**MANPOWER SUPPLY RECRUITMENT FLOWCHART**

- **OGP**
  - Statement of Needs
  - Notice of Termination

- **ERSB**
  - Recommendation of Candidates by ERSB to OGP
  - Pre-Screening of Candidates
  - Medical Check-Up
  - Notification of Interview by ERSB
  - Interview of Candidates by ERSB
  - Evaluation by ERSB
  - Shortlisting of Candidates for Interview by ERSB
  - Letter of Employment & Secondment
  - Application of Work Permit / Levy
  - Arranging Flight / Transport & Lodging

- **RECRUITMENT**
  - Human Resources Data Base
  - Invitation to Potential Candidates
  - Selection of Candidates for Interview by Client
  - Notification of Interview by Client
  - Interview with Client / Medical Check-Up
  - Evaluation by Client
  - Confirmation by Client

- **REPLACEMENT**
  - OTHER SOURCES
  - Client
  - Replacement

- **TERMINATION**
  - Letter of Termination

- **APPENDIX 4**

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The flowchart illustrates the recruitment process from initiation to employment, including key steps such as human resource data base, invitation to potential candidates, selection, interview, evaluation, and confirmation. It also outlines the process for replacement and termination.