



the dpsa

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**TO ALL HEADS OF NATIONAL/PROVINCIAL DEPARTMENTS AND
PROVINCIAL ADMINISTRATIONS**

CIRCULAR NO. 14 OF 2025

**DISCONTINUATION OF THE DIRECTIVE OUTLINING CONTROL MEASURES
TO SUPPORT EXECUTIVE AUTHORITIES IN MANAGING FISCAL
SUSTAINABILITY WHEN CREATING AND FILLING VACANT POSTS.**

1. The Minister for the Public Service and Administration (MPSA) issued a Directive on the Implementation of Control Measures Aimed at Assisting Executive Authorities in Managing Fiscal Sustainability During the Process of creating and filling vacant posts in Departments, as communicated in Circular 49 of 2023, effective from 18 October 2023. The Directive was issued in terms of section 41(3) of the Public Service Act, 1994, to elucidate regulations 25 (2)(a), (b) and 40 of the Public Service Regulations, 2016.
2. The Directive was effective until 31 March 2024. The validity was extended until 31 March 2025, as communicated in Circular 20 of 2024. The Directive outlined control measures implemented on the Personnel and Salary Systems (PERSAL and PERSOL) to support Executive Authorities to operate within the Medium-Term Expenditure Framework (MTEF) and financial ceilings for their departments when creating and filling vacant posts.
3. Departments and government components are advised that since the amended Directive came to an end on 31 March 2025, the National Treasury was requested to remove the above control measures on PERSAL and PERSOL, which were implemented to give effect to the Directive.
4. The DPSA encourages EAs and HoDs to adhere to regulations governing organisational and human resources management, as EAs hold executive powers in these areas while HoDs manage financial responsibilities to enhance governance, productivity, accountability, and the performance of the Public Service in pursuit of the MTDP priorities and effective service delivery.
5. The Offices of the Premier and Provincial Treasuries are advised to prepare a report on the comprehensive execution of the Directive, to be presented to the DPSA by 15 May 2025.

Mr Willie Vukela
Director-General [Acting]
Date: