



the dpsa

Department:
Public Service and Administration
REPUBLIC OF SOUTH AFRICA

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**TO ALL HEADS OF NATIONAL AND PROVINCIAL DEPARTMENTS AND
GOVERNMENT COMPONENTS**

**IMPLEMENTATION OF CABINET DECISIONS TAKEN IN NOVEMBER 2012 ON
EMPLOYMENT EQUITY TARGETS**

1. The Department of Public Service and Administration presented a Cabinet Memorandum to the Cabinet on 27 November 2012. The Memorandum was accompanied by a report that showed that the gender and disability targets were not achieved since review in 2005.
2. The report highlighted the following for consideration by Cabinet:
 - 2.1 As the public service has not achieved the employment equity target of 50% for women at SMS level, Cabinet was asked to retain this target and extend the target date to March 2014.
 - 2.2 As the public service has not achieved the 2% minimum employment equity target for the employment of people with disabilities in the public service, Cabinet was also requested to retain this equity target and to extend the target date to March 2015.
 - 2.3 Cabinet was asked to note that women at SMS are concentrated at the entry level of the SMS band and declined sharply at the top end of the Director General Level.
 - 2.4 To ensure that employment equity targets are achieved, somebody should be held accountable. Cabinet was asked to consider holding Heads of Departments accountable for the achievement of equity targets as part of their performance assessments.
 - 2.5 The report also highlighted the decline of youth in the public service including at SMS level and the increase of officials about to retire in five years. This is a concern which needs attention to avoid a leadership vacuum in five years. The DPSA has to develop strategies to address this in the coming financial year.

3. Cabinet took the following decisions:
 - 3.1 Noted the report on the Employment Equity Targets for Disability, Gender and Race representation in the Public Service.
 - 3.2 Retained the current equity target of 50% women at Senior Management Service level and 2% employment of people with disabilities in the public service.
 - 3.3 Agreed that Heads of Departments are held accountable for the achievement of targets during their performance agreements and assessment; and
 - 3.4 Re-iterated that the Minister of Women, Children and People with Disabilities finalises a database to include the skills of people with disabilities and that the statistics on existing targets for disability and gender representation be circulated to Members and HODs.
4. Heads of Departments are therefore requested to note the decisions of Cabinet and to ensure that appropriate steps are put in place to achieve the Cabinet approved targets within the set timeframes.
5. Please note that DPSA will monitor and report on progress
6. For more information and support you may contact Ms Barbara Watson (012 336 1337) or Ms Fanani Manugu (012 336 1712).
7. The Comprehensive report including your Department's performance may be accessed from the DPSA website.

Kind regards



MR M DIPHOZA

DIRECTOR GENERAL

DATE: 08/03/2013