



LIMPOPO

PROVINCIAL GOVERNMENT
REPUBLIC OF SOUTH AFRICA

DEPARTMENT OF HEALTH

REF: S4/1/1
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DEPARTMENT OF HEALTH
REGISTRY OFFICE RECEIVED
2020 -06- 30
PRIVATE BAG X9302 POLOKWANE 0700
LIMPOPO PROVINCE

TO: ALL GOVERNMENT DEPARTMENTS

DEPARTMENTAL CIRCULAR NO. 39 OF 2020

OPEN ADVERTISEMENT OF CONTRACT AND PERMANENT POSTS TO AUGMENT THE LIMPOPO STAFF DURING THE COVID-19 SURGE RESPONSE

1. The contract appointments will be for a period up to 6 months renewable thereafter on a month to month basis depending on need and Medical Specialists will be appointed on a permanent basis.
2. Appointments of health professionals will be at the provincial office, from where they will be deployed to a designated facility.
3. Applicants should be willing to be deployed to another site as and when the need arises.
4. Health Professionals will be required to work shifts and flexi-hours (including night duty, weekends and public holidays) and willing to change shifts on short notice.
5. Those who responded to circular 23 of 2020 should submit the documents as per this circular
6. Applicants should list services area or institutions of their preference on Z83, noting 3, and 4 above
7. Applications should be emailed to the relevant email address indicated next to each post category on the advert.
8. Applicants should include a fully completed Z83, highest qualification certificate and current registration with the relevant statutory body.
9. Short listed applicants will be required 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 drivers licence must be submitted.
10. The Department reserves the right to not to fill the posts
11. Advertisement of posts of Health Professionals is open subject to the need for additional staff for the COVID-19 Surge response.
12. The closing date for the post of Messenger is 23 July 2020

HEAD OF DEPARTMENT: HEALTH

29. 06. 2020

DATE

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18 College Street, Polokwane 0700. Tel: 015 293 6000. Fax: 015 293 6211.
Website: <http://www.limpopo.gov.za>

The heartland of Southern Africa – Development is about people

POST 1: MEDICAL SPECIALIST: GRADE 1 = 10 POSTS MedicalSpecialist@dhsd.limpopo.gov.za

SALARY PACKAGE: R1 106 040.00 p.a. [All – inclusive remuneration].

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

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

Commuted overtime in accordance with the Provincial Commuted Overtime Policy

CENTRES:

- **Pietersburg / Mankweng Hospitals*** Anaesthesiology, Diagnostic Radiology, Emergency Medicine, Internal Medicine, Obstetrics and Gynaecology, Paediatrics and Child Health,
- Pietersburg Hospital; Critical care
- **Tshilidzini* / Letaba* / Mokopane* / St Rita's* / Philadelphia* /Lebowakgomo / Elim Hospitals** Anaesthesiology, Internal Medicine, Paediatrics and Child Health

REQUIREMENTS:

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.

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

KEY PERFORMANCE AREAS:

- Render a comprehensive quality specialist clinical service to patients.
- Coordinate clinical responsibilities with and supervise, instruct and train Medical Interns, Medical Officers, Community Service Medical officers and Registrars.
- Effectively manage administrative functions.
- Render outreach and support services to other levels of care in the drainage area.
- Participate in formal training, mentoring and monitoring of health workers.
- Be responsible for clinical governance for your discipline and ensure effective mechanisms are put in place to ensure patient safety.



- Ensure that clinical protocols are readily available.

POST 2: MEDICAL OFFICER: GRADE 1 & GRADE 2 = 60 POSTS MedicalOfficer@dhsd.limpopo.gov.za

SALARY PACKAGE: Grade 1: R821 205.00 p.a., Grade 2: R938 964 p.a. plus 18 % of basic salary PSCBC or 22 % of basic salary ISRDS Nodes rural allowance

CENTRES: Various hospitals

REQUIREMENTS:

A) Qualifications and Competencies

- Appropriate qualification that allows registration with the Health Professions Council of South Africa (HPCSA) as an Independent Medical Practitioner.
- Current registration with the health Professions Council of South Africa (HPCSA) as an Independent Medical Practitioner.
- **Experience: Grade 1:** No experience required **Grade 2:** A minimum of five (5) years after registration with the HPCSA as an Independent Medical Practitioner.

B) Knowledge and skills

- Sound clinical Knowledge and skills
- Sound medical ethics
- Ability to work under pressure, according to strict infection control protocols
- Ability to work shifts and after hours
- Computer literacy, including collection and analysis of data
- Rational use of resources

KEY PERFORMANCE AREAS:

- Provide clinical care in the designated clinical areas including outreach.
- Participate in the Quality Improvement Programme of the Department and the hospital and ensure that policies and procedures are followed.
- Participate in continuing medical education as required by the HPCSA.
- Ensure that clinical protocols are followed and developed for the clinical area in which you work.

POST 3: PHYSIOTHERAPIST = 14 POSTS

Physiotherapist@dhsd.limpopo.gov.za

CENTRES: Various hospitals

Salary Notch: R317 976 p.a. plus 37% in lieu of benefits and 12% of basic salary PSCBC or 17% of basic salary ISRDS Nodes 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 and wards
- Willingness to work night shifts, 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 4: PROFESSIONAL NURSE [GENERAL] GRADE 1 = 362 POSTS PNHospital@dhsd.limpopo.gov.za

Salary Notch: R256 905 p.a. plus 37% in lieu of benefits and 8 % of basic salary PSCBC or 12 % of basic salary ISRDS Nodes rural allowance

CENTRES: Various hospitals

REQUIREMENTS:

A) Qualifications and Competencies

- Basic R425 Qualification (Diploma or Degree in nursing) or equivalent qualification that allows registration with the South African Nursing Council as a Professional Nurse.
- Current registration with the South African Nursing Council (SANC) as a Professional Nurse.
- South African Citizen or permanent resident

B) Knowledge and Skills

- Knowledge of nursing care processes, procedures and legal frameworks
- Good clinical skills
- Ability to work under pressure and apply stringent infection control principles
- Good communication skills
- Computer literacy



KEY PERFORMANCE AREAS:

- Practice nursing and health care in accordance with the laws and regulations relevant to nursing and health care.
- Maintain constructive working relationship with all members of the team
- Utilize human, material and physical resources efficiently and effectively.

