



DEPARTMENT OF  
**HEALTH**

REF: S4/1/1

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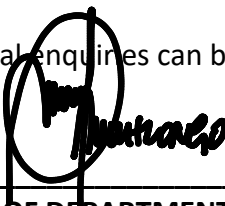
**TO: ALL GOVERNMENT DEPARTMENTS**

**DEPARTMENTAL CIRCULAR NO. ....34..... OF 2021**

**ADVERTISEMENT OF VACANT POSTS ON THE TERTIARY PLATFORM**

1. Applicants are hereby invited from the suitably qualified candidates for the advertised posts
2. Applications should be submitted to email Macduff.malale@dhsd.limpopo.gov.za
3. Applicants should include a fully completed Z83, and current registration with the relevant statutory body as well as a Curriculum Vitae
4. Applicants should indicate the circular number as reference for all posts applied for
5. 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 copy of ID and driver's license must be provided
6. The Department reserves the right not to fill the posts
7. The advert will be **open** for posts 2 - 12 for a 12 month period for as long as the posts are not filled
8. The closing date for Post 1 (Head of Clinical Unit) Post 13, (PACS Administrator) and Post 14, Clinical Administrator will be 30 June 2021

General enquiries can be directed to the Mr Malale M 015 293 6553 during office hours.



**HEAD OF DEPARTMENT: HEALTH**

08. 06. 2021

**DATE**

## POST 1: HEAD OF CLINICAL UNIT: 9 POSTS

### Salary Package: R1 728 807 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 Thabamopo hospitals

Rural allowance of 22% of basic salary PSBC will apply to St Ritas hospital

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

#### CENTRES:

**Pietersburg:** General Surgery, Public Health, Internal Medicine, Orthopaedic Surgery

**Mankweng Hospitals** Orthopaedic Surgery, Family Medicine, Internal Medicine

**Thabamopo:** Psychiatry

**Letaba:** Obstetrics and Gynaecology, Orthopaedic Surgery, Internal medicine, Anaesthesiology

**Tshilidzini:** Obstetrics and Gynaecology, Internal medicine, Anaesthesiology, Orthopaedic Surgery

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

**Mokopane:** General Surgery, Internal medicine, Anaesthesiology

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

#### REQUIREMENTS FOR ALL POSTS

##### A) Qualifications and Competencies

- An appropriate qualification that allows registration with the Health Professions Council of South Africa (HPCSA) as a Medical Practitioner and Medical Specialist in a relevant specialty.
- Current registration with the HPCSA as a Medical Practitioner and Medical Specialist in a relevant specialty
- A minimum of 3 years as a Medical Specialist or Medical Sub-specialist

##### B) Knowledge and skills:

- Evidence of Leadership in clinical and academic services
- Sound knowledge, skill and experience in the relevant discipline
- Sound Medical Ethics
- Evidence of ability to effectively run training programmes for undergraduate medical students, postgraduate doctors as well as to support in-service training of health workers in your field.
- Experience in research and supervision of research projects
- Rational use of resources
- Ability to work after hours

- Ability to utilize the relevant computer programmes applicable to the administration, training and research in your discipline

**C) Key performance areas:**

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

**Key performance areas for HCU FAMILY MEDICINE 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 centers 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 including but not limited to:
    - Maternal, child health, youth and adolescent services
    - HIV/TB/STI
    - Long term health prevention and management
    - Mental health services
  - 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

**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



## **POST 2: MEDICAL SPECIALIST / SUB-SPECIALIST POSTS DISCIPLINES (14 POSTS) OPEN ADVERT**

### **Centres: Pietersburg / Mankweng\* / \*\***

- **Medical Specialists (Grade 1 – 3)** Anaesthesiology, Diagnostic Radiology, Emergency Medicine, General Surgery, Orthopaedic Surgery, Ophthalmology, Neurosurgery, Cardiothoracic Surgery, Plastic and reconstructive surgery, Urology, Otorhinolaryngology, Internal Medicine, Neurology, Obstetrics and Gynaecology, Paediatrics and Child Health, Paediatric Surgery, Radiation Oncology / Medical Oncology, Nuclear Medicine, Maxillo-facial surgery, Orthodontics, Periodontics
- **Medical Sub-specialists (Grade 1 – 3)** Vascular surgery, Cardiology, Nephrology, Neurology, Rheumatology, Gastroenterology, Haematology, Paediatric Surgery, Paediatric Oncology, Paediatric Cardiology, Paediatric Nephrology, Paediatric Neurology, Paediatric Pulmonology, Neonatology, Gynaecology Oncology, Reproductive Medicine, Maternal and Foetal medicine, Critical care.

