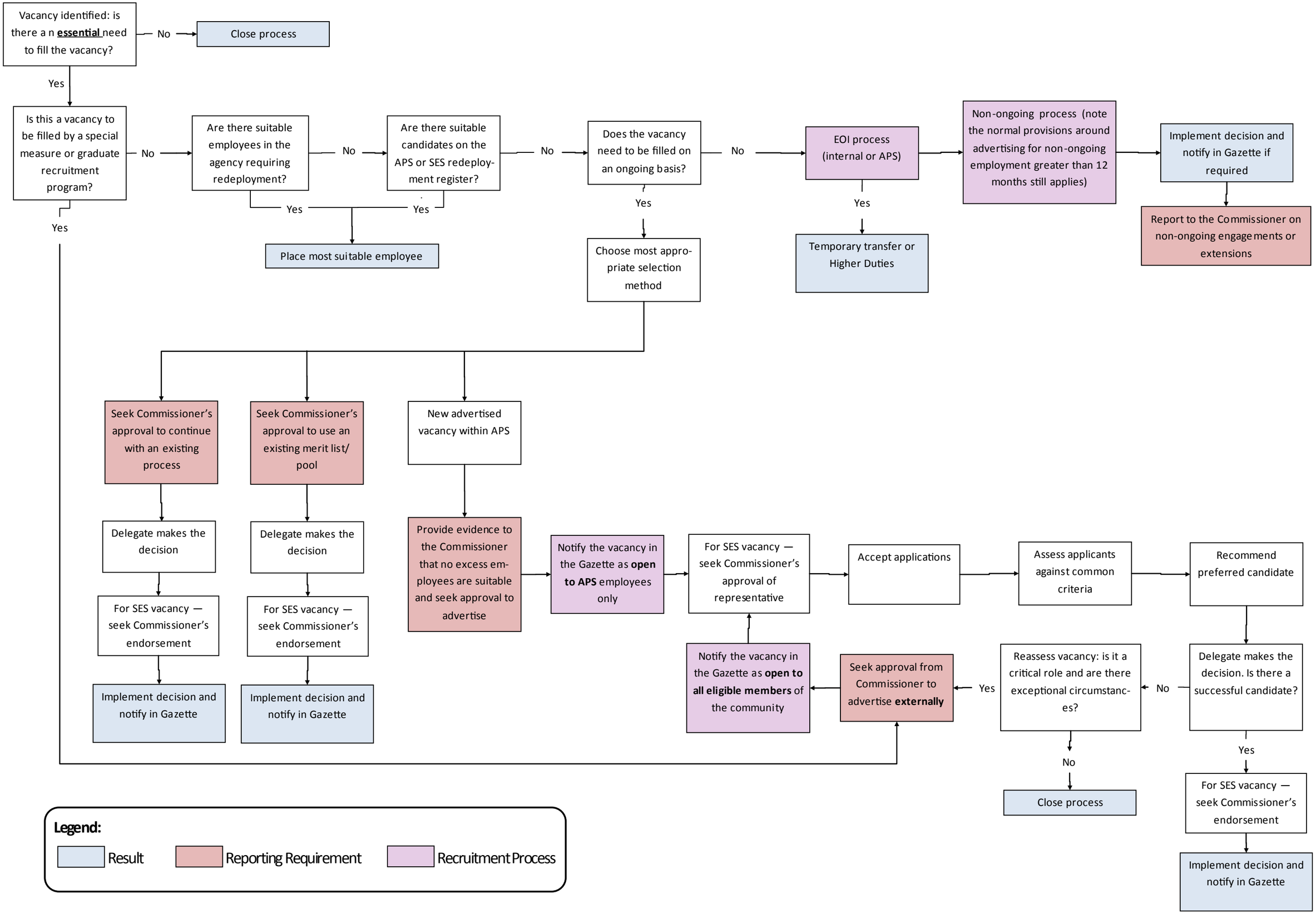Interim Arrangements for APS Recruitment Processes