

**PROVINCIAL ADMINISTRATION: NORTHERN CAPE
DEPARTMENT OF HEALTH**

This Department is an equal opportunity, affirmative action employer whose aim is to promote representation in all levels of all occupational categories.

<u>CLOSING DATE</u>	:	27 March 2026
<u>NOTE</u>	:	Applications must be submitted on the new prescribed application form Z83 obtainable from any Public Service Department or any Public Service Administration website. The fully completed and signed Z83 should be accompanied by a detailed/comprehensive Curriculum Vitae, indicating positions held, dates and key performance responsibilities. Only short-listed candidates will be required to submit certified copies of their qualifications and relevant documents on or before the day of the interview proceedings following communication from the Human Resource Management Recruitment and Selection Unit. Failure to submit the requested documents or information will result in your application not being considered. The employment decision shall be informed by the Employment Equity Plan of the 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. If you have not been contacted within eight (8) weeks after the closing date of this advertisement, please accept that your application was unsuccessful. Suitable candidates will be subjected to a personnel suitability check (criminal record, qualification verification and employment verification). 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. Where applicable, candidates will be subjected to a skills/knowledge test. The Department reserves the right not to make any appointment(s) to the above post. The successful candidate will be expected to sign a performance agreement. The Department of Health is an equal opportunity affirmative action employer. The request for certified documents will be limited to shortlisted candidates. The Human Resource Administration of the Department will inform shortlisted candidate for a post to submit certified documents on or before the day of the interview. Should an applicant wish to apply for more than one post, separate applications must be submitted for all posts

OTHER POSTS

<u>POST 09/258</u>	:	<u>HEAD OF CLINICAL UNIT (MEDICAL), FORENSIC PATHOLOGY SERVICES KIMBERLEY REF NO: NCDOH 40/2026 (X1 POST)</u>
<u>SALARY</u>	:	R2 600 811 per annum, (all-inclusive package)
<u>CENTRE</u>	:	Provincial Office, Kimberley
<u>REQUIREMENTS</u>	:	Appropriate qualification that allows registration with the Health Professional Council of South Africa (HPCSA) as Medical Specialist in a normal Specialty or a recognized Sub-Specialty. Valid Driver's License. Experience: A minimum of three (3) years appropriate experience as Medical Specialist after registration with the Health Professional Council of South Africa (HPCSA) as a Medical Specialist in a Normal Specialty or in a recognised Sub-Specialty. Competencies: Computer literacy (MS Office), Good communication skills (written and verbal), Good administration and organisational skills, ability to work under pressure. Good interpersonal and public relation skills.
<u>DUTIES</u>	:	Facilitate teaching and training programs related to under and postgraduate students, Medical Officers as well as Forensic Pathology Officers, and contribute to promotion and development of Forensic Medical Services in the province. Participate in death review programs, in stakeholder interactive programs and in academic programs. Offer professional consultation with relevant stakeholders and provide judicial testimony. Make contributions to help formulate policies and procedures for Forensic Pathology Services. Participate in the identification process of unknown, unidentified and unclaimed bodies. Manage the performance of Forensic Medical Officers in the Province.
<u>ENQUIRIES</u>	:	Dr D Theys Tel No: (053) 8302 102

- APPLICATIONS** : Please note applications can be hand delivered to the James Exum Building, Room 29, couriered via postal services to 144 Du Toitspan Road, James Exum Building, Kimberley Hospital Complex, Kimberley, 8301 or emailed to nhealthhr@ncpg.gov.za
- NOTE** : All applicants must complete an application register when an application is hand delivered.
- POST 09/259** : **ASSISTANT MANAGER NURSING (AREA) REF NO: NCDOH 41/2026 (X1 POST)**
- SALARY CENTRE REQUIREMENTS** : R693 096 per annum
: Kuruman District Hospital, John Taolo Gaetsewe District
: Degree/diploma in nursing (General, Psychiatric, Community) and Midwifery or equivalent qualification that allows registration with the SANC as a Professional Nurse. Post-Basic Qualification in Health Service Management/Nursing Administration will be an advantage. Experience: A minimum of 8 years appropriate/recognisable experience in nursing after registration as Professional Nurse with the SANC. At least 3 years of the period referred to above must be appropriate/ recognisable experience at management level.
- DUTIES** : Provide strategic leadership and overall management of nursing services within the district hospital. Ensure alignment of nursing services with provincial and national health priorities. Participate in hospital executive management and contribute to institutional planning and policy development. Ensure delivery of safe, effective, patient-centred, and evidence-based nursing care. Oversee implementation of Ideal Hospital standards, quality improvement initiatives, and clinical audits. Ensure compliance with infection prevention and control, patient safety, and risk management protocols. Participate in managing recruitment, placement, performance management, and development of nursing personnel. Ensure optimal staffing levels and equitable allocation of nursing staff across all service areas. Promote continuous professional development, mentorship, and skills development. Address labour relations issues in line with relevant legislation and policies. Manage nursing-related budgets and resources in line with PFMA and departmental guidelines. Ensure efficient utilisation of equipment, consumables, and infrastructure. Participate in procurement planning and asset management processes. Support PHC re-engineering and integration between the district hospital and surrounding clinics/CHCs. Strengthen referral systems and continuity of care within the district. Collaborate with District Management Teams, NGOs, and community structures. Ensure accurate collection, analysis, and reporting of health information data. Monitor key performance indicators related to nursing services. Submit required reports to district and provincial authorities.
- ENQUIRIES APPLICATIONS** : Mr LI Moemedi Tel No: (053) 775 1149
: Please note applications can be hand delivered to 1 Petso Street, Kagisho Health Centre, Mothibistad or E-Mailed at nhealthhr-jtg@ncpg.gov.za
- NOTE** : All applicants must complete an application register when an application is hand delivered.
- POST 09/260** : **OPERATIONAL MANAGER NURSING (PRIMARY HEALTH CARE) REF NO: NCDOH 42/2026 (X1 POST)**
- SALARY CENTRE REQUIREMENTS** : R693 096 per annum
: Frances Baard Health District: Nomimi Mothibi PHC
: Basic qualification accredited with the South African Nursing Council in Terms of Government Notice 425, (i.e. Diploma / Degree in Nursing) or Equivalent qualification that allows registration with the SANC as a Professional Nurse plus a post basic nursing qualification, with duration of at least 1 year, accredited with the SANC in terms of Government Notice No R212 in Primary Health Care. A minimum of nine (09) years appropriate / recognizable experience in nursing after registration as a Professional Nurse with the SANC in General Nursing. At least five (05) years of the period referred to above must be appropriate / recognizable experience in Primary Health Care after obtaining the 1 year post basic PHC Nursing Science qualification. Registration with the SANC as Professional Nurse. Skills Profile: Experience and knowledge of the District Health System. Demonstrate an in depth understanding of nursing legislation and related legal and ethical nursing practices and how this impacts on service delivery. Demonstrate a basic understanding of HR and financial and practices. Knowledge of relevant legal

