

REPORT OF THE PORTFOLIO COMMITTEE ON PREMIER'S OFFICE; FINANCE; ECONOMIC DEVELOPMENT AND TOURISM

2014/15 ANNUAL REPORT OF THE OFFICE OF THE PREMIER

1. INTRODUCTION

The **Portfolio Committee on Premier's Office; Finance; Economic Development and Tourism** (the Committee) has a mandate as per Section 114(2) (b) of the Constitution of the Republic of South Africa (Act. 108 of 1996), read with rule 131 (b)(c)(d) of the Rules and Orders of the Mpumalanga Provincial Legislature (the Rules), to oversee the performance of the Office of the Premier.

Section 133(b) of the Constitution requires the Member of the Executive Council to provide the Legislature with full and regular reports concerning matters under their control. Thus the tabling of the 2014/15 Annual Report of the Office of the Premier was in compliance with section 65(a) of the Public Finance Management Act (Act 1 of 1999) (PFMA).

The consideration and scrutiny of the 2014/15 Annual Report of the Office of the Premier was for the Committee to satisfy itself that the Office of the Premier's performance was in line with its approved 2014/15 Annual Performance Plan (APP); and the budget that was appropriated for the financial year under review. The Annual Report oversight exercise is a mechanism of the Committee to ensure that public funds allocated to the Office of the Premier in the year under review, are used economically, efficiently, equitably and effectively. There should ultimately be value for money in any activity undertaken by the Office of the Premier. Thus, the Executive Authority was held to account for the Office of the Premier's performance in the 2014/15 financial year.

2. METHOD OF WORK

The Hon Premier tabled the 2014/15 Annual Report in accordance with Section 65(a) of the PFMA and the Hon Speaker subsequently applied rule 219(3) of the Rules and Orders of the Mpumalanga Provincial Legislature by referring the report to the Committee for consideration and report back to the House.

On 29 October 2015 the Committee considered a detailed analysis of the 2014/15 Annual Report and raised key observations and questions that were sent to the Office of the Premier for written responses.

Thereafter, on 5 November 2015, the Committee interacted with the Director-General and the Senior Management team of the Office of the Premier on the 2014/15 Annual Report. The Committee met again on 18 November 2015 to consider its draft report.

3. BRIEF OUTLINE OF THE OFFICE OF THE PREMIER'S PRIORITIES AND GOALS IN THE PERIOD UNDER REVIEW

3.1. Outcome Oriented Goals

The Office of the Premier is directly responsible for the implementation of Outcomes 11 and 12, namely:

Outcome 11: Creating a better South Africa and contributing to a better and safer Africa in a better world.

Outcome 12: an efficient and development oriented public service and an empowered, fair and inclusive citizenship.

In relation to Outcomes 11 and 12 the Office of the Premier has the following outputs, namely:

1. Output 1 A stable political-administrative interface.
2. Output 2 Increased responsiveness of public servants and accountability to citizens.
3. Output 3 Improved inter-departmental coordination.
4. Output 4 Improved mechanisms to promote ethical behaviour in the public service.

4. PROGRESS REPORT ON THE IMPLEMENTATION OF HOUSE RESOLUTIONS: 2013/14 ANNUAL REPORT

The Committee considered the report on the progress made by the Office of the Premier in implementing previous House Resolutions contained in the 2013/14 Annual Report during the meeting of 5 November 2015. The progress report is reflected in this Committee report to provide a comprehensive perspective (see Annexure A).

5. OBSERVATIONS AND COMMENTS

The Director-General (DG) and her management team made a presentation to the Committee on the Office of the Premier's 2014/15 Annual Report. The Committee expressed its appreciation for the thorough and honest manner in which the Director-General presented the Office of the Premier's Annual Report for 2014/15.

6. PART A: GENERAL INFORMATION

6.1. Compliance to the National Treasury Guide on the Preparation of the Annual Report

The Office of the Premier's Annual Report has adhered to the National Treasury guide for the preparation of the annual report for the year ended 31 March 2015.

