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TELEGRAMS: RABONGAKA
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MINISTRY OF HEALTH
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Republic of Botswana

Jobs in Botswana - Ministry of Health



Botswana is a landlocked country in Southern Africa surrounded by the Republic of South Africa, Namibia, Zimbabwe and Zambia. The country has an area of 581, 730 sq km. The climate ranges from semi-arid to subtropical.

The population stands at 2 million (2011 population census) and grows at about 2.5% annually. Gaborone is the capital city and has a population of 233, 135. The national currency is Pula (BWP).

There are two official languages English and Setswana, but there are several languages and dialects.

By law every child is entitled to education and there are both local and private institutions of education. The University of Botswana is the main university offering tertiary education.

Botswana is a major touristic attraction being home of the famous Okavango delta, Elephant rich Chobe National park and the vast Central Kalahari National Park. It is a semi-arid country and does not produce much crop for export although horticulture and irrigated agriculture is rapidly developing. The country being endowed with excellent rangelands for cattle production is a net exporter of Beef to the region and the EU. However the economy is still heavily dominated by the mining industry, with diamonds being the major contributor to the GDP. Other minerals resources are copper, nickel, gold and coal.

Health Care System



Vision: *A Model of Excellence in Quality Health Services.*
Values: *Botho, Equity, Timeliness, Customer Focus, Teamwork, Accountability*



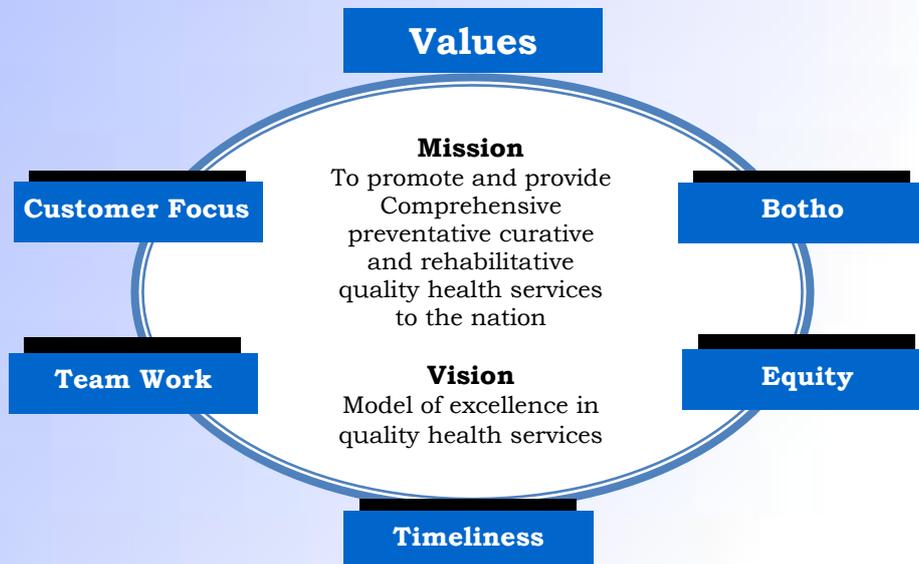


Republic of Botswana



The Ministry of Health is mandated with the overall oversight and delivery of health services for Botswana. It is responsible for the formulation of policies, regulation and norms, standards and guidelines of the health services. It is also a major provider of health services through a wide range of health facilities and management structures.

Nationally, 95% of the total population (89% of the rural population) live within an eight kilometres of a health facility. The public sector is the predominant provider of health care services in Botswana, with more than 80% of the people receiving care from public facilities and programmes. **To find out more about Botswana, visit www.gov.bw.**



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VACANCY ANNOUNCEMENT – HEALTH PROFESSIONALS

MINISTRY OF HEALTH

Mandate: Ministry of Health exists to promote & provide comprehensive Preventative, Curative & Rehabilitative quality health services to the nation.

Vacancies for various positions of Health professionals exist in the Ministry of Health, Botswana. The Ministry is seeking talented, visionary health professionals with sufficient knowledge and experience providing clinical competency and meeting institutional standards of care.

Applications are invited from suitably qualified candidates for the following positions tenable at University of Botswana Academic Hospital, to provide clinical services as well as fulfill teaching roles.

