



PROVINCE OF KWAZULU-NATAL  
ISIFUNDAZWE SAKWAZULU-NATALI  
PROVINSIE KWAZULU-NATAL

DEPARTMENT OF EDUCATION  
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Reference: 0615478  
Inkomba:  
Verwysing:

Date: 10 May 2005  
Usuku:  
Datum

**To All:           Regional Senior Managers  
                      Head Office General Managers  
                      Managers at Head Office  
                      Regional Offices  
                      District Managers**

**HRM CIRCULAR NO. 29 OF 2005**

**GRANTING OF OBSERVER STATUS TO PUBLIC SERVICE UNIONS IN THE SHORTLISTING AND INTERVIEW PROCESSES: SALARY LEVELS 1-12 PUBLIC SERVICE POSTS**

1. Public Service Unions have raised concerns with both the Head of Department as well as with the MEC for Education that unlike the educator unions, they do not enjoy observer status during shortlisting and interview processes in respect of the filling of vacant Public Service Act posts.
2. The Department has met with the relevant unions and has agreed that there is a need to grant unions observer status. Obviously the granting of such status will be contingent upon the development of a set of rules. In this regard a policy document is being developed and will be consulted upon with the Public Service Unions.
3. However, in the interim, it has been approved that the relevant unions be allowed to observe current interviews in the same manner as was done in the past. The contact persons and the addresses at which unions could be contacted is attached.
4. Your co-operation in this regard will be highly appreciated. Kindly draw the contents of this circular to all levels of management where interviews take place.

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**Acting Superintendent – General**

