



BERGRIVIER MUNICIPALITY

Bergrivier Municipality ensures the wellbeing of all communities within the Bergrivier region through economic growth, social wellbeing, community involvement and effective management within a safe and healthy environment. Women and persons with disabilities are encouraged to apply

Bergrivier Municipality with its head office in Piketberg and approximately an hour's drive from Cape Town currently has the following vacancy and awaits applications from competent persons who comply with the minimum job requirements

DIRECTORATE: CORPORATE SERVICES
(Piketberg, unless stated otherwise)
RE-ADVERTISEMENT

LABOUR RELATIONS AND EMPLOYEE WELLNESS OFFICER

Requirements: Diploma in Labour Law/ Labour Relations / Human Resource Management · Code EB Driver's license · Be able to work independently · Computer literate (Word, Excel, PowerPoint, HR System) · Proficiency in at least 2 of the official languages of the Western Cape (Afrikaans, Engels en Xhosa) read, write & speak · Good writing, administrative, interpersonal and communication skills · Knowledge of relevant labour legislation with specific reference to the Basic Conditions of Employment Act, Labour Relations Act, Employment Equity Act and collective agreements concluded in the Bargaining Council · Good human resource management administration skills · Three (3) years Employee Relations experience.

Key Performance Areas: To ensure that the Council conforms to all labour legislation and to establish harmonious relationships through effective disciplinary and grievance procedures and structures · To ensure proper functioning of the local labour forum and to promote sound communication between the employer and trade unions · Develop, monitor and evaluate all aspects of the Employee Wellness Program · To ensure wellness of employees to assist with the rendering of efficient service delivery

Salary: R 266 124.00 annually (T12 of a Category 3 Local Authority)

Date of Acceptance: 1 June 2018 or as soon as possible.

Enquiries: Ms AG Louw at 022 913 6000

GENERAL:

1. A service bonus equivalent to one month's salary, where applicable, will be payable and be supplemented by the normal benefits applicable to the Municipality including a housing allowance for home owners subject to certain conditions.
2. The Municipality is an equal opportunity employer and respects the conditions of the Employment Equity Act, preference will be given to candidates who comply with the Employment Equity Targets.
3. The Municipality is not bound to make any appointment.
4. All appointments are subjected to police clearings; which means that you give us permission to obtain police clearance, by applying for a position at the Municipality.
5. Applications received after the closing date or which have been received without the documentation mentioned below, will not be considered.
6. Only short-listed applicants will be contacted for interviews. Applicants can regard their applications as being unsuccessful if no feedback has been received within six weeks from the closing date.
7. Canvassing of any councillor and/or member of the Appointment Committee and/or any personnel member of the Municipality will not be allowed and will immediately disqualify applicants.
8. In addition to the minimum job requirements and station mentioned herein, applicants may be expected to work overtime or be on standby, as well as render services in other parts within the municipal area, as required.
9. Appointment in certain posts is subject to a security clearance and applicants will also undergo an interview and evaluation process and where necessary, write a trade test.

A covering letter with three contactable references, must accompany the completed prescribed application form (available on request at Tel. 022 9136000 or on the municipality's website www.bergmun.org.za) with certified copies of the necessary qualification certificates (**only one post per application form**) and a Curriculum Vitae (Maximum of 3 pages), to reach the **Municipal offices, Piketberg or mailed to P.O. Box 60, Piketberg 7320 for the attention of Ms AG Louw (Manager: Human Resources)** by no later than the closing date. **NO FAXES OR ELECTRONIC APPLICATIONS WILL BE ACCEPTED.**

CLOSING DATE: THURSDAY, 29 MARCH 2018 AT 15:30

ADV H LINDE
MUNICIPAL MANAGER

MN42/2018

13 CHURCH STREET
P O BOX 60
PIKETBERG
7320



BERGRIVIER MUNICIPALITY

Bergrivier Munisipaliteit verseker die welstand van alle gemeenskappe in sy gebied deur ekonomiese groei, sosiale welstand, gemeenskapsbetrokkenheid en effektiewe bestuur binne 'n veilige en gesonde omgewing. Vroue en persone met gestremdhede word aangemoedig om aansoek te doen.

Bergrivier Munisipaliteit, met sy hoofkantoor te Piketberg en ongeveer 1 uur vanaf Kaapstad, beskik tans oor die volgende vakature en aansoeke word ingewag van bevoegde persone wat aan die gestelde minimum posvereistes voldoen.

