

**MINISTRY: PUBLIC SERVICE AND ADMINISTRATION**

**REPUBLIC OF SOUTH AFRICA**

**NATIONAL ASSEMBLY**

**QUESTION FOR WRITTEN REPLY**

**DATE: 10 MARCH 2023**

**QUESTION NO.: 726.**

**Dr L A Schreiber (DA) to ask the Minister of Public Service and Administration [177] [Question submitted for oral reply now placed for written reply because it is in excess of quota (Rule 137(8))]:**

Whether, with reference to the recommendation of the Framework for the Professionalisation of the Public Service, any steps have been taken to outlaw the practice of cadre deployment in favour of a merit-based recruitment and selection system; if not, why not; if so, what are the relevant details? **NW812E**

**REPLY:**

The recruitment and selection in the Public Service is regulated in terms of the Public Service Act, 1994 and Regulations 65 and 67 of the Public Service Regulations, 2016. Furthermore, the Executive Protocol provides principles and procedure for the employment of Heads of Department (HoDs) and DDGs at National government. The provincial governments are encouraged to follow the practice. This a merit-based recruitment and selection system that is applied in the Public Service. Therefore, cadre deployment is not used to fill the vacancies in the public service.

1. Section 9 of the Public Service Act, 1994 states that an executive authority may appoint any person in his or her department in accordance with this Act and in such a manner and on such conditions as may be prescribed.

1. Section 11(2) of the Act stipulates that in the making of any appointment in terms of section 9 in the Public Service-
2. All persons who applied and qualify for the appointment concerned shall be considered; and
3. The evaluation of persons shall be based on training, skills, competence, knowledge and the need to redress, in accordance with Employment Equity act, 1998.
4. Regulation 65 (1) of the Public Service Regulations, 2016 provides that an executive authority shall ensure that vacant posts in the department are advertised as efficiently and effectively as possible to reach the entire pool of potential applicants, including designated groups.

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