6.2. Service Delivery Environment

The core deliverables of the Office of the Premier include executing the following programmes:

- Integrated Planning
- Monitoring and Evaluation
- Institutional Transformation
- Strengthening the Coordination of prioritised provincial programmes

The Office of the Premier has completed a service delivery plan and the table below highlights the main services and standards enumerated in the SDIP and the achievements to date.

MAIN SERVICE	BENEFICIARIES	ACTUAL STANDARD OF SERVICE	DESIRED STANDARD SERVICE	ACTUAL ACHIEVEMENTS
Internal Effective and efficient implementation of the performance management system in the Office of the Premier	HR: and Employees on salary level 3-12	100% compliance	100% compliance	100% compliance

MAIN SERVICE	BENEFICIARIES	ACTUAL STANDARD OF SERVICE	DESIRED STANDARD SERVICE	ACTUAL ACHIEVEMENTS
Monitor and Evaluate the effectiveness and impact of Government Programmes within the Province	Provincial Departments and Municipalities	Conducted performance monitoring visits targeting health and education institutions, human settlement and CRDP sites to enhance provision of quality service and conducted two Diagnostic Evaluations	100% Monitoring and Evaluation of government programmes	Monitoring conducted as planned Two of the three evaluations planned were conducted.

7. PART B: OVERVIEW OF DEPARTMENTAL PERFORMANCE

7.1. Strategic Outcomes Oriented Goals of the Department

As indicated in paragraph 3.1. the Office of the Premier is directly responsible for the implementation of Outcomes 11 and 12. The table below indicates how the Office of the Premier is addressing the two outcomes within the programmes.

OUTCOMES	SUB-OUTCOMES	KEY ACTIVITIES
Outcome 11: creating a better South Africa and contributing to a better and safer Africa in a better world	A sustainable, developed and economically integrated Africa	<ul style="list-style-type: none"> ✓ International partnerships monitored in line with Provincial priorities
Outcome 12: efficient, effective and development oriented public service and an empowered fair and inclusive citizenship	A stable political-administrative interface	<ul style="list-style-type: none"> ✓ Finalise all disciplinary processes within 90 days ✓ Co-ordinate the recruitment process for vacant HOD positions in all Departments ✓ Mainstream target groups into Government programme and projects
	Increased responsiveness of public servants and accountability to citizens	<ul style="list-style-type: none"> ✓ Co-ordinate the development and review of Service standards in all departments and municipalities ✓ Monitor the implementation of site improvement plans at 16 frontline delivery sites ✓ Visit and assess 12 frontline service delivery sites and facilitate the development of improvement plans ✓ Roll-out MPAT cycle 1.4 with 10 Provincial

		Departments and the Office of the Premier and facilitate the development of improvement plans
	Improved inter-departmental co-ordination	<ul style="list-style-type: none"> ✓ Provide technical support and advice on macro policies to cluster committees
	Improved mechanisms to promote ethical behaviour in the public service	<ul style="list-style-type: none"> ✓ 100% financial disclosures for HODs and SMS electronically submitted within the prescribed period ✓ 7 Anti – corruption Awareness Campaigns on Anti- Corruption Strategy and National whistleblowing Policy conducted in four Departments and to citizens in three District Municipalities ✓ 55% of all received and reported cases of alleged fraud and corruption concluded ✓ Vetting of officials in prioritized offices

7.2. Financial Performance

The overall budget performance for the two financial years is as follows:

Comparison of Past Performance 'R 000

FINANCIAL YEAR	2013/2014	2014/2015
Main Appropriation	278 427	205 372
Adjusted Appropriation		216 820
Actual Amount Spent	277 643	211 586
(Over) / Under Expenditure	784	5 234
PERCENTAGE EXPENDITURE	99.7%	97.6

The table above indicates that the Office of the Premier's expenditure has decreased by 2.1% from 99.7% in 2013/14 to 97.6% in the 2014/15 financial year. It also indicates that the Office of the Premier has been able to maintain good financial performance for the past two financial years. In the period under review the Office of the Premier has affected virements among the three main programmes and all virements are below the 8% as recommended by section 43(2) of the PFMA. The reason for virements cited is that the Office of the Premier needed to defray anticipated over-expenditure within the three main programmes.

