



FOR PSA MEMBERS: CIVILIAN SECRETARIAT FOR POLICE SERVICE (CSPS)

27-02-2025

CSPS: Consultation on draft Recruitment and Selection Policy

The employer has presented a draft Recruitment and Selection Policy for review at the Policy Task Team (PTT). This policy is intended to outline the principles and guidelines for recruitment, selection, and hiring processes in the Civilian Secretariat for Police Service (CSPS). Its objective is to ensure a fair, transparent, and equitable process that attracts the most qualified and talented candidates whose values align with those of the CSPS, including integrity (honesty), transparency, respect, accountability, fairness, and collaboration.

Additionally, the draft Policy seeks to retain high-performing employees to preserve institutional knowledge and ensure continuity. It also aims to promote good recruitment and selection practices by providing clear guidelines for all recruitment activities in the CSPS.

The policy applies to current CSPS employees, contract and temporary employees, people with disabilities, and external job seekers applying for employment at the CSPS. However, it excludes persons under the age of 18 and the recruitment of the Head of Department (HOD) and employees at level 15, as these appointments are regulated by Executive Protocols governing the employment of HODs and DDGs.

The employer has provided a draft Policy document with proposed changes for consideration. As part of the consultation process, members are encouraged to review the document and submit inputs, comments, or concerns to ensure that the policy remains fair, transparent, and aligned with employee rights and interests.

Members are requested to submit their inputs no later than **28 February 2025**. Submissions can be sent to the PSA Chairperson, Reuben Sebe, at Reuben.sebe@csp.gov.za, or to the PSA Chief Negotiator, Patricia Hamese, at patricia.hamese@psa.co.za.

Your participation in this process is crucial, and the PSA appreciates your engagement in shaping this important policy.

Employees who want to join the PSA can visit the PSA's website, send an email to ask@psa.co.za, or contact PSA Provincial Offices.

Reuben Maleka
GENERAL MANAGER