It is the Department's intention to promote equity (race, gender and disability) through the filling 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.

CLOSING DATE : 03 January 2020 at 16:00
NOTE : Applications must be submitted on form Z83, obtainable from any Public Service Department or on the internet at www.gov.za/documents. The fully completed and signed form Z83 (Section A and B compulsory) should be accompanied by a recently updated, comprehensive CV as well as recently certified copies (Not older than 6 months after publication of the advert) of all qualification(s) including a Senior Certificate and ID-document [Driver's license where applicable]. Non-RSA Citizens/Permanent Resident Permit Holders must attach a copy of their Permanent Residence Permits to their applications. Should you be in possession of a foreign qualification, it must be accompanied by an evaluation certificate from the South African Qualification Authority (SAQA). Applicants who do not comply with the above-mentioned requirements, as well as applications received late, will not be considered. The Department does not accept applications via fax or email. Failure to submit all the requested documents and failure to follow application instructions will result in the application not being considered. Correspondence will be limited to short-listed candidates only. If you have not been contacted within eight (8) weeks after the closing date of this advertisement, please accept that your application was unsuccessful. Suitable candidates will be subjected to a personnel suitability check (criminal record, citizenship, credit record checks, qualification verification and employment verification). Where applicable, candidates will be subjected to a skills/knowledge test. All shortlisted candidates for SMS posts will be subjected to a technical competency exercise that intends to test relevant technical elements of the job, the logistics of which be communicated by the Department. Following the interview and technical exercise, the selection panel will recommend candidates to attend generic managerial competencies using the mandated DPSA SMS competency assessment tools. Successful candidates will be appointed on a probation period of 12 months. The Department reserves the right not to make any appointment(s) to the above post. Successful candidates will be expected to sign a performance agreement.

MANAGEMENT ECHELON

POST 45/07 : CHIEF DIRECTOR: COID SERVICES REF NO: HR 5/1/2/3/71
SALARY : R1 251 183 per annum (All Inclusive)
CENTRE : Compensation Fund, Pretoria
DUTIES : Oversee the provision of the Compensation Benefits services. Oversee and provide strategic direction on the employer’s services and compliance management functions of the Compensation Fund. Strategically monitor the
fund’s Treasury, Investment and Actuarial services. Manage operations and resources (Human, Finance, Equipment, Assets) of the Chief Directorate.

ENQUIRIES: Mr V Mafata Tel No: (012) 319 9495
APPLICATIONS: P O Box 955, Pretoria, 0001 or hand deliver at 167 Thabo Sehume & Madiba Street, Delta Heights Building.
FOR ATTENTION: Sub-directorate: Human Resources Planning Practices and Administration, Compensation Fund

POST 45/08: DIRECTOR: PUBLIC EMPLOYMENT SERVICES REF NO: HR4/19/12/15HO

SALARY: R1 057 326 per annum (All inclusive)
CENTRE: Provincial Office: Free State

DUTIES: Manage work seeker services (registration of work seekers and employment counselling) within the Province. Manage employer services within the Province. (Placement, registration of Private Employment Agencies/ Temporary Employment Service and employment of foreign Nationals). Manage the provision of work schemes for the purpose of enabling youth and other vulnerable work seekers to enter employment, remain in employment or be self-employed. Provide leadership and technical support on all areas of public employment services. Monitor and report on the implementation of Policies, Standards, Annual Performance Plan and Work Plan. Manage all the resources of the business unit.

ENQUIRIES: Mr. Xola Sicwebu Tel No: (012) 309 4382
APPLICATIONS: Chief Director: Human Resources Management: Private Bag X 117, Pretoria, 0001 or hand deliver at 215 Francis Baard Street.
FOR ATTENTION: Sub-directorate: Human Resources Operations, Head Office

POST 45/09: DIRECTOR: INFORMATION COMMUNICATION TECHNOLOGY REF NO: HR4/19/12/17HO

SALARY: R1 057 326 per annum (All inclusive)
CENTRE: Head Office, Pretoria

DUTIES: Develop and co-ordinate information to provide advice regarding information communication technology systems. Manage the ICT risks and regulatory compliance for the Department. Manage Information Security for the Department. Manage ICT Governance for the Department. Develop effective system of managing information for the Department. Create an enabling environment for managers to perform their functions effectively and efficiently. Manage resources in the directorate.

