

# **VOTE 1**

## **OFFICE OF THE PREMIER**

## VOTE 1: OFFICE OF THE PREMIER

<b><u>TO BE VOTED:</u></b>	<b>R144,536,000</b>
<b><u>STATUTORY APPROPRIATION:</u></b>	<b>Nil</b>
<b><u>RESPONSIBLE POLITICAL HEAD:</u></b>	<b>Hon. Dr. PS Molefe</b>
<b><u>ACCOUNTING OFFICER:</u></b>	<b>Dr. M Bakane-Tuoane</b>

### 1. OVERVIEW

#### **Statement by the Premier**

The Office is committed to execute its strategic mandate of providing leadership, direction, support and intervention to the Provincial Public Service by making sure that the provincial government is applying sound management principles and practices.

I am satisfied that this Medium Term Expenditure Framework was extensively consulted on. I commit myself to support this MTEF budget through guidance and accept accountability to the Executive Council, the Provincial Legislature and the public for the successful implementation thereof within the parameters of the resources appropriated to the Office of the Premier.

#### **Statement by the Accounting Officer**

I am satisfied that the MTEF forecast is an implementation and reflection of the Medium Term Strategic Plan of the Office and the Executive Management. The staff and myself as the Director-General are committed to the full implementation of the budget.

#### **Vision**

The leader in integrated provincial management support services towards effective provincial governance

#### **Mission**

To provide integrated provincial management support service for more effective provincial governance thereby enhancing the general quality of life for the people of the North West Province.

#### **Core function(s)**

- Co-ordination, integration and consolidation of services between all spheres of government;
- Special policy implementation and protection of vulnerable groups;
- Provincial policy formulation and review;
- Provincial planning and integration;
- Monitoring and evaluation of provincial performance;
- Facilitating project management capacity building and coordination;
- The rendering of provincial information services;
- Co-ordination and support to the North West Research Coordinating Committee;
- Provincial communication and protocol;
- Provincial corporate services;
- Legal service and legislative review; and
- Rendering of administrative and secretarial support to the Executive Council structures

#### **Main services to be delivered by the Office of the Premier**

- To contribute towards optimal co-operative governance locally, provincially, nationally and internationally;
- To contribute towards optimal provincial governance systems (planning, monitoring, evaluation, and intervention);
- To contribute towards optimal provincial governance/ government information management;
- To contribute towards optimal provincial government resource management; and
- To ensure office service excellence internally.

#### **Demand for and the changes in the services of the Office of the Premier**

Many programmes in the Office are devoting their full energy and attention towards structures and systems to increase effective, efficient and sustainable provincial performance. The Office, in this regard, consults extensively throughout all spheres of governance and is the pivot of provincial service delivery coordination.

#### **The Acts, rules and regulations applicable to the Office of the Premier**

The Office derives its mandate primarily from the constitution, the Public Service Act, its regulations and policy directives. The most important provisions are:

- The Premier has executive, policy, legislative, intergovernmental and ceremonial functions and responsibilities as defined in Chapter 6 of the Constitution of the Republic of South Africa.
- The Premier as the head of the Provincial Government is also responsible for the implementation of Chapter 3 of the Constitution. Article 4(1) defines the relationships and principles underlying cooperation between the various spheres of government.
- Section 125(2) of the Constitution determines that the Premier exercises the executive authority of the province together with the other members of the Executive Council (EXCO). The Premier appoints these members and assigns them their functions, responsibilities and delegate's powers to them.
- The Executive Council is the fulcrum upon which the provincial government revolves. The Premier and all members of the EXCO are accountable to the President and to the Provincial Legislature for the exercise of powers and the performance of functions allocated to them.
- The Director-General, as the Head of the Provincial Administration, through the Office of the Premier, is also mandated to coordinate the management of Provincial Governance and Provincial Public Service.

