



**the dpsa**

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

**IMPLEMENTATION REPORT PERTAINING TO THE DIRECTIVE ON COMPULSORY CAPACITY DEVELOPMENT, MANDATORY TRAINING DAYS AND MINIMUM ENTRY REQUIREMENTS FOR SMS**

1. Previous communiqué regarding the above-mentioned has reference.
2. The intention of this circular is to grant a waiver with regards to the expected reporting on the implementation of the Directive on compulsory capacity development, mandatory training days and minimum entry requirements for SMS for the period 01 April 2016 to 31 March 2017.
3. Section 13 of the Directive requires that all departments report on its implementation for the annual reporting period. Departments were advised to capture their information on PERSAL by 01 June 2017. However, there were departments who experienced challenges in capturing information on PERSAL as required, such departments were advised to submit their reports on the templates as provided during the previous reporting cycle. This resulted in challenges analysing information from various data sources.
4. Due to the challenges as highlighted in paragraph 3 above, the Department of Planning, Monitoring and Evaluation has been advised to waive the requirements of the Directive as part of MPAT processes for this current reporting period.
5. It is however still important that departments ensure that the Directive is fully implemented in all respects. The evaluation on the implementation of the Directive is expected during the next MPAT process, i.e. 2018.
6. Your continued efforts in complying with the provisions of the Directive are highly appreciated.

**MR WILLIE VUKELA**  
**ACTING DIRECTOR-GENERAL**

DATE: 2017/11/03