

INTERNATIONAL EXCHANGE SEMINAR

ROLE, POSITIONING AND INTERVENTIONS
OF NATIONAL PUBLIC SERVICE ORGANIZATIONS
ON HR MATTERS

26TH, 27TH AND 28TH SEPTEMBER 2016

NATIONAL SCHOOL OF GOVERNMENT (NSG)

agenda



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Department:
Public Service and Administration
REPUBLIC OF SOUTH AFRICA



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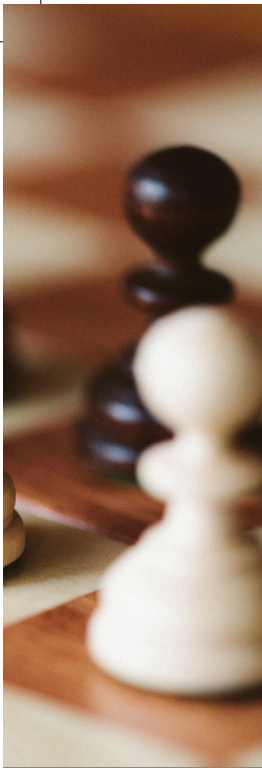
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german
cooperation
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INTERNATIONAL



INTRODUCTION

THE DEPARTMENT OF PUBLIC SERVICE AND ADMINISTRATION (DPSA) provides direction, guidance and support on all human resource matters to departments in both national and provincial spheres of government.

IT IS THE HR COORDINATING AND REGULATORY BODY FOR:

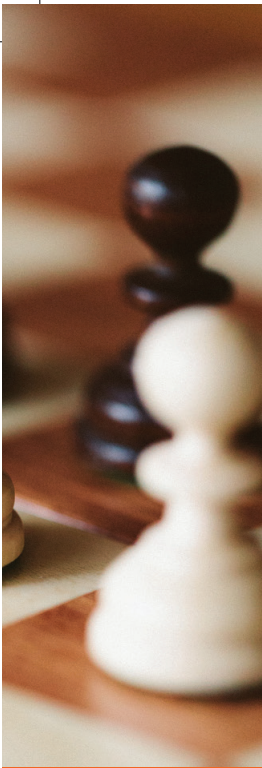
- Establishing norms and standards to ensure that the state machinery functions optimally and that such norms and standards are adhered to.
- Implementing interventions aiming at maintaining a compliant and functioning Public Service.
- Promoting an ethical public service through programmes, systems, frameworks and structures that detect, prevent and combat corruption.
- Promoting effective and efficient public administration in Africa and internationally through dialogue and sharing of experience and best practices.

THE NATIONAL SCHOOL OF GOVERNMENT (NSG) is the national public sector training Organization responsible for:

- The offering and management of induction and continuous public administration and management training services targeting civil servants from all 3 spheres of Government; and
- The coordination of training programs and interventions for the Public Service.

THE GOVERNANCE SUPPORT PROGRAMME (GSP) is a partnership programme agreed to between the Governments of South Africa and Germany. It is a technical cooperation initiative co-steered at national level in a partnership between the Department of Public Service and Administration (DPSA), the Department of Cooperative Governance (DCoG), the National Treasury (NT), the Department of Planning, Monitoring and Evaluation (DPME), and the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ), the latter responsible for the implementation of the German development contributions on behalf of the German Federal Ministry for Economic Cooperation and Development (BMZ). The GSP has implementation footprints at national, provincial and local level.





Germany and South Africa are cooperating in the area of Governance and Administration since 1994. The GSP is being implemented by GIZ since January 2013 and aims at improving the service delivery of public institutions in cooperation with the private sector and civil society.

Through its “Human Resources and Institutional Development” component, the programme aims at improving on the performance of the HR function in selected public institutions at central, provincial and local levels.

