

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

<u>APPLICATIONS</u>	:	Free State Provincial Department of Health utilises an e-Recruitment System (applicants must submit their applications via the online link https://www.erecruitment.fs.gov.za)
<u>CLOSING DATE</u>	:	16 October 2026
<u>NOTE</u>	:	all applicants must login/register to apply for positions. The applicant's profile on the eRecruitment is equivalent to the newly approved Z83, and it is the responsibility of applicants to ensure their profiles are fully completed or their applications will not be considered, as per the DPSA Practice Note. Applicants should upload their curriculum vitae (CV) on the e-Recruitment system. (Please ensure is in PDF format & maximum size 3MB). The Curriculum Vitae should be specific regarding previous positions occupied and the start date and end date of the position(s) should be indicated. Accompanying relevant documentation required to be uploaded on the system such as copies of all qualifications including National Senior Certificate/Matric certificate, Driver's license, ID, etc., such documents need not be certified at point of application, however, certification will be required prior to attending the interview. Only short-listed candidates will be required to submit certified copies of qualifications and other related documents on, or before the day of the interview following an invitation from the Department to attend an interview, and such qualification(s) and other related document(s) should be in line with the requirements of the advertisement. Successful completion of the Senior Management Pre-Entry Programme (Nyukela) is required for being considered for this SMS post prior to appointment. Enrolment for the course should be made on the NSG's website at https://www.thensg.gov.za/trainingcourse/sms-pre-entry-programme . 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 will be an integrity (ethical conduct) assessment. Applications received after the closing date and those that do not comply with these instructions will not be considered. The onus is on the applicants to ensure that their applications are submitted online timeously. Candidates who possess foreign qualifications and/or short courses certificates must take it upon themselves to have their qualifications evaluated by the South African Qualifications Authority (SAQA). The highest relevant qualification should be captured/listed as the first qualification on the erecruitment profile. Applicants are respectfully informed that if no notification of appointment is received within 4 months of the closing date, they must accept that their applications were unsuccessful. Communication will be limited to short-listed candidates only. Suitable candidates will be subjected to personnel suitability checks (criminal record check, citizenship verification, financial assets check, qualification verification and reference checks). Applications must declare any pending criminal, disciplinary or any other allegations or investigations and/or record. The Department reserves the right not to make appointments on the advertised post(s). Free State Provincial Department of Health is compliant with the requirements of POPIA. The Department of Health is an equal opportunity affirmative action employer. The employment decision shall be informed by the Employment Equity Plan of the Department. It is the Department's intention to promote equity (race, gender and disability) through the filling of this post(s) with a candidate whose transfer / promotion / appointment will promote representativity in line with the numerical targets as contained in our Employment Equity Plan.

OTHER POSTS

<u>POST 35/170</u>	:	<u>MEDICAL SPECIALIST GRADE 1-3: PAEDIATRICS REF NO: H/M/34/2026 (X2 POSTS)</u>
<u>SALARY</u>	:	Grade 1: R1 341 855 – R1 422 810 per annum Grade 2: R1 531 032 – R1 623 609 per annum Grade 3: R1 773 222 – R2 212 680 per annum

**CENTRE
REQUIREMENTS**

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

: Pelonomi Tertiary Hospital
: Senior Certificate/ Grade 12. Appropriate qualification that allows registration with the Health Professions Council of South Africa (HPCSA) as a Medical Specialist in Paediatrics. Initial and current registration with the Health Professions Council of South Africa (HPCSA) as a Medical Specialist in Paediatrics. **Grade 1:** No experience required after registration with the Health Profession Council of South Africa (HPCSA) as a Medical Specialist in Paediatrics. **Grade 2:** A minimum of 5 years relevant experience after registration with Health Profession Council of South Africa (HPCSA) as a Medical Specialist in Paediatrics. **Grade 3:** A minimum of 10 years relevant experience after registration with Health Profession Council of South Africa (HPCSA) as a Medical Specialist in Paediatrics. Current annual registration with HPCSA (2026/2027). Knowledge And Skills: ATLS, APLS. Medical expertise, clinical competence, medical regulations, research and analysis. Communication, empathy and compassion. Problem solving, leadership and teamwork, adaptability and attention to detail.

