



DEPARTMENT OF
HEALTH

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TO: ALL GOVERNMENT DEPARTMENTS

DEPARTMENTAL CIRCULAR NO.29..... OF 2022

ADVERTISEMENT OF VACANT POSTS ON THE LIMPOPO ACADEMIC COMPLEX PLATFORM

1. Applicants are hereby invited from the suitably qualified candidates for the advertised posts at the Limpopo Academic Hospital Complex Platform, Limpopo Province.
2. The Limpopo Academic Complex Platform includes the following tertiary, regional and specialised hospitals: Pietersburg, Mankweng, Tshilidzini, Letaba, Mokopane, St Rita's, Philadelphia, Thabamopo, Hayani and Evuxakeni.
3. Applicants should include a fully completed Z83 obtainable from any government institution or at www.dpsa.gov.za and must be accompanied by comprehensive Curriculum Vitae also indicating three (3) contactable references, copy of required qualification, Current registration with the relevant statutory body and copy of Identity Document.
4. Short listed applicants will be requested to come for an interview, at which time, certified copies of all relevant qualifications, registration with the relevant statutory body, and a copy of ID and driver's license must be provided.
5. Please note that emailed documents/attachments should be limited to 5MB.
6. Closing date for posts 1, 2, 7A, 8, 9 and 12 is on the 01 July 2022
7. For all other posts the advert will be valid for 12 months as long as there are vacant funded approved posts still available.
 - A) Applications for posts 1, 2, 3, 4, 5, 7A, 8 and 9 should be submitted to AcademicComplex@dhsd.limpopo.gov.za
 - B) All other applications should be submitted to TertiaryServices@dhsd.limpopo.gov.za
 - C) The Department reserves the right not to fill the advertised posts

General enquiries can be directed to Mr Maselesele LM at 015 293 6666 and Mr Malale M 015 293 6553 during office hours



HEAD OF DEPARTMENT: HEALTH

13 June, 2022

DATE

[?]

**POST 1: HEAD OF CLINICAL DEPARTMENT: DIAGNOSTIC RADIOLOGY AND IMAGING (1),
PAEDIATRICS AND CHILD HEALTH (1), DENTAL (1)**

SALARY PACKAGE : R2 193 837 (ALL-INCLUSIVE ANNUAL REMUNERATION PACKAGE)

Commuted Overtime in accordance with the provincial policy

CENTRE: Limpopo Academic Complex

The Head of Clinical Department post in Paediatrics and Child Health and in Diagnostic Radiology and Imaging are joint appointments with the Limpopo Department of Health and the University of Limpopo.

REQUIREMENTS:

A) QUALIFICATIONS AND COMPETENCIES

- An appropriate qualification that allows registration with the Health Professions Council of South Africa (HPCSA) as Medical Specialist in a normal Specialty or a recognised Sub-Specialty.
- Current registration with the HPCSA as Medical Specialist in a normal Specialty or in a recognised Sub-Specialty.
- A minimum of 3 years appropriate experience as Medical Specialist after registration with the HPCSA as a Specialist in a normal Specialty or in a recognised Sub-Specialty.

B) KNOWLEDGE AND SKILLS

- Proven track record in your discipline of clinical expertise, leadership, clinical governance, research and teaching and training at undergraduate and postgraduate level
- Strategic capabilities and leadership skills. Excellent team player, managerial, interpersonal, administrative, communication, analytical and problem-solving skills.
- Knowledge of the health systems and the public service
- Vision and plan for the development of services in your discipline in Limpopo Province

C) KEY PERFORMANCE AREAS:

- Lead the clinical department and academic discipline in Limpopo Province and the University of Limpopo. This includes the tertiary and regional hospitals as well as support for primary health care services in your field.
- Plan and implement service delivery in your field to ensure an effective service with appropriate policies and guidelines
- Monitor and improve the performance in the service, with the optimal use of human and fiscal resources
- Advise senior management in the province of progress with services and resource requirements.
- Initiate, supervise and develop relevant research in your discipline
- Develop and maintain a strong undergraduate and postgraduate teaching and training programme as well as an ongoing programme of in-service training for doctors in the province.
- Build the Department, ensuring innovation, and a motivated competent team.



POST 2: HEAD OF CLINICAL UNIT GRADE 1: *VARIOUS CENTRES AND DISCIPLINES IN THE LIMPOPO ACADEMIC COMPLEX (13)

SALARY PACKAGE: R1 754 739.00 p.a. (ALL-INCLUSIVE REMUNERATION PACKAGE)

No rural allowance for Pietersburg hospital

Rural allowance of 18% of basic salary PSBC will apply to Mankweng, Letaba, Tshilidzini, Mokopane and Thabamooop Hospitals

Rural allowance of 22% of basic salary PSBC will apply to St Rita's / Philadelphia Hospital

Commuted Overtime in accordance with the provincial policy and service delivery requirements

***CENTRES AND DISCIPLINES**

Pietersburg, Mankweng and Thabamooop Academic Complex:

Ten (10) positions from any of the following

Cardiology, Plastic and Reconstructive Surgery, Otorhinolaryngology, Paediatrics: Child Health, Obstetrics and Gynaecology: Maternal and Women's health, Psychiatry: General Psychiatry and Mental health, Neurology, Anaesthesiology, Anaesthesiology: District support, Family Medicine, Public Health

Three (3) positions from any of the following:

Letaba Hospital: Obstetrics and Gynaecology, Internal medicine, Anaesthesiology

Tshilidzini Hospital: Obstetrics and Gynaecology, Internal Medicine, Anaesthesiology, Orthopaedic Surgery

St Rita's / Philadelphia Hospital: Obstetrics and Gynaecology, Internal medicine, Anaesthesiology, General Surgery, Orthopaedic Surgery, Family Medicine

Mokopane Hospital: General Surgery, Internal medicine, Anaesthesiology

HCU's appointed at Pietersburg or Mankweng hospitals may be stationed at either hospital, and may be required to cover both hospitals including during commuted overtime.

HCU's applying for regional hospitals may be appointed at Pietersburg or Mankweng Hospitals but stationed at a regional hospital

HCU'S in Family Medicine may be appointed at St Rita's and / or Mankweng hospital but stationed at a district hospital

HCU's for Public Health, Mental Health, Child Health and Maternal and Women's health will be appointed at the Limpopo Academic Complex

These posts are joint appointments with the University of Limpopo, either as a senior lecturer or as an associate professor / professor if the requirements of the University of Limpopo are met.

