nathan Tel No: (051) 405 3496

APPLICATIONS : To be send to: <https://ihealth.fshealth.gov.za/e-Recruitment>

POST 08/391 : **HEAD CLINICAL DEPARTMENT: FAMILY MEDICINE: GRADE 1-2 REF NO: H/H/3/2026**

SALARY : Grade 1: R2 600 811 – R2 760 408 per annum
Grade 2: R2 841 732 – R3 016 110 per annum
all -inclusive package consists of 70% basic salary and 30% flexible portion that be structured in terms of the applicable rules, Medical Aid (Optional) Employee must meet the prescribed requirements.

CENTRE : Univeristas Academic Hospital: Bloemfontein

REQUIREMENTS : Matric and appropriate qualification that allows registration with HPCSA as medical specialist in Family Medicine. Current registration with the HPCSA (2026/2027). Certified of service record as a Medical Specialist. Be a South African citizen or a permanent resident. Experience: **Grade 1:** A minimum of 3 years appropriate experience as Medical Specialist after registration with the HPCSA (or a recognized foreign Health Professional Council in respect of a foreign qualified employees) as Medical Specialist in Family Medicine. Knowledge and Skills: Provide evidence of leadership qualities and experience. Provide evidence of teaching and learning and examining (undergraduate and postgraduate level). Proof of the following research experience e.g. (publications, postgraduate supervision, National / Local Research organizations, Mimed (or equivalent qualifications) or a PhD. Evidence of good professional standing e.g. membership of professional organizations (other than HPCSA). Membership of relevant managerial committees, e.g. CMSA, National Associates / Committees, etc.

DUTIES : Manage and supervise outreach, in reach and support services in the Free State. Rendering commuted overtime is compulsory. As a joint staff appointment your responsibilities include service delivery, leadership and administration, research engaged scholarship and teaching and learning. Manage and supervise the teaching and training of undergraduates and postgraduates at UAH/UFS. Perform all reasonable duties as directed by the Head Clinical Services / CEO: UAH / Head of school; Clinical Medicine and Dean: UFS. Monitor and evaluate relevant, effective clinical indicators, including clinical audits and provide reports as required on these areas.

ENQUIRIES : Dr R Nathan Tel No: (051) 405 3496

APPLICATIONS : To be send to: <https://ihealth.fshealth.gov.za/e-Recruitment>

POST 08/392 : **HEAD CLINICAL UNIT: OBSTETRICS AND GYNAECOLOGY: GRADE 1-2: REF NO: H/H/3/2026 (X2 POSTS)**

SALARY : Grade 1: R2 084 754 – R2 212 680 per annum
Grade 2: R2 279 559 – R2 492 571 per annum

**CENTRE
REQUIREMENTS**

all -inclusive package consists of 70% basic salary and 30% flexible portion that be structured in terms of the applicable rules, Medical Aid (Optional) Employee must meet the prescribed requirements.

: Univeristas Academic Hospital: Bloemfontein
: Matric, MBChB or equivalent degree, FCOG (SA) Master's degree that allows registration with HPCSA as Medical Specialist in Obstetrics and Gynaecology as recognized by SAQA. Current registration with the HPCSA as Medical Specialist in Obstetrics and Gynaecology (2026/2027). management experience as required by the post. Be a South African citizen or a permanent residence of South Africa. A minimum of 3 years appropriate experience as Medical Specialist after registration with the HPCSA as a Medical Specialist in Obstetrics and Gynaecology. Valid driver's license. Knowledge And Skills: Knowledge of Public Service legislation, policies and procedures. Medical management, written and verbal communication skills and report writing skills. Ensure effective delivery of Obstetrics and Gynaecology services according to current guidelines. Lead clinical governance activities, including audits, M&M reviews and quality improvement initiatives.

DUTIES

: Manage patient flow and optimise theatre, ward, and outpatient services for safe, efficient care. Oversee clinical outcomes and ensure safe, evidence-based care. Strengthen medico-legal risk reduction, patient-safety measures and National Core Standards compliance within Obstetrics and Gynaecology Department. Manage patients in both inpatient and outpatient settings. Represent province at provincial/ national meetings/ forums. Ensure active CPD program is run in the Department. Supervise junior medical officers, registrars and interns in training. Ensure optimal training of registrars as per HPCSA guidelines. Provide clinical supervision and mentorship to registrars. Coordinate and deliver formal teaching activities, skills training and assessment preparation. Participate in assessments, monitor registrar progress, and contribute to curriculum development in collaboration with the academic division. Advise and guide students, teach under-and post graduate students. Maintain open communication channels with student. Check/moderate test and exam papers. Assist in updating curricula, courses and programs. Provide advice to other healthcare professionals and run Skills Development Programmes to share expertise. Participate in after-hours consultant call roster to ensure continuous availability of expert Obstetrics and Gynaecology support. Provide direct clinical care, supervision and management of high-risk cases. Ensure appropriate documentation, handover processes and continuity of care for weekend and after-hours services. Support budget planning and ensure efficient resource use. Maintain discipline and promote a professional work culture. Conduct performance appraisals, skills assessments and staff development.

**ENQUIRIES
APPLICATIONS**

: Prof NR Maharaj Tel No: (051) 401 3240
: To be send to: <https://ihealth.fshealth.gov.za/e-Recruitment>

POST 08/393

: **HEAD CLINICAL UNIT: ORTHOPAEDIC: GRADE 1-2: REF NO: H/H/4/2026
(X2 POSTS)**

SALARY

: Grade 1: R2 084 754 – R2 212 680 per annum
Grade 2: R2 279 559 – R2 492 571 per annum
all -inclusive package consists of 70% basic salary and 30% flexible portion that be structured in terms of the applicable rules, Medical Aid (Optional) Employee must meet the prescribed requirements.

**CENTRE
REQUIREMENTS**

: Boitumelo Regional Hospital: Kroonstad
: Matric, MBChB or equivalent degree, MMed (Orthopaedics) or FC (Ortho) SA. A valid registration with Health Professions Council of South Africa (HPCSA) as an Orthopaedics Medical Specialist as recognized by SAQA. Current registration with the HPCSA as Medical Specialist in Orthopaedics (2026/2027). A minimum of seven (3) years' experience after registration as an Orthopaedic surgeon. Be a South African citizen or a permanent residence of South Africa. A minimum of 3 years appropriate experience as Medical Specialist after registration with the HPCSA as a Medical Specialist in Orthopaedic. Valid driver's license. Knowledge and Skills: Knowledge of Public Service legislation, policies and procedures. Medical management, written and verbal communication skills and report writing skills. Provide evidence of leadership qualities and experience. Provide evidence of teaching and learning and examining (undergraduate and postgraduate level). Proof of the following research experience e.g. (publications, postgraduate supervision, National / Local Research organizations, (or equivalent qualifications) or a PhD.

		Evidence of good professional standing, e.g. membership of professional organizations (other than HPCSA) Ensure effective delivery of services according to current guidelines. Lead clinical governance activities, including audits, M&M reviews and quality improvement initiatives.
<u>DUTIES</u>	:	Manage patient flow and optimise orthopaedics, ward, operating Theatre and outpatient services for safe, efficient care. Oversee clinical outcomes and ensure safe, evidence-based care. Strengthen medico-legal risk reduction, patient-safety measures and National Core Standards compliance within Orthopaedics Department. Manage patients in both inpatient and outpatient settings. Represent province at provincial/ national meetings/ forums. Incumbent will be responsible for the provision of Orthopaedic quality, cost effective clinical services at Boitumelo Regional Hospital. Full time Clinical Service provision including after-hours service (weekdays, weekends and public holiday). Organising orthopaedic services in the hospital and the sub district to achieve quality services that are effective and efficient. Patient management and supervision of junior medical staff. Training of undergraduate and postgraduate students. Participation in the Orthopaedics academic program. Ensure proper and accurate record keeping as legally and ethical required. Reporting to the Hospital Management on Service delivery, Clinical audits and where necessary quality improvement plans. Maintain discipline and promote a professional work culture. Conduct performance appraisals, skills assessments and staff development.
<u>ENQUIRIES</u>	:	Dr KM Mahasa Tel No: (056) 216 5200
<u>APPLICATIONS</u>	:	To be send to: https://ihealth.fshealth.gov.za/e-Recruitment
<u>POST 08/394</u>	:	<u>MEDICAL SUB-SPECIALIST: PAEDIATRICS DEVELOPMENT: GRADE1-3 REF NO: H/M/9/2026</u>
<u>SALARY</u>	:	Grade 1: R1 553 670 – R1 647 630 per annum Grade 2: R1 773 222 – R1 881 330 per annum Grade3: R1 936 806 – R2 212 680 per annum all -inclusive package consists of 70% basic salary and 30% flexible portion that be structured in terms of the applicable rules, Medical Aid (Optional) Employee must meet the prescribed requirements.
<u>CENTRE</u>	:	Univeristas Academic Hospital: Bloemfontein
<u>REQUIREMENTS</u>	:	Matric and appropriate qualification that allows registration with HPCSA as Medical Specialist in Paediatrics (Paediatric Development). Current registration with the HPCSA (2026/2027). Certified service record as a Medical Specialist. Be a South African Citizen or a permanent resident. Experience. Grade 1: No experience after registration with the HPCSA AS Medical Specialist in Paediatric Development. Grade 2: A minimum of 5 years appropriate experience as Medical Specialist after registration with the HPCSA (or a recognised foreign Health Professional Council in respect of foreign qualified employees) as Medical Specialist in Paediatric Development. Grade 3: A minimum of 10 years appropriate experience as Medical Specialist after registration with the HPCSA (or a recognised foreign Health professional Council in respect of foreign qualified employees) as Medical Specialist in Paediatric Development. Knowledge and Skills: Experience in clinical sub-specialty care services around the field of Paediatric Development. Experience in academic teaching and learning to undergraduate (medical students) and postgraduate (registrars) students. Institutional and departmental administrative and leadership duties. Knowledge of Public Service Legislative, policies and procedure. Excellent time management, written and verbal communication skills and report writing skills. Good interpersonal skills with colleagues and other departments. Honesty, integrity and high work ethic.
<u>DUTIES</u>	:	Provide specialised diagnostic and therapeutic services in Paediatric Development. Manage complex and referred cases that require advanced knowledge beyond general practice. Collaborate with multidisciplinary teams to develop comprehensive treatment plans. Participate in clinical ward rounds, outpatient consultations and evidence-based practice. Conduct clinical audits, mortality, morbidity and monitoring and evaluating relevant clinical effectiveness indicators. Teach undergraduate and postgraduate medical students. Develop and deliver lectures, tutorials and bedside teaching session. Supervise clinical training and mentor junior doctors in research and professional development. Participate in curriculum design and evaluation within the academic institution. Conduct and publish original research relevant to Paediatric Development. Apply for research funding and collaborate with national and international partners. Promote a culture of inquiry and evidence-