DUTIES

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

ENQUIRIES

: Dr MJ Maseloa Tel No: (051) 405 1936

POST 35/171

: **DEPUTY MANAGER NURSING REPRODUCTIVE HEALTH (DEPUTY MANAGER NURSING PNA8) REF NO: H/D/17/2026**

SALARY

: R1 069 215 per annum, all -inclusive package consists of 70% basic salary and 30% flexible portion that be structured in terms of the applicable rules, Medical Aid (Optional) Employee must meet the prescribed requirements.

**CENTRE
REQUIREMENTS**

: Corporate Office: Bloemfontein
: Senior certificate, Basic R425 qualification i.e. Diploma/degree in nursing registration with the South African Nursing Council as a Registered Nurse in General Nursing. or a 4-year Bachelor's Degree in nursing (R174 registration with the South African Nursing Council as a Professional Nurse. Diploma in Health Care Management/ Nursing Administration or relevant Diploma or Degree in Management. A minimum of 9 years appropriate / recognizable experience in nursing after registration as Professional Nurse with the SANC in General Nursing. At least 4 years of the period referred to above must be appropriate / recognizable experience at management level. Recognizable experience in the field/program applied for. Current registration with the South African Nursing Council (SANC) as a professional nurse. Midwery will be added as advantage. Knowledge And Skills: Monitor and analyse morbidity and mortality trends in material and perinatal care.

DUTIES

: Provide guidance and leadership towards the realization of strategic goals and objectives of the division/program. Provide professional, technical and management support for the provision of quality care through proper management of health care program. Advocate and ensure the promotion of nursing ethos and professionalism. Develop and monitor the implementation of policies, programs, regulations, practices, procedure and standards pertaining to nursing healthcare. Utilize information technology and other

management information systems to manage nursing/healthcare information for the enhancement of service delivery. Establish, maintain and participate in inter-professional and multi-disciplinary teamwork that promotes efficient and effective health care. Manage and utilize resources in accordance with relevant directives and legislation.

<u>ENQUIRIES</u>	:	Me. L Mangoejane Tel No: (051) 408 1897
<u>POST 35/172</u>	:	<u>ASSISTANT MANAGER: NURSING: MATERNAL HEALTH: PNA7 REF NO: H/A/35/2026</u>
<u>SALARY</u>	:	R720 819 - R846 282 per annum, plus 13th Cheque, Housing Allowance, Medical Aid (Optional, Employee must meet the prescribed requirements.
<u>CENTRE</u>	:	Corporate Office: Bloemfontein
<u>REQUIREMENTS</u>	:	Basic R425 qualification i.e. Diploma/degree in nursing registration with the South African Nursing Council as a Registered Nurse in General Nursing or a 4-year Bachelor's Degree in nursing (R174 that allows registration with the South African Nursing Council as a Professional Nurse and Midwife. Post graduate qualification in Health care management/ nursing administration. Current registration with South African Nursing Council (SANC) as a Professional Nurse. A minimum of 8 years appropriate / recognizable experience in nursing after registration as Professional Nurse with the SANC in General Nursing. At least 3 years of the period referred to above must be appropriate / recognizable experience at management level. Recognizable experience in the field/program applied for. Valid drivers licence. Knowledge And Skills: Monitor and analyse morbidity and mortality trends in material and perinatal care.
<u>DUTES</u>	:	Supervise and coordinate the provision of effective and efficient patient care through adequate health care. Initiate and participate in health promotion ensure consistent communication of relevant, accurate and comprehensive information on health care. Develop / establish and maintain constructive working relationships with relevant stakeholders (i.e. inter-professional, inter-sectoral and multi-disciplinary teams). Participate in the analysis, formulation and implementation of / health guidelines, practices, standards and procedures. Manage and ensure effective utilization of resources.
<u>ENQUIRIES</u>	:	Me. L Mangoejane Tel No: (051) 408 1897
<u>POST 35/173</u>	:	<u>ASSISTANT MANAGER: NURSING: NON-COMMUNICABLE DISEASES AND PALLIATIVE CARE (PNA7) REF NO: H/A/36/2026</u>
<u>SALARY</u>	:	R720 819 - R846 282 per annum, plus 13th Cheque, Housing Allowance, Medical Aid (Optional, Employee must meet the prescribed requirements.
<u>CENTRE</u>	:	Corporate Office
<u>REQUIREMENTS</u>	:	Matric plus basic R425 qualification (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the South African Nursing Council (SANC) as a Registered Nurse in General Nursing. OR - A 4-year Bachelor Degree in Nursing (R174) that allows registration with the South African Nursing Council (SANC) as a Professional Nurse. Registration with the SANC as a Professional Nurse. A minimum of 8 years appropriate or recognisable experience in nursing after registration as Professional Nurse with the SANC General Nursing. At least 3 years of the period referred to above must be appropriate or recognisable experience at management level. Valid drivers licence. Ancology will be added as advantage. Knowledge And Skills: Excellent negotiation, facilitation and communication skills (written and verbal). Appropriate understanding of nursing scope of practice and nursing standards. Knowledge on National Strategic Plan on the prevention and control of non-communicable diseases and National Policy Framework and Strategy on palliative care. Knowledge of the key stakeholders and their relevancy. Ability to work as part of multi-disciplinary team at all levels and work effectively to maintain a high level of service delivery. Basic understanding of HR and financial policies and practices. Basic computer literacy to enhance service delivery. Planning, organising, leading, controlling, delegation, supervisory, motivation, decision making and problem solving.
<u>DUTIES</u>	:	Ensure that development and implementation of policy guidelines and protocols for non-communicable diseases and palliative care. Ensure the development and implementation of policy guidelines and strategic or operational plans. Maintain service satisfaction through training and quality improvement. Coordinate and oversee the delivery of holistic nursing care for

