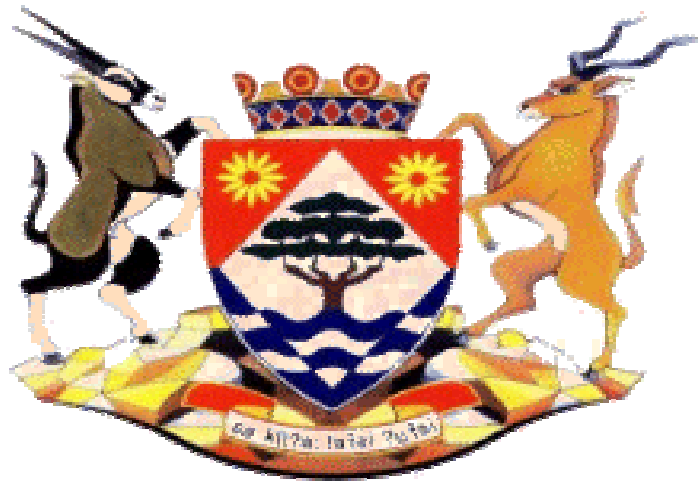


OFFICE OF THE PREMIER

**NORTHERN CAPE PROVINCIAL
ADMINISTRATION**



**Strategic plan:
2003 - 2006**

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PART A

1. STATEMENT OF POLICY AND COMMITMENT BY THE PREMIER

Since we ushered in the second phase of our government in June 1999, we have focused on delivering key elections commitments. This financial year will be no different and continue to broaden the capacity and scope to meet the challenges of ‘A Better Life for All’.

The Office of the Premier will continue to play its crucial and strategic roles in mobilizing and galvanizing all – including key role-players behind the programmes aimed at increasing our scope to do better with less, but also lock key stakeholders and other role-players into the partnership we have harnessed for the betterment of the lives of our people.

Key among these challenges is to focus on social delivery so as to make a significant impact on the lives of our people, create jobs and opportunities, enhance the overall quality of life of the citizens of the province and develop infrastructure to support the anticipated economic growth and higher levels of social development.

As we approach the end of the second term of democratic governance ending the first decade of freedom, (into the second decade of freedom) – we will as a province present a scorecard that will give the citizens of the province measurement of our performance per their elections mandate.

Our goal for the Northern Cape is to have a performing economy that creates jobs and opportunities for our youth and employable young people, education system that develops skills and capacities to meet the demands of labour market – indeed the highest quality of life in the country.

Revitalizing economic prosperity is the key to improving our quality of life and sustaining our valued public services.

The plan outlines how we will achieve our vision.

It describes:

- The core values that guide our Office:
- Our beliefs and principles
- Our goals, objectives and strategies:
- What we hope to accomplish and how; and
- Performance-matters
- How we will know whether we are achieving our goals and objectives

The foundations of this plan are based on three overriding goals: economic growth, supportive social infrastructure and healthy communities and environment.

2. OVERVIEW BY THE ACCOUNTING OFFICER

Good governance and public accountability is embedded in a sound plan, endowed with various resources and the passion to have it thrive with varied examples of best practices and a will to turn bad news into lasting motivators.

This strategic plan is exemplary of statement pronounced herein above. It could be regarded as a rubicon MTEF and MTSF. Some might ask why? Whilst others may not be concerned about what dawns upon them.

The FY 2003-2004 ushers in the first decade of democratic freedom, a transformed South African Society and new approach and attitude towards governing authorities. Simultaneously it embraces the next decade of possible similar experiences and realization of global expectations from South Africans.

This financial year welcomes also our reflection of 10-years of developing governance driven, monitored and evaluated by this department. It also aims at releasing a compendium from cradle to early puberty, acceleration service delivery programmes, celebration of hard earned human rights and privileges, without feeling guilty, except for offering an apology here and there for not being able to achieve all that was pledged.

This budget linked to all core areas of strategic importance will enable the executing authority, staff and its beneficiaries to claim publicly that we are trying our utmost with less to create a better life for all.

The scope of regulatory policies will have to accommodate the unforeseen demands that might arise and is calling for the understanding of all oversight structures.

This department believes that its stated goals, objectives and measurements are carved on the lines of many years of experiences without calling for additional resources.

As a department we pledge to meet our strategic aims and hope that our successes will once more outperform our limitations.

3. VISION

“Northern Cape – A Province for the betterment of your future.”

4. MISSION STATEMENT

A Province working towards the: -

- Creation of wealth, for redistribution, through economic growth and development;
- Elimination of racism, sexism and discrimination against people with disabilities;
- Ensuring good governance through optimal utilisation of technology and human resource development;
- Ensuring a safe and secure environment;
- Reduction of HIV/AIDS;
- Restoration of moral values;
- Development of the youth, women and people with disabilities for the realisation of their full potential.

5. VALUES

The following values (guiding principles or beliefs) were adopted as critical for the Office of the Premier in its planning and service delivery:

1. Service satisfaction, i.e. short response times, display honesty, courtesy and respect.
2. Empowerment of staff and communities.
3. Results-based and sustainable service delivery.
4. Co-ordinated and integrated service delivery.
5. Good governance.
6. Preservation of our environment.
7. Knowledge based society.
8. Respect for the bill of rights.
9. Value-added, accessible and high quality services.
10. Equitable distribution of services.
11. Intensified economic growth – a transformed and working society.
12. Strengthened Democracy.

13. Visionary and Transformational Leadership to revitalise change.

6. STRATEGIC DIRECTION

6.1 CHALLENGES FACING THE OFFICE OF THE PREMIER – SERVICE DELIVERY ENVIRONMENT

- Pressures on unemployment and high levels of poverty in the Province.
- High crime rate in the Province
- Forces of globalisation
- Limited resources available
- Unfunded mandates
- The apartheid-created development backlogs
- Value of broad and effective communication with communities
- Vastness of the Northern Cape Province – requires greater need for technology e.g. ICT systems and for the increased mobility, to extend services throughout the province particularly the remote areas.

6.2 ORGANISATIONAL ENVIRONMENT AND CHALLENGES

- The Political nature of the Office of the Premier.
- Challenges of gender imbalances, of youth and of people with disabilities.
- Lack of skills and capacity, as well as the retention of existing skills.
- Improve the internal communication system.
- Synergising expectations on service delivery versus policy-determined roles/service delivery.
- Ensure inter-departmental and intra-governmental co-operation to enhance service delivery.
- Updating of legislation and appropriate alignment of systems, structures and mechanisms to meet service delivery mandates.
- Educating communities and public service employees on legislation.
- Optimisation of performance management.

