

DEPARTMENT OF PUBLIC SERVICE AND ADMINISTRATION

It is the intention to promote representivity in the Department through the filling of these posts. The candidature of applicants from designated groups especially in respect of people with disabilities will receive preference.

<u>FOR ATTENTION</u>	:	E-mail to Advertisement28@dpsa.gov.za
<u>CLOSING DATE</u>	:	30 November 2020
<u>NOTE</u>	:	Applications must quote the relevant reference number and consist of: A fully completed and signed Z83 form; a recent comprehensive CV; contactable referees (telephone numbers and email addresses must be indicated); certified copies of qualifications and Identity Document. Foreign qualifications must be accompanied by an evaluation certificate from the South African Qualification Authority (SAQA). All non-SA citizens must attach a certified copy of proof of permanent residence in South Africa. All shortlisted candidates for SMS posts will be subjected to (1) a technical exercise; (2) a generic managerial competency assessment; and (3) personnel suitability checks on criminal records, citizen verification, financial records, qualification verification and applicants could be required to provide consent for access to their social media accounts. Correspondence will be limited to shortlisted candidates only. If you have not been contacted within three (3) months of the closing date of the advertisement, please accept that your application was unsuccessful. The successful candidate will be expected to enter into an employment contract and a performance agreement with the Director-General within 3 months of appointment, as well as completing a financial interests declaration form within one month of appointment and annually thereafter. For SMS posts in the Public Service, no appointment shall be effected without the recommended candidate producing a Certificate of completion for the Nyukela Programme (SMS Pre-Entry Programme) offered by the National School of government which can be accessed via this link: https://www.thensg.gov.za

MANAGEMENT ECHELON

<u>POST 26/67</u>	:	<u>DEPUTY DIRECTOR-GENERAL: NEGOTIATIONS, LABOUR RELATIONS AND REMUNERATION MANAGEMENT REF NO: DPSA 28/2020</u>
<u>SALARY</u>	:	R1 521 591 per annum (Level 15) (An all-inclusive remuneration package) comprising basic salary (70% of package), employer's contribution to the Government Employee Pension Fund (13% of basic salary) and a flexible portion.
<u>CENTRE REQUIREMENTS</u>	:	Pretoria An undergraduate qualification at NQF 7 and a post-graduate qualification at NQF 8 in the field of Economics as recognised by SAQA. A qualification in Labour Law/Labour Relations will be an added advantage. A Minimum of 8 years at senior managerial level. Minimum 10 years' experience in an Economics related field. Knowledge and Experience: Knowledge of the Constitution, Public Service Act, Public Service Management Act, Economic Policies, Government Planning and Reporting Frameworks, the National Development Plan and the Government's Medium Term Strategic Framework. Proven track record of policy and strategy development in the areas of Remuneration and Conditions of Service. Experience of Labour Relations and Wage/Salary Negotiations and the Housing/Property Development Sector will be an added advantage. Knowledge of Intergovernmental relations frameworks and processes and experience in managing complex multi – stakeholder partnerships. Skills: Problem solving, decision making, diversity management, communication and information management, interpersonal relations, negotiation, presentation, report writing, computer literacy and conflict management.

Competencies: Strategic capability and leadership, programme and project management, financial management, change management, people management and empowerment.

DUTIES

: Manage and oversee the development and implementation of norms and standards, policies ,strategies, processes and systems for Remuneration , Conditions of Service, Labour Relations and Dispute Management, Organizational Development, Job Grading and Post Provisioning Norms
Manage and oversee the implementation of the Governments Employees Scheme including the development of financing solutions. Manage and oversee Collective Bargaining in the Public Service and the Manage all the operations, systems and processes of the branch.

ENQUIRIES

: Ms. Karien Beckers Tel No: (012) 336 1570