VACANCY: SENIOR CONSULTANT (MEDICAL): Anesthesia, Radiology, Oncology, Obstetrics and Gynecology, Physician, Surgery, Ophthalmology, Pediatrics, Pathology, Accident and Emergency, Dermatology, Orthopedics- 24-36 MONTHS CONTRACT

SALARY: F2 (BWP 414,768) per annum

QUALIFICATION: Medical Specialization (MMED) and Bachelor of Medicine and Bachelor of Surgery.

EXPERIENCE: At least two (2) years of work experience as a Consultant.

MAIN PURPOSE OF THE JOB: To coordinate and manage activities of a specialised medical service in a teaching hospital on a 24 hour basis, providing professional leadership in the delivery of proficient specialist service in the diagnosis, therapeutic and prevention of ailments, as well as performing roles in the training and teaching of students and trainees as required.

VACANCY: CONSULTANT (MEDICAL): Anesthesia, Radiology, Oncology, Obstetrics and Gynecology, Physician, Surgery, Ophthalmology, Pediatrics, Pathology, Accident and Emergency, Dermatology, Neuro Surgeon, ENT, Orthopedics- 24-36 MONTHS CONTRACT

SALARY: E1 (BWP 349,704-363, 840) per annum

QUALIFICATION: Medical Specialization (MMED) and Bachelor of Medicine and Bachelor of Surgery.



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EXPERIENCE: At least two (2) years work experience as Medical Specialist.

MAIN PURPOSE OF THE JOB: To manage and direct activities of a specialised medical service in a teaching hospital on a 24 hour basis, providing professional leadership to the multi-disciplinary medical team and delivering proficient specialist service in the diagnosis, therapeutic and prevention of ailments, as well as performing roles in the training and teaching of students and trainees as required.

VACANCY: MEDICAL SPECIALIST: Anesthesia, Radiology, Physician, Surgery, Ophthalmology, Pediatrics, Accident and Emergency, Dermatology, Urology, Orthopedics- 24-36 MONTHS CONTRACT

SALARY: E2 (BWP 306, 780- 319,164) per annum

QUALIFICATION: Medical Specialization (MMED) and Bachelor of Medicine and Bachelor of Surgery.

EXPERIENCE: Medical Specialization

MAIN PURPOSE OF THE JOB: To manage and direct activities of a specialised medical service in a teaching hospital on a 24 hour basis, providing professional leadership to the multi-disciplinary medical team and delivering proficient specialist service in the diagnosis, therapeutic and prevention of ailments, as well as performing roles in the training and teaching of students and trainees as required.

VACANCY: CHIEF MEDICAL OFFICER

SALARY: D1 (BWP 251, 376- 277, 524) per annum

QUALIFICATIONS: Bachelor of Medicine and Bachelor of Surgery or relevant field from recognized institutions. A Masters' Degree will be an added advantage.

EXPERIENCE: At least seven (7) years of work experience in the relevant field.

MAIN PURPOSE OF THE JOB: To provide curative and preventive medical care services in a teaching hospital to patients and to coordinate provision of patient care services of a multi-disciplinary team, as well as performing roles in the training and teaching of students and trainees as required.



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VACANCY: PRINCIPAL MEDICAL OFFICER

SALARY: D2 (BWP 218, 592 – 241, 344) per annum

QUALIFICATIONS: Bachelor of Medicine and Bachelor of Surgery or relevant field from recognized institutions. A Masters' Degree will be an added advantage.

EXPERIENCE: At least five (5) years of work experience in the relevant medical field.

VACANCY: SENIOR MEDICAL OFFICER

SALARY: D3 (BWP 190, 104 – 209, 868) per annum

QUALIFICATIONS: Bachelor of Medicine and Bachelor of Surgery or relevant field from recognized institutions. A Masters' Degree will be an added advantage.

EXPERIENCE: At least 3 years of work experience in the relevant medical field.

MAIN PURPOSE OF THE JOB: To provide curative and preventive medical care services to patients and give guidance or manage the provision of medical care services in a teaching hospital, as well as performing roles in the training and teaching of students and trainees as required. Programme

VACANCY: MEDICAL OFFICER

SALARY: D4 (BWP 165, 300 – 182, 496) per annum

QUALIFICATION: Bachelor of Medicine and Bachelor of Surgery or relevant field from recognized institutions. Masters' Degree will be an added advantage.

