

THE ROLE OF UNIVERSITIES IN IMPLEMENTING THE NDP



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INTRODUCTION



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- The South African President Jacob Zuma appointed the National Planning Commission in May 2010 to draft a new vision through the national development plan. The Commission is an advisory body consisting of 26 people drawn largely from outside government, chosen for their expertise in key areas.

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The NDP identified a weakness by government in implementing policies and identified 9 challenges as follows:

Too few people work

The quality of school education for black people is poor

Infrastructure is poorly located, inadequate and under-maintained

Spatial divides hobble inclusive development

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The economy is unsustainably resource intensive

The public health system cannot meet demands or sustain quality

Public services are uneven and often of poor quality

Corruption levels are high

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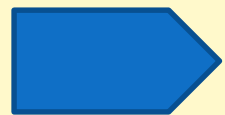


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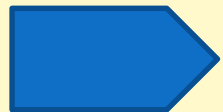
Building on the diagnostic report, the plan has added four new thematic areas:



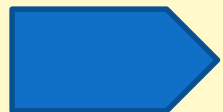
Rural economy



Social protection



Regional and world affairs



Community safety.

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THE 2030 VISION: AN APPROACH FOR CHANGE

- The vision 2030 by the NPC calls for change in the Human Resources Development (HRD) field.
- **Dr Nelson Mandela** wrote in the preamble of the RDP White Paper: **“our people have elected us because they want change. Change is what they will get.**

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THE 2030 VISION: AN APPROACH FOR CHANGE



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Our people have high expectations which are legitimate. While the government cannot meet all these needs overnight, we must put firmly into place the concrete goals, timeframes and strategies to achieve this change”.. South Africa needs to come up with a different way of training, educating and developing its people so that this vision could be realized. This calls for Universities to change their curricula and make it relevant to the needs of the country..

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THE 2030 VISION: AN APPROACH FOR CHANGE



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The NDP 2030 identified the critical competences needed to transform the economy and the society. The Plan has identified the following priorities which needs civil servants who are professional in their approaches and life-styles:



- Universities must Unite all the South Africans around a common program to achieve prosperity and equity

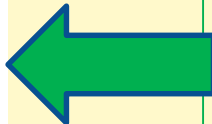
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THE 2030 VISION: AN APPROACH FOR CHANGE

- Bringing about faster economic growth. Higher investment and greater labour absorption



- 
- Focusing on key capabilities of people and the state

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THE 2030 VISION: AN APPROACH FOR CHANGE

□ When new information comes into existence and circumstances change, it is no longer possible to solve today's problems with yesterday's solutions. Over and over again, people have found out that what worked two years ago will not necessarily work next week. This is where universities must do research and change things for better.

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THE 2030 VISION: AN APPROACH FOR CHANGE

- The Universities and Professional bodies must begin to work hard in building capacity for a professional Public Service which has a competent work-force capable of implementing policies well. They must be proactive and begin to address adequately these challenges and implement the recommendations of the NPC. Professionalism promotes efficiency and effectiveness.

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THE VISION STATEMENT OF THE NATIONAL DEVELOPMENT PLAN CALLS FOR PROFESSIONALISM

- The Universities must equip civil servants and other sectors with appropriate qualifications, ethical behavior and to have a sense of duty that promotes efficiency and effectiveness. It is calling for accountability and excellence. It is calling for everyone to become experts and practitioners who have the necessary skills, knowledge and the positive attitude.

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THE NDP VISION STATEMENT IS CALLING FOR ETHICS AND CHANGE OF MIND-SETS.



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- Universities must produce Professional employees who must be strategic thinkers and doers. These professionals should be committed to excellent performance and implement good governance principles and respect the laws of the country. These professionals must be trustworthy , reliable and loyal to the constitution of the country.

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THE VISION STATEMENT OF THE NATIONAL DEVELOPMENT PLAN



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- We all have actively set out to change our lives in ways which also benefit the broader community. We shall assist institutions we have creatively redesigned to meet our varied needs, we reach out to communities to strengthen our resolve to live honestly, to be set against corruption and dehumanizing actions.

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THE NDP VISION AND THE IMPLEMENTATION OF THE CONSTITUTIONAL VALUES AND PRINCIPLES.

- The 9 values and principles must be implemented well. This calls for well-trained and properly educated professionals. A professional civil service must live and breath these values all the time. The Public Service Commission together with other role-players should work together and unite their efforts in ensuring that the constitutional values are carried out effectively within the entire civil service and its parastatals / public entities. These principles must be embraced by every-one in the Public Sector.

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UNIVERSITIES MUST DEVELOP PROFESSIONALS AND A CAPABLE STATE.



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- The NDP is calling for a civil service that is quick to listen, people-centred, consensus-oriented, accountable, transparent, responsive, effective, equitable inclusive and characterised by :

A strong leadership by government.

We need strong and competent political and administrative leaders who listen and act.

A strong and competent public service.