The Office also administrates legislation relating to:

- Traditional Authorities
- North West Youth Commission and
- North West Youth Development Trust

Other:

- PFMA and Treasury Regulations

## 2. REVIEW OF THE CURRENT BUDGET YEAR

- 2.1 The EXCO Support Directorate made substantial improvement in terms of the general quality of documentation produced (minutes, submissions and reports from EXCO Committees to the Executive Council). The quality of documents produced is consistent in terms of correctness, accuracy and professional appearance. This was a special focus area in terms of our internal service delivery improvement programme and through this we have delivered on our mandate to provide professional administrative and secretarial support services to the Executive Council and EXTECH structures.
- 2.2 Special focus was also placed on the improvement in the quality of submissions prepared by departments for consideration by EXCO & EXCO structures. There have been specific interactions with departments where presentations were made on a number of issues relating to the structure and functioning of the EXCO and EXTECH structures, the Cluster system and the EXCO Procedural Manual and its relevance to Departments. These interactions were as follows:
  - i. Misconduct unit (Office of the Premier)
  - ii. Chief Directorate: Local Government (Dept of Developmental Local Government & Housing)
  - iii. Support staff of MECs and HODs
- 2.3 We have achieved stability in terms of staff turnover.
- 2.4 Three Cluster Secretaries were dedicated to a specific Cluster specifically. This brought about consistency in the quality of work and support provided and made a substantial contribution to the general improvement in the quality of support provided.
- 2.5 The consistency in personnel employed also contributed to improved coordination of the flow of information and placement of submissions before the appropriate forum. The Directorate also holds internal update meetings where the three Cluster Secretaries and the Director hold briefing sessions on the issues currently under consideration by the different EXCO and EXTECH Cluster Committees, and this has contributed to improved coordination.
- 2.6 During the year important breakthroughs have been made in strengthening the structure of programme 6 and in establishing foundations from where further programmes and projects can be launched. Some of these foundation blocks are the following:
  - Directors have been appointed for all 5 Directorates and a structured process of reviewing positions and filling vacancies is in an advanced stage;
  - The Programme was awarded third position in the Premiers Awards presentations;
  - The North West 2012 Plan was recently presented and received overwhelming support at the Planning *Lekgotla*;
  - The North West Barometer 2003 is complete and forms an important input in preparing the ten year assessment of governance in the province;
  - The North West Research Coordinating Council (NWRCC) under the guidance of a new Chairperson and new management is fully operational;
  - The Provincial Project Management Information System (ProMIS) has passed its pilot phase and is now in the process of being rolled out for the province;
  - Project Management Capacity Building in the province is getting increasing support and is beginning to show tangible outputs;
  - The Greater Mafikeng Development and Growth Programme has been registered to assist departments with policy and technical implementation where necessary;
  - A Poverty Relief programme has been registered to assist departments with the formulation of

- priority projects;
  - Invaluable support was rendered in establishing an information dashboard that has improved effectiveness and efficiency in the Office and raised productivity at all levels.
- 2.7 Provided administrative and secretarial support to the following structures, as from 1 April 2003 to 31 December 2003.

Structures	EXCO	EXTECH	ECSA	EDI	ECGA	ECSA EXTECH	EDI EXTECH	ECGA EXTECH
<b>Meetings supported</b>	1 X special meeting 1 x Planning Lekgotla 18 x regular meetings	15 x regular meetings	9 x regular meetings 1 X FET workshop	6 x regular meetings	9 x regular meetings 1 x special meeting	11 x regular meetings	12 x regular meetings	10 x regular meetings 1 x special meeting

### 3. STRUCTURAL CHANGES

Structural changes between programmes in the Office or between programmes in the Office and other department are as detailed below:

- Sub-programme: Investigations has been moved from Programme 1: Provincial Management Support and Administration to Programme 3: Legal Services.
- Sub-programme: HIV/AIDS has been moved from Programme 1 to Programme 2: Corporate Support.
- Sub-programme: Research has been removed from Programme 5: Governance and Special Programmes to Programme 6: Policy Management.