ENQUIRIES: Mr A Maholela Tel No: (012) 309 4550
APPLICATIONS: Chief Director: Human Resources Management: Private Bag X 117, Pretoria, 0001 or hand deliver at 215 Francis Baard Street.
FOR ATTENTION: Sub-directorate: Human Resources Operations, Head Office
OTHER POSTS

POST 45/10 : DEPUTY DIRECTOR: ENTERPRISE RISK MANAGEMENT REF NO: HR 5/1/2/3/69

SALARY : R733 257 per annum (All Inclusive)
CENTRE : Compensation Fund, Pretoria

DUTIES : Manage risk management services within the Fund. Manage the execution of risk assessments and profiling. Manage risk awareness, education and training programmes. Management of resources in the sub directorate.

ENQUIRIES : Ms L Kgole Tel No: (012) 319 9295
APPLICATIONS : P O Box 955, Pretoria, 0001 or hand delivers at 167 Thabo Sehume & Madiba Street, Delta Heights Building.
FOR ATTENTION : Sub-directorate: Human Resources Planning Practices and Administration, Compensation Fund

POST 45/11 : COUNSELLOR REF NO: HR4/4/4/03/09

SALARY : Grade 1: R579 147 - R642 765 (OSD) Grade 2: R662 190 – R734 928 (OSD) Grade 3: R750 024 – R832 398 (OSD)
CENTRE : Ficksburg Labour Centre

DUTIES : Provide and implement employment counselling services. Provide and implement recruitment, psychometric assessment and selection services. Liaise with different organisations (Government, non-government, non-profit and private) to facilitate employability enhancement interventions for designated groups. Manage operations and personnel recourses of the employment counselling support.

ENQUIRIES : Ms N Mahlangu Tel No: (051) 505 6247
APPLICATIONS : Chief Director: Provincial Operations: PO Box 522, Bloemfontein, 9300, Physical Address: Laboria House, 43 Charlotte Maxeke Street, Bloemfontein, 9301
FOR ATTENTION : Human Resources Management, Bloemfontein.
<table>
<thead>
<tr>
<th>POST 45/12</th>
<th>EMPLOYMENT SERVICE PRACTITIONER (ESP3) REF NO: HR 4/4/10/146</th>
</tr>
</thead>
<tbody>
<tr>
<td>SALARY</td>
<td>R470 040 per annum</td>
</tr>
<tr>
<td>CENTRE</td>
<td>Cape Town Labour Centre</td>
</tr>
<tr>
<td>DUTIES</td>
<td>Coordinate and maintain the relationship within Employment Services stakeholders. Manage the provisions of effective career guidance and psychometric assessment services for the Department. Oversee the provisioning of technical advice and administration service regarding PES legislations to the clients. Provide administrative support to PES Labour Centres. Manage all the resources of the division.</td>
</tr>
<tr>
<td>ENQUIRIES</td>
<td>Ms. Z Maimane Tel No: (021) 441 8125</td>
</tr>
<tr>
<td>APPLICATIONS</td>
<td>Chief Director: Provincial Operations: P O Box 872 Cape Town, 8000 Or hand deliver at Corner Riebeeck and Long Street.</td>
</tr>
<tr>
<td>FOR ATTENTION:</td>
<td>Sub-directorate: Human Resources Management, Western Cape</td>
</tr>
</tbody>
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<table>
<thead>
<tr>
<th>POST 45/13</th>
<th>ASSISTANT DIRECTOR: SCSF PROGRAMS REF NO: HR 5/1/2/3/64</th>
</tr>
</thead>
<tbody>
<tr>
<td>SALARY</td>
<td>R470 040 per annum</td>
</tr>
<tr>
<td>CENTRE</td>
<td>Compensation Fund, Pretoria</td>
</tr>
<tr>
<td>DUTIES</td>
<td>Coordinate and analyse of proposal application of funds. Co-ordinate funded projects to ensure compliance with the requirements of the Department. Provide secretariat support service to the Strengthening Civil Society Committee Fund (SCSC).</td>
</tr>
<tr>
<td>ENQUIRIES</td>
<td>Mr S Dlamini Tel No: (012) 406 5763</td>
</tr>
<tr>
<td>APPLICATIONS</td>
<td>P O Box 955, Pretoria, 0001 or hand deliver at 167 Thabo Sehume &amp; Madiba Street, Delta Heights Building.</td>
</tr>
<tr>
<td>FOR ATTENTION:</td>
<td>Sub-directorate: Human Resources Planning Practices and Administration, Compensation Fund</td>
</tr>
</tbody>
</table>

