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REPUBLIC OF SOUTH AFRICA

The National School of Government

DIRECTIVE ON HUMAN RESOURCES MANAGEMENT AND DEVELOPMENT FOR PUBLIC SERVICE PROFESSIONALISATION

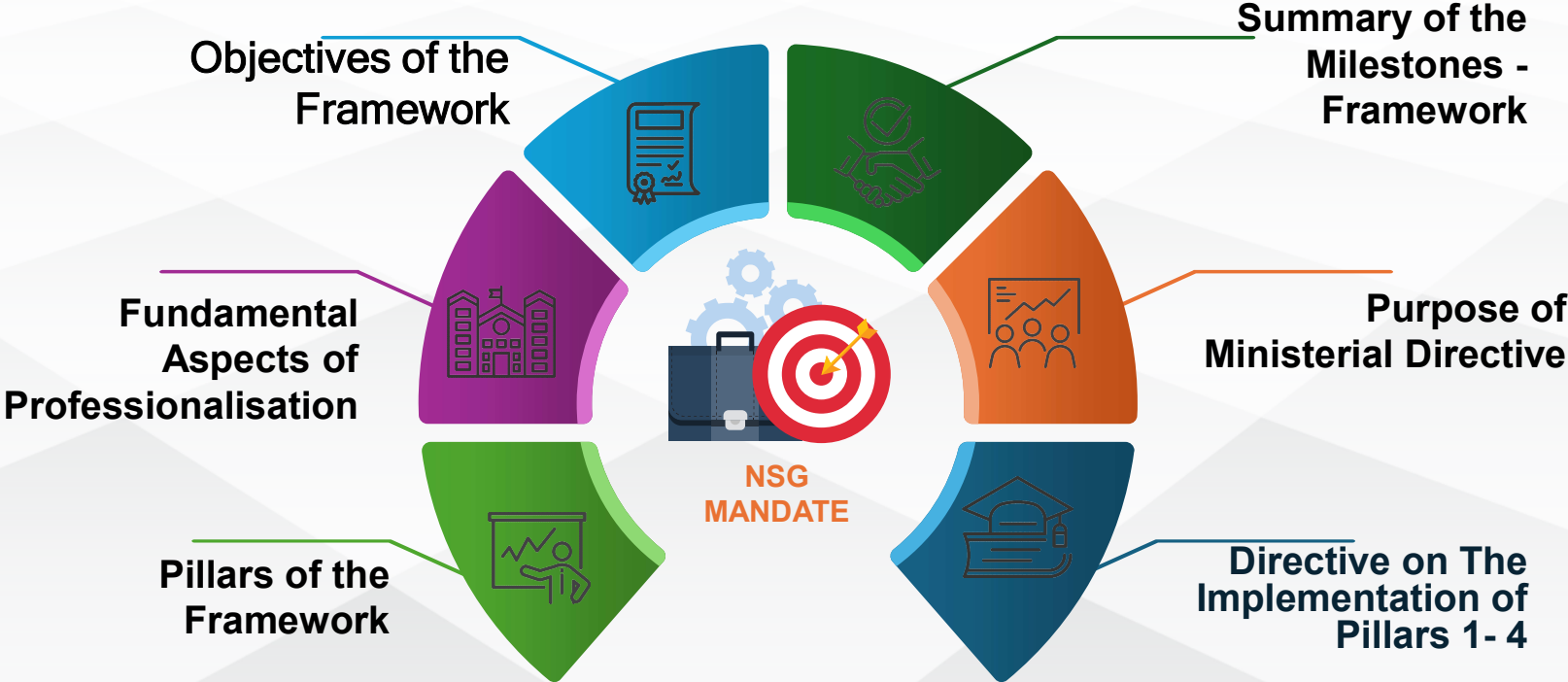
Presenter: Ms Faith Nyaka

09 May 2024





Presentation Outline





Objectives of the Framework

1) Entrench a dynamic system of professionalisation in the Public Sector

Strengthen and enable legal and policy instruments to professionalise categories of occupations in the Public Sector

Enhance and build partnerships and relationships with higher education institutions and professional bodies

Ensure meritocracy in public servants' recruitment, selection, and career management in line with the NDP and the MTSF

Initiate consequence management for material irregularities through the transgression mechanisms and various pieces of legislation



Strengthening State Capacity

“When I was elected to the position of President of South Africa, I said that building an *efficient, capable and ethical state* free from corruption was among my foremost priorities.