REQUIREMENTS FOR ALL POSTS

A) QUALIFICATIONS AND COMPETENCIES

- An appropriate qualification that allows registration with the Health Professions Council of South Africa (HPCSA) as Medical Specialist in a normal Specialty or a recognised Sub-Specialty.
- Current registration with the HPCSA as Medical Specialist in a normal Specialty or in a recognised Sub-Specialty.
- A minimum of 3 years appropriate experience as Medical Specialist after registration with the HPCSA as a Specialist in a normal Specialty or in a recognised Sub-Specialty.

B) KNOWLEDGE AND SKILLS

- Sound knowledge, skill and experience in the relevant discipline
- Evidence of leadership, innovation and managerial ability



- Evidence of ability to effectively train and teach at undergraduate and postgraduate level and experience in research and supervision
- Vision for the development of services in your discipline and appropriate knowledge of the health system

C) KEY PERFORMANCE AREAS FOR CLINICAL DISCIPLINES

- Plan and render comprehensive effective health service for patients in the province, appropriate to the discipline and level of care including outreach and support services to other levels of care in the catchment area
- Lead clinical governance and quality improvement in your area of responsibility, including developing relevant guidelines and protocols and ensuring clinical and mortality audits
- Coordinate clinical responsibilities with and supervise specialists, registrars, medical officers, interns and other health care workers in your discipline
- Lead academic activities in both undergraduate and postgraduate levels
- Provide continuing medical education programmes for doctors in the relevant discipline
- Assist with the strategic and operational planning of services in the catchment area of the hospital

D) KEY PERFORMANCE AREAS FOR HCU FAMILY MEDICINE:

The HCU Family Medicine will be stationed at a hospital in Sekhukhune or Capricorn from where they will be responsible to:

- Render and support the health services in that Geographical service area (GSA), this will include the clinics, health centres and district hospital in the geographical catchment.
- Provide clinical leadership and governance in the geographical service area
- Lead and support the strategic health programmes in the GSA
- Supervise and train registrars, medical officers and interns in family medicine
- Supervise and train undergraduate medical students from the University of Limpopo
- Ensure family medicine is involved in the improvement of the quality of care in all PHC services

E) KEY PERFORMANCE AREAS FOR HCU PUBLIC HEALTH MEDICINE

- The Head of Clinical Unit in Public Health Medicine will be assigned to work in an area of Public Health in the province, relevant to their training, expertise and the employers needs
- Oversee the service activities and assignments of all the Public Health Medicine specialists and staff in the Division of Public Health medicine
- Lead and oversee the academic activities including research, undergraduate and post graduate training programmes in Public Health Medicine under the University of Limpopo

F) KEY PERFORMANCE AREAS FOR HCU CHILD HEALTH / MATERNAL AND WOMEN'S HEALTH / MENTAL HEALTH / ANAESTHESIOLOGY DISTRICT SUPPORT

- Plan and lead comprehensive preventive, promotive and curative Child Health / Maternal and Women's Health / Mental health services / Anaesthesiology in the province, together with relevant role players at provincial, district, tertiary and regional level
- Ensure an effective and seamless clinical service across all levels of care in the province through clinical governance, mentoring and support
- Ensure ongoing relevant pre-service and in-service training
- Participate in the relevant academic activities of your department
- Set up clinical governance in your field across the province
- Monitor the progress and performance of key indicators and interventions
- Network with relevant stakeholders within the province and throughout the country

POST 3: MEDICAL / DENTAL SPECIALISTS GRADE 1 - 3 / MEDICAL SUB-SPECIALISTS GRADE 1 – 3



Eighteen (18) posts from the following Disciplines:

Centres and Disciplines:

Pietersburg and Mankweng Tertiary Academic Complex:

- A) Medical Specialists:** Anaesthesiology, Cardiothoracic Surgery, Dermatology, Diagnostic Radiology, Emergency Medicine, Family Medicine, General Surgery, Internal Medicine, Neurology, Neurosurgery, Nuclear Medicine, Obstetrics and Gynaecology, Occupational Medicine, Ophthalmology, Orthopaedic Surgery, Otorhinolaryngology, Paediatrics and Child Health, Paediatric Surgery, Plastic and reconstructive surgery, Radiation and Medical Oncology, Urology Psychiatry, Public Health Medicine, and any other HPCSA registered Speciality.
- B) Dental Specialists:** Maxillo-Facial Surgery, Orthodontics, Periodontics, Prosthodontics and any other relevant HPCSA registered speciality.
- C) Medical Sub-specialists:** Cardiology, Nephrology, Neurology, Rheumatology, Gastroenterology, Haematology, Paediatric Surgery, Paediatric Oncology, Paediatric Cardiology, Paediatric Critical Care, Paediatric Nephrology, Paediatric Neurology, Neonatology, Gynaecology Oncology, Reproductive Medicine, Maternal and Foetal medicine, Vascular surgery, Critical care and any other HPCSA registered Sub-speciality

Thabamoopo, Evuyaxeni, Hayani Hospital: Psychiatry

Letaba, Tshilidzini, Mokopane, St Rita's and Philadelphia hospital: Anaesthesiology, General Surgery, Orthopaedic Surgery, Internal Medicine, Obstetrics and Gynaecology, Paediatrics and Child Health, Psychiatry, Diagnostic Radiology, Ophthalmology and Family Medicine.

- Successful candidates will be appointed to the Limpopo Academic Complex and stationed according to the needs and priorities of the department.
- Specialists in family medicine may be seconded to a district hospital from the regional hospital where they are appointed
- Public Health and Occupational Health Medicine specialists may be stationed at the provincial or district office.
- The medical specialist posts are a joint appointment with the University of Limpopo as a Lecturer / Senior Lecturer or as an Associate Professor / Professor according to the discipline and regulations of the University of Limpopo

SALARY PACKAGE (All-inclusive remuneration package)

- Specialist Grade1: R1 122 630.00, Specialist Grade 2: R1 283 592.00, Specialist Grade 3: R1 489 666.00
- Sub-Specialist Grade 1: R1 302 855.00, Sub-Specialist Grade 2: R1 489 666.00, Sub-Specialist Grade 3: R1 628 853.00
- Rural allowance of 18% of basic salary PSCBC will apply when stationed at the following hospitals: Mankweng, Thabamoopo, Tshilidzini, Letaba, Mokopane, Hayani and Evuxakeni
- Rural allowance of 22% of basic salary ISRDS will apply when stationed at St Rita's and Philadelphia Hospital
- Commuted overtime in accordance with the Provincial Commuted Overtime Policy and departmental requirements

Sessional Specialist posts – up to 20 hours a week Grade 1: R539 per hour, Grade 2 R617 per hour, Grade 3 R716 per hour. **Sessional sub-specialist posts – up to 20 hours a week** Grade 1: R627 per hour, Grade 2 R716 per hour, Grade 3 R783 per hour

