



**MINISTRY  
PUBLIC SERVICE AND ADMINISTRATION  
REPUBLIC OF SOUTH AFRICA**

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Ms. S Mahumapelo, (MPL)  
Premier of North West Province  
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Dear Colleague

**GENERIC FUNCTIONAL STRUCTURE FOR OFFICES OF THE PREMIER**

My correspondence dated 22 April 2015 refers.

I am pleased to issue the attached generic functional framework to guide the development of organisational structures for the Offices of the Premier. The generic framework is issued in support of the 2015 Organisational Design Directive on changes to organisational structures by departments.

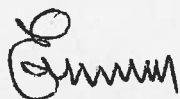
The generic framework was developed by the task team, comprising of representatives from the Offices of the Premier in nine provinces, in collaboration with the Department of Public Service and Administration (DPSA). As part of supporting the implementation process, National Treasury and the DPSA, in collaboration with the Offices of the Premier, are in the process of aligning the generic functional structure to the programme budget structure, in line with the resolution of the Presidential Coordinating Council's meeting of 11 June 2015.

The future/planned organisational review and redesign processes should ensure the alignment of the organisational structures of the Offices of the Premier with the generic functional framework. The realignment processes must be supported by the requisite financial resources through the Medium Term Expenditure Framework (MTEF) cycle. This is in line with the Public Service Regulations which states that the Executive Authority shall plan to execute functions with an efficient and effective internal organisation and well developed human resources within available funds.

The generic framework will be periodically reviewed in a consultative manner, the review might be prompted by issues emanating from implementation, compliance monitoring and change in strategic focus of the Offices of the Premier. In case of the need for a review, the Offices of the Premier are advised to inform the Minister for Public Service and Administration (MPSA) in this regard. Deviations on the basis of content and context should be motivated and consulted with the MPSA, as the generic framework is based on the key legislative mandates of the Offices of the Premier.

Offices of the Premier are advised to follow the necessary consultation processes with the MPSA, in line with the 2015 Organisational Design Directive on changes to organisational structures by departments.

Kind regards,

A handwritten signature in black ink, appearing to read 'Nathi Mthethwa', with a stylized initial 'N'.

**MR NATHI MTHETHWA, MP**  
**MINISTER FOR PUBLIC SERVICE AND ADMINISTRATION (ACTING)**

2015/09/14