

## **5. CONCLUSION**



## 5. CONCLUSION

The monitoring of numeric targets by the Public Service Commission is only one facet of the process that complements the entire transformation process. The monitoring of transformation will be a continuous process and will also include the Commission specifying its reporting requirements in terms of the affirmative action programmes of departments and their employment equity plans. At a later stage an evaluation will be made of the employment and personnel practices and the level of empowerment that has been achieved in the Public Service. The monitoring of the attainment of numeric targets will be part of the continuous process.

Whilst shortcomings were evident in the use of PERSAL for the purpose of this evaluation, it is the view that the proposals made will address the shortcomings. The onus lies with departments to update all the information maintained by PERSAL so that accurate information is available at all times.

Despite these so called shortcomings, it is the view that this report is crucial for future evaluations to be made on the attainment of numeric targets in the Public Service. Optimal utilisation should be made of the system. Furthermore, an indication has been obtained of the overall state of representativeness in terms of race, gender and disability. The gap exists with regard to the breakdown in terms of the different salary levels, an issue that can be addressed soon by the Commission.

The transformation process in the Public Service, which is a priority of Government, will feature prominently in the monitoring and evaluation process of the Commission.