

# MPAT – BEST PRACTISE CASE STUDY DST



**Naledi Modibedi**



science  
& technology

Department:  
Science and Technology  
REPUBLIC OF SOUTH AFRICA



# Presentation outline

- 1. Background to MPAT results**
- 2. Recruitment and Selection**
- 3. Performance management and development system**
- 4. The role of line managers and employees/partnership**
- 5. Conclusion and way forward**





# Background to MPAT Result the DST

- With the recent MPAT results , the DST scored a 4 on the area of Human Resources.
- The score is considered as the best in comparison with other government departments both at a provincial and national level .
- The areas of excellence that were identified are recruitment and selection and PMDS.





# Recruitment and selection – how we do things

- The DST recruitment and selection guided by our internal EE Strategy together with our HR Plan.
- From advertisement to appointment it takes 66 days
- Recruitment is treated as a project with its timelines and project plan .
- Commitment from line managers is upfront until the position is filled.
- Strategic recruitment is the area we currently exploring for our scarce and critical skills posts.





# Recruitment and selection – how we do things- cont

- **E – recruitment is also utilised for advertisement of all positions both internally and externally.**
- **SMS positions, competency assessments are book prior to interviews including background checks.**
- **Another way how we improve processes and service is we have partnered with Internal Audit to do a continuous audit on our processes.**
- **HR report Quarterly to EXCO on EE targets.**





# Performance Management and Development system

- In addition to the current PMDS , the DST decided to standardized the performance measures by introducing standards interpretations .
- These are standards that explains the performance measures.
- The success of the system depends on proper implementation of planned deliverables.
- The is a total alignment of what is planned and performance contracts.





## Performance management and development system -cont

- **Standards definition is quality assured and monitored HR and Planning unit quality assures the contracts to ensure alignment.**
- **Employees are encouraged to go beyond compliance and own the mission and the vision of the Department.**
- **There are continuous engagements and ongoing sessions throughout the year.**





# Role of employees and line managers / partnership

- HR should continuously find innovative means and ways of doing things within the framework of different legislations .( HR entrepreneur)
- it is a journey that is never straight forward, but requires dedication and persistence.







# Conclusion

- HR through continuous sessions encourages employees to take ownership of their career and performance contracts. It is a two way street.
- Line managers are equipped with tools and information to make proper and informed decisions .
- HR is also invited to strategic planning session of units to share information .





**thank you  
&  
Questions**