palliative, geriatric and chronic disease patients across the province. Ensure care is patient - centred, evidence-based, and aligned to national guidelines to improve quality of life and clinical outcomes. Identify skills gaps in palliative care at district and facility level. Plan and facilitate in-service training, workshops and orientation for Professional Nurses, Doctors, Social Workers, Psychologists and CHWs. Conduct awareness campaigns on palliative care to reduce stigma. Advocate for early referral for palliative care - not only end-of-life. Ensure implementation of clinical protocols for pain management, frailty screening, diabetes/hypertension control and end of life care. Initiate treatment, implementation of programmes and evaluations of patients' clinical conditions. Ensure staff development and performance management by implementation of related human resource policies. Ensure effective utilisation of resources in line with applicable PFMA and Supply Chain Management policies. Ensure implementation, monitoring and evaluation of the programme and related contracts.

<u>ENQUIRIES</u>	:	Dr XTN Mthethwa Tel No. (051) 408 1540/1407
<u>POST 35/174</u>	:	<u>ASSISTANT MANAGER NURSING: CLINICAL TRAINING AND DEVELOPMENT PNA7 REF NO: H/A/37/2026</u>
<u>SALARY</u>	:	R720 819 - R846 282 per annum, plus 13th Cheque, Housing Allowance, Medical Aid (Optional, Employee must meet the prescribed requirements).
<u>CENTRE</u>	:	Corporate Office: Regional Training Centre
<u>REQUIREMENTS</u>	:	Matric plus basic R425 qualification (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the South African Nursing Council (SANC) as a Registered Nurse in General Nursing. OR - A 4-year Bachelor Degree in Nursing (R174) that allows registration with the South African Nursing Council (SANC) as a Professional Nurse in General Nursing. Registration with the SANC as a Professional Nurse and Midwife. Diploma/Degree in Nursing Education and Nursing Management or Nursing Administration, registered with SANC. A minimum of 8 years appropriate or recognisable experience in nursing after registration as Professional Nurse in General N with the SANC General Nursing. At least 3 years of the period referred to above must be appropriate or recognisable experience at management level and human capacity building. Valid Drivers license. Computer literacy. Knowledge And Skills: Facilitation and communication skills (written and verbal). In-depth knowledge and understanding of nursing strategy of practice and nursing standards. Knowledge of all clinical programmes, including WBPHCOT programme. Driving skill. Basic understanding of HR and financial policies and practices. conflict management, problem solving and driving skills. Be able to work under pressure and extended hours.
<u>DUTIES</u>	:	Support the clerks to increase their technical capacity in data collection Provide support to Trainers to strengthen monitoring & evaluation components of their training programs Ensure consistent and correct use of data tools Monitor data collection, collation. Storage, analysis and reporting ensuring that data is audit worthy Analyse the training reports and address gaps. Collaborate with members of the health and social care teams to participate in decision-making pertaining to clinical trainings. Consult within the multi-disciplinary health teams, organizations and special interest groups when dealing with community health issues and needs. Disseminate guidelines and new updates and developments related to training. Participate in multi-disciplinary quality assurance task teams. Participate in peer review based on the agreed upon quality assurance monitoring indicators and training tools. Monitor the Provincial Master training plan Develop and implement quality improvement plans. Identify and develop nursing interventions to achieve expected outcomes. Analyse reports from evaluation forms post trainings and give feedback to the Trainers. Provide the Management with an ongoing comparison of the current reported performance outcomes against planned targets. Analyse staffing needs and develop a plan to meet the needs - Allocate nursing personnel in different units. Monitor the implementation of the PMDS. Carry out regular reviews and explore opportunities for professional development and ensure training and development of staff. Deal with grievances and labour relations issues in terms of the laid down policies/procedures i.e. manage workplace discipline. Compile and control duty roster, leave schedules and attendance register. Monitor and ensure that all nurses are licensed to practice. Participate in the development of the business plan and promote or identify ways of containing health care costs without

