



LIMPOPO

PROVINCIAL GOVERNMENT
REPUBLIC OF SOUTH AFRICA

DEPARTMENT OF HEALTH

REF: S4/1/1
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TO: ALL QUALIFYING APPLICANTS

DEPARTMENTAL CIRCULAR NO ... 21.. OF 2023

ADVERTISEMENT OF GRANTS FUNDED 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, Limpopo Province.
2. The Limpopo Academic Complex includes the following tertiary, regional and specialised hospitals: Pietersburg, Mankweng, Tshildzini, Letaba, Mokopane, St Rita's, Philadelphia, Thabamoo, Hayani and Evuxakeni.
3. Applications should include a fully completed **new** Z83 form obtainable from any government and must be accompanied by copies of required qualifications, identity document and comprehensive CV.
4. The new Z83 form must be fully completed and signed by the applicant. The following must be considered in relation to the completion of the Z83 by applicants: All the fields in Part A, Part C and Part D must be completed. In Part B, all fields should be completed in full except the following: South African applicants need not provide passport numbers. If an applicant responded "No" to the question "Are you conducting business with the State or are you a Director of a Public or Private company conducting business with the State? If yes (provide detail)" then it is acceptable for an applicant to indicate not applicable or leave blank to the question, "In the event that you are employed in the Public Service, will you immediately relinquish such business interest?". Applicants may leave the following question blank if they are not in possession of such: "If your profession or occupation requires official registration, provide date and particulars of registration". Noting there is limited space provided for Part E, F & G, applicants often indicate "refer to Curriculum Vitae (CV) or see attached", this is acceptable as long as the CV has been attached and provides the required information. If the information is not provided in the CV, the applicant may be disqualified. It must be noted that a CV is an extension of the application of employment Z83, and applicants are accountable for the information that is provided therein. The questions related to conditions that prevent re-appointment under Part F must be answered.
5. Shortlisted candidates will be required to come for an interview, at which time, certified copies of all relevant qualifications and copy of ID must be submitted.
6. People with disabilities and encouraged to apply and correspondence will be entered into with shortlisted candidates only.
7. Applicants responding to this circular should quote circular number and position number on the Z83 application form.
8. **The Department reserves the right not to fill any advertised posts.**
9. **The advert will be open for 12 months for production posts only, as long as funding is still available, Closing date for posts 1,2,3,12,13,14,15 and 16 is on the: 14 July 2023.**

General enquiries about the advertised posts should be directed to Mr M Malale at 015 293 6553 during office hours.


HEAD OF DEPARTMENT: HEALTH

14/06/2023
DATE

POST 1: HEAD OF CLINICAL DEPARTMENT: DIAGNOSTIC RADIOLOGY = 1 POST

[Click Here To Apply](#)

SALARY PACKAGE: R2 354 559.00 (ALL-INCLUSIVE ANNUAL REMUNERATION PACKAGE)

Commuted Overtime in accordance with the provincial policy

CENTRE: Limpopo Academic Complex

The Head of Clinical Department post in Radiology is a joint appointment 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 a Medical / Dental Practitioner and Specialist in Independent Practice in the relevant Specialist discipline
- Current registration with the HPCSA as a Medical / Dental Practitioner and Specialist: Independent Practice in the relevant discipline
- A minimum of 3 years' experience as a Medical Specialist in the relevant discipline.
- A valid driver's license (**Attach copy**)
- **Willingness to work in a flexi and or shift system**

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

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 = 10 POSTS

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SALARY PACKAGE: R1 887 363 P.A – R2 001 927 (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 Thabamooopo 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

7 positions from the following:

Pietersburg, Mankweng and Thabamooopo Academic Complex:

Plastic and Reconstructive Surgery; General Surgery; Diagnostic Radiology; Radiation Oncology; General Psychiatry and Mental health; Anaesthesiology; Public Health Medicine

3 positions from any of the following:

Letaba Hospital: Obstetrics and Gynaecology, Internal Medicine, Anaesthesiology

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

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 appointed at regional hospitals may be appointed at Pietersburg or Mankweng Hospitals but stationed at a regional hospital*
- *HCU's for Public Health Medicine and Psychiatry and Mental Health will be appointed at the Limpopo Academic Complex but required to support the discipline in the province and stationed in discussion with the Head of Clinical & Academic department.*

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 a Medical Practitioner Independent Practice or Public Service in the relevant Medical specialty / sub-speciality
- Current registration with the HPCSA as a Medical Practitioner Independent practice / public service in a relevant specialty
- Grade1: A minimum of 3 years as a Medical Specialist or Medical Sub-specialist.
- A valid drivers license **[Attach copy]**.
- **Willingness to work in a flexi and or shift system**

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

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

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 3: CHIEF CLINICAL PSYCHOLOGIST = 1 POST

[Click Here To Apply](#)

SALARY PACKAGE: R1 626 942.00 (ALL-INCLUSIVE ANNUAL REMUNERATION PACKAGE)

CENTRE: Limpopo Academic Complex

The Head/Chief of Clinical Psychology post is joint appointments with the Limpopo Department of Health and the University of Limpopo.

REQUIREMENTS:

A) QUALIFICATIONS AND COMPETENCIES

- Master's degree in clinical psychology and current registration with the HPCSA as a Clinical Psychologist
- A minimum of 5 years of experience as a Clinical Psychologist
- A proven track record of training and supervision of Clinical Psychologists of not less than 5 years.
- A valid drivers license **[Attach copy]**.
- **Willingness to work in a flexi and or shift system**

B) KNOWLEDGE AND SKILLS

- Proven track record in Clinical psychology demonstrating coordinated supervision expertise, clinical expertise, advanced assessment and intervention methods in various sections within Clinical Psychology discipline, leadership, clinical governance, research and teaching at undergraduate level with expertise in coordinating supervision of students in Clinical Psychology training and research.
- Strategic capabilities and leadership skills. Excellent team player, managerial, interpersonal, administrative, communication, analytical and problem-solving skills.
- Clinical Psychology program development and preparations of the program for accreditation with the HPCSA
- Knowledge of the health systems and the public service legislation, regulations and policies.
- Vision and plan for the development of services in Clinical Psychology in Limpopo Province

KEY PERFORMANCE AREAS:

- Lead the Clinical Psychology department and the academic discipline in Limpopo Province and the University of Limpopo, School of Medicine. This includes the tertiary and regional hospitals as well as support for primary health care services in Clinical Psychology.
- Plan and implement well-coordinated service delivery in Clinical Psychology to ensure an effective service with appropriate policies and guidelines.
- Organise a well-coordinated internship training and supervision for Clinical Psychologists Registered Counsellors and Psychometrists in the province.
- 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 training programs and research for Clinical Psychology
- Develop and maintain a strong undergraduate teaching and development of the programs for psychology modules in medicine, mental health awareness programs and postgraduate teaching and training programme for clinical psychologists and registrars in psychiatry as well as an ongoing programme of in-service training in the province.
- Build the Department, ensuring innovation, and a coordinated and motivated competent team.

POST 4: MEDICAL / DENTAL SPECIALISTS GRADE 1 - 3 / MEDICAL SUB-SPECIALISTS GRADE 1 – 3 = 22 POSTS

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SALARY PACKAGE (ALL-INCLUSIVE ANNUAL REMUNERATION PACKAGE)

Specialist Grade1: R1 214 805.00, **Specialist Grade 2:** R1 386 069.00, **Specialist Grade 3:** R1 605 330.00

Sub-specialist Grade 1: R1 406 565.00, **Sub-specialist Grade 2:** R1 605 330.00, **Sub-specialist Grade 3:** R1 753 425.00

- Rural allowance of 18% of basic salary PSCBC will apply when stationed at the following hospitals: Mankweng, Thabamooop, Tshilidzini, Letaba, Mokopane, Hayani and Evuxakeni Hospitals.
- Rural allowance of 22% of basic salary ISRDS Nodes will apply when stationed at St Rita's and Philadelphia Hospitals

Sessional specialist posts – up to 20 hours a week. Grade 1: R585 per hour, **Grade 2:** R667 per hour, **Grade 3:** R772 per hour.

