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Department:
Public Service and Administration
REPUBLIC OF SOUTH AFRICA

2ND PHASE ROLLOUT OF THE HRD STRATEGIC FRAMEWORK

National Steering Committee

13 JUNE 2008

Presentation Outline

- Background
- 2nd Phase HRDSF Implementation
- Key Features
- Milestones for Implementation
- Monitoring



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Background

- The HRD Strategic Framework Policy Communication Workshops conducted following Cabinet approval (1st Phase)
- The objectives of the workshops were:
 - Introduce HRD Strategic Policy trajectory
 - Familiarize Public Service with contents of Resource Packs



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Background cont.

- During the workshops key HRD Strategic Framework issues were communicated
- Resource Packs were distributed (Overview, Review Report, Strategic Framework, Implementation Guide and Plan and CD)
- Strategic Framework posted on **dpsa** website as part of communication
- Furthermore, Departments will receive promotional materials and a further set of Resource Packs.



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2nd Phase Implementation

- It deals with measures and processes that Sectors, Provinces and Departments must put in place during this phase
- Focuses on strengthening institutional arrangements and mechanisms for successful implementation
- Clearly defines the pathway for process flow through key milestones and support systems.



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Key Features of the 2nd Phase

- The **dpsa** is embarking upon nationwide implementation support workshops:
 - KZN – 06 June
 - GP – 18 June
 - EC – 20 June
 - MP – 25 June
 - Limp – 26 June
 - WC – 27 June
 - NW – 30 June
 - NC – 02 July
- Sector and National Departments spread across



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Key Features of 2nd Phase cont...

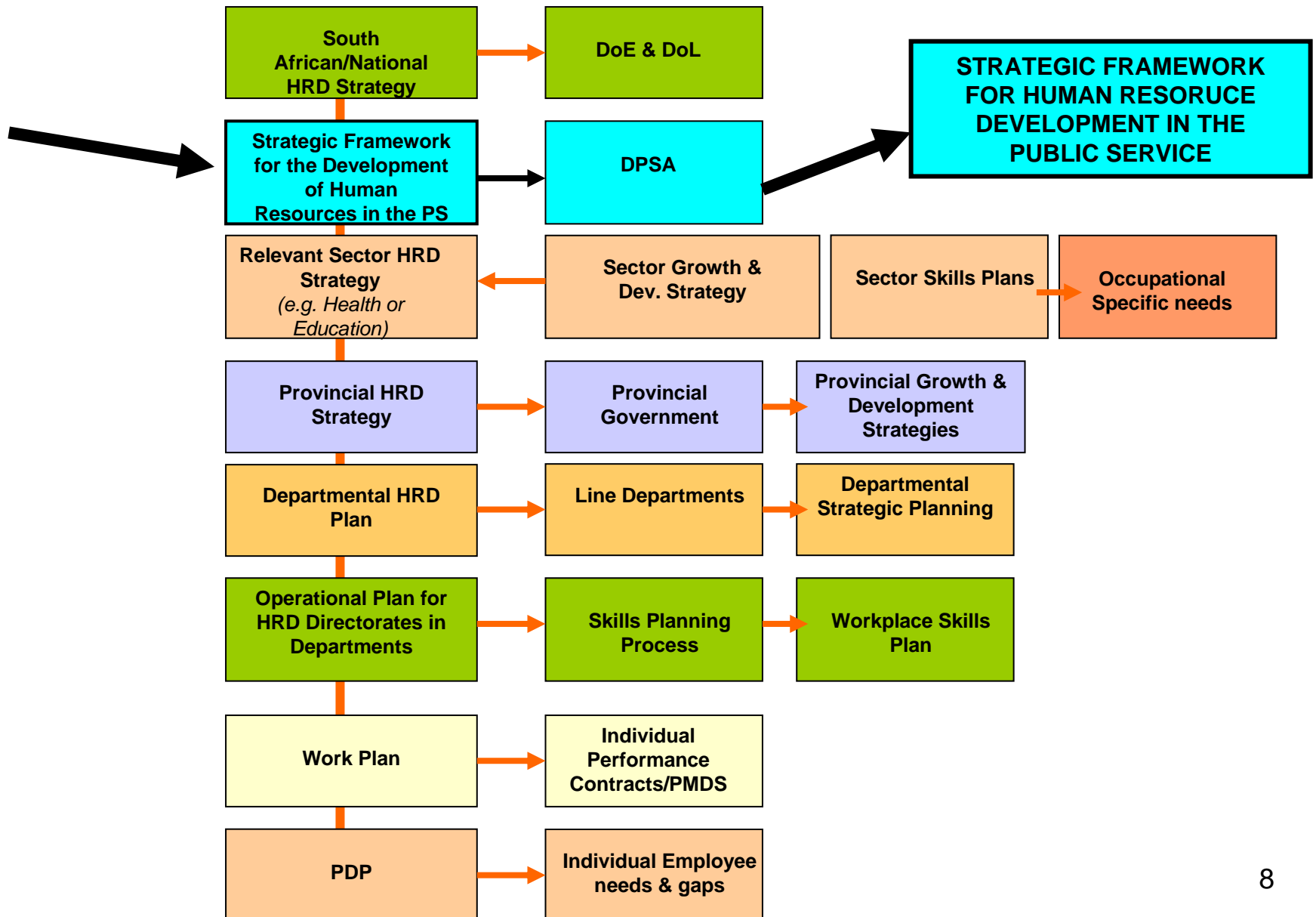
- The objective of workshops is to create an enabling environment within the Public Service through the establishment and strengthening of institutional arrangements and mechanisms and development of key operational processes to ensure successful implementation.
- The workshops focus on Sectors, Provinces and Singular Departments to ensure vertical and horizontal alignment of HRD Strategies and HRD Implementation Plans with Sector Priorities, PGDSs and IDPs and other injunctions.



