

SMS Training intervention

Report on SMS training interventions for quarter 1 to quarter 3 (April 2016 - December 2016)

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| **Name of Training**  **Intervention** | **Period** | **Cost per Person** | **Training Interventions for SMS Members** | | | | | | | | |
| **Male** | | | | **Female** | | | | **Comments** |
| **Race** | | | | **Race** | | | |
| **A** | **I** | **W** | **C** | **A** | **I** | **W** | **C** |
| Evidence Based Policy Making & Implementation | 24-26 October 2016 | R9500 | - | - | - | - | - | 1 | - | - | Conference attended by policy & research specialists to keep abreast of latest trends in the policy & research field |
| Job Evaluation Panel Members | 19-21 October 2016 | R3465 | 3 | - | 1 | - | 2 | - | - | - | Training for job evaluation panel members |
| Wamkelekile Induction for new SMS members | 05-06 December 2016 | R2640 | - | - | - | - | 1 | - | - | - | Training for all newly appointed SMS members in the public service |
| The South African Internal Audit Conference | 15-17 August 2016 | R10260 | 1 | - | - | - |  | - | - | - | Conference attended by internal auditors to keep abreast of latest trends in the internal audit field |
| Finance for non-Financial Managers | 3-7 October 2016 | R6840 | - | - | - | - | 1 | 1 | - |  | To equip managers with financial management skills of the Public Service |

Training interventions planned for Quarter 4 (2016/2017 financial year)

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| **Male** | | | | **Female** | | | | **Comments** |
| **Race** | | | | **Race** | | | |
| **A** | **I** | **W** | **C** | **A** | **I** | **W** | **C** |
| Effective Disciplinary Procedures | March 2017 | 10 |  | 1 | 2 | 7 | 1 |  | 1 | To equip managers with effective disciplinary management skills |
| Job Evaluation Initial | February 2017 | - | - | - | - | 1 | - | - | - | Training for job evaluation HR Manager |
| Job Evaluation follow up | March 2017 | - | - | - | - | 1 | - | - | - | Training for job evaluation HR Manager |

Training interventions planned for 2017/2018 financial year

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| **Male** | | | | **Female** | | | | **Comments** |
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| Executive Development Programme | 2017/2018 | 8 | - | - | - | 6 | 1 | - | - | The training will improve the competence and address the professional development needs of managers |
| Coaching & Mentoring | 2017/2018 | 3 | - | - | 1 | 5 | 1 | - | - | To create a pool of mentors within the department to promote mentorship and coaching between managers and subordinates |
| Data Analysis | 2017/2018 | 2 | - | - | - | 2 | - | - | - | To be able to analyze data and compile reports |
| Advanced Excel | 2017/2018 | 2 | - | - | - | 2 | - | - | - | To acquire advanced Excel skills |