Appropriation per Economic Classification

2014/15 FINANCIAL YEAR R 000	FINAL APPROPRIATION	ACTUAL EXPENDITURE	VARIANCE	% OUTCOME
Current Payments	207 335	202 268	5 067	97%
Compensation of Employees	118 627	118 236	391	99.7%
Goods and Services	88 708	84 032	4 676	94.7%
Transfers and Subsidies	7 875	8 516	-641	108.1%
Payments of Capital Assets	1 610	802	808	49.8%
TOTAL	216 820	211 586	5 234	97.6%

The table above indicates that the highest expenditure is on the Transfers and Subsidies economic classification at **108.1%** which is **8.1%** above the 100% benchmark. The lowest expenditure is on Capital Assets economic classification at **49.8%** and is below the 100% benchmark by **41.2%**.

The Committee noted the following on Financial Performance:

- i. The low expenditure on the Capital Assets economic classification (49.8%) was as a result of the impact of the moratorium on the filling of vacancies that was implemented in the period under review. The funds were earmarked for the procurement of office furniture for new staff members.

7.3. Auditor-General Report

The Office of the Premier had an unqualified audit opinion with matters for both the 2013/14 and the 2014/15 financial years.

The Auditor-General report indicated that the financial statements submitted presents fairly, in all material respects, the financial position of the Office of the Premier as at 31 March 2015 Furthermore that its financial performance and cash flows for the year then ended, is in accordance with the Modified Cash Standard and the requirements of the PFMA and the Division of Revenue (DORA). There were no findings on the performance information; however, the Auditor-General had findings on material compliance with specific matters in key legislation, as set out in the general notice issued in terms of the Public Audit Act.

7.4. Progress on MDGs

The Office of the Premier is not responsible for any specific MDGs; however, the Office of the Premier monitors the performance of the departments and the province in general.

It was noted that, since this is the last year of the implementation of MDGs, the Office of the Premier is in the process of consolidating a detailed report that will be finalised in the fourth quarter of the current financial year (2015/16).

PROGRAMME 1: ADMINISTRATION

The Programme is responsible to perform proper and effective coordinating and monitoring functions in respect of administrative and strategic matters, both within the Office of the Premier and the Provincial Government.

Programme 1: Administration Expenditure

Sub-programme R 000	Final Appropriation	Actual Expenditure	(Over) / Under Expenditure	% Outcome
Premier Support	12 822	12 736	86	99.3%
Executive Council Secretariat	5 094	5 052	42	99.1%
Director-General Support	44 046	43 330	716	98.3%
Financial Management	37 618	37 280	338	99.1%
TOTAL	99 580	98 398	1 182	98.8%

This programme has spent **R98 398 000.00** which is **98.8%** of the budget. The programme has an under-expenditure of **R1 182 000.00 (1.2%)** which is an acceptable variance compared to the National Treasury benchmark of 2%.

The Office of the Premier has achieved **21** out of **25** planned targets for Programme 1: Administration. This indicates that **80.9%** of the planned targets have been achieved. Where the targets were not achieved relevant reasons for variance were provided. The programme has spent **98.8%** of its budget compared to **80.9%** of its planned targets.

In Performance Indicator: **Number of meetings held** the Office of the Premier has not achieved the target, namely, 14 EXCO meetings were held instead of 18. The reason provided was that the Executive Authority's programme did not allow for the sitting of all 18 EXCO meetings.

In Performance Indicator: **Number of security awareness workshops conducted**, three workshops were held instead of four; the reason for deviation is not provided but it is indicated that it will be conducted in the 2015/16 financial year. It was noted that there is no budget required conducting these workshops; thus there is no financial impact, and that some of the workshops were already conducted in the current financial year (2015/16).