framework such as Nursing Act, Health Occupational and Safety Act, Patients Right Charter, Batho Pele Principles, Operational Management Skills. Problem solving, planning and Organizing Skills. Expected to work under pressure. Leadership. Supervisory, problem-solving, conflict resolution, inter-personal ad communication and communication skills. Demonstrate an in depth understanding of legislation and related ethical nursing practices and how this impact on service delivery. Computer literacy will be an added advantage (MS Word, Excel, PowerPoint and Outlook). Computer literacy.

DUTIES : Manage and provide PHC facility supervisory in line with the PHC Supervision Guideline. Ensure clinical nursing practice by the nursing team in the facility in accordance with the scope and practice and nursing standard as determined by the relevant health facility. Promote quality nursing care as directed by the professional scope of practice and standard in accordance to the PHC delivery package. Ensure the implementation on National Core Norms and Standards including Six Priority Areas. Advocate for patients through ensuring adherence to Batho Pele Principles. Coordinate community involvement and participation. Manage and Monitor effective use and maintenance of assets and infrastructure of the facility. Monitor information management and documentation.

ENQUIRIES APPLICATIONS : Mr MC Joka or Mr ND Mohamad Tel No: (053) 861 4770
: Please post or courier your application to: The Department of Health: Frances Baard Health District; 119 Green Street; Riviera, Kimberley, 8301 or hand deliver at the Registry Office at the Frances Baard Health District Office, Green street, Old West End Hospital or emailed to: ncHealthHR-FBD@ncpg.gov.za

NOTE : Applicants must complete an application register when an application is hand delivered.

POST 09/261 : **OPERATIONAL MANAGER SPECIALTY (PAEDIATRIC) REF NO: NCDOH 43/2026 (X1 POST)**

SALARY CENTRE REQUIREMENTS : R693 096 per annum
: Tshwaragano District Hospital, John Taolo Gaetsewe District
: Degree/diploma in nursing (General, Psychiatric, Community) and Midwifery, that allows registration with the SANC as a Professional Nurse. Registration with the SANC as Professional Nurse. A post-basic nursing qualification in Paediatrics (Paediatric Nursing Science), with a duration of at least 1 year, accredited with the SANC. Experience: A minimum of 9 years appropriate/recognisable experience in nursing after registration as Professional Nurse with the SANC. At least 5 years of the period referred to above must be appropriate/ recognisable experience in the specific specialty after obtaining the 1-year post basic qualification in the relevant specialty.

DUTIES : Provide strategic and operational leadership in Paediatric nursing services. Ensure delivery of quality, safe, and child-centred care. Manage and supervise nursing staff, including performance management. Ensure compliance with clinical protocols, policies, and standards. Coordinate patient care, bed management, and resource allocation. Monitor and evaluate nursing outcomes and quality improvement initiatives. Participate in budgeting, procurement, and asset management. Ensure effective implementation of Infection Prevention and Control. Coordinate training, mentoring, and continuous professional development of staff and research. Participate in hospital management and clinical governance structures.

ENQUIRIES APPLICATIONS : Mr LI Moemedi Tel No: (053) 775 1149
: Please note applications can be hand delivered to 1 Petso Street, Kagisho Health Centre, Mothibistad or E-Mailed at nchealthhr-jtg@ncpg.gov.za

NOTE : All applicants must complete an application register when an application is hand delivered.

POST 09/262 : **CLINICAL NURSE PRACTITIONER (PRIMARY HEALTH CARE) REF NO: NCDOH 44/2026 (X2 POSTS)**

SALARY : Grade 1: R476 367 – R549 192 per annum
Grade 2: R583 989 – R713 253 (PN-B2) per annum

CENTRE : **Frances Baard Health District:**
City Clinic (X1 Post)
Phutanang PHC (X1 Post)

REQUIREMENTS : Basic qualification accredited with the South African Nursing Council in terms of Government Notice R425 (i.e. diploma/degree in nursing) or equivalent

qualification that allows for registration with the SANC as a Professional Nurse. Post-basic qualification with a duration of at least 1-year Diploma in Clinical Nursing Science: Health Assessment, Treatment and Care accredited with the SANC (i.e. R48). Understanding of Nursing legislation and related legal and ethical Nursing Practices. Experience: **Grade 1:** A minimum of 4 years appropriate/recognisable nursing experience after registration with the SANC as Professional Nurse in General Nursing. **Grade 2:** A minimum of 14 years appropriate/recognisable nursing experience after registration with the SANC as Professional Nurse in General Nursing. At least 10 years of the period referred to above must be appropriate/recognisable experience after obtaining the 1-year post-basic qualification in the relevant speciality.

