



the dpsa

Department:
Public Service and Administration
REPUBLIC OF SOUTH AFRICA

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CIRCULAR NO HRD 3 OF 2021

**TO: ALL HEADS OF NATIONAL DEPARTMENTS AND PROVINCIAL
ADMINISTRATION**

Dear Colleagues

**Re: CIRCULAR ON EXTENSION OF THE EXISTING PUBLIC SERVICE
HUMAN RESOURCE DEVELOPMENT STRATEGIC FRAMEWORK (PS-
HRDSF)**

1. The Department of Public Service and Administration (DPSA) wishes to inform all the national and provincial departments about the extension of the implementation period of the existing Public Service Human Resource Development Strategic Framework (PS-HRDSF).
2. The draft PS-HRDSF was presented before Cabinet on 4 May 2021. Cabinet made recommendations which necessitated an approach to reposition the PS-HRDSF within a broader Public Service HR Strategy in order to comprehensively respond to the goal of government on building a capable, ethical and developmental state. For this reason the approval of the revised PS-HRDSF has been deferred to a later period, which is envisaged to be within the next three months.
3. This process is meant to ensure that there is strategic and effective alignment, as well as focused utilisation of various instruments of human resource management and development within the Public Service. This is in alignment with the strategy and to retain desired skills (technical and specialist professions amongst others),

with the recruitment policies and positioning the Public Service for future work in the digital world dispensation.

4. It is however important to remain cognisant of the strategic value and the role that the human resource development function contributes to the functioning of departments and government as a whole. The momentum gained and maintained over the period during the implementation of the current HRDSF showed a sustained institutionalisation of the HRD practices within Public Service institutions, which are critical in upholding the gains achieved.
5. The DPSA hereby requests departments to continue submitting implementation plans and Monitoring and Evaluation reports (M&E) based on the current HRDSF until such time that changes are communicated in this regard.
6. The submission dates are as follows:
 - Draft Annual Implementation Plans and draft M&E reports are due by 30 June 2021, and
 - Approved Annual Implementation Plans and approved M&E reports are due by 30 July 2021.
7. The DPSA is confident that the revised HRDSF will be approved within a reasonable period of time. Departments will be informed accordingly and workshops conducted on the approved PS-HRDSF and its accompanying templates.

Kind regards



Ms. Yoliswa Makhasi

Director-General

Date: 2021/6/4