based medicine among trainees and colleagues. Present finding at academic conferences and contribute to the development of clinical guidelines. Assist in planning and evaluating clinical services to improve patient outcomes. Participate in departmental meetings, hospital committees and policy development. May hold leadership roles as Head of Paediatric Development, Clinical Supervisor or Research Coordinator.

ENQUIRIES : Dr N.E Tabane: Tel No: (051) 401 2591
APPLICATIONS : To be send to: <https://ihealth.fshealth.gov.za/e-Recruitment>

POST 08/395 : **MEDICAL SUB-SPECIALIST: PAEDIATRICS ONCOLOGY: GRADE1-3 REF NO: H/M/10/2026**

SALARY : Grade 1: R1 553 670 – R1 647 630 per annum
 Grade 2: R1 773 222 – R1 881 330 per annum
 Grade3: R1 936 806 – R2 212 680 per annum
 all -inclusive package consists of 70% basic salary and 30% flexible portion that be structured in terms of the applicable rules, Medical Aid (Optional)
 Employee must meet the prescribed requirements.

CENTRE : Univeristas Academic Hospital: Bloemfontein
REQUIREMENTS : Matric and appropriate qualification that allows registration with HPCSA as Medical Specialist in Paediatrics (Paediatric Oncology). Current registration with the HPCSA (2026/2027). Certified of service record as a Medical Specialist. Be a South African Citizen or a permanent resident. Experience. **Grade 1:** No experience after registration with the HPCSA AS Medical Specialist in Paediatric Oncology. **Grade 2:** A minimum of 5 years appropriate experience as Medical Specialist after registration with the HPCSA (or a recognised foreign Health Professional Council in respect of foreign qualified employees) as Medical Specialist in Paediatric Oncology. **Grade 3:** A minimum of 10 years appropriate experience as Medical Specialist after registration with the HPCSA (or a recognised foreign Health professional Council in respect of foreign qualified employees) as Medical Specialist in Paediatric Oncology. Knowledge and Skills: Experience in clinical sub-specialty care services around the field of Paediatric Oncology. Experience in academic teaching and learning to undergraduate (medical students) and postgraduate (registrars) students. Institutional and departmental administrative and leadership duties. Knowledge of Public Service Legislative, policies and procedure. Excellent time management, written and verbal communication skills and report writing skills. Good interpersonal skills with colleagues and other departments. Honesty, integrity and high work ethic.

DUTIES : Provide specialised diagnostic and therapeutic services in Paediatric Oncology. Manage complex and referred cases that require advanced knowledge beyond general practice. Collaborate with multidisciplinary teams to develop comprehensive treatment plans. Participate in clinical ward rounds, outpatient consultations and evidence-based practice. Conduct clinical audits, mortality, morbidity and monitoring and evaluating relevant clinical effectiveness indicators. Teach undergraduate and postgraduate medical students. Develop and deliver lectures, tutorials and bedside teaching session. Supervise clinical training and mentor junior doctors in research and professional development. Participate in curriculum design and evaluation within the academic institution. Conduct and publish original research relevant to Paediatric Oncology. Apply for research funding and collaborate with national and international partners. Promote a culture of inquiry and evidence-based medicine among trainees and colleagues. Present finding at academic conferences and contribute to the development of clinical guidelines. Assist in planning and evaluating clinical services to improve patient outcomes. Participate in departmental meetings, hospital committees and policy development. May hold leadership roles as Head of Paediatric Development, Clinical Supervisor or Research Coordinator.

ENQUIRIES : Dr N.E Tabane Tel No: (051) 401 2591
APPLICATIONS : To be send to: <https://ihealth.fshealth.gov.za/e-Recruitment>

POST 08/396 : **MEDICAL SUB-SPECIALIST: INTERNAL MEDICINE (NEPHROLOGY): GRADE1-3 REF NO: H/M/11/2026 (X2 POSTS)**

SALARY : Grade 1: R1 553 670 – R1 647 630 per annum
 Grade 2: R1 773 222 – R1 881 330 per annum
 Grade 3: R1 936 806 – R2 212 680 per annum

		all -inclusive package consists of 70% basic salary and 30% flexible portion that be structured in terms of the applicable rules, Medical Aid (Optional) Employee must meet the prescribed requirements.
<u>CENTRE REQUIREMENTS</u>	:	Univeristas Academic Hospital: Bloemfontein
	:	Matric and appropriate qualification that allows registration with HPCSA as Medical Specialist in Adult Nephrology. Current registration with the HPCSA (2026/2027). Certified of service record as a Medical Specialist in Adult Nephrology. Experience: Grade 1: None after registration with the HPCSA as Medical Specialist in Adult Nephrology. Grade 2: 5 years after registration with the HPCSA as Medical Specialist in Adult Nephrology (or recognised foreign Health Professional Council in respect of foreign qualified employees) as Medical Specialist in Adult Nephrology. Grade 3: 10 years after registration with the HPCSA as Medical Specialist in Adult Nephrology (or a recognised foreign Health Professional Council in respect of foreign qualified employees) as Medical Specialist in Adult Nephrology. Knowledge And Skills: Experience in teaching and learning medical students and registrars. Knowledge of Public Service legislation, policies and procedures. Excellent time management, written and verbal communication skills and report writing skills. Good interpersonal skills with colleagues and other departments. Honesty, integrity and high work ethics.
<u>DUTIES</u>	:	Diagnose and manage patients with hypertension and kidney disease. Manage patients on various forms of kidney replacement therapy. Oversee kidney transplantation evaluation process and render post-transplant care. Participate in performing minor surgical procedures such as kidney biopsies, haemodialysis and peritoneal dialysis catheter insertions. Collaborate in multidisciplinary teams where necessary. Facilitate patient education and awareness programs. Actively participate in undergraduate and postgraduate teaching according to the prescription curriculum for medical education. Train and guide junior staff in performing medical procedures. Oversee the running of the satellite dialysis unit by periodically visiting those units to provide a consultation service and training. Provide virtual consultation service for the satellite dialysis units for emergencies. Become a member of the committees as required, and contribute meaningfully. Supervise research of undergraduate and postgraduate students. Participate in departmental research and clinical trials.
<u>ENQUIRIES APPLICATIONS</u>	:	Prof BF Bisiwe Tel No: (051) 405 3911
	:	To be send to: https://ihealth.fshealth.gov.za/e-Recruitment
<u>POST 08/397</u>	:	<u>MEDICAL SUB-SPECIALIST: INTERNAL MEDICINE (CLINICAL HAEMATOLOGY): GRADE1-3 REF NO: H/M/12/2026</u>
<u>SALARY</u>	:	Grade 1: R1 553 670 – R1 647 630 per annum Grade 2: R1 773 222 – R1 881 330 per annum Grade3: R1 936 806 – R2 212 680 per annum all -inclusive package consists of 70% basic salary and 30% flexible portion that be structured in terms of the applicable rules, Medical Aid (Optional) Employee must meet the prescribed requirements.
<u>CENTRE REQUIREMENTS</u>	:	Univeristas Academic Hospital: Bloemfontein
	:	Matric and appropriate qualification that allows registration with HPCSA as Medical Specialist in Internal Medicine (Clinical Haematology) Sub-Specialty. Current registration with the HPCSA (2026/2027). Certified of service record as Medical Specialist or Sub-Specialty. Be a South African citizen or be a permanent resident. Experience: Grade 1: None after registration as a Medical Specialist in Haematology Sub-Specialty with HPCSA in respect of South African qualified employees. Grade 2: A minimum of 5 years appropriate experience as a Medical Specialist in Haematology Subspecialty after registration as with HPCSA in respect of South African qualified employees. Grade 3: A minimum of 10 years appropriate experience as Medical Specialist in Haematology Sub-Specialty with HPCSA in respect of South African qualified employees. Knowledge And Skills: Experience in teaching and learning medical students and registrars. Knowledge of Public Service legislation, policies and procedures. Excellent time management, written and verbal communication skills and report writing skills. Good interpersonal skills with colleagues and other departments. Honesty, integrity and high work ethics.
<u>DUTIES</u>	:	Inpatient care of patient referred to division of clinical haematology. Outpatient follow-up of clinical haematology patients. Oversight of intern, registrar, medical officer and fellows clinical work. Plan and oversee specialised

haematology therapies including chemotherapy, apheresis, immunotherapy etc. Perform and oversee haematopoietic stemcell transplantation. Perform procedures relevant to clinical haematology//internal medicine e.g bone marrow, aspiration/biopsy, lumbar puncture, lines, etc. Responsible for training of medical students in the form of lectures and bedside teaching. Responsible for training of internal medicine and haematopathology registrars in the form of lecturers and bedside teaching. Responsible for training of clinical haematology subspecialty fellows. Responsible for setting exams questions for medical students, registrars and subspecialty fellows. Marking of MMed, and MPhil dissertation. Supervise students, registrars and subspecialty fellow research projects. Perform origin clinical research within the division of clinical haematology. Remove oversight/guidance of patient care in peripheral health care facilities (e.g Lesotho, Northern Cape and Free State). Remote training sessions for healthcare providers in peripheral healthcare facilities. Outreach visits to peripheral healthcare facilities. Assist Head Clinical Unit with patients and unit related administrative duties. Assist with Department of Internal Medicine administrative duties. Serving on departmental committees.