- DUTIES** : Provision of quality comprehensive community health care: Provision of primary curative health care. Provision of health care services. Provision of rehabilitation services. Provision of administrative services: Plan and organise clinics. Complete statistics. Ordering and control of stationary, medical class 11 stock, consumables. Ensure safekeeping. Ordering and control of medication as necessary. Up to date knowledge of appropriate legislation, regulations and departmental policies. Involvement with community meetings and committees. Identify needs for financial planning and indirect control of expenditure. Provision of educational services: Clinical teaching, training and continuous evaluation of students. Teaching patients on a one-to-one basis. Personnel development, i.e. assessing in-service training needs, planning and implementing of training programme. Continuous self-study, professional development, ensuring awareness of new professional developments. Health education of patients, public and staff. Assist patients and families to develop a sense of self-care. Provision of clinical services: Evaluate and follow-up patients during clinic visits. Initiate treatment, implementation of programmes and evaluations of patients' clinical conditions. Promoting scientific quality nursing care. Administrate and control medication. Individual consultation sessions. Identify community needs. Initiate minor ailment treatment. Initiate community participation. Coordinate between hospital and community. Maintaining professional secrecy and preventing medico-legal risks. Attend and participate in doctors' visits. Arrange admission and outpatient appointments. Function as a member of the therapeutic team. Continuous evaluation of nursing care and nursing services. Assessment of personal service delivery towards patients. Effective crisis management in the clinic.
- ENQUIRIES** : Mr MC Joka or Mr ND Mohamad Tel No: (053) 861 4770
- APPLICATIONS** : Please post or courier your application to: The Department of Health: Frances Baard Health District; 119 Green Street; Riviera, Kimberley, 8301 or hand deliver at the Registry Office at the Frances Baard Health District Office, Green street, Old West End Hospital or emailed to: ncHealthHR-FBD@ncpg.gov.za
- NOTE** : Applicants must complete an application register when an application is hand delivered.
- POST 09/263** : **CLINICAL NURSE PRACTITIONER REF NO: NCDOH 45/2026 (X4 POSTS)**
- SALARY** : Grade 1: R476 367 – R549 192 per annum
Grade 2: R583 989 – R713 253 per annum
- CENTRE** : **John Taolo Gaetsewe District:**
Loopeng CHC (X1 Post)
Olifantshoek CHC (X1 Post)
Kagisho CHC (X2 Posts)
- REQUIREMENTS** : Degree/diploma in nursing (General, Psychiatric, Community) and Midwifery or equivalent qualification that allows registration with the SANC as a Professional Nurse. Registration with the SANC as Professional Nurse. Post basic qualification in Clinical Nursing Science, Health Assessment, Treatment and Care, with a duration of at least 1 year accredited with the SANC. Experience: **Grade 1:** Minimum of 4 years' appropriate/recognizable nursing experience after registration as Professional Nurse with the SANC in General Nursing. **Grade 2:** Minimum of 14 years' appropriate/recognizable nursing experience after registration as a Professional Nurse with SANC in General Nursing, at least 10 years of the period referred to above must be appropriate/recognizable experience after obtaining the 1-year post-basic qualification in the relevant speciality.
- DUTIES** : Provide administrative services: Plan and organise the clinic, ensure completion of statistics, ensure ordering and control of stationery and consumables, ordering of medication. Ensure implementation of 95 95 95

strategies in all aspects of all programmes especially HIV/AIDS and TB Provision of educational services In-service training, personnel development, health education to patients. Provision of clinical services: Initiate the implementation of programme and evaluation of patients conditions, initiate minor treatments, individual consultation sessions. Function as a member of the therapeutic team. Continuous evaluation of nursing care and nursing services. Identify community needs. Ensure effective crisis management in the clinic. Initiate resuscitation if necessary. Assist in regional and departmental research projects. Ensure accurate data and information management systems. Ensure accurate monthly reporting to the Operational Manager or Health Area Manager. Ensure implementation of the ideal PHC/CHC standards.

ENQUIRIES : Mr LI Moemedi Tel No: (053) 775 1149
APPLICATIONS : Please note applications can be hand delivered to 1 Petso Street, Kagisho Health Centre, Mothibistad or E-Mailed at nchealthhr-igt@ncpg.gov.za

NOTE : All applicants must complete an application register when an application is hand delivered.

POST 09/264 : **RADIOGRAPHER REF NO: NCDOH 46/2026 (X1 POST)**

SALARY : Grade 1: R397 233 – R454 191 per annum
 Grade 2: R463 941 – R529 221 per annum
 Grade 3: R543 099 – R657 507 per annum

CENTRE : John Taolo Gaetsewe District: Tshwaragano District Hospital
REQUIREMENTS : Diploma/B Tech Degree in Diagnostic Radiography. Must have completed Community Service as per the Diagnostic Radiographer. Experience: **Grade 1:** None after registration with HPCSA in the relevant profession. **Grade 2:** A minimum of 10 years' appropriate experience in the relevant profession after registration with HPCSA as Diagnostic Radiographer. **Grade 3:** A minimum of 20 years' relevant experience after registration with HPCSA as Diagnostic Radiographer. Knowledge of Public Service Legislation, policies and procedure. Knowledge of current DOH policies governing the health sector and Radiograph and profession. Experience in digital Radiography. Experience in utilisation of computerised Radiography system is recommended. Excellent time management time management skills and must have knowledge of public service legislation governing the health sector and radiography profession. Compliance in budgeting, radiographic quality assurance. National core standards. Safety and infection control principles. Training and supervisor of students. Good written and verbal communication skills. Ability to work as member of multidisciplinary team. Must have a good understanding of public.

