



LIMPOPO

PROVINCIAL GOVERNMENT
REPUBLIC OF SOUTH AFRICA

DEPARTMENT OF HEALTH

DEPARTMENT OF HEALTH

REGISTRY PROVINCIAL OFFICE
RECEIVED

2026 - 01 - 19

PRIVATE BAG X9302
POLOKWANE 0700

LIMPOPO PROVINCE

REF: S4/1/1
ENQ: MR MACDUFF MALALE
TEL: 015 293 6553
EMAIL: MacDuff.Malale@dhsd.limpopo.gov.za

TO: ALL QUALIFYING APPLICANTS

DEPARTMENTAL CIRCULAR NO 02 OF 2026

ADVERTISEMENT OF VACANT POSTS IN THE LIMPOPO DEPARTMENT OF HEALTH

1. Ensure that you read the conditions and requirements of the posts before applying.
2. By applying it is taken that you agree to the conditions and requirements of the posts.
3. Applicants are hereby invited from suitably qualified candidates for the advertised posts in the Limpopo Department of Health.
4. Applications should include a fully completed **new** Z83 form obtainable from any government institution or at www.dpsa.gov.za and must be accompanied by copies of required qualifications, Proof of registration with the relevant council, identity document and comprehensive CV.
5. Applications should complete separate applications where more than one centre is applied for.
6. 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?" then it is acceptable for an applicant to indicate not applicable or leave blank to the question. If yes (provide detail). "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.
7. 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.
8. Applicants with foreign qualifications remain responsible for ensuring that their qualifications are evaluated by the South African Qualifications Authority (SAQA) and to provide proof of such evaluation.

N.N.

Fidel Castro Ruz House, 18 College Street, Polokwane 0700, Private Bag X9302 Polokwane, 0700
Tel: 015 293 6000. Fax: 015 293 6211. Website: www.doh.limpopo.gov.za

The heartland of Southern Africa - *development is about people!*

9. All shortlisted candidates shall undertake two pre-entry assessments. One shall be a practical exercise and the other shall be an Integrity [Ethical Conduct] Assessment as per the Directive on Human Resource Management and Development for Public Service Professionalization effective from 01 April 2024,
10. The facilities advertised are based on specific operational and service needs. As such employee-initiated transfers will not be entertained.
11. Women and People with disabilities are encouraged to apply and correspondence will be entered into with shortlisted candidates only.
12. Applicants responding to this circular should quote the circular number [**Circular 06 of 2026**] or reference number on the application link [**LDH....**] as reference number on the Z83 application form.
13. **The Department reserves the right not to fill any advertised posts.** The employment decision shall among other determinations be informed by the Employment Equity Plan of the department.
14. Successful candidates will be expected to enter into a performance agreement and sign an oath of secrecy. All appointments are subject to the personnel suitability check (criminal records, credit record check and security vetting) and recommended candidates will be subjected to security clearance procedures.
15. Successful candidates for permanent posts will be subjected to a mandatory 12 months' probation period, and the department reserves the right to confirm or not confirm the permanency of the post on expiry of probation.
16. **Closing date is on the 06 February 2026**

NB 1: Note: The circular of advertised vacant posts will be posted on the following website: www.ldoh.gov.za ; www.dpsa.gov.za and www.limpopo.gov.za.

NB 2: Applicants should apply using the links provided for each post/centre.

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



DR N.N NDWAMATO
HEAD OF DEPARTMENT

16/01/2026
DATE

POST 1: HEAD OF CLINICAL DEPARTMENT GRADE 1: = 02 POSTS

DISCIPLINES: FAMILY MEDICINE AND PAEDIATRICS AND CHILD HEALTH

CENTRE: MANKWENG AND PIETERSBURG HOSPITALS (LIMPOPO ACADEMIC COMPLEX).

SALARY PACKAGE: R2 600 811.00 Per Annum plus 18% of basic salary PSCBC rural allowance at Mankweng Hospital.

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

The Head of Clinical Department posts are joint appointment with the Limpopo Department of Health and the University of Limpopo.

Successful candidates are expected to improve service delivery and academic component of their respective discipline.

REQUIREMENTS:

A) QUALIFICATIONS:

- 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.
- The following shall be added advantages:
 - ❖ Supervision of Registrar/s for MMed dissertation (attach cover page of dissertation/s and abstract as proof).
 - ❖ Peer reviewed publication/s (Indicate the published articles on the CV).
 - ❖ PHD qualification or candidacy (attach proof of qualification or registration).
- A valid driver's licence.

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
- Ability to collaborate with other institutions of Higher Learning both nationally and internationally

C) KEY PERFORMANCE AREAS:

- Lead the clinical department and academic discipline in Limpopo Province and the University of Limpopo. This includes the tertiary and regional hospitals as well as support for primary health care services in your field.
- Plan and implement service delivery in your field to ensure an effective service with appropriate policies and guidelines
- Monitor and improve the performance in the service, with the optimal use of human and fiscal resources
- Advise senior management in the province of progress with services and resource requirements.

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- 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.

