



MINISTRY  
PUBLIC SERVICE AND ADMINISTRATION  
REPUBLIC OF SOUTH AFRICA

Private Bag X916, PRETORIA, 0001 • Tel: (012) 336 1000, Fax: (012) 336 1909  
Private Bag X9148, Cape Town, 8000 • Tel: (021) 467 6120, Fax: (021) 465 5484

23 August 2010

Dear Colleague

**RE: WITHDRAWAL OF THE USE OF THE DETERMINATION ON OPTIONAL SPECIAL NON- PENSIONABLE RECRUITMENT ALLOWANCE FOR CERTAIN FIXED TERM APPOINTMENTS IN POSTS OF DEPUTY DIRECTOR GENERAL AND HEAD OF DEPARTMENT.**

1. Due to specific challenges in attracting suitable candidates at DG and DDG levels by means of the prescribed competitive recruitment and selection process; the MPSA has on 25 November 2009 (effective 1 December 2009) issued a Determination intended to assist in cases where the remuneration on offer fails to attract candidates who possess specialised skills and/or knowledge.
2. The determination gave consideration to the possible payment of the optional special non-pensionable recruitment allowance for certain fixed term appointment in posts of Deputy Director-General and Head of Department.
3. Since this option became available, we experienced challenges with its application, which requires that further research be done on the matter.
5. In this regard, I have decided to **withdraw** the use of the Determination on Optional Special Non- Pensionable Recruitment Allowance for certain Fixed Term Appointments on posts of Deputy Director- General and Head of Departments pending its review, as per recent Cabinet discussions on this matter.

Yours Sincerely,

  
MR M R BALOYI

MINISTER FOR PUBLIC SERVICE AND ADMINISTRATION

DATE 2010/08/24