In Performance Indicator: **Percentage of cases investigated**, the Office of the Premier has not achieved the target for investigating **55%** of reported cases of alleged fraud and corruption since only **28.4%** were investigated and finalised. The reason for variance is lack of personnel; that the investigation is on-going and that service providers have been appointed to assist with the backlog of cases and the current number of cases awaiting investigation.

In Performance Indicator: **Percentage of calls from Presidential Hotline resolved**, the Office of the Premier has not resolved **90%** calls received from the Presidential Hotline; instead they resolved **82.55%**. The reason for deviation is lack of personnel.

The Committee noted the following on Programme 1:

- i. In terms of the Performance Indicator: **Percentage of cases investigated**, that to date two departmental referrals and 60 cases emanating from the National Anti-Corruption Hotline have been concluded. 18 Departmental referrals are currently under investigation while 229 cases from the National Anti-Corruption Hotline, which includes the PSC - and Presidential Anti-Corruption Hotlines, are currently under investigation.

The following service providers have been appointed for a period of three years commencing from 01 February 2015 to assist with the backlog of cases and the current number of cases awaiting investigation:

- Analytical Risk Management (Pty) Ltd
- The Ifirm Trading and Projects 9pty) Ltd
- CA JV (Pty) Ltd
- Ledwaba Sam Attorneys

The above service providers' security screening was done through the State Security Agency prior to their appointment; and all results were positive. The above service providers will mainly deal with litigation, forensic and other specialized investigations.

It was reported that the internal staff in this unit will continue to conduct investigations as they too have investigations allocated to them through the PSC – and Presidential Hotlines. It is envisaged that the backlog will be concluded by the end of the fourth quarter of the 2015/16 financial year.

PROGRAMME 2: INSTITUTIONAL DEVELOPMENT

This programme is responsible to provide institutional development services, advice, strategic support, coordination and development of policies to ensure operational efficiency, alignment and corporate compliance with a view to improve the capacity of the Mpumalanga Provincial Government to deliver effective and efficient services.

Programme 2: Institutional Development Expenditure

Sub-programme R 000	Final Appropriation	Actual Expenditure	(Over) / Under Expenditure	% Outcome
Strategic Human Resource	32 585	32 990	(405)	101%
Information Communication Technology	2 350	2 301	49	97.9%
Legal Services	3 123	3 114	9	99.7%
Communication Services	34 797	34 713	84	99.7%
Programme Support	1 833	1 830	3	99.8%
TOTAL	74 688	74 948	(206)	100.3%

This programme has spent **R74 948 000.00** compared to the budget of **R74 688 000.00**; thus there is an over-expenditure by **.3%**.

This programme has achieved **29 (82%)** out of **35** planned targets for Programme 2: Institutional Development. Reasons for variance were provided where the targets were not achieved.

In Performance Indicators: **Percentage reduction of vacancy rate** and **Percentage of compliance to regulated quotas of persons with disability and women** three out of the four planned targets were achieved. The reason for deviation was as a result of the moratorium on the filling of vacant posts.

In Performance Indicators **Number of organograms developed or reviewed for departments and municipalities** there was only one planned target and it was not fully achieved. The reason for deviation is that the client department was not available until two months after the original request.

In Performance Indicator: **Number of Batho Pele projects coordinated** four out of the five planned targets were achieved. The reason for deviation is that the Premier's Service Excellence Awards ceremony was cancelled.

In Performance Indicators: **Number of monitoring reports on the rebranding and Repositioning of the Province** there was one planned target that was not fully achieved. The reason for deviation is that the evaluation of the brand will be conducted in the 2015/16 financial year.

In Performance Indicator: **Number of publications produced** there was one planned target that was not fully achieved. The reason for deviation is that the 'Government to public' newsletter was not published due to the delay in the launch of the new brand

In Performance Indicator: **Number of public participation events for the Premier Coordinated** there was one planned target where the Office of the Premier was supposed to coordinate 10 events. However, only four events were coordinated. The reason for deviation is that the six planned events were cancelled due to other commitments.