CENTRE	APPLICATION LINK
LIMPOPO ACADEMIC COMPLEX	CLICK HERE TO APPLY

POST 2: HEAD OF CLINICAL UNIT: GRADE 1 = 05 POSTS

FIVE (05) POSTS FROM ANY OF THE MENTIONED DISCIPLINES BELOW:

SALARY PACKAGE: R2 084 754.00 Per Annum.

Rural allowance of 18% of basic salary PSBC will apply to Mankweng, Letaba, Tshilidzini, Mokopane and Thabamooop hospitals and 22% of basic salary ISRDS will apply to St Rita's / Philadelphia hospitals. No rural allowance for Pietersburg hospital

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

CENTRES AND DISCIPLINES

Pietersburg, Mankweng and Thabamooop Academic Complex:

Radiation Oncology; General Psychiatry and Mental health, Anaesthesiology, Interventional Radiology, Orthopaedic Surgery, Urology, Ophthalmology and Emergency Medicine,

Letaba Hospital: Internal Medicine, Anaesthesiology, Orthopaedic Surgery, Diagnostic Radiology, Obstetrics and Gynaecology

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

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

Mokopane Hospital: General Surgery, Internal Medicine, Anaesthesiology, Diagnostic Radiology

- HCU 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 appointed at regional hospitals may be appointed at Pietersburg or Mankweng Hospitals but stationed at a regional hospital
- HCU for 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.
- HCU for Family Medicine may be placed at a District Hospital within a district

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.

N.N.

REQUIREMENTS:

A) QUALIFICATIONS

- 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.
- The following shall be added advantages:
 - ❖ Supervision of Registrar/s for MMed dissertation (attach cover page of dissertation/s as proof)
 - ❖ Peer reviewed publication/s.
 - ❖ PHD qualification or candidacy (attach proof of qualification or registration).
- **HCU: Interventional Radiology** - Hands on experience on diagnostic and Therapeutic, Testimonia letter of procedures done independently, Qualification in interventional Radiology (certificates or Diploma) will be added as an advantage.
- A valid driver's licence.

B) Knowledge and skills

- Sound knowledge, skill and experience in the relevant discipline.
- Evidence of leadership, innovation and managerial ability
- Evidence of ability to effectively train and teach at undergraduate and postgraduate level and experience in research and supervision
- Vision for the development of services in your discipline and appropriate knowledge of the health system

C) KEY PERFORMANCE AREAS FOR CLINICAL DISCIPLINES:

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

CENTRE	APPLICATION LINK
LIMPOPO ACADEMIC COMPLEX	CLICK HERE TO APPLY

N.N.

POST 3: SENIOR CLINICAL MANAGER: MEDICAL [GRADE 1] = 1 POST

Commencing Salary Package: R 1 647 630.00 p.a. [All-inclusive remuneration package] plus 18% of basic salary PSCBC rural allowance.

CENTRE: Letaba 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.

CENTRE	APPLICATION LINK
LETABA HOSPITAL	CLICK HERE TO APPLY

N.N.

POST 4: CHIEF EXECUTIVE OFFICER [LEVEL 13] = 1 POST

Salary Package: R1 266 714.00 p.a. [All Inclusive remuneration package]

CENTRE: NKHENSANI HOSPITAL

REQUIREMENTS: A) Qualifications and Competencies

- An undergraduate qualification (NQF Level 7) as recognised by SAQA. A degree in a health field and current registration as such with the relevant health professional body (HPCSA/SANC/Pharmacy Council)
- Five (5) years management experience in the health sector at least at middle/senior managerial level.
- A post graduate degree in management or an administrative management will be an added advantage.
- Computer literacy including MS Outlook, Word, Excel and PowerPoint; Virtual meeting platforms literacy.
- SMS Pre Entry [Nyukela] Certificate upon appointment for level 13 posts.
- A valid driver's license, except for people 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.
- **Core competencies:** Strategic capability and leadership Programme and Project Management, Financial Management, Change Management, People Management and empowerment.
- **Process Competencies:** 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 the 10-point plan, 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.

CENTRE	APPLICATION LINK
NKHENSANI HOSPITAL	CLICK HERE TO APPLY

POST 5: EMS DISTRICT MANAGER: GRADE 2-3 [SHIFTS] = 1 POST

**Commencing Salary Notch: Grade 2: R661 263.00 p.a.,
Grade 3: R1 016 055.00 p.a. [Inclusive remuneration Package]**

CENTRE: Waterberg District

REQUIREMENTS: A) Qualifications and Competencies

- Grade 12 Certificate
- Successful completion of the following courses or obtaining one of the following qualifications that allows registration with the Health Professions Council of South Africa as Emergency Care Technician [ECT], Paramedic or Emergency Care Practitioner [ECP].
- Emergency Care Technician [ECT] or Critical Care Assistance [CCA], Programme or Recognized National Diploma in EMC or recognized B Tech Degree in EMC or Bachelor of Health Science in Emergency Medical Care
- **Grade 2:** Successful completion of the Emergency Care Technician Course (ECT) that allows registration with HPCSA as Emergency Care Technician (ECT).
- **Grade 3:** Successful completion of the Emergency Care Technician Course (ECT) that allows registration with HPCSA as Emergency Care Technician (ECT).
- Three (03) years' experience after registration with the HPCSA as an ILS, ECT, Paramedic or ECP.
- Copies of qualifications and current registration with the HPCSA to be attached.
- **Inherent requirements of the job:** Willingness to do after-hour work and be on call including shift work.
- **Inherent requirements of the job:** Computer literacy including MS Outlook, Word, Excel and PowerPoint; Virtual meeting platforms literacy
- **Inherent requirement:** A valid driver's license with PDP [C1/ Code 10] .

