



HUMAN RESOURCES AND TRANSFORMATION DIRECTORATE

Organisational Development Policy Development and Planning

18 July 2012

**TO : ALL DEANS; EXECUTIVE DIRECTORS; DIRECTORS; HOD'S; MANAGERS
AND SUPERVISORS**

IMPLEMENTATION OF PERFORMANCE MANAGEMENT SYSTEM

The University has adopted the Performance Management System (PMS) as its strategic imperative to enhance efficiency.

The Performance Management System is now ready for implementation. Top management of the University has signed performance agreements, and following consultation with relevant stakeholders, implementation will now be rolled-out to staff in two phases. The first phase will include staff up to post level 9.

The Directorate Human Resources and Transformation will roll-out the implementation in each faculty, campus and department starting from 1 August 2012. Implementation of the PMS will enhance the University's performance outputs as well as develop a more performance focused culture. Another intended outcome is to inculcate a performance culture that boost the improvement of staff morale as employees will become clearer with what is expected of them. In addition, the PMS will allow the University to recognize excellence and good performance while assisting employees who need support and further development to excel in their work environment.

Part of the roll-out strategy, will include training of all line managers and their management teams ranging from post level 5 – 9, (support staff) and Deans of Faculties together with HOD's.



Communiqué



A second and final phase of training involving post level 10 – 17 will commence in the first week of November 2012.

Training is scheduled for a full day and will take place per environment with team of people, not exceeding 20 per session. The venue for training is Thupelong or alternatively a venue of choice at the Faculty or Directorate environment.

Identify a suitable date from the attached calendar and confirm your attendance by replying with the names and number of your staff who will be attending as well as your preferred venue.

Please direct enquiries to Ms. R van Heerden at (Ext: 5434) or Mr. B Ndaba at (Ext: 4405).

Sincerely

A handwritten signature in black ink, appearing to read 'M. van Heerden', is written over the printed name.

MS MM VAN HEERDEN

DIRECTOR

ORGANISATIONAL DEVELOPMENT, POLICY DEVELOPMENT AND PLANNING

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