



FOR PSA MEMBERS: **DEPARTMENT OF HUMAN SETTLEMENTS (DHS)**

24-01-2025

Feedback: DHS Special Departmental Bargaining Chamber (DBC)

DHS/NSG Skills Audit project

Members are reminded that the Department previously conducted a skills audit with very low participation, and its outcomes did not adequately address skills gaps but rather highlighted staff dissatisfaction and low morale. During the 2024 State of the Nation Address, the President mandated the National School of Government (NSG) to conduct a new skills audit. This initiative aims to assess existing skills in the Department and determine whether these align with its mandate. The survey will target employees at Middle Management Service (MMS) and Senior Management Service (SMS) levels. Participation will be confidential, ensuring that the employer cannot view individual comments. However, the survey will reflect Personal Development Plans (PDPs) to compare current skills against required skills. Importantly, the audit's results will not be used as a punitive measure. The employer has committed to sharing the project plan with labour once the competency framework is finalised. Labour's role will be to encourage full participation by members. Upon completion, a comprehensive outcome report will be shared, with the project targeted for completion by the end of March 2025.

Organisational culture survey

The Department will also conduct an organisational culture survey to assess its ability to perform and comply with its mandate using the existing workforce. The last survey was conducted in 2017, making this a timely initiative. This survey will serve as a diagnostic tool to compare the current organisational culture against the desired culture. A diagnostic tool will be developed, and timelines will be communicated to all stakeholders. This survey will target all employees of the Department. The employer has given assurance that participation will remain confidential, and no employee will face victimisation for their input. Labour has been requested to encourage members to fully participate in the process. A survey link will be shared, ensuring responses do not reach management or supervisors. Labour noted the employer's presentation and expressed its commitment to supporting the successful implementation of the project.

Employees who want to join the PSA can visit the PSA's website, send an email to ask@psa.co.za, or contact PSA Provincial Offices.

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GENERAL MANAGER