

**PROVINCIAL ADMINISTRATION: WESTERN CAPE
DEPARTMENT OF HEALTH AND WELLNESS**

In line with the Employment Equity Plan of the Department of Health it is our intention with this advertisement to achieve equity in the workplace by promoting equal opportunities and fair treatment in employment through the elimination of unfair discrimination.

- APPLICATIONS** : Applications are submitted online via www.westerncape.gov.za/health-jobs (click "online applications").
- CLOSING DATE** : 03 July 2026, 17:00PM
- NOTE** : It will be expected of candidates to be available for selection interviews on a date, time and place as determined by the Department. Kindly note that excess personnel will receive preference. 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.

OTHER POSTS

- POST 21/226** : **MEDICAL SPECIALIST GRADE 1 TO 3 (SUB-SPECIALTY: GERIATRIC MEDICINE)**
- SALARY** : Grade 1: R1 615 818 per annum
Grade 2: R1 844 151 per annum
Grade 3: R2 014 278 per annum
(A portion of the package can be structured according to the individual's personal needs.)
- CENTRE REQUIREMENTS** : Tygerberg Hospital, Parow Valley
Minimum educational qualification: Appropriate qualification that allows registration with the HPCSA as Medical Specialist in Geriatric Medicine. Registration with a professional council: Registration with the HPCSA as a Medical Specialist in Geriatric Medicine. Experience: **Grade 1:** None after registration with the HPCSA as Medical Specialist in Geriatric Medicine. **Grade 2:** A minimum of 5 years' appropriate experience as Medical Specialist after registration with the HPCSA (or recognised foreign Health Professional Council in respect of foreign qualified employees) as Medical Specialist in Geriatric Medicine. **Grade 3:** A minimum of 10 years' appropriate experience as Medical Specialist after registration with the HPCSA (or recognised foreign Health Professional Council in respect of foreign qualified employee) as a Medical Specialist in Geriatric Medicine. Inherent requirement of the job: A valid (code B/EB) driver's licence. Competencies (knowledge/skills): FCP(SA) or Equivalent qualification. Certificate in Geriatric Medicine. Ability to work and make clinical decisions independently. Ability to manage a broad spectrum of medical problems. Good organizational skills and ability to perform tasks efficiently. Ability to provide leadership and management within the Department of Medicine. Excellent individual coping and interpersonal skills and ability to perform well within a multidisciplinary team context. Enthusiasm to attend and present training and educational courses to broaden clinical and managerial skills and knowledge. Ability to communicate effectively.
- DUTIES** : To deliver comprehensive senior clinical services in General Internal Medicine and Geriatrics to patients in a Central or Regional or District Hospital within the Area of Metro East with the aim of supplying consistently safe, cost effective, high quality acute and chronic specialist care to the community. To provide management support within the Division of General Internal Medicine at Tygerberg Academic Hospital as well as the Metro East Geographic Service Area and to report effectively to the authorities for the sake of maintaining and improving geriatric services. To deliver teaching and training to undergraduate and postgraduate students as well as junior professionals. To initiate or participate in clinical research that benefits the service and organisation.
- ENQUIRIES NOTE** : Dr N Schrueder Tel No: (021) 938-5732
No payment of any kind is required when applying for this post. Candidates who are not in possession of the stipulated registration requirements may also apply. Such candidates will only be considered for appointment on condition that proof of application for registration with the relevant council and proof of payment of the prescribed registration fees to the relevant council are

submitted on or before the day of the interview. This concession is only applicable to health professionals who apply for the first time for registration as Medical Specialist in Geriatric Medicine with the relevant council (including individuals who must apply for a change in registration status). The successful candidate will be joint appointed to the Department of Medicine at Stellenbosch University.

- POST 21/227** : **SENIOR REGISTRAR (MEDICAL) (MEDICINE: INFECTIOUS DISEASES)**
(3-Year Contract)
- SALARY** : R1 395 528 per annum, A portion of the package can be structured according to the individual's personal needs.) (It will be expected of the successful candidate to participate in a system of remunerated commuted overtime).
- CENTRE** : Groote Schuur Hospital, Observatory
- REQUIREMENTS** : Minimum educational qualification: Appropriate qualification that allows registration with the Health Professions Council of South Africa (HPCSA) as a Medical Specialist in Internal Medicine. Registration with a Professional Council: Registration with the HPCSA as Medical Specialist (Independent Practice) in Internal Medicine. Inherent requirements of the job: Commuted overtime is compulsory. Competencies (knowledge/skills): Facilitation of management system. Effective and efficient administration. Communication including report generation, letter writing, consultation. Knowledge appropriate for approach to investigations of infectious diseases. Clinical Skills required of a Medical Specialist Physician (e.g. Assessment, diagnosis and treatment in inpatient, outpatient, and emergency contexts).
- DUTIES** : Clinical Service Provision. Clinical Governance and Administration. Teaching and Training/Supervision of Junior Staff. Research for fulfilment of the MPhil Degree.
- ENQUIRIES** : Prof M Mendelsohn, email: marc.mendelsohn@uct.ac.za
- NOTE** : No payment of any kind is required when applying for this post. Groote Schuur Hospital has adopted the department's ecosystem framing of its training platform. Accordingly, all registrar appointments may be called upon to work across this platform and may include rotations at Metro West and Rural East hospitals. This includes Red Cross War Memorial Children's Hospital, New Somerset Hospital, Mitchells Plein District Hospital, Victoria Hospital and George Provincial Hospital. Please ensure that you attach an updated CV. Employees in service who opt to continue with their pension benefits as Senior Registrar, will be required to resign after completion of their registrarship should they not be successful for advertised Medical Sub-Specialist positions. The Department of Health is guided by the principles of Employment Equity. Candidates with disability are encouraged to apply and an indication in this regard will be appreciated. Specific Senior Registrar posts within the Department will be identified as part of the Affirmative Action programme to create a representative Specialist cadre in line with applicable procedures. Preference will be given to SA citizens/permanent residents with a valid identity document. Senior Registrars will be required to register as post-graduates with Stellenbosch University/ University of Cape Town according to the yearbook and guidelines. Candidates who are not in possession of the stipulated registration requirements may also apply. Such candidates will only be considered for appointment on condition that proof of application for registration with the relevant council and proof of payment of the prescribed registration fees to the relevant council are submitted on or before the day of the interview. This concession is only applicable on health professionals who apply for the first time for registration with the relevant council (including individuals who must apply for change in registration status). Appointment as Senior Registrar will be for a maximum contract period of 2 years. Senior Registrars will function across health facilities, as per an agreed programme. Consideration will be given to existing employees who are already on higher salary packages to retain their existing salary position, as personal. As such they are entitled to receive pay progression. Appointment as Senior Registrar will be on contract.
- POST 21/228** : **MEDICAL SPECIALIST GRADE 1 TO 3 (INTERNAL MEDICINE)**
Chief Directorate Rural Health Services
- SALARY** : Grade 1: R1 395 528 per annum
Grade 2: R1 592 274 per annum

<u>CENTRE REQUIREMENTS</u>	<p>Grade 3: R1 844 151 per annum</p> <p>Paarl Hospital</p> <p>Minimum educational qualification: Appropriate qualification that allows registration with the Health Professions Council of South Africa (HPCSA) as Medical Specialist in Internal Medicine. Registration with a Professional Council: Registration with the HPCSA as Medical Specialist in Internal Medicine. Experience: Grade 1: None after registration with the HPCSA as a Medical Specialist in Internal Medicine. 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 a foreign qualified employee) as a Medical Specialist in Internal Medicine. 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 a foreign qualified employee) as a Medical Specialist in Internal Medicine. Inherent requirements of the job: Valid (Code B/EB) driver's licence, willingness and ability to travel. It will be expected of the successful candidate to participate in a system of remunerated commuted overtime. Competencies (knowledge/skills): Ability to work as a specialist physician at a Large Regional Hospital attached to a teaching institution. Ability to work and make clinical decisions independently. Ability to manage a broad spectrum of medical cases competently. Proven leadership abilities and experience in supervision of staff and resources and proven experience in principles of planning, organizing and implementation. Ability to provide leadership and management within the Department of Medicine. Excellent individual coping and interpersonal skills and ability to perform well within a multidisciplinary team context. Enthusiasm to attend and present training and educational courses to broaden clinical and managerial skills and knowledge. Ability to communicate effectively. Knowledge and understanding of relevant legislation, hospital procedures and policies.</p>
<u>DUTIES</u>	<p>Provide specialist clinical services and comprehensive medical care to in-patients and out-patients. Financial management by effective and efficient use of resources. Adhere to requirements for all people management matters. Create a learning environment for junior staff and students, both under-and postgraduate. Provide outreach and support services at primary care and district level. Coordination of relevant clinical governance and administrative requirements. Complete and submit required medical reports and documentation for legal and administrative purposes. Complete the required CPD activities to maintain registration with the HPCSA.</p>
<u>ENQUIRIES NOTE</u>	<p>Dr E Marcos, email: Emmanuel.Marcos@westerncape.gov.za</p> <p>No payment of any kind is required when applying for this post. Candidates who are not in possession of the stipulated registration requirements may also apply. Such candidates will only be considered for appointment on condition that proof of application to register with the relevant council and proof of payment of the prescribed registration fees to the relevant council are submitted on or before the day of the interview. This concession is only applicable to health professionals who apply for the first time for registration in a specific category with the relevant council (including individuals who must apply for change in registration status).</p>
<u>POST 21/229</u>	<p><u>MEDICAL SPECIALIST GRADE 1 TO 3 (GENERAL SURGERY) (ACUTE SURGERY)</u></p>
<u>SALARY</u>	<p>Grade 1: R1 395 528 per annum Grade 2: R1 592 274 per annum Grade 3: R1 844 151 per annum (A portion of the package can be structured according to the individual's personal needs.)</p>
<u>CENTRE REQUIREMENTS</u>	<p>Tygerberg Hospital, Parow Valley</p> <p>Minimum educational qualification: Appropriate qualification that allows registration with the Health Professions Council of South Africa (HPCSA) as Medical Specialist in General Surgery. Registration with a professional council: Registration with the HPCSA as Medical Specialist in General Surgery. Experience: Grade 1: None after registration with HPCSA as a Medical Specialist in General Surgery. Grade 2: A minimum of 5 years' appropriate experience after registration with the HPCSA (or recognized foreign Health Professional Council in the case of a foreign qualified employee) as a Medical Specialist in General Surgery. Grade 3: A minimum of 10 years' appropriate</p>

experience after registration with the HPCSA (or recognized foreign Health Professional Council in the case of a foreign qualified employee) as a Medical Specialist in General Surgery. Inherent requirement of the job: Valid (Code B/EB) driver's licence. Commuted overtime is compulsory. Participate in the after-hours call system. Competencies (knowledge/skills): Clinical and surgical competency in General Surgery. Ability to work in a high-volume clinic and surgical environment. Computer literacy, database knowledge, research experience, interest in data collection and analysis for service improvement. Insight into challenges of local health care delivery, diversity, transformation and equity. Experience in supervision and training of staff and students at under- and post-graduate levels. FCS part 2 and experience in research/publications. Effective leadership and interpersonal skills.

DUTIES : The role involves oversight of both the Acute Care Surgery unit at Tygerberg Hospital, ensuring efficient, high-quality clinical service delivery and alignment with institutional goals for acute and emergency surgical care. It includes supervising and training junior surgical staff, providing structured mentorship and bedside teaching, and contributing to undergraduate and postgraduate academic programs within the Division of General Surgery. The post requires active participation in acute surgery rosters, multidisciplinary patient care, and theatre-based service delivery. It also encompasses engagement in quality assurance, governance, and data-driven improvement initiatives, including morbidity and mortality reviews, clinical audits, and system redesign projects aimed at strengthening patient flow, safety, and outcomes across the surgical ecosystem.

ENQUIRIES : Dr K Moodley, email: kitesh.moodley@westerncape.gov.za
NOTE : No payment of any kind is required when applying for this post. "Candidates who are not in possession of the stipulated registration requirements may also apply. Such candidates will only be considered for appointment on condition that proof of application for registration with the relevant council and proof of payment of the prescribed registration fees to the relevant council are submitted on or before the day of the interview. This concession is only applicable on health professionals who apply for the first time registration as Medical Specialist in General Surgery with the relevant council (including individuals who must apply for change in registration status)".

POST 21/230 : **REGISTRAR (MEDICAL) (SURGERY: GENERAL)**
 (5-Year Contract)

SALARY : R1 041 402 per annum, (A portion of the package can be structured according to the individual's personal needs). (It will be expected of the successful candidate to participate in a system of remunerated commuted overtime).