DUTIES : Provide and manage imaging procedure as requested by the doctors. Evaluate request forms by verifying patient information and ensuring patient history and examination correspond. Operate radiological equipment correctly for specific exam. Interrogate images. Ensure an even flow of patient at all times. Ensure adherence to radiation, health and safety protocols. Manage staff radiation procedure and ensure that all staff wear their devices all times. Protect and colleagues from radiation. Monitor personal radiation exposure. Adhere to all infection control policies. Conduct patient care and quality assurance. Ensure patients safety at all times. Protect confidentiality. Conduct quality control and safe-keep equipment. Have knowledge of all equipment and troubleshooting when there is a breakdown. Assist and implement quality control procedure. Train junior staff. Report machine faults to Radiographers in charge. Unsure staff/student development. Present for in-service training session. Training junior staff at CT/MRI. Develop for protocols for CT/MRI.

ENQUIRIES : Mr LI Moemedi Tel No: (053) 775 1149
APPLICATIONS : Please note applications can be hand delivered to 1 Petso Street, Kagisho Health Centre, Mothibistad or E-Mailed at nchealthhr-igt@ncpg.gov.za

NOTE : All applicants must complete an application register when an application is hand delivered.

POST 09/265 : **PROFESSIONAL NURSE (SPECIALTY-THEATRE) REF NO: NCDOH 47/2026 (X1 POST)**

SALARY : Grade 1: R476 367 – R549 192 per annum
 Grade 2: R583 989 – R713 253 per annum

CENTRE : John Taolo Gaetsewe District: Kuruman District Hospital

<u>REQUIREMENTS</u>	:	Degree/diploma in nursing or equivalent qualification that allows registration with the SANC as a Professional Nurse. A post-basic Nursing qualification in theatre (Peri-operative Nursing Science) with a duration of at least 1 year, accredited with the SANC. Experience: Grade 1: A minimum of 4 years appropriate/recognisable experience in nursing after registration with the SANC as Professional Nurse in General Nursing. Grade 2: A minimum of 14 years appropriate/recognisable experience in nursing after registration with the SANC as Professional Nurse in General Nursing. At least 10 years of the period referred to above must be appropriate/recognisable experience in the specific specialty after obtaining the 1-year post-basic qualification in the relevant specialty. Demonstrate an understanding of nursing legislation and related legal and ethical nursing practises.
<u>DUTIES</u>	:	Render safe, effective, and specialised peri-operative nursing care to patients. Prepare patients, equipment, and theatre environment for surgical procedures. Act as scrub nurse and/or circulating nurse as required. Ensure adherence to aseptic techniques and IPC standard. Participate in surgical safety checklists and quality improvement initiatives. Maintain accurate patient records and theatre documentation. Care for and manage theatre equipment and consumables. Participate in training, mentoring, and supervision of junior staff and students. Ensure compliance with departmental policies, protocols, and procedures.
<u>ENQUIRIES</u>	:	Mr LI Moemedi Tel No: (053) 775 1149
<u>APPLICATIONS</u>	:	Please note applications can be hand delivered to 1 Petso Street, Kagisho Health Centre, Mothibistad or E-Mailed at nchealthhr-itg@ncpg.gov.za
<u>NOTE</u>	:	All applicants must complete an application register when an application is hand delivered.
<u>POST 09/266</u>	:	<u>PROFESSIONAL NURSE SPECIALTY (PAEDIATRIC) REF NO: NCDOH 48/2026 (X1 POST)</u>
<u>SALARY</u>	:	Grade 1: R476 367 – R549 192 per annum Grade 2: R583 989 – R713 253 per annum
<u>CENTRE</u>	:	John Taolo Gaetsewe District: Tshwaragano District Hospital
<u>REQUIREMENTS</u>	:	Degree/diploma in nursing or equivalent qualification that allows registration with the SANC as a Professional Nurse. A post-basic Nursing qualification in Paediatric with a duration of at least 1 year, accredited with the SANC, Experience: Grade 1: A minimum of 4 years appropriate/recognisable experience in nursing after registration with the SANC as Professional Nurse in General Nursing. Grade 2: A minimum of 14 years appropriate/recognisable experience in nursing after registration with the SANC as Professional Nurse in General Nursing. At least 10 years of the period referred to above must be appropriate/recognisable experience in the specific specialty after obtaining the 1-year post-basic qualification in the relevant specialty.
<u>DUTIES</u>	:	Takes responsibility and accountability for own decisions, actions or omissions in childcare delivery, Participates in peer reviews (Collegiality and Quality Assurance), Participates in ethical decision-making within the multidisciplinary team, Assesses health education needs and provides health teaching that enhances risk-reducing behaviours (safety), developmental needs and activities of daily living, Assumes the role of a child nurse specialist within a multidisciplinary team, based on her qualifications and skills.
<u>ENQUIRIES</u>	:	Mr LI Moemedi Tel No: (053) 775 1149
<u>APPLICATIONS</u>	:	Please note applications can be hand delivered to 1 Petso Street, Kagisho Health Centre, Mothibistad or E-Mailed at nchealthhr-itg@ncpg.gov.za
<u>NOTE</u>	:	All applicants must complete an application register when an application is hand delivered.
<u>POST 09/267</u>	:	<u>EMS STATION MANAGER GRADE 3 – 6 REF NO: NCDOH 49/2026 (X1 POST)</u>
<u>SALARY</u>	:	R397 308 – R624 288 per annum
<u>CENTRE</u>	:	Pixley Ka Seme District: EMS Nouport
<u>REQUIREMENTS</u>	:	Grade 3: Successful completion of an appropriate Intermediate Life Support (ILS) course that allows registration with the HPCSA (Health Professional Council of South Africa) as an Ambulance Emergency Assistant (AEA), Grade 4: Successful completion of an Emergency Care Technician (ECT) course that allows registration with the HPCSA (Health Professional Council of South Africa) as Emergency Care Technician (ECT) Grade 5: Successful completion

