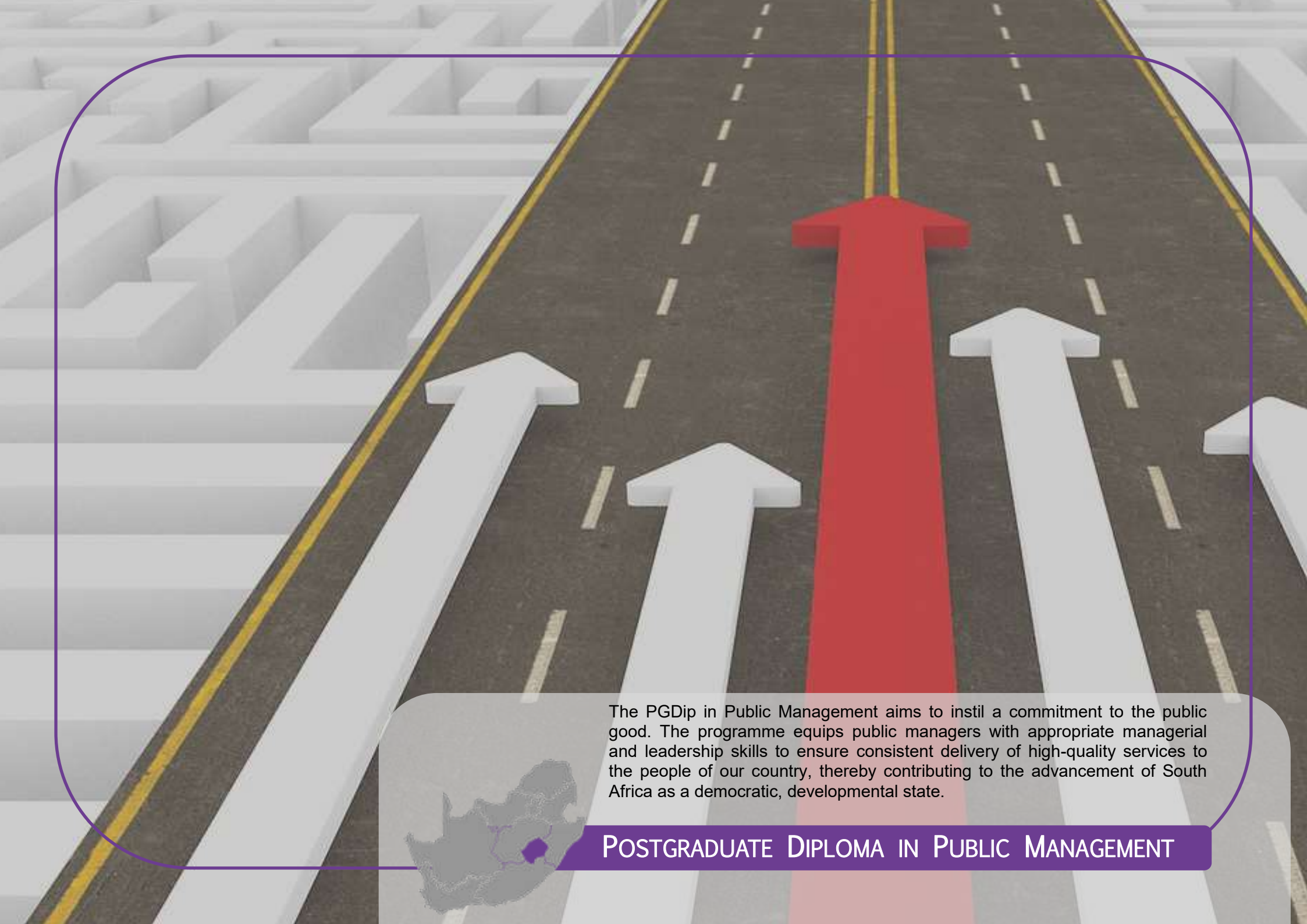


Post Graduate  
Diploma in  
Public Management



The PGDip in Public Management aims to instil a commitment to the public good. The programme equips public managers with appropriate managerial and leadership skills to ensure consistent delivery of high-quality services to the people of our country, thereby contributing to the advancement of South Africa as a democratic, developmental state.