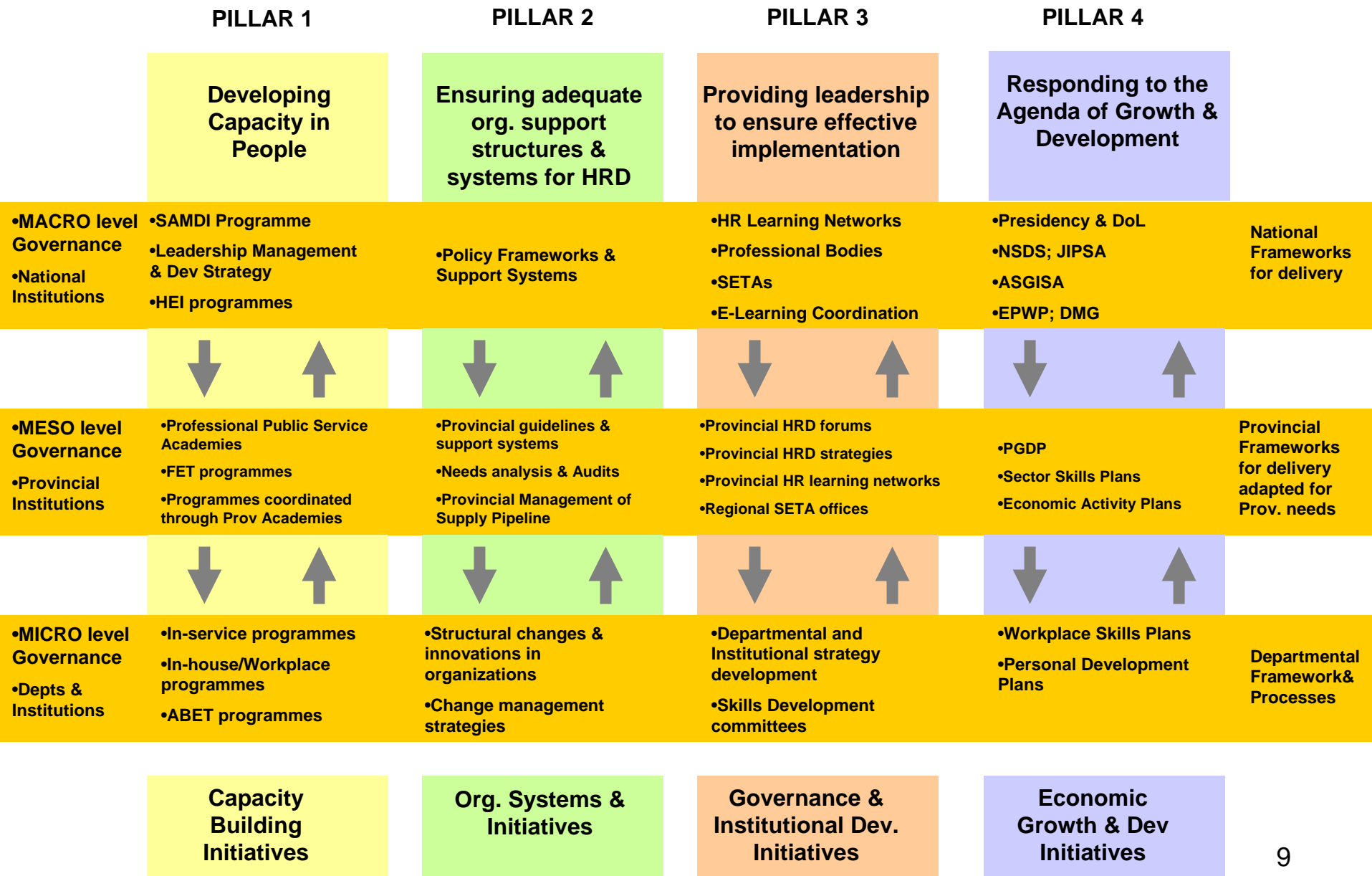
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THE HUMAN RESOURCE CONTEXT OF THE NATION



