

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

BUDGET VOTE OF THE OFFICE OF THE PREMIER FOR 2015/16 (VOTE 01)

1. INTRODUCTION

The **Portfolio Committee on Premier's Office; Finance; Economic Development and Tourism** (the Committee) has a Constitutional mandate, in terms of Section 114(2)(b) of the Constitution of the Republic of South Africa (Act 108 of 1996) read with Rule 131 of the Mpumalanga Provincial Legislature to oversee the performance of the Office of the Premier and hold it accountable through various measures.

The consideration and scrutiny of the 2015/16 Budget Vote of the Office of the Premier is the tool used by the Committee to determine whether the Office of the Premier has proper plans and programmes to realise its strategic objectives and ultimately to deliver basic services to the citizens of Mpumalanga.

The Committee tables this report, in accordance with the provisions of the Rules and Orders of the Mpumalanga Provincial Legislature as an account of its oversight work done for consideration and adoption in order to pass the Budget Vote 01 for the 2015/16 financial year.

2. METHOD OF WORK

The Speaker of the Legislature referred the following documents to the Committee for deliberations and report back to the House, in accordance with Rule 190(4) of the Rules and Orders of the Mpumalanga Provincial Legislature:

- Strategic Plan 2015/16 – 2019/20
- Budget Statement 2015/16
- Annual Performance Plan (APP) 2015/16

- Organisational Structure
- Cost Per Head

The Committee was briefed by the Research Section on the overall efficiency of the Strategic Plan 2015/16 – 2019/20 and APP for the 2015/16 financial year to meet the strategic objectives of the Office of the Premier with the budget allocated for the 2015/16 financial year on 6 May 2015. The Committee met with the Office of the Premier on 12 May 2015 to deliberate on its budget documentation. The Committee considered the draft Committee Report on the Budget 2015/16 Vote 01 on 20 May 2015.

3. COMPLIANCE TO NATIONAL GUIDELINES

The Committee made the following observations with regards to the structure of the Strategic Plan 2015/16 – 2019/20 and the Annual Performance Plan for 2015/16 in compliance with the National Treasury Framework for Strategic Plans and the Annual Performance Plans:

3.1. Strategic Plan 2015/16 – 2019/20

The Office of the Premier has tabled its Strategic Plan 2015/16 – 2019/20 that will be the its guiding tool for the next five years. The Strategic Plan 2015/16 – 2019/20 of the Office of the Premier is in compliance with the National Treasury Framework for Strategic Plans and the Annual Performance Plans. The Strategic Plan 2015/16 – 2019/20 is guided by the Medium Term Strategic Framework (MTSF 2014-2019) which reflects political outcome priorities; and it is also in line with Government approach to planning; which means it has taken into consideration the National Development Plan and Mpumalanga Vision 2030.

The Strategic Plan has four strategic objectives and is clearly flagged out on page 18 of the document; namely as follows:

Strategic Outcome Oriented Goal 1	Professional executive governance support in the Province
Goal Statement	To provide relevant and timeous administrative and operational support services to the Premier, Members of the Executive Council and the Director-General of the Mpumalanga Province.

Strategic Outcome Oriented Goal 2	Specialised and proficient technical support for strategic decision making
Goal Statement	To coordinate macro planning, policy development and analysis across 10 Provincial Departments and the Office of the Premier.

Strategic Outcome Oriented Goal 3	Institutionalise and coordinate Province wide monitoring and evaluation
Goal Statement	To monitor and evaluate the implementation of Provincial MTSF policies and programmes. As well as the 14 National Outcomes (Delivery Agreements) at the Provincial level.

Strategic Outcome Oriented Goal 4	Professional, effective and efficient Institutional Development support
Goal Statement	To utilise the skills and commitment of professional officials, the application of relevant technology and the rationalisation of operational systems and structures in order to optimise public service transformation reform and improve service delivery.

3.2. Annual Performance Plan

The Annual Performance Plan 2015/16 of the Office of the Premier is in compliance with the National Treasury Framework for Strategic Plans and Annual Performance Plans. The Office of the Premier does not deal with issues that are captured by Part C: Links to other plans; hence Part C does not reflect in the APP.