### 4. OUTLOOK FOR THE COMING BUDGET YEAR

- 4.1 A significant challenge facing the EXCO Support Directorate is the general elections of 2004 in so far as general orientation & induction of new MECs and HODs in as far as the functioning of EXCO & EXTECH Clusters are concerned. Such orientation and induction would also have to extend to any new support staff that may be appointed for MECs and HODs.
- 4.2 The streamlining of the integrated Cluster system to support Government's emphasis on coordination in respect of inter-departmental planning and budgeting in the interest of improved service delivery will also remain a challenge. Further improvements in relation to ensuring proper coordination of, and consultation on agenda matters will have to be made.  
Ongoing improvement in the quality and standard of support provided to the Executive Council and EXTECH structures remains a priority.
- 4.3 Systemic challenges faced in adopting an outcome-based governance system. This applies to the Cluster system, the Project Management System and to local government transformation;
- 4.4 Implementation of NW 2012 should be actively promoted and managed and its implications and impact on growth and development be closely monitored in annual reviews and updates.
- 4.5 The poverty relief programme and the "Batho Pele" on wheels concept should be developed and implemented;
- 4.6 Project Management Capacity Building should result in tangible structure and system design and definite deliverables in respect of project delivery, efficient and effective spending and additional funds for investments into growth and development
- 4.7 The role of A re Ageng as a policy and planning advisory forum should be reviewed, strengthened and managed as a governance challenge;
- 4.8 The Provincial Project Management Information System (proMIS) and the Nerve Centre Projects should be brought into full implementation;
- 4.9 The value and potential contribution of the North West Barometer should be promoted and brought to the attention of a wider spectrum of clients;
- 4.10 The Sustainable Development Indicators project in close cooperation with the Manitoba province in Canada should be completed and its outputs incorporated into improved reporting and monitoring;
- 4.11 The announcement on job creation through massive public works programmes will require new systems and structures that must be put in place;
- 4.12 A start should be made with the evaluation of projects that were implemented in previous years;
- 4.13 The North West Research Coordinating Council (NWRCC) should be guided and assisted to promote the NW 2012 goals and objectives and monitor the application of the underlying assumptions and conditions;
- 4.14 The *Lekgotla* resolutions regarding the proportional balance between competing demands must be implemented and the funding secured for investments, maintenance and research should be managed accordingly;
- 4.15 The availability, credibility, reliability and regular release of provincial statistics should be improved to become more user-friendly
- 4.16 A research project on addressing the challenges of educational reform and skills training should be launched.

**Departmental summary of payments and estimates according to programme**

Programme (R'000)	Departmental Summary of Payments and Estimates					
	2001/ 2002	2002/ 2003	2003/ 2004	2004/ 2005	2005/ 2006	2006/ 2007
	Audited	Audited	Adj Estimate	MTEF	MTEF	MTEF
1. Provincial Management and Support	23,039	25,601	30,520	<b>29,602</b>	29,418	30,542
2. Corporate Support Service	29,408	33,688	30,968	<b>26,812</b>	27,534	28,335
3. Legal Services	3,001	2,415	3,504	<b>8,391</b>	8,674	8,975
4. Communications	9,870	13,078	11,870	<b>14,172</b>	14,912	15,958
5. Governance and Special Programmes	34,774	50,910	46,583	<b>48,807</b>	50,022	52,534
6. Policy Management	4,904	6,514	14,570	<b>16,752</b>	17,565	18,584
<b>Total programmes</b>	<b>104,996</b>	<b>132,206</b>	<b>138,015</b>	<b>144,536</b>	<b>148,125</b>	<b>154,928</b>