EXPERIENCE: Satisfactory completion of at least one (1) year as Medical Officer Intern.

MAIN PURPOSE OF THE JOB: To provide curative and preventive medical care services to patients in a teaching hospital, as well as performing roles in the training and teaching of students and trainees as required.



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VACANCY: CHIEF BIOMEDICAL ENGINEER 24-36 MONTHS CONTRACT

SALARY: E2 (BWP 306, 780 – 319, 164) per annum

QUALIFICATION: BSc/MSc in Biomedical Engineering

EXPERIENCE: At least eight (8) years of work experience in the relevant field.

MAIN PURPOSE OF THE JOB: To plan, direct and coordinate the maintenance and procurement of medical equipment and new projects' and promote the development and advancement of biomedical engineering practice and review of relevant policies as well as performing roles in the training and teaching of students and trainees as required.

VACANCY: PRINCIPAL BIOMEDICAL ENGINEER I

SALARY: D2 (BWP 218, 592 – 241, 344) per annum

QUALIFICATIONS: Bachelor of Science in Biomedical Engineering/Clinical Engineering.

EXPERIENCE: A minimum of six (6) years of work experience in the relevant field.

MAIN PURPOSE OF THE JOB: To coordinate equipment and staff issues in respective health district as well as performing roles in the training and teaching of students and trainees as required.

VACANCY: CHIEF RADIOGRAPHER

SALARY: D1 (BWP 251, 376 – 277, 524) per annum

QUALIFICATION: BSc Diagnostic Medical Imaging Science

EXPERIENCE: At least ten (10) years of work experience in the relevant field.

MAIN PURPOSE OF THE JOB: To coordinate diagnostic medical imaging functions at district or referral hospitals as well as performing roles in the training and teaching of students and trainees as required.



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VACANCY: PRINCIPAL RADIOGRAPHER I

SALARY: D2 (BWP 218, 592 – 241, 344) per annum

QUALIFICATIONS: BSc. in Diagnostic Medical Imaging Science

Must be registered with the Botswana Health Professions Council

EXPERIENCE: A minimum of six (6) years work experience in the relevant field.

MAIN PURPOSE OF THE JOB: To provide diagnostic medical imaging functions in a hospital, manage a section of a diagnostic medical imaging unit as well as performing roles in the training and teaching of students and trainees as required.

VACANCY: PRINCIPAL RADIOGRAPHER II

SALARY: D3 (BWP 190,104 – 209, 868) per annum

QUALIFICATION: BSc. in Diagnostic Medical Imaging Science.

EXPERIENCE: At least five (5) years of work experience in the relevant field.

MAIN PURPOSE OF THE JOB: To plan and manage the execution of various radiological examinations in the health facilities as well as performing roles in the training and teaching of students and trainees as required.

VACANCY: SENIOR RADIOGRAPHER

SALARY: D4 (BWP 165, 300 – 182, 496) per annum

QUALIFICATION: BSc. in Diagnostic Medical Imaging Science.

EXPERIENCE: At least three (3) years of work experience in the relevant field.

MAIN PURPOSE OF THE JOB: To plan and supervise the execution of diagnostic examinations in health facilities as well as performing roles in the training and teaching of students and trainees as required.



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VACANCY: CHIEF PHYSIOTHERAPIST

SALARY: D1 (BWP 251, 376- 277, 524) per annum

QUALIFICATION: Bachelor's Degree in Physiotherapy or Physical Therapy.

EXPERIENCE: At least ten (10) years of work experience in the relevant field.

MAIN PURPOSE OF THE JOB: To coordinate and manage the overall effectiveness of Physiotherapy service in a health facility as well as performing roles in the training and teaching of students and trainees as required.

VACANCY: PRINCIPAL PHYSIOTHERAPIST I

SALARY: D2 (BWP 218, 592 – 241, 344) per annum

QUALIFICATIONS: Bachelor's Degree in Physiotherapy or Physical Therapy.

EXPERIENCE: A minimum of eight (8) years of work experience in the relevant field.

MAIN PURPOSE OF THE JOB: To manage and evaluate the effectiveness of Physiotherapy service in a health facility as well as performing roles in the training and teaching of students and trainees as required.

