

<b><u>DUTIES</u></b>	:	(key result areas/outputs): Ensure compliance of practices and processes with respect to People Management prescripts. Develop audit framework of key indicators for various PM practices areas. Provide tools, mechanisms and systems for reporting on areas of non-compliance. Provide quarterly PM compliance reports for Western Cape Audit Committee (e.g. HRAAP and CMI). Provide input to departmental reporting. Render PERSAL Helpdesk functions. Co-ordinate and oversee PM audit investigations conducted on identified risk areas in PM processes. Prepare an programme of audit investigations to be conducted in the Department of identified risk areas. Oversee and guide the implementation of PM audits investigations. Quality assure the PM audit reports and provide such to clients. Manage ad-hoc PM audit investigations. Compile trend analysis from PM audits completed to inform training, upskilling initiatives and ensure recommendations in internal audit reports are addressed. Provide functional training and tools on PM processes to line managers and PM components in the Department. Oversee the training and upskilling programme to address key PM risk areas. Ensure the delivery of effective training programme and monitor it for impact. Facilitate the development of user-friendly PM procedure manuals, guidelines and toolkits to improve PM compliance. Create and maintain a repository of standard operating procedures, policies, directives and guidelines for all PM practice areas. People Management. Financial Management.
<b><u>ENQUIRIES</u></b>	:	Ms R Shade, tel. no. (021) 483-3717
<b><u>APPLICATIONS</u></b>	:	Applications are submitted online via <a href="http://www.westerncape.gov.za/health-jobs">www.westerncape.gov.za/health-jobs</a> (click "online applications").
<b><u>CLOSING DATE</u></b>	:	27 February 2026, 17:00 PM
<b><u>NOTE</u></b>	:	No payment of any kind is required when applying for this post. Short-listed candidates will be required to complete a practical test and competency assessment, as part of the selection process.
<b><u>POST 05/421</u></b>	:	<b><u>PHARMACIST GRADE 1 TO 3</u></b> Garden Route District
<b><u>SALARY</u></b>	:	Grade 1: R848 862 per annum Grade 2: R917 634 per annum Grade 3: R1 001 349 per annum (A portion of the package can be structured according to the individual's personal needs.)
<b><u>CENTRE</u></b>	:	Mossel Bay Sub-district
<b><u>REQUIREMENTS</u></b>	:	Minimum educational qualification: Basic qualification accredited with the South African Pharmacy Council (SAPC) that allows registration with the SAPC as a Pharmacist. Registration with a professional council: Registration with the South African Pharmacy Council (SAPC) as a Pharmacist. Experience: <b>Grade 1:</b> None after registration as a pharmacist with the SAPC in respect of SA qualified employees. 1-year relevant experience after registration as pharmacist with a recognised foreign Health Professional council in respect of foreign qualified employees, of whom it is not required to perform Community service as required in South Africa. <b>Grade 2:</b> A minimum of 5 years appropriate experience after registration as a pharmacist with the SAPC in respect of SA qualified employees. 6-years relevant experience after registration as pharmacist with a recognised foreign Health Professional council in respect of foreign qualified employees, of whom it is not required to perform Community service as required in South Africa. <b>Grade 3:</b> A minimum of 13 years appropriate experience after registration as a pharmacist with the SAPC in respect of SA qualified employees. 14-years relevant experience after registration as pharmacist with a recognised foreign Health Professional council in respect of foreign qualified employees, of whom it is not required to perform Community service as required in South Africa. Inherent requirements of the job: Valid (Code B/EB) driver's license. Willingness to perform regular after-hours duties. Willingness to travel between facilities and provide relief as pharmacist in all facilities in Mossel Bay Sub-District as well as in Mossel Bay Hospital. Willingness to perform standby duties and call-out duties when required to do so. Competencies (knowledge/skills): Computer literacy (MS Office: Word, Excel, PowerPoint and Outlook). Ability to work accurately under pressure and maintain a high standard of professionalism. Ability to work in a multi-disciplinary team with excellent interpersonal and communication skills. Appropriate knowledge of National and Provincial Health Policies, Medicines Act 101 of 1965, the Pharmacy Act 53 of 1974 and Public Finance Management Act. Appropriate clinical and pharmaceutical knowledge. Innovative analytical thinking and the ability to initiate, co-ordinate, manage and sustain programs.
<b><u>DUTIES</u></b>	:	(key result areas/outputs): Pharmaceutical service delivery including improving continuity of care within the Rural East Ecosystem. Effective medicine supply

