



**the dpsa**

Department:  
Public Service and Administration  
**REPUBLIC OF SOUTH AFRICA**

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## **TO HEADS OF NATIONAL DEPARTMENTS AND PROVINCIAL ADMINISTRATIONS**

### **DETERMINATION AND DIRECTIVE ON THE PERFORMANCE MANAGEMENT AND DEVELOPMENT SYSTEM FOR EMPLOYEES OTHER THAN EMPLOYEES WHO ARE MEMBERS OF THE SENIOR MANAGEMENT SERVICE (SMS) AND THE 2017 INCENTIVE POLICY FRAMEWORK**

1. The Minister has approved the Determination and Directive on the PMDS of employees other than members of the SMS and the 2017 Incentive Policy Framework. Departments and provincial administrations are expected to revise their Performance Management and Development (PMDS) policies in line with the Determination and Directive with the view to implement revisions effective from 1 April 2018.
2. Departments and provincial administrations are expected to ensure that the 2017 Incentive Policy Framework is implemented correctly and their PMDS policies and departmental performance incentive schemes are in line with the provisions in the 2017 Incentive Policy Framework.
3. The DPSA invites representatives from national departments and provincial administrations to attend a workshop on 17 October 2017 at the DPSA Offices, Batho Pele House, 546 Edmont Street, Arcadia at 09h00. The purpose of the workshop is to capacitate departments in terms of the two policies.
4. In order to keep the workshop to a manageable size, the number of delegates is limited to a maximum of two per department. Confirmation of attendance and the names of delegates must be forwarded to the DPSA - email: PMDS@dpsa.gov.za by no later than 6 October 2017.
5. Your cooperation is appreciated

**Mr. M Diphofa**

**Director-General**

**Date: 27/09/2017**