VACANCY: PRINCIPAL PHYSIOTHERAPIST II

SALARY: D3 (BWP 190, 104 – 209, 868) per annum

QUALIFICATION: Bachelor's Degree in Physiotherapy or Physical Therapy.

EXPERIENCE: At least six (6) years of work experience in the relevant field.

MAIN PURPOSE OF THE JOB: To monitor and evaluate the effectiveness of physiotherapy delivery service in a health facility as well as performing roles in training and teaching of students and trainees as required.

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VACANCY: SENIOR PHYSIOTHERAPIST

SALARY: D4 (BWP 165, 300 – 182, 496) per annum

QUALIFICATION: Bachelor's Degree in Physiotherapy or Physical Therapy.

EXPERIENCE: At least three (3) years of work experience in the relevant field.

MAIN PURPOSE OF THE JOB: To give technical advice in the provision of Physiotherapy service delivery in a health facility, as well as performing roles in the training and teaching of students and trainees as required.

VACANCY: CHIEF PHARMACIST

SALARY: D1 (BWP 251, 376 – 277, 524) per annum

QUALIFICATION: Bachelor of Pharmacy.

EXPERIENCE At least ten (10) years of work experience in the relevant field.

MAIN PURPOSE OF THE JOB: To manage and coordinate pharmaceutical and regulatory services as well as performing roles in the training and teaching of students and trainees as required.

VACANCY: PRINCIPAL PHARMACIST I

SALARY: D2 (BWP 218, 592 – 241, 344) per annum

QUALIFICATIONS: Bachelor of Pharmacy.

EXPERIENCE: A minimum of eight (8) years of work experience in the relevant field.

MAIN PURPOSE OF THE JOB: To manage and coordinate pharmaceutical services as well as performing roles in the training and teaching of students and trainees as required.



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VACANCY: PRINCIPAL PHARMACIST II

SALARY: D3 (BWP 190, 104 – 209, 868) per annum

QUALIFICATION: Bachelor of Pharmacy.

EXPERIENCE: At least six (6) years of work experience in the relevant field.

MAIN PURPOSE OF THE JOB: To organise and monitor implementation of Pharmaceutical and Regulatory services as well as performing roles in the training and teaching of students and trainees as required.

VACANCY: CHIEF PHARMACY TECHNICIAN

SALARY: D4 (BWP 165, 300 – 182, 496) per annum

QUALIFICATION: Diploma in Pharmacy Technology.

EXPERIENCE: At least six (6) years of work experience in the relevant field.

MAIN PURPOSE OF THE JOB: To organise and monitor implementation of technical functions of the pharmaceutical services as well as performing roles in the training and teaching of students and trainees as required.

VACANCY: PRINCIPAL DIETICIAN I

SALARY: D2 (BWP 218, 592 – 241, 344) per annum

QUALIFICATIONS: Bachelor of Science in Nutrition and Dietetics / BSc Dietetics.

EXPERIENCE: A minimum of ten (10) years of work experience in the relevant field.

MAIN PURPOSE OF THE JOB: To coordinate clinical nutrition functions in a hospital and continues to provide coverage to specialty units as well as performing roles in the training and teaching of students and trainees as required.



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VACANCY: CHIEF MEDICAL SCIENTIFIC OFFICER

SALARY: D1 (BWP 251, 376 – 277, 524) per annum

QUALIFICATION: Bachelor of Science in Medical Laboratory Sciences

EXPERIENCE: At least twelve (12) years of work experience in the relevant field.

MAIN PURPOSE OF THE JOB: To coordinate the management of laboratory staff in investigations and control of epidemic diseases, as well as conducting health related research as well as performing roles in the training and teaching of students and trainees as required.

VACANCY: PRINCIPAL MEDICAL SCIENTIFIC OFFICER I

SALARY: D2 (BWP 218, 592 – 241, 344) per annum

QUALIFICATION: Bachelor of Science in Medical Laboratory Sciences

EXPERIENCE: A minimum of ten (10) years of work experience in the relevant field.

MAIN PURPOSE OF THE JOB: To manage the provision of specialized laboratory services within a hospital laboratory, conducting health related research as well as performing roles in the training and teaching of students and trainees as required.

