

NEW VACANCY



KWAZULU-NATAL PROVINCE

**ECONOMIC DEVELOPMENT, TOURISM
AND ENVIRONMENTAL AFFAIRS**
REPUBLIC OF SOUTH AFRICA

Applications are invited from suitably qualified and experienced persons for filling the following:

BUSINESS UNIT:	CORPORATE SERVICES
POST TITLE:	ASSISTANT DIRECTOR: SALARY ADMINISTRATION
SALARY NOTCH:	R 424 104 – R 496 467 PER ANNUM (SL 9)
CENTRE:	HEAD OFFICE: PIETERMARITZBURG
REFERENCE:	AD: SALARIES /08 APRIL 2024

REQUIREMENTS:

The ideal candidate must have an appropriate •An appropriate Bachelor's Degree/3-year National Diploma in Human Resource Management/Public Management/Public Administration or equivalent and relevant qualification at NQF level 6/7 as recognized by SAQA. • A minimum of three to five years of administrative and supervisory experience in Human Resource Practices and Salary Administration Services. •A valid driver's license.

ESSENTIAL KNOWLEDGE, SKILLS, AND COMPETENCIES REQUIRED:

An in-depth knowledge of the PERSAL System, HR legislation of the administration of salaries, Acts, Resolutions, Policies, other prescripts, and Practice notes. Knowledge of PERSAL policy. Knowledge of HR practice & procedures. Sound knowledge and understanding of the regulatory framework for the Public Service e.g. Public Service Regulations, PFMA, Treasury Regulations, Financial Manual, PSCBC Resolutions, Code of Conduct for Public, Labour Relations Act, Occupational Health and Safety Act, Basic Conditions of Employment Act, Service Delivery (Batho Pele) Framework. Knowledge and ability to implement legislation, and policies and apply statistics. Numeracy, good computer skills report writing, presentation skills, facilitation skills, working in a team, ability to communicate at all levels, interpersonal skills, analytical and innovative thinking, problem-solving, decision making, project management, supervision, work co-ordination, research skills, Discipline and Grievance Procedures, and conflict management skills. The ability to work within tight time constraints and work independently. Demonstrable competency in acting Independently, Professionally, Accountable, and with Credibility.

KEY PERFORMANCE AREAS: • Manage the appointment of officials on PERSAL System • Manage salary administration function within the Department •administer payroll control function • Ensure Proper Implementation of Exit Management • manage staff movement in terms of transfers, relocations etc., • analyze, review and report on expenditure trends relating to compensation of employees • implement & ensure compliance to legislative framework governing the employee benefits and practices of the Salary Administration Unit • Manage human, financial resources and assets of the Unit.

- **THIS POST IS BEING RE-ADVERTISED, CANDIDATES WHO APPLIED PREVIOUSLY MAY RE-REAPPLY.**
- **ALL THE APPOINTMENTS WILL BE MADE IN ACCORDANCE WITH THE EMPLOYMENT EQUITY TARGETS OF THE DEPARTMENT.**

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ENQUIRIES:	MS S NDABA
TELEPHONE NUMBER:	033 264 2602
CLOSING DATE:	26 APRIL 2024

DIRECTIONS TO APPLICANTS:

1. The Department of Economic Development, Tourism, and Environmental Affairs is an equal opportunity, affirmative action employer, and preference will be given to suitably qualified candidates from designated groups in terms of the Employment Equity Act, 1998. The Department reserves the right not to make these appointments. 
2. All information submitted will be treated as confidential. The Department reserves the right to withhold the filling of the abovementioned posts at any time before an appointment.
3. All applications must be submitted on the new Application for Employment form (Z83) which became effective from the 1st of January 2021 obtainable from any Public Service Department or can be downloaded at www.dpsa.gov.za-vacancies The form must be completed in full, and the application form should be initiated, signed and dated. All required information on the Z83 must be provided. Failure to complete or disclose all information will automatically disqualify the applicant. The completed and signed Z83 must be accompanied by an updated detailed Curriculum Vitae (CV). Dates of starting and leaving employment must be given as DD/MM/YYYY.
4. Shortlisted candidates will be required to submit certified documents on or before the day of the interview following communication from Human Resources. Should an applicant have a foreign qualification it must be accompanied by an evaluation certificate from the South African Qualification Authority (SAQA). It is the applicant's responsibility to have foreign qualifications evaluated by the South African Qualifications Authority (SAQA).
5. Applications submitted electronically will be taken as a final application and may not be amended or supplemented in any way after the closing date indicated in the advertisement. If you have not been contacted within three (3) months after the closing date of the advertisement, please accept that your application was unsuccessful.
6. Shortlisted candidates may be required to undergo a competency test.
7. "Applicants are encouraged to apply for posts through the KZN online e-Recruitment system at www.kznonline.gov.za/kznjobs or submit their Z83 and CV directly to the following email address kznjobs@kznedtea.gov.za Applicants may also visit any one of our Designated Online Application Centres (DOACS) where our friendly staff will assist you with applying online or receiving your hardcopy application. You can find the list of Designated Online Application Centres (DOACS) at www.kznonline.gov.za/kznjobs." Please note that applicants should only use one of the following methods when applying for a post: either *through the online e-Recruitment system, emailing the Z83 and CV directly to the relevant department, or submitting a hardcopy application as directed.*

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8. Applications may alternatively be forwarded to the Department of Economic Development, Tourism and Environmental Affairs, Private Bag X9152, PIETERMARITZBURG, 3200, OR hand delivered to the Ground Floor, 270 Jabu Ndlovu Street, Pietermaritzburg, 3201 in the vacancy box provided for the attention of Ms Nondumiso Buthelezi / Mr Sipho Zangwe.
9. Candidates are discouraged from sending their applications through registered mail as the Department will not take responsibility for the non-collection of those applications.
10. The appointment is subject to a positive outcome obtained from the State Security Agency to the following checks (security clearance, qualification, citizenship, and previous employment verifications). The Department will conduct reference checks with the HR of the current and or /previous employer(s) apart from the referees listed.
11. All shortlisted candidates for SMS posts 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, the selection panel will recommend candidate/s to attend a generic managerial competency assessment (in compliance with the DPSA Directive on the implementation of competency-based assessment). The competency assessment will be testing generic managerial competencies using the mandated DPSA SMS competency assessment tools.
12. Before the appointment is made for SMS positions, the appointee will be required to produce a Pre-entry certificate for the Senior Management Pre-Entry Programme, which is a public service-specific training program applicable to all applicants who aspire to join the SMS. The course is offered by the National School of Government (NSG). The course is available at the NSG under the name Certificate for entry and the full details can be obtained by following the link: <https://www.thensg.gov.za/trainingcourse/smspre-entryprogramme>.

CLOSING DATE: CHECK NEXT TO EACH POST.
