

PUBLIC SERVICE STAFF RULE B.II RECRUITMENT

PART I

RECRUITMENT POLICY FRAMEWORK OF THE PUBLIC SERVICE OF NAMIBIA

1. PURPOSE

The purpose of the recruitment and selection policy is to provide guidance on the recruitment of staff members suitable to execute the mandate of the O/M/A in alignment with its strategic plan. In so doing, the provisions of the Labour Act, 2007 (Act 11 of 2007), the Public Service Act, 1995 (Act 13 of 1995) and the Affirmative Action Act, 1998 (Act 29 of 1998) are adhered to and the mainstreaming of the Disability Act, and the HIV/AIDS Multi Sectoral Response. It is aimed at –

- (a) promoting the image of the Public Service through the recruitment process by creating a climate conducive to improving the attractiveness of the Public Service as employer; and
- (b) satisfying the current and future people resource needs by recruiting persons to the Public Service that will ensure a professional, dynamic, cost and service based organization efficiently able to serve the citizens of Namibia.

2. REGULATORY FRAMEWORK

These rules are issued in terms of Section 35 of the Public Service Act, 1995 (Act 13 of 1995), and were approved by the Prime Minister on the recommendation of the Public Service Commission in terms of Section 5 of the said Act.

3. SCOPE OF APPLICATION

This policy applies to staff members recruited for permanent, temporary and contract appointment from outside or within the Public Service.

4. IMPLICATIONS

Because of the many legal provisions that have to be met, recruitment and selection is a highly formalised process. The effectiveness of the process is dependent on the efficient manner in which it is executed and managed.

5. STAKEHOLDERS

In terms of Section 5(1) of the Public Service Act, 1995, the appointment of any person in the Public Service is made by the Prime Minister on the recommendation of the Public Service Commission. The approval and recommendation of appointments at certain levels have been delegated (See Delegations of the Prime Minister) in order to support the speedy filling of posts.

Public Service Staff Rules Namibia Part 2

RS Peters



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Table of Contents Public Service Staff Rules Namibia Part 2

1. Understanding the eBook Public Service Staff Rules Namibia Part 2
 - The Rise of Digital Reading Public Service Staff Rules Namibia Part 2
 - Advantages of eBooks Over Traditional Books
2. Identifying Public Service Staff Rules Namibia Part 2
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Public Service Staff Rules Namibia Part 2
 - User-Friendly Interface
4. Exploring eBook Recommendations from Public Service Staff Rules Namibia Part 2
 - Personalized Recommendations
 - Public Service Staff Rules Namibia Part 2 User Reviews and Ratings

- Public Service Staff Rules Namibia Part 2 and Bestseller Lists
- 5. Accessing Public Service Staff Rules Namibia Part 2 Free and Paid eBooks
 - Public Service Staff Rules Namibia Part 2 Public Domain eBooks
 - Public Service Staff Rules Namibia Part 2 eBook Subscription Services
 - Public Service Staff Rules Namibia Part 2 Budget-Friendly Options
- 6. Navigating Public Service Staff Rules Namibia Part 2 eBook Formats
 - ePub, PDF, MOBI, and More
 - Public Service Staff Rules Namibia Part 2 Compatibility with Devices
 - Public Service Staff Rules Namibia Part 2 Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Public Service Staff Rules Namibia Part 2
 - Highlighting and Note-Taking Public Service Staff Rules Namibia Part 2
 - Interactive Elements Public Service Staff Rules Namibia Part 2
- 8. Staying Engaged with Public Service Staff Rules Namibia Part 2
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Public Service Staff Rules Namibia Part 2
- 9. Balancing eBooks and Physical Books Public Service Staff Rules Namibia Part 2
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Public Service Staff Rules Namibia Part 2
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine Public Service Staff Rules Namibia Part 2
 - Setting Reading Goals Public Service Staff Rules Namibia Part 2
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Public Service Staff Rules Namibia Part 2
 - Fact-Checking eBook Content of Public Service Staff Rules Namibia Part 2
 - Distinguishing Credible Sources

13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
14. Embracing eBook Trends
 - Integration of Multimedia Elements
 - Interactive and Gamified eBooks

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