### **CENTRES: Thabamopo Hospital**

- **Medical Specialists (Grade 1 – 3)** Psychiatry,
- **Medical Sub-Specialists (Grade 1 – 3)** Psychiatry sub-specialties including Forensic Psychiatry and Child and Adolescent Psychiatry

### **CENTRES: \* Tshilidzini, Letaba, Mokopane, St Rita's, Philadelphia Hospital**

Anaesthesiology, General Surgery, Orthopaedic Surgery, Internal Medicine, Obstetrics and Gynaecology, Paediatrics and Child Health, Diagnostic Radiology, Family Medicine

\*\* Specialists appointed at Pietersburg or Mankweng may be stationed at either or both hospitals, and may be required to cover both hospitals during commuted overtime.

### **SALARY**

Specialist Grade1: R1 106 040, Specialist Grade 2: R1 264 623, Specialist Grade 3: R1 467 651

Sessional posts: Grade 1: R532 per hour, Grade 2 R608 per hour, Grade 3 R706 per hour

Sub-specialist Grade 1 R1 283 60, Sub-specialist Grade 2 R1 467 651, Sub-specialist Grade 3 R1 604 781

Sessional posts: Grade 1: R618 per hour, Grade 2 R706 per hour, Grade 3 R722 per hour

No rural allowance for Pietersburg hospital and sessional posts

Rural allowance of 18% of basic salary PSBC will apply to the following hospitals; Mankweng, Thabamopo, Tshilidzini, Letaba, Mokopane,

Rural allowance of 22% of basic salary PSBC will apply to the following hospitals; St Rita's, 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 and Medical Specialist in a relevant specialty.
- Current registration with the HPCSA as a Medical Practitioner and Medical Specialist in a relevant specialty
- Grade 1: No experience after registration with the HPCSA as a specialist



- 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) Knowledge and skill**

- Sound clinical knowledge and skill in the required discipline
- Ability to work as and lead a team
- Computer literary, including collection and analysis of data
- Sound Medical Ethics
- Ability to conduct effective under and postgraduate training and research
- Rational use of resources

**C) Key Performance Area**

- Render a comprehensive quality specialist clinical service to patients
- 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 area
- Participate in academic activities in undergraduate and postgraduate levels as required
- Participate in continuing medical education, as required by the HPCSA
- 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
- Participate in the Quality Improvement Programme of the Department and the hospital and ensure that policies and procedures are followed
- Ensure that clinical protocols are readily available
- Support the regional, district hospitals and clinics in ensuring the appropriate infrastructure, equipment, drugs and supplies are in place.
- Joint appointment with the University of Limpopo as a lecturer or as an associate professor if the requirements of the University of Limpopo are met.
- Commuted overtime according to the provincial policy and service needs of the department

**POST 3: MEDICAL OFFICERS GRADE 2 AND 3 (9 POSTS) OPEN ADVERT**

These posts are reserved for applicants who have completed their registrar training in a relevant discipline, but are still completing the requirements for specialist registration.

Anaesthesiology, Diagnostic Radiology, Emergency Medicine, General Surgery, Orthopaedic Surgery, Ophthalmology, Neurosurgery, 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



**Centres: Pietersburg / Mankweng / Thabamooopo / Tshilidzini / Letaba /Mokopane / St Rita's, Philadelphia Hospitals (Appointment to be in Pietersburg or Mankweng Hospitals)**

Remuneration package: Grade 2: R938 963 per annum, Grade 3: R1 089 693 per annum

No rural allowance for Pietersburg hospital

Rural allowance of 18% of basic salary PSBC will apply to the following hospitals; Mankweng, Thabamooopo, Tshilidzini, Letaba, Mokopane,

Rural allowance of 22% of basic salary PSBC will apply to the following hospitals; St Rita's, Philadelphia Hospital

