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**CIRCULAR No. 188**  
**OSC Ref. C. 6626<sup>2</sup>**

26<sup>th</sup> August, 2015

Permanent Secretaries, Heads of Departments and Chief Executive Officers are hereby advised that further to **Circular No. 75 dated the 9<sup>th</sup> May, 2013 and Addenda OSC Ref. Nos. C. 6272<sup>7</sup> dated the 10<sup>th</sup> March, 2014 and C. 6626<sup>2</sup> dated the 23<sup>rd</sup> July, 2014**, the following decision has been made effective **June 1, 2015**:

1. The policy of paying a partial allowance to public officers in the Fiscal Management Group, who do not possess the requisite academic qualifications, **will cease**.
2. There will be no further consideration of appointments/promotions of public officers in the Fiscal Management Group on the basis of **the Proficiency Criteria**.

It is expected that public officers acting, or being permanently appointed/promoted in this group should possess the requisite academic qualifications for the post. Acting appointments in this group, for officers who **do not** possess the requisite qualifications, **will only be considered for specified periods in positions that are not vacant i.e. vacation and maternity leave only. This does not apply to acting appointments in place of/vice officers on secondment, pre-retirement and study leave.**

With effect from **June 1, 2015**, the following will guide the recruitment and selection process for the Fiscal Management Group:

- (a) For positions classified FMG/ AC 1, AC 2, AT 1 - AT 3, PA 1, AS 1 - AS 3 or the equivalent in responsibility, Permanent Secretaries, Heads of Departments and Chief Executive Officers are expected to conduct the recruitment and selection process for these levels.
- (b) For positions classified FMG/PA 2 – PA 5 and AS 4 – AS 7 or the equivalent in responsibility, the Public Service Commission requires that candidates for these jobs be assessed by the Financial Administration and Audit (FAA) Selection Board convened by this Office.

For further clarification, please direct your queries to the Office of the Services Commissions.

**Please ensure that a copy of this circular is placed at a strategic position on the Notice Board of the Ministry/Department.**

**This supersedes Circular No. 117 dated the 27<sup>th</sup> May, 2015, from this Office.**

J. Mendez (Mrs.)  
for Chief Personnel Officer