Requirement of posts



A) QUALIFICATIONS AND COMPETENCIES FOR MEDICAL / DENTAL SPECIALIST

- An appropriate qualification that allows registration with the Health Professions Council of South Africa (HPCSA) as a Medical Specialist in a normal specialty.
- Current registration with the HPCSA as a Medical Specialist in a normal specialty.
- Grade 1: None after registration with the HPCSA as a Medical Specialist in a normal Specialty.
- Grade 2: A minimum of 5 years appropriate experience as a Medical Specialist after registration with the HPCSA (or a recognized foreign health professional council in respect of foreign-qualified employee) in a normal specialty
- Grade 3: A minimum of 10 years appropriate experience as a Medical Specialist after registration with the HPCSA (or a recognized foreign health professional council in respect of foreign-qualified employee) in a normal specialty

B) Qualifications and Competencies for Medical Sub-Specialist

- An appropriate qualification that allows registration with the Health Professions Council of South Africa (HPCSA) as a Medical Specialist in a recognised Sub-Specialty.
- Current registration with the HPCSA as a Medical Specialist in a recognised Sub- Specialty.
- Grade 1: None after registration with the HPCSA as a Medical Specialist in a recognised Sub-Specialty.
- Grade 2: A minimum of 5 years appropriate experience as a Medical Specialist after registration with the HPCSA
- Grade 3: A minimum of 10 years appropriate experience as a Medical sub-Specialist after registration with the HPCSA

C) Knowledge and skill

- Sound knowledge, clinical and relevant skill in the required discipline as well as sound medical ethics
- Ability to work as part of and lead a team
- Computer literary, including the collection and analysis of data
- Ability to conduct effective undergraduate and postgraduate training and develop in-service training in your field
- Ability to conduct and supervise registrar research
- Ability to develop specialist /sub-specialist services, prioritize and rationally utilise limited resources
- Ability to travel and support relevant health services through outreach and in reach programmes

D) Key Performance Areas

- Render a comprehensive effective quality medical/ dental specialist service.
- Coordinate and supervise the clinical responsibilities of medical interns, Medical Officers /dentists and registrars where applicable
- Train and support all doctors / dentists and health care professionals in the teams in which you work
- Effectively manage administrative functions
- Develop and Render outreach and support services to other levels of care in the catchment area
- Contribute measurable to undergraduate and postgraduate academic activities of the division or department including continuing medical education of health care workers at other levels of care.
- Be responsible for clinical governance for your allocated service and ensure effective mechanisms are put in place to ensure effective care and patient safety



POST 4: MEDICAL OFFICERS GRADE 2-3 (WITH SPECIALIST QUALIFICATIONS) – (3 YEAR CONTRACT POST)

7 posts from any of the following

Centres and Disciplines: Limpopo Academic Complex (Pietersburg, Mankweng and Thabamoo Hospital)

- Anaesthesiology, Diagnostic Radiology, Emergency Medicine, General Surgery, Orthopaedic Surgery, Ophthalmology, Neurosurgery, Paediatric Surgery, Cardiothoracic Surgery, Plastic and reconstructive surgery, Urology, Internal Medicine, Obstetrics and Gynaecology, Paediatrics and Child Health, Radiation Oncology, Nuclear Medicine, Maxillo-Facial Surgery, Orthodontics, Periodontics or any other HPCSA recognised speciality.
 - These posts are reserved for applicants who have completed their registrar training in a relevant discipline, but are still completing the requirements in order to register with the HPCSA as a Specialist.
- E) The posts are 3-year contract posts. Serving employees who opt to continue with their pension benefits will be required to resign after the completion of the contract, should they not be successful for a Specialist or Medical Officer position.

SALARY PACKAGE (All-inclusive remuneration package)

- All-inclusive Remuneration package: Grade 2: R938 963 per annum, Grade 3: R1 089 693 per annum
- Rural allowance of 18% of basic salary PSCBC will apply when stationed at Mankweng, Thabamoo, Tshildzini, Letaba and Mokopane hospital
- Rural allowance of 22% of basic salary ISRDS will apply when stationed at St Rita's and Philadelphia Hospital
- Commuted overtime in accordance with the Provincial Commuted Overtime Policy and departmental requirements

Requirement of posts

A) QUALIFICATIONS AND COMPETENCIES

- An appropriate qualification that allows registration with the Health Professions Council of South Africa (HPCSA) as a Medical Practitioner
- Current registration with the HPCSA as a Medical Practitioner
- A Fellowship with the College of Medicine of South Africa, and progress on research towards an MMED in the same discipline OR under exceptional circumstances the province may consider applicants who are foreign qualified specialists
- Grade 2: A minimum of 5 years appropriate experience as a Medical Practitioner after registration with the HPCSA (or a recognized foreign health professional council in respect of foreign-qualified employee)
- Grade 3: A minimum of 10 years appropriate experience as a Medical Practitioner after registration with the HPCSA (or a recognized foreign health professional council in respect of foreign-qualified employee).

B) KNOWLEDGE AND SKILLS

- Sound clinical knowledge and skill in the required discipline
- Ability to work after hours
- Computer Literacy, including collection and analysis of data
- Sound Medical Ethics and Rational use of resources
- Ability to conduct effective and efficient training and mentoring

C) KEY PERFORMANCE AREAS:

- Render a comprehensive quality clinical service to patients in your speciality
- Coordinate clinical responsibilities with and supervise, instruct and train Medical interns, Medical Officers and registrars
- Effectively manage administrative functions
- Render outreach and support services to other levels of care in the catchment



- Participate in academic activities in undergraduate and postgraduate levels
- Participate in formal training, mentoring and monitoring of health workers at other levels of care
- Be responsible for clinical governance for your discipline and ensure effective mechanisms are put in place to ensure patient safety

POST 5: MEDICAL REGISTRAR (CONTRACT POSTS*)

Twenty-seven (27) posts from the following Disciplines:

Centre: Limpopo Academic Complex

Disciplines: General Surgery, Anaesthesiology, Family Medicine, Otorhinolaryngology, Internal Medicine, Obstetrics and Gynaecology, Paediatrics and Child Health, Radiation Oncology, Psychiatry, Diagnostic Radiology, Forensic Pathology, Public Health Medicine, Plastic and reconstructive surgery

SALARY PACKAGE: R833 523.00 p.a. (All-inclusive remuneration package)

Rural allowance of 18% of basic salary PSCBC will apply for the periods that the registrar may be stationed at Mankweng, Thabamopo, Tshilidzini, Letaba and Mokopane hospital or a district hospital.

