



# LIMPOPO

PROVINCIAL GOVERNMENT  
REPUBLIC OF SOUTH AFRICA

## DEPARTMENT OF HEALTH

REF: S4/1/1  
ENQ: SEBAKE RL  
TEL: 015 293 6126/6246



TO: ALL GOVERNMENT DEPARTMENTS

DEPARTMENTAL CIRCULAR NO. ... OF 2022

### OPEN ADVERTISEMENT OF ONE HUNDRED AND FORTY-EIGHT [148] POSTS OF MEDICAL OFFICERS GRADE 1-3 [SHIFT / FLEXI SYSTEM] AT VARIOUS HOSPITALS

1. Applications are hereby invited from suitable qualified candidates for vacant posts of Medical Officers: Grade 1-3 [Shift / Flexi System] at various hospitals.
2. Applications should be emailed to the email address indicated next to the post on the advert.
3. Applicants should include a fully completed new Z83 form obtainable from any government institution or at [www.dpsa.gov.za](http://www.dpsa.gov.za), and must be accompanied by comprehensive CV, copy of the required qualification, Current registration with the Health Professions Council of South Africa [HPCSA], Copy of ID as well as Identity Document and completed Skills Declaration Form [Attached to the advert].
4. Short listed candidates will be required to come for an interview, at which time, certified copies of all relevant required qualifications, registration with the relevant statutory body and copy of ID must be submitted.
5. Applicants should indicate the circular number as reference on the Z83 form.
6. The Department reserves the right to not to fill the posts.
7. The advert is open until 28 February 2023

General enquires about advertised posts should be directed to Ms Sebake RL at 015 293 6002 /Ms Mompei MM at 015 293 6126 during office hours.

HEAD OF DEPARTMENT: HEALTH

18 May, 2022  
DATE

Private Bag X9302, Polokwane  
Fidel Castro Ruz House, 18 College Street, Polokwane 0700. Tel: 015-293 6000/12. Fax: 015 293 6211.  
Website: <http://www.limpopo.gov.za>

***The heartland of Southern Africa – Development is about people!***

POST: MEDICAL OFFICER: GRADE 1, 2 & 3 [SHIFT] = 148 POSTS MedicalOfficer2022@dhsd.limpopo.gov.za

- **NB: These posts are strictly on a shift / flexi system and preference will be given to allocation to night, weekend and holiday shifts.**
- **Successful candidates must be able to assume duty within one month of the job offer being made**

**CENTRES: Capricorn District:** Botlokwa Hospital (3), Seshego Hospital (4), Helene Franz Hospital (3), WF Knobel Hospital (3), Lebowakgomo Hospital (4), Mankweng Hospital (11), Pietersburg Hospital (11), Zebediela Hospital (2), **Waterberg District:** Ellisras Hospital (4), FH Odendaal Hospital (4), George Masebe Hospital (2), Witpoort Hospital (4), Warmbaths Hospital (2), Thabazimbi Hospital (2), Voortrekker Hospital (1), Mokopane Hospital (7), **Mopani District:** Dr CN Phatludi Hospital (3), Van Velden Hospital (3), Kgapane Hospital (3), Maphutha L Malatjie Hospital (2), Nkhensani Hospital (4), Letaba Hospital (7), **Vhembe District:** Donald Frazer Hospital (4), Malamulele Hospital (1), Siloam Hospital (3), Tshilidzini Hospital (7), Hayani Hospital (2), Elim Hospital (2), Louis Trichard Hospital (4), Messina Hospital (3)

**Salary Package:** Grade 1 = R833 523.00 p.a., Grade 2 = R953 049.00 p.a., Grade 3 = R1 106 037.00 p.a.

**(All-inclusive remuneration package)** plus 18% of basic salary PSCBC rural allowance.

**CENTRES: Sekhukhune District:** Dilokong Hospital (4), Groblersdal Hospital (4), Matlala Hospital (4), Mecklenburg Hospital (3), Jane Furse Hospital (4), St Rita's Hospital (5), Philadelphia Hospital (5), **Mopani District:** Sekororo Hospital (4)

