

DEPARTMENT OF CORRECTIONAL SERVICES

The Department of Correctional Services is an equal opportunity employer. The Department will take into consideration the objectives of Section 195 (1) (i) of the Constitution of the Republic of South Africa, 1996 (Act 108 of 1996) and the Employment Equity Act, 1998 (Act 55 of 1998) in filling of these vacancies. It is our intention to promote representivity in respect of race, gender and disability through the filling of these positions. In support of this strategy, applicants need to indicate race, gender and disability status on the application form/CV. Applicants who have retired from the Public Service with a specific determination that they cannot be re-appointed or have been declared medically unfit will not be considered.

**APPLICATIONS**

: Send your complete application to:
Eastern Cape Region: The Regional Commissioner Eastern Cape. Recruitment Section, P/Bag X9013, East London OR hand deliver at: Moore Street, Block E Ocean Terrace Quigney, East London, 5211. Contact persons: Ms Myataza Z Tel No: (043) 706 7866/Ms Mgugudo N Tel No: (043) 706 7882.
Western Cape Region: The Regional Commissioner Western Cape, Recruitment Section, P/Bag X14, Goodwood, 7459 OR hand deliver at: Corner of Peninsula Drive & Breede River Avenue, Monte Vista, 7406. Contact persons: Ms. A Reddy 021 559 7920 / Ms. NC Sotyibi 021 558 0518/ Mr S. Sikisazane Tel No: (021) 558 0108.
 Applications for the above positions can also be submitted online at: <https://careers.dcs.gov.za/>. Candidates must comply with the minimum appointment requirements. CV's should be aligned to reflect one's degree of compliance with the advert requirements and responsibilities. The Department of Correctional Services reserves the right not to fill any of these advertised posts.

CLOSING DATE

: 03 August 2026 @ 15:45. It is the sole responsibility of an applicant to ensure that their application reaches DCS before the closing date.

NOTE

: All costs associated with an application will be borne by the applicant. Please take note that correspondence will only be conducted with the shortlisted candidates. If you have not been contacted within three (3) months of the closing date of the advertisement, please accept that your application is unsuccessful. Please do not call the department to enquire about the progress of your application. Applicants must note that further checks will be conducted once they are shortlisted and that their appointment is subject to positive outcomes on these checks, which include security clearance, security vetting, qualification verification and criminal records verification. Appointment will be provisional, pending the issue of a security clearance. If you cannot get a security clearance, your appointment will be re-considered/possibly terminated. Fingerprints may be taken on the day of the interview. The Z83 application form must be completed in full. Only a detailed CV should be attached to your application form. Only shortlisted candidates will be required to submit certified copies not older than 6 months of qualifications and other related documents on or before the day of the interview. Please submit a complete application for the post you apply for and attach your supporting document on a pdf format, stating the correct reference for the position you are interested in. Requirement for valid driver's licence is not applicable to applicants with a disability. All shortlisted candidates 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 will be an integrity (ethical conduct) assessment. All appointments are subject to personnel suitability checks and will be made in accordance with applicable legislation, policies and fair recruitment practices.

OTHER POSTS**POST 25/07**

: **MEDICAL OFFICER GRADE 1 - 3**
 (12 Months Contract)

SALARY

: Grade 1: R1 041 402 per annum, all-inclusive package
 Grade 2: R1 188 255 per annum, all-inclusive package
 Grade 3: R1 375 245 per annum, all-inclusive package