CENTRE : Groote Schuur Hospital, Observatory
REQUIREMENTS : Minimum educational qualification: Appropriate qualification that allows registration with the Health Professions Council of South Africa (HPCSA) as a Medical Practitioner. Registration with a professional council: Registration with the HPCSA as a Medical Practitioner (Independent practice). Inherent requirements of the job: Commuted overtime is compulsory. Emergency and after hour call cover. FCS (SA) primary examination. Competencies (knowledge/skills): Knowledge, expertise and experience with regards to providing medical services in General Surgery. Appropriate and sufficient clinical experience since obtaining the degree of MBChB and after completion of internal rotations. Previous research experience (publication/conference presentation). Post community service experience in General Surgery. FCS (SA) intermediate examination.

DUTIES : Teaching. Leadership. Innovation and Research. Clinical Service: Operative. Clinical Governance. Clinical Service: Patient Care.

ENQUIRIES : Prof L Cairncross Tel No: (021) 406-6229 or email: melissa.mohamed@uct.ac.za

NOTE : No payment of any kind is required when applying for this post. Please ensure that you attach an updated CV. The Department of Health is guided by the principles of Employment Equity. Candidates with disability are encouraged to apply and an indication in this regard will be appreciated. Specific Registrar posts within the Department will be identified as part of the Affirmative Action programme to create a representative Specialist cadre in line with applicable procedures. Preference will be given to SA citizens/permanent residents with a valid identity document. Registrars will be required to register as post-graduates with University of the Western Cape according to the yearbook and

guidelines. Consideration will be given to existing employees who are already on higher salary packages to retain their existing salary position, as personal. As such they are entitled to receive pay progression. Appointment as a Registrar will be for a maximum contract period of 5 years. Employees in service who opt to continue with their pension benefits as Registrar, will be required to resign after completion of their registrarship should they not be successful for advertised Specialist positions. Should registration with the HEI as a student be discontinued for any reason the appointment of Registrar also discontinues. Applicants must indicate whether they have bursary obligations. Candidates who are not in possession of the stipulated registration requirements, may also apply. Such candidates will only be considered for appointment on condition that proof of application for registration to register with the relevant council and proof of payment of the prescribed registration fees to the relevant council are submitted on or before the day of the interview. This concession is only applicable on health professionals who apply for the first time for registration in a specific category with the relevant council (including individuals who must apply for change in registration status). It may become necessary to second/transfer staff to another hospital/institution during their period of training, in which case affected staff will be consulted prior to any decision being implemented. Registrars will function across health facilities, as per an agreed programme.

<u>POST 21/231</u>	:	<u>REGISTRAR (ANAESTHETICS) (X4 POSTS)</u> (4-Year Contract)
<u>SALARY</u>	:	R1 041 402 per annum, (A portion of the package can be structured according to the individual's personal needs.)
<u>CENTRE REQUIREMENTS</u>	:	Groote Schuur Hospital, Observatory Minimum educational qualification: Appropriate qualification that allows registration with the Health Professions Council of South Africa (HPCSA) as a Medical Practitioner. Registration with a professional council: Registration with the HPCSA as a Medical Practitioner (Independent Practice). Inherent requirement of the job: Commuted overtime is compulsory. Emergency and after hour call cover. Each Registrar will be appointed in a specific training complex but could be required to work across the platform on request. Competencies (knowledge/skills): Completion of FCA Part 1. Knowledge & appropriate use of equipment. Other appropriate Post-Graduate Medical Diploma, Certificate or Degree. Current certificate of ATLS/ACLS. Experience in Internal Medicine or critical care under supervision of a Specialist. Appropriate and sufficient clinical experience since obtaining the degree of MBChB and after completion of internal rotations. Experience in Anaesthesiology and Perioperative Medicine. Diploma in Anaesthesia (DA). Effective leadership & interpersonal skills. Knowledge and practical skills for safe regional and general anaesthesia.
<u>DUTIES</u>	:	Provision of safe anaesthetic care to patients. Intensive Care Therapy. Pre-op assessment of patients & advice to surgeons regarding work up. Post-operative analgesia & recovery of patients from anaesthesia. Learn the art and science of anaesthesia practice & ICU Medicine. Learn critical skills required by an anaesthetist. Attend tutorials and assist with the training of interns, medical students, nursing staff and paramedics. Supervision in theatre/ICU and management of theatre lists/staff, especially after hours. Involvement in research/audits relating to anaesthesia, intensive care and pain management.
<u>ENQUIRIES NOTE</u>	:	Prof G Nethathe, email: gladness.nethathe@uct.ac.za No payment of any kind is required when applying for this post. This includes Red Cross War Memorial Children's Hospital, New Somerset Hospital, Mitchells Plein District Hospital, Victoria Hospital and George Provincial Hospital. Candidates who are not in possession of the stipulated registration requirements, may also apply. Such candidates will only be considered for appointment on condition that proof of application for registration to register with the relevant council and proof of payment of the prescribed registration fees to the relevant council are submitted on or before the day of the interview. This concession is only applicable on health professionals who apply for the first time for registration in a specific category with the relevant council (including individuals who must apply for change in registration status). The Department of Health is guided by the principles of Employment Equity. Candidates with disability are encouraged to apply and an indication in this regard will be appreciated. Specific Registrar posts within the Department will

be identified as part of the Affirmative Action programme to create a representative Specialist cadre in line with applicable procedures. Preference will be given to SA citizens/permanent residents with a valid identity document. Registrars will be required to register as post-graduates with University of Cape Town according to the yearbook and guidelines." Consideration will be given to existing employees who are already on higher salary packages to retain their existing salary position, as personal. As such they are entitled to receive pay progression. Appointment as a Registrar will be for a maximum contract period of 4 years. Employees in service who opt to continue with their pension benefits as Registrar, will be required to resign after completion of their registrar-ship should they not be successful for advertised Specialist positions. Should registration with the HEI as a student be discontinued for any reason the appointment of Registrar also discontinues. Applicants must indicate whether they have bursary obligations. Please ensure that you attach an updated CV.

- POST 21/232** : **REGISTRAR (MEDICAL) (PLASTIC SURGERY) (X2 POSTS)**
(5-Year Contract)
- SALARY** : R1 041 402 per annum, (A portion of the package can be structured according to the individual's personal needs.)
- CENTRE** : Tygerberg Hospital, Parow Valley
- REQUIREMENTS** : Minimum educational qualification: Appropriate qualification that allows registration with the Health Professions Council (HPCSA) as Medical Practitioner. Registration with a professional council: Registration with the HPCSA as Medical Practitioner (Independent Practice). Inherent requirement of the job: A valid (code B/EB) driver's licence. Commuted overtime is compulsory. Emergency and after-hours call cover are compulsory. Each Registrar will be appointed in a specific training complex but may be required to work across the platform on request. Competencies (knowledge/skills): FCS Part 1 as well as appropriate clinical experience in Surgery, Plastic Surgery, Burns, Hand Surgery and/or Trauma. A current certificate of ATLS and completion of a Basic Surgical Skills course are required. Relevant exposure to Plastic and Reconstructive Surgery, Burns, Hand Surgery, Wound Care, Trauma and peri-operative surgical care. Relevant experience in research / audit / publications, and effective leadership and interpersonal skills.
- DUTIES** : Provision of safe Plastic and Reconstructive Surgery care to patients. Peri-operative care of plastic surgery patients, including emergency, elective, trauma, burns, hand surgery, wound care and reconstructive surgery patients. Participation in Intensive Care and High Care management where relevant. Learn the art and science of Plastic and Reconstructive Surgery, including burns care, hand surgery, soft-tissue reconstruction, wound management, trauma-related reconstruction, congenital and acquired deformities, and relevant microsurgical principles. Attend tutorials and assist with the training of interns, medical students, nursing staff and paramedics. On-site after-hours duties relating to the care of newly arriving acute patients as well as inpatients. Involvement in research/audits relating to Plastic and Reconstructive Surgery, Burns, Hand Surgery, Trauma and Wound Care.
- ENQUIRIES** : Dr K Moodley, email: Kitesh.Moodley@westerncape.gov.za
- NOTE** : No payment of any kind is required when applying for this post. Appointment as Registrar will be for a maximum contract period of 5 years. It may become necessary to second/transfer staff to another hospital / institution during their period of training, in which case affected staff will be consulted prior to any decision being implemented. Registrars will function across health facilities, as per an agreed programme. Should registration with the HEI as a student be discontinued for any reason the appointment as a Registrar also discontinues. Consideration will be given to existing employees who are already on higher salary packages to retain their existing salary position, as personal. As such they are entitled to receive pay progression. Appointment as Registrar will be on contract. Employees in service who opt to continue with their pension benefits as Registrar, will be required to resign after completion of their registrarship should they not be successful for advertised Specialist positions. The Department of Health is guided by the principles of Employment Equity. Candidates with disability are encouraged to apply and an indication in this regard will be appreciated. Specific Registrar posts within the Department will be identified as part of the Affirmative Action programme to create a representative Specialist cadre in line with applicable procedures. Preference will be given to SA citizens/permanent residents with a valid identity document.

Registrars will be required to register as post-graduates with Stellenbosch University according to the yearbook and guidelines. "Candidates who are not in possession of the stipulated registration requirements may also apply. Such candidates will only be considered for appointment on condition that proof of application for registration with the relevant council and proof of payment of the prescribed registration fees to the relevant council are submitted on or before the day of the interview. This concession is only applicable to health professionals who apply for the first time for registration in a specific category with the relevant council (including individuals who must apply for a change in registration status)".

- POST 21/233** : **REGISTRAR (MEDICAL) (EMERGENCY MEDICINE) (X5 POSTS)**
(4-Year Contract)
- SALARY** : R1 041 402 per annum, (A portion of the package can be structured according to the individual's personal needs). (It will be expected of the successful candidate to participate in a system of remunerated commuted overtime).
- CENTRE REQUIREMENTS** : Groote Schuur Hospital, Observatory
: Minimum educational qualification: Appropriate qualification that allows registration with the Health Professions Council of South Africa (HPCSA) as Medical Practitioner. Registration with a Professional Council: Registration with the HPCSA as a Medical Practitioner (Independent Practice). Inherent requirements of the job: Completion of FCEM [SA] part 1. Valid (Code B/EB) driver's licence. Competencies (knowledge/skills): Appropriate clinical experience in Emergency Medicine after registration as a medical practitioner. Academic Development of self and others. Evidence of administrative and medicolegal functions. Professional conduct with all stakeholders.
- DUTIES** : Clinical and corporate governance duties as pertain to services provided at placement. -Contribute to the teaching and training of Health Sciences students. Fully participate in the academic activities of the designated university as required per regulations to achieve the MMed (EM) qualification. To provide emergency related services to patients in designated service areas. To provide supervision and in-service training to junior colleagues and other staff. Academic teaching, training and research. Effective and efficient care of emergency patients.
- ENQUIRIES** : Ms K Fullard Tel No: (021) 815-8821 or email: kim.fullard@westerncape.gov.za
NOTE : No payment of any kind is required when applying for this post. Candidates who are not in possession of the stipulated registration requirements, may also apply. Such candidates will only be considered for appointment on condition that proof of application for registration to register with the relevant council and proof of payment of the prescribed registration fees to the relevant council are submitted on or before the day of the interview. This concession is only applicable on health professionals who apply for the first time for registration in a specific category with the relevant council (including individuals who must apply for change in registration status). Consideration will be given to existing employees who are already on higher salary packages to retain their existing salary position, as personal. As such they are entitled to receive pay progression. Appointment as a Registrar will be for a maximum contract period of 4 years. Employees in service who opt to continue with their pension benefits as Registrar, will be required to resign after completion of their registrarship should they not be successful for advertised Specialist positions. Should registration with the HEI as a student be discontinued for any reason the appointment of Registrar also discontinues. Applicants must indicate whether they have bursary obligations. Groote Schuur Hospital has adopted the department's ecosystem framing of its training platform. Accordingly, all registrar appointments may be called upon to work across this platform and may include rotations at Metro West and Rural East hospitals. This includes Red Cross War Memorial Children's Hospital, New Somerset Hospital, Mitchells Plein District Hospital, Victoria Hospital and George Provincial Hospital. Please ensure that you attach an updated CV. The Department of Health is guided by the principles of Employment Equity. Candidates with disability are encouraged to apply and an indication in this regard will be appreciated. Specific Registrar posts within the Department will be identified as part of the Affirmative Action programme to create a representative Specialist cadre in line with applicable procedures. Preference will be given to SA citizens/permanent residents with a valid identity document. Registrars will

be required to register as post-graduates with University of the Western Cape according to the yearbook and guidelines.