Sessional sub-specialist posts – up to 20 hours a week. Grade 1: R677 per hour, **Grade 2:** R772 per hour, **Grade 3:** R843 per hour

22 posts from any of the following

Centres and Disciplines:

Pietersburg and Mankweng Tertiary Academic complex:

- **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 specialty
- **Dental Specialists:** Maxillo-facial surgery, Orthodontics, Periodontics, Prosthodontics, and any other HPCSA-registered specialty.
- **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, Evuxakeni, 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

REQUIREMENTS:

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 / Dental practitioner and Medical / Dental Specialist in a relevant specialty.
- Current registration with the HPCSA as a Medical / Dental practitioner and Medical / Dental Specialist in a relevant specialty.
- Grade 1: No experience after registration with the HPCSA as a specialist
- Grade 2: A minimum of 5 years of appropriate experience as a Medical Specialist after registration with the HPCSA (or a recognized foreign health professional council in respect of foreign-qualified employees) in a normal specialty
- Grade 3: A minimum of 10 years of appropriate experience as a Medical Specialist after registration with the HPCSA (or a recognized foreign health professional council in respect of foreign-qualified employees) in a normal specialty.
- A valid drivers license (**Attach copy**).
- Willingness to perform Commuted overtime in accordance with the Provincial Commuted Overtime Policy and departmental requirements.
- **Willingness to work in a flexi and or shift system.**

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 practitioner and Medical Specialist in a relevant specialty as well as a Medical Sub-specialist
- Current registration with the HPCSA as a Medical practitioner, Medical Sub-Specialist in a relevant specialty.
- Grade 1: No experience after registration with the HPCSA as a sub-specialist
- Grade 2: A minimum of 5 years of appropriate experience as a Medical sub-Specialist after registration with the HPCSA
- Grade 3: A minimum of 10 years of appropriate experience as a Medical sub-Specialist after registration with the HPCSA.
- A valid drivers license (**Attach copy**).

C) Knowledge and skills

- 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 literacy, 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 utilize limited resources
- Ability to travel and support relevant health services through outreach and in-reach programs.

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 5: MEDICAL OFFICERS/ DENTISTS (WITH SPECIALIST QUALIFICATIONS – 3-YEAR CONTRACT POST) = 10 POSTS

[Click Here To Apply](#)

10 posts from any of the following

Centres and Disciplines: Limpopo Academic Complex (Pietersburg, Mankweng, and Thabamopo 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 recognized specialty.
- 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.
- The posts are 3-year contract posts. Employees in service, who opt to continue with their pension benefits will be required to resign after the completion of the contract, should they not be successful in a specialist or medical officer position.

SALARY PACKAGE (ALL-INCLUSIVE ANNUAL REMUNERATION PACKAGE)

- All-inclusive Remuneration package: Grade 2: R1 034 373 per annum, Grade 3: R1 197 150 per annum
- Rural allowance of 18% of basic salary PSCBC will apply when stationed at Mankweng, Thabamopo, Tshilidzini, Letaba, and Mokopane hospital
- Rural allowance of 22% of basic salary ISRDS will apply when stationed at St Rita's and Philadelphia Hospital
- Willingness to perform 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)
- A valid drivers license (**Attach copy**).
- **Willingness to work in a flexi and or shift system**

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

KEY PERFORMANCE AREAS:

- 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
- 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 6: MEDICAL REGISTRAR (CONTRACT POSTS) – 20 POSTS

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20 posts from any of the following

CENTRE: Limpopo Academic Complex

- Disciplines: Paediatric Surgery, General Surgery, Anaesthesiology, Family Medicine, Otorhinolaryngology, Internal Medicine, Dermatology, Orthopaedics, Obstetrics and Gynaecology, Paediatrics and Child Health, Paediatrics Pulmonology, Paediatrics Oncology, Radiation Oncology, Psychiatry, Urology, Public Health Medicine, Nuclear Medicine, Forensic Pathology, Anaesthesiology, Ophthalmology, any other HPCSA accredited disciplines. Appointment into a registrar post will only be effected in HPCSA-accredited disciplines

SALARY PACKAGE (ALL-INCLUSIVE ANNUAL REMUNERATION PACKAGE)

- All-inclusive salary package of R906 540.00 per annum
- 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.
- Willingness to perform 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.

