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Enquiries: Call Centre

Recruitment and Selection Minute: 0002/2019

To: Deputy Directors-General, Chief Directors and Directors

Subject: Introduction of Competency-Based Assessments as part of the recruitment and selection process for office-based educators

1. In line with the vision of the Western Cape Education Department (WCED) to provide quality education, the WCED continues to review opportunities to strengthen and improve its processes.
2. Following the successful implementation of Competency-Based Assessments (CBAs) as part of the recruitment and selection process for principals, deputy principals and departmental heads at institutions, the Department of the Premier, Directorate: Organisational Behaviour, in consultation with the WCED, has developed CBA instruments for all office-based educator posts.
3. To strengthen the recruitment, selection and appointment process, interview committees are encouraged to make use of this instrument with effect from 01 January 2019.
4. No additional costs will be incurred.
5. Bookings can be made via the Directorate: Recruitment and Selection.
6. Please bring this information to the attention of all chairpersons and panel members on interview committees, responsible for the recruitment, selection and appointment of office-based educators.

SIGNED: LJ ELY

DEPUTY DIRECTOR-GENERAL: CORPORATE SERVICES

DATE: 2019-02-15