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<thead>
<tr>
<th>POST 45/14</th>
<th>ASSISTANT DIRECTOR: FRAUD PREVENTION AND INTEGRITY MANAGEMENT REF NO: HR 5/1/2/3/68</th>
</tr>
</thead>
<tbody>
<tr>
<td>SALARY</td>
<td>R376 596 per annum</td>
</tr>
<tr>
<td>CENTRE</td>
<td>Compensation Fund, Pretoria</td>
</tr>
</tbody>
</table>

DUTIES: Provide inputs into the development of fraud prevention and integrity management strategies, policies and procedures. Co-ordinate and implement the developed fraud prevention policies and procedures. Co-ordinate the anti-fraud and corruption training programme. Co-ordinate and implement various fraud detection techniques and cybercrime in the Fund. Implement and maintain fraud prevention best practices.

ENQUIRIES: Mr JM Ngapo Tel No: (012) 406 5698
APPLICATIONS: P O Box 955, Pretoria, 0001 or hand deliver at 167 Thabo Sehume & Madiba Street, Delta Heights Building.
FOR ATTENTION: Sub-directorate: Human Resources Planning Practices and Administration, Compensation Fund

POST 45/15: ASSISTANT DIRECTOR: POLICY COORDINATION, MONITORING AND EVALUATION REF NO: HR 5/1/2/3/67

SALARY: R376 596 per annum
CENTRE: Compensation Fund, Pretoria

DUTIES: Facilitate the implementation of policy development strategy and guideline within the Compensation Fund. Conduct institutional performance assessment and evaluation of the implementation of policies, programmes and systems. Set research agenda, provide policy support, development processes and maintain repository. Conduct the advocacy session for redefined and newly developed policies.

ENQUIRIES: Mr MJ Ledwaba Tel No: (012) 406 5664
APPLICATIONS: P O Box 955, Pretoria, 0001 or hand deliver at 167 Thabo Sehume & Madiba Street, Delta Heights Building.
FOR ATTENTION: Sub-directorate: Human Resources Planning Practices and Administration, Compensation Fund

POST 45/16: ASSISTANT DIRECTOR: CHANGE MANAGEMENT REF NO: HR 5/1/2/3/66 (X2 POSTS)

SALARY: R376 596 per annum
CENTRE: Compensation Fund, Pretoria
REQUIREMENTS: A three year qualification in Industrial Psychology/Management Services/Operations Management/Production Management/ (Human Resource Management/Public Management/Business Management with Applied Organisational Development certificate or Management Services certificate). 4 years functional experience in organisational development and/or
change management at Senior Practitioner level (SL8) or equivalent level
Knowledge: Relevant stakeholders. Technical knowledge. Organizational
Development and Change Management, models processes and techniques
Communication verbal and written. Continuous improvement. Performance
Management. People Management. Planning and organising. Problem solving
Legislative requirements: Public Service Regulations (PSR). Public Service Act
Act (PFMA). National Treasury Regulations. Whitepaper on Transformation

DUTIES:
Co-ordinate and develop the Change Management intervention plans for the
Fund. Provide support to the Change Projects within the Fund. Co-ordinate the
implementation of Change Management processes. Facilitate the
implementation of transformation programmes. Management of resources.

ENQUIRIES:
Ms P Teffo Tel No: (012) 406 5684

APPLICATIONS:
P O Box 955, Pretoria, 0001 or hand deliver at 167 Thabo Sehume & Madiba
Street, Delta Heights Building.

FOR ATTENTION:
Sub-directorate: Human Resources Planning Practices and Administration,
Compensation Fund

POST 45/17:
Assistant Director: Performance Management
RENO: HR 5/1/2/3/65

SALARY:
R376 596 per annum

CENTRE:
Compensation Fund, Pretoria

REQUIREMENTS:
A three year qualification in Human Resource Management. 4 years functional
experience in Performance Management at Senior Practitioner level within
Performance Management. Knowledge: Compensation Fund business
Human Resource systems and procedures. Performance Management. Skills
Public Service Regulation. Legislative requirements: COIDA Act, Regulations
and policies. Decision making. Communication and information
management. People and Performance Management. Planning and
organising. Problem solving. Project or programme management. Team
leadership. Change Management. External Environmental Awareness. Human

DUTIES:
Coordinate the implementation of the performance management system.
Provide performance management advisory support services for the Fund.
Implement effective PMDS strategies, policies and best practices.
Management of resources.