- POST 21/234** : **REGISTRAR (MEDICAL) (RADIATION ONCOLOGY) (X2 POSTS)**
(4-Year Contract)
- SALARY** : R1 041 402 per annum, (A portion of the package can be structured according to the individual's personal needs). (It will be expected of the successful candidate to participate in a system of remunerated commuted overtime).
- CENTRE** : Groote Schuur Hospital, Observatory
- REQUIREMENTS** : Minimum educational qualifications: Appropriate qualification that allows registration with the Health Professions Council of South Africa (HPCSA) as a Medical Practitioner. Registration with a Professional Council: Registration with the HPCSA as a Medical Practitioner (Independent Practice). Inherent requirements of the job: Commuted overtime is compulsory. Each Registrar will be appointed in a specific training complex but could be required to work across the platform on request. Emergency and after hour call cover. Competencies (knowledge/skills): Current certificate of ATLS/ACLS. Appropriate and sufficient clinical experience since obtaining the degree of MBChB. Oncology or Palliative care experience. Professionalism, good communication and interpersonal skills, being a team player and leadership. Research methodologies. Other degrees or diplomas e.g. Diploma in Palliative Medicine, DiP PEC, etc.
- DUTIES** : Radiotherapy planning and treatment skills development. Provision of appropriate Oncology care to cancer patients according to accepted protocols under the guidance of the Consultant Radiation Oncologist. Attending to Oncology patients in clinic and ward settings. Administrative tasks required for optimal patient care and well-organised and efficient clinics and wards. Improving and updating knowledge through participation in teaching and training sessions and self-learning. Participation in the academic activities and teaching responsibilities of the division. Mentor, support, and assist junior colleagues. Involvement in research/audits relating to Radiation Oncology. Participation in performance appraisals/assessments.
- ENQUIRIES** : Prof Z Mohamed Tel No: (021) 404-4263
- NOTE** : No payment of any kind is required when applying for this post. Candidates who are not in possession of the stipulated registration requirements, may also apply. Such candidates will only be considered for appointment on condition that proof of application for registration to register with the relevant council and proof of payment of the prescribed registration fees to the relevant council are submitted on or before the day of the interview. This concession is only applicable on health professionals who apply for the first time for registration in a specific category with the relevant council (including individuals who must apply for change in registration status). Please ensure that you attach an updated CV. Consideration will be given to existing employees who are already on higher salary packages to retain their existing salary position, as personal. As such they are entitled to receive pay progression. Appointment as a Registrar will be for a maximum contract period of 4 years. Employees in service who opt to continue with their pension benefits as Registrar, will be required to resign after completion of their registrarship should they not be successful for advertised Specialist positions. Should registration with the HEI as a student be discontinued for any reason the appointment of Registrar also discontinues. Applicants must indicate whether they have bursary obligations. The Department of Health is guided by the principles of Employment Equity. Candidates with disability are encouraged to apply and an indication in this regard will be appreciated. Specific Registrar posts within the Department will be identified as part of the Affirmative Action programme to create a representative Specialist cadre in line with applicable procedures. Preference will be given to SA citizens/permanent residents with a valid identity document. Registrars will be required to register as post-graduates with University of the Western Cape according to the yearbook and guidelines. Groote Schuur Hospital has adopted the department's ecosystem framing of its training platform. Accordingly, all registrar appointments may be called upon to work across this platform and may include rotations at Metro West and Rural East hospitals. This includes Red Cross War Memorial Children's Hospital, New Somerset Hospital, Mitchells Plein District Hospital, Victoria Hospital and George Provincial Hospital.

<u>POST 21/235</u>	:	<u>MEDICAL OFFICER GRADE 1 TO 3 (INTERNAL MEDICINE)</u> Chief Directorate Rural Health Services
<u>SALARY</u>	:	Grade 1: R1 041 402 per annum Grade 2: R1 188 255 per annum Grade 3: R1 375 245 per annum (A portion of the package can be structured according to the individual's personal needs).
<u>CENTRE REQUIREMENTS</u>	:	Paarl Hospital Minimum educational qualification: Appropriate qualification that allows registration with the Health Professional Council of South Africa (HPCSA) as Medical Practitioner. Registration with a Professional Council: Registration with the HPCSA as Medical Practitioner. Experience: Grade 1: None after registration as Medical Practitioner with the HPCSA in respect of SA-qualified employees. One (1) year's relevant experience after registration as Medical Practitioner with a recognised foreign Health Professional Council in respect of foreign-qualified employees, of whom it is not required to perform community service as required in South Africa. Grade 2: A minimum of Five (5) appropriate experience as Medical Practitioner after registration with the HPCSA as a Medical Practitioner in respect of SA-qualified employees. A minimum of six (6) relevant experience after registration as Medical Practitioner with a recognised foreign Health Professional Council in respect of foreign-qualified employees, of whom required to perform community service required in South Africa. Grade 3: A minimum of 10 years appropriate experience as a Medical Practitioner after registration with the HPCSA as a Medical Practitioner in respect of SA qualified employees. A minimum of 11 years relevant experience after registration as Medical Practitioner with a recognised foreign Health Professional Council in respect of foreign qualified employees, of whom it is not required to perform Community Service as required in South Africa. Inherent requirements of the job: Participate in the after-hours call system and perform outreach in the Paarl Hospital ecosystem. Valid (Code B/EB) driver's license, willingness, and ability to travel. Competencies (knowledge/skills): Appropriate experience in Internal Medicine. Proven experience in procedural skills, appropriate to the field of Internal Medicine. Proven knowledge of public health policies, guidelines and related prescript to manage resources effectively. Good professional attitude. Communication skills.
<u>DUTIES</u>	:	Provide efficient and affordable high-quality Internal Medicine care to patients served by the hospital and the Rural West Ecosystem, ensuring both productivity and excellence. Provide service professionally and ethically. To serve as role model and clinical mentor to junior doctors and associated clinical staff by setting an example of an exemplary medical practitioner. Establish a supportive learning environment for junior staff and students at undergraduate level. Provide Outreach and Support services to the Rural West Ecosystem. Maintain positive and collaborative relationships with patients, nursing staff, colleagues, and referral services at both district and tertiary levels. Prepare and submit all necessary medical reports and documentation to fulfil legal and administrative requirements. Undertake the necessary Continuing Professional Development (CPD) activities to uphold your registration status with the HPCSA.
<u>ENQUIRIES NOTE</u>	:	Dr E Marcos, email: Emmanuel.Marcos@westerncape.gov.za No payment of any kind is required when applying for this post. Candidates who are not in possession of the stipulated registration requirements may also apply. Such candidates will only be considered for appointment on condition that proof of application for registration to register with the relevant council and proof of payment of the prescribed registration fees to the relevant council are submitted on or before the day of the interview. Candidates will be subjected to a practical/written and oral assessment.
<u>POST 21/236</u>	:	<u>MEDICAL OFFICER GRADE 1 TO 3</u> West Coast Health District
<u>SALARY</u>	:	Grade 1: R1 041 402 per annum Grade 2: R1 188 255 per annum Grade 3: R1 375 245 per annum (A portion of the package can be structured according to the individual's personal needs). (It will be expected of the successful candidate to participate in a system of remunerated commuted overtime).

<u>CENTRE REQUIREMENTS</u>	: Mooreesburg CDC, Swartland Sub-district : Minimum educational qualification: Appropriate qualification that allows registration with the Health Professions Council of South Africa (HPCSA) as Medical Practitioner. Registration with a Professional Council: Registration with the HPCSA as Medical Practitioner. Experience: Grade 1: None after registration as Medical Practitioner with the HPCSA in respect of SA qualified employees. 1-year relevant experience after registration as Medical Practitioner with a recognised foreign Health Professional Council in respect of foreign qualified employees, of whom it is not required to perform Community Service as required in South Africa. Grade 2: A minimum of 5 years' appropriate experience as Medical Practitioner after registration with the HPCSA as a Medical Practitioner in respect of SA qualified employees. A minimum of 6 years relevant experience after registration as Medical Practitioner with a recognised foreign Health Professional Council in respect of foreign qualified employees, of whom it is not required to perform Community Service as required in South Africa. Grade 3: A minimum of 10 years' appropriate experience as Medical Practitioner after registration with the HPCSA as a Medical Practitioner in respect of SA qualified employees. A minimum of 11 years relevant experience after registration as Medical Practitioner with a recognised foreign Health Professional Council in respect of foreign qualified employees, of whom it is not required to perform Community Service as required in South Africa. Inherent requirements of the job: Willingness to relieve at Primary Health Care Clinics within the Sub-district Valid (Code B/EB) driver's license. Willingness to rotate. Willingness to partake in the Commuted Overtime system at Radie Kotze and Lapa Munnik Hospital. Competencies (knowledge/skills): Ability to function / make decisions independently and as part of a multi-disciplinary team. Good communication, interpersonal relationships, exceptional leadership and conflict resolution skills. Basic computer skills in MS Word, Excel, and Outlook. Knowledge of relevant legislation, policies and protocols of the Department of Health, Western Cape.
<u>DUTIES</u>	: Clinical Service Provision District Hospital. Forensic service provision. Clinical Service Provision Primary Health Care. Quality Assurance. Support to Clinical Manager. Training and Development.
<u>ENQUIRIES</u>	: Dr J Brownbridge Tel No: (022) 487-9200
<u>NOTE</u>	: No payment of any kind is required when applying for this post. Shortlisted candidates will be subjected to a practical test. Candidates who are not in possession of the stipulated registration requirements, may also apply. Such candidates will only be considered for appointment on condition that proof of application for registration to register with the relevant council and proof of payment of the prescribed registration fees to the relevant council are submitted on or before the day of the interview. This concession is only applicable on health professionals who apply for the first time for registration in a specific category with the relevant council (including individuals who must apply for change in registration status).
<u>POST 21/237</u>	: <u>DEPUTY DIRECTOR: FINANCIAL MANAGEMENT</u> Chief Directorate: Metro Health Services
<u>SALARY</u>	: R932 292 per annum, (A portion of the package can be structured according to the individual's personal needs).
<u>CENTRE REQUIREMENTS</u>	: Western Cape Rehabilitation Centre : Minimum educational qualification: An appropriate 3-year National Diploma or Degree in Finance, Accounting, Public Financial Management, Commerce or Supply Chain Management. Experience: Appropriate experience in financial management and expenditure control in terms of the PFMA and Treasury Instructions. Appropriate experience in Supply Chain Management, including demand, acquisition, contract management, asset management and stock management. Appropriate experience in patient administration, revenue management and medical records. Appropriate experience in Information management and the use of health information systems for reporting and decision-making. Appropriate supervisory and managerial experience with responsibility for multi-disciplinary teams. Appropriate experience in implementation and monitoring of financial systems, internal controls and compliance frameworks. Appropriate experience in the compilation of Annual financial Statements for the Hospital facility Board. Inherent requirements of the job: A valid (Code B/EB) driver's license. Competencies (knowledge/skills): Ability to function within a high demand multi-disciplinary environment. Skills in