VACANCY: PRINCIPAL MEDICAL SCIENTIFIC OFFICER I

SALARY: D3 (BWP 190, 104 – 209, 868) per annum

QUALIFICATION: Bachelor of Science in Medical Laboratory Sciences

EXPERIENCE: At least eight (8) years of work experience in the relevant field.

MAIN PURPOSE OF THE JOB: To plan and organize day to day activities within the laboratory Unit including human resource, laboratory supplies and equipment as well as performing roles in the training and teaching of students and trainees as required.



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VACANCY: SENIOR MEDICAL SCIENTIFIC OFFICER

SALARY: D4 (P165, 300 – P182, 496) per annum

QUALIFICATION: Bachelor of Science in Medical Laboratory Sciences

EXPERIENCE: At least six (6) years of work experience in the relevant field.

MAIN PURPOSE OF THE JOB: To provide specialised, quality laboratory services on a 24 hour basis within a medical laboratory; Supervise and assist in coordination of activities within the laboratory as well as performing roles in the training and teaching of students and trainees as required.

VACANCY: CHIEF OCCUPATIONAL THERAPIST

SALARY: D1 (BWP 251, 376 – 277, 524) per annum

QUALIFICATION: Bachelor of Science in Occupational Therapy.

EXPERIENCE: At least twelve (12) years of work experience in the relevant field.

MAIN PURPOSE OF THE JOB: To coordinate and manage functions of Occupational Therapy services in the hospital, as well as performing roles in the training and teaching of students and trainees as required.

VACANCY: PRINCIPAL OCCUPATIONAL THERAPIST I

SALARY: D2 (BWP 218, 592 – 241, 344 per annum

QUALIFICATION: Bachelor of Science in Occupational Therapy

EXPERIENCE: A minimum of ten (10) years of work experience in the relevant field.

MAIN PURPOSE OF THE JOB: To manage and provide Occupational Therapy services in the hospital, as well as performing roles in the training and teaching of students and trainees as required.



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VACANCY: PRINCIPAL OCCUPATIONAL THERAPIST II

SALARY: D3 (BWP 190, 104 – 209, 868) per annum.

QUALIFICATION: Bachelor of Science of Occupational Therapy.

EXPERIENCE: At least eight (8) years of work experience in the relevant field.

MAIN PURPOSE OF THE JOB: To manage and monitor the provision of Occupational Therapy Services as well as performing roles in the training and teaching of students and trainees as required.

VACANCY: SENIOR OCCUPATIONAL THERAPIST

SALARY: D4 (P165, 300 – P182, 496) per annum.

QUALIFICATION: Bachelor of Science in Occupational Therapy.

EXPERIENCE: At least six (6) years of work experience in the relevant field.

MAIN PURPOSE OF THE JOB: To provide guidance in the provision of Occupational Therapy services in the facility as well as performing roles in the training and teaching of students and trainees as required.

VACANCY: PRINCIPAL DIETICIAN II

SALARY: D3 (BWP 190, 104 – 209, 868) per annum

QUALIFICATION: Bachelor of Science in Nutrition and Dietetics.

EXPERIENCE: At least eight (8) years of work experience in the relevant field.

MAIN PURPOSE OF THE JOB: To coordinate dietetic internship programme and provide coverage to specialty Dietetic Services as well as performing roles in the training and teaching of students and trainees as required.

VACANCY: SENIOR DIETICIAN

SALARY: D4 (P165, 300 – P182, 496) per annum

QUALIFICATION: Bachelor of Science in Nutrition and Dietetics.

EXPERIENCE: At least six (6) years of work experience in the relevant field.



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MAIN PURPOSE OF THE JOB: To provide leadership to dietetic team assigned to a function area within a facility as well as performing roles in the training and teaching of students and trainees as required.

VACANCY: SENIOR CLINICAL PSYCHOLOGIST

SALARY: D4 (P165, 300 – P182, 496) per annum

QUALIFICATION: Master of Arts/Science in Clinical Psychology.

EXPERIENCE: At least six (6) years of work experience in the relevant field.

MAIN PURPOSE OF THE JOB: To monitor the provision of clinical psychological services in a hospital as well as performing roles in the training and teaching of students and trainees as required.