- ENQUIRIES** : Prof JLR Malherbe Tel No: (051) 405 2878
- APPLICATIONS** : To be send to: <https://ihealth.fshealth.gov.za/e-Recruitment>
- POST 08/398** : **MEDICAL SUB-SPECIALIST: PAEDIATRICS NEUROLOGY: GRADE1-3**
REF NO: H/M/17/2026
- SALARY** : Grade 1: R1 553 670 – R1 647 630 per annum
Grade 2: R1 773 222 – R1 881 330 per annum
Grade3: R1 936 806 – R2 212 680 per annum
all -inclusive package consists of 70% basic salary and 30% flexible portion that be structured in terms of the applicable rules, Medical Aid (Optional)
Employee must meet the prescribed requirements.
- CENTRE** : Univeristas Academic Hospital: Bloemfontein
- REQUIREMENTS** : Matric and appropriate qualification that allows registration with HPCSA as Medical Specialist in Paediatrics (Paediatric Neurology). Current registration with the HPCSA (2026/2027). Certified of service record as a Medical Specialist. Be a South African Citizen or a permanent resident. Experience.
Grade 1: No experience after registration with the HPCSA AS Medical Specialist in Paediatric Neurology. **Grade 2:** A minimum of 5 years appropriate experience as Medical Specialist after registration with the HPCSA (or a recognised foreign Health Professional Council in respect of foreign qualified employees) as Medical Specialist in Paediatric Neurology. **Grade 3:** A minimum of 10 years appropriate experience as Medical Specialist after registration with the HPCSA (or a recognised foreign Health professional Council in respect of foreign qualified employees) as Medical Specialist in Paediatric Neurology. Knowledge and Skills: Experience in clinical sub-specialty care services around the field of Paediatric Neurology. Experience in academic teaching and learning to undergraduate (medical students) and postgraduate (registrars) students. Institutional and departmental administrative and leadership duties. Knowledge of Public Service Legislative, policies and procedure. Excellent time management, written and verbal communication skills and report writing skills. Good interpersonal skills with colleagues and other departments. Honesty, integrity and high work ethic.
- DUTIES** : Provide specialised diagnostic and therapeutic services in Paediatric Oncology. Manage complex and referred cases that require advanced knowledge beyond general practice. Collaborate with multidisciplinary teams to develop comprehensive treatment plans. Participate in clinical ward rounds, outpatient consultations and evidence-based practice. Conduct clinical audits, mortality, morbidity and monitoring and evaluating relevant clinical effectiveness indicators. Teach undergraduate and postgraduate medical students. Develop and deliver lectures, tutorials and bedside teaching session. Supervise clinical training and mentor junior doctors in research and professional development. Participate in curriculum design and evaluation within the academic institution. Conduct and publish original research relevant to Paediatric Oncology. Apply for research funding and collaborate with national and international partners. Promote a culture of inquiry and evidence-based medicine among trainees and colleagues. Present finding at academic conferences and contribute to the development of clinical guidelines. Assist in planning and evaluating clinical services to improve patient outcomes. Participate in departmental meetings, hospital committees and policy

development. May hold leadership roles as Head of Paediatric Neurology, Clinical Supervisor or Research Coordinator.

ENQUIRIES : Dr N.E Tabane Tel No: (051) 401 2591
APPLICATIONS : To be send to: <https://ihealth.fshealth.gov.za/e-Recruitment>

POST 08/399 : **MEDICAL SPECIALIST GRADE 1-3: OBSTETRICS AND GYNAECOLOGY H/M/18/2026**

SALARY : Grade 1: R1 553 670 – R1 647 630 per annum
Grade 2: R1 773 222 – R1 881 330 per annum
Grade3: R1 936 806 – R2 212 680 per annum
all -inclusive package consists of 70% basic salary and 30% flexible portion that be structured in terms of the applicable rules, Medical Aid (Optional)
Employee must meet the prescribed requirements.

CENTRE : Mofumahadi Manapo Mopeli Regional Hospital
REQUIREMENTS : Senior Certificate / Grade 12. Appropriate qualification that allows registration with the Health Professions Council of South Africa (HPCSA) as a Medical Specialist in Obstetrics and Gynaecology. Appropriate tertiary qualification in the Health Science (MBChB). Initial and current registration with the Health Professions Council of South Africa (HPCSA) as a Medical Specialist in Obstetrics and Gynaecology. **Grade 1:** No experience required. **Grade 2:** A minimum of five (05) years relevant experience after registration with Health Profession Council of South Africa (HPCSA) as a Medical Specialist in Obstetrics and Gynaecology. **Grade 3:** A minimum of ten (10) years relevant experience after registration with the Health Profession Council of South Africa (HPCSA) as a Medical Specialist in Obstetrics and Gynaecology. Current annual registration with HPCSA (2025/2026) Knowledge and Skills: ACLS, ATLS, APLS, Diploma in Anesthesiology. Medical expertise, Clinical competence, Medical regulations and research and Research and analysis. Communication, empathy and compassion, problem-solving, leadership and teamwork, adaptability and attention to detail.

DUTIES : Patient care and Clinical duties: Management all medical conditions to ensure that a competent service is provided to all patients. Briefing, informing and counselling patients and where appropriate relatives regarding prevention, treatment operative, complications and rehabilitation. Endeavour to become skilled in resuscitative measures and intensive care treatment to assure survival of critically ill-patients. Prescribe medications, order and interpret diagnostic tests, and assist in medical procedures and surgeries. Team leadership: Supervise junior staff in order to provide adequate medical care and to train them to be able to do key medical interventions. Documentation: Reduce medical litigation by exercising good clinical ethos, Complete medico-legal documentation, and maintain accurate medical records. Compliance and quality: Perform clinical governance and ensure compliance with all legal and statutory requirements with FSDoH, OHSC, HPCSA, CMSA, UFS. Administrative and operational: Consult patients on an outpatient basis to have optimal chronic disease management and good long term follow up. Render outreach and support services to other levels of care in our drainage areas (Free State Province). Candidate will have to perform commuted duties (Compulsory & non-negotiable) in line with the relevant policy. Perform all reasonable duties as directed by the Head of Department/Head of Clinical Unit/Medical Specialist. Conducting clinical audits. Monitoring and evaluating of relevant clinical effectiveness indicators.

ENQUIRIES : Dr MJ Maseloa Tel No: (051) 405 1936
APPLICATIONS : Send To: <https://ihealth.gov.za/e-Recruitment>

POST 08/400 : **MEDICAL SPECIALIST: OBSTETRICS AND GYNAECOLOGY: GRADE 1- 3 REF NO: H/M/13/2026 (X2 POSTS)**

SALARY : Grade 1: R1 341 855 – R1 422 810 per annum
Grade 2: R1 531 032 – R1 623 609 per annum
Grade 3: R1 773 222 – R2 212 680 per annum
all -inclusive package consists of 70% basic salary and 30% flexible portion that be structured in terms of the applicable rules, Medical Aid (Optional)
Employee must meet the prescribed requirements.

CENTRE : Univeristas Academic Hospital: Bloemfontein
REQUIREMENTS : Matric, MBChB or equivalent degree, FCOF(SA) or Masters Degree in Obstetrics and Gynaecology that allows registration with HPCSA AS Medical Specialist in Obstetrics and Gynaecology. Current valid registration with

HPCSA as a Medical Specialist in Obstetrics and Gynaecology. Current registration with the HPCS (2026/2027). Experience: **Grade 1:** None after registration as Medical Specialist with Health Professional Council of South Africa (HPCSA) in respect of South Africa qualified employees. Certified proof of service record as a Medical Specialist. A valid driver's license. Be a South African citizen or be a permanent resident. **Grade 2:** Minimum of 5 years appropriate experience as Medical Specialist after registration with the Health Professional Council of South Africa (HPCSA). (or a recognised foreign Health professional council in respect of foreign qualified employees), as Medical Specialist in Obstetrics and Gynaecology. **Grade 3:** Minimum of 10 years appropriate experience as medical specialist with the health professional council of South Africa (HPCSA) as a Medical Specialist in Obstetrics and Gynaecology (or a recognised foreign Health Professional Council in respect of foreign qualified employees) as Medical Specialist in Obstetrics and Gynaecology. Knowledge And Skills: Provide high levels of training as per accredited body regulations i.e. HPCSA, SASOG, CMSA. Extensive knowledge on Public Service legislation, policies and procedures. Excellent communication skills (verbal, written, report writing, medico-legal reporting). Good inter-personal skills, honesty, integrity and excellent work ethics.

