

Public Service Commission and Disciplined Forces Service Commission

PRESS RELEASE

Open Day 2026

Tuesday, 23 June 2026 from 10 00 hours to 15 00 hours

7, Louis Pasteur Street, Forest Side

In the context of the UN Public Service Day and the Africa Public Service Day, the Public Service Commission (PSC) and Disciplined Forces Service Commission (DFSC) are jointly organising a public-facing initiative, aligned with the UN global framework focused on *"Transforming Public Institutions: Advancing Innovation, Participation, and Inclusion"*. This initiative is an opportunity to showcase to the public the role, functions and activities of the Commissions and the way applications are handled and to inform candidates of the recruitment process. It also reflects the commitment of the Commissions to ensure that the public service is staffed by officers of the highest competence, integrity and impartiality.

The Open Day aims at –

- (i) increasing public awareness of the functions, responsibilities and services of the PSC and DFSC;
- (ii) providing guidance on recruitment procedures and current career opportunities in the public service;
- (iii) enhancing transparency, accountability and trust in the Commission's processes; and
- (iv) encouraging school leavers and job seekers to consider careers in the public service.

On this occasion, the public will have the opportunity to view a video produced by the Commissions so as to guide and help candidates to fill in their application forms (PSC Form 7 and DFSC Form 7) as well as provide information on the recruitment process. Visitors will also be taken on a guided tour to showcase what happens from the time an application reaches the Commissions up to the Interview.

The modern public sector faces dual challenges: replacing an aging workforce and combating public perceptions regarding lack of transparency and meritocracy in the recruitment and selection process. In this respect, the Commissions have taken several initiatives to re-engineer and streamline the recruitment process at different levels -

(a) Multiple-Choice Question (MCQ) Marking System

An Automated MCQ Marking System has been procured in August 2025 to enable the Commissions to automate correction of scripts.

(b) New e-Recruitment Portal

A new e-Recruitment Portal is expected to be operational by June 2027. This System will facilitate online applications, create applicant profile, expedite application processing, generate reports and statistics, manage staff lists, schedule interviews and examinations, as well as improve interaction with candidates. Artificial Intelligence will also be an integrated component of the new system, which will perform the automatic scrutiny of applications submitted by candidates, thereby reducing the time taken to complete a recruitment exercise.

(c) Review of Schemes of Service for the Disciplined Forces

Following the recent selection exercises carried out for entry grades in the Disciplined Forces, the Commission noted that there was a decline in the number of candidates who applied for these posts. To remedy this situation and to attract a larger number of candidates, the Commission recommended a review of the schemes of service with a view to making the requirements less restrictive. The schemes of service for the posts of Police Constable and Woman Police Constable have already been amended and prescribed by the Ministry of Public Service and Administrative Reforms. The Notice of Vacancy for these posts is expected to be released on **23 June 2026** to invite applications from prospective candidates. The schemes of service for the posts of Firefighter and Prisons Officer are in the process of being reviewed.

(d) SMS Gateway

A new SMS gateway system is being implemented as from July 2026 whereby candidates being convened for interview/examinations will also be notified by way of SMS.

(e) Certificate of Character

The Commissions are envisaging to request candidates outside the service to produce a Certificate of Character.

(f) Equivalence of Educational Certificates

The Commissions are also exploring new avenues to address the issue of delay in submission by candidates of an equivalence of their certificates as mentioned in the schemes of service.