ENQUIRIES:
Mr NW Khuzwayo Tel No: (012) 406 5696

APPLICATIONS:
P O Box 955, Pretoria, 0001 or hand deliver at 167 Thabo Sehume & Madiba
Street, Delta Heights Building.

FOR ATTENTION:
Sub-directorate: Human Resources Planning Practices and Administration,
Compensation Fund

POST 45/18:
Assistant Director: Financial Reporting
RENO: HR 5/1/2/3/63

SALARY:
R376 596 per annum

CENTRE:
Compensation Fund, Pretoria

REQUIREMENTS:
A Three-year qualification in Accounting/Finance. 4 years functional
experience in financial reporting. Knowledge: Compensation Fund business
strategies and goals. Directorate/sub-directorate goals and performance
requirements. Compensation Fund Services. Compensation Fund Value Chain
and business processes. Public Service, DoL and Fund regulations, policies
and procedures. Relevant stakeholders. Customer Service (Batho Pele
DPSA guidelines on COIDA. Legislative requirements: COID Act, Regulations
PFMA and National Treasury Regulations. Promotion of Access to Information
Unemployment Insurance Act (UIA). General knowledge of the Public Service
Regulations. LRA, EE Act, SDA, & BCEA. Skills: Required Technical
Self-Management. Budgeting and Financial management. Communication and

**DUTIES**: Facilitate and control charts of accounts in General Ledger. Perform General Ledger activities tasks. Collate and Prepare Reports. Assist in the management of the sub-directorate.

**ENQUIRIES**: Ms M Munonde Tel No: (012) 406-5604

**APPLICATIONS**: P O Box 955, Pretoria, 0001 or hand deliver at 167 Thabo Sehume & Madiba Street, Delta Heights Building.

**FOR ATTENTION**: Sub-directorate: Human Resources Planning Practices and Administration, Compensation Fund

**POST 45/19**: TECHNICIAN: TELECOMMUNICATIONS REF NO: HR 5/1/2/3/62

(Re-Advert)

**SALARY**: R316 791 per annum

**CENTER**: Compensation Fund, Pretoria


**DUTIES**: Provide telecommunication maintenance services in the Fund. Report Telkom infrastructure when there is a failure. Maintain the safe working environment by following the standards and policies. Develop and maintain telecommunication database.

**ENQUIRIES**: Mr J Morris Tel No: (012) 319 9429

**APPLICATIONS**: P O Box 955, Pretoria, 0001 or hand deliver at 167 Thabo Sehume & Madiba Street, Delta Heights Building.

**FOR ATTENTION**: Sub-directorate: Human Resources Planning Practices and Administration, Compensation Fund

**POST 45/20**: SENIOR PRACTITIONER: ASSURANCE AND COMPLIANCE AUDITS REF NO: HR 5/1/2/3/61

**SALARY**: R316 791 per annum

**CENTER**: Compensation Fund, Pretoria


**DUTIES**: Assist in Planning Compliance and Assurance audit engagements. Conduct Compliance and Assurance audit engagements. Communicate Compliance and Assurance audit results. Follow up the implementation of Compliance and Assurance audit recommendations. Compile an audit file.

**ENQUIRIES**: Mr M Matambele Tel No: (012) 406 5815

**APPLICATIONS**: P O Box 955, Pretoria, 0001 or hand deliver at 167 Thabo Sehume & Madiba Street, Delta Heights Building.
FOR ATTENTION: Sub-directorate: Human Resources Planning Practices and Administration, Compensation Fund

POST 45/21: PRACTITIONER: PRIVATE EMPLOYERS REF NO: HR 5/1/2/3/60 (X13 POSTS)

(12 Months Contract)
Re-Advert

SALARY: R316 791 per annum
CENTRE: Compensation Fund, Pretoria

DUTIES: Administer claim registration. Adjudicate registered customer claims. Render administrative duties.