management (Procurement, storage, control and distribution of pharmaceuticals) including cold chain management in all areas where medications are kept. Quality assurance and clinical governance including rational medicine use. Assist with corporate governance functions including financial control, implementation and evaluation of budgetary control measures, human resource management and development and information management. Ensure compliance with policy and legislative requirements and Good Pharmacy Practice Guidelines. Assist with the management of the Chronic Dispensing Unit (CDU) and Private Provider processes. Ability to manage and supervise staff in the absence of the manager and to conduct all administrative functions required.

**ENQUIRIES  
APPLICATIONS**

**CLOSING DATE  
NOTE**

: Mr H Jacobs, tel. no. (044) 604-6132  
: Applications are submitted online via [www.westerncape.gov.za/health-jobs](http://www.westerncape.gov.za/health-jobs) (click "online applications").  
: 27 February 2026, 17:00PM  
: No payment of any kind is required when applying for this post. Candidates may be requested to perform a practical test. Candidates who are not in possession of the stipulated registration requirements may also apply. Such candidates will only be considered for appointment on condition that proof of application for registration to register with relevant council and proof of payment of the prescribed registration fees to the relevant council are submitted on or before the day of the interview. This concession is only applicable to health professionals who apply for the first time for registration in a specific category with relevant council (including individuals who must apply for change in registration status). -The pool of applications will be considered for vacancies within Garden Route District, for a period of three months from the date of the advert, provided that the job title, core functions, inherent requirements, and salary level are the same as those of the advertised post.

**POST 05/422**

**SALARY  
CENTRE  
REQUIREMENTS**

**ASSISTANT MANAGER NURSING: (SPECIALTY AREAS: THEATRE)**

: R755 355 per annum  
: Tygerberg Hospital, Parow Valley  
: Minimum educational qualification: Basic R425 qualification (i.e Diploma / Degree in Nursing) or equivalent qualification that allows registration with the South African Nursing Council (SANC) as Registered Professional Nurse. A post basic nursing qualification in Medical and Surgical Nursing Science: Operating Theatre Nursing with a duration of at least 1 year, accredited with the SANC. Registration with a professional council: Registration with the South African Nursing Council as Professional Nurse. Experience: A minimum of 10 years appropriate/recognizable experience in Nursing after registration as a Professional Nurse with the SANC in General Nursing. At least 6 years of the period referred to above must be appropriate/recognisable experience in the specific- specialty after obtaining the 1-year post-basic qualification in the relevant specialty. At least 3 years of the period referred to above must be appropriate recognisable experience at management level. Inherent requirements of the job: Will be required to perform after-hour duties including weekends, and public holidays. Competencies (knowledge/skills): Computer literacy in Word, and Excel. Excellent communication skills. Knowledge of quality assurance and National Core Standards. Knowledge of relevant legislation and policy related to this nursing specialty. Nursing Management qualification / skills. Strong leadership and good interpersonal communication skills. Good organisational skills and the ability to function in a team and under pressure.

**DUTIES**

: (key result areas/outputs): The candidate will be responsible for management and co-ordination of clinical nursing care in a theatre setting. Effective management and utilization of Human and Financial Resources to ensure optimal clinical and operational function in the area. Manage training, orientation, learning, professional growth & development, and participation in research within the clinical theatre environment. Support/ deputise for the Head of Nursing and support the Nursing department and the institution.

**ENQUIRIES  
APPLICATIONS**

**CLOSING DATE  
NOTE**

: Mr V Dubase, tel. no. (021) 938-4000  
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: 27 February 2026, 17:00PM  
: No payment of any kind is required when applying for this post. Candidates may be subjected to a practical/ competency assessment.