Commuted overtime in accordance with the Provincial Commuted Overtime Policy and departmental requirements

Appointment as a registrar will be on contract, for 4 to 5 years based on the HPCSA prescribed duration of training and satisfactory progress

*Employees in service, who opt to continue with their pension benefits as a registrar will be required to resign after the completion / or termination of their registrar training should they not be successful for Specialist or Medical Officer positions.

*Consideration will be given to existing public sector employees who are already on higher salary packages to retain their existing salary packages

REQUIREMENTS FOR ALL REGISTRAR POSTS

A) QUALIFICATIONS AND COMPETENCIES:

- An appropriate qualification that allows registration with the Health Professions Council of South Africa (HPCSA) as a Medical Practitioner independent practice.
- Current registration with the HPCSA as a Medical Practitioner independent practice

The following will be an added advantage:

- 6 months post internship experience in a relevant discipline for the one in which you are applying.
- A postgraduate diploma in the discipline in which you are applying
- Successful completion of the Part 1 Fellowship exam in the discipline in which you are applying
- A current Advanced Life Support course applicable to the discipline in which you are applying, or an appropriate skills-based training course in the discipline in which you are applying.

Other:

- Registrars will within a month of assumption of duty be required to register as postgraduate students with the University of Limpopo in the relevant discipline
- All applicants must be South African citizens or permanent residents

B) KNOWLEDGE AND SKILLS

- Appropriate experience and suitability to train in the relevant speciality
- Ability to manage patients independently and effectively



- Ability to learn, innovate and be prepared to work overtime
- Good interpersonal skills and knowledge and respect for the Patient's Rights Charter and Batho Pele principles, and sound medical ethics
- An interest in conducting research
- Computer literary, including collection and analysis of data

C)KEY PERFORMANCE AREAS:

- Responsible for care of patients in designated levels and sites e.g. wards, outpatients, emergency units, intensive care, theatre and outreach sites / or in services related to your discipline
- Appropriate recording and monitoring, clinical and mortality audit, data analysis and report writing as relevant to the discipline
- Mandatory participation in departmental academic meetings and teaching programmes
- Teaching and supervision of undergraduate students and medical officers and interns, and any other academic in-service training as required by the Head of Department.
- Provision of after-hours services

D) Appointment conditions and rotation:

- Registrars will be appointed at one of the hospitals in the Limpopo academic complex, which will be their designated pay point, they will however be stationed according to the HCPSA accredited rotation in their discipline
- Rotations may include a 3 – 6 month blocks at a facility in another district or province.
- In disciplines that do not currently have HPCSA accreditation for the full registrar training period, candidates will be sent to an accredited facility in another province to complete their training requirements. Candidates will be required to sign an agreement with the province to return at the completion of the time spent away, if this is 6 months or more, and to work back an equal amount of time as that spent away
- Appointment as a registrar will be on contract for 4 or 5 years, based on the registrar training period in each discipline. Employees in service who opt to continue with their pension benefits as a Registrar, will be required to resign after completion of their registrar contract.
- Registration with the University of Limpopo is a requirement, should this not be successful for any reason, the appointment as a registrar will be terminated immediately.
- Should registration with the University as a student be discontinued for any reason the appointment as a registrar will be terminated.
- Signing an agreement with the Head of Clinical Department / Discipline to comply with the timelines for completion of exams, research and other requirements. Failure to comply with these requirements may result in termination of the registrar contract.
- Participation in commuted overtime is compulsory in most disciplines

POST 6: PROFESSIONAL NURSE: SPECIALITY [PN-B1] GRADE 1 AND 2

16 posts for the following specialty areas

Centres: Pietersburg and Mankweng Hospital

- Operational Theatre, Critical Care (ICU), Advanced Midwifery and Neonatal Nursing Science, Ophthalmology, Neonatal ICU, Orthopaedics, Advanced Psychiatry, Paediatric / Child Nursing

Centres: Tshilidzini and Letaba Hospital

- Nephrology

Commencing salary notch:

Grade 1= R388 974– R450 939 p.a. Grade 2= R478 404– R588 390 p.a.

plus 8% of basic salary rural allowance for Mankweng Hospital, Tshilidzini, Letaba

Sessional posts up to 20 hours a week: Grade 1 = R253.00 per hour, Grade 2 = R311.00 per hour

REQUIREMENTS:



A) Qualification and competencies

- 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.
- A post-basic nursing qualification in one of the above specialty nursing areas with duration of at least 1 year, accredited with the SANC in one of the specialties referred to
- Current registration with the South African Nursing Council as a Professional Nurse in the appropriate speciality
- 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, 10 years of which should be appropriate experience in the specific speciality after obtaining the 1-year post-basic qualification in the relevant speciality.

B) Knowledge and Skills:

- Knowledge and skill in nursing care processes and procedures in the relevant specialty areas
- Good communication, Report writing, Facilitation, Liaison, Networking and Problem-solving skills
- Information management.
- Computer literacy.

C) KEY PERFORMANCE AREAS:

- Provide direction and supervision for the implementation of the Nursing plan (clinical practise/quality patient care)
- Practice nursing and health care in accordance with the standards, quality indicators and the laws and regulations relevant to nursing and health care.
- Work with the multi-disciplinary clinical team, in all aspects of clinical care
- Utilize human, material and physical resources efficiently and effectively.

POST 7A – 7C: RENAL DIALYSIS SATELLITE UNIT POSTS AT TSHILIDZINI AND LETABA HOSPITAL

The Limpopo Department of Health is setting up satellite renal dialysis units at Tshilidzini and Letaba hospitals and requires the following personnel

POST 7A: OPERATIONAL MANAGER: SPECIALITY UNIT [RENAL]

Salary notch: R571 242.00 plus 8% of basic salary rural allowance

Centres: Letaba Hospital(1) and Tshilidzini Hospital(1)

REQUIREMENTS:

A) QUALIFICATION AND COMPETENCIES

- Basic Diploma/Degree accredited with the SANC in terms of R425 that allows registration with SANC as Professional Nurse.
- Diploma in Nephrology Nursing (Renal) is an additional requirement.
- Current registration with SANC as a Specialist professional nurse (renal)
- Minimum 9 years appropriate/recognised experience in nursing after registration as Professional Nurse with SANC in General Nursing.
- Five (05) years of the period referred to above must be appropriate/recognizable experience after obtaining one-year basic qualification in the relevant speciality (Renal).
- Knowledge of relevant health, nursing and public service legislation.

B)KNOWLEDGE AND SKILLS



- Knowledge and skill in nursing care processes and procedures in renal nursing
- Good communication, Report writing, Facilitation, Liaison, Networking and Problem-solving skills
- Information management.
- Computer literacy.

