

## PROCEDURE FOR WAIVING THE PQR FRAMEWORK

### 1. MINISTRY IDENTIFIES ISSUE WITH THE PQR FRAMEWORK

Skills shortage (eg. ineligible applicants after advertisement of a vacancy) and other reasonable grounds may cause difficulties to Ministries in complying with the framework.

### 2. MINISTRY INFORMS PSO IN WRITING THEIR DIFFICULTY WITH THE PQR & PROPOSED A WAIVED PQR

In the letter, the Ministry needs to provide reasons/justifications for why it cannot comply with the PQR (such as above) and also propose a waived PQR that may suitable for the concerned vacancy.

### 3. PSO CONFIRMS/ASSESS & ANALYZE THE ISSUE

Upon receipt of the Ministry's request/letter PSO will confirm its reasons/justifications. Where required, PSO may hold bilateral discussions with the Ministry concerned to discuss the issue or the proposed PQR.

### 4. PSO CLEARS THE POSITION ON THE RECOMMENDED PQR & INFORM THE MINISTRY/PSC.

Based on the agreement between PSO & the concerned Ministry on the proposed or waived PQR, PSO clears the position involved based on the waived PQR and informs PSC on this decision for recruitment/appointment purposes.

#### WAIVED PQR CONDITION:

- It is important to note that when the PQR for a certain position has been waived, this does not mean that the PQR framework will be changed but suggests that the waived PQR is only for the position concerned.
- The waived PQR will only be applied for that certain recruitment which means that when the position involved becomes vacant again in the future, it needs to follow the PQR framework again. If there's still difficulty in complying with the PQR, it will again follow the procedure for waiving/lowering the PQR.