

**PROVINCIAL ADMINISTRATION: MPUMALANGA
DEPARTMENT OF HEALTH**

The Department of Health is an equal opportunity, affirmative action employer. It is our intention to promote representivity in respect of race, gender and disability through the filling of these positions. Candidates whose transfer / promotion / appointment will promote representivity will receive preference.

<u>APPLICATIONS</u>	:	Departmental Online Application System: www.mpuhealth.gov.za
<u>CLOSING DATE</u>	:	18 September 2026
<u>NOTE</u>	:	N.B. Applicants are advised to apply as early as possible to avoid disappointments. Applicants are not required to submit copies of qualifications and other relevant documents on application but must submit the Z83 and a detailed Curriculum Vitae. In order to alleviate administration burden on HR Sections as well as considering the cost for applicants, Departments are encouraged to request certified copies of qualifications and other relevant documents from shortlisted candidates only which may be submitted to HR on or before the day of the interview following communication from the relevant HR section of the Department. All posts health/engineering posts that are advertised within the Department professional registration will be required from various statutory council for shortlisted candidates. A complete set of application documents should be submitted separately for every post that you wish to apply for. Please ensure that you clearly state the full post description and the relevant Post Reference Number on your application. No fax applications will be considered. Applicants must ensure that they fully complete and sign form Z 83, even if they are attaching a CV. Incomplete and/or unsigned applications will not be considered. If you are currently in service, please indicate your PERSAL number at the top of form Z83. Due to ongoing internal processes, the Department reserves the right to withdraw any post at any time. The Department reserves the right to verify the qualifications of every recommended candidate prior to the issuing of an offer of appointment. All short listed candidates will be subject to a vetting process prior to appointment. If no response is received from Mpumalanga Department of Health within 90 days after the closing date of the advertisement, applicants must assume that their application was not successful. Please quote the Correct references when applying and where possible the station / centre where the post is. www.mpuhealth.gov.za Only Online Applications will be accepted. NB: Candidates who are not contacted within 90 DAYS after the closing date must consider their applications as having been unsuccessful. Please Note: The Department reserves the right to amend / review / withdraw the advertised posts if by so doing, the best interest of the department will be well served. (People with disabilities are also requested to apply and indicate such in their applications). All shortlisted candidates for SMS posts will be subjected to a technical exercise and interview. Following the technical exercise and interview, a maximum of three (3) SMS candidates will undergo psychometric assessments to assess cognitive capabilities, behavioural preferences, emotional intelligence, and integrity. 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.

MANAGEMENT ECHELON

<u>POST 32/308</u>	:	<u>CHIEF DIRECTOR: FINANCIAL ACCOUNTING REF NO: MPDOH/SEP/26/1510</u>
<u>SALARY</u>	:	R1 554 696 per annum (Level 14), (all-inclusive remuneration package)
<u>CENTRE</u>	:	Provincial Office, Mbombela (Nelspruit)
<u>REQUIREMENTS</u>	:	An undergraduate qualification (NQF 7) in Finance, Financial Accounting / Management as recognized by SAQA. At least five (5) years' experience in financial accounting / management at Senior Management Service (SMS) level. Nyukela Public Service SMS Pre-entry Programme Certificate. A valid driver's licence. Skills: Proven experience in public sector accounting, reporting, risk management, internal controls and/or auditing. Proven experience in managing Supply Chain Management and fraud prevention. Experience in programme management as well as diversity and change

