



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

NATIONAL COUNCIL OF PROVINCES

QUESTION FOR ORAL REPLY

QUESTION NO.: 140.

Mr M Khawula (KwaZulu-Natal: IFP) to ask the Minister of Public Service and Administration:

- (1) Whether there are any personal development programmes that are aimed at (a) re-skilling and/or (b) upgrading employees on the job in line with strategic outcome 2 of his department; if not, why not; if so, what are the relevant details;
- (2) whether these programmes cut across all (a) departments, (b) fields and (c) careers in the (i) service and (ii) government-funded employments; if not, what is the position in this regard; if so, what are the relevant details? CO361E

REPLY

- (1) (a)(b) In consultation with respective supervisors, all employees must submit a personal development plan with their respective performance agreements. The personal development plan is aimed at addressing the identified development gaps through re-skilling or capacity development programmes. The upgrading of employees skills and competencies through training programmes, on the job mentoring and peer support is an on-going exercise.

- (2) (a)(b)(c) Yes, these interventions cut across all departments within the public service. They are implemented in terms of the Public Service Regulations and other prescripts issued by my department. For example, I have released a Directive to ensure that senior managers attend compulsory capacity development programmes over a mandatory period of 18 days in a 3 year cycle. Please note that the training interventions identified in the personal development plan and compulsory training programmes for senior managers are funded through departmental budgets.