**Salary Package:** Grade 1 = R833 523.00 p.a., Grade 2 = R953 049.00 p.a., Grade 3 = R1 106 037.00 p.a.

**(All-inclusive remuneration package)** plus 22% of basic salary ISRDS Nodes rural allowance

**REQUIREMENTS: A) Qualifications and Competencies**

- Appropriate qualification that allows registration with the Health Professions Council of South Africa (HPCSA) as an Independent Medical Practitioner.
- Current registration with the Health Professions Council of South Africa (HPCSA) as an Independent Medical Practitioner.
- **Grade 1:** None after registration with HPCSA as an independent Medical Practitioner.  
**Grade 2:** A minimum of five (5) years after registration with HPCSA as an Independent Medical Practitioner. **Grade 3:** A minimum of ten (10) years after registration with HPCSA as an Independent Medical Practitioner.
- All applicants must be South African citizens or permanent residents.

- **Inherent requirement of the job:** willingness and ability to work shifts/ flexi hours (including night duty, weekends and public holidays). Willingness to work extra hours on short notice. Willingness and ability to perform overtime when the need arises, Computer literacy (MS: Word, Excel, Power Point).
- Overtime will be contracted as commuted overtime up to a maximum of group 2 within the flexi/ shift system based on operational need and in line with relevant policy
- Valid driver's license (**Attach copy**).

#### **B) Knowledge and Skills**

- Knowledge, understanding and application of medical theory and practice.
- Knowledge, understanding and application of legal aspects relevant to medical practice in South Africa.
- Sound clinical knowledge and skills (general medical, surgical and anaesthetic) for all age groups and sexes at district health services level.
- Good leadership and communication (verbal and written) skills, presentation skills, budgeting skills, computer literacy.
- Sound medical ethics.
- Knowledge, understanding and application of clinical governance
- Ability to work after hours independently including without supervision.
- Computer literacy, including collection and analysis of data.
- Rational use of resources

#### **KEY PERFORMANCE AREAS:**

- Provide clinical care including but not limited to emergency care, in the designated clinical areas, commensurate with the requirement and maintenance for registration as a medical practitioner.
- Perform ward rounds, outreach programmes, and provide medical services in any other area including but not limited to special events and operations in the province.
- Respond to all emergency calls within stipulated times
- Maintain best clinical practice in accordance with quality standards, including updating oneself through Continuous Professional Development (CPD) system as required by HPCSA



- Generate and maintain clinical records in accordance with the minimum required standards for medical records
- Participate in the Quality Improvement Programme of the Department and the hospital and ensure that policies and procedure are followed.
- Conduct clinical audits
- Participate in continuing medical education, academic activities in undergraduate and postgraduate levels as required.
- Ensure that clinical protocols are followed for the clinical areas of work.
- Where required, coordinate clinical responsibilities with and supervise, instruct and train Medical Interns, Medical Officers, Community Service Medical Officers and registrars, as the case may be in one or more designated clinical area and/or discipline.
- Perform any other duties allocated to you by the Supervisor in the province without boundary restrictions.

### SKILLS DECLARATION BY MEDICAL PRACTITIONER

I, ..... hereby declare that:

**A.** I have the requisite knowledge and skills to manage general medical conditions and emergencies and in particular paediatric (including neonatal); obstetric and gynaecological and anaesthetic emergencies.

