



LIMPOPO

PROVINCIAL GOVERNMENT
REPUBLIC OF SOUTH AFRICA

PROVINCIAL TREASURY

Ref. No. : S 4 / 3 / 1 / 1 / 1
Enq : Conny Kgadima
Date : 26th September 2025

TO ALL HEADS OF PROVINCIAL / NATIONAL DEPARTMENTS AND STAFF MEMBERS

HRM CIRCULAR NO. 21 OF 2025

ADVERTISEMENT OF VACANT POST WITHIN THE ESTABLISHMENT OF THE LIMPOPO PROVINCIAL TREASURY

1. Applications are hereby invited for the filling of vacant post, which exist in the Department, as outlined on the attached **Annexure "A"**.
2. Applications must be submitted on **new** Z83 forms obtainable from all Government Departments or can be downloaded from www.dpsa.gov.za.
3. The new the Z83 form must be completed in manner that provides sufficient information about the candidate and the post he or she applies for by completing all relevant fields. The declaration must be signed in order for an applicant to be considered. The following must be considered in relation to the completion of the Z83 by applicants: **All the fields in Part A, Part C and Part D should be completed.** In Part B, all fields should be completed in full except the following:
 - (i) South African applicants need not provide passport numbers
 - (ii) If an applicant responds "no" to the question "*Are you conducting business with the State or are you a Director of a Public or Private Company conducting business with the State?*" then the answer to the next question "*In the event that you are employed in the Public Service you immediately relinquish such business interests?*" can be left blank or indicated as not applicable.
 - (iii) A "not applicable" or blank response will be allowed on the question "If your profession or occupation requires official registration, provide date and particulars of registration", if you are not in possession of such registration.
4. Noting there is limited space provided for **Part E, F & G**, applicants often indicate "refer to Curriculum Vitae (CV) or see attached", this is acceptable as long as the CV has been attached and provides the required information. If the information is not provided in the CV, the applicant may be disqualified. It must be noted that a CV is an extension of the application of employment Z83, and applicants are accountable for the information that is provided therein. Applicants currently employed by the public service do not need to complete Part F as the section is intended for those seeking re-employment, as their prior employment can be verified through their CV.

5. The declaration should be completed and signed.
6. Applicants must utilise the most recent Z83 application for employment form as issued by the Minister of Public Service and Administration in line with Regulation 10 of the Public Service Regulations, 2016, failure to do so results in disqualifications.
7. Applicants are not required to submit copies of qualifications and other relevant documents on application but must submit the Z83 and detailed Curriculum Vitae.
8. It must be noted that the CV is an extension of an application of an employment Z83 and applicants are accountable for the information that is provided therein.
9. The Z83 form must be completed in the manner that allows the selection committee to assess the quality of the candidate based on the information that is contained in the form.
10. The Department will require shortlisted candidates to provide certified copies of their qualifications and any other relevant documents, which must be submitted to HR on or before the interview date.
11. **A specific reference number for the post applied for must be quoted in the space provided on new form Z83.**
12. **Applicants may apply through the following website:**
<https://erecruitment.limpopo.gov.za> or Applications should be submitted to the
Director: Human Resource Management
Private Bag X 9486
POLOKWANE,
0700

OR
Hand delivered to:
Ismini Towers Building, Office No. GOO2 (Ground Floor) Registry,
46 Hans van Ransburg Street
POLOKWANE, 0700
13. Applicants with foreign qualifications remain responsible for ensuring that their qualifications are evaluated by the South African Qualifications Authority (SAQA) and therefore **must** submit the copies of certificates and evidence of evaluation by the SAQA for foreign qualification if they are invited to attend interviews.
14. Successful incumbents will be expected to sign a performance agreement within one month after assumption of duty.

15. All shortlisted candidates will be subjected to a security clearance and verification of qualifications. Shortlisted applicants will be required to provide their original qualification certificates and ID on the day of the interview for verification purposes. The recommended candidate for appointment will be subjected to Personnel Suitability Checks, such as Disclosure her/his financial interests, social media checks, verification checks and certification of claimed qualifications.
16. All shortlisted candidates including Senior Management Services (SMS) shall undertake two pre-entry assessments. One must be a practical exercise, and the other must be an Integrity (Ethical Conduct) Assessment. Selection panels shall score both technical exercises as an additional criterion in the interview process.
17. Following SMS interview and technical exercise, the Selection Panel will recommend candidates to attend a generic managerial competency assessment (in compliance with the DPSA Directive on the implementation of competency-based assessments). The competency assessment will be testing generic managerial competencies using the mandated DPSA SMS competency assessment tools.
18. To ensure that potential SMS members have a background on processes and procedures linked to the SMS, a further requirement for appointment at SMS level will be the successful completion of the Senior Management Pre-entry Programme (Nyukela) as endorsed by the National School of Government with effect from **1st April 2020**. This is a Public Service specific training programme which will be applicable for appointments at SMS level. The link for the completion of the pre-entry certificate is as follows: www.thensg.gov.za/training-course/sms-pre-entry-programme.
19. Individuals who have completed the course already, and who are therefore in possession of a certificate are welcome to submit such. However, all short-listed SMS candidates will be required to have completed the certificate and submit such upon appointment.
20. Correspondence will be limited to short-listed candidates only due to the large number of applications we envisage to receive. If you have not heard from the Department within 90 days of the closing date, please accept that your application has been unsuccessful. However, should there be any dissatisfaction, applicants are hereby advised to, within 90 days, request reasons from the Department for any administrative action which has adversely affected them in terms of section 5, sub-section 1 and 2 of the Promotion of Administrative Justice Act 3 of 2000.
21. *The Limpopo Provincial Treasury is an equal opportunity and affirmative action Employer and is committed to the promotion of equity in terms of the race, gender and disability through filling of post(s) with candidates whose transfer / promotion / appointment will promote representativity in line with numerical targets as contained in the department's Employment Equity Plan.*