Only a capable, efficient, ethical and development-oriented state can deliver on the commitment to improve the lives of the people of this country.

This means that the public service must be staffed by men and women who are *professional, skilled, selfless and honest*” - President Cyril Ramaphosa, 1st March 2021



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Summary of the Milestones on the National Framework Towards Professionalisation of the Public Sector

Timelines	Milestone
18 November 2020	Cabinet Approves the publication of the Draft National Framework for public comments.
20 December 2020	Minister Mchunu releases the Draft National Framework for public comments.
25 January 2021	Minister of Public Service and Administration (MPSA) outlines the public consultation process for the Draft National Framework.
11 February 2021	President mentions in the SONA that a capable and professional public service should be build.
01 March 2021	The National Framework is tabled at the Bargaining Council.
April 2021	National Framework is tabled at NEDLAC
31 May 2021	Minister Mchunu announces the High-Level Ministerial Advisory Panel to review the National Framework.
January 2022.	The High-Level Ministerial Advisory Panel presents its draft report to the MPSA, including its articulation of a revised Framework.
March 2022	The NSG started with the Socio-Economic Impact Assessment System (SEIAS) on the National Framework with DPME.

Summary of the Milestones on the National Framework Towards Professionalisation of the Public Sector

Timelines	Milestone
09 May 2022	The revised National Framework is presented to the FOSAD MANCO. Also shared with the National Planning Commission and SALGA for inputs, with DoJ & CD for vetting.
19 October 2022	National Framework approved by Cabinet.
31 March 2023	South African Local Government Association (SALGA) adopts the National Framework.
21 July 2023	National Framework is tabled at the Public Service Co-ordinating Bargaining Council (PSCBC).
July 2023	As part of its oversight role, the PSC convened a Retreat on the Professionalisation Framework. (Resolution to establish inclusive governance structure consisting of the three spheres of government.
11 August 2023	National Framework is gazetted by the Minister of Public Service and Administration (MPSA).
16 February 2024	Vol 1 of Directives to implement the Framework released.



Fundamental Aspects of Professionalisation

**Professionalism
(Individual)**

**Profession
(Discipline)**

**Professionalisation
(Sector)**

To be professional means to work and project yourself in a way that demonstrates superior levels of acquired knowledge, skills, and competence as well as exemplary conduct, commitment to the profession & its code of conduct.

Professionalism entails a high work ethic and adherence to standards and principles of specific work discipline and context; including qualifications, skills, competencies and values.

Professionalisation subject all employees to a single dispensation of professional registration and regulation. Recognition of the various professional categories within the sector, and subject them to registration with external regulated external professional bodies.




5 Pillars for Implementation of the Framework



Recruitment & Selection

Pillar 1



Induction & Onboarding

Pillar 2



Planning & Performance Management

Pillar 3



Continuing Learning & Professional Development

Pillar 4



Career Progression, Succession Planning & Management of Career Incidence of Heads of Department

Pillar 5



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Volume 1: Directive On Human Resources Management And Development For Public Service Professionalisation



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Purpose of the Directive

1) Guides departments in implementing
2) the Framework

Institutionalises the Framework as part of measures to improve public sector service delivery

To advance meritocratic selection procedures and criteria

Explains and clarifies the recruitment and selection process

Initiate consequence management for Non-compliance to provision of this Directive



