



the dpsa

Department:
Public Service and Administration
REPUBLIC OF SOUTH AFRICA

Private Bag X916, PRETORIA, 0001 Tel: (012) 336 1000, Fax: (012) 326 7802
Private Bag X9148, CAPE TOWN, 8000 Tel: (021) 467 5120, Fax:(021) 467 5484

CIRCULAR NO:30 OF 2026

TO ALL HEADS OF NATIONAL, PROVINCIAL DEPARTMENTS AND NATIONAL GOVERNMENT COMPONENTS

AN INTERIM ARRANGEMENT FOR COMPETENCY ASSESSMENT SERVICES FOR SENIOR MANAGEMENT SERVICE IN THE PUBLIC SERVICE

1. The circular is intended to inform all national and provincial departments, as well as government components, concerning the interim arrangements for the provision of competency assessment services to members of the Senior Management Service (SMS) within the Public Service.
2. The Department of Public Service and Administration (DPSA) issued Circular 24 of 2026 to inform national and provincial departments, as well as government components, of the newly appointed panel of service providers that will conduct competency-based assessments with effect from 1 May 2026. The Circular further outlined new assessment centres for selection and development purposes.
3. The revised Directive on the implementation of competency-based assessment, training, and development of SMS members has not yet been signed by the Minister. Subject to the Minister's approval, departments are mandated to continue implementing the provisions outlined in the 2015 Directive.
4. In the interim, the 2025 pricing structure and current assessment tools shall remain applicable. Departments are required to engage solely with the newly appointed panel of service providers for the purpose of conducting competency assessments.

5. To avoid delays in SMS appointment processes, the newly appointed service providers will continue conducting assessments using the current assessment centre. A standard flat fee of **R9,615.61** (VAT inclusive) shall apply for each assessment conducted for recruitment purposes.
6. No new purchase orders shall be issued for developmental assessments pertaining to existing employees. The newly appointed panel of service providers shall continue to conduct developmental assessments solely in accordance with purchase orders that have already been issued or are open until the end of May 2026.
7. The revised Directive shall be issued once signed by the Minister, and its implementation shall take effect from the date of signature.
8. Should a department require further information related to the details or the process of competency assessment, Ms Hlamalani Mavasa can be contacted at Hlamalani.Mavasa@dpsa.gov.za or 0123361292 or 0843854807.

Kind regards



Mr Willie Vukela

ACTING DIRECTOR- GENERAL

DATE: 04/05/26