The Committee noted the following on Programme 2:

- i. The Premier's Service and Youth Excellence Awards were cancelled because there was a need to re-align the National Awards with the Provincial Awards in order to include other award categories; for instance categories relative to Disability awards, Women awards and others.
- ii. On clarity why the amount, as reflected in the Annual Report on Page 183, for consultants increased from R7 714 000.00 in 2013/14 to R28 435 000.00 in 2014/15 it was noted that it was as a result of the Office of the Premier implementing one project on behalf of the entire province around the profiling and rebranding of the Province.

PROGRAMME 3: POLICY AND GOVERNANCE

This programme is responsible to provide effective macro policy advice, coordination and monitoring on the following key focus areas: Provincial planning; Implementation of Provincial Programmes; Mainstreaming of gender, youth and older persons issues; Regional and international cooperation; Research and information management; Advisory services to the Premier, EXCO committees, EXCO and MPAC; Monitoring and evaluation.

Programme 3: Policy and Governance Expenditure

Sub-programme R 000	Final Appropriation	Actual Expenditure	(Over) / Under Expenditure	% Outcome
Special Programmes	8 542	4 733	3 809	55.4%
Inter-governmental Relations	4 716	4 680	37	99.2%
Provincial Management Policy	27 079	26 916	162	99.3%
Program Support	2 215	1 911	304	86.2%
TOTAL	42 552	38 240	4 312	89.9%

This programme has spent **R38 240 000.00** of the **R42 552 000.00** budget which is **89.9%** of the final appropriation budget. The Sub-Programme Special Programmes has spent **55.4%** which is well below the **100%** benchmark.

This programme achieved **25** out of **34** (73.5%) planned targets. Reasons were provided for variance where the targets were not achieved.

In Performance Indicator: **Number of Gender, Disability, Youth and Children Machineries coordinated** the Office of the Premier had one target which was not fully achieved and the reason for deviation was not provided.

In Performance Indicator: **Number of events provided with protocol services** the only target was not fully achieved. The reason for deviation is that planned events were re-scheduled due to unplanned national and provincial events.

In Performance indicator: **Number of workshops conducted.** The Office of the Premier had planned to conduct four workshops on Protocol and the Use and Management of National symbols conducted in the three District Municipalities, ten Provincial Departments and the Office of the Premier. However, only one workshop on protocol and the use of National Symbols was conducted. The reason for deviation was that all workshops where put on hold as DIRCO is still in the process of finalising the protocol manual.

In Performance indicator: **Developed Provincial web-based GIS system** the Office of the Premier failed to develop a Provincial web based GIS for development planning. The reason for deviation is that there were delays in the finalisation of specification for the web-based GIS and the function has been transferred to the Provincial Government Information and Technology Officer (PGITO).

Strategic Partnership Management has three performance indicators which each have three planned targets and none of the planned targets were achieved. The reason for deviation is lack of personnel.

The Committee noted the following on Programme 3:

- i. The under-expenditure in the Sub-Programme: Special Programmes is a direct result of the failure to achieve the planned targets under this sub-programme. Although budget was available to capacitate the Youth Development and Older Persons units; it could not materialize due to the moratorium on the filling of vacant posts.
- ii. The Women Economic Empowerment Summit could not be held mainly because of the lack of capacity in the unit; although challenges that were experienced in some logistical arrangements also contributed to the non-achievement of this target. The summit was moved to the 2015/16 financial year and was conducted from 25 – 27 August 2015.
- iii. The GIS web-based system, which the Office of the Premier failed to develop, forms part of the ICT projects that the Provincial ICT Transactional Advisor is working on. The Transactional Advisor has developed a provincial ICT Plan as well as an ICT Hub Plan; and the Provincial web-based GIS System is incorporated in this plan.
- iv. In order to ensure that future targets under Strategic Partnership Management can be achieved it is planned to utilize available personnel from other units. It was noted that the coordination of strategic partnerships is done in close collaboration with the Department of Economic Development and Tourism.