POST 5: PROFESSIONAL NURSE [GENERAL] GRADE 1 = 1200 POSTS PnPhc@dhsd.limpopo.gov.za

Salary Notch: = R256 905 p.a. plus 37% in lieu of benefits and 8 % of basic salary PSCBC or 12 % of basic salary ISRDS Nodes rural allowance.

CENTRES: All Primary Health Care facilities and catchment areas in Limpopo Province.

REQUIREMENTS:

A) Qualifications and Competencies

- Basic R425 Qualification (Diploma or Degree in nursing) or equivalent qualification that allows registration with the South African Nursing Council as a Professional Nurse.
- Current registration with the South African Nursing Council (SANC) as a Professional Nurse.
- South African Citizen or permanent resident
- Valid driver's licence (must be attached to the application)
- Additional qualification in Community Health Nursing (R212) and or Primary Health Care Nursing (R48) will be an advantage

B) Knowledge and Skills

- Knowledge of nursing care processes, procedures and legal frameworks
- Good clinical skills: screening, monitoring of various illnesses and management of common and minor ailments
- Ability to work under pressure and apply stringent infection control principles
- Good communication skills
- Computer literacy
- Experience working in communities will be an advantage

KEY PERFORMANCE AREAS:

- Practice nursing and health care in accordance with the laws and regulations relevant to nursing and health care.
- Maintain constructive working relationship with all members of the team
- Utilize human, material and physical resources efficiently and effectively.
- Supervision and support for the Community Health Workers
- Engagement with community leadership structures to optimise mobilisation activities
- Conduct community mapping and allocation of Community Health Workers
- Facilitate referrals and linkages to care
- Administration and regular reporting of health activities conducted in the and unsupervised.
- Render school health services.



POST 6: STAFF NURSE GRADE 1 = 167 POSTS StaffNurse@dhsd.limpopo.gov.za

Salary Notch: R171 381 p.a. plus 37% in lieu of benefits.

CENTRES: Various hospitals including but not limited to Pietersburg Hospital, Mankweng Hospital, Tshilidzini Hospital, Mokopane Hospital, Voortrekker Hospital, Letaba Hospital, St Rita's Hospital, Philadelphia Hospital, Lebowakgomo Hospital, Dilokong Hospital, Elim Hospital, Nkhensani Hospital, Elisras Hospital, Botlokwa Hospital, Donald Fraser, Kgapane, Jane Furse, Seshego

REQUIREMENTS: **A) Qualifications and Competencies**

- Qualification that allows registration with the SANC as Staff Nurse
- Current Registration with the SANC as Enrolled Nurse

B) Knowledge and skills

- Basic Knowledge of laws that govern the profession
- Basic Nursing skills

KEY PERFORMANCE AREAS:

- Implement nursing care within the scope of practice for Enrolled Nurses

POST 7: NURSING ASSISTANT GRADE 1 = 102 POSTS NAHospital@dhsd.limpopo.gov.za

Salary Notch: R132 525 p.a. plus 37% in lieu of benefits.

CENTRES: Various hospitals including but not limited to Pietersburg Hospital, Mankweng Hospital, Tshilidzini Hospital, Mokopane Hospital, Voortrekker Hospital, Letaba Hospital, St Rita's Hospital, Philadelphia Hospital, Lebowakgomo Hospital, Dilokong Hospital, Elim Hospital, Nkhensani Hospital, Elisras Hospital, Botlokwa Hospital, Donald Fraser, Kgapane, Jane Furse, Seshego

REQUIREMENTS: **A) Qualifications and Competencies**

- Qualification that allows registration with the SANC as Nursing Assistant
- Current Registration with the SANC as Nursing Assistant

B) Knowledge and skills

- Basic Knowledge of laws that govern the profession
- Basic Nursing skills

KEY PERFORMANCE AREAS:

- Implement nursing care within the scope of practice for Nursing Assistants.



POST 8: NURSING ASSISTANT GRADE 1 = 200 POSTS NAPhc@dhsd.limpopo.gov.za

Salary Notch R132 525 plus 37% in lieu of benefits.

CENTRES: Primary Health Care Facilities in all districts

REQUIREMENTS: **A) Qualifications and Competencies**

- Qualification that allows registration with the SANC as Nursing Assistant
- Current Registration with the SANC as Nursing Assistant

B) Knowledge and skills

- Basic Knowledge of laws that govern the profession
- Basic Nursing skills

KEY PERFORMANCE AREAS:

- Implement nursing care within the scope of practice for Nursing Assistants.

POST 9: MESSENGER [LEVEL 2] = 31 POSTS Messenger@dhsd.limpopo.gov.za

CENTRES: Various Hospitals

Salary Notch: R102 534 p.a. plus 37% in lieu of benefits.

REQUIREMENTS: **A) Qualifications and Competencies**

- Junior certificate or equivalent qualification.

B) Knowledge and skills

- Good communication skills.
- Interpersonal relations.

KEY PERFORMANCE AREAS:

- Circulation of memos, circulars and faxes.
- Collecting of mail.
- Faxing of documents.
- Collection and delivery of any item to the ICU and wards and neighbouring hospitals.