		Financial accounting, technical systems BAS and LOGIS. Analytical and management skills and the ability to adhere to deadlines. Computer literacy in MS Office applications.
<u>DUTIES</u>	:	Overall leadership and management of the Finance Component. Management of Supply Chain Management, including demand, acquisition, contract and asset management. Budget planning, allocation, monitoring and expenditure control. Implementation and support of Functional Business Units (FBUs). Oversight of patient administration, Case Management, billing, revenue management and medical records governance. Institutional information management, data quality and statutory reporting. Ensuring compliance with PFMA, Treasury Instructions and all applicable prescripts. Performance management, development and discipline of staff within the Finance Component. Serving as a member of the hospital management exec team and advising management on all finance and SCM matters. Serving as the finance advisory to the Hospital Facility Board.
<u>ENQUIRIES</u>	:	Ms F Peters Tel No: (021) 370-2316
<u>NOTE</u>	:	No payment of any kind is required when applying for this post.
<u>POST 21/238</u>	:	<u>FACILITY MANAGER (PRIMARY HEALTH CARE)</u> Chief Directorate: Metro Health Services
<u>SALARY</u>	:	R932 292 per annum, (A portion of the package can be structured according to the individual's personal needs.)
<u>CENTRE</u>	:	Delft CHC
<u>REQUIREMENTS</u>	:	Minimum educational qualification: Appropriate three year Diploma/Degree in a Health related or Managerial field. Experience: Appropriate experience in a managerial position in a NGO, private organisation or the state sector. Inherent requirement of the job: Valid (Code B/EB) driver's licence. Competencies (knowledge / skills): Proven leadership abilities. Good interpersonal and people management skills. Knowledge of Public Sector legislation and Health Sector experience. Computer literacy (MS Office).
<u>DUTIES</u>	:	General and operational management of a Community Health Centre, related services in the drainage area and implementation of the prescribed package of services. Strategic, operational planning, implementation of operational plans and quality assurance programmes and Monitoring and evaluation thereof. Sound financial, Supply Chain Management, facilities management and People Management. Plan and co-ordinate the provision of support service systems that will enhance the quality of care. Ensure a high level of client satisfaction through the effective planning and implementation of local centre operations and good communications with internal and external customers. Information and data management. Stakeholder Engagement.
<u>ENQUIRIES</u>	:	Mr A Patientia Tel No: (021) 815-8866
<u>NOTE</u>	:	No payment of any kind is required when applying for this post. Candidates will be subjected to a practical/oral assessment.
<u>POST 21/239</u>	:	<u>COUNSELLOR GRADE 1 TO 3</u> Chief Directorate: Metro Health Services
<u>SALARY</u>	:	Grade 1: R741 102 per annum Grade 2: R844 128 per annum Grade 3: R953 094 per annum (A portion of the package can be structured according to the individual's personal needs.)
<u>CENTRE</u>	:	Khayelitsha/ Eastern Sub-structure Office
<u>REQUIREMENTS</u>	:	Minimum educational qualification: Appropriate qualification that allows registration with the health professions Council of South Africa as a Registered Counsellor. Registration with a professional council: Registration with the HPCSA as a registered counsellor. Experience: Grade 1: None after registration with the Health Professions Council of South Africa as a Registered Counsellor. Grade 2: A minimum of 8 years appropriate experience as a Counsellor after registration with Health Professional Council (HPCSA) as Counsellor. Grade 3: A minimum of 16 years appropriate experience as a Counsellor after registration with Health Professional Council (HPCSA) as Counsellor. Inherent requirement of the job: Valid (Code B/EB) driver's licence. Willingness to travel in the sub-structure/ district to consult clients, attend and conduct meetings and training sessions. Competencies (knowledge/skills): Knowledge and/or experience in counselling, psychometric assessments and

identification of mental health challenges. Ability to think strategically and analytically, as well as the ability to interpret and implement policies and guidelines. Work within your professional scope of practice and know when to refer for more specialized mental health interventions. Knowledge and experience in providing mentoring and supervision of other lay health workers. Computer literacy (i.e. MS Word, PowerPoint and Excel). Knowledge and application of regulations, policies and procedures relevant to health programs. Able to work independently and in a team. Good presentation skills and the ability to conduct meetings and training. Good intra- and interpersonal skills aimed at professional relational development, maintenance of good professional relations and effective conflict resolution. Adaptable and innovative in a high-pressured environment. Conceptualization skills as appropriate for individual and group evidence-based intervention identification and application. Ability to work in a diverse, multi-cultural and inclusive environment.

DUTIES : Providing preventative and developmental counselling services and interventions on all systems levels. Performing supportive psychological interventions to enhance mental well-being on an individual basis, group basis or at community level. Performing basic psychological screening aimed at overall generalized functioning enhancement. Provide counselling in conjunction with interdisciplinary/multi-sectoral support teams. Provide psycho-education and mental health promotion. Report writing and providing feedback to clients/supervisor(s) on interventions. Provide supervision, mentoring and support to lay health workers. Attend regular clinical supervision. Form part of the sub-structure and district mental health teams.

ENQUIRIES : Ms N Peton Tel No: (021) 360- 4633
NOTE : No payment of any kind is required when applying for this post. Candidates who are not in possession of the stipulated registration requirements, may also apply. Such candidates will only be considered for appointment on condition that proof of application for registration to register with the relevant council and proof of payment of the prescribed registration fees to the relevant council are submitted on or before the day of the interview. This concession is only applicable on health professionals who apply for the first time for registration in a specific category with the relevant council (including individuals who must apply for change in registration status)".

POST 21/240 : **ASSISTANT DIRECTOR: THERAPEUTIC AND MEDICAL SUPPORT SERVICES GRADE 1**
 Chief Directorate: Emergency Clinical and Services Support

SALARY : R664 410 per annum
CENTRE : Directorate: Service Priorities Coordination
REQUIREMENTS : Minimum educational qualification: An appropriate qualification that allows registration with the HPCSA as a Physiotherapist or Occupational Therapist or Speech Therapist and Audiologist or Speech Therapist or Audiologist. Registration with a professional council: Registration with the Health Professions Council of South Africa (HPCSA) as a Physiotherapist or Occupational Therapist or Speech Therapist and Audiologist or Speech Therapist or Audiologist. Experience: A minimum of 3 years' experience after registration with the HPCSA as a Physiotherapist or Occupational Therapist or Speech Therapist and Audiologist or Speech Therapist or Audiologist. Inherent requirement of the job: Willingness to work overtime when required. Willingness to travel. A valid (Code B/EB) driver's license and ability to drive. Competencies (knowledge/skills): Knowledge of international, national and provincial policies, legislation and guidelines related to disability, rehabilitation, eye care, palliative care and ageing services. Project or programme planning, coordination and implementation within health systems. Understanding of clinical governance, quality assurance, monitoring and evaluation, and risk mitigation in health and rehabilitation services. Strong analytical skills and ability to interpret data for service planning and quality improvement. Computer literacy, written and verbal communication skills. Stakeholder engagement, collaboration and system-level problem-solving. Understanding of rehabilitation and healthcare ecosystems within the broader provincial health system.

DUTIES : Provide technical, programme and implementation support for disability, rehabilitation, eye care, palliative care and care of the elderly programmes. Lead and support the development, review and implementation of guidelines,

standard operating procedures and service delivery models. Provide technical input into national and provincial tenders for assistive technologies, rehabilitation and eye care equipment and therapeutic materials. Lead and support the development, implementation, monitoring and evaluation of service delivery projects and initiatives to inform planning and quality improvement. Support intersectoral collaboration with government departments, higher education institutions and other partners.

ENQUIRIES : Dr H Goeiman Tel No: (021) 815-8769
NOTE : No payment of any kind is required when applying for this post. Candidates may undergo a Competency Based Assessment.

POST 21/241 : **OPERATIONAL MANAGER NURSING (GENERAL)**
 Cape Winelands Health District

SALARY : R571 161 per annum, (plus, a non-pensionable rural allowance of 8% of the basic annual salary only applicable for Langeberg Sub District)

CENTRE : Montagu Hospital, Langeberg Sub-district
REQUIREMENTS : Minimum educational qualification: Basic R425 qualification (i.e. diploma/degree in nursing) or equivalent qualification (R683 plus R254) that allows registration with the South African Nursing Council (SANC) as a Professional Nurse. OR A 4-year bachelor's degree in nursing (R174) or equivalent qualification (R683 plus R1497 or R171 plus R1497) that allows registration with the South African Nursing Council (SANC) as a Professional Nurse. Registration with a Professional Council: Registration with the SANC as Professional Nurse. Experience: A minimum of 7 years appropriate / recognisable experience in nursing after registration as Professional Nurse with the SANC in General Nursing. Inherent requirements of the job: Work after-hours, weekends and public holidays when required. Perform Standby duties for Hospital. Valid (code B/EB) driver's licence. Competencies (knowledge/skills): Knowledge and insight of relevant legislation and policy related to nursing s within the public sector and basic computer literacy (MS Word, Excel and Outlook). Ability to promote quality patient care through the setting, implementation and monitoring of standards. Effective communication, interpretation, leadership, decision-making and conflict resolution and organizational skills. Knowledge of health applications i.e. Clinicom, SINJANI and HECTIS.

DUTIES : Effective management of nursing care, which includes effective utilization of human, financial and physical resources in the generic ward. Ensure quality nursing care throughout the hospital through participation in the analysis, formulation and implementation of nursing guidelines, practices standards and procedures Provision of effective support and standby duty for Nursing Management Implement and oversee effective processes and practices regarding all statistical information needed to render a quality health service. Supervise, plan and implement the provision of effective and efficient infection control measures. Maintain and participate in inter-professional and multi-disciplinary teamwork.

ENQUIRIES : Mr. EJ Van Zyl Tel No: (023) 614-8102
NOTE : No payment of any kind is required when applying for this post. Shortlisting candidates will be subject to a competency- based assessment.

POST 21/242 : **RADIOGRAPHER GRADE 1 TO 3 (RADIATION ONCOLOGY)**

SALARY : Grade 1: R510 906 per annum
 Grade 2: R598 260 per annum
 Grade 3: R703 785 per annum

CENTRE : Groote Schuur Hospital, Observatory
REQUIREMENTS : Minimum educational qualifications: Appropriate qualification that allows registration with the Health Professions Council of South Africa (HPCSA) as a Radiation Oncology (Therapy) Radiographer. Registration with a Professional Council: Registration with the HPCSA as a Radiation Oncology (Therapy) Radiographer. Experience: **Grade 1:** None after registration with the HPCSA as a Radiographer in Radiation Oncology in respect of SA qualified employees. One-year relevant experience after registration with the HPCSA as a Radiographer in Radiation Oncology in respect of foreign qualified employees, of whom it is not required to perform Community Service, as required in South Africa. **Grade 2:** Minimum of 10 years relevant experience after registration with the HPCSA as a Radiographer in Radiation Oncology in respect of RSA-

qualified employees. Minimum of 11 years relevant experience after registration with the HPCSA as a Radiographer in Radiation Oncology in respect of foreign qualified employees of whom it is not required to perform Community Service as required in South Africa. **Grade 3:** Minimum of 20 years' relevant experience after registration with the HPCSA as a Radiographer in Radiation Oncology in respect of RSA-qualified employees. Minimum of 21 years relevant experience after registration with the HPCSA as a Radiographer in Radiation Oncology in respect of foreign qualified employees of whom it is not required to perform Community Service as required in South Africa. Inherent requirements of the job: Do an afterhours on call service as rostered. Work late when deemed necessary to fulfil operational requirements. Competencies (knowledge/skills): Good communication skills (verbal and written). Good interpersonal skills. Good computer skills especially with Ms Excel, MS PowerPoint, MS Word and Aria Management System. Knowledgeable of radiotherapy protocols and standard operating procedures.

DUTIES

: Perform and assist with co-ordination of treatment and/or planning and/or CT simulations and/or Quality Assurance and -related radiotherapy activities with RTTs, Community Service and student RTTs ensuring effective patient throughput. Safe handling of patients and assist in patient positioning and immobilization. Accustomed with linear accelerators, orthovoltage treatments, ARIA and/or Eclipse planning systems. Ensure patients are accurately treated and/or planned and/or CT simulations, according to Clinicians' instructions and give administrative and information support to the Chief RTT. Quality Assurance of treatment and/or planning of patients, ensuring optimal work is executed. Administer appropriate patient care and perform quality assurance procedures on the treatment floor and/or planning and/or CT. Participate in continuing professional development to maintain HPCSA points and attend departmental lectures and assist with in-service training of Radiation Therapists, students and other visiting staff. Assist medical physicists in quality control of Oncology equipment and safe handling of Oncology equipment. Monitor and keep stock of consumables and assets within the section. Liaise with staff of all levels within, and occasionally outside, the Division on issues pertaining to the assigned patients.

ENQUIRIES

: Ms L Jaftha Tel No: (021) 404-4292

NOTE

: No payment of any kind is required when applying for this post. Candidates who are not in possession of the stipulated registration requirements may also apply. Such candidates will only be considered for appointment on condition that proof of application for registration with the relevant council and proof of payment of the prescribed registration fees to the relevant council are submitted on or before the day of the interview. This concession is only applicable on health professionals who apply for the first time for registration in a specific category with the relevant council (including individuals who must apply for change in registration status)".