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UNIVERSITIES AND A CAPABLE STATE.



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The 2030 must forge on and move forward in dealing with:

-  the challenges of unemployment
-  inequality
-  poverty.

The Plan suggests that the state must be capable of playing transformative and developmental role. Universities must equip everyone to have skills and knowledge in this regard.

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THE NDP IS DEMANDING STRONG ACTIONS



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The Report has come up with important recommendations on how South Africa can build a strong and capable state.

Some of the recommendations are as follows:

- Stabilizing the political-administrative interface by separating the roles of politicians from those of the administrators especially clarifying the roles of the Political Head and that of the Administrative Head.

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- Making the public service and local government careers of choice by building the skills and professionalism among the civil servants from top to bottom.



Developing specialist and professional skills that are relevant to the core business of the state and its operations.

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- Duplication of functions and roles should be avoided.
- Strengthening the state-owned enterprises by allowing them to deliver on their mandate supported by corporate good governance values and principles.

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- Strengthening the role of the Public Service Commission by making it a robust champion of a meritocratic public service by promoting and monitoring key norms and standards.
- An important proposal is that of introducing a new position of the Head of the civil service to whom Director-Generals will report.





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- A Hybrid approach for top appointments has been recommended where the Public Service Commission and the Head of Administration would short-list and interview the candidates and also allow the Political Head to be involved in selecting the preferred candidate.

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- The Commission also recommended that more powers and authority should be given to the HOD or the Director-General who must also do the same with the officials under him.
- To promote professionalism in the Public Service, the government must attract talented people from a diverse range of background.





- A formalized graduate recruitment scheme must be in place to allow young graduates to join the public service. The scheme must attract graduates who are talented and they are offered stimulating and rewarding career. Different internships must be introduced to allow many graduates to enter the public service.



THE ROLE OF HRD COUNCIL IN PROMOTING PROFESSIONALISM.



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- **The Human Resources Development Council** has been established by the government to advise on the best way of implementing the National HRD strategy of the country. This Council is chaired by the Deputy President and its mandate is to advise him on the implementation of the HRD policies and strategies as well as guide and shape the South African HRD agenda.

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HRD COUNCIL AND BUILDING A PROFESSIONAL PUBLIC SERVICE .

What are the objectives of the HRD Council?

- Council must increase responsiveness of training and education to social and economic development agenda of the country.
- Council must address quality issues in the education and skills development pipe-line.
- Council must address skills shortages in priority areas.

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HRD COUNCIL AND THE BUILDING A CAPABLE AND PROFESSIONAL PUBLIC SERVICE.



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- Council must establish institutional mechanism for coordination, integration, coherence, accountability and reporting of HRD activities.
- Council must optimize efficiency and outcomes of HRD in respect of SA development agenda.

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THE HRD STRATEGY FOR A PROFESSIONAL PUBLIC SERVICE.



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- This is an important policy framework that needs a lot of revision and amendments if it has to facilitate human resources development in the Public Service. The skills development is an important priority of the National Development Plan, vision 2030. This is the strategy that coordinates HRD activities for the entire Public Service.

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The Strategic HRD frame-work has four core elements

which must ensure that we have a

➔ Firstly it is looking at the capacity development initiatives.

➔ Secondly it is looking at organizational support initiatives.

➔ Thirdly it is looking at governance and institutional development needs and initiatives.

➔ Fourthly it is looking at government developmental initiatives.



THE HRD STRATEGY MUST PROMOTE PROFESSIONALISM ALL THE WAY.

The following are the objectives for the strategic framework:

- To promote and support the National Skills Development agenda including ASGISA and JIPSA initiatives.
- To address the national skills challenge with sectoral and provincial economic and developmental growth needs.

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- To ensure a continuous supply of public sector specialist skills and absorption thereof into the public service labour market.
- To ensure that there is supply pipeline of contributing and productive public servants at all spheres of government.
- To enable human capital performance in public sector organizations that ensures effective service delivery.





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- There are core principles that underpin the Public service HRD strategy
- Focus should be on all performer levels of employment.
- Flexibility and adaptability.



Cohesiveness and integration.

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- Recognition of contextual differences per sector and the province to avoid “a size fits all” approach.
- Responding to the needs of designated groups specifically women and persons with disabilities.
- Promoting continuity across all spheres of government.



CONCLUSION

- The National Development Plan vision 2030 has proposed huge transformation initiatives that are aimed at making South Africa to be a better country which can eliminate poverty and reduce inequality.

It will indeed require



new thinking,



re- imagining,



hard-work,



strong leadership



unity of purpose.



CONCLUSION



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- To this end our first President; **Tata Dr Nelson Mandela** said the following during his inauguration:

- **“ We enter into a covenant that we shall build a society in which all South Africans, both black and white, will be able to walk tall, without any fear in their hearts, assured of their inalienable right to human dignity, a rainbow nation at peace with itself and the world”**

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A MILLION
THANKS

