



the dpsa

Department:
Public Service and Administration
REPUBLIC OF SOUTH AFRICA

Draft Policy on the Utilisation of the 1% Training and Development Budget In the Public Service

Presentation to the National Steering Committee

04 OCTOBER 2007

Objective

To provide an overview of the Draft Policy on the Utilisation of the 1% Training and Development budget in the Public Service.

Outline of Presentation

1. Contextual Issues
2. Purpose of the Policy
3. Principles of the Policy
4. Policy Proposals

1

Contextual Issues

Contextual Issues

Aims of the Draft Policy:

To effect, facilitate, monitor and co-ordinate the priorities of capacity-building initiatives (Pillar 1) as contained in the Human Resource Development Strategic Framework Vision 2015.

CONTEXTUAL ISSUES cont.

- Huge disparities in the allocation of 1% for training and development purposes.
- In some instances the 1% cannot be located within the budget maze.
- Where it can be identified it does not amount to at least 1% of the total payroll.
- Training and Development budget not ring-fenced for its purpose – in the same way as Compensation of Employees budget.
- This results in poor or no proper accountability for its usage

CONEXTUAL ISSUES CONT...

- In many Departments HRD not seen as part of the strategic planning process – NOT MTEFd!
- No strategic linkages between PDPs, PAs and Strategic Plans, APPs, etc, in some instances.
- This negates against the distinct value proposition of HR in executing departmental strategies, thus PGDSs and PoA.

SELECTED VIEWS ON 1% BUDGET

“Too little funding for training.”

“Too few people are being trained.”

“Training budget is usually the first target during budget re-prioritization.”

“1% budget is a moving target!”

“There is enough money for training.”

“There is increased opportunity for training.”

HRDS 1 KEY FINDINGS

- There is more access to training for public servants and more resources available for training.
- There is a reduction of discretionary barriers and an increase in access to training.
- HRD regarded as an 'add-on' and peripheral in many departments in relation to other areas that are regarded as strategic and thus critical!

KEY FINDINGS

- Despite being competent and committed, many HRD professionals do not seem to be able to strategically integrate the wide variety of policies and regulations which affect their field, with core business needs.
- Many instances where HRD practitioners are not taken seriously.
- Skills Development Resources are still disproportionately spent on conferences and non-accredited training programmes. Training is still not linked to service delivery and transformation.
- Training is still not based on strategic needs - there is a short-term focus on training depending on individuals' needs.

RECOMMENDATIONS FROM REVIEW

- Design a policy for the utilisation of the 1% skills budget for public sector departments.
- Design a uniform strategic framework for HRD for the public service.
- Design an HRD implementation Plan with activities and targets for line and sector departments.
- Integrate PGDPs, IDPs and Sector Skills Plans (SSP's) with departmental WSP's.
- Create a National Steering Committee for HRD to act as a Learning Network to implement the HRD Strategy.
- Design a Monitoring and Evaluation Tool for HRD.
- Design an Annual Performance Report for HRD from the Annual Training Reports (ATR's) submitted to the relevant SETA's.

2

Purpose of the Policy

PURPOSE OF THE POLICY

- To provide a co-ordinated framework for the utilisation of 1% for the Public Service and to give effect to Section 30 (ii) and 30A of the Skills Development Act No.97 of 1998 as amended.
- To provide strong foundations for the realization of Success Indicator 2.3 of the NSDS II, 'promoting and accelerating quality of training for all in the workplace.'
- To support Pillar 1 (Capacity Building Initiatives) of the HRDS.

Scope of the Policy

- It applies to all Public Service Departments as contemplated in the Skills Development Act.
- To all current and potential employees with special focus on women and people with disabilities.

3

Principles of the Policy

Principles of the Policy

- Ensuring opportunities for all employees at all occupational levels and classes.
- Responding to the needs of the designated groups.
- Promotion of cohesiveness and integration of structures and systems.
- Ensuring flexibility and adaptability.

Principles of the Policy Cont...

- Recognizing and responding to contextual and sectoral peculiarities.
- Focus on performance to contribute to increased service delivery levels.
- Building communities of practitioners, learning communities and organisations.
- Respond to the development agenda of government.

SKILLS PLANNING PROCESS FLOW

HRD Skills Strategy

Sector Skills Plans

Organizational Objectives

Outcomes-based Job Profiles

Individual Skills Profiles



Public Service Skills Plan

SETA/Sector Skills Plan

Organizational Skills Plan

Unit Skills Plans

Individual Skills Plans (PDPs)

Skills Gap Audits

Progress Reporting

4

Policy Proposals

Policy Proposals

- Pre-Service Training:

How do we ensure a steady flow of skills into the Public Service, including scarce skills?

How do we decisively and strategically address the effects of HIV/AIDS on the skills base in the Public Service?

Policy Proposal cont...

- A % of the training budget allocated for bursaries.
- Bursaries prioritized for scarce skills and designated groups.

Policy Proposals

In-Service:

- A % allocated for serving employees for bursaries on further studies.
- ...for skills development through Learnerships, ABET identified through PDPs and WSPs and for RPL.

Policy Proposals

Generic In-Service:

- A % of the training budget to be allocated for generic-in-service training, such as short courses, accredited programmes, conferences and international programmes in line with the PDPs and strategic objectives of departments.