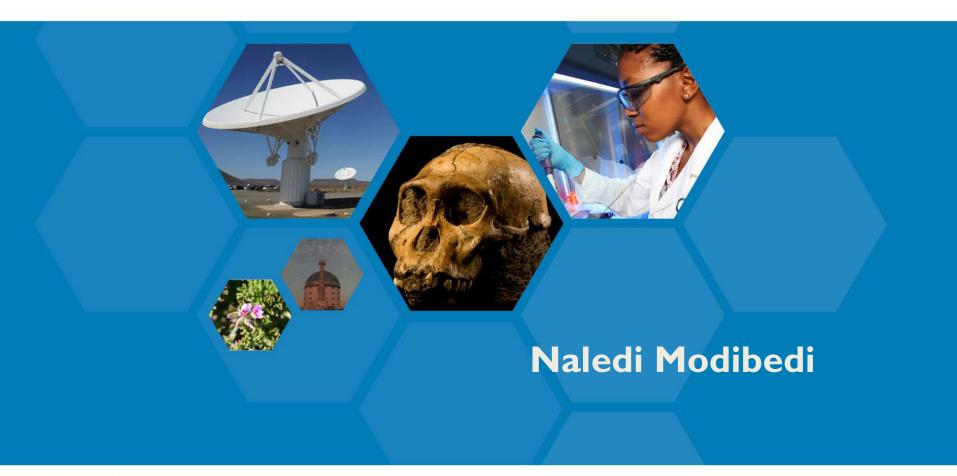
MPAT - BEST PRACTISE CASE STUDY DST







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
- 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 thorough 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