C)KEY PERFORMANCE AREAS:

- Set up, develop, lead, and manage the Renal Unit at Tshilidzini / Letaba hospital within the standards and professional framework
- Provide renal dialysis service to patients together with the team
- Effectively manage utilise and monitor resources
- Coordinate services together with the multidisciplinary team at the core unit in Pietersburg and in your hospital
- Ensure services in and participate in all the shifts including after-hours shifts.

POST 7B: CLINICAL TECHNOLOGIST (NEPHROLOGY) Grade 1 – 3

CENTRE: Tshilidzini (1) and Letaba (1) Hospitals

Salary Notch: Grade 1: R322 745.00 p.a., Grade 2: R378 402.00 p.a., Grade 3: R445 752.00 p.a.

REQUIREMENTS:

A)QUALIFICATION AND COMPETENCIES

- Appropriate qualification that allows registration with the HPCSA as Clinical Technologist.
- Current registration with HPCSA as a Clinical Technologist (Independent Practice).
- Grade 1: None after registration with the HPCSA as Clinical Technologist.
- Grade 2: Minimum of 10 years relevant experience after registration with the HPCSA Clinical Technologist.
- Grade 3: Minimum of 20 years relevant experience after registration with the HPCSA in Clinical Technologist.

B)KNOWLEDGE AND SKILLS

- Patient safety and infection control
- Preparation, calibration and quality assurance of medical equipment
- Performance of procedures including renal dialysis according to the scope of practice
- Professional person with integrity and ability to perform under pressure, independently and in a team. Self-driven and result orientated.
- Good communication, report writing, presentation and interpersonal skills.
- Computer literate, honest, patient, hardworking and reliable.

C)KEY PERFORMANCE AREAS:

- Prepare and calibrate equipment for medical procedures and perform quality control procedures
- To perform procedures including dialysis according to medical prescription in a safe manner and in accordance to standard policies and procedures.
- To provide optimal patient care as per the scope of practice
- Manage and maintain all medical equipment in accordance with standards and procedures, infection control and stock management
- Ensure that all patient clinical records are maintained and updated in accordance with standards
- Work together with all team members and supervise staff as assigned



POST 7C: CANDIDATE CLINICAL / ELECTRICAL ENGINEERING TECHNICIAN (3 - 5 YEAR CONTRACT) OR CLINICAL / ELECTRICAL ENGINEERING TECHNICIAN

CENTRE: Tshilidzini (1) and Letaba (1) Hospitals

Salary Notch: Candidate Clinical Engineering Technician: R272 743.00 p.a.

Salary Notch: Clinical Engineering Technician: Grade A: R 316 536 p.a. Grade B: R 358 524 Grade C: R408 075.00 p.a.

REQUIREMENTS:

A) Qualifications and Competencies: Candidate Electrical / Clinical Engineering Technician

- National Diploma in Engineering or relevant qualification.
- Current registration with ECSA as Candidate Engineering Technician.

B) Qualifications and Competencies: Clinical / Electrical Engineering Technician (Grade A, B, C)

- National Diploma in Clinical or Electrical Engineering or relevant qualification.
- Compulsory registration with ECSA as a Clinical / Electrical Engineering Technician
- Three (3) years post qualification technical (Engineering) experience.

C) Knowledge and Skills

- Knowledge of medical equipment and its maintenance
- Problem solving skills
- Knowledge of public service regulations and procedures
- Computer literacy
- Knowledge of infection control procedures
- Ability to work as a member of a multidisciplinary team and network with suppliers
- Ability to work afterhours and on call

D) Key Performance Areas:

- Responsible for the management and maintenance of all medical equipment within the renal unit, as well as in the critical care units and other sections of the hospital
- Available to trouble shoot problems with medical equipment and initiate and follow through on actions
- Develop and administer a maintenance management system for medical equipment to comply with manufacturer specifications and supply chain prescripts
- Administration and maintenance of medical equipment data base
- Formulation and implementation of on-going in house staff training with regard to medical equipment safety and maintenance
- Evaluation of health device alerts and initiation of recommended actions
- Conduct regular medical equipment risk analysis and safety evaluation.
- Pre-acquisition evaluation of all proposed new medical equipment.
- Motivating for the purchasing of medical equipment and the formulation of specifications
- Liaising with medical equipment suppliers to stay informed and trained in latest technological development

POST 8: ASSISTANT DIRECTOR DIAGNOSTIC RADIOGRAPHY

CENTRE: Pietersburg (1) and Mankweng (1) Hospital

SALARY PACKAGE: Grade 1: R 525 087 per annum, Grade 2: R600 384 p.a. plus 12% of basic salary PSCBC rural allowance for Mankweng Hospital



REQUIREMENTS:

A) Qualifications and Competencies

- Appropriate qualification that allows registration with the Health Professions Council of South Africa (HPCSA) as a Diagnostic Radiographer.
- Current registration with the Health Professions Council of South African (HPCSA) as Diagnostic Radiography
- Minimum of three (3) years' appropriate experience after registration with HPCSA as a Diagnostic Radiographer of which five (5) years must be appropriate experience in Management.

B) KNOWLEDGE, SKILLS, TRAINING AND COMPETENCES

- Sound knowledge of specialized and general radiography protocols and Equipment
- Comprehensive knowledge of radiation protection legislation
- Sound planning and organizational skills regarding resources, Finance and HR matters.
- Sound knowledge of radiography Quality Assurance programme.
- Demonstrates effective interpersonal skill, strategic planning organizational skills, leadership qualities and supervisor skills.
- Knowledge of relevant Public service regulations, legislation, policies, acts and procedures
- Good verbal and written communication skills and computer literacy
- Ability to work as a Member of a multidisciplinary team.

C) Key Performance Areas:

- Lead, manage and monitor all radiography and imaging services in the hospital to ensure an effective and efficient patient centered service
- Ensure efficient and effective control and use of all equipment, assets and resources including consumable and staff belonging of the cost Centre.
- Ensure Diagnostic services comply with relevant standard, legislation and current government initiative to improve.
- Manage the quality assurance programs as required by radiation control directorate and department of health
- Be responsible to ensure clinical training, supervision and continuing education of all staff and students in the department
- Encourage a multidisciplinary approach by fostering close working relationship with other Department in order to render quality services.