**Departmental summary of payments and estimates**

Classification (R'000)	Departmental Summary of Payments and Estimates					
	2001/ 2002	2002/ 2003	2003/ 2004	2004/ 2005	2005/ 2006	2006/ 2007
	Audited	Audited	Adj Estimate	MTEF	MTEF	MTEF
<b>Current:</b>						
Compensation of employees	59,978	67,628	87,007	<b>96,028</b>	102,482	108,364
Transfer payments	24,430	21,695	15,357	<b>13,781</b>	10,781	10,781
Administrative expenditure	8,594	22,235	15,529	<b>15,565</b>	15,698	15,334
Stores	1,439	2,105	3,655	<b>4,731</b>	4,222	4,534
Professional and special services	5,499	8,529	10,354	<b>8,960</b>	9,211	10,103
Other goods and services	2,291	8,374	3,724	<b>3,406</b>	4,093	4,303
Unauthorised expenditure	-	-	-	-	-	-
<b>Total Current Payments</b>	<b>102,231</b>	<b>130,566</b>	<b>135,626</b>	<b>142,471</b>	<b>146,487</b>	<b>153,419</b>
<b>Capital:</b>						
Equipment	2,765	1,640	2,389	<b>2,065</b>	1,638	1,509
Land and Buildings	-	-	-	-	-	-
Infrastructure	-	-	-	-	-	-
Other capital expenditure	-	-	-	-	-	-
<b>Total Capital Payments</b>	<b>2,765</b>	<b>1,640</b>	<b>2,389</b>	<b>2,065</b>	<b>1,638</b>	<b>1,509</b>
<b>TOTAL ECONOMIC EXPENDITURE</b>	<b>104,996</b>	<b>132,206</b>	<b>138,015</b>	<b>144,536</b>	<b>148,125</b>	<b>154,928</b>

**Departmental summary of payments and estimates according to economic classification**

Classification (R'000)	Departmental Summary of Payments and Estimates					
	2001/ 2002	2002/ 2003	2003/ 2004	2004/ 2005	2005/ 2006	2006/ 2007
	Audited	Audited	Adj Estimate	MTEF	MTEF	MTEF
<b>CURRENT PAYMENTS</b>						
<b>Compensation of employees:</b>	59,978	67,628	87,007	<b>96,028</b>	102,482	108,364
- Salaries & related costs	59,978	67,628	64,114	<b>77,103</b>	79,077	80,859
- Overtime	-	-	473	<b>414</b>	422	356
- Improvement in conditions of service	-	-	3,962	<b>3,200</b>	7,457	11,402
- Social contributions (employer share)	-	-	18,458	<b>15,311</b>	15,526	15,747
<b>Transfer payments:</b>	24,430	21,695	15,357	<b>13,781</b>	10,781	10,781
- Subsidies	-	-	-	-	-	-
- Local governments	-	-	-	-	-	-
- Public entities	9,224	8,135	500	<b>500</b>	500	500
- Non-profit organisations	251	790	790	<b>790</b>	790	790
- Households - social benefits	-	-	-	-	-	-
- Households - other	14,955	12,770	14,067	<b>12,491</b>	9,491	9,491

<b>Goods and services:</b>	17,823	41,243	33,262	<b>32,662</b>	33,224	34,274
- Administrative expenditure	8,594	22,235	15,529	<b>15,565</b>	15,698	15,334
- Rental of equipment	800	1,058	846	<b>801</b>	773	756
- Stores	1,439	2,105	3,655	<b>4,731</b>	4,222	4,534
- Rental of buildings	1,317	1,694	1,915	<b>2,079</b>	2,639	2,842
- Professional & special services	5,499	8,529	10,354	<b>8,960</b>	9,211	10,103
- Maintenance & repairs	-	-	585	<b>48</b>	33	16
- Other	174	5,622	378	<b>478</b>	648	689
<b>Unauthorised expenditure</b>	-	-	-	-	-	-
<b>TOTAL CURRENT PAYMENTS</b>	102,231	130,566	135,626	<b>142,471</b>	146,487	153,419
<b>CAPITAL</b>						
<b>Movable capital:</b>	2,765	1,640	2,389	<b>2,065</b>	1,638	1,509
Motor vehicles & other transport	1,320	-	-	-	-	-
Equipment:						
- Computers & software	1,445	1,640	2,389	<b>2,005</b>	1,638	1,509
- Office equipment & furniture	-	-	-	<b>60</b>	-	-
- Other capital equipment	-	-	-	-	-	-
<b>Fixed capital:</b>	-	-	-	-	-	-
- Land	-	-	-	-	-	-
- Buildings	-	-	-	-	-	-
- Infrastructure	-	-	-	-	-	-
- Other	-	-	-	-	-	-
<b>TOTAL CAPITAL PAYMENTS</b>	2,765	1,640	2,389	<b>2,065</b>	1,638	1,509
Current payments	102,231	130,566	135,626	<b>142,471</b>	146,487	153,419
Capital payments	2,765	1,640	2,389	<b>2,065</b>	1,638	1,509
<b>TOTAL ECONOMIC CLASSIFICATION</b>	104,996	132,206	138,015	<b>144,536</b>	148,125	154,928