REQUIREMENTS FOR ALL REGISTRAR POSTS

- **Qualifications and Competencies:** An appropriate qualification that allows registration with the Health Professions Council of South Africa (HPCSA) as a Medical Practitioner independent practice.
- **Registration with the Health Professions Council:** On assumption of duty, the registrar should hold current registration with the HPCSA as a Medical Practitioner independent practice.
- A valid drivers license (**Attach copy**).
- **Willingness to work in a flexi and or shift system**

The following will be an added advantage:

- Post Community Service 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.



A) Knowledge and Skills

- Appropriate experience and suitability to train in the relevant specialty
- 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 literacy, including collection and analysis of data

KEY PERFORMANCE AREAS:

- Responsible for the 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 programs
- Teaching and supervision of undergraduate students and medical officers and interns, and any other academic in-service training as required by the Head of the department
- Provision of after-hours services

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 HCPSA 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 also discontinues
- 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 7: MEDICAL PHYSICIST: GRADE 1 – 3 = 1 POST

[Click Here To Apply](#)

DEPARTMENT: Radiation Oncology / Nuclear Medicine

CENTRE: Pietersburg Hospital

SALARY PACKAGE (ALL-INCLUSIVE ANNUAL REMUNERATION PACKAGE)

Grade 1: R734 811.00 per annum, **Grade 2:** R829 668 per annum, **Grade 3:** R946 461 per annum

REQUIREMENTS:

A) Qualifications and Competencies

- 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 of appropriate experience after registration with the HPCSA as a Medical Physicist.
- Grade 3: A minimum of 16 years of appropriate experience after registration with the HPCSA as a Medical Physicist.
- A valid drivers license (**Attach copy**).
- **Willingness to work in a flexi and or shift system**

B) KNOWLEDGE, SKILLS, TRAINING AND COMPETENCIES 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 ionizing radiation.
- Good communication, interpersonal relationships, research, development, and teaching skills.
- Capable of using initiative for problem-solving, recognizing the need for action, considering 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.

KEY PERFORMANCE AREAS:

- 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: PROFESSIONAL NURSE SPECIALITY [PN-B1] GRADE 1 AND 2 = 20 POSTS

[Click Here To Apply](#)

20 posts in any of the following

CENTRES: Pietersburg and Mankweng Hospitals

Disciplines: Operational Theatre, Critical Care (ICU), Trauma (ICU), Advanced Midwifery and Neonatal Nursing Science, Oncology, Ophthalmology, Neonatal ICU, Orthopaedics, Advanced Psychiatry, Renal, Paediatric / Child Nursing

Commencing salary notch:

Grade 1= R431 265.00 p.a. – R497 193.00 p.a. **Grade 2**= R528 696.00 p.a. – R645 720.00 p.a.

No rural allowance for Pietersburg hospital

Rural allowance of 8% of basic salary applicable for Mankweng Hospital.

Sessional posts up to 20 hours a week: Grade 1 = R285 per hour, **Grade 2** = R349 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, except for Neonatal ICU nursing
- Current registration with the South African Nursing Council as a Professional Nurse in the appropriate specialty except for Neonatal ICU
- 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.
- A valid drivers license **[Attach copy]**.
- **Willingness to work in a flexi and or shift system**

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.

