

‘Bon Voyage’ to the leader as Public Works ‘HRM’ scoops a bronze award

Story and images by Vusi Shabalala

It was with a feeling of exuberant hilarity to once again witness a ‘sensational mood’ when the Public Works HRM team got a Bronze award (3rd position out of 14 departments) at the 9th KwaZulu Natal Provincial Public Sector HR Convention hosted by the Office of the Premier (OTP) on 8th and 9th of October 2015. This is an improvement from the 2013 awards (no award ceremony / convention was held in 2014) where they got a certificate (4th place) so they are now getting closer to Gold! All aspects of Human Resource Management are covered in the criteria for this award scheme, including an element of organisational design and job evaluation that the Directorate Organisational Development & Efficiency Services contributes to. The latest criteria includes an assessment of the department’s performance on Key Performance Area (KPA) 3 of the Management Performance Assessment Tool (MPAT). The achievement was based on an evaluation and assessments for the period 2014 -15.

The Office of the Premier hosts a “Provincial Public Sector Human Resources Convention” annually. The convention is attended by representatives from local, provincial and national departments from all provinces. At the 8th convention held on 8 to 10 October 2013 at Sibaya Casino, the KZN Department of Public of Works were announced as recipients of a certificate for “Most Improved” department on HRM. The HRM awards are awarded annually at the Convention and assess the performance of provincial departments on HR matters that fall under the OTP’s Chief Directorate –Human Resource Management. The broad criteria of assessment and evaluation entails: attendance of meetings, active participation therein, contributions made towards advancing HRM in the province, compliance to the regulatory framework and a generally progressive approach to HRM.

The HRM team at Head Office and Regions contributed towards this achievement therefore we salute all staff serving in this discipline. This is especially note-worthy given that their services touch on the daily lives of staff and they deal with emotive matters.

Let us jog your memory, the Head Office HRM won a Bronze award in the 2013-14 Premier's Service Excellence Awards in the category "Best Batho Pele team" so they are clearly serious about improving their performance.



Above is Mr PW Duma the General Manager for Corporate Services with Mrs BNJ Makhaye (centre) Senior Manager Human Resource Management and the entire team

The HRM team has largely managed to strategically link the human resource function with the strategic objectives of the department in order to improve performance. In our interview with Mrs. Makhaye, she attributes the success of the HRM team to the support and guidance of her supervisor, Mr Phiweyo Duma, General Manager - Corporate Services, who gave her space to implement her vision for HRM and use her initiative to steer the HRM directorate to these achievements.

The award of this Bronze award served as a great '*bon voyage*' to Mrs Jean Makhaye who served as the Senior Manager Human Resource Management until September 2015. We wish the former leader all best in her new position. We wait with bated breath for news on who is willing take on the mammoth task of being the next HRM leader and possibly steer this team to a gold award.