ENQUIRIES: Mr T Khanyile Tel No: (082) 314 1994
APPLICATIONS: P O Box 955, Pretoria, 0001 or hand deliver at 167 Thabo Sehume & Madiba Street, Delta Heights Building.
FOR ATTENTION: Sub-directorate: Human Resources Planning Practices and Administration, Compensation Fund

POST 45/22: SENIOR PRACTITIONER: BILLING AND CLINICAL REF NO: HR 5/1/2/3/59

SALARY: R316 791 per annum
CENTRE: Compensation Fund, Pretoria

DUTIES: Coordinate the process of billing and coding, publishing of tariffs and loading of tariffs on the system. Review and implement business rules on the operational system for processing. Implement the systematic recording of COIDA tariffs and other medical tariffs. Supervision of staff.

ENQUIRIES: Ms D Nkabinde Tel No: (012) 406 5666
APPLICATIONS: P O Box 955, Pretoria, 0001 or hand deliver at 167 Thabo Sehume & Madiba Street, Delta Heights Building.
FOR ATTENTION: Sub-directorate: Human Resources Planning Practices and Administration, Compensation Fund

POST 45/23: SENIOR PRACTITIONER: PERFORMANCE AUDIT REF NO: HR 5/1/2/3/58

SALARY: R316 791 per annum
CENTRE: Compensation Fund, Pretoria
REQUIREMENTS: A three year qualification in Internal Audit/Accounting/Cost and Management Accounting. 2 years functional experience in performance audit environment. Internal Audit Technician (IAT) will be an added advantage. Registration with the Institute of Internal Auditors. Knowledge: Compensation Fund, policies,


ENQUIRIES: Mr S Zwane Tel No: (082) 310 4510

APPLICATIONS: PO Box 955, Pretoria, 0001 or hand delivers at 167 Thabo Sehume & Madiba Street, Delta Heights Building.

FOR ATTENTION: Sub-directorate: Human Resources Planning Practices and Administration, Compensation Fund

POST 45/24: MEDICAL CASE COORDINATOR (PROFESSIONAL NURSE) REF NO: HR 4/4/4/11/08
Re-Advertisement (everyone must apply)

SALARY: Grade 1: R256 905 – R297 825 per annum (OSD)
Grade 2: R315 963 – R362 865 per annum (OSD)
Grade 3: R383 226 – R485 475 per annum (OSD)

CENTRE: Provincial Office: Gauteng

REQUIREMENTS: Four (4) years degree/Three (3) years diploma in Nursing. Post Basic Diploma in Occupational Health/Theatre Technique/Critical Care will be an Advantage. Valid Driver’s licence is required. Experience: Minimum of ten (10) years’ experience in trauma/emergency, internal medicine/general surgery/orthopaedics/theatre at regional public hospital level or private hospital, gained after registration. Experience in medical claims processing/insurance environment. Grade 1: 2 to 9 years’ experience gained after registration. Grade 2: 10-19 years’ experience gained after registration. Grade 3: 20 years’ experience gained after registration. Knowledge: DoL and Compensation Fund objectives and business functions, Compensation Fund Services, Directorate or sub-directorate goals and performance requirements, Nursing legislations and related legal as well ethical nursing practices, Compensation Fund policies, procedures and processes, Stakeholders and customers, Customer Service (Batho Pele Principles), COIDA tariffs, Technical Knowledge, PFMA and National Treasury Regulations, Public Service Act. Skills: Rehabilitation skills Analytical skills, Business Writing Skills, Financial Management, Planning and Organizing, Problem Solving and Analysis, Decision Making, Client orientation and Customer Focus.

DUTIES: Coordinate early rehabilitation intervention according to beneficiaries needs. Provide early rehabilitation intervention according to beneficiaries needs. Facilitate early return to work and community re-integration programmes Maintain relationships and empower all internal and external stakeholders.

ENQUIRIES: Ms P Mafata/Ms D Nkabinde Tel No: (011) 853 0478

APPLICATIONS: Chief Director: Provincial Operations: PO Box 4560, Johannesburg, 2001 or hand delivers at 77 Korte Street, Braamfontein.

FOR ATTENTION: Sub-directorate: Human Resources Planning Practices and Administration, Gauteng.