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 9: ALLIED SPECIALISED

4 posts for any of the following in 9A and 9B

POST 09 A: RADIATION ONCOLOGY RADIOGRAPHER [GRADE 1 – 3] = 2 POSTS

[Click Here To Apply](#)

CENTRE: Limpopo Academic Hospital Complex, Pietersburg Hospital

Commencing Salary notch: **Grade 1:** R444 741 per annum, **Grade 2:** R520 785 per annum, **Grade 3:** R612 642 per annum

REQUIREMENTS:

A) QUALIFICATIONS AND COMPETENCIES

- Appropriate qualification that allows for registration with the Health professions council of South Africa (HPCSA) in Radiation Oncology Radiography
- Registration with the HPCSA in Radiation Oncology Radiography
- Experience: Grade 1: None after registration with the HPCSA in Radiation Oncology Radiography: Grade 2 A minimum of 10 years appropriate experience after registration with the HPCSA in Radiation Oncology Radiography. Grade 3 A minimum of 20 years appropriate experience after registration with the HPCSA in Radiation Oncology Radiography.
- A valid drivers license **[Attach copy]**.
- **Willingness to work in a flexi and or shift system**

B) Knowledge, Skills, Training and Competences

- 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

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 9B: NUCLEAR MEDICINE RADIOGRAPHER [GRADE 1 - 3] = 2 POSTS

[Click Here To Apply](#)

Centre: Limpopo Academic Hospital Complex, Pietersburg Hospital

Commencing Salary notch: **Grade 1:** R444 741.00 per annum, **Grade 2:** R520 785.00 per annum, **Grade 3:** R612 642.00 per annum

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
- Registration with the HPCSA in Nuclear Medicine Radiography
- Experience: Grade 1: None after registration with the HPCSA in Nuclear Medicine Radiography, Grade 2 A minimum of 10 years appropriate experience after registration with the HPCSA in Nuclear Medicine Radiography. Grade 3 A minimum of 20 years of appropriate experience after registration with the HPCSA in Nuclear Medicine Radiography.
- A valid drivers license **[Attach copy]**.
- **Willingness to work in a flexi and or shift system**

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

KEY PERFORMANCE AREAS:

- Render effective patient-centered nuclear medicine services for in and outpatients 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 Standards and norms at the 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 consumables and equipment

NB: Applicants should be prepared to undergo medical surveillance as an inherent job requirement.



POST 10: PODIATRY (1) / CLINICAL TECHNOLOGIST/ TECHNICIANS (4) TOTAL=(05 POSTS)

[Click Here To Apply](#)

CENTRES: Pietersburg and Mankweng Hospital

Commencing Salary Notch: Grade 1: R359 622 per annum, **Grade 2:** R420 015 per annum, **Grade 3:** R491 676 per annum

Rural allowance of 12% PSCBC applicable for Mankweng Hospital

REQUIREMENTS:

A) QUALIFICATIONS AND COMPETENCIES

- Appropriate qualification that allows registration with the HPCSA as a Podiatrist/ clinical cardiac technologist/technician/neurophysiologist
- Current registration with the Health Professions Council of South Africa (HPCSA) as a podiatrist; clinical technologist/technician; cardiac technologist/technician; neurophysiologist etc, Independent Practice
- All applicants must be South African citizens or permanent residents.
- Grade 1: None after registration with the HPCSA in the relevant profession (where applicable)
- Must have completed community service as per requirements of the professional body.
- Grade 2: Minimum of 10 years of relevant experience after registration with the HPCSA in the relevant profession
- Grade 3: Minimum of 20 years relevant experience after registration with the HPCSA in the relevant profession (where applicable)
- A valid drivers license (**Attach copy**)

Inherent requirement of the job:

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

B) 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.

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 11: THREE-YEAR CONTRACT/SESSIONAL CLINICAL PSYCHOLOGIST (FULL TIME AND EQUIVALENT): 5 POSTS

[Click Here To Apply](#)

SALARY PACKAGE (All-inclusive remuneration package)

Grade 1: R790 077, **Grade 2:** R918 630, **Grade 3:** R1 063 611 p.a.