		management. Clear understanding of priorities of government. High level of communication and consultation skills. Ability to work proactively and under pressure. Track record in the preparation and management of strategic plan, business plans and budgeting ability to implement, monitor and evaluate internal systems controls to ensure sound financial management and other resources management practices. An in-depth knowledge of PFMA, Treasury Regulations and PPPFA. An understanding of good cooperate governance principles (King III) and all other relevant financial regulations and budget laws. Public Service Act. Public Service Regulation. National Treasury regulations. National Treasury/Practice Notes. National Treasury & DPSA Circulars. General Accounting Principles. Division of Revenue Act. SCM Guidelines and Frameworks Public Service Regulation; and other relevant acts, policies and regulations. Planning. Team development. Decision making. Problem solving. Report writing & general (Academic) writing skills. Financial management. Budgeting systems. Analytical skills. Management skills. Written Communication: Prepare reports required in terms of Public Service statutory framework by collecting, formatting & explaining information.
<u>DUTIES</u>	:	Develop, implement and maintain appropriate mechanisms/strategic to timeously respond to the changing needs of financial information and the interpretation thereof. Give expert advice on the strategic financial planning of the Department through analysis of budget and expenditure patterns, financial status, financial plans, past and present financial operation and estimates of future revenues and expenditures. Ensure that financial resources and assets of the department are utilized effectively and economically to ensure the objectives of the strategic plans. Ensure adequate internal financial control arrangements and systems for the accountable delegation of financial powers, assets security, monitoring and evaluation of systems and timeous corrective action. Assists the Head of Department by applying cost – benefit analysis principles to certify value for money. Oversee budgetary process within the Department, exercise budgetary control and provide early arrangement at a strategic level. Develop and facilitate the implementation of the Supply Chain Management System, consistent with legislative and other government policies. Facilitate Risk Management in the Department and maintain an internal audit system and external audit processes. Ensure that fraud and prevention systems are implemented. Monitor the implementation of the Departmental Clean Audit Strategy. Oversee the preparation and submission of annual financial statements and liaise with the Auditor – General. Liaise with relevant role – players within National and Provincial Department. Responsible for management of Human Resources in the respective Chief Directorate.
<u>ENQUIRIES</u>	:	Mr. Emmanuel Makokoropo Tel No: (013) 766 3384 / Ms. Gugu Nkosi Tel No: (013) 766 3103 / Mr. Mxolisi Maseko Tel No: (013) 766 3351, Mr. Samson Nyoni Tel No: (013) 766 3087 and IT related queries: Help desk Tel No: (013) 766 3018.
<u>POST 32/309</u>	:	<u>DIRECTOR: COMMUNICABLE DISEASES CONTROL REF NO: MPDOH/SEP/26/1511</u>
<u>SALARY</u>	:	R1 317 384 per annum (Level 13), (all-inclusive remuneration package)
<u>CENTRE</u>	:	Provincial Office, Mbombela (Nelspruit)
<u>REQUIREMENTS</u>	:	An under-graduate qualification (NQF Level 7) in Health Sciences as recognised by SAQA. At least five (5) years' experience in Public Health Services at a middle / senior managerial level. Nyukela Public Service SMS Pre-entry Programme Certificate. Proven knowledge and experience in Health Services delivery at Primary Health Care and hospital level within the District Health System, in line with relevant legislation, policies, and regulations within the Public Sector. Experience in managing emerging, re-emerging, malaria, and vector-borne diseases. A Master's degree in Public Health qualification will be an added advantage. A driver's license. Strategic and Leadership abilities. Financial Management; Project management, problem-solving and analysis. Change management, decision-making, conflict management, verbal communication and report writing skills. People management, Client-orientated and customer-focused. Computer literacy. A dynamic individual with excellent management skills. A proactive thinker; effective reporting, interpersonal, negotiation, and communication skills are essential.
<u>DUTIES</u>	:	Ensure optimal provision of communicable disease control and management in the Province. Ensure the development, implementation, and monitoring of strategic and operational plans for the Province. Submit timely weekly, monthly,

quarterly, and annual reports regarding programme activities. Develop, maintain and implement the strategies and policies in line with National Health-related legislation and frameworks. Provide strategic leadership and Human Resource Management and Development. Prepare and maintain the programme's resources and meet the Health and Service needs of the province in accordance with the relevant prescripts. Represent the province of the Department at relevant forums. Facilitate the development and implementation of the system geared towards the improvement of service delivery.

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OTHER POSTS

POST 32/310 : **CLINICAL TECHNOLOGIST GRADE 1: NEPHROLOGY REF NO: MPDOH/SEP/26/1513 (X2 POSTS)**

SALARY : R413 121 – R472 359 per annum
CENTRE : Witbank Hospital (Nkangala District)
REQUIREMENTS : Senior Certificate / Grade 12 plus an appropriate qualification that allows registration with the Health Professions Council of South Africa (HPCSA) as Clinical Technology. Current registration with the HPCSA as Clinical Technologist (2026). Basic life support (BLS). A minimum of two (2) years Dialysis experience will be an added advantage. Grade 1: SA qualified employees: none experience after registration with the HPCSA in the relevant profession (where applicable) in respect of employees who performed Community Service as required in SA. Foreign qualified employees: one (1) year relevant experience after registration with the HPCSA in the relevant profession (where applicable) in respect of employees who performed Community Service as required in SA. Knowledge and insight related to dialysis machines and reverse osmosis/water purification system. Knowledge of infection prevention and control (IPC) protocols. Basic computer literacy. Knowledge of relevant legislation and policy related to nephrology. Ability to function independently as well as part of a multidisciplinary team. Effective communication. Good organizational skill and ability to function under pressure. Must be prepared to work shifts, weekends and public holidays.