Re-Advertisement (everyone must apply)

SALARY: Grade 1: R256 905 – R297 825 per annum (OSD)
Grade 2: R315 963 – R362 865 per annum (OSD)
Grade 3: R383 226 – R485 475 per annum (OSD)

CENTRE: Labour Centre: Mamelodi (X1 Post)
Labour Centre: Vereeniging (X1 Post)
Labour Centre: Johannesburg (X1 Post)

REQUIREMENTS: Four (4) years nursing degree/three year’s diploma. Post Graduate Diploma in Occupational Health/Theatre Technique/Critical Care will be an advantage with
minimum ten years’ experience in trauma/emergency/internal medicine/general surgery/orthopaedics/theatre gained after registration and experience in medical claims processing/insurance environment. Registration with the South African Nursing Council. **Grade 1**: 2 to 9 years’ experience gained after registration. **Grade 2**: 10-19 years’ experience gained after registration. **Grade 3**: 20 years’ experience gained after registration. Knowledge: DoL and Compensation Fund objectives and business functions, Compensation Fund Services, Directorate or sub-directorate goals and performance requirements, Nursing legislations and or related legal as well as ethical nursing practices, Compensation Fund policies, procedures and processes, Stakeholders and customers, Customer Service (Batho Pele Principles), COIDA tariffs, Technical knowledge, PFMA and National Treasury Regulations, Public Service Act. Skills: Required Technical Proficiency, Business writing, Required IT skills, Data capturing, Data and records management, Telephone Skills and Etiquette.

**DUTIES**: Provide advice and recommendation in the acceptance of liability. Recommend the approval of medical accounts. Provide medical advice on the processing of occupational injury claims. Determine PD (Permanent Disability) and TTD (Total Temporary Disability). Assess medical accounts on occupational injury claims and OD medical accounts.

**ENQUIRIES**:
Ms P Mafata/Ms D Nkabinde Tel No: (011) 853 0478
Chief Director: Provincial Operations: PO Box 4560, Johannesburg, 2001 or hand delivers at 77 Korte Street, Braamfontein.

**APPLICATIONS**: Sub-directorate: Human Resources Management, Gauteng.

**FOR ATTENTION**: Sub-directorate: Human Resources Management, Gauteng.

**POST 45/26**: INDEPENDENT RISK MANAGEMENT COMMITTEE CHAIRPERSON REF NO: HR 5/1/2/3/70
(3 Years Contract)

**SALARY**: The Chairperson shall be compensated according to rates approved by the Department of Employment and Labour.

**CENTRE**: Compensation Fund, Pretoria

**REQUIREMENTS**: The ideal candidate should have the following: Bachelor’s Degree in Risk Management, Internal Auditing or Accounting, and further qualifications at NOF level 9. CA (SA), CIMA or CIA designation will be an added advantage. 10 to 20 years of management experience gained from audit/risk Management environment within the medical aid and/or insurance Industry, 5 to 10 years’ experience as non-executive member or Chairperson in governance structures within the medical aid and/or insurance Industry. Excellent knowledge and application of the Public Finance Management Act, Compensation of Occupational Injuries and Diseases Act, Prevention of Organised Crime Act, Prevention and Combating of Corrupt Activities Act, COSO Risk Management framework, ISO 31000, ISO 22301, Public Sector Risk Management Framework, King IV Report on Good Corporate Governance, Generally Accepted Compliance Practice Framework from the Compliance Institute of Southern Africa (CISA). Knowledge and understanding of internal controls. Knowledge and experience of the ICT governance will be an added advantage. Knowledge and experience of the pension fund/insurance will be an added advantage. Demonstrate ability to dedicate time to the activities of the Department of Employment and Labour, Compensation Fund. Demonstrate ability to probe, analyse complex issues with reasoning abilities and good communication skills. The candidate must not be a government employee. Job description: In terms of Section 38 of the Public Finance Management Act (PFMA), The Department of Employment and Labour, Compensation Fund calls on qualified and interested person to serve as a Chairperson of Risk Committee for three (3) years. Term of appointment: The appointment will be made for a period of 3 years’ subject to renewal at the discretion of the Department. The Chairperson will however not serve for more than two terms. This is not a full-time appointment.