DUTIES : Improve quality of care by providing clinical care in Obstetrics and Gynaecology. Consult, investigate, diagnose and manage the treatment of patients. Participate in commuted overtime and render after hour duties to provide continuous uninterrupted care of patients. Participate in community/outreach programmes such as ESMOE training. Ensure proper and accurate record keeping as legally and ethically required within the Department of Obstetrics and Gynaecology. Attendance of relevant administrative meetings like mortality meetings, near miss meeting and completing medico legal documents timeously. Preparing and writing reports and audits. Supervise and provide guidance to junior doctors in the Department of Obstetrics and Gynaecology. Participate in the academic program in the hospital and all activities of the discipline in relation to teaching and research (undergraduate students, Interns and community service Doctors).

ENQUIRIES : Prof NR Maharaj Tel No: (051) 401 3240
APPLICATIONS : To be send to: <https://ihealth.fshealth.gov.za/e-Recruitment>

POST 08/401 : **MEDICAL SPECIALIST: FAMILY MEDICINE: GRADE 1-3 REF NO: H/M/14/2026**

SALARY : Grade 1: R1 341 855 – R1 422 810 per annum
 Grade 2: R1 531 032 – R1 623 609 per annum
 Grade 3: R1 773 222 – R2 212 680 per annum
 all -inclusive package consists of 70% basic salary and 30% flexible portion that be structured in terms of the applicable rules, Medical Aid (Optional)
 Employee must meet the prescribed requirements.

CENTRE : Univeristas Academic Hospital: Bloemfontein
REQUIREMENTS : Matric and appropriate qualification that allows registration with HPCSA as a Medical Specialist in Family Medicine. Current registration with the HPCSA (2026/2027). **Grade 1:** None after registration as Medical Specialist with Health Professional Council of South Africa (HPCSA) in respect of South Africa qualified employees. **Grade 2:** A minimum of 5 years appropriate experience as a Medical Specialist with Health Professional Council of South Africa (HPCSA) in respect of South Africa qualified employees. **Grade 3:** A minimum of 10 years appropriate experience as a Medical Specialist with Health Professional Council of South Africa (HPCSA) in respect of South Africa qualified employees. Knowledge and skills: Experience in teaching and learning medical students and registrars. Knowledge of Public service legislation, policies and procedures. Excellent time management, written and verbal communication skills and report writing skills. Good-interpersonal skills with colleagues and other departments. Honesty, integrity and excellent work ethics. Evidence of research publications.

DUTIES : Providing leadership and administrative functions in the Department of Family Medicine. Provision of quality clinical service delivery on the FSDoH clinical platform, including outreach and support. Involvement in knowledge development and research. Self-development and training of other care professionals. Provide clinical governance and ensure compliance with all legal and statutory requirements with FSDoH, OHSC, HPCSA, CMSA, UFS. Conducting clinical audits, mortality and morbidity. Monitoring and evaluating relevant clinical effectiveness indicators. Perform all reasonable duties as

directed by the Head of Department and Head of Clinical Unit, Family Medicine.
Commuted overtime is compulsory.

ENQUIRIES : Prof H Brits Tel No: (051) 405 3308
APPLICATIONS : To be send to: <https://ihealth.fshealth.gov.za/e-Recruitment>

POST 08/402 : **MEDICAL SPECIALIST: CARDIOLOGY: GRADE 1-3 REF NO: H/M/15/2026**

SALARY : Grade 1: R1 341 855 – R1 422 810 per annum
Grade 2: R1 531 032 – R1 623 609 per annum
Grade3: R1 773 222 – R2 212 680 per annum
all -inclusive package consists of 70% basic salary and 30% flexible portion that be structured in terms of the applicable rules, Medical Aid (Optional)
Employee must meet the prescribed requirements.

CENTRE : Univeristas Academic Hospital: Bloemfontein
REQUIREMENTS : Matric and appropriate qualification that allows registration with HPCSA as a Medical Specialist. Current registration with HPCSA as Medical Specialist in Cardiology. Current registration with the HPCSA (2026/2027). **Grade 1:** None after registration as Medical Specialist with HPCSA in respect of South Africa qualified employees. **Grade 2:** A minimum of 5 years appropriate experience as a Medical Specialist with HPCSA) in respect of South Africa qualified employees. **Grade 3:** A minimum of 10 years appropriate experience as a Medical Specialist with HPCSA in respect of South Africa qualified employees. Knowledge And Skills: Experience in teaching and learning medical students and registrars. Knowledge of Public service legislation, policies and procedures. Excellent time management, written and verbal communication skills and report writing skills. Good-interpersonal skills with colleagues and other departments. Honesty, integrity and excellent work ethics.

DUTIES : Service delivery and medical administration. Provide outreach, in-reach and support services, rendering commuted overtime is compulsory. Involvement in teaching and training. Conduct research. Perform clinical governance and ensure compliance with all legal and statutory requirements with FSDoH, OHSC, HPCSA, CMSA, UFS. Medical Administration: Perform all reasonable duties as directed by the Head of Department and Head Clinical Unit Cardiology. Conducting clinical audits, mortality and morbidity. Monitoring and evaluating relevant clinical effectiveness indicators.

ENQUIRIES : Dr ND Van der Merwe Tel No: (051) 405 3390
APPLICATIONS : To be send to: <https://ihealth.fshealth.gov.za/e-Recruitment>

POST 08/403 : **MEDICAL SPECIALIST GRADE 1-3**

SALARY : Grade 1: R1 341 855 – R1 422 810 per annum
Grade 2: R1 531 032 – R1 623 609 per annum
Grade 3: R1 773 222 – R2 212 680 per annum
all -inclusive package consists of 70% basic salary and 30% flexible portion that be structured in terms of the applicable rules, Medical Aid (Optional)
Employee must meet the prescribed requirements.

CENTRE : Pharmacology Ref No: H/M/30/2026 (X1 Post)
Urology Ref No: H/M/31/2026 (X1 Post)

REQUIREMENTS : MBCHB or equivalent degree. Valid registration with the Health Professions Council of South Africa (HPCSA) as an Independent Practitioner. Current valid registration with HPCSA as Medical Specialist in Cardiology. Current registration with the HPCSA for the period of 2026/202. At least more than 1-year post community service experience, preferably in a Free State Hospital. Valid Driver's license. South African citizen or permanent residence. Knowledge and skills: Additional qualification e.g; primaries, Certificates or Diplomas relevant to the field, ACLS, ATLS, APLS, BSS etc.

DUTIES : Service delivery to inpatients, outpatients, day patients and emergencies. Teaching and training, Conduct research. Must perform commuted overtime and medical administration. Perform outreach.

ENQUIRIES : Dr R Nathan Tel No: (051) 405 3469
APPLICATIONS : To be send to: <https://ihealth.fshealth.gov.za/e-Recruitment>

POST 08/404 : **MEDICAL SPECIALIST: PSYCHIATRY: GRADE 1-3 REF NO: H/M/16/2026 (X2 POSTS)**

SALARY : Grade 1: R1 106 040 per annum
Grade 2: R1 264 623 per annum
Grade 3: R1 467 651 per annum