4. BRIEF OUTLINE ON STRATEGIC GOALS AND OBJECTIVES

4.1. Outcome Oriented Goals

In terms of government priorities the Office of the Premier is directly linked to **Outcome 11** which states “**Create a better South Africa and contribute to a better and safer Africa and the world, outcome**”. The Office of the Premier is also directly linked to **Outcome 12** which

states “An efficient and development orientated public service and empowered, fair and inclusive citizenship”.

The Office of the Premier is directly linked to Outcome 11 and Outcome 12 in terms of its Strategic Plan 2015/16 – 2019/20 and APP 2015/16.

4.2. Strategic Plan and Annual Performance Plan analysis against Policy Statements

The Committee was satisfied that the Office of the Premier’s Strategic Plan 2015/16 – 2019/20 and APP for 2015/16 respond to the National Development Plan, the pronouncements made by the State President in the State of the Nation Address (SONA) 2015 and the pronouncements made by the Premier of Mpumalanga in his State of the Province Address (SOPA) 2015.

In terms of the National Development Plan the Office of the Premier responds to the following actions:

- Create tenure security for communal farmers, especially women; investigate different forms of financing and vesting of private property rights to land reform beneficiaries that does not hamper beneficiaries with a high debt burden.
- Business and labour to develop their own proposal to reduce youth unemployment.
- Reduce the cost of living for poor households and the costs of doing business through micro economic reforms.

The State President indicated in SONA 2015 that the year 2015 will mark the beginning of the first phase of broadband roll out. Government will connect offices in eight district municipalities in the country: including the Gert Sibande District in Mpumalanga.

The Premier of Mpumalanga in SOPA 2015 indicated the following:

- a. That a commission will be established to look into the conditions of farm dwellers; and make specific recommendations on what interventions are required to address the plight of farm dwellers.
- b. That the Mpumalanga Youth Business Portal; which is a web-based youth business directory service, will be launched.

- c. Partnership with mining and other sectors; industry sector forums will be established - to start with a Mining Forum.
- d. The finalisation of the appointment of the transaction adviser to support the Province with the development of the ICT Master plan that will guide the implementation of ICT intervention.

In order to adhere to the National Development Plan, the pronouncements made in SONA 2015 and SOPA 2015 the Office of the Premier committed itself through its Strategic Plan 2015/16 – 2019/20 and APP for 2015/16 as follows:

- i. Under Sub Programme: Premier Support: The Office of the Premier has a performance indicator that will deal with the establishment and also provide support to the commission that will look into the conditions of farm dwellers.
- ii. Under Sub Programme: Premier Support: The Office of the Premier has a performance indicator that will deal with the facilitation and establishment of six sectors for mining, forestry, agriculture business sector, tourism and manufacturing and engineering.
- iii. Under Sub Programme: Office of the Provincial Government Information Technology Office: The Office of the Premier has a performance indicator that will deal with Developing Mpumalanga Provincial ICT Strategy.

It was noted that the pronouncement made by the Premier in SOPA 2015 to launch the Mpumalanga Youth Business Portal which is a web-based Youth Business Directory will be a performance indicator in the APP for 2015/16 of the Department of Economic Development and Tourism; and that the Office of the Premier will monitor the implementation thereof.

4.3. Millennium Development Goals (MDGs)

The Office of the Premier is not responsible for any specific MDGs, however they do monitor the performance of the departments and the province at large.

5. PROGRESS REPORT ON THE IMPLEMENTATION OF HOUSE RESOLUTIONS (BUDGET 2014/15)

The Committee considered an updated report on the progress made by the Office of the Premier in implementing previous House Resolutions, as contained in the 2014/15 Budget Report. An update on the implementation of the 2013/14 Budget House Resolutions was also presented to the Committee.

The updated 2014/15 progress report is reflected in this Committee report to provide a comprehensive perspective on the implementation of the House Resolutions, as indicated in the **Annexure A** (attached to this report).