**DUTIES**: The primary objective of the Risk Committee is to assist the Compensation Commissioner to discharge his/her duties in respect of risk management with an ultimate aim of achieving the Compensation Fund’s objectives. Review and monitor implementation of risk management framework, Policy and Charter within the Compensation Fund. Provide advice and recommendation on the Risk Profile of the Compensation Fund. Review the Risk Management and Anti-Fraud and Integrity Management Operational Plans. Evaluate and provide advice on the effectiveness of risk management processes. Evaluate the
effectiveness of mitigating strategies to address the material risks of the Institution. Provide and advice the Audit Committee and the Advisory Board of the Compensation Fund on all risk related matters that affect the organisation through an independent report. Make recommendations to the DG and the Commissioner where action or improvement in the management of risks is required. Provide oversight on all fraud cases investigated. Review the implementation of ethics management programme. Evaluate the effectiveness of the implementation of the Anti-fraud and corruption. Review the Fund’s procedures concerning the prevention and detection of fraud and financial crime. Review the adequacy of the Fund’s procedures for handling allegations from whistle blowers. Review any material findings and recommendations by assurance providers on the system of risk management and monitor that appropriate action is instituted to address the identified weaknesses.

ENQUIRIES : Mr V Mafata Tel No: (012) 319 9495
APPLICATIONS : P O Box 955, Pretoria, 0001 or hand deliver at 167 Thabo Sehume & Madiba Street, Delta Heights Building.
FOR ATTENTION : Sub-directorate: Human Resources Planning Practices and Administration, Compensation Fund

INTERNSHIP PROGRAMME FOR THE YEAR 2020/2021
The Department would like to invite qualifying graduates to apply to participate in an Internship Programme. The internship is meant to provide work exposure graduates for a period of twenty (24) months. Applicants must be unemployed and never participated in an internship programme previously and must between the ages of 18-35.

POST 45/27 : INTERNSHIP: BUSINESS PROCESS IMPROVEMENT AND QUALITY MANAGEMENT REF NO: HR 5/1/2/3/55 (X 2 POSTS)
(24-Months Contract)
Re-Advert

STIPEND : R6 747.75 per month
CENTRE : Compensation Fund, Pretoria
REQUIREMENTS : A three year tertiary qualification or an equivalent NOF 6 qualification in Industrial Engineering, Operations Management or Production Management. Applicants must be unemployed within the age of 18-35 and never participated in an internship programme previously. Placement in the organisation after the programme is not guaranteed.

ENQUIRIES : Ms N Stuurman Tel No: (012) 406 5698
APPLICATIONS : P O Box 955, Pretoria, 0001 or hand deliver at 167 Thabo Sehume & Madiba Street, Delta Heights Building.
FOR ATTENTION : Sub-directorate: Human Resources Planning Practices and Administration, Compensation Fund

POST 45/28 : INTERNSHIP: ORGANISATIONAL DESIGN AND JOB EVALUATION REF NO: HR 5/1/2/3/54 (X 2 POSTS)
(24-Months Contract)
Re-Advert

STIPEND : R6 747.75 per month
CENTRE : Compensation Fund, Pretoria
REQUIREMENTS : A three year qualification in Management Services or Production Management or Work Study or Operations Management. Applicants must be unemployed within the age of 18-35 and never participated in an internship programme previously. Placement in the organisation after the programme is not guaranteed.

ENQUIRIES : Ms MZ Makua Tel No: (012) 400 8522
APPLICATIONS : P O Box 955, Pretoria, 0001 or hand deliver at 167 Thabo Sehume & Madiba Street, Delta Heights Building.
FOR ATTENTION : Sub-directorate: Human Resources Planning Practices and Administration, Compensation Fund

POST 45/29 : INTERNSHIP: BUSINESS CONTINUITY AND COMPLIANCE MANAGEMENT (X 2 POSTS)
(24-Months Contract)
Re-Advert

STIPEND : R6 747.75 per month
CENTRE: Compensation Fund, Pretoria

REQUIREMENTS: A Three year qualification in Law/Risk Management/Internal Auditing. No experience required. Applicants must be unemployed within the age of 18-35 and never participated in an internship programme previously. Placement in the organisation after the programme is not guaranteed.

ENQUIRIES: Ms K Nkabinde Tel No: (012) 319 9295

APPLICATIONS: P O Box 955, Pretoria, 0001 or hand deliver at 167 Thabo Sehume & Madiba Street, Delta Heights Building.

FOR ATTENTION: Sub-directorate: Human Resources Planning Practices and Administration, Compensation Fund