6.3 BROAD STRATEGIES TO ADDRESS THE ABOVE CHALLENGES INCLUDING STRATEGIES WHICH THE OFFICE IS INDIRECTLY INVOLVED WITH:

Direct involvement

- Information and Communication Technology (ICT)
- The role of the state in transformation
- Target groups, youth, women, children and the disabled.

Indirect Involvement

- Job Creation
- Investment promotion
- Rural /Urban Development
- Infrastructure development
- Marketing the Province
- Combating Crime
- Skills Development
- Combating HIV/Aids
- Poverty eradication

6.4 THE DEPARTMENT WILL PURSUE THE FOLLOWING CORE OBJECTIVES

- Creating effective and efficient machinery
- Monitor and evaluate policy implementation
- Capacitate the Northern Cape Public Service.
- Provide and maintain a comprehensive Legal Service.
- Provide an effective and efficient communication & information service.
- Conduct a regular compliance, performance and forensic audits.
- Maintain and manage an effective Vote finance, procurement and reporting system.

- Maintain an operative Information System, Management and Technology Support unit.
- Manage and Integrate strategy for the people with disabilities in the Province.
- Campaign for the rights of women and gender equality in the Administration and civil society.
- Foster sound intergovernmental relations within the existing policy framework.
- Fund, co-ordinate and facilitate development at local regional and provincial level, in line with policies of economic growth and human development.
- Implement the aims and objectives enshrined in the Youth Promotion Act.
- Render Secretariat and administrative support services to the Executive Council and its Committees.
- Facilitate effective public service delivery.

7. THE CORE OBJECTIVES ARE BASED ON THE FOLLOWING FUNDAMENTAL ACTS AND REGULATIONS

The Office of the Premier by its nature is the centre of all government policies and regulatory framework; therefore faced tremendous challenges en ensuring compliance with various Act of Parliament viz:

- The Constitution of the Republic of South Africa, 1996 (Act 108 of 1996)
- The PFMA of 1999
- The Integrated National Disability Strategy of 1997;
- Northern Cape Promotion of Youth Affairs Act, Act No. 8 of 1994;
- National Policy Framework for Women's Empowerment and Gender Equality;
- Child Care Act, No. 74 of 1983.
- Various agreements negotiated at the Provincial Council, PSCBC and the General Public Service Sectoral Bargaining Council.

8. STRATEGIC PLANNING PROCESS

Two strategic planning sessions were held in July 2002 and September 2002, involving the entire staff component of the Office of the Premier.

PART B

9. STRATEGIC OBJECTIVES

1. JOB CREATION

- ✓ Create jobs for the youth and the disabled
- ✓ Review of the Preferential Procurement Policy Framework

2. INVESTMENT CREATION

- ✓ Facilitate and monitor HIV/AIDS and gender programmes
- ✓ Align provincial skills plan with economic development focus
- ✓ Promote economic growth and development
- ✓ Optimise partner relations through twinning agreements for investment opportunities
- ✓ Create a safe, secure and investment friendly environment.
- ✓

3. RURAL AND URBAN DEVELOPMENT

- ✓ Steer the IRDS and Urban Renewal (URD) of the Province
- ✓ Facilitate and support the Women's Development Centers
- ✓ Facilitate the Asbestos rehabilitation and Compensation Programme
- ✓ Establish the youth and economic development programme to reduce youth criminality.
- ✓ Implement the PCC Resolution on Provincial growth and development.

4. INFRASTRUCTURE DEVELOPMENT

- ✓ Expand one stop shops to improve integrated service delivery

5. MARKETING THE PROVINCE

- ✓ Continuous upgrade of the Northern Cape Provincial Website
- ✓ Promote international study Tours
- ✓ Promote the office and the Province
- ✓ Intensify public speaking engagements
- ✓ Promote service quality through intensified promotion of service delivery.
- ✓ Position the Province through intergovernmental relations.

6. COMBATING CRIME

- ✓ Enforce Code of conduct for Public Servants
- ✓ Implementation of the fraud prevention plan
- ✓ Create a safe and secure environment for tourism and investors.
- ✓ Campaign against the abuse of women and children
- ✓ Intensify human rights obligations.

7. SKILLS DEVELOPMENT

- ✓ Secure maintenance of the Premier's Bursary Fund
- ✓ Co-ordinate workplace skills plans of the Province
- ✓ Operationalise workplace policy on HIV/AIDS
- ✓ Conduct Skills Audit
- ✓ Co-ordinate HR Strategy implementation processes.

8. COMBATTING HIV/AIDS

- ✓ Steer the HIV/AIDS policy programme in the Province
- ✓ Cooperate with MRM fraternity in the Province.

9. TARGET GROUPS: WOMEN, CHILDREN AND DISABLED

- ✓ Promote equality of people with disabilities
- ✓ Monitor and evaluate implementation programmes on the rights of children
- ✓ Provide gender based training and strive towards achievement of gender representation targets
- ✓ Enhance youth development programmes and employment

10. INFORMATION TECHNOLOGY

- ✓ Establish provincial wide information and communication network.
- ✓ Establish PPP
- ✓ Increase IT utilisation in all departments and local authorities.
- ✓ Promote and assist the rolling out of e governance.

11. ROLE OF THE STATE IN TRANSFORMATION

- ✓ Ensure compliance with performance management systems
- ✓ Promote and evaluate regulatory compliance in the Province
- ✓ Ensure policy implementation and monitoring of impact
- ✓ Establish Partnership with creative people for a better Africa
- ✓ Ensure good governance throughout the Province in collaboration with all organs of state.

10. MEASURABLE OBJECTIVES, OUTPUT AND PERFORMANCE MEASURE

PROGRAMME 1: ADMINISTRATION:

Statement of overall aim of Programme:

To provide core support to the Office of the Premier and the Northern Cape Government, to enable it to fulfil its legislative and oversight functions and ensure that the office delivers a qualitative service to its clients.