8. PART C: GOVERNANCE

The Annual Report for 2014/15 reported on Risk Management; Fraud and Corruption; Minimising Conflict of Interest; Code of Conduct; as well as Health Safety and Environmental Issues as required by the National Treasury guide.

According to the Annual Report for 2014/15 the Office of the Premier has an approved **risk management policy** which includes, amongst others, the regular risk assessment which are conducted at a strategic and operational level,

On fraud and corruption it is reported that, as per section 38 of PFMA, 1999, the Office of the Premier has an approved Fraud Prevention Plan to effectively manage the fraud risks to which it is exposed. It was further stated that members from the public can report any corruption through the established Anti-corruption Hotline.

In terms of minimising conflict of interest it is reported that all SMS members disclosed their financial interests in line with Chapter G of the Public Service Regulation 2001, as well as the financial disclosure framework and Chapter 4 of the SMS Handbook.

The Office of the Premier established a shared Audit Committee which is responsible for servicing five Provincial Cluster Departments, namely:

- The Office of the Premier
- Department of Human Settlement
- Department of Community Safety, Security and Liaison
- Department of Cooperative Governance and Traditional Affairs
- Department of Culture, Sport and Recreation

9. PART D: HUMAN RESOURCE MANAGEMENT (HRD)

The information provided in the Human Resource Management section is compliant with the National Treasury guide. The Office of the Premier indicated that it has an HR Plan which it adheres to. The high level organisational structure has been provided as per the National Treasury guide.

It is indicated that the Office of the Premier has 270 posts of which 10 are vacant; and 260 filled posts. It shows a vacancy rate of **3.7%** which is an improvement from the **5.9%** vacancy rate of the 2013/14 financial year. The Office of the Premier has **three** males (African) out of **three** on top management which is **100%**. The Office of the Premier has **20** (16 Africans+1Coloured+3 whites) males out of **28** posts at senior management which is **71.4%**; and **8** (7 Africans+1white) female which is **28.5%** which is below the **50%** policy that is outlined in the Employment Equity Act (EEA) The **260** posts include **eight** people with disabilities which translate to **3.1%** which is above the **2%** as outlined by the EEA; however, it is a regress as compared to 3.7% of the 2013/14 financial year.

The Office of the Premier has seven officials who have resigned, one official who passed on, one official discharged due to ill health, seven who retired and one transferred to another department which makes it **17 (6.4%)** employees who left the Office of the Premier.

The Committee noted the following on Human Resource Management:

- i. The Office of the Premier does conduct exit interviews with employees who leave the Office of the Premier's employment; and the information gathered are thoroughly scrutinized to see what lessons can be learned and where matters can be improved on.
- ii. The Committee expressed its concern on the unintended impact that the moratorium has on the human resource of government. Although the Committee is in full support of the moratorium it is necessary that a platform be created where the full impact can be discussed; especially in terms of the natural attrition of human resource that cannot be replaced versus the increased demand for service delivery.

10. PART E: FINANCIAL INFORMATION

The report of the Auditor-General in Mpumalanga on the Office of the Premier's financial conduct in the period under review and the departmental financial statements for the period under review were included in the Annual Report.

11. FINDINGS

The following are the findings of the deliberations with the Office of the Premier:

- 11.1. The Office of the Premier had an unqualified audit opinion with matters for both the 2013/14 and 2014/15 financial years.
- 11.2. The Auditor-General had findings on material compliance with specific matters in key legislation, as set out in the general notice in terms of the PAA.
- 11.3. Since it is the last year of implementation of the Millennium Development Goals (MDGs) the Office of the Premier is in the process of consolidating a detailed report on the performance of departments and the Province in general on the MDGs.
- 11.4. In order to address the huge backlog on cases from the National Anti-Corruption Hotline, including the PSC – and Presidential Anti-Corruption Hotlines, the Office of the Premier appointed service providers for a period of three years, commencing from 01 February 2015. It is envisaged that the backlog will be concluded by the end of the 2015/16 financial year.
- 11.5. The moratorium on the filling of vacant posts has a direct impact on the performance on Programme 3: Policy and Governance that deals inter alia with Gender, Disability, Youth and Children's machineries.
- 11.6. The Office of the Premier has 3.1% persons with disabilities employed which is above the required 2% as outlined in the EEA.