<u>CENTRE</u>	:	Goodwood/Pollsmoor Ref No: WC 2026/07/12 Drakenstein/Allandale Ref No: WC 2026/07/13 West Coast/Voorberg Ref No: WC 2026/07/14 Southern Cape Ref No: WC 2026/07/15 (X2 Posts) Overberg Ref No: WC 2026/07/16 Breede River Ref No: WC 2026/07/17
<u>REQUIREMENTS</u>	:	An appropriate qualification that allows registration with the Health Professions Council of South Africa (HPCSA) as a medical officer. Current registration with the HPCSA as a medical practitioner. Basic medical degree (MBBCH or equivalent). Grade 1: No experience required. Grade 2: A minimum of 5 years appropriate experience as Medical Officer after registration with the HPCSA as a Medical Practitioner. Grade 3: A minimum of 10 years appropriate experience as Medical Officer after registration with the HPCSA as a Medical Practitioner. Computer literate. Valid driver's licence. Competencies And Attributes: Excellent clinical skills, history taking, examination, clinical assessment and management procedures. Good professional attitude, communication skills and ethics in relation to patients/relevant stakeholders. Knowledge of public health legislation. Financial management. Project and programme management, transformation management, change management and stakeholder management skills. Problem solving and analysis, service delivery innovation, decision making, people management and empowerment and evaluation skills. Integrity and honesty. Teamwork ability. Confidentiality and good interpersonal relations. Assertiveness and ability to network. Good understanding of the public service policy and legislative framework.
<u>DUTIES</u>	:	Facilitate and support the provision of medical health care services within the correctional facilities. Render basic medical health care services to inmates. Improve clinical quality of primary health care services through direct patient care, mentoring and supervision of health care professionals through an integrated approach programme. Render medico-legal services. Attendance of relevant administrative and clinical meetings. Improve the quality of medical care by providing appropriate clinical care services and maintain good medical practice. Implement and monitor adherence to national standards. Implement and monitor compliance with Standard Treatment Guidelines and Essential Medicine List as per Essential Drug Programme: South Africa. Facilitate and coordinate medical emergency preparedness and life support services. Provide emergency medical care, including after hours. Refer patients to authorised and recognised health care providers. Liaise with internal and external counterparts regarding healthcare delivery. Management of performance information, human resources, finance and assets.
<u>ENQUIRIES</u>	:	Western Cape Region: Ms. A Reddy Tel No: (021) 559 7920 / Ms. NC Sotyibi Tel No: (021) 558 0518/ Mr S. Sikisazane Tel No: (021) 558 0108.
<u>NOTE</u>	:	Appointment under the Public Service Act.
<u>POST 25/08</u>	:	<u>CLINICAL NURSE PRACTITIONER GRADE 1: PN-B1 (PRIMARY HEALTH CARE) REF NO: EC 2026/07/01 (X2 POSTS)</u> (12 Months Contract)
<u>SALARY</u>	:	R495 423 per annum, (plus 37% in lieu of benefits)
<u>CENTRE</u>	:	Eastern Cape region: Sada Management Area: Burgersdorp Correctional Centre
<u>REQUIREMENTS</u>	:	Degree/National Diploma with four years relevant nursing experience after registration as a professional nurse with the South African Nursing Council and post basic qualification in Primary Health Care accredited with the Council. Post basic qualification with a duration of at least 1 year in Curative Skills in Primary Health Care accredited with the SANC. Current registration with the council as a professional Nurse. Computer literate. Valid driver's licence. Competencies And Attributes: Knowledge of nursing care processes and procedures, nursing statutes, and other relevant legal frameworks such as: Nursing, Health, Occupational and Safety Act. Knowledge of Offender Rights Charter and Batho-Pele principles. Sound knowledge of the health programmes run at the PHC level. Ability to relieve in different service areas. Co-ordination, planning team building, supervisory, good communication and problem-solving skills. Knowledge of all applicable legislation guidelines and policies related to nursing principles. Good interpersonal relationship and listening skills. Empathy, tactfulness, integrity and honesty. Report writing skills. Adaptability and conflict management. Ability to coordinate and collaborate with internal and external stakeholders.

