

The South African Nursing Council (SANC) is the body entrusted to set and maintain standards of nursing education and practice in the Republic of South Africa. It is an autonomous, financially independent, statutory body, initially established by the Nursing Act, 1944 (Act No. 45 of 1944), and currently operating under the Nursing Act, 2005 (Act No. 33 of 2005).

The Council has established a committee known as the Human Resources and Remuneration (HRRC) Committee ("the Committee") in terms of Section 15 of the Nursing Act, 2005 ("the Nursing Act") to assist it in exercising fiduciary oversight responsibilities that have been assigned by the Council to the Committee over the SANC.

The HRRC Committee currently has the following vacancy, and candidates that meet the requirements as provided are invited to apply.

#### EXTERNAL ADVERTISEMENT

<b><u>DATE OF ISSUE</u></b>	<b>: 14 OCTOBER 2023</b>
<b><u>DEPARTMENT</u></b>	<b>: COUNCIL SECRETARIAT</b>
<b><u>POSITION</u></b>	<b>: EXTERNAL INDEPENDENT MEMBERS FOR HUMAN RESOURCE AND REMUNERATION COMMITTEE (HRRC) (REMUNERATION SPECIALIST)</b>
<b><u>REFERENCE NUMBER</u></b>	<b>: HRRC/001/10/2023</b>
<b><u>REMUNERATION</u></b>	<b>: MEETING ALLOWANCE PER MEETING (IN LINE WITH TREASURY REGULATIONS)</b>
<b><u>PERIOD OF APPOINTMENT</u></b>	<b>: TO BE DETERMINED BY THE COUNCIL</b>
<b><u>CLOSING DATE</u></b>	<b>: 27 OCTOBER 2023</b>

#### **MINIMUM REQUIREMENTS:**

- Grade 12
- Three-year bachelor's degree in human resources or equivalent qualification.
- Minimum of 10 years' experience in Remuneration, Rewards and Benefits and performance management in a corporate organisation, public sector, or state-owned Entities/ organ of state.
- Minimum of 5 years' experience in Senior or Executive Management in Remuneration, Rewards and Benefits and performance management in a corporate organisation, public sector, or state-owned Entities/ organ of state.
- Professional Registration with South African Reward Association (SARA), at least be registered as a Reward Specialist or Chartered/Master Reward Specialist.
- Ability to provide objective, sound judgement and independent support to governance committee/ board / council.



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### **ADDED ADVANTAGE REQUIREMENTS**

- Experience in providing support to the governance committee of the Board / Council
- Post graduate qualification or equivalent.
- More than 10 years' experience in Remuneration, Rewards and Benefit and performance management.
- More than 5 years' experience in Senior or Executive Management in Remuneration, Rewards and Benefits and performance management in a corporate organisation, public sector, or state-owned Entities/ organ of state.
- Global Remuneration Professional (GRP) Certification Course or a formal training on reward / remuneration and benefits and performance management.
- Serving as a Remuneration Specialist in a Remuneration Committee / Human Resources and Remuneration Committee (HRRC).

### **OTHER REQUIREMENTS:**

- Commitment to attend four (4) ordinary meetings and ad hoc special meetings in line with the Committees' Terms of Reference.

### **DISQUALIFYING REQUIREMENTS:**

- If candidate held a position/ was employed by the SANC within the last five years.
- If a candidate held a position/ served in the Committee of the council as a council member or an external independent member for two terms within the SANC.

### **KNOWLEDGE**

- Computer literacy in Microsoft Office packages.
- Remuneration benchmark / surveys / market data and Pay scale design and implementation.
- Incentives.
- Employee engagement initiatives.
- King IV Code on Corporate governance.
- Job analysis / job evaluation / based pay management / variable pay / international total remuneration.
- Integrated Remuneration report.
- HR and Remuneration trends.
- Provident fund and related matters.
- Change management.
- Risk management.
- Transformation.
- Remuneration strategy, policies and practices.
- Total rewards strategy.
- Innovative Compensation and benefits strategies.

- Code of good practice in remuneration, rewards and benefits, performance management.
- Employee value proposition (EVP).
- Human Resources strategy / Talent Management strategy.
- Diversity, Equity and Inclusion (DEI).
- Performance management and development system (PMDS)
- Policy and Procedure development.
- Application of SA Labour Legislation.

### **COMPETENCIES/SKILLS**

- Objectivity, good reputation, commitment.
- Interpersonal and Communication skills.
- Integrity and sound judgement.
- Emotional intelligence.
- Analytical mind and problem-solving skills.
- Conflict management and resolution skills.
- High level decision making and strategic oversight.
- Appreciation of a broad economic and financial trends.
- Proficiency in English (verbal and written).
- An analytical and innovative thinker with attention to numerical detail.
- Ability to work independently as well as in a team.
- Good planning, organisational, negotiation, decision-making and presentation skills.
- Ability to work under pressure, maintain confidentiality with adherence to deadlines.

### **KEY PERFORMANCE AREAS**

The successful applicant is expected to render the following services within the Human Resource and Remuneration Committee (HRRC):

- Perform all functions as per the HRRC Terms of Reference.
- Considers and recommends policies to the governance committee of the Board / Council for approval.
- Research and advise on human resource best practices.
- Provide support for efficient functioning of the HRRC.
- Provide advice and guidance on best practice in job grading and evaluation.
- Provide expert advice on talent management, succession planning, HR strategy and Employee Value Proposition in line with HR best practices.
- Commits to fully attending the full-length Committee meetings both physically and where applicable virtually.
- Experience in serving as a member to the governance committee of the Board / Council.

**NB:** Applications must be completed in full on the prescribed form, obtainable from the SANC website ([www.sanc.co.za](http://www.sanc.co.za)). Applications may be e-mailed to [rs@sanc.co.za](mailto:rs@sanc.co.za).

**Incomplete applications or those which do not meet the above requirements will not be considered.**

The application must include only a fully completed and signed SANC Form, obtainable from the South African Nursing Council (SANC) website and a detailed Curriculum Vitae. Certified copies of Identity Document, Grade 12 Certificate and the highest required qualifications, professional affiliation certificate as well as a driver's licence where necessary, will only be submitted by shortlisted candidates to the Human Resources Department on or before the day of the interview date. The SANC may request academic record for general qualifications/Certificates that does not specify the major courses to determine the major course of the qualification. It is compulsory for successful candidates to belong to a medical aid scheme if they do not belong to their spouses' medical aid. Failure to do so will result in your application being disqualified.

The SANC will conduct background checks (e.g. employment verification and reference checks as indicated on the CV, as well as in respect of criminal record, citizenship, financial records, qualifications, driver's license and professional registration, if applicable). First preference will be given to South African citizens.

Please note: Correspondence will be limited to shortlisted candidates only; therefore, if you have not been contacted within four (4) months of the closing date of this advertisement, please accept that your application was not successful. The SANC is committed to employment equity and therefore people living with disabilities are encouraged to apply. Enquiries may be directed to Mr. Phuti Mahanyele at Tel. no. (012) 420 1068. The South African Nursing Council reserves the right not to make any appointment.