POST 9: MANAGER PHARMACEUTICAL SERVICES

CENTRE: Pietersburg Hospital (1)

Salary Package: R1 106 037.00 p.a. [All-inclusive remuneration package]

REQUIREMENTS:

A) Qualifications and Competencies

- Basic qualification accredited with the South African Pharmacy Council (SAPC) that allows registration with SAPC as a Pharmacist.
- Current registration with the SAPC as a Pharmacist
- A minimum of 3 years appropriate experience after registration as a Pharmacist with the SAPC.
- Experience of working at a large multidisciplinary facility will be an added advantage.

Inherent requirements of the job:

- Willingness to register as the responsible pharmacist.



- Willingness to do after hours work and be on call
- Ability and willingness to supervise, tutor and train staff.
- Valid Driver's license

B) Knowledge and Skills

- Extensive knowledge of relevant Legislation, Acts, Regulations and Policies
- Extensive experience in the management of pharmacy including human resource, financial and risk management
- Good communication, motivation, coaching, team building, decision making, interpersonal and problem solving skills
- Ability to work under pressure and coordinate productivity
- Sound knowledge of the Health System and setting.
- Effective planning, organizational and managerial skills.
- Knowledge of the principles, functions and operations of medicine and therapeutic committee
- Sound knowledge on the implementation of effective performance management system and capacity building for succession planning
- Sound knowledge and implementation of effective monitoring and evaluation system

C) KEY PERFORMANCE AREAS:

- Lead and manage pharmaceutical services at Pietersburg hospital, ensuring effective services in all specialised and general sections as well as support to the facilities in the Geographical service area of the hospital in line with National and Provincial strategies and policies
- Procurement, storage and dispensing of pharmaceuticals
- Directly manage the activities of the Pharmacy employees.
- Plan, develop, and implement all policies and processes related to technical pharmacy operations.
- Serve and represent the section in governance structures of the hospital.
- Ensure the optimal functioning of the hospital Pharmaceutical and Therapeutics committee (PTC) and antimicrobial stewardship committee in accordance with national policies
- Ensure rational use of resources (human, financial (asset and inventory) and physical).
- Provide and supervise training programmes (Pharmacist Interns and Pharmacy Support Personnel).
- Coordinate activities of Essential Medicines Programme including Pharmacy and Therapeutics Committee.

POST 10: ALLIED SPECIALISED

4 posts for the following Disciplines in 10A and 10B

POST 10A: RADIATION ONCOLOGY RADIOGRAPHER: GRADE 1 – 3

Centre: Limpopo Academic Hospital Complex, Pietersburg Hospital

Salary notch: Grade 1: R401 640.00 p.a., Grade 2: R473 112.00 p.a., Grade 3: R557 301.00 p.a.

Requirements:

A) Qualifications and Competencies

- Appropriate qualification that allows for registration with the Health professions council of South Africa (HPCSA) in Radiation Oncology Radiography
- Current registration with the HPCSA in Radiation Oncology Radiography
- Experience: **Grade 1:** 4 years appropriate experience after registration with the HPCSA as Diagnostic Radiographer.



- **Grade 2:** 14 years appropriate experience after registration with the HPCSA as Diagnostic Radiographer, of which 10 years must be after registration in Radiation Oncology Radiography.
- **Grade 3:** 24 years appropriate experience after registration with the HPCSA as Diagnostic Radiographer, of which 20 years must be after registration in Radiation Oncology Radiography.

B) Knowledge & Skills

- Knowledge of Radiation Oncology Radiography standard techniques, dose protocols, equipment and accessories associated with relevant techniques and including specialised techniques.
- Knowledge of basic quality assurance in Radiation Oncology Radiography, Radiation effects & Radiation protection of patients.
- Knowledge of Anatomy vs. tumour treatment vs. effects on physiology care patterns for patients
- Taking and evaluating of portal images, CT scans and MRI scans for treatment planning purposes.
- Knowledge of Radiation therapy Planning.
- Good interpersonal skills and basic supervisory skills.
- Must have the ability to perform effectively in a team.
- Knowledge of basic patient care

C)Key Performance Areas

- Undertake all basic Radiation Oncology Radiography planning and treatment preparation including the tumour localisation, graphic planning, radiation dose calculation and the necessary data preparation needed for treatment accessory construction.
- Undertake Brachytherapy Planning and treatment procedure
- Liaise with the Physicist, Oncologist, Oncology nurses, relatives and the patient
- Safely operate, care and construct accessories and immobilization devices used in the planning and treatment of the patient
- Dosimetry checks done before delivery of treatment.
- Ensure accurate records kept of the course of Radiotherapy treatment delivered.
- Serve as Health and Safety Representative
- Provide afterhours duties

POST 10B NUCLEAR MEDICINE RADIOGRAPHER (GRADE 1 TO 3)

Centre: Limpopo Academic Hospital Complex, Pietersburg Hospital

Salary notch: Grade 1: R401 640.00 p.a., Grade 2: R473 112.00 p.a., Grade 3: R557 301.00 p.a.

Requirements:

A) Qualifications and Competencies

- Appropriate qualification that allows for the required registration with the Health professions council of South Africa (HPCSA) in Nuclear Medicine Radiography
- Current registration with the HPCSA in Nuclear Medicine Radiography
- Experience: **Grade 1:** 4 years appropriate experience after registration with the HPCSA as Diagnostic Radiographer.
- **Grade 2:** 14 years appropriate experience after registration with the HPCSA as Diagnostic Radiographer, of which 10 years must be after registration in Nuclear Medicine Radiography.
- **Grade 3:** 24 years appropriate experience after registration with the HPCSA as Diagnostic Radiographer, of which 20 years must be after registration in Nuclear Medicine Radiography.

B) Knowledge and Skills

- Sound knowledge of nuclear medicine diagnostic procedures and equipment



- Clinical competency and dexterity in procedures
- Good communication and problem solving skills
- Knowledge of health and safety policies, regulations and acts
- Knowledge of quality assurance procedures and methods
- Sound knowledge of radiation safety / protection regulations
- Computer literacy

C)Key Performance Areas:

- Render effective patient centred nuclear medicine services for in and out patients in adherence to the scope of practice and health protocols.
- Assist in/perform complex nuclear medicine procedures
- Inspect and use equipment professionally to ensure that they comply with safety standards
- Carry out delegated duties.
- Implement and maintain the quality assurance and Nation Core Standard and norms at departmental level
- Perform record keeping, data collection, assist with budget control and assets management
- Participate in professional development of self and colleagues and members of the interdisciplinary team members
- Participate in research projects of the department
- Exercise care with all consumable and equipment

POST 11A – 11B ALLIED HEALTH POSTS

11 posts in the following 11A and 11B Disciplines:

