



**the dpsa**

Department:  
Public Service and Administration  
**REPUBLIC OF SOUTH AFRICA**

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Reference no: 14/1/1/P  
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**TO HEADS OF ALL NATIONAL DEPARTMENTS, OFFICES OF PREMIERS,  
PROVINCIAL DEPARTMENTS AND GOVERNMENT COMPONENTS**

**WORKSHOP: REVIEW OF RECRUITMENT IN THE PUBLIC SERVICE**

1. In his budget speech of 30 June 2009, the Minister for the Public Service and Administration noted that recruitment generally focuses on getting those public servants who have the necessary professional requirements for appointment. He stated, in reflecting on progress with regard to capacity building, that *"we will, but not limited to, pay attention to what exactly constitute the required merit in our public service. Is it the issue of the chains of degrees that public servants have? Is it the issue of the level of exposure on democratic governance situations? Is it the issue of which institutions our public servants have received their qualifications from? Is it the level of consciousness on the broad objectives of the government of the day? Is it all about a sense of patriotism? To me, it is a combination of so many factors; hence the Department of Public Service and Administration will, by the end of the current financial year, further sharpen the recruitment tool that will include all the necessary factors to be considered"*.
2. Against this background, the DPSA has initiated a project to review recruitment in the Public Service. Work in the project has culminated in a draft Report and it is now necessary to consult on the content with departments.
3. A one day workshop will for this purpose be hosted on 18 February 2010 in the Burgers Park Hotel, Pretoria. The workshop will commence at 09:00 as per the attached programme. The aim of the workshop will be to discuss the contents of the draft Report with a specific focus on the proposals made.

4. All departments are herewith invited to attend the workshop. Delegates to the workshop should preferably be from departmental human resource components at Deputy Director level or higher who can contribute meaningfully to the workshop. For practical reasons, **departments are restricted to one delegate** per department.
5. Kindly provide the particulars (including contact details) of the delegate that will attend the workshop to Ms Khosa of this Department whose contact particulars appear above by not later than 15 February 2010.
6. Your co-operation in the aforementioned regard will be highly appreciated.



Acting DIRECTOR-GENERAL

1 DATE: 2/2/2010