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TO ALL HEADS OF NATIONAL DEPARTMENTS AND PROVINCIAL ADMINISTRATION

CIRCULAR No 23 of 2025.

UPDATE ON THE DETERMINATION AND DIRECTIVE FOR THE IMPLEMENTATION OF KNOWLEDGE AND DATA MANAGEMENT IN THE PUBLIC SERVICE

1. PURPOSE

The purpose of this circular is:

- 1.1. To issue the Determination and Directive on the implementation of Data Governance in the Public Service.
- 1.2. To issue the Determination and Directive on the implementation of Knowledge Management in the Public Service.
- 1.3. To repeal the Determination and Directive on the implementation of Knowledge and Data Management in the public service approved by the Minister of Public Service and Administration (MPSA) on the 14th of February 2024.

2. INTRODUCTION

- 2.1. On the 17th of April 2024, the Department of Public Service and Administration (DPSA) approved and subsequently issued a circular communicating the Determination and Directive on the implementation of the Knowledge and Data Management in the public service.
- 2.2. The Determination and Directive made to reference to **Annexure E** which sought to guide departments in implementing Data Management aspect of the Directive but was never attached.
- 2.3. While Knowledge and Data Management are related subject matters, the integration of the two into a single Determination and Directive has unintentionally created an impression that their practices are or should be similar.
- 2.4. Based on **Data Management Association (DAMA)'s Data Management Body of Knowledge (DM BoK)** as one of the global best practices consulted, effective data management ensures that

organizational decisions and plans are based on evidence and yet the public service lacks data management skills.

- 2.5. To address points 2.2, 2.3 and 2.4 above but also provide more extensive guidance on Data Management to the public service, the MPSA has issued two separate Determination and Directives, one Determination and Directive is on the implementation of Knowledge Management and another on the implementation of Data Governance (**instead of Management**) in the public service.
- 2.6. **In summary, the essence of the Determination and Directive on the implementation of Data Governance in the public service is to introduce specific practices to improve data management and such includes the promotion of data sharing within and between departments to improve internal operations as well as service delivery to the public.** This Directive and Determination must be read and implemented together with the attached Public Service Data Governance Framework (**Annexure A**).
- 2.7. **NB: Compliance monitoring with the Determination and Directive on implementing Knowledge Management in the public service will continue to take place in the current financial year (2025/26).** This is prompted by the lack of material differences between the previous and current versions of the Determination and Directive with regards to knowledge management.
- 2.8. The DPSA will continuously support the departments towards the effective implementation of these two Determination and Directives. Compliance monitoring will also be conducted continuously with regards to these and departments as well as government components are encouraged to participate in these support initiatives.
- 2.9. While the Determination and Directive on Knowledge Management continues to be effective or is effective immediately for reasons mentioned earlier (point 2.7), the Determination and Directive on Data Governance will take effect from the 1st of June 2025. However, compliance thereof will be communicated to departments after 24 months from the date of its effect.
- 2.10. For Knowledge Management enquires kindly contact Ms. Vuyokazi Jezile on (012) 336 1214 or Ms. Vuyokazi.Jezile@dpsa.gov.za, for Data Governance kindly contact Mr Nico Ntsimane on (012) 336 1287 or NtsimaneN@dpsa.gov.za



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DATE: 26/05/25