#### Departmental summary of funding

Receipts	Departmental Summary of funding					
	2001/ 2002	2002/ 2003	2003/ 2004	2004/ 2005	2005/ 2006	2006/ 2007
	Audited	Audited	Adj Estimate	MTEF	MTEF	MTEF
<b>Equitable Share</b>	103,256	131,649	137,461	<b>144,016</b>	147,645	154,398
<b>Conditional Grants:</b>						
None	-	-	-	-	-	-
	-	-	-	-	-	-
<b>Total Conditional Grants</b>	-	-	-	-	-	-
<b>Own receipts</b>	1,740	557	554	<b>520</b>	480	530
<b>Total funding</b>	104,996	132,206	138,015	<b>144,536</b>	148,125	154,928

#### Departmental own receipts

Classification (R'000)	Departmental own receipts					
	2001/ 2002	2002/ 2003	2003/ 2004	2004/ 2005	2005/ 2006	2006/ 2007
	Audited	Audited	Adj Estimate	MTEF	MTEF	MTEF
<b>Tax receipts</b>	-	-	-	-	-	-
- Casino taxes	-	-	-	-	-	-
- Motor vehicle licenses	-	-	-	-	-	-
- Horseracing	-	-	-	-	-	-
- Other taxes	-	-	-	-	-	-

<b>Non-tax receipts</b>	1,740	557	554	<b>520</b>	480	530
<b>Sale of goods &amp; services (non-capital):</b>	1,740	557	554	<b>520</b>	480	530
- Administrative fees	-	-	-	-	-	-
- Rental of houses	172	130	130	<b>130</b>	130	130
- Subsidised vehicles	99	29	29	-	-	-
- Bursary/Study loans	757	386	389	<b>390</b>	350	400
- Staff debts	712	12	6	-	-	-
- Sale of scrap & other current goods	-	-	-	-	-	-
Fines, penalties and forfeits	-	-	-	-	-	-
<b>Interest, dividends &amp; rent on land:</b>	-	-	-	-	-	-
- Interest	-	-	-	-	-	-
- Dividends	-	-	-	-	-	-
- Rent on land	-	-	-	-	-	-
<b>Sale of capital assets</b>	-	-	-	-	-	-
- Land and subsoil assets	-	-	-	-	-	-
- Other capital assets (specify)	-	-	-	-	-	-
- Other capital assets (specify)	-	-	-	-	-	-
<b>TOTAL OWN RECEIPTS</b>	1,740	557	554	<b>520</b>	480	530

## **PROGRAMME 1: PROVINCIAL MANAGEMENT AND SUPPORT**

### **Programme Description:**

This programme finds its expression in the overall mandate of the Director-General as outlined in the Public Service Act of 1994 (as amended). In short, the strategic functions of the Director-General are follows:

- Secretary to the Executive Council (Exco);
- Providing technical and administrative support to Premier;
- Head of the Provincial Administration but not the Accounting Officer for the province. This role is better described as a Provincial Coordinator;
- Accounting Officer of the Office of the Premier, and this includes the responsibility of Finance & Administration and Security.

Provincial Management Support and Coordination ensures co-ordination of Government activities amongst three spheres of Government through participation of the following strategic national forums:

- Presidential Coordinating Council (PCC) - in this forum the Provincial Premiers meet with the President accompanied by the Provincial Director General on a quarterly basis.
- The forum of South African Directors Generals (FOSAD) and its related cluster committees
- The Provincial Directors General Forum, which sits bi-monthly as technical and administrative support for the PCC, the Cabinet and its clusters.

In the same context, the Provincial Government has established a co-ordination structure with the organized Local Government in the form of Provincial Inter-Governmental Forum (PIGF).