Commuted overtime in accordance with the Provincial Commuted Overtime Policy and with 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
- 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 skill**

- 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
- Ability to conduct effective and efficient training and mentoring
- Rational use of resources

**C) Key Performance Area**

- Render a comprehensive quality clinical service to patients in your specialty
- 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 area
- Participate in academic activities in undergraduate and postgraduate levels as required
- Participate in continuing medical education, as required by the HPCSA
- 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
- Participate in the Quality Improvement Programme of the Department and the hospital and ensure that policies and procedures are followed



- Ensure that clinical protocols are readily available
- Support the regional, district hospitals and clinics in ensuring the appropriate infrastructure, equipment, drugs and supplies are in place.
- Commuted overtime according to the provincial policy and service needs of the department

#### **POST 4: MEDICAL REGISTRAR CONTRACT POSTS = (19 POSTS) OPEN ADVERT.**

Centre: Pietersburg /Mankweng Academic Complex

Centre: Letaba Hospital & Tshilidzini Hospital ( Family Medicine)

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

Remuneration package: R 821 205 per annum

Consideration will be given to existing employees who are already on higher salary packages to retain their existing salary position, as personal.

Appointment of registrars will be on contract. Employees in service, who opt to continue with their pension benefits as a registrar will be required to resign after the completion of their registrarship should they not be successful for advertised specialist positions.

Rural allowance of 18% of basic salary PSBC will apply when rotating according to the agreed departments registrar rotation at the following hospitals; Mankweng, Thabamopo, Tshilidzini, Letaba and Mokopane.

Commuted overtime in accordance with the Provincial Commuted Overtime Policy

It will be expected of the successful candidate to participate in commuted overtime.

#### **REQUIREMENTS FOR ALL REGISTRAR POSTS ON ACCEPTANCE OF POSITION.**

- A. Minimum Education Qualifications:** An appropriate qualification that allows registration with the Health Professions Council of South Africa (HPCSA) as a Medical Practitioner.
- B. Registration with the Health Professions Council:** Current registration with the HPCSA as a Medical Practitioner.
- C.** 1 year of experience as a medical practitioner post community service.
- D. The following will be an added advantage:**
  - a. 6 months post internship experience in a relevant discipline for the one in which you are applying.
  - b. A postgraduate diploma in the discipline in which you are applying
  - c. Successful completion of the Part 1 Fellowship exam in the discipline in which you are applying
  - d. 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.
- E. Other:**
  - a. Registrars will be required to register as postgraduate students with the University of Limpopo according to the requirements of the discipline.
  - b. All applicants must be South African citizens or permanent residents.



**Appointment conditions and rotation:**

1. Registrars will be appointed at one of the teaching hospitals, which will be their pay point, but will be stationed according to the accredited rotation on the teaching platform.
2. Rotations may include a 3 – 6 month block at a facility in another district or province.
3. In certain disciplines that do not currently have full HPCSA training accreditation, 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.
4. Appointment as a registrar will be on contract. 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.
5. Registration with the University of Limpopo is a requirement, should this not be allowed by the university for any reason, the appointment as a registrar will be terminated immediately.
6. Should registration with the University as a student be discontinued for any reason the appointment as a registrar also discontinues
7. Signing an agreement with the Head of Department 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.
8. Participation in commuted overtime is compulsory

**D) Knowledge and Skills**

- Appropriate experience and suitability to train in the relevant specialty
- Ability to manage patients independently and effectively
- Sound Medical Ethics
- 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
- An interest in conducting research
- Computer literary, including collection and analysis of data
- Ability to conduct effective and efficient training

**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 audit or 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
- Participate in clinical and mortality audit, risk management, and collection and analysis of data relevant to the field of study
- Participate in academic activities in undergraduate and postgraduate levels as required
- Participate in continuing medical education, as required by the HPCSA





- Ensure that clinical protocols are followed for the clinical area in which you work
- Commuted overtime is compulsory

## **POST 5: PROFESSIONAL NURSE [SPECIALTY] [PN-B1] GRADE 1 AND 2 = 30 POSTS**

Posts in the following speciality disciplines: Critical Care (ICU), Advanced midwifery and Neonatal Nursing Science, Ophthalmology, Neonatal ICU, Orthopaedics, Advanced Psychiatry, Paediatric / Child Nursing, Renal nursing\*

### **CENTRES: Pietersburg / Mankweng Hospital**

\*Renal nurses may be seconded to Tshilidzini or Letaba hospital

#### **Commencing salary notch:**

Grade 1= R383 226 – R444 276 p.a. Grade 2= R471 333 – R579 696 p.a.

plus 8% of basic salary rural allowance for Mankweng Hospital

Sessional posts: Grade 1: R253 per hour, Grade: R311 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, with the exception of Neonatal ICU nursing

Current registration with the South African Nursing Council as a Professional Nurse.