## POSTGRADUATE DIPLOMA IN PUBLIC MANAGEMENT

# POSTGRADUATE DIPLOMA IN PUBLIC MANAGEMENT

Curriculum code: 1BC D01 / 1BB D01

Programme code: PL501P



## RULES:

The language of instruction for this qualification is English.  
This qualification is offered in the following manners:

- Limited contact
- Distance mode.

The **minimum duration** is **one year** and the **maximum duration** is **three years**, calculated from the date of first registration .



## ADMISSION REQUIREMENTS:

The admission requirements for all formal academic qualifications offered by the University are set out in the NWU Admission Policy as approved by Senate and Council.

*For this PGDip, the minimum admission requirements are:*

- An Advanced Diploma in Public Administration at NQF level 7 or any other relevant Advanced Diploma at NQF level 7; or
- A Bachelor's degree or similar at NQF level 7; and
- A minimum of 3 years appropriate work experience in the public sector.

It should be noted that the number of candidates accepted into the programme every year is subject to the School's capacity so as to ensure quality service delivery to all candidates.



## PROGRAMME PURPOSE:

In view of the rationale for the development of the PGDip in Public Management, the primary purpose of this qualification is to develop in public managers a commitment to the public good, and to equip them with appropriate and necessary managerial and leadership skills to ensure the consistent delivery of high-quality services to the people of our country, thereby contributing to the advancement of South Africa as a democratic, developmental state.

Not only will students master essential knowledge in different focus areas of the public sector, but they will also develop effective managerial, leadership and problem solving skills, and learn to analyse and implement policy directives. Such skills are necessary to facilitate the country's transformation by promoting stability at the political-administrative interface while increasing responsiveness of public officials and accountability to citizens.

Furthermore, the PGDip aims to develop the ability to do basic research within the sector, effectively work within teams, lead teams in task completion, and to take responsibility for personal and team goals while realising the importance of ethical and professional behaviour in the public sector.

Public Management is seen as an important contributor to the realisation of South Africa as developmental state. The qualification will help providers in higher education to establish appropriate curricula in Public Management related fields. During the design of the curriculum, consideration was given to specialisations and career opportunities in the field with specific reference to the SMS Competency Framework. Successful completion of the qualification will further prepare students from the South African public sector for study on Masters' level.

## PROGRAMME RATIONALE:



The Constitution of the Republic of South Africa (1996) envisages a Public Service that is professional, accountable and development-oriented. The 2030 National Development Plan (NDP) identifies specific steps that need to be taken to promote the values and principles of public administration contained in the Constitution and build an efficient, effective and development oriented public sector as part of a capable and developmental state.

The NDP highlights the need for well-run and effectively coordinated state institutions with skilled public officials who are committed to the public good and capable of delivering consistently high-quality services, while prioritising the nation's developmental objectives. In response the Department of Public Service and Administration (DPSA) introduced the Senior Management Service (SMS) Competency Framework as the key in ensuring that the public sector achieves its objective of promoting professionalism, especially at the senior management level. In developing the SMS Competency Framework focus was placed on critical generic competencies which senior managers in the public sector are expected to possess.

The NWU Postgraduate Diploma (PGDip) in Public Management was specifically developed with the NDP focus and the requirements of the SMS Competency Framework in mind, and to provide in our country's need for better skilled and more professional public sector managers.

Offering the Postgraduate Diploma in Public Management via distance mode of delivery will ensure that public officials (non-residential students) from various geographical locations in South-Africa can access a postgraduate qualification that is aligned to the SMS Competency Framework for purposes of professional as well as occupational development whilst also attracting students from countries within the Southern African Development Community (SADC).

## MODULES OFFERED IN THIS PROGRAMME:

### PGPM517

#### Programme and Project Management in the Public Sector

After the successful completion of this module, the student will be able to:

- demonstrate competence in designing systems, strategies and programmes for public policy implementation with a view to initiate, lead and coordinate projects that lead to the achievement of the long-term strategic objectives of a government department;
- apply appropriate project management competencies in programme development and delivery in the SA public services sector;
- identify and implement effective procedures to manage risks in programmes;
- apply relevant performance management systems in programme monitoring and evaluation with a view to ensure the meeting departmental outputs

### PGPM521

#### Advanced Strategic Human Resource Management in the Public Sector

After the successful completion of this module, the student will be able to:

- demonstrate applied competence of human resource management principles and strategies including intellectual capital management, the legalities regarding access to information, retention of employees and talent management, mentoring, coaching, labour relations, health and HIV/Aids; with a view to design an integrated HR plan and improve the health and wellness of employees
- identify and facilitate the links between *Batho Pele*, improved communication and enhanced service delivery within the human resources management context
- determine the effects of communication in the workplace
- manage diversity and promote equity within individual contexts in the public sector to achieve a competitive advantage

## PGPM518

### Public Sector Planning, Monitoring and Evaluation

After the successful completion of this module, the student will be able to:

- critically review and discuss relevant concepts, approaches to and elements of strategic planning for quality service delivery in public services
- apply strategic planning competencies, in line with the SA Public Service Strategic Planning Framework, to designing systems,
- policies and strategies for effective public management, and monitor and evaluate their impact
- facilitate change via improved policies, procedures and an effective communications plan
- derive at decisions, findings and conclusions that are based on information and data that are clearly and coherently communicated to a varying audience, making use of resources and academic discourse that are reliable and scientifically accurate
- appreciate the importance of – and apply M&E as a tool in the public sector to evaluate performance and identify the factors which contribute to service delivery outcomes
- appreciate the composition of the Government-wide Monitoring & Evaluation (GWM&E) system and intended outcomes and relate how this impacts on the immediate working environment
- appreciate the role of M&E strategies and findings and apply these in supporting planning, budgeting, programme implementation, financial management and reporting processes in the immediate working environment
- appreciate the roles and responsibilities of government officials as implementing agents of M&E and capacity building interventions required to manage and effectively utilise M&E
- apply systems, procedures, processes, skills and techniques to investigate complex, abstract or real-life local, regional or global problems in a particular area of public management

## PGPM522

### Advanced Public Financial Management and Budgeting

After the successful completion of this module, the student will be able to:

- evaluate the theoretical foundations of SA financial management techniques
- apply the different types of financial management techniques such as cost benefit analysis, systems analysis, project management and performance management in the SA public sector
- demonstrate knowledge in the application of financial risk management and internal control measures in own area of responsibility
- overview the SA government's fiscal and monetary policies and compare own departmental budget with that of SA to determine compliance
- interpret, analyse and apply the requirements of the public finance regulatory framework to financial management processes

## PGPM519

### Governance, Public Management and African Leadership

After the successful completion of this module, the student will be able to:

- critically apply appropriate models and theories of leadership with specific emphasis African Leadership to effect good governance within the public sector with a view to solve complex and abstract problems.
- demonstrate integrate advanced knowledge of effective leadership with practice in the public sector
- demonstrate competencies associated with effective leadership: emotional intelligence, imaginative intelligence, initiative (innovative leadership), creative problem solving, effective communication and interpersonal sensitivity
- demonstrate an understanding of the differences between concepts such as leadership, governance, government and public management and apply these concepts in a particular work environment
- explore and critically review the nature and dimensions of governance to determine the general roles and responsibilities of the various role players in governance and in particular in democratic governance in the public service in building a developmental state
- demonstrate an understanding of the ethical issues emanating from professional practice in the public sector, be able to analyse and apply appropriate ethical standards in the work environment
- reason, provide viewpoints, insights and ideas which reflect an acceptable social sensitivity in the student's relationship and interaction with others and their academic, practical and professional environment
- demonstrate a critical understanding of the relationship between governance, public management and ethics
- evaluate and apply the legislative framework for governance in a work environment
- evaluate the implications of the legislative framework towards governance on public management

## PGPM523

### Public Sector Transformation and Reform.

After the successful completion of this module, the student will be able to:

- critically reflected upon, analyse and apply in a work environment concepts, theories and paradigms of Public Sector Transformation and Administrative Reform
- outline a strategic framework for change, by specifying policy objectives, guidelines and instruments to carry the transformation and reform process forward
- apply appropriate systems thinking to operations, behavioural, strategic and entrepreneurial processes with a view to effect change and to further improve the SA developmental state
- apply management and leadership skills to a team and take responsibility for the achievement of proposed transformation and/or reform initiatives
- produce and effectively communicate to a range of audiences, academic and professional ideas and texts offering creative insights and solutions to public service transformation and/or reform challenges and problems



CONTACT C-GOV





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