The Committee will continue to monitor the implementation of the House Resolutions through its oversight of the Office of the Premier's quarterly progress reports during the financial year.

6. OBSERVATIONS AND COMMENTS

The Director-General (DG) and her management team made a presentation to the Committee on the Office of the Premier's budget documentation for the 2015/16 financial year; as well as the Strategic Plan 2015/16 – 2019/20.

The Office of the Premier's APP for 2015/16 is aligned to the Outcomes 11 and 12; as reflected in this report.

The Office of the Premier revised its APP for 2015/16 after the meeting with the Committee in order to be aligned with the Executive Council resolution whereby an immediate moratorium was placed on the filling of all funded and unfunded vacant posts. The revised APP for 2015/16 was formally tabled in the Office of the Speaker.

7. ANALYSIS OF THE OFFICE OF THE PREMIER'S ANNUAL PERFORMANCE PLAN

7.1. PART A: STRATEGIC OVERVIEW

7.1.1. UPDATED SITUATIONAL ANALYSIS

The core mandate of the Office of the Premier is to create a public administration environment that supports the Premier and the Executive Council to operate within the applicable legal framework to drive integrated social development and economic growth through effective and efficient governance.

7.1.2. ORGANISATIONAL ENVIRONMENT

The Office of the Premier has indicated that it has an approved organogram with a total of 374 posts of which 269 are filled. All vacant posts, funded and unfunded, shall be abolished as per the Executive Council Resolution.

Employment Equity Profile (As at 31 March 2015)			
Target Group	Senior Management	Junior and Middle Management	Non-Management
People with Disabilities	0	3	04
Females	10	48	96
TOTAL	10	51	100

- People with disabilities: 3.8% which is 7 out of 269
- Women in Senior Management echelon: 28.6% which is 10 out of 35

The Committee noted the following on the organisational environment:

- As a result of the Executive Council resolution on the moratorium on the filling of funded and unfunded vacant posts the Office of the Premier plans to implement a new organisational structure.

7.2. PART B: PROGRAMMES AND SUB-PROGRAMME PLANS

7.2.1. BREAKDOWN OF PROGRAMME RECEIPTS AND PAYMENTS

The Office of the Premier presented the programme structure and the breakdown per programme as indicated in the table below:

R'000	Adjusted Appropriation	Main Appropriation	Main Appropriation	Year on year growth
	2013/14	2014/15	2015/16	
Administration	91 432	83 618	90 554	8.3%
Institutional Development	71 807	74 044	96 899	30.9%
Policy and Governance	45 188	47 710	50 320	5.5%
TOTAL	208 427	205 372	237 773	15.8%

The budget allocation show a decrease of 1.49% from R208 427 000.00 in 2013/14 to R205 372 000.00 in 2014/15; and currently the budget shows an increase of 15.8% from R205 372 000.00 in 2014/15 to R237 773 000.00 in the 2015/16 financial year. For the three financial years under review, Programme 2: Institutional Development and Programme 3: Policy and Governance have shown a steady increase in allocation.

7.2.1.1. Overall Expenditure per Economic Classification

R'000	Adjusted Appropriation	Adjusted Appropriation	Main Appropriation	Year on year growth
	2013/14	2014/15	2015/16	
Compensation of Employees	109 647	122 757	121 541	-1.0%
Goods and Services	85 107	87 652	97 963	11.8%
Transfers and Subsidies	4 024	4 801	4 640	-3.4%
Payments for Capital Assets	9 649	1 610	13 629	
TOTAL	20 427	216 820	237 773	9.7%

Compensation of Employees increased by R15 712 000.00 (12.53%) from R 109 647 000.00 in 2013/14 to R122 757000.00 in 2014/15; and currently the budget has decreased by R1 216

000.00 (1.0%) from **R122 757 000.00** in 2014/15 to **R121 541 000.00** in the 2015/16 financial year.