DIREKTORAAT: KORPORATIEWE DIENSTE
(Standplaas Piketberg, tensy anders gemeld)
HERADVERTERING

1. **ARBEIDSVERHOUDINGE EN WERKNEMER WELSTAND BEAMPTE (PIKETBERG)**

Posvereistes: · Diploma in Arbeidsreg / Arbeidsverhoudinge / Menslike Hulpbronbestuur · Kode EB Bestuurderslisensie · In staat wees om onafhanklik te werk · Rekenaarvaardig (Word, Excel, PowerPoint, HR-stelsel) · Vaardigheid in ten minste 2 van die amptelike tale van die Wes-Kaap (Afrikaans, Engels en Xhosa) lees, skryf & praat · Goeie skryf-, administratiewe, interpersoonlike en kommunikasievaardighede · Kennis van relevante arbeidswetgewing met spesifieke verwysing na die Wet op Basiese Diensvoorwaardes, Wet op Arbeidsverhoudinge, Wet op Gelyke Indiensneming en Kollektiewe Ooreenkomste wat in die Bedingingsraad gesluit is · Goeie menslike hulpbronbestuur administrasie vaardighede · Drie (3) jaar ondervinding in Arbeidsverhoudinge.

Sleutel prestasie areas: Om te verseker dat die Raad voldoen aan alle arbeidswetgewing en om harmonieuse verhoudings te vestig deur effektiewe dissiplinêre en grieweprosedures en strukture · Om behoorlike funksionering van die plaaslike arbeidsforum te verseker en om gesonde kommunikasie tussen die werkgewer en vakbonde te bevorder · Ontwikkel, monitor en evalueer alle aspekte van die Werknemerswelstandsprogram · Om werknemers welstand te verseker om te help met die lewering van doeltreffende dienslewering.

Salaris: R 266 124-00 per jaar (T12 van 'n Kategorie 3 Plaaslike Owerheid)

Diensaanvaarding: 1 Junie 2018 of so spoedig moontlik

Navrae: Me AG Louw by (022) 913 6000

ALGEMEEN:

1. 'n Diensbonus gelykstaande aan een maand se salaris is, waar van toepassing, betaalbaar en word aangevul deur die normale voordele van toepassing op die Munisipaliteit, met inbegrip van 'n behuisingstoelae vir huiseienaars, onderhewig aan sekere voorwaardes.
2. Die Munisipaliteit is 'n gelyke geleentheid werkgewer en eerbiedig die bepalings van die Wet op Gelyke Indiensneming.
3. Die Munisipaliteit behou die reg voor om nie 'n aanstelling te maak nie.
4. Alle aanstellings is onderwerpe aan Polisie klaring wat noodwendig beteken dat applikante toestemming verleen dat dit verkry mag word.
5. Aansoeke wat na die sluitingsdatum ontvang word of nie van die dokumentasie hieronder vergesel word nie, sal nie oorweeg word nie.
6. Slegs aansoekers op die kortlys vir onderhoude sal gekontak word. Indien 'n aansoeker binne 6 weke na die sluitingsdatum nog geen terugvoering ontvang het nie, moet aanvaar word dat die aansoek onsuksesvol was.
7. Gunsverwing by enige raadslid en/of enige lid van die aanstellingskomitee en/of enige personeellid van die Munisipaliteit, is ontoelaatbaar en sal aansoekers onmiddellik diskwalifiseer.
8. Benewens die minimum posvereistes en standplaas hierin gestel, mag daar van posbektelers verwag word om oortyd- en bystanddiens te verrig, asook om van tyd tot tyd in ander dele van die munisipale gebied diens te lewer, soos vereis.
9. Aanstelling in sekere poste is onderhewig aan 'n sekerheidsklaring, en daar sal ook van aansoekers verwag word om 'n onderhoud- en evalueringsproses te deurloop, en waar van toepassing, 'n vakttoets af te lê.

'n Dekbrief met vermelding van ten minste drie kontakbare verwysings, vergesel van die voltooië voorgeskrewe aansoekvorm (op aanvraag verkrygbaar by Tel: 022 913 6000 of op die munisipaliteit se webwerf by www.bergmun.org.za), 'n Curriculum Vitae (maksimum 3 bladsye) en gesertifiseerde afskrifte van die nodige kwalifikasie sertifikate, identiteitsdokument en bestuurderslisensie (**slegs een pos per aansoekvorm**) moet by die **Munisipale Kantore, Piketberg ingedien word of kan gepos word na Posbus 60, Piketberg, 7320 vir die aandag van Me AG Louw (Bestuurder: Menslike Hulpbrondienste)**, om haar te bereik nie later nie as die sluitingsdatum. **Geen fakse of elektroniese pos sal aanvaar word nie.**

SLUITINGSDATUM VIR ALLE AANSOEKE: DONDERDAG, 29 MAART 2018 OM 15:30

ADV. H LINDE
MUNISIPALE BESTUURDER

MK42/2018

KERKSTRAAT 13
POSBUS 60
PIKETBERG
7320