of an Critical Care Assistant (CCA) Course or National Diploma course that allows registration with the HPCSA (Health Professional Council of South Africa) as Paramedic. **Grade 6:** Successful completion of a Bachelors of Technology Degree that allows registration with the HPCSA (Health Professional Council of South Africa) as an Emergency Care Practitioner. A Valid Code 10 Drivers Licence with Professional Drivers Permit (PrDP) Experience: **Grade 3:** Three (3) years after registration with the Health Professional Council of South Africa an Ambulance Emergency Assistant. **Grade 4:** Three (3) years after registration with the Health Professional Council of South Africa an Emergency Care Technician. **Grade 5:** Three (3) years after registration with the Health Professional Council of South Africa a Paramedic. **Grade 6:** Three (3) years after registration with the Health Professional Council of South Africa an Emergency Care Practitioner.

DUTIES : Effective Emergency Medical Service Management – Management of an EMS Division, Incident Management, Management of Search and Rescue Structures, Medical Rescue Management. Human Resource Management – Ensure completion of Staff Performance Agreements, Monitoring Staff Performance, Management of Shift Rosters, Management of Personnel Leave, Management of Staff Discipline and Conflict, Act as a role player in ensuring Personnel Training and Education, Overall Supervision of Personnel. Financial Management – Management of Personnel Allowances (i.e Standby, Overtime etc), Management of Employer Assets (i.e Vehicles and Equipment including the allocations hereof) Communication – Compile and completion of Monthly Reports and Statistical Data only a daily, weekly, monthly and quarterly basis. Liaison Function – Assisting Members of the public with enquiries and liaise with stakeholders on matters pertaining to Emergency Medical Services.

ENQUIRIES : EMS District Manager, Pixley Ka Seme Health District – Mr. E Booysen at 066 198 6749

APPLICATIONS : Please note applications can be hand delivered to the Provincial Emergency Medical Service Office, Room 3 and 4 or couriered via postal services to 30 Memorial Road Belgravia Kimberley, 8301 or emailed to nchealthhr@ncpg.gov.za

NOTE : All applicants must complete an application register when an application is hand delivered.

POST 09/268 : **PROFESSIONAL NURSE (GENERAL NURSING) (HAST PROGRAMME SUPPORT) REF NO: NCDOH 50/2026 (X1 POST)**

SALARY : Grade 1: R324 384 - R376 458 per annum
Grade 2: R396 132 – R459 726 per annum
Grade 3: R476 367 – R601 638 per annum

CENTRE REQUIREMENTS : Frances Baard Health District: Frances Baard District Office
Basic qualification accredited with the South African Nursing Council in terms of Government Notice R425 (i.e. diploma/degree in nursing) or equivalent qualification that allows for registration with the SANC as a Professional Nurse. Current registration with the South African Nursing Council (SANC). Valid driver's licence is essential for the post. Certificate(s) in Nurse-initiated Management of ART (NIMART) and Adult Primary Care (APC) are essential. A dispensing licence would be an advantage. Understanding of Nursing legislation and related legal and ethical Nursing Practices. Five years' experience in community-based health provision. Two years' experience in HIV and TB service provision. Experience with vaccine support, demand creation and adverse event monitoring and referral. Proven experience of community referral policies. Knowledge of HIV management and of TB management. Knowledge of QIP frameworks, QI processes and concepts. Clinical care: understanding of UTT and competence in HIV clinical management (NIMART). Experience in provider-initiated HIV counselling and testing, including index contact testing. Extensive knowledge of health promotion strategies, prevention, treatment, care and support programmes. Good understanding of the South African public health system, including national and provincial policies and management structures. Experience in providing supportive supervision and mentoring to junior facility staff. Previous work experience in NGOs or funded programmes will be an advantage. Computer literacy and sound knowledge of Microsoft Office (Excel, Word, PowerPoint, Outlook). Experience: **Grade 1:** None. **Grade 2:** A minimum of 10 years appropriate/recognisable experience in nursing after registration with the SANC as Professional Nurse in General Nursing. **Grade 3:** A minimum of 20

