

Date: 30/05/2022

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### PROGRESS REPORT ON RECRUITMENT

- There are three (3) Annual Recruitment Plans (ARPs) with vacant posts to be filled. The posts in these ARPs were developed from the new, carry-over and replacement posts with the total number of **209** posts.
- Out of **209** vacant positions as at 01 May 2022, **137** posts were already filled with a remainder of **72** vacant posts in the process of being filled.
- To fill the remaining **72** posts, the following details shall be considered:
  - Out of **72** posts, **28** posts are for Community Development Workers (CDWs), with filling of these posts put on hold until further notice as per the instruction from the office of the Head of Department (HoD), resulting in **44** posts to be filled within the stipulated timeframes.
  - Out of **44** remaining posts, the recruitment process for **10** posts has been finalised and waiting successful candidates to assume duties.
  - The recruitment process for the remaining posts is in progress, with some completed and others in process of being finalized.

The Human Resource Management office, without ignoring the errors made in the process, is working around the clock to meet the deadlines. However, the following are resulted in unexpected delays;

- Delays in appointments as per budget submission to Provincial Treasury.
- Requests for Changes of Selection Panel members.



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- Postponements due to other official duties clashing with shortlisting and interview processes.
- Some vacancies became vacant as a result of resignations, deaths, retirements, therefore they are replacement posts.
- Limited capacity due to vacant posts in HRM office taking its toll in delivering quality service to the customers.

***Source: IYM Meeting 12 MAY 2022***