



Province of the  
**EASTERN CAPE**

OFFICE OF THE PREMIER

**INSTITUTIONAL DEVELOPMENT AND ORGANISATIONAL SUPPORT**

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**TO : HEADS OF DEPARTMENTS**

**CHIEF DIRECTOR: CORPORATE MANAGEMENT - OTP**

**STANDARDISATION OF THE QUALIFICATIONS FOR ADVERTISEMENTS  
FOR POSTS OF DEPUTY AND ASSISTANT DIRECTORS IN THE PROVINCE**

The Provincial Recruitment and Selection Policy provides guidelines on minimum requirements for appointments into posts for which there are no mandatory minimum requirements in terms of existing Public Service prescripts. The purpose of these guidelines is to provide consistency across the Province.

However, there remained ambiguity around the minimum requirements for Deputy and Assistant Directors since the policy provided for an option between a degree (NQF level 7) or National Diploma (NQF level 6) as minimum educational requirements for these posts. This situation is not tenable since the NQF Framework clearly distinguishes between these qualifications even though they may take the same minimum period of time to complete.

Other developments in terms of the Public Service Regulatory Framework have indicated that the degree (NQF level 7) may be the more appropriate option. This is motivated by the general trend observed with setting minimum requirements for equivalent Occupational Specific Dispensation posts; standardisation of posts for Treasuries; as well as minimum educational



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requirements for posts considered as entry level posts which do not require any experience.

In order to ensure consistency in the Province, the Office of the Premier will advertise all Assistant and Deputy Director posts, for which there are no mandatory minimum requirements in terms of existing Public Service prescripts, with a minimum educational requirement of a degree (NQF level 7). The process of amending the Provincial Recruitment and Selection policy accordingly is underway.

Should you require further information regarding this correspondence, please do not hesitate to contact Mr. Lawrence van Zuydam by email on: [Lauwrence.vanzuydam@ecotp.gov.za](mailto:Lauwrence.vanzuydam@ecotp.gov.za); or Ms. Prophetta Mwanda-Tali by email [Prophetta.mwanda@otp.ecprov.gov.za](mailto:Prophetta.mwanda@otp.ecprov.gov.za)

Kind Regards,



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**MR M. MACHEMBA**  
**ACTING DIRECTOR-GENERAL**

20/03/2020  
DATE

