



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

**NATIONAL ASSEMBLY**

**QUESTION FOR ORAL REPLY**

**QUESTION NO.: 434**

**Mr J JMCGluwa (DA) to ask the Minister of Public Service and Administration:**

What tangible amendments to the performance agreements of (a) Directors-General, (b) Heads of Department and (c) senior officials have been made in recent months to bring them in line with the outcomes of their specific department's strategic plans?

NO3174E

**REPLY**

The Department of Public Service and Administration has recently introduce a new Methodology for the Quality Assurance of performance agreements of all Members of Senior Management Service (SMS) including Directors-General (DGs) and Head of Departments (HoDs).

The Department has communicated this new Methodology to all departments and provinces and also scheduled workshops to facilitate implementation of the new Methodology. One (1) national workshop with all national departments and offices of the premier as well as five (5) provincial workshops were conducted recently.

All Members of the Senior Management Service (SMS) are now required to conduct quality checks of their performance agreement using the Quality Control Checklist prescribed by the new Methodology.

The process of reviewing the Performance Management and Development System (PMDS) for Head of Departments (HoDs) and other Members of the Senior Management Service (SMS), in order to improve alignment of their performance agreement with their departments' Strategic Plans and Annual Performance Plans are at an advanced stage. This Revised

Performance Management and Development System (PMDS) will be submitted to Cabinet for consideration and approval in due course.