		all -inclusive package consists of 70% basic salary and 30% flexible portion that be structured in terms of the applicable rules, Medical Aid (Optional) Employee must meet the prescribed requirements.
<u>CENTRE REQUIREMENTS</u>	:	Free State Psychiatric Complex, Bloemfontein
	:	MBCHB Degree post graduate qualification that allows registration with HPCSA as Medical Specialist in Psychiatry. Current registration with the HPCSA (2026/2027). Experience: Grade 1: none. Grade 2: A minimum of 5 years' appropriate experience as Medical Specialist after registration with HPCSA in a normal specialty. Grade 3: A minimum of 10 years' appropriate experience as Medical Specialist after registration with HPCSA in a normal specialty. A valid driver's license. Knowledge and Skills: Evidence of research capability. Experience in lecturing students.
<u>DUTIES</u>	:	Provision of strategic leadership by participating in the strategic and operational management of Mental Health Clinical Services in the Free State Psychiatric Complex and Free State Province including development and outreach programmes. Ensure provision of compassionate and quality clinical services in the Psychology Division to mental health care users. Strengthening information and knowledge management system to optimize performance and research capacity. Establishing and maintaining of effective Teaching and learning, research supervision, engaged scholarship, leadership, leadership and administration of both undergraduate and post graduate programs in the Department of Psychiatry and Faculty of Health Sciences at the University of the Free State (UFS) in line with the professional bodies. Build a strategic and dedicated workforce that is responsive to service demands.
<u>ENQUIRIES APPLICATIONS</u>	:	Prof P J Pretorius Tel No: (051) 051 4079 448/9214
	:	To be send to: https://ihealth.fshealth.gov.za/e-Recruitment
<u>POST 08/405</u>	:	<u>MEDICAL REGISTRARS (X37 POSTS)</u>
<u>SALARY</u>	:	R1 001 349 – R1 046 763 per annum, -inclusive package consists of 70% basic salary and 30% flexible portion that be structured in terms of the applicable rules, Medical Aid (Optional) Employee must meet the prescribed requirements.
<u>CENTRE</u>	:	Univeristas Academic Hospital: Bloemfontein Anaesthesiology: Ref No: H/M/19/2026 (X6 Posts) Cardiothoracic Surgery: Ref No: H/M/20/2026 (X1 Post) Family Medicine: Ref No: /M/19/2026 (X5 Posts) Forensic Medicine: Ref No: H/M/21/2026 (X1 Post) General Surgery: Ref No: H/M/22/2026 (X4 Posts) Internal Medicine: Ref No: H/M/23/2026 (X5 Posts) Neurology: Ref No: H/M/24/2026 (X1 Post) Obstetrics & Gynaecology: Ref No: H/M/25/2026 (X2 Posts) Oncology: Ref No: H/M/26/2026 (X3 Posts) Orthopaedic Surgery: Ref No: H/M/27/2026 (X3 Posts) Otorhinolaryngology: Ref No: H/M/27/2026 (X1 Post) Paediatrics: Re No: H/M/28/2026 (X2 Posts) Paediatric Surgery: Ref No: H/M/29/2026 (X1 Post)
<u>REQUIREMENTS</u>	:	MBCHB or equivalent degree. Valid registration with the Health Professions Council of South Africa (HPCSA) as an Independent Practitioner. Current valid registration with HPCSA as Medical Specialist in Cardiology. Current registration with the HPCSA for the period of 2026/202. At least more than 1-year post community service experience, preferably in a Free State Hospital. Valid Driver's license. South African citizen or permanent residence. Knowledge and skills: Additional qualification e.g; primaries, Certificates or Diplomas relevant to the field, ACLS, ATLS, APLS, BSS etc.
<u>DUTIES</u>	:	Service delivery to inpatients, outpatients, day patients and emergencies. Teaching and training, Conduct research. Must perform commuted overtime and medical administration. Perform outreach.
<u>ENQUIRIES APPLICATIONS</u>	:	Dr R Nathan Tel No: (051) 405 3469
	:	to be send to: https://ihealth.fshealth.gov.za/e-Recruitment
<u>POST 08/406</u>	:	<u>PSYCHOLOGIST REF NO: H/C/12/2026 (X2 POSTS)</u>
<u>SALARY</u>	:	Grade 1: R872 709 per annum Grade 2: R1 014 704 per annum Plus 13th Cheque, Housing Allowance, Medical Aid (Optional, Employee must meet the prescribed requirements.
<u>CENTRE</u>	:	Free State Psychiatric Complex: Bloemfontein

<u>REQUIREMENTS</u>	:	Grade 1: experience none. Grade 2: experience 5 years master's in psychology. Registration with the Health Professions Council of South Africa (HPCSA) Psychologist in any of the identified categories. Current registration with the HPCSA (2026/2027) Knowledge and Skills: Experience in training of undergraduate and postgraduate, medical and clinical psychology students. At least Experience in the provision of psychological services at a tertiary Psychiatric Hospital. Knowledge and experience in Free State Psychiatric model and Ideal Hospital. Evidence of academic and scientific research publication in the local and international journals. Evidence of academic scientific presentation in local and international conferences. Knowledge of diagnostic and therapeutic procedures and manuals. Knowledge of research methodology. Knowledge of application Mental Health Legislation. Computer Literacy.
<u>DUTIES</u>	:	Provision of psychological services at rotational point/umit. Training and educating under and post graduate students. Management and supervision of academic research. Ensure provision of compassionate and quality clinical services in the Clinical Psychology Division and the Free State Province.
<u>ENQUIRIES</u>	:	Dr A George Tel No: (051) 407 9464
<u>APPLICATIONS</u>	:	to be send to: https://ihealth.fshealth.gov.za/e-Recruitment
<u>POST 08/407</u>	:	<u>ASSISTANT MANAGER: NURSING; SPECIALTY-(PSYCHIATRY): PNB-4: REF NO: H/A/2026</u>
<u>SALARY</u>	:	R755 355 per annum, Plus 13th Cheque, Housing Allowance, Medical Aid (Optional, Employee must meet the prescribed requirements.
<u>CENTRE</u>	:	Free State Psychiatric Complex, Bloemfontein
<u>REQUIREMENTS</u>	:	Diploma/Degree in nursing or equivalent qualification that allows registration with the South African Nursing Council Registration with the SANC as Professional Nurse in terms of Notice 425 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 the relevant specialty. Current registration with the SANC (2026/2027). A minimum of 10 years appropriate/ recognizable experience in nursing after registration with the SANC as Professional Nurse in General Nursing. At least 6 years of the period referred above must be appropriate/ recognizable experience after obtaining the 1-year post-basic qualification in the relevant specialty (Advanced Psychiatric Nursing Science). At least 3 years of the period referred to above must be appropriate/recognizable experience at management level. Knowledge And Skills: Knowledge of nursing care processes and procedures, nursing statutes, and other relevant legal frameworks such as: Nursing Act, Health Act, OHS Act, Patient Rights Charter, Batho-Pele principles, Public Service Regulations, Labour Relations Act, Disciplinary Code and Procedure, Grievance Procedure, Nursing Strategy, Ideal Hospital framework, MHCA no 17 of 2002, Criminal procedure Act no 51 of 1977, National Nursing Strategy 2020/21 – 2025/26 etc. Skills: Leadership, organizational, decision making and problem-solving abilities within the limit of the public sector and institutional policy framework. Interpersonal skills including public relations, negotiating, conflict handling and counselling skills. Financial and budgetary knowledge pertaining to the relevant resources under management. Insight into procedures and policies pertaining to nursing care. Must have Basic computer literacy. Personal: Responsiveness, Pro-activeness, Professionalism, Accuracy, Flexibility, Initiative, Co-operation, Team player, Supportive, Assertive. Knowledge of DOH policies. Knowledge of the Public Services Act and Regulations, public Finance Management and related legal ethical nursing practices and how this impact on service delivery. Ensure clinical nursing practice by nursing team (unit) in accordance with the scope of practice and nursing standards as determined by the relevant health facility. Demonstrate a basic understanding of HR and Financial policies and practices. Knowledge of OSD for nurses. Computer literacy, driver's license. Diploma/Degree in Nursing Administration will be an added advantage.
<u>DUTIES</u>	:	Delegate, supervise and co-ordinate the provision of effective and efficient patient care through adequate nursing care. Initiate and participate in health promotion to ensure consistent communication of relevant, accurate and comprehensive information on healthcare. Develop / establish and maintain constructive working relationships with Nursing and other stakeholders (i.e. inter professional, inter sectoral and multi – disciplinary teamwork). Coordination of optimal, holistic specialized nursing care provided within set standards and a professional/legal framework Provision of effective support to

Nursing Services and act in the capacity of Nursing Manager as delegated. Manage effectively the utilization and supervision of resources (Human, Financial, Services). Maintain professional growth/ethical standards, self-development and mentoring of Operational Managers. Lead your team in your area of supervision with monitoring, prevention and Management of Patient Safety Incidents. Coordination of the provision of effective training and research. Compile evidence-based reports for continuity of patient care for morning reports and handing over. Implement disciplinary and corrective measures to staff, maintain evidence-based practice. Provision of Effective Support to Nursing Services. Maintain professional growth/ethical standards and self-development. Sustain effective management of quality nursing service. Coordinate optimal, holistic general and specialized nursing care provided within the set standards and professional/legal framework. Patient complaints management and resolution of complaints for efficient patient care. Do random patient care satisfaction survey. Implement complaints and patient safety incidents guidelines. Develop and ensure implementation of SOPs for the institution, ensure that the Regulated Norms and Standards are maintained and upheld. Manage the Human Resource and ensure skilling and quality care. Manage the department efficiently and cost effectively.

**ENQUIRIES
APPLICATIONS**

: Me M.E. Semelo Tel No: (051) 407 9207
: to be send to: <https://ihealth.fshealth.gov.za/e-Recruitment>

POST 08/408

: **OPERATIONAL MANAGER: (PNB3): REF NO: H/O/4/2026**

SALARY

: R693 096 per annum, Plus 13th Cheque, Housing Allowance, Medical Aid (Optional, Employee must meet the prescribed requirements.

**CENTRE
REQUIREMENTS**

: Free State Psychiatric Complex, Bloemfontein
: Diploma/Degree in nursing or equivalent qualification that allows registration with the South African Nursing Council. Registration with the SANC as Professional Nurse plus a post-basic nursing qualification with a duration of at least 1-year in Advanced Psychiatric Nursing. Current registration with the SANC. (2026/2027) A minimum of 9 years appropriate/recognizable experience in nursing after registration with SANC as a Prof Nurse. At least 5 years of the period referred to above must be appropriate / recognizable experience after obtaining the 1-year post – basic qualification (Advanced Psychiatric Nursing Science). Diploma in Nursing Administration will be an added advantage. Driver's license. Knowledge And Skills: Knowledge of Public Service Act and Regulations and Public Finance Management Act (PFMA). Knowledge of OSD for Nurses, Mental Health Care Act, Nursing Act. Demonstrate a basic understanding of HR and financial policies and practices.

DUTIES

: Demonstrate an in depth understanding of nursing legislation and related legal and ethical nursing practices and how this impact on service delivery. Promote quality of nursing care as directed by the professional scope of practice and standards as determined by the relevant health facility. To ensure that a comprehensive nursing treatment and care service is delivered to patients in a cost effective, efficient and equitable manner by the specialty Unit. Ensure compliance to professional and ethical practice. Coordination of optimal, holistic specialized nursing care provided within set standards and a professional / legal framework. Manage effectively the utilization and supervision of resources. Coordination of the provision of effective training and research. Provision of effective support to Nursing services. Maintain professional growth/ ethical standards and self- development. Supervision over day-to-day operations of the unit. Manage effective utilization and supervision of human, financial and material resources Promote quality of nursing care as directed by the scope of practice. Maintain professional growth/ethical standards and self-development. Promote nursing ethos and professionalism. Involvement in the Hospital Quality Assurance and Quality Improvement programs. Coordinate unit meetings and liaison with members of the multidisciplinary team. Maintain a positive practice environment and participate in education and training of student nurses.

