



the dpsa

Department:
Public Service and Administration
REPUBLIC OF SOUTH AFRICA

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CIRCULAR PSLM005/012020

TO ALL HEADS OF NATIONAL AND PROVINCIAL DEPARTMENTS

IMPLEMENTATION REPORT PERTAINING TO THE DIRECTIVE ON COMPETENCY BASED ASSESSMENTS FOR MEMBERS OF THE SENIOR MANAGEMENT SERVICE (SMS) IN THE PUBLIC SERVICE.

The directive date 01/04/2011 has reference

Section 4.1(7) and (8) of the Directive requires newly appointed Senior Management Service (SMS) members to incorporate the identified developmental gaps into their individual Personal Development Plan (PDP) and that the training should be prioritised to remedy the identified gaps. Such should be managed through the Performance Management and Development System (PMDS).

In order to adhere to the requirements of the Directive, departments are requested to submit reports on implementation and used of the competency assessment results for the financial years 2016/17, 2017/18, 2018/19 and 2019/20. A reporting template (Annexure A) is hereby attached for departments to capture the information and submit to the DPSA.

Implementation reports must be signed by the Head of Department and forwarded to Ms Hlamalani Mavasa; Hlamalani.Mavasa@dpsa.gov.za by 31 July 2020.

Your continued efforts in complying with the provisions of the Directive are highly appreciated.

**MS YOLISWA MAKHASI
DIRECTOR-GENERAL**

DATE: 19/03/2020