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 specialty after obtaining the 1-year post-basic qualification in the relevant specialty.

##### **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 6: RADIATION ONCOLOGY RADIOGRAPHER (RADIOTHERAPIST) GRADE 1 – 3 (2 POSTS)**

**CENTRE:** Pietersburg Hospital

### **SALARY:**

Grade 1: R395 703 per annum , Grade 2: R466 119 per annum, Grade 3: R549 066 per annum  
Sessional Grade 1: R261 per hour, Grade 2 R308 per hour, Grade 3 R362 per hour

### **MINIMUM REQUIREMENTS:**

- Diploma or Bachelor degree in Diagnostic Radiography.
- Current registration with the Health Professions Council of South Africa as a Radiographer (Radiotherapy Oncology).
- Four (4) years 'appropriate experience after registration with Health Profession Council of South Africa (HPCSA) as Diagnostic Radiographer working in radiation oncology
- Experience: Grade 1: Four (4) years 'appropriate experience after registration with Health Profession Council of South Africa (HPCSA) as Diagnostic Radiographer working in radiation oncology
- Grade 2: Minimum 14 years relevant experience after registration with the HPCSA as a Diagnostic Radiographer of which 10 years must be after registration as a Radiation Oncology Radiographer.
- Grade 3: Minimum 24 years relevant experience after registration with the HPCSA as a Diagnostic Radiographer of which 20yrs must be after registration as a Radiation Oncology Radiographer.

**OR**

Grade 1: R317 976 per annum Grade 2: R372 810 per annum Grade 3: R439 164 per annum  
Sessional: Grade 1 R210 per hour, Grade 2 R246 per hour, Grade 3 R290 per hour

### **MINIMUM REQUIREMENTS:**

- Diploma or Bachelor degree in Radiotherapy Oncology
- Current registration with the Health Professions Council of South Africa as a Radiographer (Radiotherapy Oncology).
- Experience: Grade 1: Community Service in Radiation Oncology. Current Community Service workers can apply on condition that their appointment will be subject to them submitting documentary evidence of registration with the Health Professions Council of South Africa as Radiation Oncology Radiographer.
- Grade 2: Minimum 10 years relevant experience after registration with the HPCSA as a Radiation Oncology Radiographer.
- Grade 3: Minimum 20 years relevant experience after registration with the HPCSA as a Diagnostic Radiographer of which 20yrs must be after registration as a Radiation Oncology Radiographer.



**KNOWLEDGE, SKILLS, TRAINING AND COMPETENCES REQUIRED:**

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

**DUTIES:**

- Undertake all basic radiation 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 and rotate

**POST 7: MEDICAL PHYSICIST GRADE 1 – 3 (1 POST)**

**DEPARTMENT:** Radiation Oncology / Nuclear Medicine

**CENTRE:** Pietersburg Hospital

**SALARY:** Grade 1: R662 190 per annum , Grade 2: R750 024 per annum , Grade 3: R857 559 per annum

**MINIMUM REQUIREMENTS:**

- Minimum educational qualification: Appropriate qualification that allows for registration at the Health Professions Council of South Africa (HPCSA) as a Medical Physicist.
- Registration with a professional council: Registration with the HPCSA as a Medical Physicist.
- Experience: Grade 1: None after registration with the HPCSA as a Medical Physicist.
- Grade 2: A minimum of 8 years appropriate experience after registration with the HPCSA as a Medical Physicist.
- Grade 3: A minimum of 16 years appropriate experience after registration with the HPCSA as a Medical Physicist.