**ENQUIRIES
APPLICATIONS**

: Me M.E. Semelo Tel No: (051) 407 9207
: to be send to: <https://ihealth.fshealth.gov.za/e-Recruitment>

POST 08/409

: **CHIEF RADIOGRAPHER GRADE 1-2: REF NO: H/C/13/2026 (X2 POSTS)**

SALARY

: Grade 1: R575 250 – R638 856 per annum, (OSD)
Grade 2: R657 507 – R727 350 per annum, (OSD)

		Plus 13th Cheque, Housing Allowance, Medical Aid (Optional, Employee must meet the prescribed requirements.
<u>CENTRE REQUIREMENTS</u>	:	Pelononi Tertiary Hospital
	:	Senior certificate, National Diploma/Degree in Diagnostic Radiography. Current registration with HPCSA as a Diagnostic Radiographer. Minimum of 3 years' experience after registration with the HPCSA as a Diagnostic Radiographer (Independent Practice) (2026/2027). Must have completed community service as per requirements of the professional body HPCSA. Proof of CPD compliance with HPCSA. Valid driver's license. Knowledge And Skills: Sound knowledge of the philosophy underpinning practice in radiography. Knowledge of code of conduct arising from professional and statutory sources. Knowledge of pathological processes and their imaging appearance. Knowledge of Diagnostic Radiography procedures. Knowledge of radiographic equipment and accessories associated with relevant techniques. Sound knowledge of radiation control regulation, safety measures and policies. Knowledge of occupational health and safety and other relevant acts, policies and regulations. Knowledge of quality assurance procedures and methods as per radiation control directorates. Good leadership, negotiation, problem solving, communication and interpersonal skills. Knowledge of public service policies, acts and regulations. The following will serve as an added advantage: Additional post-graduate certificate/qualifications in line with the profession.
<u>DUTIES</u>	:	Support the Radiography Management in order to meet the objective of the department and a provision of 24-hour radiography service. Perform general Radiography, CT scan, Fluoroscopy, portable/mobile x-rays, theatre and MRI examinations, mammography (where qualifications are as per SAHPRA and HPCSA requirements). Participate in continuous professional development. Manage the sub-component by supervising Radiography junior staff, students and administrators, performing relevant administrative functions related to clinical functions as delegated. Ensure efficient and effective control and use of all equipment, assets and resources including consumables and stock belonging to the cost center. Participate in the development, implementation and monitoring of policies and procedures to ensure the effective and efficient functioning of the department. Participate in the quality assurance programmes and required by the radiation control directorate and department of health.
<u>ENQUIRIES APPLICATIONS</u>	:	Dr MJ Maseloa Tel No: (051) 405 1936
	:	to be send to: https://ihealth.fshealth.gov.za/e-Recruitment
<u>POST 08/410</u>	:	<u>PROFESSIONAL NURSE SPECIALTY (PNB 1-2) REF NO: H/P/12/2026 (X2 POSTS)</u>
<u>SALARY</u>	:	Grade 1: R476 367 - R583 989 per annum, plus 13th Cheque, Housing Allowance, Medical Aid (Optional, Employee must meet the prescribed requirements.
<u>CENTRE REQUIREMENTS</u>	:	Free State Psychiatric Complex, Bloemfontein
	:	Diploma/Degree in nursing or equivalent qualification that allows registration with the South African Nursing Council. A minimum of 4 years appropriate/recognizable experience in nursing after registration with the SANC as Professional Nurse in General Nursing and Midwifery. Current registration with the South African Nursing Council (SANC) as Professional Nurse (2026/2027). 1 Year post basic qualification in Advanced Child Psychiatry. Knowledge and Skills: Knowledge of the legal framework appropriate for nursing practice. Good communication skills and interpersonal relations. Knowledge of Mental Health Act, procedures and legislation.
<u>DUTIES</u>	:	Provide more complex and advanced comprehensive nursing treatment and care to patients in specialty unit in a cost effective, efficient and equitable manner. Give direction and supervision for the implementation of the Nursing plan (clinical practice /quality patient care) as a shift leader. Implement standards, practices, criteria and indicators for quality Nursing (quality of practice). Practice nursing and health care in accordance with the laws and regulations relevant to Nursing and Health Care. Maintain a constructive working relationship with nursing and other stakeholders. Utilize human, material and physical resources efficiently and effectively. Ensure that a holistic nursing care service is delivered to all patients in a cost effective, efficient and equitable manner by the unit. Ensure compliance to professional and ethical practice. Demonstrate an understanding of nursing legislation an related legal and ethical nursing practices.
<u>ENQUIRIES APPLICATIONS</u>	:	Me M.E. Semelo Tel No: (051) 407 9207
	:	to be send to: https://ihealth.fshealth.gov.za/e-Recruitment

- POST 08/411** : **CHIEF SKILLS DEVELOPMENT OFFICER REF NO: H/C/14/2026**
 Corporate Office
 HRD Directorate
- SALARY** : R468 459 per annum, plus 13th Cheque, Housing Allowance, Medical Aid (Optional, Employee must meet the prescribed requirements).
- CENTRE** : Bloemfontein
- REQUIREMENTS** : Matric and A graduate qualification at NQF 7 in Human Resource Management, Human Resource Development, Public Management or Public Administration. Valid Vehicle Driver's Licence Knowledge and Skills: Knowledge of the Skills Development Act, Public Service Regulations, HR Development Strategic Framework. Knowledge of the Public Service Act, Labour Relations Act, National Qualifications Framework Act. Relevant SETA's and PSETA. Knowledge of Public Sector Supply Chain Management and Labour Relations processes. Knowledge of the DPSA compulsory development training programs and also the NSG training and registration processes. A thorough understanding of the DPSA skills Audit Methodology implementation skills. Facilitation and Moderation skills. Report and policy development, analytical, good presentation skills, research and communication skills (verbal & written) good relations, excellent computer skills, ability to work under pressure. Occupationally Directed Education, Training and Development Practitioner certificate.
- DUTIES** : Develop, review and monitor policies and directives provide inputs into HRD Strategies to ensure optimal skills development programs within the department. Manage, co-ordinate and roll-out skills development programs within the department to ensure a capable and trained workforce. Ensure that the skills audit methodology is correctly applied to identified occupational classes where a skills audit must be undertaken to identify skills gaps. Perform quality assurance methodology on training programs implemented to ensure value for money in the department. Manage resources in the unit inclusive of performance and discipline to ensure excellent service delivery.
- ENQUIRIES** : Me. M Voster Tel No: (051) 408 1733/ 051 408 1290/051408 1810
- APPLICATIONS** : to be send to: <https://ihealth.fshealth.gov.za/e-Recruitment>
- POST 08/412** : **PHARMACIST INTERN REF NO: H/P/13/2026 (X4 POSTS)**
- SALARY** : R440 226 per annum
- CENTRE** : Univeristas Academic Hospital: Bloemfontein
- REQUIREMENTS** : Matric and an appropriate B Pharm Degree that allows registration with the SAPC as a Pharmacist Intern. Registered with the South African Pharmacy Council as Pharmacist Intern. Current registration (2026/2027). Knowledge and Skills: Have good work ethics and well-disciplined, committed and take responsibility to ensure quality pharmaceutical services to all. Must be willing to work beyond the call of duty. Be a team player.
- DUTIES** : Work done according to the scope of practice of pharmacist intern. Render a comprehensive, professional and quality pharmaceutical services in the form of support, assistance, executive of duties and performing of act, in line with relevant policies standard operation procedures and legislation. Management and control of pharmaceutical stock in all inventories and all assets. Ensure adherence to the supply chain management procedures and to the statutory regulations. Chemotherapy preparation and rotation to satellite pharmacy. Work under direct supervision of Pharmacist. Do ward rounds. Do drug utilization reviews (DUR's), audits and reporting. Ensure compliance with all inspections. Successful completion of 6 CPD's as required by SAPC and successful completion of compulsory pre-registration.
- ENQUIRIES** : Me Z Loots Tel No: (051) 405 3467
- APPLICATIONS** : to be send to: <https://ihealth.fshealth.gov.za/e-Recruitment>
- POST 08/413** : **OCCUPATIONAL THERAPY: GRADE 1-3 REF NO: H/O/5/2026**
- SALARY** : Grade 1: R397 233 – R454 191 per annum
 Grade 2: R466 941 – R529 221 per annum
 Grade 3: R543 099 – R657 507 per annum
 plus 13th Cheque, Housing Allowance, Medical Aid (Optional), Employee must meet the prescribed requirements.
- CENTRE** : Univeristas Academic Hospital: Bloemfontein

