

The Public Service Coordinating Bargaining Council (PSCBC), established in terms of Section 35 of the Labour Relations Act 66 of 1995, is responsible for the following: The maintenance and promotion of labour peace. Prevention and resolution of labour disputes and. The promotion of collective bargaining in the Public Service. The Council hereby invites suitable persons to apply for appointment as part-time panellists. Candidates must be conversant with the policies and legislative framework governing the Public Service Labour Relations

PART-TIME SENIOR PANELLISTS
DAILY FEE: R 3000.00

Key Requirements: • At least 10 years' experience in the field of Labour Relations within the Public Service and experience in conducting conciliation, arbitration and mediation processes • CCMA Accreditation • A relevant qualification preferably in Labour Relation or Labour Law • Knowledge of the Public Service legislation and Collective Agreements • In-depth knowledge of labour economics and the various factors of the labour market in South Africa • Legal drafting skills • Computer literacy • A valid driver's licence

Essential skills and competencies: Thorough understanding and knowledge of the various labour and employment related legislation • Good communication and interpersonal skills • Analytical and problem solving skills • Decision making • Resilience • Listening and Negotiation skills • Diversity awareness • Conflict Management.

Appointment as a Senior Panellist is subject to current CCMA accreditation, an interview and a compulsory induction workshop by the PSCBC, and signing of a Service Level Agreement (SLA) with the Council. Senior Panellists will primarily conduct matters in terms of Section 137 of the LRA, matters remitted back to the Council by the Labour Court and all other PSCBC matters viewed as high level or complex.

PART-TIME PANELLISTS – LEVEL A
DAILY FEE: R 2500.00

Key Requirements: At least 5 years' experience in the field of Labour Relations within the Public Service and experience in conducting conciliation, arbitration and mediation processes • CCMA Accreditation and A relevant qualification preferably in Labour Relation or Labour Law • Knowledge of the Public Service legislation and Collective Agreements • In-depth knowledge of labour economics and the various factors of the labour market in South Africa • Legal drafting skills • Computer literacy • A valid driver's licence

Essential skills and competencies: Thorough understanding and knowledge of the various labour and employment related legislation • Good communication and interpersonal skills • Analytical and problem solving skills • Decision making • Resilience • Listening and Negotiation skills • Diversity awareness • Conflict Management.

Appointment as a Level A Panellist is subject to an interview and a compulsory induction workshop by the PSCBC, accreditation with the CCMA and/or a mentorship programme for non-CCMA accredited Panellists by the PSCBC and signing of a Service Level Agreement (SLA) with the Council. Level A Panellist will be responsible for conducting all general matters at the PSCBC and CCMA non-accredited panellists will only conduct general matters in relation to Section 51 of the LRA for disputes of parties as defined in Section 28(d) of the LRA.

PART-TIME ENTRY LEVEL PANELLISTS
DAILY FEE: R 1850.00

Key Requirements: Must be in possession of a Post Graduate Diploma in Labour Law (CCMA Commissioner Course) • Knowledge of the Public Service legislation and Collective Agreements • Computer literacy • A valid driver's licence

Key skills and competencies: Thorough understanding and knowledge of the various employment and related legislation • Good communication and interpersonal skills • Analysis, problem solving • Decision making • Resilience • Listening • Negotiating and influencing • Diversity awareness • Conflict Management

Appointment as an Entry Level panellist is subject to an interview, a compulsory induction workshop, a mentorship programme by the PSCBC and signing of a Service Level Agreement (SLA) with the Council. The Entry Level Panellist will be responsible for conciliation of matters in relation to Section 51 of the LRA for disputes of parties as defined in Section 28(d) of the LRA. This appointment aims to equip recently qualified dispute resolution practitioners entering the field with the necessary experience.

Please note - no work is guaranteed even by the signing of a SLA with the Council. Fees payable will be in terms of the Council's Panellist Fee Policy. Additional fees payable to all panellists include document fees as outlined in the Council's Panellist Fee Policy, Remote area allowance of R650 per case and travel Allowance at a rate of R3.50 per km.

Enquiries for the abovementioned positions must be directed to: **Ms Petunia Bhengani - Tel: (012) 644 8100 / 8101.**

Interested candidates must forward a completed application form (obtainable from the PSCBC website www.pscbc.org.za/vacancies or email a request for the application form to petuniab@pscbc.org.za), a comprehensive curriculum vitae with contactable references, certified copies of qualifications, CCMA Accreditation (where applicable) certificate/confirmation letter if applicable and drivers licence and ID copy, to the General Secretary of the PSCBC, Mr. Frikkie De Bruin, at **PO Box 3123, Lyttelton South 0176 or hand-deliver at the PSCBC Offices, Block B, 260 Basden Avenue, Lyttelton, Centurion or email to panellistrecruitment@pscbc.org.za.**

Closing date for applications is 21 February 2020. Late applications will not be considered.

All Appointments are made at sole discretion of the PSCBC and appointments at any other Public Service panel will not automatically qualify applicants to be appointed on the PSCBC panel • This office will only acknowledge receipt of applications from candidates who are shortlisted • Candidates who have not been contacted within 60 working days from the closing date may consider their applications unsuccessful • Candidates will be required to attend an interview • Successful candidates will be required to attend a compulsory induction workshop and non-CCMA accredited panellist a compulsory induction workshop and a mentorship programme to be scheduled by the PSCBC.