Programme 1 comprises of three sub- programmes [Cabinet – Secretariat, Legal Services and Management Services

HOD support R5,834

KEY OBJECTIVES	PROVINCIAL STRATEGIC THEME	ACTIVITIES	OUTPUT	PERFORMANCE MEASURE
Executing all powers and responsibilities entrusted to the secretary to the Executive Council of the Northern Cape Province	Governance	<ul style="list-style-type: none"> Attend Cabinet meetings in an advisory capacity Prepare Cabinet Memoranda Attend Cabinet Cluster meetings on request Arrange capacity building programs for Exco Members, Strategic planning on Cabinet programs 	Bi- monthly Monthly Monthly Quarterly	Number of meetings Number of memo's Number of meetings Number of sessions
Realising Inter – Govern mental relations	Governance	<ul style="list-style-type: none"> Chairperson for SA Directors' General Forum 	8 meetings per annum	Number of meetings

		<ul style="list-style-type: none"> • Member of President's Co-ordinating Council (PCC) 	4 meetings per annum	Number of meetings
Managing actions and legislation of provincial departments	Governance	<ul style="list-style-type: none"> • Present status reports on governance • Present finance reports to Portfolio Committees • Strategic direction 	8 Reports to Cabinet and Heads of Department 8 Presentations per annum 12 HOD meetings and work sessions	Number of reports Number of Presentations Number of working sessions
Managing Office of the Premier as Accounting Officer/Head of Department	Governance	<ul style="list-style-type: none"> • Strategic direction to Department • Managing compilation of budget and presentation of budgets 	<ul style="list-style-type: none"> • Strategic sessions, • Meetings and work-Shops • Analyse budget proposals 	Number of strategic sessions.
Performing powers and duties as Head of the Northern Cape Provincial Administration	Governance	<ul style="list-style-type: none"> • Monitoring and oversight • Align policy statements with legislative requirements • Redefine policy statements in line with Africa Renaissance and Global relations of Government • Seek collective 	<ul style="list-style-type: none"> • Monitoring and civilian oversight function • Align policy statements with current legislative requirements • Create an environment for successful implementation of policies 	Number of workshops held

		endorsement of 5-Year Policy as primary guideline for the Northern Cape Government, its partners and service delivery programs.	<ul style="list-style-type: none"> • Workshops and brainstorming sessions 	
Accounting to the Northern Cape Legislature and to uphold the political impartiality of the provincial Administration	Governance	<ul style="list-style-type: none"> • Promote clean governance • Provide strategic plans and business plans • Provide guidance on administrative policy directives • Supervising all transversal systems • Ensuring capacity building and development of managers and staff 	Meet on regular basis with oversight bodies of Legislature- Scopa etc.	Number of meetings
To interact with all role players on crime prevention anti-fraud corruption in the Province	Governance	<ul style="list-style-type: none"> • Regular status reports • Evaluation of crime prevention strategies to assess the effectiveness 	Implement Fraud Prevention Plan and whistle blowing policy	Number of reports

Executive Council Office

R2,769

KEY OBJECTIVES	PROVINCIAL STRATEGIC THEME	ACTIVITIES	OUTPUT	PERFORMANCE MEASURE
To render secretariat & administrative support to the Executive Council and its Committees towards achieving its executive mandate.	Governance	<ul style="list-style-type: none"> ▪ To facilitate the achievement of a better life for the Provincial citizenry in an integrated approach 	Service meetings on an ongoing basis strategically meant to co-ordinate government's service delivery efforts. Facilitate the monitoring of the implementation of service delivery. Strategic meetings to steer service delivery in 2002 EXCO 17; MANCOM 4; IGF 2; ECON CLUSTER 11; SOC CLUSTER 13	Number of meetings
To facilitate the promotion of co-operative governance to maximise the impact of service delivery in the Province	Governance	<ul style="list-style-type: none"> ▪ To facilitate the achievement of efficiency and effectiveness in resource usage 	To hold Cabinet Meets the People Programme meetings to promote interaction with communities To hold regular Imbizo's per region	Number of meetings

Internal Audit

R3,226

OBJECTIVES	PROVINCIAL STRATEGIC THEME	ACTIVITIES	OUTPUT	PERFORMANCE INDICATOR
Review of Internal Controls and Government Processes	Governance	<ul style="list-style-type: none"> • Perform adequacy and effectiveness testing of controls. • Perform audits on ethics and values within the Provincial government. • Review Departments' vision and mission statements against predetermined objectives. • Review of strategic plans, business plans and performance contracts of departments. 	<ul style="list-style-type: none"> • Setting of clear attainable, specific and realistic goals and objectives by departments. • Setting of Priorities and targets by departments. • Implementation of internal audit recommendations. • Effective financial management and performance of programmes of departments. 	<p>Successful implementation of audit findings.</p> <p>Reduced audit queries.</p> <p>Compliance to budgets, policies, procedures, regulations and plans.</p> <p>Enforced accountability and penalty to non-conformers</p>
Annual risk assessment	Governance	<ul style="list-style-type: none"> • Conduct risk assessment in a form of interactive workshop and road shows in consultation with the HoD's and CFO's 	<ul style="list-style-type: none"> • Identification of risks and development of risk profile of departments. • Risk Management plans and implementation. • Effective financial management and expenditure control. 	<p>Increased awareness by departmental officials on risks faced by their respective departments.</p>
To identify and assess skills gap & staff performance barriers and enablers. Introduction of incentives to retain skilful individuals within the unit, 15 officials.	Governance	<ul style="list-style-type: none"> • Provide training workshops, conferences and seminars. • Enrol members of staff on courses offered by 	<ul style="list-style-type: none"> • Improved productivity i.e. minimal supervision of junior staff, timeous completion of audit assignments, positive 	<p>Total number of official trained</p>

		IPFA and IIA. Grant fees subsidy to staff.	feedback from auditees and implementation of audit recommendations.	
Marketing the Internal Audit services	Governance	<ul style="list-style-type: none"> Clarify the role and responsibility of Internal Audit. Advertise in the internal newspaper (Lentswe) 	<ul style="list-style-type: none"> Better understanding of the role of the unit. Increased awareness of audit services 	Optimal use of the audit services by departments.

Forensic Auditing

OBJECTIVES	PROVINCIAL STRATEGIC THEME	ACTIVITIES	OUTPUT	PERFORMANCE INDICATOR
<p>To minimise and eradicate acts of fraud and corruption within provincial department operations.</p> <p>To train and provide on the job experience to forensic auditors on effective fraud investigation techniques</p> <p>To assist the departments in developing fraud policy and oversee its implementation.</p>	<p>Governance</p> <p>Governance</p> <p>Governance</p>	<ul style="list-style-type: none"> Perform investigations as deemed necessary by departments. Assist investigating officer in disciplinary hearing. Provide useful evidence to courts in the event of litigation Fraud Prevention and Detection Training 	<ul style="list-style-type: none"> Successful institution of disciplinary action, due to presentation of factual evidence in a dispute forum Provision of reliable, independent and objective evidence. Savings due to early exposure of fraud & corruption Successful prosecution of culprits leading to their arrest Decline in fraud and corruption statistics. 	Total number of forensic audits performed.