POST 21/243

: **CLINICAL NURSE PRACTITIONER GRADE 1 TO 2 (PRIMARY HEALTH CARE)**
Garden Route District

SALARY

: Grade 1: R495 423 per annum
Grade 2: R607 350 per annum

CENTRE

: Knysna CDC, Knysna/Bitou Sub-district

REQUIREMENTS

: Minimum educational qualification: Basic R425 qualification (i.e. diploma/degree in nursing) or equivalent qualification (R683 plus R254) that allows registration with the South African Nursing Council (SANC) as a Professional Nurse. A post-basic nursing qualification with a duration of at least 1 year diploma in Clinical Nursing Science: Health Assessment, Treatment and Care, accredited with the SANC (R48). OR A 4 year Bachelor Degree in Nursing (R174) or equivalent qualification (R171 plus R1497) that allows registration with the South African Nursing Council (SANC) as a Professional Nurse. A post graduate diploma (R635) accredited with the SANC in Primary Care Nursing. Registration with a professional council: Registration with the SANC as a Professional Nurse. Experience: **Grade 1:** A Minimum of 4 years appropriate/recognisable experience in nursing after registration as Professional Nurse with the SANC in General Nursing. **Grade 2:** A Minimum of 14 years appropriate/recognisable experience in nursing after registration as Professional Nurse with the SANC 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 or post-graduate diploma in the relevant specialty. Inherent requirement of the job: Valid (Code B/EB) driver's licence and willingness to travel. Willingness to work overtime and assist at other clinics, mobiles, satellites within the Sub District, when there is a need. Willingness to drive a mobile clinic vehicle. Competencies (knowledge/skills): NIMART training or experience. Good communication skills verbal and written. Problem solving, report writing, liaison and facilitation skills. Basic computer skills in (i.e. MS Word, Excel, Outlook).

DUTIES : Assist with the management of the Burden of disease according to the comprehensive health programmes. Quality of service Plan and implement Health Promotion and Prevention activities in facility and Community. Link to the community structures and NPO's. Collect data and submit reports. Provide PHC services to the surrounding communities. Assist with the managing of Human Resources, Finance, SCM, Strategy and Health support, Infrastructure and equipment management.

ENQUIRIES : Ms PM Peters Tel No: (044) 302 - 8400

NOTE : No payment of any kind is required when applying for this post. Candidates will be subjected to a practical/ oral assessment. Candidates who are not in possession of the stipulated registration requirements may also apply. Such candidates will only be considered for appointment on condition that proof of application for registration to register with the relevant council and proof of payment of the prescribed registration fees to the relevant council are submitted on or before the day of the interview. This concession is only applicable to candidates who apply for the first time for registration in the post basic qualification in: Curative Skills in Clinical Nursing Science: Health Assessment, Treatment and Care accredited with the SANC (R48) or post graduate diploma in Primary Care Nursing accredited with the SANC (R635).

POST 21/244 : **PROFESSIONAL NURSE GRADE 1 TO 2 SPECIALTY: (MEDICAL WARD – TRACHY HOME CARE)**

SALARY : Grade 1: R495 423 per annum
Grade 2: R607 350 per annum

CENTRE : Red Cross War Memorial Children's Hospital

REQUIREMENTS : Minimum educational qualification: Basic R425 qualification (i.e. diploma/degree in nursing) or equivalent qualification (R683) that allows registration with the South African Nursing Council (SANC) as a Professional Nurse. A post-basic nursing qualification with a duration of at least 1 year accredited with the SANC in Medical and Surgical Nursing Science: Child Nursing Science (R212). OR A 4 year Bachelor's degree in Nursing (R174) or equivalent qualification (R171 plus R1497) that allows registration with the South African Nursing Council (SANC) as a Professional Nurse. A post graduate diploma (R635) accredited with the SANC in Child Nursing. Registration with a professional council: Registration with SANC as a Professional Nurse. Experience: **Grade 1:** A minimum of 4 years appropriate/recognisable experience in nursing after registration as Professional Nurse with the SANC in General Nursing. **Grade 2:** A minimum of 14 years appropriate/recognisable experience in nursing after registration as Professional Nurse with the SANC 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 or post-graduate diploma in the relevant specialty. Inherent requirements of the job: Willingness to work shifts, public holidays, after-hours, night duty and weekend cover for nursing. Deputizing for the Operational Manager: Nursing. Competencies (knowledge/skills): Demonstrate an in-depth understanding of nursing legislation and related legal and ethical nursing practices and how this impact on service delivery. Ensure that clinical nursing practice rendered by the nursing team and promote quality of nursing care as directed by the professional scope of practice and standards. Effective interpersonal, leadership, organisational, decision making and conflict resolution skills. Demonstrate a good understanding of People Management (Human Resources) and financial policies and practices. Computer literacy (i.e. MS Word, Excel, PowerPoint and Outlook). Knowledge of FBU functions and ability to work collaboratively within FBUs.

DUTIES : Provide comprehensive specialized nursing care provided within a professional/legal framework. Participate with the multi-disciplinary team to provide holistic health care, provide good documentation, care, planning and

health education. To support and participate in clinical practice development initiatives, educational activities, and research. Effective utilization of human and financial resources. Provide support services to supervisor and nursing division.

**ENQUIRIES
NOTE**

- : Ms M Franken Tel No: (021) 658-5187
- : No payment of any kind is required when applying for this post. Candidates who are not in possession of the stipulated registration requirements, may also apply. Such candidates will only be considered for appointment on condition that proof of application for registration to register with the relevant council and proof of payment of the prescribed registration fees to the relevant council are submitted on or before the day of the interview. This concession is only applicable to candidates who apply for the first time for registration in the post basic qualification or post-graduate diploma in the relevant specialty.

POST 21/245

- : **ANALYST DEVELOPER: SUPPLY CHAIN MANAGEMENT GOVERNANCE (SYSTEMS) (X2 POSTS)**
- : Directorate: Supply Chain Management

**SALARY
CENTRE
REQUIREMENTS**

- : R487 197 per annum
- : Head Office, Cape Town (based at Karl Bremer Hospital)
- : Minimum educational qualifications: An appropriate three-year National Diploma or Degree in Information Management, Computer Science, Mathematics, Statistics, Engineering, Accounting (or equivalent). Experience: Appropriate experience working with data analytics and information systems, including gathering, cleaning, integrating, modelling and analysing datasets. Appropriate experience in systems development, database queries/SQL, Power BI dashboard development and business requirement analysis. Inherent requirements of the job: A valid (Code B/EB) driver's licence. Willingness to travel to healthcare facilities across the Western Cape Department of Health and Wellness. Ability to work extended hours during critical system releases, incidents or reporting cycles. Competencies (knowledge/skills): Exposure to SCM, procurement, asset, inventory or financial systems/data. Problem solving, analytical and innovative thinking. Computer literacy and proficiency with MS Word, Excel, PowerPoint and data management software. Knowledge of Microsoft technologies used to manipulate datasets, including Azure, SQL and Power BI. Knowledge of SDLC, requirement analysis, solution design, database management, queries and stored procedures. Ability to develop and document semantic models, data pipelines, dashboards, entity relationship diagrams, context diagrams, process flows and technical specifications. Knowledge of data governance, change control, access governance, report writing, planning and organising. Good communication, stakeholder engagement and liaison skills with business partners, IT, vendors and transversal system users. Knowledge of LOGIS, EPS, BAS, SCM governance, asset verification, inventory oversight and transversal contract reporting.

DUTIES

- : Design, develop and maintain SCM semantic models, SQL pipelines and integrated datasets sourced from LOGIS, EPS, BAS and related systems. Develop, publish and maintain Power BI dashboards supporting procurement, asset verification, inventory oversight, supplier intelligence and governance reporting. Perform SCM business and systems analysis to translate business requirements into technical specifications, models, project plans and reporting solutions. Work with Health BI/IT and relevant business partners on software development, database design, dashboard development, testing and publication. Liaise with clients, business partners, vendors and transversal system users to ensure that requirements are understood, documented and implemented. Write queries and support database management, data cleaning, data integration and data quality assurance processes. Maintain production stability, data refresh monitoring, access governance, change control, system documentation and audit readiness of SCM digital platforms. Compile and maintain technical documentation including business requirements, data dictionaries, entity relation diagrams, context diagrams, process flows and change records. Support continuous improvement initiatives and provide user support, troubleshooting and stakeholder feedback management for SCM dashboards and data solutions.

**ENQUIRIES
NOTE**

- : Mr J Coetzee Tel No: (021) 483-4302
- : No payment of any kind is required when applying for this post.

<u>POST 21/246</u>	:	<u>SYSTEM CONTROLLER (FINANCIAL SYSTEMS: BAS)</u> Chief Directorate: Financial Accounting
<u>SALARY</u>	:	R413 001 per annum
<u>CENTRE</u>	:	Head Office, Cape Town (Finance Section: BAS Helpdesk)
<u>REQUIREMENTS</u>	:	Minimum educational qualification: An appropriate 3-year National Diploma/Degree. Experience: Appropriate supervisory experience within a similar environment. Inherent requirements of the job: Valid Code EB drivers' licence. Competencies (knowledge/skills): Extensive knowledge of Financial Systems: BAS & LOGIS. Leadership skills. Analytical Thinking. Planning and organisational skills. Diversity management. Report writing. Ability to work under pressure and meet deadlines. An aptitude for figure work. Meeting and presentation skills. Project Management skills.
<u>DUTIES</u>	:	Maintain and declare user account activity on BAS, security profiles/code Block. Monitor of source systems interfacing and system response. Liaise/interact with PT wrt system requirements and enhancements. Helpdesk Administration. Issue written/electronic financial system procedures/policies. Compile correspondences wrt A/G COMAF. Provide system input wrt disclosures relating to AFS. Provide training of sub-ordinates and BAS users.
<u>ENQUIRIES</u>	:	Ms A Van Niekerk Tel No: (021) 483-6754 or email: aakifah.vanniekerk@westerncape.gov.za
<u>NOTE</u>	:	No payment of any kind is required when applying for this post.
<u>POST 21/247</u>	:	<u>PHYSIOTHERAPIST GRADE 1 TO 2</u> Chief Directorate: Metro Health Services
<u>SALARY</u>	:	Grade 1: R413 121 per annum Grade 2: R482 499 per annum Grade 3: R564 822 per annum
<u>CENTRE</u>	:	Metro TB Hospital Complex
<u>REQUIREMENTS</u>	:	Minimum educational qualification: Appropriate qualification that allows registration with the Health Professions Council of South Africa (HPCSA) as a Physiotherapist. Registration with a Professional Council: Current registration with the Health Professional Council of South Africa (HPCSA) as a Physiotherapist. Experience: Grade 1: None after registration with the HPCSA as a Physiotherapist in respect of RSA qualified employees. 1-year relevant experience after registration with the HPCSA as a Physiotherapist in respect of foreign qualified employees, of whom it is not required to perform Community Service, as required in South Africa. Grade 2: A minimum of 10 years' relevant experience after registration with the HPCSA as a Physiotherapist in respect of SA qualified employees. A Minimum of 11 years' relevant experience after registration with the HPCSA as a Physiotherapist in respect of foreign qualified employees, of whom it is not required to perform Community Service, as required in South Africa. Grade 3: A minimum of 20 years relevant experience after registration with the HPCSA as Physiotherapist in respect of RSA-qualified employees. A minimum of 21 years relevant experience after registration with the HPCSA as Physiotherapist in respect of foreign qualified employees, of whom it is not required to perform Community Service, as required in South Africa. Inherent requirements of the job: Valid (Code B/EB) drivers' licence. Competencies (knowledge/skills): Knowledge of applicable health legislation, relevant acts, policies and procedures. Understanding evidence-based practice and knowledge of Physiotherapy, Neuro-rehab, Chest Physiotherapy and TB. Computer literate.
<u>DUTIES</u>	:	Assessment and treatment of patient referred for Physiotherapy. Management and completion of patient related administration. To assist with the smooth-running of Physiotherapy dept / support role to supervisor. Running MDT Projects, Education and Awareness Programmes: To assist with clinical guidance of Physiotherapy students and supervision of Junior staff, and to play an active role in Physiotherapy and TB awareness &/or education. Ensure continued professional development by keeping abreast with the latest developments in the field.
<u>ENQUIRIES</u>	:	Ms K Gangerdine Tel No: (021) 508-7429
<u>NOTE</u>	:	No payment of any kind is required when applying for this post.