**B. I AM ABLE TO PERFORM THE FOLLOWING:**

(Please answer all the questions below by **Marking in an appropriate box with a Tick**)

<b>1. General anaesthesia</b>	Yes <input type="checkbox"/>	No <input type="checkbox"/>
IF YES, also mark in an appropriate box:	Not Competent	Competent
	Moderately competent	Highly competent
<b>2. Spinal anaesthesia</b>	Yes <input type="checkbox"/>	No <input type="checkbox"/>
IF YES, also mark in an appropriate box:	Not Competent	Competent
	Moderately competent	Highly competent
<b>3. Covert high spinal anaesthesia to general anaesthesia</b>	Yes <input type="checkbox"/>	No <input type="checkbox"/>
IF YES, also mark in an appropriate box:	Not Competent	Competent
	Moderately competent	Highly competent
<b>4. Caesarean section</b>	Yes <input type="checkbox"/>	No <input type="checkbox"/>
IF YES, also mark in an appropriate box:	Not Competent	Competent
	Moderately competent	Highly competent
<b>5. Emergency hysterectomy</b>	Yes <input type="checkbox"/>	No <input type="checkbox"/>
IF YES, also mark in an appropriate box:	Not Competent	Competent
	Moderately competent	Highly competent
<b>6. Vacuum delivery</b>	Yes <input type="checkbox"/>	No <input type="checkbox"/>
IF YES, also mark in an appropriate box:	Not Competent	Competent
	Moderately competent	Highly competent
<b>7. Adult Intubation</b>	Yes <input type="checkbox"/>	No <input type="checkbox"/>
IF YES, also mark in an appropriate box:	Not Competent	Competent
	Moderately competent	Highly competent
<b>8. Paediatric intubation ( 1 month to 15 years of age)</b>	Yes <input type="checkbox"/>	No <input type="checkbox"/>
IF YES, also mark in an appropriate box:	Not Competent	Competent
	Moderately competent	Highly competent
<b>9. Neonatal intubation</b>	Yes <input type="checkbox"/>	No <input type="checkbox"/>
IF YES, also mark in an appropriate box:	Not Competent	Competent
	Moderately competent	Highly competent
<b>10. Infant intubation</b>	Yes <input type="checkbox"/>	No <input type="checkbox"/>
IF YES, also mark in an appropriate box:	Not Competent	Competent
	Moderately competent	Highly competent
<b>11. Intercoastal Drain Insertion (ICD)</b>	Yes <input type="checkbox"/>	No <input type="checkbox"/>
IF YES, also mark in an appropriate box:	Not Competent	Competent
	Moderately competent	Highly competent
<b>12. Closed reduction of fractures</b>	Yes <input type="checkbox"/>	No <input type="checkbox"/>
IF YES, also mark in an appropriate box:	Not Competent	Competent
	Moderately competent	Highly competent
<b>13. Debridement in theater</b>	Yes <input type="checkbox"/>	No <input type="checkbox"/>
IF YES, also mark in an appropriate box:	Not Competent	Competent
	Moderately competent	Highly competent
<b>14. List any other procedures you are able to do</b>		
<b>15. Courses attended in the last two years</b>		

A false declaration, including as may be discovered during the performance of duties, will result in termination of the contract with immediate effect.

Signature \_\_\_\_\_ Date \_\_\_\_\_



DEPARTMENT OF  
**HEALTH**

**SKILLS DECLARATION BY MEDICAL PRACTITIONER**

**WHEN LAST DID YOU PERFORM THE FOLLOWING PROCEDURES:**

PROCEDURE NAME	MONTH	YEAR
1. General anaesthesia		
2. Spinal anaesthesia		
3. Covert high spinal anaesthesia to general anaesthesia		
4. Caesarean section		
5. Emergency hysterectomy		
6. Vacuum delivery		
7. Adult Intubation		
8. Paediatric intubation ( 1 month to 15 years of age)		
9. Neonatal intubation		
10. Infant intubation		
11. Intercoastal Drain Insertion (ICD)		
12. Closed reduction of fractures		
13. Debridement in theater		

Signature \_\_\_\_\_ Date \_\_\_\_\_

The Department reserves the right to evaluate the above skill in a real life setting. In the event that medical practitioner is found not to be competent in the evaluated skill, immediate termination may be implemented.