OBJECTIVES	PROVINCIAL STRATEGIC THEME	ACTIVITIES	OUTPUT	PERFORMANCE INDICATOR
1. To ensure compliance with the of the PFMA of 1999	Governance	<ul style="list-style-type: none"> • Timeous reporting with regards to the requirements of the Act annual financial statements, the annual report and the quarterly reports to SCOPA • .Monitor the budget to reduce overspending in Vote 1. • Ensure regular updating of asset registers 	<p>1x Annual Report, 1x budget, 4x reports to the portfolio committees Quarterly reports</p> <p>No unauthorised, fruitless and wasteful expenditure.</p> <p>Updated records on the Asset management tool</p>	<p>Number of reports</p> <p>Timeous reporting</p> <p>Number of reports</p> <p>Unqualified Report</p> <p>Quarterly</p>
3. Ensure compliance with the Preferential Procurement Act	Governance	Enforce compliance through sessions with unit heads on the PPA	(70%)PDI (Previously disadvantaged individuals- dependent on the suppliers available in the Province.)	Percentage of PDI suppliers supported on a monthly basis.

Legal Advisory Services and Labour Relations

R3, 599

OBJECTIVES	PROVINCIAL STRATEGIC THEME	ACTIVITIES	OUTPUT	PERFORMANCE INDICATOR
The provisioning of and maintenance of a comprehensive professional legal service to all departments of the provincial government.	Governance	Drafting of legislation. Study existing legislation and complex literature and the interpretation thereof.	Legislation drafts to all the departments	Total number of drafted legislation
The promotion of Administrative justice.	Governance	Drafting of contracts between government departments and third parties as well as between government and its employees.	Contracts with government and third parties	Total number of contracts drafted.
The provisioning and maintenance of sound labour relations in the Public Service.	Governance	Represent departments in High Court and Magistrates Court civil matters, board negotiations and high-level committees.	Cases successfully completed	Total number of cases won by the Province.
The achievement of a diverse workforce broadly representative of our people.	Governance	Preparation of legal documents for the state attorney in civil actions instituted by and also against the government and in criminal matters by and against government employees.	Successful representation of the state.	Total number of cases.

OBJECTIVES	PROVINCIAL STRATEGIC THEME	ACTIVITIES	OUTPUT	PERFORMANCE INDICATOR
To give continuous report backs to the public of Government progress in the delivery of services in the Northern Cape	Governance	<ul style="list-style-type: none"> • Establish a data base of all relevant information • Monitor the media and community concerns at grass roots level • Write out activities/ • Actions for each information item/event timeously and discuss it with different office bearers • Develop advertisement • For the program 	<ul style="list-style-type: none"> • To have up to date information available at all times • To have up to date information available at all times and relay it to different office bearers and action accordingly • Well co-ordinated and target special communication plan • To inform people and publicise the program • 	Reporting time frames
To improve the image of Northern Cape Government at the regional level. An efficient and effective system	Marketing the Province Governance	<ul style="list-style-type: none"> • To implement the approved Media Liaison Policy • To set up a consultation and reporting system/ forums with communities in all regions • To create, implement and monitor an effective and efficient internal Communication strategy for the different regions 	<ul style="list-style-type: none"> • A sound relationship with the media • An enhanced relationship between Government and communities. • A harmonious environment and enhanced staff morale 	Editions published

<p>for flow of information between persons within the Organisation and between Government, media and target audiences.</p>		<p>Printed media</p> <ul style="list-style-type: none"> - News letter (Direct Line) - Info flyer - Speeches - Posters <ul style="list-style-type: none"> • EXCO members • Batho Pele - Booklets <ul style="list-style-type: none"> • EXCO members - Reports <ul style="list-style-type: none"> • Annual <p>Special events/projects:</p> <ul style="list-style-type: none"> - National Days and other days e.g. disabled, the aged, aids, cancer, gender, youth. • News paper production and distribution 	<ul style="list-style-type: none"> • News letters to appear every 4 weeks to communicate managerial issues/decisions • To issue an Info Flyer at least once every 2 weeks or as needed • To write speeches for office bearer • To provide an info guide to all target audiences • To report to internal target audiences on government activities. (Also external) • To market National Days events with other Departments • To inform target audience on government activities 	<p>Number of speeches written</p>
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OFFICE SERVICES: SERVICE DELIVERY PLAN

R3,495

OBJECTIVES	PROVINCIAL STRATEGIC THEME	ACTIVITIES	OUTPUT	PERFORMANCE INDICATOR
Develop Records Management Policy	Governance	Draft policy for approval by Provincial Archivist	Record management Policy for the Office of the Premier	Percentage completion of the Records Management Policy
Review, evaluate and maintain approved filing systems	Governance	Request for approval from Provincial Archivist to amend / revise approved filing systems.	No / minimal unclassified correspondence on files.	Total Number of reviews and evaluations.
Monitor compliance with relevant records legislation, policies and directives	Governance	Conduct regular inspections	Compliance with relevant legislation, policies and directives. Report to Director-General and Senior Manager	The total number of reports to the DG
Provide records management and registry training sessions in the OFTP when required	Governance	Requests received from units to provide training as the need arises	Adherence to proper procedures and compliance with legislation	Total number of training sessions.
Continuously apply disposal applications in the OFTP	Governance	Consult with legal principles before disposing of D records. Request to Provincial Archivist for providing Disposal Authority	Destruction certificate to Provincial Archivist	Total number of certificates.
Ensure key control is effectively implemented by all users	Governance	Appointment of key custodians. Conducting key audits.	Successful implementation of key control procedures	Number of appointed key custodians
Establishment of Risk/Security Management Committee	Governance	Identify and evaluate incidents that could pose as a risk for the Office.	Minimal threats and risks in Office of the Premier. Reduction in losses for Office. Regular reports to Director-General	Number of reports issued.
Protection of State Information	Governance	Develop and enforce implementation of Office,	Compliance with relevant legislation and the MISS	Number of reports

		Document, Personnel and IT Security	policy document. Regular reports to Director-General	
Conduct physical security appraisals and Information security audit	Governance	Invite NIA and SAPS to conduct appraisals in conjunction with Security Manager. Implement recommended security measures	Compilation of security audit report to Director-General	Number of reports compiled
Provide security awareness and education	Governance	Prior consultation with Legal Services and NIA for assistance with programmes	Compliance with Departmental Security Policy. Consistency and uniformity within Office.	Total number of awareness campaigns.
Assisting with the effective implementation of the Promotion of Access to Information Act	Governance	Locating of records / information in the Office of the Premier	Successful retrieval of requested information in Office of the Premier. Record of requests received and provided.	Increased awareness on the Act

Efficiency Services

R2,228

OBJECTIVES	PROVINCIAL STRATEGIC THEME	ACTIVITIES	OUTPUT	PERFORMANCE INDICATOR
To undertake Job evaluation exercises	Governance	Establish a formal Job Evaluation Unit	Evaluation of all posts as requested	Number of posts evaluated.
To restructure Local Authorities (Municipalities)	Governance	To ensure that proper organisational structures are in place	Organisational structures which enable municipalities to render better services	Number of municipalities restructured.
To restructure line departments/ specific components	Governance	To ensure that suitable organisational structures are in	Line departments that function effectively,	Number of departments restructured

		place	efficiently and productively.	
To formulate policies	Governance	To ensure that guiding policies are formulated, e.g. Job Evaluation Policy	Ensure that relevant policies are in place, e.g. Job Evaluation Policy	% Completion of the policy
Train Efficiency Services personnel	Skills development	To have well equipped staff	Familiarise staff members with all work study related training	Total number of training sessions.

