

MINISTRY OF THE PUBLIC SERVICE CIRCULAR
NOTICE NO 3 OF 2022

MINISTRY OF THE PUBLIC SERVICE
P.O. BOX 228
MASERU 100

04TH AUGUST 2022

MPS/REV/CHE

TO: ALL PRINCIPAL SECRETARIES
ALL HEADS OF DEPARTMENTS
ALL DISTRICT ADMINISTRATORS
ALL COUNCIL SECRETARIES

COPY: GOVERNMENT SECRETARY
SENIOR PRIVATE SECRETARY TO HIS MAJESTY
SENIOR PRIVATE SECRETARY TO THE PRIME MINISTER
CLERK TO THE SENATE
CLERK TO THE NATIONAL ASSEMBLY
ATTORNEY GENERAL
AUDITOR GENERAL
OFFICE OF THE OMBUDSMAN
ACCOUNTANT GENERAL
DIRECTOR OF ELECTIONS
DIRECTOR GENERAL DCEO
COMMISSIONER LESOTHO CORRECTIONAL SERVICE
COMMISSIONER OF POLICE
REGISTRAR HIGH COURT AND COURT OF APPEAL
SECRETARY – PUBLIC SERVICE COMMISSION
SECRETARY – TEACHING SERVICE COMMISSION
SECRETARY – LOCAL GOVERNMENT SERVICE
COMMISSION

RE: REQUIREMENT FOR VETTING OF QUALIFICATIONS BY
APPLICANTS APPLYING FOR GOVERNMENT POSITIONS

Addressees may recall that Section 8 (1) of the Public Service Act stipulates that *entry and advancement within the public service shall be based on merit (namely: ability, qualifications, knowledge, skill and aptitude)*. Over time the Government of Lesotho has put in place measures to verify, through interviews and scientific measures (psychometric tests), applicants' ability, knowledge, skills and

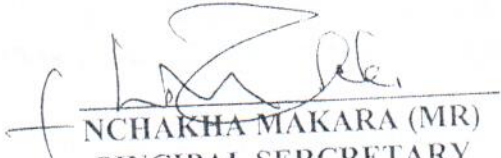
aptitude. The Government through the Ministry of Education & Training has set up a Council on Higher Education (CHE) to provide among its services the verification and evaluation of educational qualifications. This service provided by CHE is meant to identify authentic qualifications from recognized accredited academic Institutions and level of each qualification. The Government of Lesotho has been appointing or employing candidates into the public service without a standard verification and evaluation of qualifications, which resulted in a lot of confusion and grievances.

In an effort to avoid negligent hiring which can lead to Government liabilities, the Ministry of the Public Service will improve the recruitment process as per the provision of the Public Service Act Section 8 (1) read with Regulation 31 of Public Service Regulations 2008 by ensuring that candidates applying for public service jobs are qualified for the jobs and are the authentic holders of presented qualifications.

It is against this background that the Government decided to call upon all people who may have interest to apply for government jobs to verify and evaluate their qualifications as one of the measures of *merit* in the hiring process and to avoid appointment of candidates with fraudulent qualification.

The addressees are therefore informed that with effect from 01 September 2022, all people applying or that have applied for positions in the Public Service of Lesotho are requested to provide a copy of qualifications vetting from CHE. Applicants including candidates who have registered to be placed by the Ministry of the Public Service, Public Servants applying for senior positions within the Government Ministries, Departments and Agencies as well as all new job applicants applying for jobs in the Public Service are also expected to comply with this circular.

Human Resources offices should advise applicants to submit qualifications at CHE for verification and include this requirement in job advertisements.


NCHAKHA MAKARA (MR)
PRINCIPAL SECRETARY
MINISTRY OF THE PUBLIC SERVICE