- REQUIREMENTS** : Matric and B / B.Sc Degree in Occupational Therapy that allows registration with HPCSA as Occupational Therapist Current registration with the HPCSA (2026/2027) as Occupational Therapist. **Grade 1:** No experience after registration with the Health Professions Council of South Africa in the relevant profession as an Occupational Therapist. **Grade 2:** Minimum of 10 years relevant experience after registration with the HPCSA as an Occupational Therapist. **Grade 3:** Minimum of 20 years relevant experience after registration with the HPCSA as a Occupational Therapist. Knowledge and Skills: Good communication and interpersonal skills. Computer literacy, analytic thinking and problem-solving skills. Independent decision-making, problem-solving and driving skills. Experience in rehabilitating patients in a hospital setting.
- DUTIES** : Render and manage advanced and specialised Occupational Therapy service to all referred patients. Continuous administration in support of the Occupational Therapy service and maintenance of processes for the provisioning of quality Occupational Therapy services. Continuous effective supervising of Occupational Therapy students. Continuous effective professional development of the clinician. Continuous effectiveness development of the Occupational Therapy service. Promotion and marketing of services in the hospital.
- ENQUIRIES APPLICATIONS** : Me V Alexander Tel No: (051) 405 3405
: to be send to: <https://ihealth.fshealth.gov.za/e-Recruitment>
- POST 08/414** : **SPEECH THERAPIST: GRADE 1-3 REF NO: H/S/1/2026**
- SALARY** : Grade 1: R397 233 – R454 191 per annum
Grade 2: R466 941 – R529 221 per annum
Grade3: R543 099 – R657 507 per annum
plus 13th Cheque, Housing Allowance, Medical Aid (Optional), Employee must meet the prescribed requirements.
- CENTRE REQUIREMENTS** : Univeristas Academic Hospital: Bloemfontein
: Grade 12 with appropriate qualification in Speech Therapy or Speech Therapy and Audiology that allows registration with the Health Professions Council of South Africa (HPCSA) as recognised by SAQA. Current registration with HPCSA (2026/2027) as an Independent Speech Therapy Practitioner or Speech Therapy & Audiology. Valid Driver's license. Experience: **Grade 1:** No experience after registration with the Health Professions Council of South Africa (HPCSA). **Grade 2:** Minimum of 10 years relevant experience after registration with the Health Professions Council of South Africa (HPCSA). **Grade 3:** Minimum of 20 years relevant experience after registration with the Health Professions Council of South Africa (HPCSA). Knowledge and skills: Computer literacy. Allied Health Professions process. A sound knowledge of clinical theory, practice and ethics relating to the delivery of Speech Therapist services. Good communication skills (verbal and written). Ability to work in a multidisciplinary team.
- DUTIES** : Conduct examination to patients with speech problems, which may require the use special equipment and tests. Compile a report on assessment and testing and make referrals. Provide rehabilitation programmers as part of treatment, which includes counselling and guidance for speech impaired. Assess the condition of the patients who are unable to communicate effectively due to conditions such as cleft palate, delayed speech or language development or emotional disturbances. Assess and treatment whose language, speech or voices have been affected by surgery, diseases or disorders of the nervous system or brain damage. Make follow-up consultation on the conditions of patients. Coordinate and ensure the promotion and marketing of Speech Therapy services. Exercise safeguarding of all consumables and equipment.
- ENQUIRIES APPLICATIONS** : Me Q Nidela Tel No: (051) 405 3261
: to be send to: <https://ihealth.fshealth.gov.za/e-Recruitment>
- POST 08/415** : **ARTISAN: PLUMBING/MECHANICAL/ELECTRICAL REF NO: H/A/9/2026**
- SALARY** : R269 499 per annum, plus 13th Cheque, Housing Allowance, Medical Aid (Optional), Employee must meet the prescribed requirements.
- CENTRE REQUIREMENTS** : Dihlabeng Regional Hospital: Bethlehem
: Appropriate trade test certificate by SAQA. Relevant Trade Test Certificate. (A complete apprenticeship and proof of passing official trade test under the provisions of Section 13(2)(h) of the Manpower Training Act, 1981) or certificate issued under the provisions of Section 28 and 30 of the Manpower Training Act, 1981 as amended, or a certificate issued under the provisions of

- the repealed Section 27 of the Act referred to. Valid driver's license. Knowledge and Skills: N3 Certificand Can be an added advantage.
- DUTIES** : To perform and/or supervise technical design, production, operation and maintenance services. Supervise and monitor the completion of job requests. Supervise and mentor subordinates. Perform administrative functions. Detailed key performance areas can be obtained from the contact person
- ENQUIRIES** : Mr C Botha Tel No: (058) 303 0173
- APPLICATIONS** : to be send to: <https://ihealth.fshealth.gov.za/e-Recruitment>

DEPARTMENT OF SOCIAL DEVELOPMENT



- APPLICATIONS** : Please forward your application quoting the relevant reference number, The Department of Social Development, Private Bag X20616, Bloemfontein, 9300. or place applications in an application box at Cnr Charlotte Maxeke and West Burger Street, Old Standard Bank Building, Bloemfontein or E-mail to Recruitment@fssocdev.gov.za. Tel No: 083 555 9270
- FOR ATTENTION** : Ms. AW Molalenyane – Human Resource Management (Recruitment Section) Old Standard Bank Building
- CLOSING DATE** : 20 March 2026
- NOTE** : Applications must be submitted on a duly complete Z83 form (effective from 01 January 2021) obtainable from any Public Service Department. Applicants are not required to submit copies of qualifications and other relevant documents on application but must submit a fully completed signed Z83 form and detailed Curriculum Vitae. Use of the old Z83 Form will result in disqualification. A clear indication of the post and reference number that is being applied for must be indicated on your Z.83. Each post(s) advert must be accompanied by its own application form for employment and must be fully completed, initialled and signed by the applicant as instructed below. Failure to fully complete, initial and sign the Z83 form will lead to disqualification of the application during the selection process. All fields of Section A, B, C and D of the Z83 must be completed in full. Section E, F, G (Due to the limited space on the Z83 it is acceptable for applicants to indicate refer to CV or see attached. However, the question related to conditions that prevent re-appointment under Part "F" must be answered and declaration signed. Only an updated comprehensive CV (with detailed previous experience if any) and a completed and signed new Z83 application form is required. Shortlisted candidates will be required to submit certified copies of qualifications, and other relevant documents to HR on or before the interview date. Applicants with foreign qualifications would be required to submit an evaluation certificate from the South African Qualification Authority (SAQA) on or before the day of the interview. Failure to submit all the requested documents will disqualify the application. Correspondence will be limited to short-listed candidates only. If you have not been contacted within six (6) months after the closing date of this advertisement, please accept that your application was unsuccessful. Selected candidates will be subjected to a personnel suitability check (criminal record check, citizenship verification, financial/asset record check, qualification/study verification and previous employment verification). Successful candidates will also be subjected to security clearance processes. All shortlisted candidates including 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. Successful candidates will be appointed on a probation period of twelve 12/24 months. Misrepresentation in the application documents will result in automatic disqualification and disciplinary action in the event the candidate has already been appointed. It is the department's objective to address the Employment Equity Affirmative Action Measures in line with the Employment Equity Plan and to achieve equitable representation across race and gender. In filling of these posts gender equity and people living with disability will be highly considered to adhere to the EE targets of the department. The Department reserves the right to amend/ review/ withdraw advertised posts if by so doing, the best interest of the department will be well served. (Females and People with disabilities are also requested to apply and indicate such in their applications).

OTHER POSTS

POST 08/416 : **CENTRE MANAGER: THEKOLOHELONG WELFARE CENTRE REF NO: DSDFS 41/26**

SALARY CENTRE REQUIREMENTS : R896 436 per annum (Level 11), all-inclusive remuneration package
: Thekolohelong Welfare Centre

: An appropriate Bachelor's degree in Social Work. Current registration with the appropriate South African Council for Social Service Professions. A minimum of 6-10 relevant working experience. Computer literacy. Valid Driver's License. (Applicants are not submitting copies / attachments / certificates / ID/ Driver license / qualifications on application, only when shortlisted)

DUTIES : Management of the Residential Care Centre. Facilitate and plan development programmes for elderly. Implementation of strategic and operational plans. Ensure effective budgetary planning, administration and financial management. Facilitate and monitor the development of relevant internal policies. Manage provision of integrated development and therapeutic services to elderly in need of care. Ensure good governance through effective management of systems, processes and resources. Manage and Develop Performance of personnel. Ensure good governance through effective management of systems, processes and research.

ENQUIRIES APPLICATIONS : Ms. M.J. Mphatsoe at 083 462 2059
: be email to Recruitment@fssocdev.gov.za

POST 08/417 : **DEPUTY DIRECTOR: SALARIES AND TRANSFER PAYMENTS REF NO: DSDFS NO 09/26**

This is a re-advertisement, applicants who previously applied need not re-apply.

SALARY CENTRE REQUIREMENTS : R896 436 per annum (Level 11), all-inclusive remuneration package.
: Provincial Office (Bloemfontein)

: A relevant tertiary qualification in Financial Management at NQF level 6. A 3 years relevant experience in Financial Accounting at supervisory/management (ASD) level. A valid driver's license. Extensive knowledge of the Public Finance Management Act (PFMA) and Treasury Regulations. Knowledge of BAS and PERSAL. Salary Payroll Management.

DUTIES : Manage the Salary administration and transfer payments sub-directorates. Monitor the Policy and legislative framework to ensure that cognizance is taken of new developments. Develop and maintain policies and processes. Expenditure management – ensure that payments for compensation of employees, goods and services, transfers and subsidies and reporting are efficiently and effectively performed. Oversee the Debt management in the Department. Accounting – To provide financial administration and accounting services (ledgers/journals, accounting, and reporting (interim and annual financial statements). Supervise human resource/ staff, allocate and ensure quality of work, personnel development.

