

NATIONAL DEPARTMENT OF HEALTH

It is the Department's intension to promote equity (race, gender and disability) through the filing of this post with a candidate whose transfer /promotion / appointment will promote representivity in line with the numeric targets as contained in our Employment Equity plan.

APPLICATIONS:

The Director-General, National Department of Health, Private Bag X399, Pretoria. 0001. Hand delivered application may be submitted at Reception (Brown Application Box), Dr AB Xuma Building, 1112 Voortrekker Rd, Pretoria Townlands 351-JR or should be forwarded to recruitment@health.gov.za quoting the reference number on the subject e-mail.

FOR ATTENTION:

Ms M Shitiba

NOTE:

All short-listed candidates will be subjected to a technical exercise that intends to test relevant technical elements of the job, the logistics of which will be communicated by the Department. Following the interview and technical exercise for SMS posts, the selection panel will recommend candidates to attend a generic managerial competency assessment (in compliance with the DPSA Directive on the implementation of competency-based assessments). The competency assessment will be testing generic managerial competencies using the mandated DPSA SMS competency assessment batteries. Applications should be submitted on the new Z83 form obtainable from any Public Service department and should be accompanied by a CV only (previous experience must be comprehensively detailed). The Z83 must be fully completed (in line with DPSA Practice note), failure to comply will automatically disqualify the applicant. Applicants are not required to submit copies of qualification and other relevant documents on application. Certified copies of qualifications and other relevant documents will be requested prior to the final selection phase. Applications should be on one PDF format (If emailed). Applications received after the closing date and those that do not comply with the requirements will not be considered. It is the applicant's responsibility to have foreign qualifications and national certificates (where applicable) evaluated by the South African Qualification Authority (SAQA). Please note by responding to the advertisement, you consent to the collection, processing, and storing of your Personal Information in accordance with the Protection of Personal Information Act (POPIA). Your information will be used solely for the purpose of this promotion and will not be shared with third parties without prior consent unless required by law. The Department reserves the right not to fill the posts. The successful candidate will be subjected to personnel suitability checks and other vetting procedures. Applicants are respectfully informed that correspondence will be limited to short-listed candidates only. If notification of an interview is not received within three (3) months after the closing date, candidates may regard their application as unsuccessful. The Department will not be liable where applicants use incorrect/no reference number(s) on their applications.

POST

: **DIRECTOR: NURSING PRACTICE (REF NO: NDOH 75/2025)**

SALARY

: An all inclusive remuneration package of R1 266, 714 per annum [basic salary consist of 70% of total package, the State's contribution to the Government Employees Pension Fund (13% of basic salary) and a flexible portion]. The flexible portion of the package can be structured according to the Senior Management Service guidelines.

CENTRE

: Chief Directorate: Nursing Practice. Pretoria.

REQUIREMENTS

: A Grade 12 and NQF 7 qualification in Nursing, Registrable with the South African Nursing Council (SANC). Annual practising license certificate from SANC is mandatory. Postgraduate qualification in Nursing Administration/Health Services Management will be an added advantage. At least five (5) years' clinical experience in the nursing environment (Administration, Education, or Primary Health Care) as Nurse Manager/Middle Management/Senior Management level. Knowledge of the Constitution of

South Africa to adopt a right-based-approach to nursing practice. Knowledge of statutory body requirements, as well as relevant legislative framework governing the practice of nursing and midwifery. Knowledge of General Public Service Administrative policies that have relevance to nursing practice; Labour relations and Employment equity issues that have bearing on the practice of nursing. Knowledge of the Public Finance Management Act and National Health Act. Good communication (verbal and written), managerial, interpersonal, people management, project and programme management, policy development and analysis, leadership, effective decision making and computer skills (MS Office package). Ability to work under pressure. A valid driver's license. SMS pre-entry Certificate is required for appointment finalization.

DUTIES

: Develop relevant policy guidelines for nurses and midwives, based on their scopes of practice. Facilitate the development and review of policy guidelines for the practice of nursing and midwifery, that respond to the current challenges facing the health care system. Provide nursing and midwifery practice leadership and support provincial development of Standard Operating Procedures (SOPs). Establish the National Nursing Managers forum and assist and support the establishment of provincial forums. Liaise with statutory bodies and other relevant stakeholders in the development and update of the regulatory framework to institutionalize nursing practice in South Africa. Promote provincial implementation of Continuing Professional Development (CPD) for professional nurse and midwives, in collaboration with the SANC. Develop a collaborative relationship with all stakeholders that deal with nursing practice matters to improve quality of care at all levels. Redesign nursing practices to meet the emerging new challenges as well as in alignment with international trends. Facilitate implementation of the National Nursing Leadership Competency Framework. Manage financial and human resources for the Directorate: Nursing Practice, including continued advocacy to ensure availability of adequate resources to create positive practice environments in all the nine provinces. Develop a costed business plan based on strategic objectives.

ENQUIRIES

: Dr M Matandela at tel no: 012 395 9671

CLOSING DATE

: 03 November 2025