**KNOWLEDGE, SKILLS, TRAINING AND COMPETENCES REQUIRED:**

- Competencies (knowledge/skills): Skills pertaining to the scope of the profession of medical physicists. Understand the physics of radiotherapy-, diagnostic x-ray and nuclear medicine equipment, computers and software; and have a thorough knowledge of radiotherapy physics.
- Knowledge of the statutory regulations regarding the medical use of ionising radiation.
- Good communication, interpersonal relationship, research, development and teaching skills.
- Capable of using initiative for problem solving, recognising the need for action, consider possible risks and taking responsibility for results.
- Be a highly motivated and methodical individual who pays attention to detail with exceptional standards for accuracy and the ability to work under pressure and meet deadlines

**DUTIES:**

- Active participation in the routine execution of clinically related medical physics tasks in the Department of Radiation Oncology (including LDR and HDR brachytherapy), with support to Nuclear Medicine and Diagnostic Radiology.
- Assist with commissioning and optimization of new equipment and techniques.
- Assist with lecturing of the under-and-postgraduate teaching and training programme in the Medical Physics Department.
- Active participation and assistance with the research and development programme of the Medical Physics Department.

**POST 8: DIAGNOSTIC RADIOGRAPHER GRADE 1 – 3 (7 POSTS)**

**DEPARTMENT:** Diagnostic Radiography

**CENTRE:** Pietersburg Hospital (2) and Mankweng Hospital (5)

**SALARY:** Grade 1: R317 976 per annum, Grade 2: R372 810 per annum, Grade 3: R439 164 per annum plus 12% of basic salary PSCBC rural allowance for Mankweng Hospital

**MINIMUM REQUIREMENTS:**

- Recognized National Diploma or Degree in Diagnostic Radiography Qualification.
- Proof of original registration & Current registration with HPCSA as an independent diagnostic radiographer.
- Grade 1: None after registration with the HPCSA in the relevant profession (where applicable) in respect of RSA-qualified employees.
- 1-year relevant experience after registration with the HPCSA in the relevant profession in respect of foreign-qualified employees, of whom it is not required to perform community service, as required in South Africa.
- Must have completed community service as per requirements of the professional body.
- Grade 2: Minimum of 10 years relevant experience after registration with the HPCSA in the relevant profession in respect of SA-qualified employees.
- Minimum of 11 years' relevant experience after registration with the HPCSA in the relevant profession in respect of foreign-qualified employees, of whom it is not required to perform 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 SA-qualified employees.



- Minimum of 21 years' relevant experience after registration with the HPCSA in the relevant profession in respect of foreign qualified employees, of whom it is not required to perform community service, as required in South Africa.
- Computer skills, time management skills, written and verbal communication skills and report writing.

#### **KNOWLEDGE, SKILLS, TRAINING AND COMPETENCES REQUIRED:**

- 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.

#### **DUTIES:**

- Participate in providing 24-hour Radiographic services at Pietersburg Hospital.
- Be part of the shift allocation or roster.
- Advise the management in Radiographic policy planning and implementation for service improvement.
- 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 9: CLINICAL TECHNOLOGIST (NEUROPHYSIOLOGY) GRADE 1 - 3**

**CENTRE: Pietersburg Hospital**

#### **SALARY:**

Grade 1: R317 976 per annum, Grade 2: R372 810 per annum, Grade 3: R439 164 per annum

#### **REQUIREMENTS:**

- Minimum Qualifications: B.Tech in Clinical Technology-Specialized Category Neurophysiology.
- Registration with HPCSA as a Clinical Technologist-Specialized Category Neurophysiology.
- Grade 1: One-year relevant experience after registration with the HPCSA as Clinical Technologist: Neurophysiology.
- Grade 2: Minimum of 10 years relevant experience after registration with the HPCSA Clinical Technology: Neurophysiology.

- Grade 3: Minimum of 20 years relevant experience after registration with the HPCSA in Clinical Technology: Neurophysiology.
- Competencies (knowledge/skills): must be able to perform EEG's, Neonatal EEG's, Polysomnograms, MSLT's, Nerve Conduction studies and Evoked potentials (visuals, Auditory and Somatosensory).
- 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. Willingness to train students and present lectures.