The Executive Council Support Directorate is a programme providing administrative and secretarial support to the Executive Council and related structures. The Directorate also supports the Director-General in his/her role as Secretary to the Executive Council.

### **Objective(s):**

- To establish an effective and efficient administrative and secretarial support system that would support the functioning of the Executive Council, EXTECH and related structures;
- To establish effective coordination between the various EXCO & EXTECH structures;
- To ensure an effective communication system; and
- To ensure proper record keeping of all related documentation.

### **Measurable Objectives:**

Objective 1: To ensure improved coordination between Departments and Clusters through effective administrative & secretarial support to all meetings of EXCO and EXCO & EXTECH Cluster Committees.

Objective 2: To facilitate integrated provincial service delivery systems through the continuous updating of the status of implementation of directives of the various structures (through checklists and report-back at meetings).

Objective 3: To ensure improved provincial governance information through producing accurate meeting documentation (agendas, minutes, checklists and resolution lists), and through the compilation of a record of all directives/decisions taken at the Executive Council at the end of every year to constitute a complete, accurate record for reference purposes by MECs and HODs.

Objective 4: To ensure effective information management through regular audit/update reports on the status of implementation of issues on the checklists of the various EXCO & EXTECH structures and the implementation and maintenance of proper record management systems.

Objective 5: To ensure integrated and improved service delivery through ensuring adherence to, and compliance

with the EXCO Procedural Manual and monitoring service delivery through annual Batho Pele questionnaires.

**Challenges:**

- A significant challenge facing the programme is the general elections of 2004 in so far as general orientation & induction of new MECs and HODs in as far as the functioning of EXCO & EXTECH Clusters are concerned. Such orientation and induction would also have to extend to any new support staff that may be appointed for MECs and HODs.
- The streamlining of the integrated Cluster system to support Government's emphasis on coordination in respect of inter-departmental planning and budgeting in the interest of improved service delivery will also remain a challenge. Further improvements in relation to ensuring proper coordination of, and consultation on agenda matters will have to be made.

**Sub-programmes:**

Director General Support

To provide executive management in the office administrative leadership in the province

Premier Support

To co-ordinate and manage administrative and political support to the Premier.

Executive Council Support

To provide administrative and committee secretarial support to the Executive Council and support to the Director-General in her capacity as secretary to the Executive Council

Security Services

To co-ordinate, facilitate and monitor the implementation of Minimum Information Security Standards of the North West Provincial Government

Finance and Administration

To manage financial systems and controls according to the Public Finance Management Act and Treasury Regulations

**Programme summary of payments and estimates according to sub-programme**

Sub-programme (R'000)	Programme Summary of Payments and Estimates					
	2001/ 2002 Audited	2002/ 2003 Audited	2003/ 2004 Adj Estimate	2004/ 2005 MTEF	2005/ 2006 MTEF	2006/ 2007 MTEF
1. Director General Support	5,364	3,443	6,933	8,845	8,741	8,808
2. Premier Support	3,175	11,120	7,742	7,429	6,694	7,010
3. Executive Council Support	1,582	1,858	2,369	2,791	2,580	2,686
4. Security	-	266	2,551	1,766	1,879	2,014
5. Investigations	2,119	1,608	2,294	-	-	-
6. Finance & Administration	10,798	7,217	8,472	8,771	9,524	10,024
7. HIV/Aids	1	89	159	-	-	-
<b>Total programme</b>	<b>23,039</b>	<b>25,601</b>	<b>30,520</b>	<b>29,602</b>	<b>29,418</b>	<b>30,542</b>