VACANCY: ORTHOPAEDIC SUPERINTENDENT

SALARY: D3 (P190, 104 – P209, 868) per annum

QUALIFICATION: Diploma in Orthopaedic Technology.

EXPERIENCE: At least Eight (8) years experience in the relevant field

MAIN PURPOSE OF THE JOB: To assist in coordinating and managing activities of the department and supervise junior staff as well as to perform roles in training and teaching of students and trainees as required.

VACANCY: CHIEF ORTHOPAEDIC TECHNOLOGIST

SALARY: D4 (P165, 300 – P182, 496) per annum

QUALIFICATION: Diploma in Orthopaedic Technology

EXPERIENCE: At least Six (6) years experience in the relevant field

MAIN PURPOSE OF THE JOB: To assist in monitoring the day to day activities of the department and guide junior staff as well as to perform roles in training and teaching of students and trainees as required (per detailed job effectiveness descriptions).



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GENERAL INFORMATION TO ALL APPLICANTS

APPLICANTS:

All application letters should quote the title of the position applied for and also provide the following details:

- Brief summary of career with competencies (Curriculum Vitae)
- Certified true copies of academic and professional certificates,
- At least two references from supervisors indicating the number of years of work experience
- Copy of passport,
- Certificate of good standing and registration to practice as health professional.

Contact details: email to smonyamane@gov.bw; imasibi@gov.bw

Postal Address; Private Bag 0038, Gaborone, Botswana, Southern Africa

Physical Address;

Ministry of Health

Government Enclave

Plot 54609

Amos Street

Telephone contacts; +267 3632732/2772/2517/2073

NB: Appointment is subject to registration with Botswana Health Professions Council (BHPC)

Salary Ranges: The following salary ranges shall apply to Health Professionals. These ranges may be adjusted by Government from time to time in accordance with Section 31 of the Public Service Act of 2008, as read together with Section 95 (8) of the Employment Act, CAP47:01

F2 Salary Scale - (BWP 414,768) per annum

E1 Salary Scale - (BWP 349,704 - 363, 840) per annum

E2 Salary Scale - (BWP 306,708 - 319, 164) per annum

D1 Salary Scale - (BWP 251,376 - 277, 524) per annum

D2 Salary Scale - (BWP 218,592 - 241, 344) per annum

D3 Salary Scale - (BWP 190,104 - 209, 868) per annum

D4 Salary Scale - (BWP 165,300 - 182, 496) per annum



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ADDITIONAL BENEFITS

In addition to the basic salary, the following are allowances payable to the Health Professionals:

- **Medical Doctors:** Scarce Skill Allowance = 40 % of the Basic Salary
Doctors Overtime allowance = 15% of the Basic Salary
- **Pharmacists:** Scarce Skill Allowance= 40% of basic Salary,
Para-medics Overtime Allowance=15% of Basic Salary.
- **Pharmacy Technicians:** Scarce Skill Allowance= 30% of basic Salary
Para-medics Overtime Allowance=15% of Basic Salary.
- **Laboratory Scientists:** Scarce Skill Allowance= 40% of Basic Salary
Para-medics Overtime Allowance=15% of Basic Salary.
- **Engineers:** Scarce Skill Allowance= 40% of Basic Salary
Para-medics Overtime Allowance=15% of Basic Salary.
- **Psychologists:** Scarce Skill Allowance= 30% of Basic Salary
- **Dieticians:** Scarce Skill Allowance= 30% of Basic Salary
- **Radiographers:** Scarce Skill Allowance= 20% of Basic Salary
Para-medics Overtime Allowance=15% of Basic Salary.
- **Occupational Therapists/Physiotherapists:** Scarce Skill Allowance=15% of Basic Salary

Gratuity as follows:

- **25%** at the end of first contract (24-36 months)
- **27.5 %** at the end of second contract (24-36 months)
- **30 %** at the end of third contract and subsequent contracts (24-36 months)

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1. Highly subsidized Housing provided with basic furniture.
2. **Passages:** Free passages from the point of departure (recruitment point) to Botswana for appointed officer, with his/her spouse and 3 of his/her children under 19 years of age.
3. **Leave:** 30 working days per annum.

The exchange rate of PULA versus US Dollars was 0.1130 as at 12 August 2014.

1 BWP = **0.1130** USD

1 USD = **8.87** BWP



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