



national treasury

Department:
National Treasury
REPUBLIC OF SOUTH AFRICA

BUDGET OFFICE DIVISION

SENIOR POLICY ANALYST: PUBLIC SECTOR PERSONNEL POLICY

Remuneration Package R869,007.00 per annum (All-incl.)

Reference: (Ref. S094/2019)

Pretoria

The incumbent will be required to: To provide advice and analysis on public sector personnel policy, financial implications in the liaison with the DPSA on general public sector reform matters and embody National Treasury in the general PSCBC remuneration negotiations.

Qualifications and experience requirements: A minimum 4 years' experience obtained in government remuneration policy development and negotiations • A minimum National Diploma/ Degree in Economics/ Accounting. • Knowledge of the government broader framework on remuneration and related policies.

Some key outputs include: Personnel Budget Projections • Develop and maintain a personnel sector database for recordkeeping and improvement of integrity of information • Provide an in-depth analysis on personnel budgeting trends and spending • Provide projections and advice on spending limitations due to budgetary constraints. • Provide costing simulations of future expenditure spending trends. **Public Sector Policy Advice** • Disseminate policy determinations emanated from DPSA determinations and brief the MoF on its implications • Participate in MTEC, MTBPS and Budget hearings for enhancement of policy and processes • Keep records of policy determinations for future reference • Provide feedback on changes to policy influencing decision-making of stakeholders and their participation **Remuneration Policy Development** • Provide in-depth analysis and advice on remuneration policy matters for National, Provincial and Local Government. • Assess remuneration policy effectiveness in government against future trends. • Consult stakeholders on changes to the remuneration policy developmental issues and consolidate their

The National Treasury is an equal opportunity employer and encourages applications from women and the persons with disabilities in particular. Our buildings are accessible to people with disabilities.

Applications should be accompanied by a fully completed Z83 (non-negotiable) comprehensive CV in pdf format and originally certified copies of qualifications and ID. Please forward your application, quoting the relevant reference number and the full name of the position on the subject line of the email, to the e-mail address mentioned.

Kindly note: applications that are not compliant with the above requests will not be consider. The Department reserves the right not to fill the post.

Please note: 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. Successful candidates will be appointed on probation for the period of twelve (12) months into the prescribed rules

All short-listed candidates will be subjected to personnel suitability checks and the successful candidate will undergo security vetting. It is the applicant's responsibility to have foreign qualifications evaluated by the South African Qualifications Authority (SAQA). If you have not received feedback from the National Treasury within 3 month of the closing date, please regard your application as unsuccessful.



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inputs. **Public Sector Bargaining Council Negotiations** • Represent employer in PSCBC and sectoral bargaining forums. • Assist with the preparation of briefing notes to MoF on Remuneration Policy matters impacting on the public service • Prepare calculations on preliminary costing proposals of various mandates. • Co-represent government in various sub-committees of PSCBC. **Benchmarking and Research** • Keep abreast on changes impact government and initiate benchmarking and research best practises with reputable international organisations • Engage academic institutions on research projects pertaining to remunerations aspects within government.

Applications may be sent via e-mail to recruit.bo@treasury.gov.za closing date: 2 December 2019 at 12:00 pm.

Please note: We only accept applications sent via email to the above mentioned email address in a PDF format. The National Treasury no longer accepts hand delivered or posted applications.

Please also ensure that you read the full advert for guidance on how to send your applications.

For further information regarding the positions please visit our careers page <http://www.treasury.gov.za/careers/default.aspx> or contact: Ms Lorraine Pale 012 406 9087

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