<u>DUTIES</u>	:	Provide quality comprehensive Primary Health care services through promoting preventative, curative and rehabilitative services for offenders. Perform clinical nursing practice in accordance with the scope of practice and nursing standards for primary health care. Conduct routine examination of offenders and treatment of minor ailments according to scope of practice. Render administrative services such as providing accurate statistics for evaluation and future planning. Identifying needs for financial planning and indirect control of expenditure as an integral part of planning and organising, including ordering and control of medicine and medical stock. Develop and ensure implementation of nursing care plans. Updating of offender's records and participate in clinical records audits. Provide safe and therapeutic environment as laid down by the Nursing, Occupational Health and Safety Act and all other applicable prescripts. Manage human resources, finances and assets. Manage performance information.
<u>ENQUIRIES</u>	:	Eastern Cape Region: Ms Myataza Z Tel No: (043) 706 7866/Ms Mgugudo N Tel No: (043) 706 7882.
<u>NOTE</u>	:	Appointment under the Public Service Act.
<u>POST 25/09</u>	:	<u>EDUCATIONIST (M+4): ENGLISH AND MATHEMATICS LITERACY REF NO: EC 2026/07/03</u> (12 Months Contract)
<u>SALARY CENTRE</u>	:	R375 270 per annum, (plus 37% in lieu of benefits)
	:	Eastern Cape region: Sada Management Area: Burgersdorp Correctional Centre
<u>REQUIREMENTS</u>	:	Recognised four (4) year Degree or equivalent qualification in Education, Specialising in English and Mathematics Literacy. Registration with the South African Council of Educators. Computer literate. Valid driver's licence. Competencies and Attributes: Plan, organise, lead and control, client orientation and communication, policy implementation, report writing, diversity management, training and development, service delivery innovation and creativity, project management, conflict management, facilitation management, integrity and honesty, knowledge and understanding of public service management framework, influence and impact, presentation skills, conceptual skills and conflict management skills.
<u>DUTIES</u>	:	Facilitate and deliver mathematics and English education programmes to offenders in support of their academic development, rehabilitation and successful reintegration into society. Implement and apply departmental education policies, procedures and curriculum requirements within correctional facilities. Present mathematics lessons in accordance with approved educational standards and curriculum frameworks. Assess progress through appropriate evaluation methods, monitor academic performance and maintain accurate records. Promote numeracy, problem-solving and analytical skills while ensuring adherence to established education and training service standards. Contribute to the creation of a conducive learning environment that supports effective teaching and learning and encourages lifelong learning and personal development among offenders. Manage human resources, finances and assets. Manage performance information.
<u>ENQUIRIES</u>	:	Eastern Cape Region: Ms Myataza Z Tel No: (043) 706 7866/Ms Mgugudo N Tel No: (043) 706 7882.
<u>NOTE</u>	:	Appointment under the Correctional Services Act.
<u>POST 25/10</u>	:	<u>EDUCATIONIST (M+4): APPLIED AGRICULTURE & AGRICULTURAL TECHNOLOGY AND ISIXHOSA REF NO: EC 2026/07/04</u> (12 Months Contract)
<u>SALARY CENTRE</u>	:	R375 270 per annum, (plus 37% in lieu of benefits)
	:	Eastern Cape region: Sada Management Area: Burgersdorp Correctional Centre
<u>REQUIREMENTS</u>	:	Recognised four (4) year Degree or equivalent qualification in Education, Specialising in Applied Agriculture & Agricultural Technology and IsiXhosa. Registration with the South African Council of Educators. Computer literate. Valid driver's licence. Competencies and Attributes: Plan, organise, lead and control, client orientation and communication, policy implementation, report writing, diversity management, training and development, service delivery innovation and creativity, project management, conflict management, facilitation management, integrity and honesty, knowledge and understanding

	of public service management framework, influence and impact, presentation skills, conceptual skills and conflict management skills.
<u>DUTIES</u>	: Facilitate and deliver applied agriculture and agricultural technology and IsiXhosa education programmes to offenders in support of skills development, rehabilitation and successful reintegration into society. Implement and apply departmental education policies, procedures and curriculum requirements within correctional facilities. Present learning programmes in accordance with approved educational standards and curriculum frameworks. Provide learners with theoretical knowledge and practical skills in agriculture and agricultural technology, promoting sustainable agricultural practices and vocational competence. Assess progress through appropriate evaluation methods, monitor academic performance and maintain accurate records. Ensure compliance with established education and training service standards and contribute to the creation of a conducive learning environment that supports effective teaching, learning and personal development among offenders.
<u>ENQUIRIES</u>	: Eastern Cape Region: Ms Myataza Z Tel No: (043) 706 7866/Ms Mgugudo N Tel No: (043) 706 7882.
<u>NOTE</u>	: Appointment under the Correctional Services Act.
<u>POST 25/11</u>	: <u>EDUCATIONIST (M+4): HISTORY AND LIFE ORIENTATION REF NO: EC 2026/07/05</u> (12 Months Contract)
<u>SALARY CENTRE</u>	: R375 270 per annum, (plus 37% in lieu of benefits) : Eastern Cape region: Sada Management Area: Burgersdorp Correctional Centre
<u>REQUIREMENTS</u>	: Recognized four (4) year Degree or equivalent qualification in Education Specialising in History and Life Orientation. Registration with the South African Council of Educators. Computer literate. Valid driver's licence. Competencies And Attributes: Plan, organise, lead and control, client orientation and communication, policy implementation, report writing, diversity management, training and development, service delivery innovation and creativity, project management, conflict management, facilitation management integrity and honesty, knowledge and understanding of public service management framework, influence and impact, presentation skills, conceptual skills and conflict management skills.
<u>DUTIES</u>	: Facilitate and deliver history and life orientation education programmes to offenders in support of their academic development, rehabilitation and successful reintegration into society. Implement and apply departmental education policies, procedures and curriculum requirements within correctional facilities. Present history lessons in accordance with approved educational standards and curriculum frameworks. Promote critical thinking, historical inquiry and an understanding of historical events and their impact on society. Assess progress through appropriate evaluation methods, monitor academic performance and maintain accurate records. Ensure adherence to established education and training service standards and contribute to the creation of a conducive learning environment that supports effective teaching, learning and personal development among offenders. Manage human resources, finances and assets. Manage performance information.
<u>ENQUIRIES</u>	: Eastern Cape Region: Ms Myataza Z Tel No: (043) 706 7866/Ms Mgugudo N Tel No: (043) 706 7882.
<u>NOTE</u>	: Appointment under the Correctional Services Act.
<u>POST 25/12</u>	: <u>EDUCATIONIST (M+4): TOURISM AND MATHEMATICS LITERACY REF NO: EC 2026/07/06</u> (12 Months Contract)
<u>SALARY CENTRE</u>	: R375 270 per annum, (plus 37% in lieu of benefits) : Eastern Cape region: Sada Management Area: Burgersdorp Correctional Centre
<u>REQUIREMENTS</u>	: Recognized four (4) year Degree or equivalent qualification in Education Specialising in Tourism and Mathematics Literacy. Registration with the South African Council of Educators. Computer literate. Valid driver's licence. Competencies and Attributes: Plan, organise, lead and control, client orientation and communication, policy implementation, report writing, diversity management, training and development, service delivery innovation and creativity, project management, conflict management, facilitation management