		years appropriate/recognisable experience in nursing after registration with the SANC as Professional Nurse in General Nursing.
<u>DUTIES</u>	:	Health Promotion & Community Engagement: Design and implement health promotion programmes, strategies, interventions, and campaigns at facility and community levels. Deliver information, education, and communication (IEC) activities to empower communities. Promote inter-sectoral collaboration and NGO participation in health initiatives. Develop integrated health promotion strategies to address communicable and non-communicable diseases. Participate in local forums to build partnerships and advocate for health priorities. Support district communications in developing and distributing IEC materials. Clinical Care & HAST Programme Implementation: Provide comprehensive HIV/AIDS/STI/TB care at the facility and HTA level. Examine and treat HIV-infected patients, including opportunistic infections. Initiate and manage ART (NIMART) and prophylaxis in line with Department of Health guidelines. Conduct HIV Testing Services (HTS) and prescribe appropriate treatments. Facilitate TB screening, diagnosis, and treatment. Manage reproductive health services, including family planning and HIV wellness programmes. Take blood samples, review results, and act according to clinical guidelines. Facilitate referrals to ensure continuity of care. Nursing Practice & Quality Assurance: Provide direction and supervision for nursing care plans. Implement standards, practices, criteria, and indicators for quality nursing. Ensure compliance with nursing laws and regulations. Conduct regular clinical audits to identify and address gaps in care. Support the development of tools, SOPs, and resources for programme implementation. Programme Support & Data Management: Increase PrEP uptake among adolescents and key populations. Strengthen TB data flow and reporting accuracy. Monitor and track performance against decanting programme targets. Review and evaluate adherence club and decanting initiatives with stakeholders. Patient Support & Continuity of Care: Identify and recruit patients for decanting into preferred modalities. Support identification of external pick-up points to improve medication access. Lead implementation of adherence club sessions and identify community venues. Ensure high-quality clinical care for decanted patients. Monitor and review progress of decanting programmes in collaboration with stakeholders. Teamwork & Flexibility: Work collaboratively as part of a health promotion team. Demonstrate willingness to rotate departmentally to support service delivery. Support health sector initiatives in sub-districts, including those initiated by local authorities.
<u>ENQUIRIES APPLICATIONS</u>	:	Mr MC Joka or Mr ND Mohamad Tel No: (053) 861 4770
	:	Please post or courier your application to: The Department of Health: Frances Baard Health District; 119 Green Street; Riviera, Kimberley, 8301 or hand deliver at the Registry Office at the Frances Baard Health District Office, Green street, Old West End Hospital or emailed to: ncHealthHR-FBD@ncpg.gov.za
<u>NOTE</u>	:	Applicants must complete an application register when an application is hand delivered.
<u>POST 09/269</u>	:	<u>PROFESSIONAL NURSE (GENERAL NURSING) REF NO: NCDOH 51/2026 (X1 POST)</u>
<u>SALARY</u>	:	Grade 1: R324 384 - R376 458 per annum Grade 2: R396 132 – R459 726 per annum Grade 3: R476 367 – R601 638 per annum
<u>CENTRE REQUIREMENTS</u>	:	John Taolo Gaetsewe District: Keolopile Olepeng Clinic (Gamopedi)
	:	Degree/diploma in nursing (General, Psychiatric, Community) and Midwifery. Registration with the SANC as Professional Nurse. Experience: Grade 1: None. Grade 2: A minimum of 10 years' experience appropriate /recognizable experience in nursing after registration as a Professional Nurse with the SANC. Grade 3: A minimum of 20 years' experience appropriate/recognizable experience in nursing after registration as a Professional Nurse with the SANC.
<u>DUTIES</u>	:	Render comprehensive nursing care in a clinic setting to patients in accordance with scope of practice. Assess, plan, implement, and evaluate patient care according to protocols. Supervise and support Enrolled Nurses and Nursing Assistants. Administer medication and monitor patient responses. Provide preventive, promotive, curative, and rehabilitative services. Maintain accurate and complete clinic nursing records and reports. Ensure compliance with Infection Prevention and Control (IPC) policies. Promote patient safety, quality care, and Batho Pele principles. Participate in quality improvement initiatives,

	:	community outreach, health education and in-service training. Support health education and patient advocacy activities.
<u>ENQUIRIES APPLICATIONS</u>	:	Mr LI Moemedi Tel No: (053) 775 1149
	:	Please note applications can be hand delivered to 1 Petso Street, Kagiso Health Centre, Mothibistad or E-Mailed at nchealthhr-jtg@ncpg.gov.za
<u>NOTE</u>	:	All applicants must complete an application register when an application is hand delivered.
<u>POST 09/270</u>	:	<u>STAFF NURSE REF NO: NCDOH 52/2026 (X7 POSTS)</u>
<u>SALARY</u>	:	Grade 1: R220 614 – R246 798 per annum Grade 2: R262 287 – R294 513 per annum Grade 3: R306 798 – R376 458 per annum
<u>CENTRE</u>	:	John Taolo Gaetsewe District: Tshwaragano District Hospital (X6 Posts) Kagiso CHC (X1 Post)
<u>REQUIREMENTS</u>	:	Qualification that allows registration with the SANC as Staff Nurse. Registration with SANC as Enrolled Nurse. Experience: Grade 1: None. Grade 2: A minimum of 10 years' appropriate/recognisable experience in nursing after registration with the SANC as Staff Nurse. Grade 3: A minimum of 20 years' appropriate/recognisable experience in nursing after registration with the SANC as Staff Nurse.
<u>DUTIES</u>	:	Render basic nursing care to patients under supervision of a Professional Nurse. Assist with patient admission, monitoring, referral, and discharge processes. Record and report patient conditions, including vital signs and changes in health status. Maintain a clean, safe, and therapeutic environment in all wards. Implement and adhere to Infection Prevention and Control (IPC) policies. Assist in emergency and casualty services as required. Support implementation of nursing care plans and clinical protocols. Maintain accurate and complete nursing records. Participate in quality improvement programmes, in-service training, and outreach activities.
<u>ENQUIRIES APPLICATIONS</u>	:	Mr LI Moemedi Tel No: (053) 775 1149
	:	Please note applications can be hand delivered to 1 Petso Street, Kagiso Health Centre, Mothibistad or E-Mailed at nchealthhr-jtg@ncpg.gov.za
<u>NOTE</u>	:	All applicants must complete an application register when an application is hand delivered.
<u>POST 09/271</u>	:	<u>FORENSIC PATHOLOGY OFFICER GRADE 1 FRANCES BAARD HEALTH DISTRICT, FORENSIC PATHOLOGY SERVICES REF NO: NCDOH 53/2026 (X1 POST)</u>
<u>SALARY</u>	:	Grade 1: R217 092 per annum
<u>CENTRE</u>	:	Kimberley
<u>REQUIREMENTS</u>	:	Grade 1: Appropriate Qualification or prescribed in-service training (with duration of less than two years) that allows for the required registration with the Health Professional Council of South Africa (HPCSA), where applicable in the relevant profession Registration: Registration with the HPCSA in the relevant profession where applicable. Experience: Grade 1: None after obtaining an appropriate qualification or prescribed in-service training that allows for the required registration with the Health Professional Council of South Africa (HPCSA), where applicable in the relevant profession.
<u>DUTIES</u>	:	Effectively and efficiently collect the deceased, which includes the physical collection, processing and safekeeping of corpses, information exhibits, property from the incident scenes, etc. Admit, store and release corpses in accordance to protocols and guidelines. Assist Forensic Pathologists with the conducting of autopsies and identification procedures in accordance to standards and guidelines. Clean the autopsy room and equipment according to health and safety requirements. Carry out the pre and post mortem preservation of dead bodies. Proper and accurate completion of the necessary documentation and statements, optimal control of reports and specimen during forensic process in adherence to chain of evidence protocols. Adhere to the Occupational Health and Safety Act and all work related protocols at all times. Render support to the management structure for efficient forensic pathology services.
<u>ENQUIRIES</u>	:	Assistant Director Forensic Analysis, Provincial Office - Ms. PP Banda at 060 983 1682, Senior Forensic Pathology Officer – Mr. GA Erasmus at 067 809 0670.