B) Knowledge and Skills

- Knowledge of ILS/ECT protocols.
- Understanding of EMS and its line of business.
- Proven managerial and interpersonal skills.
- Good verbal and written communication skills.
- Knowledge of Public Finance Management Act.

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KEY PERFORMANCE AREAS:

- Management of EMS vehicles, equipments and staff at station level
- Treat patients in accordance with relevant protocols
- Maintain best clinical practices in accordance with quality standards
- Abide by standing operational procedures.

CENTRE	APPLICATION LINK
WATERBERG DISTRICT	CLICK HERE TO APPLY

POST 6: ASSISTANT DIRECTOR: RISK MANAGEMENT [LEVEL 9] = 3 POSTS

Salary Notch: R468 459.00 p.a.

CENTRES: Head Office

REQUIREMENTS: A) Qualifications and Competencies

- Grade 12 certificate plus National diploma / Bachelor's degree (NQF level 6 or 7 as recognized by SAQA) in Risk management, Forensic investigation, Public Admin, Accounting, or auditing qualification.
- A postgraduate degree or professional certification, such as SAICA, FRM or CRM, will be an added advantage.
- A minimum of three (3) years relevant experience in Risk Management and Integrity & Ethics.
- A valid driver's license, except for people with disabilities.

B. Knowledge and skills

- A thorough understanding of the relevant legislation and policies such as PFMA, Procurement policies, Public service and Risk Management approach;
- Understanding of Public service financial and budgeting procedures;
- Investigation skills and internal control strategies and compliance inspections;
- Ability to maintain confidentiality and handle sensitive information;
- Report writing skills;
- Good interpersonal relations;
- Good communication skills;
- Good planning skills;
- A questioning attitude;
- Experience of trial process both departmentally and criminally;
- Computer literacy, with emphasis on Ms Word, Ms PowerPoint and Excel;
- An independent thinker and worker;
- Good presentation skills

KEY PERFORMANCES AREAS:

- **Risk Management:** implement risk and BCM management policies, strategies, and frameworks to minimize potential threats to the organization.
- **Ethics Management:** Conduct regular ethics assessments on staff. Manage and ensure compliance on e-disclosures within the allocated area of responsibility.

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- **Integrity Management:** Conduct investigation on cases of fraud & corruption within the allocated area of responsibility.
- **Risk Assessment:** Conduct regular risk assessments and audits to identify potential risks and vulnerabilities.
- **Awareness campaigns:** Conduct regular Risk, BCM, Ethics and Integrity Management awareness campaigns.
- **Compliance:** Ensure compliance with regulatory requirements and industry standards, such as COSO Framework and King Report on Corporate Governance.
- **Leadership:** Lead and mentor team members, fostering a culture of risk awareness and providing guidance and support.
- **Communication:** Prepare and present reports to management and stakeholders, providing data-driven insights and recommendations.

CENTRE	APPLICATION LINK
HEAD OFFICE	CLICK HERE TO APPLY

POST 7: ADMINISTRATION OFFICER: RISK MANAGEMENT SUPPORT [LEVEL 7] = 1 POST

Salary Notch: R325 101.00 p.a.

CENTRE: Head Office

REQUIREMENTS: A) Qualifications and Competencies

- Grade 12 certificate plus National diploma / Bachelor`s degree (NQF level 6 or 7 as recognized by SAQA) in Risk management, Government/Public Admin, Accounting, or Auditing qualification.
- Experience in risk management will be added as advantage.

A) Knowledge and skills

- A thorough understanding of the relevant legislation and policies such as PFMA, Procurement policies, Public service and Risk Management approach;
- Excellent organizational and time management skills
- Strong attention to detail and accuracy
- Proficient in Microsoft Office and other administrative software
- Ability to maintain confidentiality and handle sensitive information

KEY PERFORMANCES AREAS:

- **Risk Management Support:** Assist in maintaining risk management systems, including data entry, record-keeping, and reporting.
- **Risk Assessments:** Coordinate risk assessments, including scheduling, data collection, and documentation.
- **Administrative Tasks:** Perform administrative tasks, such as filing, scanning, and maintaining accurate records.
- **Communication:** Prepare and distribute risk-related documents, reports, and correspondence

CENTRE	APPLICATION LINK
HEAD OFFICE	CLICK HERE TO APPLY

.....**END**..... 