



the dpsa

Department:
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Ref: 14/2/P/1

TO: ALL HEADS OF NATIONAL AND PROVINCIAL DEPARTMENTS

Dear colleagues,

**CONSULTATION ON THE DRAFT HUMAN RESOURCE PLANNING
STRATEGIC FRAMEWORK FOR THE PUBLIC SERVICE**

The **dpsa** has been involved in a number of interventions to improve the standard of HR Planning in the public service. This has been done to enhance the performance of departments to comply with the HR Planning prescripts. Not only have the tools been developed by the **dpsa**, but ongoing support, assistance, and advice has been provided to build capacity in the development of departmental HR Plans.

In ensuring a culture of compliance with the HR Planning prescripts by departments, the **dpsa** is currently moving towards a three-tier monitoring and evaluation system to ensure compliance with the prescripts and tools developed. These tiers are **tier 1 – compliance**, **tier 2 – performance**, and **tier 3 – peer review**.

In addition to the aforementioned interventions, the **dpsa** has developed a ***Draft Human Resource Planning Strategic Framework – Vision 2015*** for the public service. The purpose of this strategic framework is to provide guidance and a holistic approach to HR Planning in the public service. The intention is to create an integrated strategic approach to HR Planning that will facilitate the development and implementation of strategies, tools, and interventions to achieve departmental strategic objectives and the Government's Programme of Action. Of critical importance is that this strategic framework is a service delivery model for departments to adapt during their HR Planning processes.

It is for the above reasons that this letter is drafted and to request departments to consult and engage on this ***Human Resource Planning Strategic Framework – Vision 2015*** within their respective consultative structures. This draft document can be found on the **dpsa website** and is titled "***Draft Human Resource Planning Strategic Framework***". Alternatively, electronic copies can be requested from Thulani Sikhosana at the contact details given above.

Inputs and comments in this regard should be forwarded to thulani@dpsa.gov.za or hrp@dpsa.gov.za ***on or before 30 June 2008***.

It must also be borne in mind that the due date for submission of inputs and comments will allow the **dpsa** adequate time to make amendments and to submit an appropriately and widely-consulted document to ***Cabinet***.

Your co-operation in this strategic development is greatly appreciated.



DIRECTOR-GENERAL

DATE: 25/6/08