	integrity and honesty, knowledge and understanding of public service management framework, influence and impact, presentation skills, conceptual skills and conflict management skills.
<u>DUTIES</u>	: Facilitate and deliver tourism and maths literacy education programmes to offenders in support of their academic development, skills acquisition, rehabilitation and successful reintegration into society. Implement and apply departmental education policies, procedures and curriculum requirements within correctional facilities. Present tourism learning programmes in accordance with approved educational standards and curriculum frameworks. Promote an understanding of the tourism industry, customer service, entrepreneurship, cultural diversity and sustainable tourism practices. Assess progress through appropriate evaluation methods, monitor academic performance and maintain accurate records. Ensure adherence to established education and training service standards and contribute to the creation of a conducive learning environment that supports effective teaching, learning and personal development among offenders. Manage human resources, finances and assets. Manage performance information.
<u>ENQUIRIES</u>	: Eastern Cape Region: Ms Myataza Z Tel No: (043) 706 7866/Ms Mgugudo N Tel No: (043) 706 7882.
<u>NOTE</u>	: Appointment under the Correctional Services Act.
<u>POST 25/13</u>	: <u>PROFESSIONAL NURSE GRADE 1 (GENERAL NURSING) (PN-A2) REF NO: EC 2026/07/02 (X2 POSTS)</u> (12 Months Contract)
<u>SALARY CENTRE</u>	: R337 359 per annum, (plus 37% in lieu of benefits) : Eastern Cape region: Sada Management Area: Burgersdorp Correctional Centre
<u>REQUIREMENTS</u>	: Recognized Degree/National Diploma in Nursing or equivalent qualification that allows registration with the South African Nursing Council as a Professional Nurse. Current registration with the South African Nursing Council (SANC). Computer literate. Valid driver's licence. Competencies and Attributes: Knowledge of nursing care process and procedures, nursing statutes and other relevant legal frameworks, including grievance procedure and disciplinary code and procedure, communication, report-writing, liaison, coordination, facilitation, problem-solving, planning and organising skills.
<u>DUTIES</u>	: Render comprehensive nursing care to patients through the assessment, planning, implementation, and evaluation of nursing interventions in accordance with prescribed nursing care plans, clinical protocols and professional standards. Provide nursing services in compliance with applicable healthcare legislation, departmental policies, and ethical guidelines. Maintain accurate patient records and ensure the confidentiality of patient information. Participate in the implementation of quality assurance, infection prevention and control measures to promote safe and effective healthcare services. Utilise allocated human, material and medical resources efficiently and responsibly. Promote patient advocacy by responding to patients' health needs, rights and expectations in line with Batho Pele principles. Provide health education and counselling to patients, families, communities and collaborate effectively with members of the multidisciplinary healthcare team to ensure integrated and patient-centred care. Participate in continuous professional development activities to maintain and enhance professional knowledge and skills. Manage human resources, finances and assets. Manage performance information.
<u>ENQUIRIES</u>	: Eastern Cape Region: Ms Myataza Z Tel No: (043) 706 7866/Ms Mgugudo N Tel No: (043) 706 7882.
<u>NOTE</u>	: Appointment under the Public Service Act.