DUTIES : Deliver safe, comprehensive and quality patient care, with specific reference to renal disease treatment and education according to the Scope of Practice and Renal Care policies and standard procedures. Demonstrate knowledge of Acute Dialysis and Chronic Dialysis Treatment. Clinical record keeping, procedures and protocols. Operate dialysis machine and water purification system. Identify, prevent and manage risks to ensure patient safety. Facilitate a positive patient experience by creating a conducive environment. Develop/modify an integrated, comprehensive patient based care plan. Conduct patient assessment and interpret of blood results.

ENQUIRIES : Mr. Emmanuel Makokoropo Tel No: (013) 766 3384 / Ms. Gugu Nkosi Tel No: (013) 766 3103 / Mr. Mxolisi Maseko Tel No: (013) 766 3351, Mr. Samson Nyoni Tel No: (013) 766 3087 and IT related queries: Help desk Tel No: (013) 766 3018.

POST 32/311 : **PROFESSIONAL NURSE GRADE 1 (PN-A2): WITH MIDWIFERY REF NO: MPDOH/SEP/26/1402 (X6 POSTS)**

SALARY : R337 359 – R397 392 per annum
CENTRE : Sister Mashiteng CHC (Nkangala District)
REQUIREMENTS : Senior Certificate / Grade 12 qualification or equivalent plus Basic qualification accredited with the SANC in terms of Government Notice R425 (i.e. Diploma / Degree in General Nursing) or equivalent qualification that allows registration with the SANC as Professional Nurse (2026). Ability to function independently and to prioritize work. Leadership and sound interpersonal skills, problem solving and decision-making skills.

DUTIES : Perform a clinical nursing practice in accordance with the scope of practice and nursing standards as determined by the health facility. Promote quality of nursing care as directed by the professional scope of practice and standards. Participate in the implementation of the National Core Standards and Ideal

		Hospital Realization Framework. Demonstrate effective communication with patients, supervisors and other clinicians, including report writing when required. Work as part of the multi-disciplinary team to ensure quality nursing care. Work effectively, co-operatively amicably with persons of diverse intellectual, cultural, racial or religious differences. Able to plan and organize own work and that of support personnel to ensure proper nursing care. Display a concern for patients, promoting and advocating proper treatment and care including awareness and willingness to respond to patient needs, requirements and expectations (Batho- Pele). Effectively manage resources allocated in your unit.
<u>ENQUIRIES</u>	:	Mr. Emmanuel Makokoropo Tel No: (013) 766 3384 / Ms. Gugu Nkosi Tel No: (013) 766 3103 / Mr. Mxolisi Maseko Tel No: (013) 766 3351, Mr. Samson Nyoni Tel No: (013) 766 3087 and IT related queries: Help desk Tel No: (013) 766 3018.
<u>POST 32/312</u>	:	<u>PROFESSIONAL NURSE GRADE 1 (PN-A2): WITH MIDWIFERY REF NO: MPDOH/SEP/26/1523 (X10 POSTS)</u> (Re-advertisement)
<u>SALARY</u>	:	R337 359 – R397 392 per annum
<u>CENTRE</u>	:	Mmamethlake Hospital (Nkangala District)
<u>REQUIREMENTS</u>	:	Senior Certificate / Grade 12 qualification or equivalent plus Basic qualification accredited with the SANC in terms of Government Notice R425 (i.e. Diploma / Degree in General Nursing) or equivalent qualification that allows registration with the SANC as Professional Nurse (2026). Ability to function independently and to prioritize work. Leadership and sound interpersonal skills, problem solving and decision-making skills.
<u>DUTIES</u>	:	Perform a clinical nursing practice in accordance with the scope of practice and nursing standards as determined by the health facility. Promote quality of nursing care as directed by the professional scope of practice and standards. Participate in the implementation of the National Core Standards and Ideal Hospital Realization Framework. Demonstrate effective communication with patients, supervisors and other clinicians, including report writing when required. Work as part of the multi-disciplinary team to ensure quality nursing care. Work effectively, co-operatively amicably with persons of diverse intellectual, cultural, racial or religious differences. Able to plan and organize own work and that of support personnel to ensure proper nursing care. Display a concern for patients, promoting and advocating proper treatment and care including awareness and willingness to respond to patient needs, requirements and expectations (Batho- Pele). Effectively manage resources allocated in your unit.
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