Information Technology

R7,266

OBJECTIVES	PROVINCIAL STRATEGIC THEME	ACTIVITIES	OUTPUT	PERFORMANCE INDICATOR
To maintain, support and extend existing systems and IT infrastructure.	Information Technology	Implement and maintain a help desk facility. Provide data communications infrastructure Manage timely payment of all data lines, extension to Provincial WAN, LAN	Complete development of Management Information System	% Completion of the MIS
To develop quality systems by utilising state of the art technology.	Information Technology	Keep abreast with latest technology through research and development. Establish R&D team	Research and development team established	

To facilitate co-ordination by determining IT policy, strategy and standards.	Information Technology	Extensive research to determine best- practices.	Email & Internet policy	% Completion of the policies
To procure state of the art IT requirements on behalf of client departments, in accordance with Provincial procurement directives.	Governance	Procure IT requirements using on preferential procurement. Procure once a month	Procure once a month	Timely completion for service delivery

Human Resource Development

R1,1,849

OBJECTIVES	PROVINCIAL STRATEGIC THEME	ACTIVITIES	OUTPUT	PERFORMANCE INDICATOR
Improve the foundation for human development	Skills development	Prepare unemployed graduates for job interviews through workshops	Total number of workshops held	Number of graduates workshopped
To improve the supply of skills and support the employment growth.	Skills development	Training of staff i.t.o the Workplace Skills Plan of the office Re-skilling of staff	Training programmes with respective institutions.	Number of trained officials

PROGRAMME 2: Policy and Planning

Statement of overall aim of programme

To co-ordinate, facilitate policy development and implementation through effective monitoring and evaluation of government wide programmes, ensuring the optimal application of government resources through effective service delivery.

Premier's Personal Support Services R5, 432

OBJECTIVES	PROVINCIAL STRATEGIC THEME	ACTIVITIES	OUTPUT	PERFORMANCE INDICATOR
Realising Constitutional obligations	Governance	Policy alignment on provincial and national levels; Local Government Mandates; Legislature processes in line with the Constitution; Enhancing interaction between public and executive for better governance; Officiating State visits	Presidential Co-ordinating Committee; National Council of Provinces Sittings; Joint Sittings of National Assembly; State of the Province Address; Cabinet meets the People; Constituency visits; And other official functions	Number of meetings held. Number of sittings
Creation of wealth for	Investment	Meeting potential investment	Investor participation in the	Number of investments.

redistribution, through economic growth and development	Promotion	partners both International and National to mobilise investment to the Province and to promote the province as an investment destination; Sponsorships	Province	
Ensuring good governance through optimal utilisation of technology and human resource development	Governance Information technology	Develop an appropriate ICT/IS perspective to inform strategic entry into potential developments Support overall human resource development through international co-operations and exchanges	Implementation of ICT strategy	% Completion of the implementation stage.
Development of the youth, women and people with disabilities for the realisation of their full potential	Target groups	Promotion of programmes through international cultural exchanges	Integration of marginalized groupings in the mainstream of societal development	% Compliance
Community Involvement and Outreach	Governance	Grants-in-aid; Meeting opinion/decision makers; Official receptions	Empowerment of communities and interventions	Total number of meetings held.
Special Projects	Target groups	Targeted interventions in the following sectors: Women, Aged, Youth, Disabled and Children	Fulfilment of the social responsibility programme of government	Total number of projects awarded to the target groups.

Policy and Planning R1,284

OBJECTIVES	PROVINCIAL STRATEGIC THEME	ACTIVITIES	OUTPUT	PERFORMANCE INDICATOR
<p>To advise on all aspects of policy co-ordination, implementation and manage special cross cutting programmes and projects.</p>	<p>Governance</p>	<p>To develop a measurement performance management tool on the Provincial government strategy.</p> <p>Continuous development of state and its administrative systems to enhance policy implementation.</p> <p>Enhance effectiveness and acceptance of the legislative framework for corporate governance</p> <p>To develop an appropriate and suitable Cabinet System and Procedure Manual for the Executive Council.</p>	<p>Develop the performance management tool</p> <p>Reporting systems.</p> <p>Cooperation between different tiers of administration, cooperation with the private sector.</p> <p>Procedure manual for the Northern cape Executive Council.</p>	<p>Percentage completion of the performance management tool.</p> <p>Percentage completion of the report and the system.</p> <p>A completed manual</p>

Intergovernmental Relations

R942

OBJECTIVES	PROVINCIAL STRATEGIC THEME	ACTIVITIES	OUTPUT	PERFORMANCE INDICATOR
Ensuring good and corporate Governance	Governance	4 meetings of the Inter-Governmental council	Effective and operational Inter-governmental council	Total number of meetings.
Participate in realising the African Renaissance	Governance	Promoting and raising awareness about the programme Celebration of the Africa Day	4 Promotional and awareness campaigns	Total number of campaigns
Provision of efficient and effective protocol services.	Governance	Draft protocol handbook; Protocol and etiquette training; Participate at the DFA Inter-Governmental Forum/IDCC Forum/SA Co-ordinators Forum	Strong protocol liaison and support structures; - Standardised Protocol conduct 2 Training programmes Inter-Governmental Liaison - 4 meetings for the year	Percentage completion of the handbook Number of training programmes Number of meetings
Operationalise current /intended Twinning Arrangements	Governance	Corporate Outputs programme (Canada); Commonwealth Programme Implementation; Exploring twinning with France, Cuba, Botswana Compilation of a detailed donor register	4 Meetings with Canadians 1 Study Tour and 4 meetings with the common wealth Letter of intent to Botswana, Cuba and France. 4 Meetings with each country Donor register	South African Launch Number of meetings held. Number of meetings held. Percentage completion of the list