		compromising standards. Motivate for relevant material resources. Manage and control assets. Develop the business plan in line with the strategic plan · Ensure proper implementation of the budget by monitoring, projecting and reporting expenditure. Ensure that spending is maximised in line with strategic objectives.
<u>ENQUIRIES</u>	:	Me. NP Mdalana Tel No. (051) 408 1814
<u>POST 35/175</u>	:	<u>CLINICAL PROGRAM COORDINATOR: CLINICAL TRAINING AND DEVELOPMENT (PNA5): REGIONAL TRAINING CENTRE (X2 POSTS)</u>
<u>SALARY</u>	:	R571 161 – R654 285 per annum, plus 13th Cheque, Housing Allowance, Medical Aid (Optional, Employee must meet the prescribed requirements.
<u>CENTRE</u>	:	Corporate Office: Regional Training Centre Ref No: H/C/23/2026 (X1 Post) Lejweleputswa District: Regional Training Centre Ref No: H/AC/24/2026 (X1 Post)
<u>REQUIREMENTS</u>	:	Matric plus basic R425 qualification (i.e. diploma/degree in nursing) or equivalent qualification that allows registration with the South African Nursing Council (SANC) as a Professional Nurse Registered Nurse in General Nursing. OR - A 4-year Bachelor Degree in Nursing (R174) that allows registration with the South African Nursing Council (SANC) as a Professional Nurse. Registration with the SANC as a Professional Nurse and Midwife. Appropriate Diploma/Degree in Nursing Education with a duration of at least one year accredited by SANC. A minimum of 7 years appropriate or recognisable experience in nursing after registration as Professional Nurse with the SANC General Nursing. Valid Drivers license. Computer literacy. Knowledge And Skills: Demonstrate a basic understanding of HR and financial policies and practices. Good understanding of skills development policies, HIV/AIDS management and all treatment policies and guidelines. Ability to work independently and under pressure. Good communication, interpersonal, problem solving, driving and conflict management skills. Knowledge of key priority health programs and key priority health programs. Knowledge of all clinical programmes, including WBPHCOT program. Be willing to travel extensively.
<u>DUTIES</u>	:	Ensure the implementation of policies and guidelines in the province Develop an annual training plan for the district and province including the relevant stakeholders, according to the identified needs. Develop training strategies. Coordinate and facilitate the clinical trainings according to the training plan, including relevant stakeholders Participate in the analysis of data on program indicators and assist in developing action plans to address identified needs. Monitor the training progress and compile reports quarterly. Develop good working relationships within the department and with stakeholders. Participate with members of the health team in decision-making regarding clinical training. Consult and collaborate with multi-disciplinary health teams, organisations, and special interest groups. Participate in and represent RTC at various forms. Liaise and coordinate with governmental, non-governmental institutions, other structures and organisations. Attend meetings and communicate on a regular basis with various stakeholders. Develop relationships across diverse groups of stakeholders. Participate in the development of the business plan and promote or identify ways containing health care costs without compromising standards. Motivate for relevant material resources. Manage and control assets. Develop the business plan in line with the strategic plan. Ensure proper implementation of the budget by monitoring, projecting and reporting expenditure. Ensure the spending is maximised in line with strategic objectives. Convene regular meetings for planning and implementation of clinical trainings in the district/ province Ensure procurement & preparation of training material Ensure distribution & allocation of material to different Districts · Liaise with District Program Coordinators to ensure that the scheduled training logistics are in order. Implement appropriate training methods for targeted audience.
<u>ENQUIRIES</u>	:	Me. NP Mdalana Tel No: (051) 408 1814