ENQUIRIES APPLICATIONS : Ms. N.P.P Mtirara Tel No: (051) 409 0605
: be e-mail to Recruitment@fssocdev.gov.za

POST 08/418 : **ASSISTANT DIRECTOR: FINANCIAL ACCOUNTING (BANKING AND REVENUE) REF NO: DSDFS11/26**

This is a re-advertisement, applicants who previously applied need not re-apply.

SALARY CENTRE REQUIREMENTS : R468 459 per annum (Level 09)
: Provincial Office (Bloemfontein)

: A relevant tertiary qualification in financial management at NQF level 6. A valid driver's license. Minimum of 3 years relevant supervisory experience.

DUTIES : Monitor and review the procedures for the collection and safekeeping of all monies and compliance with the relevant prescripts. Monitor and review the receipt and collection of monies to ensure that it is in accordance with the appropriate tariffs and properly recorded. Oversee the banking of monies are done in accordance with the prescribed processes. Oversee that bank reconciliations are performed and are correct. Oversee the verification of the validity and allocation of payments received via electronic transfers. Oversee the safeguarding of source documents and face value forms. Oversee and monitor income against budget and review reconciliations. Oversee and

- undertake the development of corrective measures when required. Oversee and review disclosure notes on revenue collection. Oversee and collate financial supporting information for planning purposes. Ensure completeness and accuracy of financial information. Supervise human resource/ staff, allocate and ensure quality of work, personnel development.
- ENQUIRIES** : Mr. M.J. Molise Tel No: (051) 409 0511. Applications be email to Recruitment@fssocdev.gov.za.
- POST 08/419** : **ASSISTANT DIRECTOR: FINANCIAL ACCOUNTING (BOOKKEEPING SERVICES) REF NO: DSDFS 12/26**
This is a re-advertisement, applicants who previously applied need not re-apply.
- SALARY** : R468 459 per annum (Level 09)
CENTRE : Provincial Office (Bloemfontein)
REQUIREMENTS : A relevant tertiary qualification in financial management at NQF level 6. A valid driver's license. Minimum of 3 years relevant supervisory experience.
- DUTIES** : Oversee verification of source documents. Oversee the quality assurance and verification of transactions on LOGIS and BAS. Ensure that the expenditure is in line with budget and item provisioning. Oversee the correct capturing of banking details on the accounting system. Oversee creditor reconciliation (ensure that service providers are paid timely and correctly). Oversee and reconcile payment requests with budget provisions and the availability of funds. Oversee the process to ensure that the relevant institution is eligible for a transfer payment/subsidy and that they comply with the relevant financial legislative requirements. Authorize the payments of Goods & Services on the accounting systems. Supervise human resource/ staff, allocate and ensure quality of work, personnel development.
- ENQUIRIES** : Mr. M.J. Molise Tel No: (051) 409 0511
APPLICATIONS : be email to Recruitment@fssocdev.gov.za
- POST 08/420** : **ASSISTANT DIRECTOR: FINANCIAL PLANNING BUDGET MONITORING AND REPORTING REF NO: DSDFS 27/26**
This is a re-advertisement, applicants who previously applied need not re-apply.
- SALARY** : R468 459 per annum (Level 09)
CENTRE : Provincial Office (Bloemfontein)
REQUIREMENTS : A relevant tertiary qualification in financial management at NQF level 6. Minimum of 5 years relevant experience in Public Sector Financial Administration. Knowledge and understanding of the PFMA, Treasury Regulations and budget related issues in the Public Sector. High level of computer literacy especially in Excel and PowerPoint.
- DUTIES** : Ensure effective budget process through facilitation of and assisting with compiling of all budget planning and other budget related documents. Ensure that all budget processes are in accordance with the PFMA and Treasury Regulations. Ensure that accurate and reliable expenditure reports and presentations are compiled to present the expenditure information of the department internally and externally. Continuous monitoring of budgets - expenditure trends, actual expenditure, commitments, deviations and projections. Assist Programme Managers with effective management of allocated budgets. Control of SCOA segments and BAS codes related to budgeting. Assist with shifting of funds and virements as well as the reporting thereof. Perform administration functions for the section. Monitor performance of employees, determine workflow requirements and training needs.
- ENQUIRIES** : Ms. Sonja van der Merwe at 066 487 6197
APPLICATIONS : be email to Recruitment@fssocdev.gov.za
- POST 08/421** : **ASSISTANT DIRECTOR: LABOUR RELATIONS REF NO: DSDFS 42/26**
- SALARY** : R468 459 – R551 823 per annum (Level 09)
CENTRE : Provincial Office (Bloemfontein)
REQUIREMENTS : National Diploma (NQF level 6) as recognized by SAQA in Labour Relations or equivalent qualification. 3-4 years' experience in conducting misconduct investigations, handling of grievances and conciliation and arbitration. A valid drivers' license. Knowledge of Labour Relations Act, 66, 1995. Knowledge of Collective Agreements. Knowledge of relevant Departmental Legislation and prescripts. Knowledge of the Public Service Act and Regulations. Knowledge

- of DPSA guidelines. Processes of the CCMA, PSCBC and GPSSBC, Interpretation of policies and collective agreement. Willingness to travel and work extended hours.
- DUTIES** : To assist with the Development of labour relation policies. To coordinate/conduct investigation on misconduct and grievance cases to advise appropriately thereon. To Advise management on all labour relations matters in order to minimize unfair labour practices. To present the Department in bilateral discussion with organized labour unions. To perform and manage administrative and related functions. To manage resources to ensure that the objectives of the component are achieved. Supervise human resource/ staff, allocate and ensure quality of work, personnel development.
- ENQUIRIES APPLICATIONS** : Mr. K. Makhema at 066 487 6107
: be email to Recruitment@fssocdev.gov.za
- POST 08/422** : **SENIOR HUMAN RESOURCE OFFICER REF NO: DSDFS 31/26 (X3 POSTS)**
This is a re-advertisement, applicants who previously applied need not re-apply.
- SALARY CENTRE REQUIREMENTS** : R325 101 per annum (Level 07)
: Provincial Office (Bloemfontein)
: National Diploma (NQF Level 6) as recognized by SAQA in Human Resource Management/ Public Administration/ Public Management or equivalent. Valid Driver's License. 3-5 years' experience in Human Resource Administration. Extensive knowledge of PERSAL, PERSAL Training Courses in Service Conditions, HR Provisioning and Service Termination. Knowledge: knowledge of registry duties, practices as well as the ability to capture data, working knowledge and understanding of the legislative framework governing the public services. Understanding of the work in registry. Knowledge of storage and retrieval procedures in terms of the working environment. Supervise human resource/ staff, allocate and ensure quality of work, personnel development.
- DUTIES** : Supervise and undertake the more complex implementation and maintenance of human resource administration practices. HR provisioning, Appointments, Transfer, Probationary periods, Implementation of conditions of service benefits (Leave, Housing, Injury on Duty, Long Service Recognition, Overtime, Relocation, Pension and allowances, recommend (approve) transactions in PERSAL according to delegation. Prepare reports on Human Resource administration issues and statistics, termination of service. Initiation of submissions. Handle human resource administration enquiries and statistics.
- ENQUIRIES APPLICATIONS** : Ms. S.D. Lebakeng at 066 486 6668
: be email to Recruitment@fssocdev.gov.za
- POST 08/423** : **LABOUR RELATIONS OFFICER REF NO: DSDFS 43/26**
- SALARY CENTRE REQUIREMENTS** : R325 101 per annum (Level 07)
: Provincial Office (Bloemfontein)
: National Diploma (NQF Level 6) as recognized by SAQA in Labour Relations or equivalent qualification. Valid Driver's License. Knowledge: Labour Relations Legislation Processes of Labour Relation matters. Knowledge of the Public Service processes of the CCMA, PSCBC and GPSSBC.
- DUTIES** : Handle misconduct cases, grievances and disputes in line with relevant legislations/resolutions to ensure proper resolution thereof. Advise management on all labour relations matters in order to minimize unfair labour practices. Capture information of misconduct cases, grievances and dispute on employee relations management information system for record keeping purposes. Provide a secretariat service to the Departmental consultative committee.
- ENQUIRIES APPLICATIONS** : Mr. K Makhema at 066 487 6107
: be email to Recruitment@fssocdev.gov.za
- POST 08/424** : **HUMAN RESOURCE PRACTITIONER: HUMAN RESOURCE PRACTITIONER REF NO: DSDFS 44/26**
- SALARY CENTRE REQUIREMENTS** : R325 101 per annum (Level 07)
: Provincial Office (Bloemfontein)
: National Diploma (NQF Level 6) as recognized by SAQA in Human Resource Management / Public Administration / Public Management or equivalent. 1-2 years relevant experience in Human Resource Planning. Valid Driver's License

Knowledge: Human Resource Environment, Policies / implementation strategies and knowledge of Human Resource Management Legislation / Directives.

DUTIES

: To participate in the development and implementation of policies, present and coordinate information sessions in the Department in order to contribute to an effective and well-informed workforce. To render a human resource advisory service to the Department to promote an effective human resource environment. Participate in the development of the three-year MTEF Plan to contribute towards the achievement of the Departmental strategic goals and objectives. Participate in the compliance with Employment Equity Plan to comply with the Employment Equity Act.

ENQUIRIES

: Ms. A.W. Molalenyane at 083 555 9270

APPLICATIONS

: be email to Recruitment@fssocdev.gov.za