



the dpsa

Department:
Public Service and Administration
REPUBLIC OF SOUTH AFRICA

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CIRCULAR NO: 24 OF 2026

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

**NEWLY APPOINTED PANEL OF SERVICE PROVIDERS TO DELIVER COMPETENCY
ASSESSMENT SERVICES FOR SENIOR MANAGEMENT SERVICE IN THE PUBLIC
SERVICE**

1. The Department of Public Service and Administration (DPSA) is pleased to announce the appointment of a new panel of service providers to conduct competency-based assessment services for members of the Senior Management Service (SMS) in Public Service. This panel has been established in line with the requirements of the SMS competency Framework and relevant assessment directives to ensure that the assessment of senior managers is standardized, credible, and aligned with the strategic objectives of the Public Service.
2. A Transversal tender was concluded, and a new panel of service providers has been appointed to provide competency assessment services in National, Provincial departments, and government components, with effect from 01 May 2026 to 30 April 2030. Their role will include administering psychometric assessments, conducting assessments for the development centre, preparing assessment reports, and providing feedback on assessments.
3. The contact details of the eight (8) appointed panel of service providers are reflected in the table below. Kindly note that these contact details are for their Head Offices. Service providers have reflected sufficient capacity and offices in their Service Level Agreements to service certain provinces. To curb costs associated with subsistence and travel, it is strongly recommended that departments ascertain whether a service provider has offices or capacity to render a service in your province.

4. List of appointed panel of service providers:

Service Provider	Contact Person and Number(s)	E-mail address
Bvuyiselo Consulting and OLB Holdings J.V	Office number: 0126538407 Dr Solani Bvuma 082 890 1064 079 161 7106	solani@bvuyiselo.co.za admin@bvuyiselo.co.za
Bitiine SA 973 CC	Office number: 0117945182 Lindi Grootboom 0824485057	Admin@bitlineassessments.co.za Lindi@bitlineassessments.co.za Assess@bitlineassessment.co.za
Fulicom (PTY) Ltd T/A Searchspark and Lemasa J.V	Office number: 0872655343 Sandra Schlebusch 0824624560 Busisiwe Mhlauli 0823299472 Sandra Burmeister 072 0212 936	assessments@searchspark.co.za sandra@lemasa.co.za b.mhlauli@searchspark.co.za S.burmeister@searchspark.co.za
Gijima Holdings (Pty) Ltd	Office number:0104495030/ 011 2660011 Aranka Verster 0823731349 Paulina Maepa 0832563707	Assessments@gijima.com aranka.verster@gijima.com Paulina.maepa@gijima.com
Larona Consulting (Pty) Ltd	Office number: 011 656 2899 Thandi Mvakali 083 273 8676 Lillian Mautsana 079 641 8637	info@larona.co.za thandi@larona.co.za Lillian@larona.co.za
Litha Lethu Management Solutions	Office number:011 484 7739 Siân Dennis 083 253 0947 Shandukani Mukwevho 064 902 0706	info@litha-lethu.com sdennis@litha-lethu.com smukwevho@litha-lethu.com
Mogoma Research and Development	Office number:011 615 4395 Prudence Ngoako 082 851 9503	info@moqoma.co.za Prudence@mogoma.co.za

Work Dynamics (Pty) Ltd	Lizelle Wilbers:0828200100/ 0823718048	assess@workdynamics.co.za info@workdynamics.co.za lizelle@workdynamics.co.za
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5. Departments are required to utilise the above service providers on a rotational basis since the pricing is standardised for this purpose. The specific goals for these service providers were considered during the Bid Evaluation, and points were allocated accordingly.

6. The cost of each assessment instrument is reflected below:

Item No	Item description	Price including VAT
1	<p>DPSA competency assessment (competency-based exercises)</p> <p>Assessment for the DPSA SMS competency assessment battery, including administration, analysis of assessments, assessment report writing, and feedback to the candidate and client department.</p> <p>(R5,829.61 + 15% VAT = R6,704.05)</p>	<p>R6,704.05 per person</p>
2	<p>Cognitive Process Profile (CPP)</p> <p>Purchase of the CPP from the test developer (cost per person). Cognadev rate R1,400.00 + 15% VAT = R1,610.00</p> <p>Administration of the CPP and providing feedback to the candidate and the client department. The duration of the CPP assessment is +/- 3 hours, analysis is +/- 40 minutes, and feedback is +/- 1 hour. The DPSA hourly rate of R771.00 will apply in administering the assessments and feedback to departments. (R3,855.00 + 15% VAT = R4,433.25)</p>	<p>R6,043.25 per person</p> <p>R1,610.00 per person</p> <p>R4,433.25 per person</p>

3	<p>Personality and Emotional Intelligence</p> <p>Purchase of the 15FQ+, 10 credits report, which includes the extended report and emotional intelligence report from the test developers (cost per person). $R108.00 \times 10 \text{ credits} = R1,080.00 + 15\% \text{ VAT} = R1,242.00$</p> <p>Administration of the 15FQ+ questionnaire, and feedback to the candidate and client department. The duration of the 15FQ+ assessment is +/- 35 minutes, analysis is +/- 30 minutes and feedback +/- 1 hour. The DPSA hourly rate of R771.00 will apply for administering assessments and providing feedback to departments. $(R1,542.00 + 15\% \text{ VAT} = R1,773.30$</p>	<p>R3,015.30 per person</p> <p>R1,242.00 per person</p> <p>R1,773.30 per person</p>
4	<p>Giotto Assessment</p> <p>Purchase of integrity assessment, Giotto complete package (standard report, risk report, and feedback report), cost per person. $(R850 + 15\% \text{ VAT} = R977.50)$</p> <p>Administration of Giotto testing and assessment results, and feedback on assessment results to the candidate and the client department. The duration of the Giotto assessment is +/- 30 minutes, analysis is +/- 30 minutes, and feedback +/- 1 hour. The DPSA hourly rate of R771.00 will apply for administering the assessments and feedback to departments. $(R1,542.00 + 15\% \text{ VAT} = R1,773.30)$</p>	<p>R2,750.80 per person</p> <p>R977.50 per person</p> <p>R1,773.30 per person</p>

7. The CPP, 15FQ+, and Giotto assessments will be administered during the selection process. The results of these assessments will form an integral part of the decision-making process in determining the most suitable candidate for appointment to the SMS position. The Leadership Assessment, as prescribed by the DPSA competency assessment framework, will only be conducted for the appointed candidate. The purpose of this assessment is developmental in nature, aimed at identifying areas of strength as well as areas requiring improvement. The outcomes will be utilised to inform the

development of a tailored Personal Development Plan (PDP). The appointed candidate will be required to undergo the Leadership Assessment within one (1) month of appointment.

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.
9. Your cooperation in the above regard is sincerely appreciated. All supporting documentation can be found on the DPSA website: www.dpsa.gov.za

Kind regards



Mr Mandla Ngcobo

ACTING DIRECTOR- GENERAL

DATE: 16/04/26