CONCEPTUAL FRAMEWORK FOR FACILITATING IMPLEMENTATION OF THE HRD STRATEGY – GOVERNANCE



Key Features of the 2nd Phase cont..

- The main thrust of the workshops is:
 - Addressing challenges faced by departments in designing HRD Implementation Plans
 - Organizational Capacity Assessments
 - Vertical and horizontal alignment
 - Submission dates of HRD Implementation Plans
 - Governance & Administration Cluster reporting requirements
 - Monitoring and support during different stages.



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Key Features of the 2nd Phase cont...

- Parallel to the support workshops is the Action Learning Model currently underway.
- Provincial and departmental workshops are, where possible, aligned with the key stages of the Action Learning Model to ensure seamless and even progression by departments with HRD Implementation Plans.
- Provincial Departments in Action Learning act as resource to other departments.
- Workshops use HRD Implementation Plan and Guide as a source document.



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Milestones for Implementation

- By **30 November 2008**, **dpsa** will have 141 HRD Implementation Plans
- To facilitate this, Department will have to submit HRD Implementation Plans by **31 October 2008**
- Sectors, Provinces and Departments will have to work backwards to meet the deadlines
- Sectors, Provinces and Departments will submit to dpsa schedules for their plans to meet deadlines
- Dpsa will use the plans as dashboard view of progress and support interventions.



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Template for HRD Implementation Plans by Sectors, Provinces and Department

ACTIVITY	DATES (to be completed by each sector/province/department)	MILESTONES	DELIVERABLE	COMMENTS
1. Completed timetable submitted to dpsa	23 June 2008	Timetable completed	Timetable submitted to dpsa	This timetable will be the process for monitoring & providing support to provinces & departments
2. Steps 1-4 of HRD Implementation Plan		HRD officials complete Steps 1-4 in own Dept	Steps 1-4 completed	
3. Steps 5-8 of HRD Implementation Plan		HRD officials complete Steps 5-8 in own Dept	Steps 5-8 completed	
4. Step 6	5 August 2008	Step 6 submitted to dpsa from each department.	Report compiled on the Public Service readiness to implement HRD	Submission of analysis of Step 6 to dpsa in order for dpsa to compile a report on the PS (organisational) readiness to implement HRD
5. Steps 9-12 of HRD Implementation Plan		HRD officials complete Steps 9-12 in own Dept	Steps 9-12 completed	
6. Presentation of HRD plans to HoD for sign-off		HRD officials finalise HRD Plans with Senior Managers in Depts	Implementation plans completed & signed off.	
7. Submission of HRD Plans to dpsa for reporting on PoA of G&A Cluster	31 October 2008	Achievement of PoA	Report to G&A Cluster.	Analysis of HRD Plans and feedback provided

Thank You!

“TOGETHER, COLLABORATING, CONNECTING,
CO-ORDINATING FOR COMPLIANCE WITH
THE SKILLS DEVELOPMENT AGENDA FOR
THE PUBLIC SERVICE.”



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