**Programme summary of payments and estimates**

Classification (R'000)	Programme Summary of Payments and Estimates					
	2001/ 2002 Audited	2002/ 2003 Audited	2003/ 2004 Adj Estimate	2004/ 2005 MTEF	2005/ 2006 MTEF	2006/ 2007 MTEF
<b>Current:</b>						
Compensation of employees	15,363	13,386	20,636	22,890	24,472	25,944
Transfer payments	150	150	150	175	175	175
Administrative expenditure	3,862	4,110	5,421	3,810	2,594	2,230
Stores	731	678	1,074	1,272	718	721
Professional and special services	737	1,407	1,787	729	575	593
Other goods and services	357	5,370	596	428	660	671
Unauthorised expenditure	-	-	-	-	-	-
<b>Total Current Payments</b>	<b>21,200</b>	<b>25,101</b>	<b>29,664</b>	<b>29,304</b>	<b>29,194</b>	<b>30,334</b>
<b>Capital:</b>						
Equipment	1,839	500	856	298	224	208
Land and Buildings	-	-	-	-	-	-
Infrastructure	-	-	-	-	-	-
Other capital expenditure	-	-	-	-	-	-
<b>Total Capital Payments</b>	<b>1,839</b>	<b>500</b>	<b>856</b>	<b>298</b>	<b>224</b>	<b>208</b>
<b>TOTAL ECONOMIC EXPENDITURE</b>	<b>23,039</b>	<b>25,601</b>	<b>30,520</b>	<b>29,602</b>	<b>29,418</b>	<b>30,542</b>



**Programme summary of payments and estimates according to economic classification**

Classification (R'000)	Programme Summary of Payments and Estimates					
	2001/ 2002 Audited	2002/ 2003 Audited	2003/ 2004 Adj Estimate	2004/ 2005 MTEF	2005/ 2006 MTEF	2006/ 2007 MTEF
<b>CURRENT PAYMENTS</b>						
<b>Compensation of employees:</b>	15,363	13,386	20,636	<b>22,890</b>	24,472	25,944
- Salaries & related costs	15,363	13,386	15,557	<b>19,000</b>	19,580	20,100
- Overtime	-	-	54	<b>66</b>	40	35
- Improvement in conditions of service	-	-	1,002	<b>741</b>	1,725	2,637
- Social contributions (employer share)	-	-	4,023	<b>3,083</b>	3,127	3,172
<b>Transfer payments:</b>	150	150	150	<b>175</b>	175	175
- Subsidies	-	-	-	-	-	-
- Local governments	-	-	-	-	-	-
- Public entities	-	-	-	-	-	-
- Non-profit organisations	-	-	-	-	-	-
- Households - social benefits	-	-	-	-	-	-
- Households - other	150	150	150	<b>175</b>	175	175
<b>Goods and services:</b>	5,687	11,565	8,878	<b>6,239</b>	4,547	4,215
- Administrative expenditure	3,862	4,110	5,421	<b>3,810</b>	2,594	2,230
- Rental of equipment	221	300	250	<b>277</b>	286	303
- Stores	731	678	1,074	<b>1,272</b>	718	721
- Rental of buildings	-	-	80	-	-	-
- Professional & special services	737	1,407	1,787	<b>729</b>	575	593
- Maintenance & repairs	-	-	78	<b>22</b>	9	9
- Other	136	5,070	188	<b>129</b>	365	359
<b>Unauthorised expenditure</b>	-	-	-	-	-	-
<b>TOTAL CURRENT PAYMENTS</b>	21,200	25,101	29,664	<b>29,304</b>	29,194	30,334
<b>CAPITAL</b>						
<b>Movable capital:</b>	1,839	500	856	<b>298</b>	224	208
Motor vehicles & other transport	1,320	-	-	-	-	-
Equipment:						
- Computers & software	519	500	856	<b>238</b>	224	208
- Office equipment & furniture	-	-	-	<b>60</b>	-	-
- Other capital equipment	-	-	-	-	-	-
<b>Fixed capital:</b>	-	-	-	-	-	-
- Land	-	-	-	-	-	-
- Buildings	-	-	-	-	-	-
- Infrastructure	-	-	-	-	-	-
- Other	-	-	-	-	-	-
<b>TOTAL CAPITAL</b>	1,839	500	856	<b>298</b>	224	208
Current payments	21,200	25,101	29,664	<b>29,304</b>	29,194	30,334
Capital payments	1,839	500	856	<b>298</b>	224	208
<b>TOTAL ECONOMIC CLASSIFICATION</b>	23,039	25,601	30,520	<b>29,602</b>	29,418	30,542