Rural allowance: 12% of basic salary PSCBC or 17% of basic salary ISRDS Nodes

Sessional posts up to 20 hours a week: Less than 8 years' experience = R380 per hour, at least 8 years but less than 16 years' experience = R442 per hour, 16 and more years relevant experience = R512 per hour

CENTRES: Various Hospitals in Limpopo Province

REQUIREMENTS:

A) Qualification and Competencies

- An appropriate qualification that allows registration with the HPCSA as Clinical Psychologist.
- Current registration with the Health Professions Council (HPCSA) as a Clinical Psychologist.
- **EXPERIENCE:** Grade 1: None after registration with the HPCSA as Clinical Psychologist.
- Grade 2: 8 years after registration with the HPCSA as a Clinical Psychologist
- Grade 3: 16 years after registration with the HPCSA as a Clinical Psychologist
- **Inherent requirements of the job:** Willingness and ability to work shifts / flexi hours [including night duty, weekends, and public holidays]. Willingness to work extra hours on short notice.
- A valid drivers license (**Attach copy**).
- **Willingness to work in a flexi and or shift system**

B) Knowledge and Skills

- Appropriate clinical knowledge & experience in the field of clinical Psychology:
- psychotherapy, assessment, counselling.
- Analytical/report writing skills.
- Knowledge of current health and public service legislation, regulations, and policies.
- Sound knowledge of professional ethics.
- IT skills.
- Research, teaching, and training skills. ▪
- Time management.

KEY PERFORMANCE AREAS:

- Provide psychological service delivery at hospital level.
- Participate in hospital teams/committees.
- Support hospital activities related to mental health.
- Supervise work of the psychometrists in the hospital.
- Implement community outreach programs.
- Liaise and work with other hospital departments.



- Liaise with psychiatric services in the hospital.
- Assist in training for primary health care professionals.

POST 12: THREE-YEAR CONTRACT GRANT MANAGER - NHI (OPERATIONAL MANAGER: SPECIALITY) = 1 POST

[Click Here To Apply](#)

CENTRE: HEAD OFFICE [POLOKWANE]

Commencing salary notch: Grade 1 = R627 474 – R703 752 p.a.

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 with a duration of at least 1 year, accredited with the SANC.
- Current registration with the South African Nursing Council as a Professional Nurse.
- Grade 1: A minimum of 4 years of appropriate/recognizable experience in nursing after registration as Professional Nurse with the SANC in General Nursing.
- All applicants must be South African citizens or permanent residents.
- Documented experience in conducting and writing up research.
- Valid driver's license (**Attach copy**).
- **Willingness to work in a flexi and or shift system**

B) Knowledge and Skills

- Sound knowledge of regional and tertiary health services.
- Ability to work with people, organize and manage a research project.
- Development of monitoring and research tools, collection of data, data capturing and analysis, report writing.
- Liaison and coordination between disciplines and hospitals as well as the private sector
- Computer literacy.
- Rational use of resources

KEY PERFORMANCE AREAS:

- Overall management and coordination of a short-term project
- Develop monitoring tools, collection of data, data entry, analysis and report writing.
- Liaise with all participants in NHI project and report back to supervisor, provincial executive, and National Department of Health.

POST 13: ASSISTANT DIRECTOR: BUDGET MANAGEMENT (THREE YEAR CONTRACT) (LEVEL 9) = 1 POST.

[Click Here To Apply](#)

CENTRE: Head Office

Commencing Salary Notch: Notch: R424 104.00 p.a.

REQUIREMENTS:

A) Qualification and competencies

- A Senior Certificate [Grade 12] plus a minimum undergraduate qualification at NQF level 6 in Financial Management/Accounting
- Valid Driver's License (**Attach copy**)
- **Willingness to work in a flexi and or shift system**

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.
- A minimum of 3 years' experience in management of conditional grant/earmarked funding.
- Ability to work under pressure, write reports and be able to meet deadlines.
- Ability to handle tasks of multi-disciplinary nature.
- Excellent Computer skills in MS 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 stakeholders.
- Ability to analyse reports/data
- Working knowledge and skills of BAS/LOGIS and/or other financial systems

KEY PERFORMANCE AREAS:

- Manage the finances related to the conditional grants and earmarked funding.
- 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
- To monitor spending trends per grant and advice programme managers on possible intervention measures
- To ensure proper utilization of the conditional grants and earmarked funding budget as per the business plan
- Assess the need for additional funds required from the adjustment estimates process through monitoring of expenditure trends
- To coordinate and facilitate submission of budgets on earmarked funding and conditional grants in line with the business plans to Provincial Treasury and the Transferring Officer.
- Provide management with regular reports on progress towards targets, flagging variations and performing initial checks on reasons for under/over achievement.
- To monitor, facilitate, advice and report on budget processes and its functioning for conditional grants and earmarked funding.
- Ensure that all roll-over requests are facilitated and submitted to the Provincial Treasury for approval.
- Ensure the assessment of expenditure trends and the development of proposals on the virement or shifting of funds.



POST 14: ADMINISTRATIVE OFFICER: HRTG [THREE YEAR CONTRACT] [LEVEL 7]= 1 POST

[Click Here To Apply](#)

CENTRES: Limpopo Academic Complex / Head Office

Commencing Salary Notch: Notch: 294 321

REQUIREMENTS:

A) Qualification and competencies

- A Senior Certificate [Grade 12] plus a minimum of appropriate undergraduate qualification at NQF level 6
- Administrative knowledge and experience in Grants Management
- A valid driver's license (**Attach copy**).
- **Willingness to work in a flexi and or shift system**

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.

KEY PERFORMANCE AREAS:

- Provide comprehensive/ clerical support functions to the Grants Management team assigned to.
- 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 15: ADMINISTRATIVE OFFICER: NTSG [THREE YEAR CONTRACT] LEVEL 7 = 1 POST

[Click Here To Apply](#)

Commencing Salary Notch: Notch: R294 321.00 p.a.

CENTRE: Limpopo Academic Complex / Pietersburg Hospital

REQUIREMENTS:

A) Qualification and competencies

- A Senior Certificate [Grade 12] plus a minimum of appropriate undergraduate qualification at NQF level 6
- Administrative knowledge and experience in Medical / Clinical services
- A valid driver's license (**Attach copy**).
- **Willingness to work in a flexi and or shift system.**

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.

KEY PERFORMANCE AREAS:

- Provide comprehensive administrative / clerical support functions to the office of Clinical Executive Director.
- Support the clinical staff with general administrative duties.
- Provide support to the tertiary services functioning including data on clinical staff and services and National Tertiary Services and Statutory Human Resource and Training Grant.
- Compile reports for various Clinical Departments, Head of Clinical Departments, Head of Clinical Unit and Senior Doctors.
- Support all the data collection and research requirements of the grants.
- Relay information between personnel in the Clinical Department
- Transcribe spoken or written information and maintain medical records.



POST 16: PROJECT ADMINISTRATOR: NHI [THREE YEAR CONTRACT] LEVEL 5 = 1 POST.

[Click Here To Apply](#)

CENTRES: Limpopo Academic Complex / Head Office

Commencing Salary Notch: R202 233.00 p.a.

REQUIREMENTS:

A) Qualification and competencies

- A minimum of Senior Certificate [Grade 12] at NQF level 4.
- A minimum of undergraduate qualification at NQF level 6 in Administration/Financial Management/ Accounting / Cost Management Accounting/ Project Management will be an added advantage.
- A valid driver's license [**Attach copy**].
- **Willingness to work in a flexi and or shift system.**

B) Knowledge and Skills

- Good written and verbal communication and good interpersonal relations.
- Knowledge, understanding and application of Public Finance Management Act (PFMA) and Treasury Regulations.
- Advanced computer skill (MS Word/Power Point/Excel).
- Experience in Project Management

KEY PERFORMANCE AREAS:

- Render project administrative support for the grants.
- Monitor implementation of the grants business and operational plans.
- Render financial administration support services for the grants.
- Prepare, compile, and submit monthly, quarterly, and annual reports.
- Provide general office support services.

END.