Office of the status of Persons with Disabilities

R1,499

OBJECTIVES	PROVINCIAL STRATEGIC THEME	ACTIVITIES	OUTPUT	PERFORMANCE INDICATOR
To provide reliable and relevant data on persons with disabilities to all role players to enable them to plan an effective service delivery.	Target groups	<ul style="list-style-type: none"> ▪ Arrange meetings with relevant role players to discuss and agree on the content of questionnaire ▪ Prepare questionnaire by PPU, Welfare, Health and DPO's ▪ Advertise project via print and electronic media ▪ Data collectors move in community 	<ul style="list-style-type: none"> ▪ Reliable and relevant information on profile on persons with disabilities ▪ A disability website ▪ Information dissemination ▪ Effective communication ▪ Goodwill between the Disability Desk and role players ▪ Informed planning ▪ Social definition of disability 	<ul style="list-style-type: none"> ▪ Number of completed questionnaires by data collectors ▪ Computerised database ▪ Website address ▪ Feedback from Disability Desk and role-players ▪ Appropriate and sound budgeting ▪ Participation in service delivery by role-players ▪ Contact Mailing list
To develop a standard document on rehabilitation which will guide parents and community on how to deal with children with disabilities in society rather than institutionalisation	<ul style="list-style-type: none"> ▪ Target groups 	<ul style="list-style-type: none"> ▪ Meetings with parents and role-players ▪ Number of homes for children with disabilities ▪ To agree on process of transformation and homes and re-integration of children to the community 	<ul style="list-style-type: none"> ▪ More money to the state for development ▪ A common vision about children with disabilities in the province ▪ Relieve the government's financial burden on institutions ▪ Home based care trainers ▪ Changing attitudes of community towards children with disabilities ▪ Inclusion rather than exclusion ▪ More money to go for real needs of children 	<ul style="list-style-type: none"> ▪ Resource centre for parents with children with disabilities ▪ Computerised info on community based rehabilitation easily accessible to parents and those dealing with children with disabilities ▪ Standard document that deals with children with disabilities drawn up to address our problems in the province ▪ Parents and DPO's shares info about their experiences on children with disabilities ▪ Budgets which address real needs of children with

			<ul style="list-style-type: none"> with disabilities ▪ Opening of resource centres 	<ul style="list-style-type: none"> disabilities ▪ An informed society ▪ Parents deal with problems rather than believing only in medical care
To develop a standard accessibility document that will help developers to plan.	Target group-disabled people	<ul style="list-style-type: none"> ▪ Analysis meeting with all role players ▪ Easy reference document for developers and town planners ▪ Common understanding of disability friendly development ▪ Availability of document on government website 	<ul style="list-style-type: none"> ▪ Knowledge of disability needs ▪ Easy reference document for all developers ▪ Make persons with disabilities more independent ▪ Create more awareness about persons with disabilities 	<ul style="list-style-type: none"> ▪ Percentage completion of the document.
<ul style="list-style-type: none"> ▪ To empower the disabled community within the Province. 	Governance and target group - disabled people Job creation	<ul style="list-style-type: none"> ▪ 3% of the disabled community running their own businesses and at least 2% employed in the open labour. 	<ul style="list-style-type: none"> ▪ De-institutionalisation of person with disabilities ▪ Persons with disabilities regaining their pride ▪ Persons with disabilities becoming independent ▪ Relief the burden on the grant system ▪ Change attitudes ▪ Unemployment ▪ Dependency 	Percentage number of disabled persons in the work force.
<ul style="list-style-type: none"> ▪ To award persons with disabilities who lives up to the challenges facing the community of the disabled. 	Governance	<ul style="list-style-type: none"> ▪ An award presented by the Premier on the national day of the persons with disability. 	<ul style="list-style-type: none"> ▪ Trophy for recognition of good work ▪ Encouragement to achieve goodwill between Premier's Office and other role-players 	<ul style="list-style-type: none"> ▪ Announcement of winner

One Stop Service Delivery Project

R1,412

OBJECTIVES	PROVINCIAL STRATEGIC THEME	ACTIVITIES	OUTPUT	PERFORMANCE INDICATOR
Operation of One-Stop Service Centres	Governance	Point for integrated government services and service delivery; More convenient and accessible service points; Improved visibility for service providers; Present government with a “human face”	Operational Centres in Pescodia, Galeshewe, Augrabies and Colesberg; Increase the beneficiary communities in the Northern Cape	Number of beneficiary communities
Investigation and facilitation of the roll out of the One-Stop Service Centre project in other parts of the Northern Cape	Governance	Creation of more access points for delivery of integrated services; Creation of public-private partnerships	Preparation of business plans and project schedules for the further roll-out of the project to other areas in Northern Cape ,i.e. the Namaqua region and Calvinia	Number of one stop shops established
Training of One-Stop personnel	Skills Development	Training of personnel in the current Centres in Galeshewe, Pescodia and Augrabies in a level II customer care course; Training of personnel in the Colesberg Centre in Level I course, as well as the Community Advisory Committee	Better understanding of the overall objectives of the One-Stop concept and the principles of Batho Pele. Successful completion of the course by all the employees of the one stops shop	Total number of officials trained.
Monitoring of service delivery	Governance	Provide feedback to service	Distribution of Exit Surveys	Total number of reports issued.

quality		<p>providers about services rendered;</p> <p>Provide base for improvement of service delivery</p>	<p>to measure the satisfaction rate of clients with services rendered and facilities used;</p> <p>Provide feedback to Departments rendering services on the citizen perspective to their service provision</p>	
The re-engineering and analysis of service processes	Governance	<p>Improved service delivery to customers;</p> <p>Shortened time to deliver services;</p> <p>Empowerment of all service providers in different services provided in Centres (Multi-tasking)</p>	<p>Preparation of material and implementation of training programme to multi-skill Home Affairs services;</p> <p>Engage discussions with other service providers for multi-skilling of their services;</p> <p>Undertake Efficiency and Workstudy exercise to investigate means of optimal utilisation of space and resources in the Centres</p>	Total number of people.

Reconstruction and Development Programme R2,676 and R11,500 for the RDP Projects

OBJECTIVES	PROVINCIAL STRATEGIC THEME	ACTIVITIES	OUTPUT	PERFORMANCE INDICATOR
Assist project committees with the business planning and securing of markets for collectively owned enterprises at grassroots level.	Job Creation	Effective project planning meetings held. Effective office-based consultations held with project committees. Fully completed project business plans with all supporting documents e.g. letters of support from potential customers.	10 businesses plan a month. Total number of project consultation. Depends on the number of projects.	No. Of project planning meetings held per town. No. Of office consultations held per month. No. Of completed business plans submitted per town.
Assess and grade business plan applications according to standard criteria of the RDP.	Governance, Job creation	Fully completed assessment questionnaires and grading forms per project.	30 Business plans assessed.	No. Of business plan project applications fully assessed and graded - per town.
Facilitate/organise the training [job-specific and basic entrepreneurial skills] of project participants [funding provided by Department of Labour]	Skills development	Full participation of project committees and project participants in training - provided by service providers contracted by the Department of Labour	Effectively organized training sessions	No. Of Project committees empowered in basic entrepreneurial skills. No. Of project participants empowered in job specific skills.
Undertake bi-monthly project-site visits and evaluations of RDP-funded projects.	Job Creation	Frequent project site visits made. Timeous submission of project bi-monthly evaluation reports [standard RDP format]	2 Monthly visits to the project sites 4 Evaluation reports per project	No. Of visits made per project per year No. Of evaluation reports received per project.

