



the dpsa

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

DPSA CIRCULAR NO 06 of 2024

IMPLEMENTATION OF THE DIRECTIVE ON HUMAN RESOURCES MANAGEMENT AND DEVELOPMENT FOR PUBLIC SERVICE PROFESSIONALISATION: VOLUME 1

1. The Minister for the Public Service and Administration (MPSA) approved the Directive on Human Resources Management and Development (HRMD) for Public Service Professionalisation: Volume 1 on 16 February 2023.
2. The National Framework Towards the Professionalisation of the Public Sector (National Framework), approved in October 2022, represents a significant stride towards enhancing the public sector's efficacy, integrity, and accountability. This comprehensive framework is structured around five (5) pillars: recruitment and selection; induction and onboarding; planning and performance management; continuous learning and professional development; and career progression, succession planning and management of Heads of Department (HoDs) career incidents. These pillars are the foundation for the Department of Public Service and Administration's (DPSA) efforts to establish robust norms and standards for professionalising the public service.
3. The Directive is designed to translate the aspirational goals of the National Framework into practical, measurable actions. It underscores the need for departments to adopt a strategic HRMD approach that aligns with the overarching objectives of professionalisation.
4. Key aspects of the Directive include:
 - a) **Enhancing Recruitment Processes:** Ensuring recruitment strategies are merit-based, transparent, and inclusive to attract and retain the best talent.

- b) Fostering Continuous Learning and Development: Promoting a culture of continuous professional development to keep pace with the evolving demands of public service delivery.
 - c) Strengthening Performance Management: Implementing robust performance management systems that are fair, objective, and conducive to personal and organisational growth.
 - d) Upholding Ethics and Integrity: Establishing clear guidelines and mechanisms to uphold and monitor ethical standards and integrity within the public service.
 - e) Cultivating Leadership and Innovation: Encouraging leadership at all levels that is visionary, transformative, and geared towards fostering innovation and adaptability.
5. The DPSA will have outreach programmes as an integral component of the MPSA initiatives. Departments and Government Components are encouraged to participate in workshops to ensure widespread engagement and alignment with the Directive. Additionally, a list of Frequently Asked Questions (FAQs) is attached for ease of reference.
6. The Directive takes effect on 01 April 2024. Departments must ensure that the provisions contained in the Directive are complied with.

Yours sincerely,

Signed by: Yoliswa Makhasi
Signed at: 2024-02-21 22:32:17 +02:00
Reason: I approve this document



Ms. Yoliswa Makhasi
Director-General
Date: 21/02/24