22. The Department reserves the right not to make any appointment to the post advertised. The employment decision shall be informed by the Employment Equity Plan of the Department.
23. All General enquiries should be directed to **Mesdames, Kotze Elizba, Chaka Pearl, Kgadima Conny, Moremi Hilda & Mr. Nduli J.S. @ (015) 298 7000.**
24. The closing date for submission of applications is **Friday 24th October 2025 @ 16H00**. Late applications will not be considered. Failure to comply with the above requirements will result in the disqualification of the application.

Note: The contents of this Circular will also be posted on the following websites www.limtreasury.gov.za / www.limpopo.gov.za / www.dpsa.gov.za and Provincial departments social media.



MR. GC PRATT CA(SA)
HEAD OF THE DEPARTMENT


DATE

ANNEXURE “A”

MANAGEMENT ECHELON

Post : Deputy Director General: Financial Governance
Ref. No. : LPT/379
Branch : Financial Governance
Salary Package : R1,813, 182 per annum All-inclusive package which can be structured according to the individual's needs as guided by the Department of Public Service and Administration (DPSA) prescripts)
Salary Level : 15
Centre : Head Office - Polokwane

MINIMUM REQUIREMENTS: A post graduate qualification (NQF level 8) in Financial Management / Accounting or related financial management field as recognized by SAQA. Eight (8) years of experience at a senior managerial level. SMS Pre-Entry (Nyukela) Certificate upon appointment. A Valid vehicle driver's license (with exception of persons with disabilities). Registration with the South African Institute of Chartered Accountants (SAICA) as a Chartered Accountant (CA)SA or registration with the Association of Chartered Certified Accountants (ACCA) as a Chartered Certified Accountant or with the Southern African Institute of Government Auditors (SAIGA) as a Registered Government Auditor (RGA) will be considered as an added advantage.

CORE & PROCESSES COMPETENCIES: Strategic Capability and Leadership. People Management and Empowerment. Programme and Project Management. Financial Management. Expert working knowledge of the financial reporting standards used in the South African Public sector such as the Modified Cash Standards (MCS), Generally Recognised Accounting Practice (GRAP) International Financial Reporting Standards (IFRS) and International Public Sector Accounting Standards (IPSAS). Change Management. Knowledge Management. Service Delivery Innovation (SDI). Problem-solving and Analysis. Client orientation and Customer focus. Communication. Computer Literacy. Ability to interpret and apply policy. Analytical and innovative thinking. Knowledge of Public Finance Management Act and related regulations. Knowledge of Public Service Act and related Regulations. DPSA directives. Research. Report writing. Workshop presentation and facilitation. Adaptability during changes to meet the goals. Change / diversity management. Planning, Staffing needs.

DUTIES: Oversee implementation of appropriate accounting practices and build financial management capacity in provincial departments and public entities. Monitor and provide support on the implementation of relevant accounting practices and reporting standards such as MCS, GRAP, IFRS in provincial departments and public entities. Ensure the effective implementation of accounting practices in preparation of annual financial statements by provincial departments and public entities Ensure the coordination of provincial departments and parastatals financial management training. Ensure preparation of Consolidated Annual Financial Statements for provincial departments and public entities. Ensure management of Traditional Leaders Levies bank accounts and

investments. Oversee the implementation and provide support on provincial electronic financial and other related systems such as BAS, PERSAL and LOGIS. Coordinate the implementation of financial information management systems in provincial departments. Provide effective financial systems support in provincial departments. Manage financial systems development in provincial departments and where necessary in public entities. Ensure provision of systems user support function on provincial electronic financial systems such as PERSAL, BAS, LOGIS and any other financial systems in provincial Departments and public entities. Contribute to the development of existing and new financial systems. Oversee the implementation of transversal risk management in departments and public entities. Ensure the development and implementation of risk management framework, guidelines and procedures. Ensure the facilitation of risk assessments and profiles for departments and public entities. Ensure the implementation of response strategies to risks. Monitor the implementation of transversal risk management in the department and public entities and consolidate and compile provincial risk management report. Maintain, update and review the provincial risk profile. Monitor and support compliance with the provisions of Public Finance Management Act (PFMA) and its regulations and related prescribed norms, standards and Instruction Notes. Ensure the development and implementation to accounting norms, standards, policies, guidelines and instruction note in provincial departments and public entities. Provide support to governance and oversight structures such as the shared audit committees. Support departments and public entities on the development of effective internal controls. Assess provincial treasury performance on its mandate in relation to S18 of PFMA (Act of 1999). Support departments and public entities to resolve Auditor General and Internal Audit findings and review the related action plans. Support departments and public entities to account for irregular expenditures incurred and review related action plans.