Goods and Services has decreased by **R13 277 000.00 (18.48%)** from **R85 107 000.00** in 2013/14 to **R71 830 000.00** in the 2014/15 financial year; and currently the budget has increased by **R10 311 000.00 (11.8%)** from **R 87 652 000.00** to **R97 963 000.00** in the 2015/16 financial year

Transfers and Subsidies has increased by **R132 000.00 (3.17%)** from **R4 024 000.00** in 2013/14 to **R4 156 000.00** (main appropriation) in 2014/15; and has currently decreased by **R161 000.00 (3.4%)** from **R4 801 000.00** to **R4 640 000.00** in the 2015/16 financial year.

Payment of Capital Assets had **R4 027 000.00** in the 2013/14 financial year and currently there is no budget allocated for payments of capital assets in the 2015/16 financial.

The Committee noted the following on the overall expenditure per Economic Classification:

- i. The decrease in the Compensation of Employees (COE) was in response to the Executive Council Resolution to place a moratorium on the filling of all funded and unfunded vacant posts in order to ensure that more funds are directed to service delivery. The Organisational Design Unit in the Office of the Premier has been instructed to rationalise the organogram so as to accommodate the Executive Council's decision.

The decrease of in the COE is not envisaged to impact negatively on its mandate since the Office of the Premier has been re-aligned to carry out its core mandate irrespective of the decrease in posts.

7.2.2. ANALYSIS PER PROGRAMME

PROGRAMME 1: ADMINISTRATION

Programme purpose and budget allocation

The Programme is responsible to perform proper and effective coordination and monitoring function of administrative and strategic matters, both within the Office of the Premier and the Province.

Programme 1 consists of five (05) sub-programmes, budgeted as follows:

Sub-Programmes	Adjusted Appropriation	Main Appropriation
	R'000	2015/16
Premier Support	12 234	14 486
Executive Council Support	5 366	5 327
Director-General Support	40 573	46 073
Financial Management	39 552	24 668
Programme Support	-	-
TOTAL	97 725	90 554

The budget of the programme has decreased by R7 171 000.00 (7.3%) from R97 725 000.00 in the previous financial year to R90 554 000.00 in the current financial year.

The Economic Classification allocation is as follows:

- **Compensation of Employees** has been allocated an amount of R 49 482 000.00
- **Goods and Services** has been allocated an amount of R 30 553 000.00
- **Transfers and Subsidies** has been allocated an amount of R 70 000.00
- **Payment for Capital Assets** has been allocated an amount of R 10 449 000.00

The Committee noted the following on Programme 1:

- i. All necessary processes of procurement of the Electronic Case Management System have been completed. It is envisaged that the system will be fully functional in the second quarter of 2015/16.

The Integrity Management Unit in the Office of the Premier will oversee the utilization of the system. The system will be utilised by the investigators in the Office of the Premier as well as the panel of experts appointed to assist government on forensic investigations and litigations.

PROGRAMME 2: INSTITUTIONAL DEVELOPMENT

Programme purpose and budget allocation

This Programme provides 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 consists of five (05) sub-programmes, budgeted as follows:

Sub-Programme	Adjusted Appropriation	Main Appropriation
	2014/16	2015/16
R'000		
Strategic Human Resources	30 050	30 018
Information Communication Technology	2 752	12 576
Legal Services	2 788	13 222
Communication Services	36 615	32 858
Programme Support	1 781	8 225
TOTAL	73 986	96 899

The budget of the Programme 2 has increased by **R22 913 000.00 (31.0%)** from **R73 986 000.00** in the previous financial year to **R96 899 000.00** in the current financial year (2015/16).

The Economic Classification allocation is as follows:

- **Compensation of Employees** has been allocated an amount **R 42 739 000.00**
- **Goods and Services** has been allocated an amount of **R 49 560 000.00**
- **Transfers and Subsidies** has been allocated an amount of **R 4 500 000.00**
- **Payments for Capital Assets** has been allocated an amount of **R 100 000.00**

The Committee noted the following on Programme 2:

- i. The increase in Programme 2 is as a result of the restructuring in the Office of the Premier. It was clarified that, in other departments, the Records Management and Auxiliary Services Units are allocated under the Human Resource unit; whilst in the Office of the Premier it was under the Finance unit. In order to correct this inconsistency the Records Management and Auxiliary Services Units were transferred from Programme 1 to Programme 2. The process of transferring the relevant staff went

smoothly and had no negative impact since there were no changes to the conditions of employment of the staff that were affected.