12. RECOMMENDATIONS

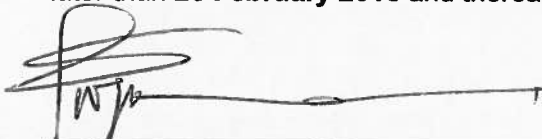
After the deliberations, the Committee recommends that the Office of the Premier must:

- 12.1. The Office of the Premier must continue to lead the Province by example and strengthens its monitoring function towards government institutions to ensure that their best practices can be transferred and implemented by the other government institutions.
- 12.2. The Office of the Premier must ensure proper adherence to relevant key legislation to improve on the finding made by the Auditor-General in this regard.
- 12.3. The Office of the Premier must submit the detailed report on the performance of departments and the Province in general on the Millennium Development Goals once it is finalized.
- 12.4. The Office of the Premier must submit progress reports on the progress relative to the backlog of cases from the National Anti-Corruption Hotline, including the PSC – and Presidential Anti-Corruption Hotline on a quarterly basis.
- 12.5. The Office of the Premier must establish a platform where the unintended impact that the moratorium on the filling of vacant posts has on the depletion of the human resource of government can be discussed; and possible solutions can be found.

13. CONCLUSION

In conclusion, the Chairperson would like to thank the Honourable Members of the Portfolio Committee on Premier's Office; Finance; Economic Development and Tourism, the Director-General and her management team and the support staff of the Legislature for their availability, dedication and commitment shown during the deliberations.

This Committee report on the 2014/15 Annual Report of the Office of the Premier is hereby tabled to the House with a request to adopt the report with its recommendations for implementation by the department and report back by the Hon Premier to the Honourable Speaker of the Legislature by no later than **26 February 2016** and thereafter, on a quarterly basis.



HON PS NGOMANA (MPL)

29.11.2015

DATE

CHAIRPERSON: PORTFOLIO COMMITTEE ON PREMIER'S OFFICE; FINANCE; ECONOMIC DEVELOPMENT AND TOURISM

ANNEXURE A

**PROGRESS REPORT ON THE IMPLEMENTATION OF HOUSE RESOLUTIONS
EMANATING FROM THE 2013/14 ANNUAL REPORT**

RESOLUTION	REPORTED PROGRESS
<p>1. The Office of the Premier must develop plans and improve in its performance management in order to attain a clean audit opinion.</p>	<p>The Office of the Premier developed an action plan based on the Audit findings. It also developed a Compliance Matrix so as to improve on issues over and above those identified in the audit findings.</p> <p>The Compliance Matrix and progress in addressing the weaknesses identified by the Auditor-General and the Internal Audit reports are tracked and reported to senior management on a quarterly basis.</p>
<p>2. The Office of the Premier must assist and share best practice with all the departments and entities of the province to achieve employment equity targets particularly of persons with disabilities.</p>	<p>The Office of the Premier established an HR Forum as a platform for best practice sharing by HR practitioners of all provincial departments.</p> <p>While the intention is to achieve the employment targets, the current moratorium on the filling of vacant posts will make progress in this regard slow.</p>
<p>3. The Office of the Premier must develop measures to ensure that it implements the targets which were not achieved.</p>	<p>Some targets that were not achieved were rolled over to the next year.</p> <p>Two measures are considered to remedy the situations:</p> <ul style="list-style-type: none"> • External capacity (service providers) was sourced to complement personnel in the Office of the Premier on priority targets, like investigation of cases of corruption and cases reported in the Presidential Hotline and the NACH. The Office of the Premier also sourced external service providers to conduct evaluations. • Rationalisation within departments is a second alternative. There are on-going engagements at PMC level and with the labour representatives to ensure that the process takes place as smooth as possibly can.