POST 11A: DIAGNOSTIC RADIOGRAPHER: GRADE 1 – 3

CENTRE: Pietersburg Hospital and Mankweng Hospital

Salary Notch: Grade 1: R322 746.00 p.a., **Grade 2:** R378 402.00 p.a., **Grade 3:** R445 752.00 p.a. plus 12% of basic salary PSCBC rural allowance for Mankweng Hospital

REQUIREMENTS:

A) Qualifications and Competencies

- Appropriate qualification that allows registration with the HPCSA as a Diagnostic Radiographer
- Current registration with HPCSA as Diagnostic Radiographer.
- **Grade 1:** None after registration with the HPCSA as Diagnostic Radiographer
- **Grade 2:** Minimum of 10 years relevant experience after registration with the HPCSA as Diagnostic Radiographer
- **Grade 3:** Minimum of 20 years' relevant experience after registration with the HPCSA as Diagnostic Radiographer

B) Knowledge, Skills, Training and Competences

- Knowledge of Diagnostic radiography standard techniques,
- Knowledge of basic quality assurance in Radiography and Radiation protection
- Knowledge of advanced modalities such as C.T. scans and MRI scans for diagnostic purposes.
- Good interpersonal skills and basic supervisory skills.
- Must have the ability to perform effectively in a team.
- Knowledge of patient care
- Honesty, integrity and high work ethic.
- Good interpersonal skills.
- Knowledge of Public Service legislation, Policies and Procedures.



- Knowledge of current DoH guidelines and Policies governing the Health Sector and Radiography profession.
- Quality Control and Record keeping processes is essential.
- Computer skills, time management skills, written and verbal communication skills and report writing.

C)Key Performance Areas:

- Participate in providing 24-hour Radiographic services at Pietersburg Hospital.
- Adhere to Batho Pele Principles,
- Perform any ad-hoc duties allocated by Management.
- Participate in quality assurance activities to ensure quality service and compliance to legislation
- Be actively involved in in-service training and CPD activities.

POST 11B: MEDICAL ORTHOTIST AND PROSTETIST / PHYSIOTHERAPIST / OCCUPATIONAL THERAPIST/ CARDIAC CLINICAL TECHNOLOGIST

CENTRES: Pietersburg and Mankweng Hospital

Salary Notch: Grade 1: R322 746.00 p.a., **Grade 2:** R378 402.00 p.a., **Grade 3:** R445 752.00 p.a.plus 12% of basic salary PSCBC rural allowance if at Mankweng

A) Qualifications and Competencies

- Appropriate qualification that allows a registration with the HPCSA as a Physiotherapist / Occupational Therapist / Medical Orthotist & Prostetist
- Current registration with the Health Professions Council of South Africa (HPCSA) as a Physiotherapist / Occupational Therapist / Medical Orthotist & Prostetist / Clinical Cardiac Technologist
- All applicants must be South African citizens or permanent residents
- Grade 1: None after registration with the HPCSA in the relevant profession (where applicable) in respect of RSA qualified employees who performed Community Service as required in South Africa.
- **Grade 2:** Minimum of 10 years relevant experience after registration with the HPCSA in the relevant profession (where applicable) in respect of RSA qualified employees who performed Community Service as required in South Africa.
- **Grade 3:** Minimum of 20 years' relevant experience after registration with the HPCSA in the relevant profession (where applicable) in respect of RSA qualified employees who performed Community Service as required in South Africa.

B) Inherent requirement of the job

- Manage and coordinate inpatient, ambulatory services as well as outreach services
- Willingness to work at night, weekends and public holidays and shifts if required

C) Knowledge and skills

- Thorough working knowledge of your field
- Ability to work independently and as part of multidisciplinary team
- Ability to work under pressure and in infectious areas and practice infection control to protect the patients, other health workers and oneself from infection
- An understanding of public service procedures.
- Report writing skills.
- Good interpersonal relations and teamwork
- Computer literacy.

C)Key Performance Areas:



- Responsible for professional services to patients in your field both in the wards, ICU, in the unit, outpatients, and at outreach sites as is required in your discipline and according to the scope of practice
- General care of patients and safety of patients.
- Management of equipment and devices in the unit

POST 12: ASSISTANT DIRECTOR: TERTIARY GRANT (LEVEL 9) = 1 POST

Commencing Salary Notch: R382 245.00 p.a.

CENTRES: Limpopo Academic Complex / Head Office

REQUIREMENTS:

A) Qualification and Competencies

- A minimum of Diploma in Financial Management and Human Resource Management at NQF level 6
- Valid Driver's License

B) Knowledge and Skills

- Knowledge and understanding of the Public Service Act, Public Service regulations, Public Finance Act, Division of Revenue Act and other relevant legislation.
- Sound verbal and written communication skills.
- Good record keeping.
- Knowledge and documenting experience in working in tertiary services and or grants
- Ability to work under pressure, write reports and be able to meet deadlines.
- Ability to handle tasks of multi-disciplinary nature.
- Ability to handle information in a confidential manner.
- Excellent Computer skills in MS Office, Word, Excel, PowerPoint, Teams and ability to learn new technological programmes and skills
- Proven ability to be innovative and creative.
- Professional attitude.
- Good interpersonal skills to deal with the public and staff members

C)Key Performance Areas:

- Manage the recruitment processes related to the NTSG, SHRTG, internship and community service
- Support all the data collection and research requirements of the grants
- Assist with Compiling monthly, quarterly and annual reports as well as business plans
- Support the implementation of activities and all statutory requirements of the grants
- Coordinate and communicate with stakeholders

POST 13 – 16 CONTRACT POSTS

Posts 13 – 16 are 12 months contract posts renewable subject to service needs and availability of funding.

**POST 13: CONTRACT/ SESSIONAL PROFESSIONAL NURSE [SPECIALTY] [PN-B1] GRADE 1 AND 2
11 posts in the following Disciplines:**

Critical Care (ICU), Operating theatre and Nephrology

Retired Specialist Nurses in the relevant disciplines are welcome to apply

CENTRES: Pietersburg, Mankweng, Tshilidzini, Letaba, Mokopane, St Rita's, Philadelphia Hospital



Commencing salary notch:

Grade 1= R388 974.00 p.a.– R450 939.00 p.a. Grade 2= R478 404. 00 p.a.– R588 390.00 p.a.
plus 8% of basic salary rural allowance for Mankweng Hospital, Tshilidzini, Letaba and Mokopane hospitals
plus 12% of basic salary rural allowance for St Rita's, Philadelphia Hospital

Sessional posts up to 20 hours a week: Grade 1 = R253.00 per hour, Grade 2 = R311.00 per hour

REQUIREMENTS:**A) Qualification and Competencies**

- Basic R425 qualification i.e. diploma/degree in nursing or equivalent qualification that allows registration with the South African Nursing Council as a professional nurse.
- A post-basic nursing qualification in one of the above specialty nursing areas with duration of at least 1 year, accredited with the SANC in one of the specialties referred to
- A post-basic nursing qualification in one of the above specialty nursing areas with duration of at least 1 year, accredited with the SANC in one of the specialties referred to,
- Current registration with the South African Nursing Council as a Professional Nurse in the appropriate speciality
- 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, 10 years of which should be appropriate experience in the specific speciality after obtaining the 1-year post-basic qualification in the relevant speciality.

