

**MINISTRY: PUBLIC SERVICE AND ADMINISTRATION**

**REPUBLIC OF SOUTH AFRICA**

**NATIONAL ASSEMBLY**

**QUESTION FOR WRITTEN REPLY**

**DATE: 21 OCTOBER 2022**

**QUESTION NO.: 3760.**

**Ms R N Komane (EFF) to ask the Minister of Public Service and Administration:**

What measures has he and/or his department taken to encourage Accounting Officers to sign performance contracts and assessments to be in line with the regulatory framework for the Performance Management and Development System for Heads of Department? ` **NW4648E**

**REPLY:**

The Department of Planning Monitoring and Evaluation (DPME) is responsible to oversee and coordinate the entering into performance agreements and the performance evaluations of Heads of Department (HoDs) in line with the Directive on the Performance Management and Development System (PMDS) for HoDs. The Department of Public Service and Administration (DPSA) regularly issues communiques on the PMDS, and specifically on performance contracting and assessments. In order to facilitate the signing of performance agreements, the Minister for the Public Service and Administration in June 2021 directed that the online PMDS system, hosted and maintained by the DPME, is compulsory from the 2021/2022 performance cycle. The details were communicated by DPSA Circular 11 of 2021.

The Director-General of the DPSA conducts quarterly engagements with provincial HoDs and heads of corporate services where among other things the issues of compliance with the PMDS for HoDs and members of the SMS are emphasised. The DPSA in conjunction with the DPME also regularly conduct capacity building workshops with HoDs on request from departments and provincial governments. The next such workshop is planned on 3 November 2022 with the Northern Cape Provincial Government.

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