
12: SOUTH AFRICAN MANAGEMENT DEVELOPMENT INSTITUTE

AIM

The aim of the South African Management Development Institute was to provide practical training and develop interventions which contribute to the improvement of the Public Service.

EXPENDITURE ESTIMATES

Table 12.1 Expenditure by programme

R million	Expenditure outcomes		Preliminary outcome	Medium term expenditure estimates		
	1996/97	1997/98	1998/99	1999/00	2000/01	2001/02
Administration	4,7	6,5	4,3	5,4	5,6	5,7
Training	4,8	5,2	12,3	11,1	11,4	11,7
Auxiliary and associated services	0,1	0,1	0,1	1,4	1,4	1,7
Total	9,6	11,8	16,7	17,9	18,4	19,1

SAMDI previously formed part of the Office for the Public Service Commission and began its operations as a separate accountable entity on 1 April 1996, and is now part of the Department of Public Service and Administration.

The South African Management Development Institute (SAMDI) developed and presented practical training courses to the public service. This core function was supported by administrative, auxiliary and associated services. Almost all training courses were, however, suspended in mid-December 1998. SAMDI now functions as an integral part of the Department of Public Service and Administration. Certain personnel have been retained, while others have been transferred, have resigned or have taken voluntary severance packages.

Donor-funded expenditure

Government spending on the SAMDI vote included R11,0 million in 1998/99 funded by donor support. It is expected that donor-financed spending on training will also supplement this vote, or the vote of the Department of Public Service and Administration during the MTEF period.

Table 12.2 Economic classification of expenditure

R million	Expenditure outcomes			Preliminary outcome	Medium term expenditure estimates		
	1995/96	1996/97	1997/98	1998/99	1999/00	2000/01	2001/02
Current							
Personnel expenditure ¹		6,5	8,7	7,0	11,5	11,9	12,8
Other current expenditure		2,0	2,4	2,2	4,6	4,7	4,2
Transfer payments		–	–	7,0	–	–	–
Capital							
Acquisition of capital assets		1,1	0,7	0,5	1,8	1,8	2,1
Total		9,6	11,8	16,7	17,9	18,4	19,1

¹ Departmental personnel expenditure includes employer's contributions to pension funds at a rate of 17 per cent of basic salary in 1998/99 and 15 per cent of basic salary in subsequent years.

OUTPUTS AND SERVICE DELIVERY TRENDS

SAMDI provided practical, competitive, relevant and cost-effective management development and training.

Variety of programmes

The Institute provided customer driven, in-house and department specific training, development and advisory services. The training of personnel in the provinces was regarded as a priority. Joint development and delivery of programmes with other governments and non-governmental training providers take place on a local, regional and international level.

The following were the outputs of the Institute over the past three years:

- ◆ 60 different kinds of courses have been offered.
- ◆ 433 courses ranging in length from 1 to 15 days were presented and subject matter for the courses prepared.
- ◆ A total of 27 944 training days have been offered.
- ◆ 6 062 students have attended these courses.

The accreditation of SAMDI training and development initiatives with the National Qualifications Framework (NQF) and the South African Qualifications Authority is a priority.

POLICY DEVELOPMENTS

The major policy change of the Institute is to focus more on demand-led training. This entails providing training in the provinces and national departments according to their requirements. Professional staff are often brought in on a needs basis to assist with the training activity.

DISCUSSION OF PROGRAMMES

Programme 1: Administration

	Budget estimate	Adjusted appropriation 1998/99	Preliminary outcome	Medium term expenditure estimates		
				1999/00	2000/01	2001/02
R million						
1998 Budget	6,6	6,8	4,3	7,0	7,4	–
1999 Budget	–	–	–	5,4	5,6	5,7

Programme 2: Training

	Budget estimate	Adjusted appropriation 1998/99	Preliminary outcome	Medium term expenditure estimates		
				1999/00	2000/01	2001/02
R million						
1998 Budget	8,4	19,5	12,3	8,7	9,0	–
1999 Budget	–	–	–	11,1	11,4	11,7

Practical training courses are developed and presented to junior, middle and senior management. Evaluation of the courses on a regular basis ensures that the training contributes to the improvement of the Public Service. SAMDI has received donor funding from the European Union to an amount of R50 million over three years. The EU funding has covered a major portion of the financial burden of bringing in additional staff, travel, accommodation and subsistence.

Programme 3: Auxiliary and associated services

	Budget estimate	Adjusted appropriation 1998/99	Preliminary outcome	Medium term expenditure estimates		
				1999/00	2000/01	2001/02
R million						
1998 Budget	0,01	0,1	0,1	0,01	0,01	–
1999 Budget	–	–	–	1,4	1,4	1,7

Membership and registration fees are paid on behalf of the Public Service under the Auxiliary services programme. The programme also includes the management of the government motor transport scheme for the Institute.