- ii. The terms of reference for the commission that will look into the condition of farm dwellers in the province will be approved shortly. It is contemplated that the commission will begin its work in the first quarter of 2015/16 and is projected to be functional for eight months.

PROGRAMME 3: POLICY AND GOVERNANCE

Programme purpose and budget allocation

The programme aims to provide effective macro-policy advice, coordination and monitoring in the following areas: provincial planning; implementation of provincial programmes; mainstreaming of gender, disability and children; regional and international cooperation; research and information management; advisory services to the Premier, EXCO committees and Executive Council; and coordinate key strategic interventions to improve departmental performance.

Programme 3 consists of four (04) sub-programmes, budgeted as follows:

Sub-Programme	Adjusted Appropriation	Main Appropriation
	2014/15	2015/16
R'000		
Special Programmes	9 543	4 937
Intergovernmental Relations	5 813	6 144
Provincial and Policy Management	26 958	37 070
Programme Support	2 795	2 169
TOTAL	45 109	50 320

The budget of the programme has increased by **R15 171 000.00 (11.6%)** from **R45 109 000.00** in the previous financial year to **R50 320 000.00** in the current financial year.

The Economic Classification allocation is as follows:

- **Compensation of Employees** has been allocated an amount of **R 29 320 000.00**
- **Goods and Services** has been allocated an amount of **R 17 850 000.00**
- **Transfers and Subsidies** has been allocated an amount of **R 70 000.00**
- **Capital Assets** has been allocated an amount of **R 3 080 000.00**

The Committee noted the following on Programme 3:

- i. The procurement processes of the M&E IT System is planned to commence in the fourth quarter of the 2015/16 financial year. The actual date for the purchasing of the system can only be determined after the IT System design has been completed. The design will be informed by the Department of Performance Monitoring and Evaluation (DPME) guidelines for the harmonization of data collection, the input of the ICT Transactional Advisor and the accessibility and user guidelines for the roll-out of the Mpumalanga Development Coordinating Model.

It was furthermore noted that, if due consideration is given to critical areas during the design phase as mentioned above, the introduction of the electronic system will render monitoring, reporting and planning more effective and efficient (in line with the results-based management model) and by extension, ensure that executive decision making strategic planning is carried out on the basis of real time accurate, reliable and disaggregated (ward level) data.

7.3. PART C: LINKS TO THE LONG-TERM INFRASTRUCTURE AND OTHER CAPITAL PLANS

The entire section of Part C is not captured in the APP for 2015/16 because the Office of the Premier does not deal with issues that relate to Part C.

7.4. PART D: LINKS TO THE LONG-TERM INFRASTRUCTURE AND OTHER CAPITAL PLANS

The Office of the Premier clearly reflected its Vision, Mission and Values under Part D.

7.5. PART E: TECHNICAL INDICATOR DESCRIPTION PER PROGRAMME

The Office of the Premier reflected the technical indicator descriptions per programme in Part E.

8. IMPACT OF THE EXECUTIVE COUNCIL RESOLUTION ON THE MORATORIUM ON THE FILLING OF FUNDED AND UNFUNDED VACANT POSTS IN THE PROVINCIAL ADMINISTRATION

The Executive Council resolution to place an immediate moratorium on the filling of all funded and unfunded vacant posts was informed by the provincial wage bill that is far above the norm; and thus constraining investment in infrastructure and critical service delivery.

The Department of Health and the Department of Education were exempted from the moratorium.

The Department of Health was 100% exempted and will continue to fill specific categories of posts in terms of its recruitment plans and the availability of its budget in order to address the challenges in the department. This will ensure that the department is fully functional.

The Department of Education was partly exempted in order to not impact on school-based vacancies. All vacant funded school-based positions will continue to be filled in order to prevent any disruption in the education of learners.

