

**MINISTRY: PUBLIC SERVICE AND ADMINISTRATION**

**REPUBLIC OF SOUTH AFRICA**

**NATIONAL ASSEMBLY**

**QUESTION FOR WRITTEN REPLY**

**DATE: 17 FEBRUARY 2023**

**QUESTION NO.: 281.**

**Dr. M M Gondwe (DA) to ask the Minister of Public Service and Administration:**

(1) On what date did the last review of the Human Resource Development Strategy for the Public Service take place;

(2) whether there is a policy framework on the implementation of the specified strategy; if not, why not; if so, how is strategy implemented across government departments;

(3) on what date was the last skills audit conducted in the Public Service? **NW292E**

**REPLY**

1. The review of the 2009-2014 Public Service Human Resources Development (HRD) Strategic Framework was last undertaken in 2015.
2. The revised Public Service Human Resource Development Strategic Framework version III contains an implementation framework. The strategy was consulted with cabinet in March 2021, where several aspects of concern were raised, in particular the development of an integrated HRM&D Strategy as opposed to functional specific approaches that concentrated on just HRD. Departments were then informed to continue with the implementation framework of the previous version ii of PSHRD SF whilst a new process of developing an integrated HRM&D Strategy was being formulated.
3. The department developed and implemented a skills audit methodology referred to as “HR Connect” in 2012/13, which was the last public service wide skills audit. HR Connect introduced a model where departments have been conducting skills audits consistently across national and provincial departments since then. A new skills audit methodology has been approved and will be implemented in the 2023/24 financial year for the latest public service wide skills audit.

End