#### **DUTIES:**

- Provision of Specialized Neurophysiology diagnostic and investigative services within the Neurophysiology Unit and according to SBAH's protocols i.e. Electroencephalography (EEG), Evoked potentials (Visual, Auditory and Somatosensory), Nerve conduction studies, polysomnography, Multiple Sleep Latency Test (MSLT) and Neonatal EEG recordings.
- Monitor and maintain equipment. Infection control. Stock management.
- Teaching students.
- Engage in continuous professional Development.
- Willing to learn and perform new diagnostic procedures.

### **POST 10: CLINICAL TECHNOLOGIST (CARDIOLOGY) GRADE 1 – 3**

**CENTRE: Pietersburg Hospital**

#### **SALARY:**

Grade 1: R317 976 per annum, Grade 2: R372 810 per annum, Grade 3: R439 164 per annum

#### **REQUIREMENTS:**

- Minimum educational qualification: B.Tech or equivalent qualification that allows registration with the Health Professions Council of South Africa (HPCSA) as Graduate Clinical Technologist: Cardiology (Independent Practice).
- Registration with the professional council: Registration with the HPCSA in Clinical Technology in Cardiology (Independent Practice).
- Grade 1: One year relevant experience after registration with the HPCSA as Clinical Technologist: Cardiology.
- Grade 2: Minimum of 10 years relevant experience after registration with the HPCSA Clinical Technologist: Cardiology.
- Grade 3: Minimum of 20 years relevant experience after registration with the HPCSA in Clinical Technologist: Cardiology.
- Inherent requirements of the job: Willingness to work on call after hours.
- Competencies (knowledge/skills): Good computer skills in MS Word, Excel and Access.
- Good communication skills (verbal and written).
- Ability to work with and without supervision and work within a group with all levels of staff.
- Commitment to uphold the standards of the Division of Cardiology.
- Experience in Paediatric & adult echocardiography and catheterization laboratory is of particular importance.

- Experience in ECG's (include Holter ECG and stress ECG). Pacemaker evaluation and programming. Exposure in Teaching and Research.

#### **DUTIES:**

- Deliver a clinical technology service with the Department of Cardiology Adult & Paediatric in Pietersburg Hospital and when required in Mankweng Hospital.
- Actively involved in research and training of technology staff and students.
- Administrative functions: Monitor and maintain equipment.
- Perform diagnostic and/or corrective procedures on patients with the aid of electronic equipment to determine and/or support cardiac function.
- Provide optimal patient care in Cardiology.
- Perform overtime duties.
- Perform outreach duties at other hospitals in Limpopo when required.
- Continuously develop and obtain clinical and technical skills required for optimal service delivery in the department.
- Effective delivery of training, teaching and research within the cardiology department.

### **POST 11: CLINICAL TECHNOLOGIST (CARDIOVASCULAR PERFUSION) GRADE 1 - 3**

**CENTRE: Pietersburg Hospital**

#### **SALARY:**

Grade 1: R317 976 per annum, Grade 2: R372 810 per annum, Grade 3: R439 164 per annum

#### **REQUIREMENTS:**

- Minimum educational qualification: B-Tech. Clinical Technology: Cardiovascular Perfusionist or an equivalent appropriate qualification that allows registration with the Health Professions Council (HPCSA) as a Graduate Clinical Technologist: Cardiovascular Perfusionist (Independent Practice/Private Practice).
- Registration with a professional council: Registration with the Health Professions Council of South Africa (HPCSA) as a Clinical Technologist: Cardiovascular Perfusionist (Independent Practice/Private Practice).
- Experience: A minimum of 1 year appropriate experience after registration with the HPCSA as Clinical Technologist: Cardiovascular Perfusionist.
- Grade 1: One year relevant experience after registration with the HPCSA as Clinical Technologist: Cardiovascular Perfusionist.
- Grade 2: Minimum of 10 years relevant experience after registration with the HPCSA Clinical Technologist: Cardiovascular Perfusionist.
- Grade 3: Minimum of 20 years relevant experience after registration with the HPCSA in Clinical Technologist: Cardiovascular Perfusionist.
- Inherent requirement of the job: After- hour's service is compulsory.
- Competencies (knowledge/skills): Knowledge in all aspects of cardiothoracic procedures. Skilled in all aspects of cardiothoracic perfusion].
- Good computer skills in MS Word and Excel.
- Good communication skills (verbal and written).
- Ability to work with and without supervision and work within a group with all levels of staff. Must be able to manage the cardiovascular perfusion during bypass.
- Must be able to work under pressure.
- Understanding of procurement processes.