The province is trying to reach some efficacies; thus, it was agreed that for each post that needs to be filled there must be a motivation indicating that the department cannot function without the post. The objective is to create a balance between financial constraints and value for money; but also to enhance service delivery. This guideline will also apply when there are retirements, resignations or the death of an official.

The moratorium and the reviewing of organisational structures also came with another concept, namely that of rationalisation. In effect it means that one look at the pool of the skills available in the provincial administration. As an example, it was mentioned that there five departments operated without chief financial officers; and that, in terms of rationalisation, officials could be re-assigned to these departments where their skills and qualifications were needed.

Where there is a need of a specific skill it will be allowed to look outside of the provincial government pool; with the same proviso that the filling of the post must be motivated in line with efficiency management.

The Office of the Premier conceded that the moratorium and rationalisation can have an impact on achieving the goal of employment equity; whether it is positive or negative. However, the Office of the Premier undertook to continue to strive to achieve the set employment equity targets.

9. FINDINGS

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

- 9.1. The Office of the Premier revised its APP for 2015/16 to be aligned with the Executive Council Resolution on the moratorium on filling of vacant funded and unfunded posts; and it was formally tabled in the Office of the Speaker.
- 9.2. As a result of the Executive Council resolution on the moratorium on the filling of funded and unfunded vacant posts the Office of the Premier plans to implement a new organisational structure.
- 9.3. All necessary processes of procurement for the Electronic Case Management System have been completed; and it is envisaged that the system will be fully functional in the second quarter of 2015/16.
- 9.4. The terms of reference for the commission that will look into the condition of farm dwellers in the province will be approved shortly; and it is contemplated that the commission will begin its work in the first quarter of 2015/16 and is projected to be functional for eight months.

10. RECOMMENDATIONS

The Committee made the following recommendations:

- 10.1. That the Revised APP for 2015/16 as submitted in the Office of the Speaker be approved and adopted.

- 10.2. The Office of the Premier must ensure that it spends its budget for the 2015/16 financial year strictly in terms of its APP for 2015/16.
- 10.3. The Office of the Premier must report on a quarterly basis on the progress made on the review of its organisational structure.
- 10.4. The Office of the Premier must report on a quarterly basis on the progress made on the implementation of the Electronic Case Management System.
- 10.5. The Office of the Premier must report on a quarterly basis on the progress made relative to the establishment of the commission that will look into the condition of farm dwellers in the province.

The Committee moves that the House adopts the report with the above recommendations and approves the Annual Performance Plan for 2015/16, the Strategic Plan 2015/16 – 2019/20; as well as the budget for a total amount of **R 237 773 000.00.**

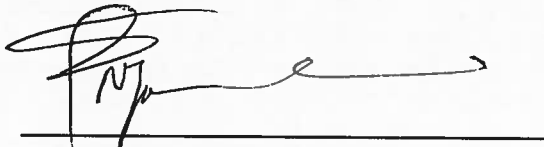
11. CONCLUSION

The Chairperson takes this opportunity to thank the Members of the Portfolio Committee for their active participation and constructive contributions during the deliberations on the Office of the Premier Budget for 2015/16 and Strategic Plan 2015/16 – 2019/20.

In addition, the Chairperson extends a word of appreciation to the Director-General and senior management officials for availing themselves to deliberate on matters pertaining to the department.

The Chairperson would also like to thank the support staff for contributing to the production of this report.

Unless otherwise stated a report detailing progress in the implementation of all recommendations in this report should be forwarded to the Committee by 30 November 2015, unless stated otherwise, and thereafter on a quarterly basis.



