



KWAZULU-NATAL PROVINCE

ECONOMIC DEVELOPMENT, TOURISM
AND ENVIRONMENTAL AFFAIRS
REPUBLIC OF SOUTH AFRICA

BUSINESS UNIT	: HUMAN RESOURCE MANAGEMENT & DEVELOPMENT
POST TITLE	: HR OFFICER: SALARY ADMINISTRATION X2
SALARY NOTCH	: 216 417 – R 254 928 PER ANNUM
SALARY LEVEL	: 05
CENTRE	: HEAD OFFICE: PIETERMARITZBURG
REFERENCE	: HRO – SALARY ADMIN 06/MAY 2024

REQUIREMENTS

The ideal candidate must be in possession of a Grade 12 Qualification. An exposure within HR Salary Administration and Service Benefits will serve as an added advantage. Introduction to PERSAL Certificate will also serve as an added advantage.

ESSENTIAL KNOWLEDGE, SKILLS, AND COMPETENCIES REQUIRED:

The successful candidate must have a Sound Knowledge of a variety of aspects such as: Public Service Regulations; Public Service Code of Conduct; Basic Conditions of Employment Act; Public Service Act; PFMA; PSCBC Resolutions; Knowledge and understanding of Policy Incapacity Leave & Ill-Health Retirement (PILLIR); Determination on leave of absence; Determination of working hours and Determination of housing within the Public Service Sector; ▪ Knowledge of Service Delivery (Batho Pele); Administrative procedures and systems; Departmental Policy and Procedures. PERSAL Policy; Treasury Regulations. Candidates should demonstrate excellent Skills in: Good Communication skills (written and verbal); Analytical Thinking; Language proficiency; Conflict Management; Coordination; Planning and Organising skills; Time Management. ▪ Ability to work independently and as a team member; Ability to work under pressure; self-driven, motivated, results oriented and professional.

KEY PERFORMANCE AREAS:

The successful candidate will be required to: • Provide Salary Administration and allowances. • Provide appointments. • Process Service Terminations. • Process the Staff Movements and Retention.


ALL THE APPOINTMENTS WILL BE MADE IN ACCORDANCE WITH THE EMPLOYMENT EQUITY TARGETS OF THE DEPARTMENT. PEOPLE WITH DISABILITIES ARE ENCOURAGED TO APPLY.

THIS POST IS ONLY OPEN TO PEOPLE RESIDING IN KWAZULU-NATAL.

ENQUIRIES:	MR R PALTU
TEL NO:	066 282 0822
CLOSING DATE:	24 May 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.*
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 Siphso Zangwa.
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>.

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