- Capable of maintaining confidentiality.

**DUTIES:**

- Adult and Paediatric cardiopulmonary bypass.
- Paediatric and Adult ECMO and VAD. Cell Saving for Cardiac surgery and other surgical disciplines.
- Perform overtime duties.
- Training of students. Optimal patient care.
- Equipment Resource Management.
- Troubleshooting of equipment.
- Research.

**POST 12: PHYSIOTHERAPISTS = 03 POSTS****CENTRES: Mankweng Hospital = 03**

SALARY: R317 976 p.a. plus 12% of basic salary PSCBC rural allowance.

**A) Qualifications and Competencies**

- Appropriate qualification that allows a registration with the HPCSA as a Physiotherapist
- Current registration with the Health Professions Council of South Africa (HPCSA) as a Physiotherapist
- All applicants must be South African citizens or permanent residents

**B) Inherent requirement of the job**

- Manage and coordinate physiotherapy services in critical care units, wards and outpatients
- Willingness to work at night, weekends and public holidays

**C) Knowledge and skills**

- Thorough knowledge of physiotherapy
- Ability to work independently
- Ability to work under pressure and in an intensive care environment
- Ability to work in an infectious area 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.
- Computer literacy.

**KEY PERFORMANCE AREAS:**

- Responsible for professional services to patients.
- General care of patients and safety of patients.





## **POST 13: PACS ADMINISTRATOR =1 POST**

**Commencing Salary Notch: R 316 791 p.a. (Level 8)**

**CENTRES: Mankweng Hospital**

### **REQUIREMENTS:**

#### **A) Qualification and competencies**

- Grade 12 certificate
- Degree in Computer Sciences or Information Technology
- Administrative knowledge and experience in information technology management
- At least 3 years of experience in an Information Technology Sector
- Valid Driver's License

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

- Understanding of Information Technology and its management including Picture Archiving and Communications Systems (PACS)
- Sound knowledge and skills of IT Security and relevant legislations.
- Understanding of digitalization and Data management including storage.
- Project Planning and Management

#### **D) Key result areas:**

- PACS maintenance and troubleshooting
- Digital images storage management
- Ensuring continuous connectivity of PACS System with all the other PACS stations in the province
- Ensuring Radiology IT equipment maintenance and systems testing, upgrading, and installing
- Prepares the required reports and submit to the relevant personnel.
- Acts as liaison between radiology and other departments related to medical imaging initiatives and procedures and assisting with existing or new medical imaging endeavours.
- Coordinates operational planning for medical imaging initiatives as well as identifying present and future needs for equipment installation.

## **POST 14: CLINICAL ADMINISTRATOR =1 POST**

**Commencing Salary Notch: R257 508 p.a. (Level 7)**

**CENTRES: Mankweng Hospital**

### **REQUIREMENTS:**

#### **A) Qualification and competencies**

- Grade 12 certificate
- Any NQF level 6 or Diploma as Medical Secretary
- Administrative knowledge and experience as a secretary or clerk
- Valid Driver's License

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

- Knowledge and understanding of PFMA, PPPFA and other relevant legislation.
- Sound verbal and written communication skills.
- Knowledge and experience in working with the NTSG and HPTDG

- Good record keeping.
- 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.
- Computer literacy (i.e. MS Office, Word, Excel, PowerPoint).
- Proven ability to be innovative and creative.
- Professional attitude.
- Good telephone etiquette and interpersonal skills to deal with the public and staff members

**C) KEY PERFORMANCE AREAS:**

- Provide comprehensive administrative/ clerical support functions to the Head of Clinical Department / Clinical Executive Director assigned to.
- Support the clinical staff with general administrative duties.
- Supports the tertiary services functioning including data on clinical staff and services and the NTSG and HPTDG
- Compile reports for various Clinical Departments, Head of Departments, Head of Clinical Unit, and Senior Doctors
- Relay information between personnel in the Clinical Department.
- Transcribe spoken or written information and maintain medical records.