Provide pro-active support to local leaders and organisations in facilitating broad development at grassroots level.	Governance	Development-focused consultations - office, group meetings and field visits - with ward councilors, religious and civic leaders, etc.	Agreements signed with local leaders	No. Of contacts held with leaders and organisations per town.
Analyse and appraise business plan applications where the assessment and grading has been completed	Job Creation	Completed analysis schedule of each assessed and graded business plan. Updated schedules of the status of each business plan project application. Timeous written feedback to project applicants.	Project Schedules and application forms	No. Have completed project analysis schedules. No. Of applications in one of these categories: a. Recommended b. Pending investigations c. Rejected.
Prepare memoranda on the analysed and appraised projects for approval by the Premier.	Job Creation	Completed submissions of project approval memoranda. Maintained/updated fund allocation register.	Approved list of Projects by the Premier	Frequency of submission of memoranda No. Of approved/rejected projects per quarter. No. Of projects and enterprises funded - in rural areas and informal settlements.

OBJECTIVES	PROVINCIAL STRATEGIC THEME	ACTIVITIES	OUTPUT	PERFORMANCE INDICATOR
To obtain an understanding of gender conceptualization and implementation of engendered programmes	Target groups	Analysis of Gender Training <ul style="list-style-type: none"> • Formulation of Gender Action Plan • Mainstream of Programmes/Projects 	<ul style="list-style-type: none"> • Identified Gender Training Needs • Intergrated Implementation of the Gender Action Plan 	<ul style="list-style-type: none"> • Provincial Gender Training Profile • Gender Incorporated into all delivery Plans
VIOLENCE AGAINST WOMEN To eradicate violence against women To sensitize women about legislative policies and acts to enhance their rights	Target Groups	<ul style="list-style-type: none"> • Summit Review • Seminars/Workshops e.g Domestic Violence Act, Maintenance Act, Customary Marriage Act, Termination Of Pregnancy • 16 Days of Activism on no Violence Against Women and Children 	<ul style="list-style-type: none"> • Raised Awareness on Legislative Acts 	<ul style="list-style-type: none"> • Increased number of Persons accessing the usage of Acts • Reduction of Incidence of Violence Against Women and Children
Economic empowerment of women Breaking the cycle of poverty	Target groups	<ul style="list-style-type: none"> • Mobilization of women to participate in the Goat Project • Capacity building on: HIV/AIDS 	<ul style="list-style-type: none"> • Increased number of Participants in the small business development Programme • Increased awareness of the impact of HIV/AIDS 	<ul style="list-style-type: none"> • Number of Women participating in Goat Project • Income generated • Number of capacity building sessions held

		<ul style="list-style-type: none"> _ Business Planning _ Economic Planning _ Literacy 	and improved knowledge on project management	
<p>WOMEN'S EMANCIPATION</p> <p>Targeting farming areas in the PIXLEY KASEME region on human and economic rights Status report of conditions of women on farms</p>	Target groups	<ul style="list-style-type: none"> • Workshops • Campaigns • Information dissemination 	<ul style="list-style-type: none"> • Raised Awareness on Legislative Acts and rights 	<ul style="list-style-type: none"> • Increased number of Persons accessing the usage of Acts
Establishment of a Gender Resource Centre	Target Groups	Establishing a Gender Resource Center	Access to information on Gender related issues	Improved historical understanding of the struggle of Women

Youth Commission

R3,533

OBJECTIVES	PROVINCIAL STRATEGIC THEME	ACTIVITIES	OUTPUT	PERFORMANCE INDICATOR
Uniform approach by all govt departments as propagated by the NYDPF	Governance Target group- Youth	<ul style="list-style-type: none"> • Disseminate NYDPF to all stakeholders • Use NYDPF to inform budget process • Develop resources to assist other agencies to 	<ul style="list-style-type: none"> • Government policies and programmes informed by NYDPF • Positive impact on lives of young people • NYDPF accepted by all 	Total number of awareness campaigns

		<p>understand and apply NYDPF</p> <ul style="list-style-type: none"> • Raise awareness on NYDPF 	<p>role-players, stakeholders and service providers as norm for youth development</p> <ul style="list-style-type: none"> • Youth informed of policy and can assist to monitor • NYDPF implemented by all govt depts. And other stakeholders 	
<p>Develop broad based departmental work programme to improve Outputs reflecting spirit of NYDPF, IRDS, URI, NEPAD</p>	<p>Governance</p>	<ul style="list-style-type: none"> • Establish IDC on youth affairs • Build capacity of IDC • Regular interaction with govt HOD's • Interact with non-govt sector • Ensure youth are aware and are participating in the IRDS, URI and are on board with NEPAD initiative • Workshop HOD's on IDC 	<ul style="list-style-type: none"> • Functional IDC on youth affairs chaired by Commission • Guide on government programmes for youth in province • Report on state of youth in province 	<p>Total number of meetings</p> <p>% Completion of the report.</p>

<p>Realign commission and enhance skills and systems to achieve agreed priorities</p>	<p>Skills development</p>	<ul style="list-style-type: none"> • Revise restructuring document to facilitate uniformity • Improve project management skills, team work and team leadership • Develop robust monitoring and evaluation systems • Revise provincial act 	<ul style="list-style-type: none"> • Uniform structures of commission in all provinces • Projects and programmes in province aligned with national flagships • Provincial input to national guide on restructuring process • Improved management capacity • Act amended • Organogram of commission brought in line with function 	<p>% Of process completed</p> <p>Number of officials trained</p>
<p>Strengthening policy research, development and analytical function in commission</p>	<p>Governance Target group youth</p>	<ul style="list-style-type: none"> • Negotiations with STATS SA • Universally accepted indicators to track progress made on the implementation of the NYDPF 	<ul style="list-style-type: none"> • Service agreements with STATS SA • Updated data on state of youth readily available • Improved planning capacity of govt departments 	<p>Degree of completion of the negotiations, research</p>

		<ul style="list-style-type: none"> Identify capacity need in commission 	<ul style="list-style-type: none"> Functional research capacity in office of commission Effective legislation monitoring function in commission Identified gaps in development of youth sector 	
Consolidate partnership strategies and principles in managing relationships with civil society and youth development service providers	Skills development Target group- Youth	<ul style="list-style-type: none"> Ensure ownership of NYDPF and clarify other issues Develop youth in civil society with strong voice Investigate appropriate financial instruments and implement a youth development budget 	<ul style="list-style-type: none"> Convene youth summit Strong South African Youth Council In province Well defined strategy to ensure Umsobomvu Fund, National Development Agency etc invests in youth in province Youth development work development work 	<p>% Completion of the arrangements for the summit.</p> <p>Number of strategies developed</p> <p>Total Number of youth trained</p>