As part of its international development policy, the French Government has been supporting public governance strengthening over twenty years, notably on the African continent. The French Embassy in South Africa is promoting and coordinating French technical expertise support in the Governance area, including through the co-operation of the French Agency for Development (AFD) with South African municipalities. In the HRD field, the Ecole Nationale d’Administration (ENA) has been collaborating with the National School of Government (NSG) and formerly with the PALAMA on several topics. A new Memorandum of Understanding is currently in discussion between the two institutions.

CURRENTLY, TWO PRIORITY SUPPORT INTERVENTIONS LED UNDER THE HR COMPONENT OF THE GOVERNANCE SUPPORT PROGRAM (GSP) ARE TARGETING DPSA ROLES, STRATEGIES AND TOOLS:

- **The revision of Human Resource planning guidelines and templates** which provide guidance for HR planning exercises in National and Provincial Departments.
- **The revision of the Public Sector Human Resource Strategic Development Framework (PS HRDSF)** which provides the vehicle through which Human Resource Development (HRD) initiatives are being planned, executed, monitored and evaluated in national and provincial Departments;

The implementation of the above requires a reassessment and realignment of the roles of all stakeholders (*DPSA, Provincial Offices of the Premier and Departments*) involved in HR planning and management, from strategy to implementation. This assessment will be premised on a need to shift the focus of HR processes in the Public Service from being compliance focused to being more quality and outcomes/impact focused.





THE INTERNATIONAL SEMINAR

To facilitate engagement and discussion around alternative policies, strategies and mechanisms aiming to support performance of the HR function in National and Provincial Departments, GIZ, together with the German and French Embassies in South Africa is organising an international seminar followed by 2 days' workshop discussions involving officials from DPSA, National School of Government, Public Service Commission, the Centre for Public Service Innovation, the 9 Provinces, the Human Resource Development Council of South Africa, as well as international experts from the OECD, the German Federal Ministry of the Interior / Department in charge of Public Service, the University of Potsdam, the French General Directorate for Public Service and Administration (DGAFP) and the French National School of Public Administration (ENA).

THE OBJECTIVES OF THE INTERNATIONAL SEMINAR ARE THE FOLLOWING:

- To understand and share trends and challenges facing the management of the HR function in the Public Service, in OECD countries and especially in South Africa, Germany and France.
- To share experience and good practices on roles and strategies guiding the interventions of central organizations responsible for Public Service in the area of Human Resource Management and Development.
- To explore mechanisms, methodologies and tools developed by central organizations responsible for Public Service for:
 - Understanding and analysing the workforce in the public service and formulating orientations and strategies to fill the gaps.
 - Formulating strategic priorities on HR topics.
 - Guiding and supporting departments in developing relevant and effective HR strategies and practices and facilitating HR planning and HRD management processes.
 - Providing strategic guidance and coordination to the network of public sector training institutions.
- To share challenges and good practices for delivery of effective, efficient and quality training interventions.





DAY 1 / AGENDA

INTERNATIONAL
EXCHANGE SEMINAR
26th September 2016

TIME	SEQUENCES	
08h00 - 08h30	TEA AND REGISTRATION	
08h30 - 09h30	Seminar opening	<i>The Principal for NSG:</i> Welcoming remarks <i>The Deputy Ambassador of Germany in South Africa:</i> Welcoming remarks <i>The head for cooperation at the French Embassy in South Africa:</i> Welcoming remarks <i>The DG of DPSA:</i> Official opening of the event
09h30 - 10h45	OECD Mr Daniel Gerson: Project manager - Public Employment and Management (PEM) network	<i>Presentation and discussion:</i> Key HR challenges in the public sector for OECD countries and responses developed by central organizations in charge of Public Service and Administration
10h45 - 11h00	MORNING TEA BREAK	
11h00 - 12h30	Bundesministerium des Innern - Department in charge of Public Service (BMI - The Federal Ministry of the Interior - Germany) Dr Henrike Voet: Policy Officer for legislation on Public Service	<i>Presentation and discussion:</i> Challenges facing HR planning, management and development in the Public Sector in Germany and mandate, functional location, strategies / responses developed by BMI
12h30 - 13h30	LUNCH	