HON PS NGOMANA (MPL)

21/05/15

DATE

CHAIRPERSON:

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

Addendum (A)**HOUSE RESOLUTIONS 2014/15**

The Office of the Premier reported as follows on the progress made on the implementation of the House Resolutions as contained in the 2014/15 Budget Report:

HOUSE RESOLUTIONS	CURRENT SITUATION AT 31 MARCH 2015
<p>1. The Office of the Premier should fast track the adoption and approval of the Manual on Reasonable Accommodation for persons with disabilities</p>	<p>The Office of the Premier fast-tracked the adoption and approval of the Manual on Reasonable Accommodation for Persons with Disabilities that is in line with the approved Policy on Reasonable Accommodation for Persons with Disabilities.</p> <p>However a new draft <i>White Paper on the Mainstreaming of the Rights of Persons with Disabilities to Equality and Dignity</i> (National Disability Rights Policy) has been developed by the National Department of Social Development (November 2014) and which draft White Paper was subsequently published on 16 February 2015 in the Government Gazette for public. Once this draft White Paper has been finalized and approved by the National Cabinet, the Provincial Policy and Implementation Manual will be amended to align with the said adopted and approved White Paper.</p>
<p>2. The Office of the Premier should profile each project in which the RIU has undertaken both with Provincial departments and municipalities and indicate the impact achieved per project.</p>	<p>The Office of the Premier is conducting a comprehensive assessment of the RIU programme as part of the Provincial Evaluation Plan and will present the report to the Legislature where lessons learnt from all projects undertaken by the Unit in the Province as well as its impact will be profiled as part of the closeout report on the RIU project. An Annexure was attached indicating the schedule of projects undertaken during the 2014/15 financial year.</p>
<p>3. The Office of the Premier must profile the assistance provided by DDGs and HOD in municipalities and report to the Legislature on the impact of this intervention by the Office.</p>	<ul style="list-style-type: none"> • The support to municipalities is elevated into the Performance Agreements of HODs and DDGs. During performance assessments that are currently underway, the impact of this programme will be profiled and analysed. • The Integrated Municipal Support Plan (IMSP) approved by the Executive Council further incorporates the assistance provided by DDGs and HODs.
<p>4. The Office of the Premier should report on the R70 million spent on the Memorial Service of President Nelson Mandela and</p>	<ul style="list-style-type: none"> • The Office of the Premier reported on spending on the Memorial Service of former President Nelson Rolihlahla Mandela and ensured that spending

<p>ensure that this special allocation or vote is thoroughly audited.</p>	<p>thereof is thoroughly audited. The audit outcomes were communicated and discussed with the Portfolio Committee when the Office presented its 2013/14 annual report and further explained in engagements with the SCOPA in January 2015.</p>
<p>5. The Office of the Premier should put plans, measures and systems in place to ensure that women are at least 50% represented in senior management positions both in the Office of the Premier and all other provincial departments and government parastatals.</p>	<p>The Office of the Premier ensured that all provincial departments develop Remedial Plans to ensure 50% representation of women in Senior Management positions. Departments are being monitored based on these Plans.</p>
<p>6. The Office of the Premier should put plans, measures and systems in place to ensure that people with disabilities are at least 2% represented in the staff components and senior management positions both in the Office of the Premier and all other provincial departments and government parastatals.</p>	<p>Departments were directed to develop Remedial Plans to ensure that they achieve at least 2% representation of people with disabilities in the staff components in the provincial government. Departments are being monitored based on these Plans.</p>
<p>7. The Office of the Premier should ensure that there is a clear line of responsibility between itself and the Department of Social Development in relation to matters of elderly persons.</p>	<ul style="list-style-type: none"> • There is a clear line of responsibility between the Office of the Premier and the Department of Social Development. The Office of the Premier is responsible for: <ul style="list-style-type: none"> ○ Institutional and capacity development as well as monitoring and evaluation of the mainstreaming of older persons issues in government departments. ○ Lobbying and raising awareness as well as convening and chairing the Provincial Forum of Elderly Persons. ○ Monitoring and evaluating the implementation of projects and programmes that are promoting the rights of older persons. • The Department of Social Development on the other hand, deals with issues of services as well as care and support to older persons. • The Department also strengthens and maintains stakeholder relations and a database of older persons' matters.
<p>h) The Office of the Premier should engage both Umjindi Local Municipality and the Chief Albert Luthuli Local Municipality with a view of ensuring that they establish youth development units</p>	<p>Chief Albert Luthuli does have a Unit that deals with youth development issues. Umjindi on the other hand has a Transversal Office which also deals with youth development issues as one of its functions.</p>