<u>POST 21/248</u>	:	<u>SENIOR ADMINISTRATIVE OFFICER: INFORMATION MANAGEMENT</u> Directorate: Health Intelligence Sub-directorate: Records Management
<u>SALARY</u>	:	R413 001 per annum
<u>CENTRE</u>	:	Head Office, Cape Town
<u>REQUIREMENTS</u>	:	Minimum educational qualification: Appropriate 3-year National Diploma or Degree. Experience: Appropriate experience in records and information management administration. Appropriate Electronic Document and Records Management System (EDRMS) experience. Inherent requirement of the job: Valid (Code B/EB) driver's licence. Willingness to travel (Western Cape Province), to drive a government vehicle and overnight when required within the district. Completed Records Management course provided by Western Cape Archives and Records Service (WCARS). Competencies (knowledge/skills): Extensive knowledge and application of Records Management compliance with National and Provincial policies and guidelines. Excellent organisational and administrative skills with strong analytical ability and attention to detail. Advanced computer literacy (MS Office, EDRMS/ECM platforms). Ability to work under pressure, meet deadlines, and manage multiple priorities. Effective interpersonal and communication skills (verbal and written). Ability to conduct basic research and compile reports. Knowledge of public sector acts, legislation, policies, procedures and guidelines, and particularly those relating to records management, PAIA and POPIA. Strong facilitation, training, and presentation skills. Ability to manage transversal functions and work effectively within a team. Familiarity with health information systems (e.g., PHCIS, SPV, Clinicom, NHLS).
<u>DUTIES</u>	:	Facilitate the development, review and implementation of the relevant records management legislation, policies and systems within the Department i.e. Provide support in the gathering of departmental input to develop new or revised policies, procedures and tools (manual and digital) that govern records management function. Ensure that information contained in records (physical and electronic) is managed effectively throughout the Department by assisting with the implementation of a records management policy. Ensure that the department complies with the Promotion of Access to Information Act (PAIA) and manages all PAIA applications appropriately, including providing support to all stakeholders; Ensure compliance with the Protection of Personal Information Act (POPIA) when performing this role. Facilitate the disposal and archiving (transferred or destroyed) of records in terms of a written disposal authority issued by Western Cape Archives and Records Services (Department of Cultural Affairs and Sport) and monitor and ensure accurate retention periods of all records. Maintain departmental standards in terms of the file plan and records management schedules. Provide and coordinate decentralised competency and training interventions and awareness for the department for records and information management.
<u>ENQUIRIES</u>	:	Ms R Pretorius-Hattingh Tel No: (021) 483-4684
<u>NOTE</u>	:	No payment of any kind is required when applying for this post.
<u>POST 21/249</u>	:	<u>DIETICIAN GRADE 1 TO 3</u>
<u>SALARY</u>	:	Grade 1: R413 121 per annum Grade 2: R482 499 per annum Grade 3: R564 822 per annum
<u>CENTRE</u>	:	Groote Schuur Hospital, Observatory
<u>REQUIREMENTS</u>	:	Minimum educational qualification: Appropriate qualification that allows registration with the Health Professions Council of South Africa (HPCSA) as a Dietician. Registration with a Professional Council: Registration with Health Professions Council of South Africa (HPCSA) as a Dietician. Experience: Grade 1: None after registration with the HPCSA as a Dietician in respect of RSA qualified employees. 1-year relevant experience after registration with the HPCSA as a Dietician in respect of foreign qualified employees, of whom it is not required to perform Community Service, as required in South Africa. Grade 2: A minimum of 10 years' relevant experience after registration with the HPCSA as a Dietician in respect of SA qualified employees. A Minimum of 11 years' relevant experience after registration with the HPCSA as a Dietician in respect of foreign qualified employees, of whom it is not required to perform Community Service, as required in South Africa. Grade 3: A minimum of 20 years' relevant experience after registration with the HPCSA as Dietician in

respect of SA qualified employees. A minimum of 21 years' relevant experience after registration with the HPCSA as a Dietician in respect of foreign qualified employees, of whom it is not required to perform Community Service, as required in South Africa. Inherent requirements of the job: Willingness to work overtime. Competencies (knowledge/skills): Thorough knowledge and exposure to all aspects relating to clinical Dietetics. Good interpersonal, communication and organisational skills. Skills should include computer literacy, facilitation, presentation and project coordination.

DUTIES : Clinical nutrition management of in and out-patients in assigned area. Development of patient education materials. Development and updating of clinical nutrition protocols. Participate in in-service training and mentoring of all categories of personnel and students on nutrition related topics. General administration including assisting with planning, reporting activities conducted, and monitoring of nutritional programmes.

ENQUIRIES : Ms A du Toit Tel No: (021) 404-4471

NOTE : No payment of any kind is required when applying for this post. Candidates who are not in possession of the stipulated registration requirements may also apply. Such candidates will only be considered for appointment on condition that proof of application for registration with the relevant council and proof of payment of the prescribed registration fees to the relevant council are submitted on or before the day of the interview. This concession is only applicable on health professionals who apply for the first time for registration in a specific category with the relevant council (including individuals who must apply for change in registration status)".

POST 21/250 : **SOCIAL WORKER GRADE 1 TO 4**

SALARY : Grade 1: R338 208 per annum
Grade 2: R413 004 per annum
Grade 3: R496 668 per annum
Grade 4: R608 859 per annum

CENTRE REQUIREMENTS : Groote Schuur Hospital, Observatory
Minimum educational qualification: Appropriate qualification as a Social Worker that allows for registration with the South African Council for Social Service Professionals (SACSSP). Registration with a Professional Council: Registration with SACSSP as a Social Worker. Experience: **Grade 1:** None after registration. **Grade 2:** A minimum of 10 years appropriate experience in social work after registration as a Social Worker with the SACSSP. **Grade 3:** A minimum of 20 years appropriate experience in social work after registration as a Social Worker with the SACSSP. **Grade 4:** A minimum of 30 years appropriate experience in social work after registration as a social worker with the SACSSP. Competencies (knowledge/skills): Computer literacy (Word, Excel and Power Point). Ability to render a clinical social work practise as a member of a multi-disciplinary team in a Specialist Acute Health Care setting. Sound knowledge and skills in neonatology, assessment skills, family and individual counselling skills. Knowledge of statutory processes with regards the Child Care Act. Good communication (verbal and written).

DUTIES : Undertake training as required. Undertake telephonic patient follow up. Provide specialist knowledge and skills to services in neonatology. Provide social work services to in-patients and their families. Provide psychosocial assessments, counselling to individuals and families, appropriate referrals to step down facilities, future care plans for patients, maintain all administration functions on work undertaken. Provide appropriate follow up to multidisciplinary team.

ENQUIRIES : Mr L Hlakudi Tel No: (021) 404 3405 or email: Lungi.Hlakudi@westerncape.gov.za

NOTE : No payment of any kind is required when applying for this post. Candidates who are not in possession of the stipulated registration requirements, may also apply. Such candidates will only be considered for appointment on condition that proof of application for registration to register with the relevant council and proof of payment of the prescribed registration fees to the relevant council are submitted on or before the day of the interview. This concession is only applicable on health professionals who apply for the first time for registration in a specific category with the relevant council (including individuals who must apply for change in registration status).

POST 21/251 : **ADMINISTRATIVE OFFICER: SUPPORT SERVICES (DEATH ADMINISTRATION OFFICE)**

SALARY : R338 106 per annum
CENTRE : Tygerberg Hospital, Parow Valley
REQUIREMENTS : Minimum educational qualification: Senior Certificate or equivalent qualification. Experience: Appropriate administrative and supervisory experience. Appropriate experience in a hospital environment: support services. Inherent requirements of the job: Willingness to rotate as required and perform after hour duties, including weekends and Public Holidays. Competencies (knowledge/skills): Knowledge of death administration processes, including natural and unnatural deaths. Knowledge of relevant legislation and protocols, including the Occupational Health and Safety Act, National Health Act, and Batho Pele Principles. Supervisory, organisational and planning skills. Labour Relations and disciplinary process knowledge. Strong administrative and operational skills. Excellent written and verbal communication skills. Ability to maintain confidentiality and professionalism. Computer literacy and data capturing/reporting skills. Ability to work under pressure and meet deadlines. Ability to work with people from all walks of life and to handle conflict in a professional manner. Computer literacy, especially in Microsoft Excel and database management. Good interpersonal skills. Punctual, observant and professional. Innovative with strong problem-solving abilities as well as strong leadership skills. Knowledge of Government policies and prescripts.

DUTIES : Supervise, organise and control personnel and resources to ensure optimal service delivery in the Death Administration Office as well as limited support services components (e.g. Pneumatic Tube Station). Ensure smooth operational flow of deceased patients, including timely removal from wards and liaison with undertakers and contracted service providers. Facilitate communication and handover of deceased persons to undertakers, and relevant stakeholders. Process and verify all death-related documentation, including DHA1663, cremation, non-contagious and pauper burial forms. Liaise with families, next of kin and stakeholders regarding storage, transfers, burial and cremation. Manage unclaimed bodies and destitute processing in accordance with the National Health Act. Ensure invoices and payments to contracted companies/service providers are processed timeously. Maintain accurate death registers, databases, reports and statistics. Oversee leave administration, attendance registers, PERMIS reviews and other HR-related. Enforce discipline and ensure compliance with policies, procedures and protocols. Compile weekly and monthly operational reports.

ENQUIRIES : Mr N Meyer Tel No: (021) 938-4923
NOTE : No payment of any kind is required when applying for this post. Shortlisted candidates will be subjected to a practical assessment.

POST 21/252 : **PRINCIPAL PERSONNEL OFFICER**
Overberg District

SALARY : R338 106 per annum
CENTRE : Overberg District Office, Caledon
REQUIREMENTS : Minimum educational qualification: Senior certificate (or equivalent). Experience: Appropriate experience in the field of People Management. Appropriate PERSAL experience. Appropriate experience on the E-Recruiting online system. Inherent requirement of the job: Valid (Code B/EB/C1) driver's licence. Willingness to travel to institutions within Overberg District as well throughout the Province. Competencies (knowledge/skills): Excellent (verbal and written) communication skills. Ability to work under pressure, independently and to meet deadlines. Appropriate knowledge of HR Policies, procedures and practices. Computer skills (MS Office, MS Teams, Excel and PowerPoint).

DUTIES : Assist with Recruitment and Selection, Advertising of posts, DOTS Verifications, Pay Progressions, Grade Progressions, Salary Determination in respect of different OSD and non-OSD categories. Assist with Performance Management and Permis training in Sub Districts and acts as helpdesk for PERMIS. Assist the Pre- and Formal Moderating Committees with strategic overview of the performance management process. Assist with the implementation and maintenance of policy documents/circulars within the district as well as provision of training in this regard. Administer and ensure

		effective and efficient implementation of HRM policies, prescripts, capturing and approval of PERSAL transactions with regards to Personnel provisioning, Personnel and Salary administration. Provide support and guidance to the institutional management, line managers and personnel regarding employment practices. Render a general support service to supervisor and colleagues.
<u>ENQUIRIES</u>	:	Mr J Joubert Tel No: (028) 214-5801
<u>NOTE</u>	:	No payment of any kind is required when applying for this post.
<u>POST 21/253</u>	:	<u>ADMINISTRATIVE OFFICER: SUPPLY CHAIN MANAGEMENT (ASSET MANAGEMENT)</u> Chief Directorate: Metro Health Services
<u>SALARY</u>	:	R338 106 per annum
<u>CENTRE</u>	:	Karl Bremer Hospital
<u>REQUIREMENTS</u>	:	Minimum educational qualification: Senior Certificate (or equivalent) with Mathematics and/or Accountancy as passed subject and/or Senior Certificate (or equivalent) with experience/competencies that focuses on the Key Performance Areas (KPA's) of the post. Experience: Appropriate experience in line with the duties (key result areas/outputs) of the post. Appropriate administrative duties within a healthcare environment. Inherent requirements of the job: Valid code B/EB driver's license. Willingness to travel within the Northern Tygerberg district. Competencies (knowledge/skills): Working knowledge and experience of Asset Management and Supply Chain Management in the Public Service. Strong analytical and strategic thinking abilities, computer skills in MS Office (i.e. Word, Excel, PowerPoint and Outlook), good interpersonal, organisational and communication skills. Knowledge of the PFMA, Finance Instructions, Provincial and National Treasury regulations, Supply Chain Management Instructions as well as the Accounting Officer System and familiarity with LOGIS or Syspro. Attention to detail and adherence to deadlines, ability to manage multiple priorities and work independently and ability to work in a team context and motivate team members.
<u>DUTIES</u>	:	Asset Register maintenance. Management of the Asset verification and reconciliation process. Management of the disposal and loss control processes. Management of the Asset procurement process. Management of asset reporting. Effective Human Resources Management. Support to Supervisor and Management.
<u>ENQUIRIES</u>	:	Mr W Jacobs Tel No: (021) 918-1208
<u>NOTE</u>	:	No payment of any kind is required when applying for this post.
<u>POST 21/254</u>	:	<u>PROFESSIONAL NURSE GRADE 1 TO 3 (GENERAL NURSING) (X6 POSTS)</u> West Coast Health District
<u>SALARY</u>	:	Grade 1: R337 359 per annum Grade 2: R411 978 per annum Grade 3: R495 423 per annum
<u>CENTRE</u>	:	West Coast TB Centre, Sonstraal Hospital
<u>REQUIREMENTS</u>	:	Minimum educational qualification: Basic R425 qualification (i.e. diploma/degree in nursing) or equivalent qualification (R683) that allows registration with the South African Nursing Council (SANC) as a Professional Nurse. OR - A 4 year Bachelor Degree in Nursing (R174) that allows registration with the South African Nursing Council (SANC) as a Professional Nurse. OR - A 3 year Diploma in Nursing (R171) that allows registration with the South African Nursing Council (SANC) AS A General Nurse. Registration with a Professional Council: Registration with the SANC as a Professional Nurse or General Nurse. Experience: Grade 1: None. Grade 2: A minimum of 10 years appropriate/recognisable nursing experience after registration with the SANC as Professional Nurse in General Nursing. Grade 3: A minimum of 20 years appropriate/recognizable experience in nursing after registration with the SANC as Professional Nurse in General Nursing. Inherent requirements of the job: Ability to work shifts during the day and night, weekends and public holidays and overtime when required by Supervisor. Willingness to rotate within different units. Ability to do relief duties at Infectious Disease Hospital, Malmesbury if required. Competencies (knowledge/skills): Ability to function/make decisions independently and as part of a multi-disciplinary team. Good communication, interpersonal relationships, exceptional leadership and

