



the dpsa

Department:
Public Service and Administration
REPUBLIC OF SOUTH AFRICA

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TO HEADS OF NATIONAL/PROVINCIAL DEPARTMENTS AND PROVINCIAL ADMINISTRATIONS

DPSA CIRCULAR 15 OF 2017

DIRECTIVE ON THE PERFORMANCE MANAGEMENT AND DEVELOPMENT SYSTEM FOR MEMBERS OF THE SENIOR MANAGEMENT SERVICE EXCLUDING HEADS OF DEPARTMENT

1. Outcome 12 and the Minister for the Public Service and Administration (MPSA) Delivery Agreement provides that the Department of Public Service and Administration (DPSA) shall review the Performance Management and Development System (PMDS) for members of the Senior Management Service (SMS), including the PMDS for Heads of Department (HODs). The revised PMDS for members of the SMS integrates the management of individual performance with the management of organisational performance. The policy links the SMS member's Performance Agreements (PAs) to the department's Strategic Plan (SP), the Annual Performance Plan (APP) and Key Government Focus Areas (KGFAs) as outlined in the HOD's PA. It also serves as a tool to monitor, evaluate and connect the individual performance outcome with the organisational performance results.
2. The Minister for the Public Service and Administration (MPSA), in terms of section 41(3) of the Public Service Act, 1994, read with regulation 88 of the Public Service Regulation, 2016, has approved the revised PMDS for members of the SMS excluding HODs.
3. The revised PMDS for members of the SMS is issued as a Directive in terms of section 41(3) of the Public Service Act, 1994 and is replacing the 2006 Directive contained in Chapter 4 of the SMS Handbook. This Directive will be implemented with effect from 01 April 2018. The DPSA will conduct workshops with National Departments, Offices of the Premiers and Provincial Departments between 01 February to 17 March 2018. Further details on the workshops will be communicated in due course.
4. Attached, please find a copy of the revised PMDS for members of the SMS. A copy of the revised PMDS is also available on the DPSA website <http://www.dpsa.gov.za>.
5. Should Departments need any further information or clarification regarding the PMDS policy, please contact the Directorate Employee Performance Management at 012 336 1246 or email at pmds@dpsa.gov.za

Mr. Willie Vukela
Acting Director-General

Date: 2018/02/16