

HR Transformation in the Public Service

A project initiated by the African Heritage Foundation as a Public Private Partnership (PPP) between government, private sector and professional organisations to promote Best Practices in HR. The project will provide learning and networking opportunities for professionals to improve people management in the Public Service. Partners in the project include the Public Service Commission (PSC), the Department of Public Service & Administration (DPSA), the S A Board for Personnel Practice (SABPP), the Institute for People Management (IPM) and Black Consultants Network (BCoN)

INVITATION TO WORKSHOP

- Topic** : **The Challenge for Performance Based Pay: Managing Salary Structures in Public Service**
Date : **Thursday, 1st November 2001** **Time** : 08h30 to 16h30
Venue : SA Law Commission, 12th Floor, Sanlam Centre Office Tower, MidCity Sanlam Centre, Cnr Schoeman & Andries Streets, Pretoria
Parking : Pay parking Schoeman Street Parkade Next to Sanlam Centre
Organisers: Langa (Cell: 083 765-9671); e-mail: (lldhlomo@npa.gov.za) ; and, Sanna (Tel: (012) 314-7252; Fax: (012) 314 7020; E-mail:(sannavn@dpsa.gov.za)
- Chairperson** : Public Service Commission (PSC)
Facilitator : Langalake Dhlomo, Executive Manager in Corporate Services, National Prosecuting Authority (NPA), Department of Justice & Constitutional Development

PROGRAMME:

- 08h00 Tea/Coffee & Registration
08h40 Introductions – Partners, Organisers, Venue, Sponsor (Langa Dhlomo)
- 08h45 **Challenges of new Labour Legislation & Policy Development for the Public Service.**
Mr Les Kettledas, DDG: Labour Policy & Labour Market Programme, Dept of Labour
- 09h15 Questions/Discussion
- 09h30 **Issues and budget implications for well managed salary structures in the Public Service.**
Mr Kuben Naidoo, Manager: Salaries, National Treasury
- 10h00 Questions/Discussions
- 10h10 **REFRESHMENTS**
- 10h30 **Creating Sustainable, Strategic and Partnership Projects to facilitate Excellence in the Public Service: The Role of the African Heritage Foundation** (Ms Happy Molefe, Treasurer; Mr Boyce Mkhize, Secretary; & Mr Langa Dhlomo, Chairperson)
- 11h20 Questions/Discussions
- 11h30 **BREAK**
- 11h40 **Managing pay in a competitive, multidiscipline and multilevel organisation.**
Ms Cecilia Khuzwayo, Senior General Manager: Human Resources Management, SABC
- 12h10 Questions/Discussion
- 12h20 **Opportunities for Developing Performance Based Pay Systems.**
Mr Keith Roxburgh, Director: P3, People Performance Pay, Management Consultants
- 12h50 Questions/Discussion
- 13h00 **LUNCH**

- 13h30 Ruffle by Sponsor (SAP)
- 13h40 **What is Senior Management Service (SMS) system?**
Mr Sunil Geness, Manager: Senior Management Service, DPSA
- 14h20 Questions/Discussion
- 14h30 **Strategies for well managed uniform and flexible salary structures in the Public Service.**
Ms Beryl Shirto, Manager: Remuneration Policy, DPSA
- 15h10 Questions/Discussion
- 15h20 Panel Discussion: All speakers
- 15h50 Observations (Ms Maria Rantho)
- 15h55 Way Forward (Langa Dhlomo)
- 16h00 Closure
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PROJECT BACKGROUND

The **HR Transformation in the Public Service** project is implemented through seminars, workshops and conferences. Initially, the project focused on national departments and organs situated in Pretoria. Once established, and resources permitting, the events will also be organised in provinces.

PROJECT OBJECTIVES

1. To promote best practices for HR in the Public Service
2. To encourage debate and discussion on policy and management issues
3. To provide learning and networking opportunities for professionals in the Public Service
4. To facilitate improved people management practices in the Public Service
5. To promote learnerships in the Public Service
6. To promote public and private sector (PPP) partnerships

PROJECT SUSTAINABILITY

The project is coordinated by the African Heritage Foundation, a non-profit organisation, which raises funds to implement its projects. The project is currently made possible by through the following donations / assistance:

- ◆ **Administrative Support** – National Prosecuting Authority
- ◆ **Event Management** - DPSA
- ◆ **Venue** - SA Law Commission
- ◆ **Meals and refreshments** - SAP Public Services
- ◆ **Contributions** were also made by NBC and Public Service Commission (PSC)

SEMINARS ORGANISED PREVIOUSLY

- ✓ Performance Management (2000)
- ✓ Information Technology in HR (2000)
- ✓ Competency Modelling & Introduction to Competency Based People Management (2001)
- ✓ HR Service Delivery Innovation in the Public Service (2001)
- ✓ IT as Strategic System for Human Resource Management (2001)
- ✓ HIV/AIDS in the Public Service (2001)

WORKSHOPS ORGANISED PREVIOUSLY

- ⇒ IT as a Tool for HR Transformation in the Public Service (2001)

⇒ The Challenge of Performance Based Pay: Managing Salary Structures in Public Service (2001)