- conflict resolution skills. Basic computer skills in MS Word, Excel, Outlook. Knowledge of relevant legislation and policies of the Department of Health Western Cape.
- DUTIES** : Provision of optimal, holistic nursing care with set standards and within a professional/legal framework. Effective utilisation of resources. Maintain professional growth/ethical standards and self-development. Provision of Support to Nursing Services. Participation in training and research. Provision of quality basic nursing patient centered care in a hospital setting.
- ENQUIRIES** : Ms N Liebenberg Tel No: (021) 815-8340
- NOTE** : No payment of any kind is required when applying for this post. Candidates who are not in possession of the stipulated registration requirements, may also apply. Such candidates will only be considered for appointment on condition that proof of application for registration to register with the relevant council and proof of payment of the prescribed registration fees to the relevant council are submitted on or before the day of the interview. This concession is only applicable on health professionals who apply for the first time for registration in a specific category with the relevant council (including individuals who must apply for change in registration status).
- POST 21/255** : **ARTISAN PRODUCTION GRADE A TO C (ELECTRICAL/PLUMBING/ CARPENTRY)**
Chief Directorate: Metro Health Services
- SALARY** : Grade A: R253 341 per annum
Grade B: R297 249 per annum
Grade C: R345 342 per annum
- CENTRE** : Helderberg Hospital
- REQUIREMENTS** : Minimum educational qualification: Appropriate Trade Test Certificate in Electrical/Plumbing/Carpentry. Experience: **Grade A:** No experience required. **Grade B:** At least 18 years appropriate/recognisable experience in the area after obtaining the relevant Trade Test Certificate. **Grade C:** At least 34 years appropriate/recognisable experience in the area after obtaining the relevant Trade Test Certificate. Inherent requirement of the job: A valid driver's license (Code B/EB). Willingness to work overtime, standby duties and emergency callouts. Ability to work in confined spaces and hospital environments. Willingness to travel between facilities where required. Competencies (knowledge/skills): Sound knowledge of maintenance and repair procedures related to the relevant trade. Knowledge of Occupational Health and Safety Act and relevant regulations. Ability to diagnose faults and implement corrective measures. Good communication and interpersonal skills. Computer literacy in MS Office. Ability to work independently and within a multidisciplinary team. Knowledge of preventative maintenance systems and hospital infrastructure. Ability to read and interpret technical drawings and specifications.
- DUTIES** : Perform maintenance, repairs and installations on hospital buildings, equipment and infrastructure according to prescribed standards. Conduct routine inspections and preventative maintenance on facilities and equipment. Respond to emergency breakdowns and maintenance requests within the hospital environment. Ensure compliance with Occupational Health and Safety regulations and infection prevention standards. Maintain and update maintenance records, job cards and registers. Assist with fault finding, technical assessments and repair solutions. Supervise assistants and support staff where applicable. Assist with procurement processes, quotations and material control. Ensure tools, equipment and workshop areas are maintained in a safe and orderly condition.
- ENQUIRIES** : Mr D Geldenhuys Tel No: (021) 850-4719
- NOTE** : No payment of any kind is required when applying for this post. Candidates will be subjected to a written/practical and oral assessment.
- POST 21/256** : **ADMINISTRATION CLERK: FINANCE/ADMIN (SCM)**
Central Karoo District
- SALARY** : R237 453 per annum
- CENTRE** : Technical Services (Workshop) Central Karoo Support Services (stationed in Beaufort West)
- REQUIREMENTS** : Minimum educational qualification: Senior Certificate (or equivalent) with Mathematics and/or Accountancy as a passed subject and/or Senior Certificate (or equivalent) with experience/competencies that focuses on the Key

Performance Areas (KRA's) of the post. Experience: Appropriate knowledge and experience in office administration, financial and procurement administration. Appropriate clerical experience. Inherent requirement of the job: Computer Literacy. Valid (Code B/EB) driver's license. Competencies (knowledge/skills): Good communication (verbal and written) and interpersonal skills.

DUTIES : Administrative support to all technical support staff members of the workshop located at the Central Karoo District Office. Complete Job Requisitions. Create and maintain a database, both electronic and hard copies, of all documents related to Technical Support Service. Finance and Supply Chain Support. Support to Supervisor.

ENQUIRIES NOTE : Ms A Jooste Tel No: (023) 414-3590
: No payment of any kind is required when applying for this post. A practical test will form part of the selection process.

POST 21/257 : **ADMINISTRATION CLERK: HUMAN RESOURCE DEVELOPMENT**
Chief Directorate: Metro Health Services

SALARY CENTRE REQUIREMENTS : R237 453 per annum
: Stikland Hospital
: Minimum educational qualification: Senior Certificate (or equivalent). Experience: Appropriate experience in People Development. Competencies (knowledge/skills): Knowledge of Recruitment and Selection. Computer literate in MS office. Knowledge of PERSAL.

DUTIES : Render administrative support for People Development and provide support in the Human Resource Management Component as required. Ensure the correct application and implementation of People Development policies and procedures. Maintain and update accurate Employee records and People Development databases. Handle personnel queries and provide HRD-related advice and support to staff. Assist with recruitment and selection processes, including coordination and documentation. Prepare, process and manage HR documentation, reports and correspondence. Audit and maintain training files to ensure compliance with record keeping requirements. Liaise with internal and external stakeholders to support PM operations and service delivery.

ENQUIRIES NOTE : Ms L Nomdoe Tel No: (021) 940-4499
: No payment of any kind is required when applying for this post.

POST 21/258 : **STAFF NURSE GRADE 1 TO 3 (SURGERY, ORTHOPAEDICS, POST NATAL) (X3 POSTS)**
Chief Directorate Rural Health Services

SALARY CENTRE REQUIREMENTS : Grade 1: R229 440 per annum
: Grade 2: R272 778 per annum
: Grade 3: R319 071 per annum
: Paarl Hospital

REQUIREMENTS : Minimum educational qualification: Qualification that allows registration with South African Nursing Council as Staff Nurse. Registration with a Professional Council: Registration with the SANC as a Staff Nurse. Experience: **Grade 1:** None. **Grade 2:** A minimum of 10 years appropriate/recognizable experience in nursing after registration with the SANC as a Staff Nurse. **Grade 3:** A minimum of 20 years appropriate/recognizable experience in nursing after registration with the SANC as a Staff Nurse. Inherent requirements of the job: Willingness to work shifts, public holidays, after-hours, night duty and weekend cover for nursing. Willingness to rotate within the hospital in different wards. Ability to work under pressure. Competencies (knowledge/skills): Good communication and interpersonal relationships. Basic computer skills in MS Word, Excel, Outlook. Knowledge of relevant legislation and policies of the Department of Health Western Cape.

DUTIES : Development and implementation of basic patient care. Provide basic clinical nursing care. Effective utilization of physical and financial resources. Maintain professional growth/ethical standards and self-development.

ENQUIRIES NOTE : Ms M Rust Tel No: (021) 860-2504 or email: Magda.rust@westerncape.gov.za
: No payment of any kind is required when applying for this post.

- POST 21/259** : **DENTAL ASSISTANT GRADE 1 TO 2**
Chief Directorate: Metro Health Services
- SALARY** : Grade 1: R225 777 per annum
Grade 2: R262 953 per annum
- CENTRE** : District Six CDC
- REQUIREMENTS** : Minimum educational qualification: Appropriate qualification or prescribed Inservice training (with duration of less than 2 years) that allows for the required registration with the Health Professions Council of South Africa (HPCSA) as Dental Assistant. Registration with a Professional Council: Registration with the Health Professions Council of South Africa (HPCSA) as Dental Assistant. Experience: **Grade 1:** None after obtaining an appropriate qualification or prescribed in-service training that allows for the required registration with the HPCSA as Dental Assistant. **Grade 2:** A minimum of 10 years appropriate experience after obtaining an appropriate qualification or prescribed in-service training that allows for the required registration with the HPCSA as Dental Assistant. Inherent requirements of the job: Willingness and skills to render clinical services in and after hours when necessary. Valid driver's licence (Code B/EB) and willingness to travel. Competencies (knowledge/skills): Computer literacy (MS Word, Excel and Outlook). Good interpersonal skills. Ability to use own initiative and work independently or as a team. Good problem-solving and conflict resolution.
- DUTIES** : To assist the dentist in rendering an optimal, effective and efficient oral health service to the public. Assisting with dental procedures in theatre. Participate in health promotion programs. Effective management and utilization of stock and medication. Ensure infection control and occupational health and safety standards are maintained. Perform the necessary administrative duties.
- ENQUIRIES** : Dr S Bhat Tel No: (021) 883-5414
- NOTE** : No payment of any kind is required when applying for this post. Shortlisted candidates will be subjected to written/practical and oral assessments. Candidates who are not in possession of the stipulated registration requirements may also apply. Such candidates will only be considered for appointment on condition that proof of application for registration to register with the relevant council and proof of payment of the prescribed registration fees to the relevant council are submitted on or before the day of the interview. This concession is only applicable on health professionals who apply for the first time for registration in a specific category with the relevant council (including individuals who must apply for change in registration status).
- POST 21/260** : **FOOD SERVICES SUPERVISOR**
- SALARY** : R201 093 per annum
- CENTRE** : Lapa Munnik Hospital, Bergriver Sub-district
- REQUIREMENTS** : Minimum educational qualification: General education and Training Certificate (GETC) Grade 9 (Std 7). Experience: Appropriate experience in a hospital food service environment. Inherent requirements of the job: Ability to work shifts, weekends, and public holidays. Ability to lift heavy objects and be on their feet the entire day. Dress according to departmental specifications and adhere to Hospital Policy. Correct Interpretation of recipes, production planning and daily statistics. Competencies (knowledge/skills): Computer literacy and numerical skills. Knowledge of mass production and cooking methods for both normal and therapeutic diets. Knowledge of hygiene, Occupation Health and Safety and HACCP principles. Sound organizing, interpersonal, and communication skills. Ability to work according to rules and policies to meet deadlines. Ability to work independently and under pressure.
- DUTIES** : General supervision of operational food services. Supervise hygiene, occupational health and safety. Supervise the maintenance and control of apparatus and equipment. Support the principles of Human Resources. Support financial management.
- ENQUIRIES** : Ms. A van Breda Tel No: (022) 487-9223
- NOTE** : No payment of any kind is required when applying for this post. Shortlisted candidates will be subjected to a practical test.
- POST 21/261** : **LINEN SUPERVISOR (X2 POSTS)**
Directorate Facilities Management
- SALARY** : R201 093 per annum

