



DEPARTMENT OF
HEALTH

REF: S4/1/1

ENQ: MASELESELE LM

TO: ALL QUALIFYING APPLICANTS

DEPARTMENTAL CIRCULAR NO...03..... OF 2026

ERRATUM: POSTS ADVERTISED PER DEPARTMENTAL CIRCULAR NO. 02 OF 2026

1.1 Prospective applicants are hereby informed of the following additions to Departmental Circular No 02 of 2026

POST: SENIOR CLINICAL MANAGER [HEAD OF INSTITUTION]: GRADE 1= 1 POST

Commencing Salary Package: R1 647 630.00 p.a [All-inclusive remuneration package] plus 18% of basic salary PSCBC rural allowance

CENTRE: Dr CN Phatudi Hospital

REQUIREMENTS: **A) Qualifications and Competencies**

- Appropriate qualification that allows registration with the Health Professions Council of South Africa (HPCSA) as Medical Practitioner.
- Current registration with the Health Professions Council of South Africa (HPCSA) as Medical Practitioner; A minimum of three (3) years appropriate experience as an Independent Medical Practitioner after registration with Health Professions Council of South Africa (HPCSA) as an Independent Medical Practitioner.
- Experience as head of clinical services will be an added advantage.
- All applicants must be South African citizens or permanent residents
- **Inherent requirements of the job:** Willingness to do after hours work and be on call including shift work.
- Valid driver's license with the exception of applicants with disabilities.

B) Knowledge and Skills

- Knowledge of relevant legislation such as National Health Act, Public Finance Management Act (PFMA) and related regulations and policies. Knowledge of current Health and Public Services Legislation, Regulations and Policies, Sound clinical knowledge, Sound Medical Ethics with emphasis on budget control.
- Strategic capability and leadership Programme and Project Management, Financial Management, Change Management, People Management and empowerment, Solid background of Epidemiology or demonstrative ability to use health information for planning.



- Service delivery innovation, Knowledge Management, Problem solving and analysis, Communication, Client orientation and customer focus.

KEY PERFORMANCE AREAS:

- **Job Purpose:** Plan, co-ordinate and manage the efficient and effective delivery of clinical and administrative support services through working with the key Executive Management team at the hospital within the legal and regulatory framework, to represent the hospital authoritatively at provincial and public forums, to provide strategic leadership, to improve operational efficiency within the health establishment to improve health outcomes.
- **Strategic Planning:** Prepare a strategic plan for the hospital to ensure that it is in line with national, provincial, regional and district plans.
- **Financial Management:** Maximise revenue through collection of all income due to the hospital, ensure that the hospital is managed within budget in line with the PFMA and relevant guideline, and ensure that adequate policies, systems and procedures are in place to enable prudent management of financial resource mobilization, monitoring and evaluation and asset and risk management.
- **Facility Management:** Ensure business support and systems to promote optimal management of the institution as well as optimal service delivery, ensure that systems and procedures are in place to ensure planning and timeous maintenance of facilities and equipment.
- **Human Resource Management:** Develop, implement and maintain human resource management policies and guidelines, systems and procedures that will ensure effective and efficient utilisation of human resource, promote a healthy working environment through compliance with relevant legislation including occupational health and safety committees. Ensure continuous development and training of personnel and implement monitoring and evaluation of performance.
- **Procurement and Management of Equipment and Supplies:** Implement procurement and provisioning system that is fair, transparent, competitive and cost effective in terms of provincial delegated authority and in line with the PFMA. Ensure that goods and services are procured in a cost effective and timely manner.
- **Clinical and Corporate Governance:** Oversee Clinical Governance to ensure high standards of patient care, establish community networks and report to the Hospital Board. Responsible for corporate governance inclusive of infrastructure planning and maintenance, as well as occupational health and safety. Manage the institution's risk to ensure optimal achievement of health outcomes.

HOSPITAL	APPLICATION LINK
Dr CN Phatudi Hospital	CLICK HERE TO APPLY

N.D.

POST: SENIOR CLINICAL MANAGER: MEDICAL [GRADE 1] = 1 POST

Commencing Salary Package: R 1 647 630.00 p.a. [All-inclusive remuneration package] plus 22% of basic salary ISRDS Nodes rural allowance

CENTRE: Philadelphia Hospital

REQUIREMENTS:

A) Qualifications and Competencies

- Appropriate qualification that allows registration with the Health Professions Council of South Africa (HPCSA) as Medical Practitioner.
- Current registration with the Health Professions Council of South Africa (HPCSA) as Medical Practitioner.
- A minimum of three (3) years appropriate experience as an Independent Medical Practitioner after registration with Health Professions Council of South Africa (HPCSA) as an Independent Medical Practitioner.
- Experience as head of clinical services will be an added advantage.
- All applicants must be South African citizens or permanent residents.
- **Inherent requirements of the job:** Willingness to do after hours work and be on call including shift work.
- Valid driver's license with the exception of applicants with disabilities.

B) Knowledge and Skills

- Knowledge of current Health and Public Services Legislation, Regulations and Policies.
- Sound clinical knowledge.
- Sound Medical Ethics with emphasis on budget control.
- Solid background of Epidemiology or demonstrative ability to use health information for planning.
- Sound knowledge of Human Resource Management and Quality Assurance Programmes

KEY PERFORMANCE AREAS:

- Lead and manage the Medical and Health Care Services, ensuring the continuum of care in the Geographical service area of the hospital as well as appropriate referral.
- Ensure clinical governance, clinical guidelines and adherence to clinical protocols.
- Coordinate clinical responsibilities of Medical Practitioners and Allied Health personnel including the management and implementation of outreach and in-reach to the geographical service area.
- Ensure in-service training and supervision to all health care providers.
- Participate in the Quality Improvement Programme of the Department and the hospital and ensure that policies and procedures are followed.
- Allocate and manage resources, both human and financial.
- Monitor key performance indicators and plan quality improvement strategies to address the gaps.

HOSPITAL	APPLICATION LINK
Philadelphia Hospital	CLICK HERE TO APPLY

N.D.

POST 21: EMS DISTRICT MANAGER: GRADE 2-3 [SHIFTS] = 1 POST

- The requirements erroneously included **ILS** Qualification.
- The correct requirements are as follows:
 - **Three (03) years' experience after registration with the HPCSA as an ECT, Paramedic or ECP]**

1.2 The Closing date for Departmental Circular No 02 of 2026 is therefore extended to **20 February 2026**.

General enquiries should be directed to Mr Ngobeni TM at 015 293 6126 and Mr Malongete LT at 015 293 6318 during office hours.



HEAD OF DEPARTMENT:
DR NDWAMATO NN

27/01/2026

DATE