B) Knowledge and Skills

- Knowledge and skill in nursing care processes and procedures in the relevant specialty areas
- Good communication, Report writing, Facilitation, Liaison, Networking and Problem-solving skills
- Information management
- Computer literacy

C)Key Performance Areas:

- Provide direction and supervision for the implementation of the Nursing plan (Clinical practice/quality patient care)
- Practice nursing and health care in accordance with the standards, quality indicators and the laws and regulations relevant to nursing and health care.
- Work with the multi-disciplinary clinical team, in all aspects of clinical care
- Utilize human, material and physical resources efficiently and effectively.
-

POST 14: CONTRACT OCCUPATIONAL THERAPIST (MENTAL HEALTH)

CENTRES: Thabamooop (2), Hayani(1), Evuyakeni (1) Hospitals

Commencing Salary Notch :Grade 1: R322 746.00 p.a., Grade 2: R378 402.00 p.a., Grade 3: R445 752.00 p.a.plus 12% rural allowance

REQUIREMENTS:**A) Qualification and Competencies:**

- Appropriate qualification that allows a registration with the HPCSA as an Occupational Therapist



- Current registration with the Health Professions Council of South Africa (HPCSA) as Occupational Therapist.
- All applicants must be South African citizens or permanent residents
- Valid driver's license is essential.
- Grade 1: None after registration with the HPCSA in Occupational Therapy
- Grade 2: Minimum of 10 years relevant experience after registration with the HPCSA in Occupational Therapy.
- Grade 3: Minimum of 20 years' relevant experience after registration with the HPCSA in Occupational Therapy.

B) Knowledge and Skills:

- Candidate should have sound knowledge of Occupational Therapy mental health services.
- Ability to work independently and as part of multidisciplinary team
- Good interpersonal relations and teamwork
- Ability to work under pressure and in infectious areas and practice infection control to protect the patients, other health workers and oneself from infection
- Computer literacy.
- Knowledge of mental Health legislations and related legal and ethical practices.
- Knowledge of PMFA, public service acts, procedures and regulations.
- Candidate must have good verbal and written communication skills.

C) Key Performance Areas:

- Render and manage Occupational Therapy services that comply with norms and standards in the hospital and community setting.
- Implement individual and group programs in management of mental care users.
- Assessment, treatment, and report writing of general, forensic and FCE (Functional capacity evaluation)
- Participate in Quality Assurance Audits.
- Exercise care with all consumables and equipment's.
- Manage allocated Resources.
- Supervise subordinates and students
- Provide training to other medical health professionals.



POST 15: CONTRACT SOCIAL WORKER (MENTAL HEALTH): GRADE 1

CENTRES: Thabamoope (1), Hayani (1) and Evuxakeni (1) Hospitals

Commencing Salary Notch Grade 1: R261 456.00 p.a.

REQUIREMENTS:

A) Qualification and Competencies

- Qualifications: Bachelor's Degree in Social Work;
- Current registration with the South African Council for Social Service Professions as a Social Worker;
- Current registration with the South African Council for Social Services Professions as a Social Worker.
- A valid driver's license.

B) Knowledge and Skills

- Public Service Act and Regulations, Mental Health Care Act, Batho-Pele Principles, Knowledge and understanding of human behaviour and social systems
- The ability and competence to assist, develop, advocate for and empower individuals, families, groups, organizations and communities to enhance their problem-solving capabilities
- The ability to promote, restore, maintain, advocate for, and enhance functioning of individuals, families, groups and communities by enabling them to accomplish tasks, prevent and alleviate distress and use resources effectively;
- The understanding and ability to provide social services towards protecting people who are vulnerable, at risk and unable to protect themselves.
- Computer literacy,
- Candidate must have good verbal and written communication skills.

Key Performance Areas:

- Promote mental health awareness in communities, groups and families
- Reunification of patients with their families and communities
- Assess clients and create individual treatment plans for their recovery
- Secure and refer clients with needed resources

POST 16: CONTRACT ULTRASOUND RADIOGRAPHER GRADE 1-2

6 posts in the following centres

Centres: Tshilidzini, Letaba, St Ritas, Philadelphia, Mokopane and Mankweng

Commencing Salary Notch: Grade 1: R401 640.00 p.a. – R459 231.00 p.a., Grade 2: R473 112.00 p.a. – R540 954.00 p.a.

REQUIREMENTS:

A) Qualification and Competencies

- a. Appropriate qualification that allows a registration with the HPCSA in Ultrasound Radiography.
 - b. Current registration with the HPCSA as an Ultrasound Radiographer.
 - c. A valid driver's license;
- Experience:
 - Grade 1: None after registration with the HPCSA in Ultrasonography:



- Grade 2 A minimum of 10 years appropriate experience after registration with the HPCSA in Ultrasonography
- Grade 3 A minimum of 20 years appropriate experience after registration with the HPCSA in Ultrasonography

B) Knowledge and Skills

- Ability to work independently as part of a multidisciplinary team.
- Be able to implement protocols and standard operating procedures in Ultrasonography.
- Basic knowledge of equipment utilization and trouble shooting.
- Sound report writing, administrative, problem solving and computer literacy skills.
- Knowledge of Public service procedures
- Computer literacy (MS Word, MS PowerPoint, MS Excel).
- Ability to work under pressure.
- Good communication, teaching and writing skills
- Have effective interpersonal skills, organizational and time management skills.
- Willingness to drive and travel to outreach sites on a daily basis

C)Key Performance Areas:

- Preparing patients for Ultrasound examinations and communicate effectively with patients
- Performing Obstetric Ultrasound examinations that yield important diagnostic information.
- Use Ultrasound machine to view and interpret images for the diagnosis and treatment of medical conditions.
- Work with and teach midwives and doctors skills in obstetric ultrasonography
- Co-ordinate and organize daily workload and schedule of services in the geographical area assigned to you
- Ensure that equipment is adequately maintained and ensure QC tests are performed.
- Participate in Continuous Professional Development.
- Maintain weekly, monthly, and annual patient statistics as required
- Promote teamwork and good working relationship amongst staff members and multi-disciplinary team members.