<u>CENTRE</u>	:	Tygerberg Laundry (X1 Post) Lentegeur Laundry (X1 Post)
<u>REQUIREMENTS</u>	:	Minimum educational qualification: General Education and Training Certificate (GETC)/Grade 9 (Std 7). Experience: Appropriate comprehensive linen/laundry experience in a health services environment/Provincial Laundry. Inherent requirement of the job: Incumbent must be prepared to work on a rotation basis. Must be physically fit. Competencies (knowledge/skills): Good interpersonal skills. Sound Knowledge of Health and Safety rules in a laundry and linen environment. Sound knowledge of the disciplinary process.
<u>DUTIES</u>	:	Perform supervisory functions to ensure the maintenance of a clean, hygienic and safe environment. Provide a professional linen and clothing service to the institutions. Maintain stock control in Linen bank and sorting area. Correct handling and perform all aspects of soiled and clean linen. Linen audits. Racking/Packing and sorting. Responsible for linen stores assistants. Maintain accurate registers as instructed.
<u>ENQUIRIES</u>	:	Mr V Jooste Tel No: (021) 200-0196 and Mr J Roberts Tel No: (021) 933- 0894
<u>NOTE</u>	:	No payment of any kind is required when applying for this post.
<u>POST 21/262</u>	:	<u>HOUSEKEEPING SUPERVISOR</u>
<u>SALARY</u>	:	R201 093 per annum
<u>CENTRE</u>	:	Red Cross War Memorial Children's Hospital, Rondebosch
<u>REQUIREMENTS</u>	:	Minimum educational qualification: General Education and Training Certificate (GETC)/ Grade 9 (Std 7). Experience: Appropriate waste management experience in a hospital environment. Inherent requirements of the job: Compulsory shift work, flexible hours, weekends, and public holidays. Physical, mentally, and emotionally fit to provide an essential service. Competencies (knowledge/skills): Ability to participate and work as part of a team. Maintain effective relationships with staff, patients and public. Knowledge of healthcare waste regulations and OHS standards. Supervisory and administrative skills.
<u>DUTIES</u>	:	Supervise the AZ Level Waste Management Disposal Area to ensure safe, compliant, and efficient waste handling in line with hospital policies and regulatory requirements. Oversee daily waste operations, including collection, segregation, storage, and disposal of healthcare risk waste, general waste, and recyclables, while maintaining strict infection prevention and control standards. Provide leadership and support to waste management staff, ensuring adherence to SOP's and safe working practices. -Manage service provider administration, including maintaining contracts, SLAs, compliance records, and performance reports, while supporting smooth contract execution and service delivery. Conduct routine inspections of waste areas and equipment, ensure proper resource allocation, and maintain availability and functionality of waste management equipment and PPE. Keep accurate records and reports on waste volumes, incidents, and operational activities. Provide operational and administrative support to ensure effective service delivery within the unit.
<u>ENQUIRIES</u>	:	Ms M Fredericks Tel No: (021) 658-5452
<u>NOTE</u>	:	No payment of any kind is required when applying for this post.
<u>POST 21/263</u>	:	<u>SECURITY OFFICER (SECURITY SERVICES)</u> Chief Directorate: Metro Health Services
<u>SALARY</u>	:	R170 226 per annum
<u>CENTRE</u>	:	Lentegeur Hospital
<u>REQUIREMENTS</u>	:	Minimum educational qualification: General Education and Training Certificate (GETC)/Grade 9 (Std 7). Registration with a professional council: Candidates must be registered as a Security Officer Grade C or higher with the Security Board in terms of the Security Industry Regulatory Authority Act PSIRA. Experience: Appropriate experience as a Security Officer in a Psychiatric environment. Inherent requirement of the job: Willingness to work shifts, public holidays, weekends, and to be rotated. Willingness to perform delegated duties in all units on a rotation basis. Competencies (knowledge/skills): A genuine interest to work in Psychiatric and Forensic units. A strong sense of responsibility and the ability to function independently in challenging situations. Knowledge of Management of aggression and violence. Self-discipline, self-motivated and the ability to work under pressure. Good listening, writing reports, conflict and group handling skills.
<u>DUTIES</u>	:	Access/Egress control also escorting of patients on/off hospital premises. Assistance to personnel with the handling of aggressive/violent and

uncontrolled patients. Delivery of a supportive security service to allocated areas with the aim to prevent injuries, abscondment of patients, litigation and adverse incidents. Effective application of service delivery and efficient support to the Operational Manager in the ward. Control/monitor surveillance cameras to identify and prevent any unlawful entry, suspicious, dangerous objects and adverse incidents. Reporting and recording of all incidents/patient movements/patient related activities.

ENQUIRIES : Ms S Govender Tel No: (021) 370-1344
NOTE : No payment of any kind is required when applying for this post.

POST 21/264 : **DRIVER (HEAVY DUTY VEHICLE)**
 Chief Directorate: Metro Health Services

SALARY : R170 226 per annum
CENTRE : Morning Star Community Day Centre
REQUIREMENTS : Minimum requirement: Basis literacy and numeracy. Experience: Appropriate experience on transportation of passengers and goods in a health environment. Inherent requirements of the job: Valid Public Driving Permit (PDP). Valid code C1 (code 10) manual driver's license. Work overtime as per needs requirement and perform standby duties, after hours, including weekends and public holidays. Competencies (knowledge/skills): Knowledge of the Transport Circular of 2000. Ability to accept accountability and responsibility and to work independently and unsupervised. Good knowledge of road network in the Peninsula. Safe driving skills.

DUTIES : Transport goods, services and personnel from one point to another. Transport of staff to and from various destinations in the Western Cape. Conduct routine maintenance, inspection of vehicles and timeous reporting of defects and accurate and detailed completion of Logbooks. Adhere to departmental codes and procedures. Ensure that all vehicles are kept clean and tidy. Relief staff within the component when required.

ENQUIRIES : Ms. LS Rose-Benjamin Tel No: (021) 829-8330
NOTE : No payment of any kind is required when applying for this post. Candidates will be subjected to a practical/oral assessment.

POST 21/265 : **FOOD SERVICES AID**
 Chief Directorate: Metro Health Services

SALARY : R144 024 per annum
CENTRE : Victoria Hospital
REQUIREMENTS : Minimum educational qualification: Basic reading, writing and numerical skills. Experience: Appropriate experience in an industrial food service unit. Inherent requirement of the job: Be able to work shifts, weekends, and public holidays. Be healthy and strong and able to lift heavy objects and be on their feet the entire day. Ability to work in walk-in freezers and cold rooms. Competencies (knowledge/skills): Good communication skills. Knowledge of production and cooking methods for both normal and therapeutic diets. Knowledge of hygiene, Occupation Health and Safety and HACCP principles, Knowledge of basic cleaning and maintenance of industrial equipment. Ability to work according to rules and policies to meet deadlines.

DUTIES : Pre preparations and production of all normal and therapeutic diets. Weigh, dishing and distribution of patient's food and beverages. Assist in receipt and storage of all provisions and stock in the food service unit. Follow correct hygiene and safety procedures within the food service unit. Follow and adhere to elementary control, measures and standard operational procedures. Cleaning of all work areas, storage areas, utensils, and equipment. Assist with informal in-service training of new employees, attend prescribed training courses.

ENQUIRIES : Ms L van Rhyn Tel No: (021) 799-1243
NOTE : No payment of any kind is required when applying for this post.

POST 21/266 : **CLEANER**
 Directorate: People Development

SALARY : R144 024 per annum
CENTRE : People Development Centre, Plumstead
REQUIREMENTS : Minimum requirement: Basic numeracy and literacy skills. Experience: Appropriate experience in conducting cleaning duties. Appropriate experience

		monitoring cleaning stock and deliveries. Competencies (knowledge/skills): Good verbal and written skills. Good organizational skills.
<u>DUTIES</u>	:	Cleaning tasks inside and outside of training centre building. Assist supervisor with stock take of cleaning supplies. Receive deliveries of cleaning supplies. Assist with venue preparation and serving refreshments for training sessions and meetings.
<u>ENQUIRIES</u>	:	Ms F Victor Tel No: (021) 763 5320
<u>NOTE</u>	:	No payment of any kind is required when applying for this post.
<u>POST 21/267</u>	:	<u>HOUSEHOLD AID (NEURO CLINIC) (X9 POSTS)</u> Chief Directorate: Metro Health Services
<u>SALARY</u>	:	R144 024 per annum
<u>CENTRE</u>	:	Stikland Hospital
<u>REQUIREMENTS</u>	:	Minimum educational qualification: Basic literacy and numeracy skills. Experience: Appropriate experience in cleaning, linen, stock and food related services in a hospital/health environment. Inherent requirement of the job: Ability to lift/move heavy equipment and supplies. Incumbent must be prepared to work shifts, weekends and public holidays. Competencies (knowledge/skills): Good communication skills. Knowledge of basic food preparation. Appropriate experience with the use of the cleaning equipment, cleaning materials and cleaning detergents.
<u>DUTIES</u>	:	Deliver an effective cleaning service such as dusting, sweeping, polishing, scrubbing and mopping of floors, clean furniture and other equipment and empty dustbins. Effective use of cleaning agents, equipment and provide a hygienic environment to prevent the spread of infection and ensure that the cleaning equipment is cleaned after usage and securely stored. -Safekeeping and stock control of linen, stock, consumables and equipment. Serve meals to patients and when required prepare basic snacks. Responsible for general hygienic and safe environment in terms of standards and procedures. Optimal support to supervisor and colleagues.
<u>ENQUIRIES</u>	:	Ms H Dempers Tel No: (021) 940-4424
<u>NOTE</u>	:	No payment of any kind is required when applying for this post.
<u>POST 21/268</u>	:	<u>OCCUPATIONAL THERAPIST GRADE 1 TO 3 (20 SESSIONS)</u> Cape Winelands Health District (Contract End 31 March 2029)
<u>SALARY</u>	:	Grade 1: R273 per hour Grade 2: R318 per hour Grade 3: R373 per hour
<u>CENTRE</u>	:	Langeberg Sub-district
<u>REQUIREMENTS</u>	:	Minimum educational qualification: Appropriate qualification that allows for the registration with the Health Professions Council of South Africa (HPCSA) as an Occupational Therapist. Registration with a Professional Council: Registration with the Health Professions Council of South Africa (HPCSA) as an Occupational Therapist. Experience: Grade 1: None after registration with the HPCSA as an Occupational Therapist. One-year relevant experience after registration with the HPCSA as an Occupational therapist in respect of foreign qualified employees, of whom is not required to perform Community Service, as required in South Africa. Grade 2: Minimum of 10 years relevant experience after registration with the HPCSA as an Occupational Therapist. Minimum of 11-year relevant experience after registration with the HPCSA as an Occupational therapist in respect of foreign qualified employees, of whom is not required to perform Community Service, as required in South Africa. Grade 3: Minimum of 20 years relevant experience after registration with the HPCSA as an Occupational Therapist. Minimum of 21-year relevant experience after registration with the HPCSA as an Occupational therapist in respect of foreign qualified employees, of whom is not required to perform Community Service, as required in South Africa. Inherent requirements of the job: A valid (code B/EB) driver's licence. Willingness to travel within Langeberg Sub District. Competencies (knowledge/skills): Knowledge of prescription and issuing of assistive devices including basic to intermediate wheelchair seating assessments, prescription, fitting and issuing of wheelchairs. Clinical therapeutic skills including assessment techniques, treatment, discharge planning and follow up as needed. Ability to be flexible and innovative in response to differing client needs and in line with the BOD within that area.

DUTIES

: Splinting skills. Applicable therapeutic knowledge and skills within the field of occupational therapy and rehabilitation. Sound verbal and written communication skills. Good computer skills (MS Word, Excel and PowerPoint). Provide clinical occupational therapy service delivery to inpatients and outpatients at hospital and at PHC level including transitional care facilities/intermediate care facilities, and relevant NGO's applicable to the designated work areas. Conduct basic to intermediate wheelchair seating assessments, prescription, fitting and issuing of wheelchairs to wheelchair users and prescribing assistive technology for relevant medical conditions. Fabrication and prescription of various upper and lower limb splints. Participate in ward rounds, multidisciplinary meetings, and support to specialist outreaches as applicable to the designated work area with relief duty in absence of a peer colleague within the ecosystem. Participate in personal, district, sub district and hospital in-service and training programs as applicable to the designated work area including transitional care facilities/intermediate care facilities, and NGOs with relevant in-service training and skills transfer. Daily collection and monthly submission of data as per departmental protocols. Stock taking and ordering of consumables and assistive devices as required within departmental norms.

ENQUIRIES
NOTE

: Mr MP Williams, (PHC Manager) Tel No: (023) 626-8543
: No payment of any kind is required when applying for this post. Candidates who are not in possession of the stipulated registration requirements, may also apply. Such candidates will only be considered for appointment on condition that proof of application for registration to register with the relevant council and proof of payment of the prescribed registration fees to the relevant council are submitted on or before the day of the interview. This concession is only applicable on health professionals who apply for the first time for registration in a specific category with the relevant council (including individuals who must apply for change in registration status).