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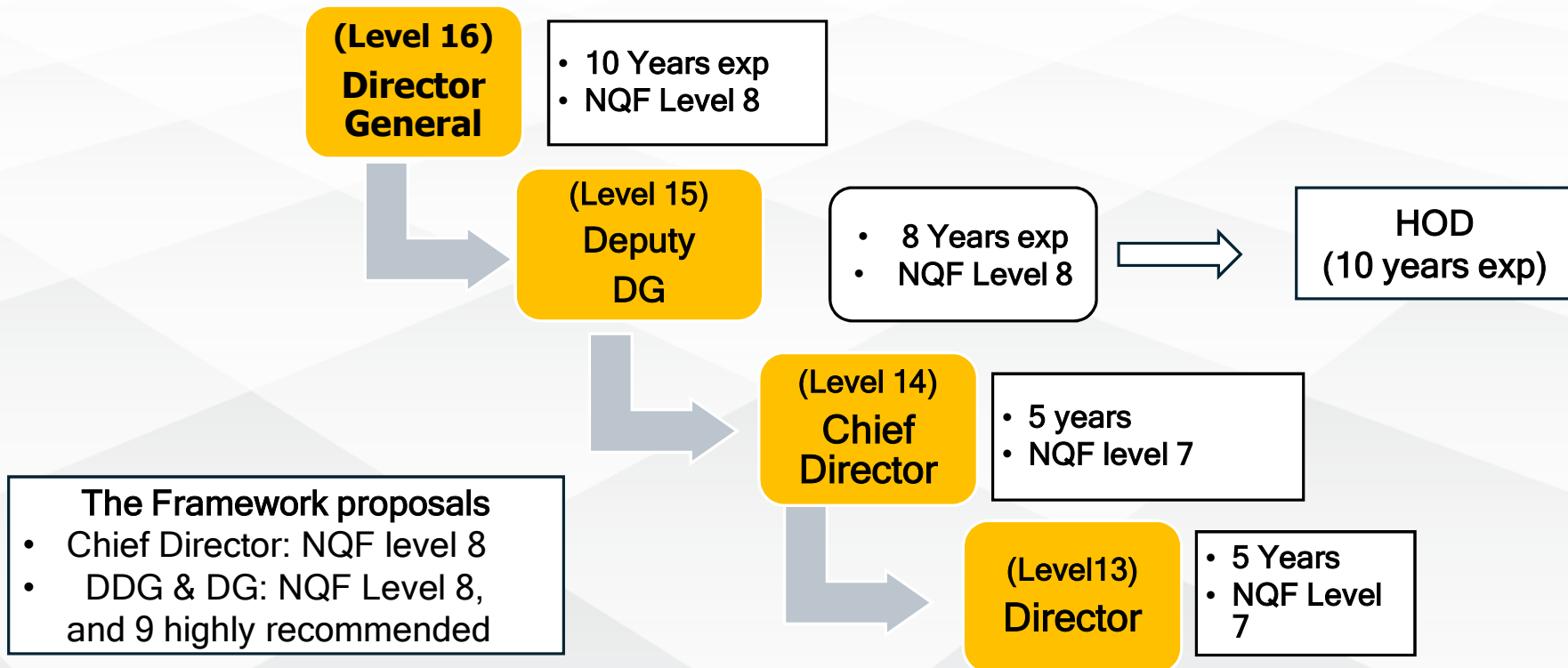


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Pillar 1: Recruitment and Selection





Pillar 1: Recruitment and Selection

Mandatory Personnel Suitability Checks:

- Criminal record checks
- Citizenship
- Financial record checks
- Verification of Qualification (SAQA DDGs)
- dismissal for misconduct
- Disciplinary register
- Registration with Professional Bodies
- report falsified or Report fraudulent qualifications
- SAPS

- Certificate (Middle management & SMS)

- formal test proficiency core function

Pre-entry exam
Nyukela

Practical exercise

Competency management assessment

Integrity Assessment

- Management competencies
- Personal Development Plan

- Oral exam
- Computer based assessment
- Written Evaluations

Proposals from the Framework:
Employment of two technical experts
(To score both technical exercises)



Recruitment and Selection

Graduate recruitment scheme

Waiving of experience requirements for entry level posts

Jobs at salary levels 3,-6 only require minimum qualifications, without experience

Compliance with all other inherent requirements of the job

Provisions of the relevant determination shall apply for entry into occupations in terms of OSDs and benchmarked job descriptions

Training assistance when no experience is required as a minimum



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Pillar 2: Induction and Onboarding

Ethics and code of conduct programmes

New employees undergo departmental induction within the first six months of appointment.

Current employees shall attend a compulsory re-orientation programme once every five years.

Pillar 3 Planning And Performance Management

DPSA and DPME to integrate the reporting tools: Annual Performance Plans (APP), including Personal Development Plans (PDP), Human Resource Plans (HRP) and Human Resource Development (HRD) Plans.

Performance contracting and assessment promotes greater alignment across.
Direct linkages with institutional planning and performance management systems.



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Pillar 4: Continuing Learning and Professional Development

Maintain a database of all NQF 9 and NQF 10 dissertations and theses to create a knowledge database.

HRD reports shall indicate how departments spend the 1% of the wage bill allocated for training

Current employees shall attend a compulsory re-orientation programme once every five years.

Skills development initiatives within the department shall align with the HRP, HRD plan, PDPs

Conduct a skills audit using 'the public service skills audit methodology framework'

Skills development report shall be deposited with the DPSA and shall be the basis for identifying competencies, skill gaps, and future skill demands



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Thank You



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