

POST: Component Head: Labour Relations and Transformation: (Major General)

LOCATION: Division: Human Resource Management, Head Office, Pretoria

LEVEL OF REMUNERATION: Band A (SMS) = An all-inclusive flexible remuneration package of R 1 292 817 per annum is applicable to the post.

REFERENCES: 22/04/3343 (1 post)

Generic Requirements:

- The post requires skills in: strategic capability, analytical ability and leadership, programme and project management, financial management, change management, service delivery innovation, problem solving and analysis, people management and empowerment, client orientation, audit and assurance, audit and risk management experience, stake holder relations and customer focus. Applicants must have knowledge of systems, processes, procedures, policies and legislation relevant to the field of the post, such as the Minimum Information Security Standards (MISS), Public Service Act, South African Police Service Act, as well as Public Finance Management Act, Treasury Regulations, Police / Public Service Regulations, Risk Management Framework in the Public Sector and other relevant legislation. Applicants must also be computer literate (Microsoft Word / Power Point / Excel).

Appointment Requirements:

Applicants:

- Must have at least a three (3) year Degree / Diploma (accredited by SAQA on NQF level 6 or higher) in Industrial / Labour Relations; Human Resource Management; Management; Law; Public Management / Administration; Policing or related fields of study. An applicable post graduate qualification in the above fields, relevant training and development in an Executive Leadership Programme, and / or Programme and Project Management may be an added advantage;
- Must have a minimum period of three years' appropriate managerial experience in the field of the post;
- Must be fluent in at least two of the official languages, of which one must be English;
- Must have a valid motor vehicle drivers' licence; and
- Will be required to undergo a security vetting process to the level of Top Secret and obtain a security clearance of Top Secret within six months after appointment (if not already in possession of such a valid security clearance).

Core Functions:

- To oversee the Labour Relations and Compensation Service within the SAPS.
- Ensure employee relations functions.
- Ensure collective bargaining functions.
- Ensure labour practices functions.
- Ensure compensation management functions.
- Ensure transformation and diversity management functions.
- Ensure gender and youth empowerment programmes functions.
- Manage and utilise human, financial, physical and information resources in the immediate post environment in accordance with the strategies, priorities and regulatory framework of the SAPS.

- Application forms **specifically developed for this advertisement (containing the closing date for applications in Red on page 1**, will be available from SAPS Head Office, Wachthuis Building, Thibault Arcade, 225 Pretorius Street, PRETORIA, 2nd floor, room T208. Application forms will also be available at the Provincial Offices, Human Resource Management and on the SAPS Website: <https://www.saps.gov.za>. The application form that must be used is circulated together with the advertisement and it may be requested **via only one** of the following e-mail addresses:

senappoint@saps.gov.za; Snr.Appoint.HQ4@saps.gov.za
SeniorAppointmentsHQ5@saps.gov.za; bokaneLN@saps.gov.za
RamatlakanaS@saps.gov.za

- Application forms may be delivered by hand to the SAPS Head Office, Subsection: SMS Appointment Administration: Wachthuis Building, Thibault Arcade, 225 Pretorius Street, PRETORIA, 2nd floor, room T208 (between 07:30 and 16:00), or may be posted to (please note that **in the event that an application is posted, it must be reached at the indicated office before or on the closing date and time specified in the advertisement i.e. 28 April 2022 at 16:00**):

**The South African Police Service
Subsection: SMS Appointment Administration
Private Bag X986, PRETORIA, 0001**

- The onus is on the candidate to obtain a reference number as proof of registration of the application. It is furthermore the responsibility of the applicant to ensure that the application has been received at the Subsection: SMS Appointment Administration, Head Office **on or before the closing date and time of the advertisement. Late applications will not be accepted or considered.**
- Enquiries can be directed to ANY of the personnel at SMS Appointment Administration: Head Office including Colonel Naicker, Lieutenant Colonel Horst, Captain Mashile or Captain Mbokane at telephone number: 012 393-1078 / 1112 / 4463 / 1014 / 2484 / 2773 / 2436.

➤ **PLEASE TAKE NOTE OF THE FOLLOWING:**

- **The closing date for applications is: 28 April 2022 at 16:00:**

- Only the official application form (**specifically developed for this advertisement**) as mentioned in paragraph 5 supra will be accepted. All instructions on the application form must be adhered to. Failure to do so may result in the rejection of the application. The initials and surname of the applicant must be endorsed on every page of the application form in the space provided.
- The post particulars and number of the post must be correctly specified on the application form.
- A separate application form and CV must be submitted for each post applied for.
- The CV must contain full particulars of:
 - all boards on which an applicant serves;
 - current employment and other business interests;
 - career promotions, appointments, career developments, career history, and
 - current studies and qualifications.
- An applicant must also attach to every application copies of **ONLY** the following documents (which need not be certified):
 - ID document;
 - valid motor vehicle drivers' licence; and

- Post school qualification- Degree / Diploma certificates of all educational qualifications obtained (academic records and / or statements of results only do not suffice).
- Applicants must declare all interests or involvement in a public– or private board or council or any other private entity of which such interest may create a conflict of interest.
- Successful candidates for appointment, will be vetted in terms of Chapter 7, Part 2 of the Children’s Act, 2005 (Act No 38 of 2005) or the National Sex Offenders Register [Section 42 of the Criminal Law (Sexual Offences and Related Matters) Amendment Act, 2007 (Act No 32 of 2007)]. A candidate whose particulars appear in either the National Register for Sex Offenders or Part B of the Child Protection Register, may be disqualified from appointment to that post. If it appears after an applicant’s appointment that his or her name appears in either of the indicated registers, his or her appointment may be re-considered.
- Candidates are expected to disclose if he / she is a respondent in an interim or final protection order in terms of the Domestic Violence Act, 1998 (Act No 116 of 1998) or Protection from Harassment Act, 2011 (Act No 17 of 2011), and may be disqualified from appointment to that post.
- The final selected candidate must disclose any financial interest, in the prescribed format, as provided for in the SAPS Employment Regulations, 2018 for newly appointed SMS candidates or proof of the electronic submission for the previous disclosure period.
- The successful candidate will be required to undergo a security vetting process to the level of **Top Secret** and obtain a security clearance of **Top Secret** within six months after appointment (if not already in possession of such a valid security clearance).
- Appointments will be made in terms of the SAPS Act, 1995 (Act No 68 of 1995).
- Correspondence will be conducted with successful candidates only.
- Shortlisted candidates will have to submit one (1) set of fingerprints to the secretary of the selection committee.
- All shortlisted candidates will be subjected to an assessment centre process, which will be used to test the relevant technical elements of the job and the generic managerial competencies, the logistics of which will be communicated by the department.
- The successful candidate will have to conclude a contract of employment (if newly appointed to the SMS), enter into a performance agreement and disclose all financial interests in terms of the South African Police Service Employment Regulations, 2018, and the Public Service Regulations, 2016.

- The South African Police Service is under no obligation to fill a post after the advertisement thereof.

- Although the posts are advertised, the National Commissioner may withdraw any post from the advertisement, re-advertise such post or fill the post by transferring a person at the same level where this is deemed to be in the interest of service delivery.
- In accordance with National Instruction 9 of 2016, as well as Regulation 24 of the SAPS General Regulations, expenses with regard to travel and accommodation of candidates may be paid by the South African Police Service.
- The appointment of the successful applicant will come into effect on the first day of the month following the date on which the National Commissioner approved the appointment or date of assumption of duty.
- The content of this circular must be brought to the attention of all personnel.

We welcome applications from persons with disAbilities