- APPLICATIONS** : Please note applications can be hand delivered to the James Exum Building, Room 29, couriered via postal services to 144 Du Toitspan Road, James Exum Building, Kimberley Hospital Complex, Kimberley, 8301 or emailed to nchealthhr@ncpg.gov.za
- NOTE** : All applicants must complete an application register when an application is hand delivered.
- POST 09/272** : **EMERGENCY CARE OFFICER, FRANCES BAARD HEALTH DISTRICT, EMERGENCY MEDICAL SERVICE REF NO: NCDOH 54/2026 (X2 POSTS)**
- SALARY** : Grade 1: R187 488 per annum
Grade 3: R217 983 per annum
- CENTRE** : Kimberley
- REQUIREMENTS** : **Grade 1:** Successful completion of an appropriate Basic Life Support (BLS) course that allows registration with the HPCSA (Health Professional Council of South Africa) as a Basic Ambulance Assistant (BAA). **Grade 3:** Successful completion of an Intermediate Life Support (ILS) course that allows registration with the HPCSA (Health Professional Council of South Africa) as Ambulance Emergency Assistant. A Valid Code 10 Drivers License with Professional Drivers Permit (PrDP). Experience: **Grade 1:** None after registration with the Health Professional Council of South Africa as Basic Life Support (BLS). **Grade 3:** None after registration with the Health Professional Council of South Africa (HPCSA) as Ambulance Emergency Assistant.
- DUTIES** : Conduct scene safety checks, assess patients (primary & secondary surveys), identify immediate life threats, and initiate appropriate care within their scope. Provide necessary stabilization (e.g., oxygen, splinting, immobilization) and safely transport patients to appropriate healthcare facilities. Accurately relay patient condition and treatments provided to higher-level practitioners or receiving healthcare teams, including verbal and written handovers. Complete patient report forms and incident logs clearly, accurately, and in a timely manner. Conduct daily vehicle and equipment checks; ensure adequate stock levels; maintain cleanliness and operational readiness of all equipment. Adhere to infection control protocols (hand hygiene, PPE use, cleaning of equipment and vehicles). Identify hazards, ensure personal and patient safety, assist in managing the scene, and provide support in crowd control and patient movement. Maintain professional behaviour, demonstrate empathy and respect, follow HPCSA guidelines and ethical standards at all times. Work effectively as part of a crew or larger EMS team; assist higher-level practitioners as needed; support integrated emergency services (e.g., fire, police). Participate in ongoing training, refresher courses, and skills maintenance activities to remain competent and registered.
- ENQUIRIES** : EMS District Manager, Frances Baard Health District - Mr. AA Mc Anda at 060 983 1673, Sub-District Manager – Ms. MM Motlaping at 060 974 8426
- APPLICATIONS** : Please note applications can be hand delivered to the James Exum Building, Room 29, couriered via postal services to 144 Du Toitspan Road, James Exum Building, Kimberley Hospital Complex, Kimberley, 8301 or emailed to nchealthhr@ncpg.gov.za
- NOTE** : All applicants must complete an application register when an application is hand delivered.
- POST 09/273** : **EMERGENCY CARE OFFICER GRADE 1 – 3, PIXELY KA SEME HEALTH DISTRICT, EMERGENCY MEDICAL SERVICE REF NO: NCDOH 55/2026 (X2 POSTS)**
- SALARY** : Grade 1: R187 488 per annum
Grade 3: R217 983 per annum
- CENTRE** : Noupoot
- REQUIREMENTS** : **Grade 1:** Successful completion of an appropriate Basic Life Support (BLS) course that allows registration with the HPCSA (Health Professional Council of South Africa) as a Basic Ambulance Assistant (BAA). **Grade 3:** Successful completion of an Intermediate Life Support (ILS) course that allows registration with the HPCSA (Health Professional Council of South Africa) as Ambulance Emergency Assistant. A Valid Code 10 Drivers Licence with Professional Drivers Permit (PrDP). Experience: **Grade 1:** None after registration with the Health Professional Council of South Africa as Basic Life Support (BLS). **Grade 3:** None after registration with the Health Professional Council of South Africa (HPCSA) as Ambulance Emergency Assistant.

