



**DEPARTMENT OF PUBLIC SERVICE AND ADMINISTRATION
REPUBLIC OF SOUTH AFRICA**

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**TO HEADS OF ALL NATIONAL AND PROVINCIAL DEPARTMENTS AND
ORGANISATIONAL COMPONENTS**

**ADVERTISING AND FILLING OF VACANCIES DURING THE PERIOD OF THE
TRANSFORMATION AND RESTRUCTURING OF THE PUBLIC SERVICE**

1. In view of the provisions of the Framework Agreement on the Transformation and Restructuring of the Public Service (PSCBC Resolutions No 7 and 8 of 2002), the Minister for the Public Service and Administration has directed under section 3(3)(e) of the Public Service Act, 1994, read with Parts VII C.2.7 and XI A of Chapter 1 of the Public Service Regulations, 2001 (as amended) the following:
 - (a) With effect from 5 August 2002 no department may advertise and thereafter fill defined posts on their organisational structures other than as contemplated in the above-mentioned Agreement.
 - (b) A department may only deviate from the advertising and filling procedures contained in the said Agreement as from the date indicated in subparagraph 1(a) above with the approval of the relevant Inter-Departmental Task Team (IDTT) - refer to clause 8.3(f) of the Agreement. Circumstances that could dictate such a deviation would for example be where scarce skills are required and the department is unlikely to find excess employees with such skills; or if the filling of the vacancy is extremely urgent and involves

a critical/essential service. The particular reasons that apply should be highlighted to the IDTT.

- (c) Departments may continue to fill posts that have been advertised prior to the date in subparagraph 1(a) above by giving consideration to all applications, including those of excess employees.
2. This directive applies to all departments and employees who fall within the registered scope of the PSCBC and who are subject to the power of authority of the Minister for the Public Service and Administration. The directive shall apply until such time that it may be revoked or be amended by the Minister for the Public Service and Administration, taking into account the time period stipulated in Part XI of Chapter 1 of the Public Service Regulations, 2001 (as amended).
 3. Departments must please note that no vacant post will be advertised in the Public Service Vacancy Circular as from the date indicated in subparagraph 1(a) above if it does not comply with the requirements of this directive and the said Agreement. Where approval of the relevant IDTT has been obtained to deviate from these requirements documentary evidence to this effect must be supplied.



DIRECTOR-GENERAL

DATE: 2/8/02