



the dpsa

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TO ALL HEADS OF NATIONAL/PROVINCIAL DEPARTMENTS AND PROVINCIAL ADMINISTRATIONS

AMENDMENT TO THE REQUIREMENT TO APPOINT PERSONS/ EMPLOYEES IN OCCUPATION SPECIFIC DISPENSATION (OSD) POSTS OF CANDIDATE ON A FIXED-TERM CONTRACT

1. In terms of the OSD, all employees appointed to the OSD posts of Candidate must be appointed on a fixed-term contract. This implies that serving employees, who are already appointed on a permanent basis, **must either resign from their "permanent" posts or accede that their employment status be converted to fixed-term contract on appointment to a Candidate post.**
2. It has come to the DPSA's attention that the above measure poses challenges to Departments in the recruitment of serving employees to the OSD posts of Candidate.
3. The Minister for Public Service and Administration (MPSA) approved that the Directive (that was made available to departments under the cover of DPSA Circular 5/2009 dated 1 October 2009 on the appointment requirements for the OSD posts of Candidate) be amended as follows:
 - 3.1. **Appointment of person from outside the Public Service**
Appointment is effected on a fixed-term contract and on probation in terms of the OSD provisions.
 - 3.2. **Appointment of an existing employee who is appointed on a fixed-term contract basis**
Appointment is effected on a fixed-term contract and on probation in terms of the OSD provisions.

3.3. Appointment of an existing employee who is appointed on a permanent basis

Appointment is effected on a permanent basis and on probation in terms of the OSD provisions.

4. It should be noted that this amendment is applicable only to the OSD posts of Candidate as listed below and as contained in Annexures A and B of the Directive:

- 4.1. Candidate Engineer.
- 4.2. Candidate Professional Surveyor.
- 4.3. Candidate Quantity Surveyor.
- 4.4. Candidate Architect.
- 4.5. Candidate Construction Project Manager.
- 4.6. Candidate Town and Regional Planner.
- 4.7. Candidate GISc Professional.
- 4.8. Candidate Engineering Technologist/Technician.
- 4.9. Candidate Architectural Technologist/Technician.
- 4.10. Candidate Quantity Survey Technologist/Technician.
- 4.11. Candidate GISc Technologist/Technician.
- 4.12. Candidate Scientist.
- 4.13. Candidate Scientific Technician.



1 **ACTING DIRECTOR-GENERAL**

DATE: 2013/7/15