- DUTIES** : Conduct scene safety checks, assess patients (primary & secondary surveys), identify immediate life threats, and initiate appropriate care within their scope. Provide necessary stabilization (e.g., oxygen, splinting, immobilization) and safely transport patients to appropriate healthcare facilities. Accurately relay patient condition and treatments provided to higher-level practitioners or receiving healthcare teams, including verbal and written handovers. Complete patient report forms and incident logs clearly, accurately, and in a timely manner. Conduct daily vehicle and equipment checks; ensure adequate stock levels; maintain cleanliness and operational readiness of all equipment. Adhere to infection control protocols (hand hygiene, PPE use, cleaning of equipment and vehicles). Identify hazards, ensure personal and patient safety, assist in managing the scene, and provide support in crowd control and patient movement. Maintain professional behaviour, demonstrate empathy and respect, follow HPCSA guidelines and ethical standards at all times. Work effectively as part of a crew or larger EMS team; assist higher-level practitioners as needed; support integrated emergency services (e.g., fire, police). Participate in ongoing training, refresher courses, and skills maintenance activities to remain competent and registered.
- ENQUIRIES** : EMS District Manager, Pixely Ka Seme Health District - Mr. E Booysen at 066 198 6749, Sub-District Manager – Mr. IE Jogee at 083 985 1786
- APPLICATIONS** : Please note applications can be hand delivered to the James Exum Building, Room 29, couriered via postal services to 144 Du Toitspan Road, James Exum Building, Kimberley Hospital Complex, Kimberley, 8301 or emailed to nhealthhr@ncpg.gov.za
- NOTE** : All applicants must complete an application register when an application is hand delivered.
- POST 09/274** : **EMERGENCY CARE OFFICER GRADE 1 – 3, ZF MGCWU HEALTH DISTRICT, EMERGENCY MEDICAL SERVICE REF NO: NCDOH 56/2026 (X4 POSTS)**
- SALARY** : Grade 1: R187 488 per annum
Grade 3: R217 983 per annum
- CENTRE** : Upington (X2 Posts)
Kenhardt (X1 Post)
Keimoes (X1 Post)
- REQUIREMENTS** : **Grade 1:** Successful completion of an appropriate Basic Life Support (BLS) course that allows registration with the HPCSA (Health Professional Council of South Africa) as a Basic Ambulance Assistant (BAA). **Grade 3:** Successful completion of an Intermediate Life Support (ILS) course that allows registration with the HPCSA (Health Professional Council of South Africa) as Ambulance Emergency Assistant. A Valid Code 10 Drivers Licence with Professional Drivers Permit (PrDP). Experience: **Grade 1:** None after registration with the Health Professional Council of South Africa as Basic Life Support (BLS). **Grade 3:** None after registration with the Health Professional Council of South Africa (HPCSA) as Ambulance Emergency Assistant.
- DUTIES** : Conduct scene safety checks, assess patients (primary & secondary surveys), identify immediate life threats, and initiate appropriate care within their scope. Provide necessary stabilization (e.g., oxygen, splinting, immobilization) and safely transport patients to appropriate healthcare facilities. Accurately relay patient condition and treatments provided to higher-level practitioners or receiving healthcare teams, including verbal and written handovers. Complete patient report forms and incident logs clearly, accurately, and in a timely manner. Conduct daily vehicle and equipment checks; ensure adequate stock levels; maintain cleanliness and operational readiness of all equipment. Adhere to infection control protocols (hand hygiene, PPE use, cleaning of equipment and vehicles). Identify hazards, ensure personal and patient safety, assist in managing the scene, and provide support in crowd control and patient movement. Maintain professional behaviour, demonstrate empathy and respect, follow HPCSA guidelines and ethical standards at all times. Work effectively as part of a crew or larger EMS team; assist higher-level practitioners as needed; support integrated emergency services (e.g., fire, police). Participate in ongoing training, refresher courses, and skills maintenance activities to remain competent and registered.
- ENQUIRIES** : EMS District Manager, ZF Mgcawu Health District - Mr. DW Fortuin at 074 230 8709, Sub-District Manager – Mr. M Du Plessis at 072 065 7647, Sub-District Manager – Mr. AR Malo at 073 578 0646.

- APPLICATIONS** : Please note applications can be hand delivered to the James Exum Building, Room 29, couriered via postal services to 144 Du Toitspan Road, James Exum Building, Kimberley Hospital Complex, Kimberley, 8301 or emailed to nchealthhr@ncpg.gov.za
- NOTE** : All applicants must complete an application register when an application is hand delivered.
- POST 09/275** : **NUSING ASSISTANT REF NO: NCDOH 57/2026 (X5 POSTS)**
- SALARY** : Grade 1: R174 261 – R196 305 per annum
Grade 2: R203 271 – R227 286 per annum
Grade 3: R239 559 – R294 513 per annum
- CENTRE** : **John Taolo Gaetsewe District:**
Tsineng Clinic (X2 Posts)
Logobate Clinic (X1 Post)
Gasehunelo Clinic (X1 Post)
Churchill Clinic (X1 Post)
- REQUIREMENTS** : Minimum educational qualification: Qualification that allows registration with the SANC as a Nursing Assistant. Registration with a professional council: Registration with the SANC as Nursing Assistant. Experience: **Grade 1:** None. **Grade 2:** A minimum of 10 years appropriate/recognizable nursing experience after registration with the SANC as Nursing Assistant. **Grade 3:** A minimum of 20 years appropriate/recognizable nursing experience after registration with the SANC as Nursing Assistant.
- DUTIES** : Provide basic patient care under supervision of a Professional Nurse or Enrolled Nurse. Assist with hygiene, feeding, mobility, and comfort of patients. Observe, measure, and record vital signs and report abnormalities. Maintain a clean, safe, and therapeutic environment. Adhere to Infection Prevention and Control (IPC) measures. Assist with patient admission, transfer, and discharge processes. Support patients with activities of daily living. Maintain accurate and complete nursing records. Participate in in-service training and quality improvement activities.
- ENQUIRIES** : Mr LI Moemedi Tel No: (053) 775 1149
- APPLICATIONS** : Please note applications can be hand delivered to 1 Petso Street, Kagisho Health Centre, Mothibistad or E-Mailed at NCHHealthHR-JTG@ncpg.gov.za
- NOTE** : All applicants must complete an application register when an application is hand delivered.