TIME	SEQUENCES	
13h30 - 15h00	<p>Department of Public Service and Administration (DPSA - South Africa)</p> <p>Mr Geeva Pillay : Acting Deputy Director General</p>	<p>Presentation and discussion: Challenges facing HR planning, management and development in the Public Sector in SA and mandate, functional location, strategies / responses developed by DPSA</p>
15h00 - 16h30	<p>Direction Générale de l'Administration et de la Fonction Publique (DGAFP - France)</p> <p>Mr David Corbe-Chalo: Project manager, International expertise, innovation and HR policy analysis</p>	<p>Presentation and discussion: Challenges facing HR planning, management and development in the Public Sector in France and mandate, functional location, strategies / responses developed by the DGAFP</p>
16h30 - 16h45	AFTERNOON TEA BREAK	
16h45 - 17h15	<p>Synthesis of the day from the GIZ - HR team</p>	<p>HR Common and specific challenges, developed responses/strategies, good practices and challenges, perspectives for change</p>
17h15 - 17h30	Closure of DAY 1	



DAY 2 / AGENDA

THEMATIC WORKSHOP - HR PLANNING
AND HRD STEERING AND DELIVERY
27th September 2016

TIME	SEQUENCES	
08h00 - 08h30 TEA AND REGISTRATION		
08h30 - 08h45	Workshop opening by the GIZ - HR team	Objectives and expected outcomes and outputs of the day
08h45 - 10h15	HR planning and HRD policies, strategies, interventions and mechanisms developed by DPSA, the French DGAFP and the German Federal Ministry of the Interior	Short presentations by DPSA and international experts from the German Federal Ministry of the Interior and the French DGAFP
10h15 - 10h30 MORNING TEA BREAK		
10h30 - 12h00	HR planning and HRD policies, strategies, interventions and mechanisms developed by DPSA, the French DGAFP and the German Federal Ministry of the Interior	Panel discussion to be facilitated by the GIZ / HR team
12h00 - 12h30	Synthesis of the morning discussion	by the GIZ - HR team
12h30 - 13h30 LUNCH		
13h30 - 15h30	Management and delivery of training services for Civil Servants: Strategies and mechanisms to ensure strategic alignment, efficacy, efficiency and quality of training delivery	Presentations by the NSG (<i>Prof Richard M Levin, Principal</i>), the Potsdam University (<i>Dr. Thomas Gebhardt, Public management executive education - Public Policy and Management Department</i>) – and the ENA (<i>Mr Mathieu Leclerc, Director for international relations</i>)
	Discussion to be facilitated by the GIZ - HR team	
15h30 - 15h45 AFTERNOON TEA BREAK		
15h45 - 16h15	Synthesis of the day	by the GIZ - HR team
16h15 - 16h30	Closure of the workshop	by the French Embassy
19h00	Evening event	organised by French Embassy in South Africa

DAY 3 / AGENDA

THEMATIC WORKSHOP - PERSPECTIVES
FOR COOPERATION
28th September 2016

TIME	SEQUENCES	
08h30 - 09h00	TEA AND REGISTRATION	
09h00 - 09h15	Workshop opening by Programme Director	Objectives of the session and reflection on the expected outcomes and outputs of the event
09h15 - 10h45	Group discussion facilitated by the GIZ - HR team	HR planning and development policies, strategies and mechanisms for effective Human Resource Management in the Public Sector: Opportunities, challenges and lesson learnt from the participating organizations
10h45 - 11h00	MORNING TEA BREAK	
11h00 - 11h45	Group discussion to be facilitated by the GIZ - HR team	Potential areas for cooperation on HR Planning, development and training delivery.
11h45 - 12h00	Vote of thanks by DPSA	
12h00 - 12h15	Closure of the event by NSG	



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