Office of the right of the child

R475

OBJECTIVES	PROVINCIAL STRATEGIC THEME	ACTIVITIES	OUTPUT	PERFORMANCE INDICATOR
<p>Facilitate and co-ordinate all developments related to children;</p> <p>Facilitate capacity building workshops and public awareness on children's rights</p>	<p>Target group-Children</p>	<ul style="list-style-type: none"> • Ensure the provincial programme operates effectively • Compile reports on the implementation of the Convention on the rights of the child • Regular and co-ordinated meeting of all the stakeholders • Ensure that organisations working with children report on achievement to the Legislature. 	<p>Developed programmes</p> <p>Reports</p> <p>Awareness campaigns Meetings</p>	<p>Schedule of programmes developed</p> <p>Number of reports compiled</p> <p>Number of awareness campaigns Number of meetings held</p>

11. Medium Term Expenditure and Revenue

This is an overview of the Medium Term revenue and expenditure of the department

11.1. Summary of revenue

The following sources of funding are used for the Vote:

Summary of revenue (Office of the Premier)

	2000/01	2001/02	2002/03	2003/04	2004/05	2005/06
	Actual	Actual	Est Actual	Voted	MTEF	MTEF
	R'000	R'000	R'000	R'000	R'000	R'000
Equitable share	46,037	43,712	60,115	68,167	72,872	78,195
Statutory	-	-	829	909	973	1,041
Total revenue	46,037	43,712	60,944	69,076	73,845	79,236

11.2 Departmental revenue collection

Departmental revenue collection: (Office of the Premier)

	2000/01	2001/02	2002/03	2003/04	2004/05	2005/06
	Actual	Actual	Est Actual	Voted	MTEF	MTEF
	R'000	R'000	R'000	R'000	R'000	R'000
Current Revenue						
Tax revenue	-	-	-	-	-	-
Non-tax revenue	20	426	55	34	31	29
Capital revenue	-	-	-	-	-	-
Departmental revenue	20	426	55	34	31	29

11.3 EXPENDITURE SUMMARY

Programme Summary

Table 5.1. Summary of expenditure and estimates: (Office of the Premier)

	2000/01	2001/02	2002/03	2003/04	2004/05	2005/06
	Actual	Actual	Est Actual	Voted	MTEF	MTEF
	R'000	R'000	R'000	R'000	R'000	R'000
1. Management & Administration	38,083	34,965	32,183	37,394	39,913	44,911
2. Policy and Planning	7,954	9,693	27,932	30,773	32,959	33,284
Total Expenditure/To be Voted	46,037	44,658	60,115	68,167	72,872	78,195
Statutory Amount	-	-	829	909	973	1,041
Total - Premier	46,037	44,658	60,944	69,076	73,845	79,236

12.COORDINATION, COOPERATION AND OUTSOURCING

12.1 INTERDEPARTMENTAL LINKAGES:

The 5-year Strategic Policy of the Northern Cape Government expressly pronounce interdepartmental cooperation as a critical success factor of transversal service delivery. Vote 1 has been structured and organised in terms of Section 7 and 8 of the Public Service Act, 1994 to ensure effective co-operation between departments and their respective partners.

The Cabinet Secretariat and Policy and Planning Unit are tasked to ensure the achievements of outcomes as set out in the Provincial Strategic Programmes of all line departments.

All the technical co-operation, implementation of government programmes, monitoring of strategic performance and advice is done by the Accounting Officer in the Office of the Premier in collaboration with all the other heads of line departments through the HOD's Forum.

12.2 LOCAL GOVERNMENT LINKAGES

The Intergovernmental Forum was established in Upington in the 2002/03 financial year. The forum is an integral part of the structures and processes for planning and co-ordinating performance management of policies and programmes throughout the Province.

13. FINANCIAL MANAGEMENT

13.1 Strategies to address audit queries

The Office of the Premier has committed itself to resolving most of the queries raised by the Auditor General to prevent reoccurrence. Most of the recommendations proposed were implemented.

PFMA IMPLEMENTATION

The department completed the first phase of the implementation of the PFMA, with regards to the appointment of the CFO. Delegations of authority were completed and signed by both the Executing Authority and the Accounting Office and distributed to all the unit managers in the department.

The Accounting Officer will report the progress on the implementation on a quarterly basis to the Executing authority. The successful compliance to the prescripts of the PFMA depends on the commitment by the Accounting Officers, Programme Managers and unit managers understanding their roles and responsibility duties.

The success of the implementation process will be measured against the normative measures issued by National Treasury.

PART C

14. APPENDIX ONE : ANALYSIS OF THE SERVICE DELIVERY ENVIRONMENT

14.1 Policy Changes and trends:

- An intensified integrated policy implementation approach will be followed henceforth.
- The pending Provincial Gender Policy will require that changes be made to the existing structure of the Office on the Status of Women.
- The procurement of the ICT equipment from SITA may impact on the service delivery of the IT unit.
- An integrated performance monitoring and reporting system will be deepened as of 1 April 2003.
- The cooperative governance principle will be implemented via the IGC.
- Pending changes in the public service structure and transversal systems.
- National Youth Policy Framework adopted in 2001 intensifies the monitoring role of the Youth Commission, and requires that Youth Development Interdepartmental Committees be established.
- The national planning priorities are currently being linked to the provincial planning priorities and the provincial budget process in terms of the national wide planning cycle of government.

14.2. Environmental Factors

The Office of the Premier serves all sectors of the population in the Northern Cape.

15. APPENDIX TWO: ORGANISATIONAL INFORMATION AND THE INSTITUTIONAL ENVIRONMENT

15.1 ORGANISATIONAL DESIGN

Refer to the attached organisational Structure of the Office of the Premier

15.2 DELEGATIONS

The following delegations have been delegated to Senior Managers by the Head of Departments:

1. The establishment of information plans, information technology plans and operational plans for implementation of information technology plan and information management.
2. Granting of Leave and ensuring that sick leave is not abused.
3. Granting financial assistance to employees for part time studying.
4. The efficient management and administration of the different units.
5. Maintenance of discipline and the promotion of sound labour relations.
6. Responsibilities as per Section 44 of the PFMA Act of 1999as Amended.

The following responsibilities have been delegated to managers:

1. Determination of the needs of the public
2. The requirements of employees to perform work outside normal working hours.
3. The improvement of service delivery.
4. Responsibilities as set out in Section 45 of the PFMA Act of 1999 as amended.