**Transfer payments included in programme 1 (excluding local governments)**

Name of recipient (R'000)	Programme Summary of transfer payments					
	2001/ 2002 Audited	2002/ 2003 Audited	2003/ 2004 Adj Estimate	2004/ 2005 MTEF	2005/ 2006 MTEF	2006/ 2007 MTEF
<b>Public Entities:</b>						
<b>Sub-total</b>	-	-	-	-	-	-
<b>Other:</b>						
University of North West (bursaries)	150	150	150	<b>175</b>	175	175
<b>TOTAL TRANSFER PAYMENTS</b>	150	150	150	<b>175</b>	175	175

## **PROGRAMME 2: CORPORATE SUPPORT SERVICES**

### **Programme Description:**

This programme renders provincial support services on human resource related issues. This programme is mandated to provide efficient integrated human resource services to all Provincial Government Departments including the Office of the Premier.

### **Measurable Objective(s):**

- To ensure improved co-ordination between departments and clusters
- To facilitate improved co-ordination between institutions and other stakeholders
- To ensure improved intergovernmental co-ordination
- To facilitate integrated provincial service delivery systems

### **Challenges:**

- The programme is faced with non-cooperation of Provincial departments in supporting the coordination initiatives there-of. This issue will be addressed through the Executive Council Technical Committee.
- The Provincial departments are mandated by the Public Service Regulations to exist as, independent legal entities. The Office has accordingly no legal/legislative basis for enforcement of interventions introduced by it. This creates opportunities for misuse, non-cooperation and manipulation on hard-core issues. This issue will be addressed on the various Provincial Human Resource Fora to solicit buy-in from departments.
- The DPSA is communicating directly to Provincial departments and only after non-compliance from Provincial Departments do they communicate with the Office of the Premier. The DPSA will be requested to design and provide clear communication and reporting lines to ensure correct reporting mechanisms.

### **Sub-programmes:**

#### **Employee Assistance Programme (EAP)**

The component is charged with the provision and coordination of EAP services in the Province. Added to the above it provides advice and support to management on EAP interventions.

#### **Labour Relations**

The component is mandated to manage and monitor labour relations in the Province.

#### **Human Resource Management**

Facilitate the effective implementation of the Performance Management and Development System (PMDS).

#### **Human Resource Development (HRD)**

The Directorate is tasked with developing integrated human resource development policies and strategies, coordinating Provincial HRD efforts, monitoring of HR outside government, provision of internal training and developmental services and the management of bursaries and grants.

#### **Organisational Development (OD)**

The component ensures improved coordination of job evaluation between departments and clusters.

#### **HIV/AIDS**

### **Programme summary of payments and estimates according to sub-programme**

Sub-programme (R'000)	Programme Summary of Payments and Estimates					
	2001/ 2002	2002/ 2003	2003/ 2004	2004/ 2005	2005/ 2006	2006/ 2007
	Audited	Audited	Adj Estimate	MTEF	MTEF	MTEF
1. Management support	-	336	877	<b>947</b>	1,403	1,458
2. EAP	2,935	3,905	4,084	<b>3,126</b>	3,867	3,949
3. Labour Relations	1,798	2,110	1,803	<b>1,998</b>	2,347	2,466
4. Human Resource Management	5,644	5,379	5,522	<b>5,794</b>	6,334	6,620
5. Human Resource Development	15,038	17,678	15,795	<b>12,258</b>	10,772	10,909
6. Organisational Development	3,993	4,280	2,887	<b>2,530</b>	2,652	2,774
7. HIV/AIDS	-	-	-	<b>159</b>	159	159
<b>Total programme</b>	<b>29,408</b>	<b>33,688</b>	<b>30,968</b>	<b>26,812</b>	<b>27,534</b>	<b>28,335</b>

**Programme summary of payments and estimates**

Classification (R'000)	Programme Summary of Payments and Estimates					
	2001/ 2002 Audited	2002/ 2003 Audited	2003/ 2004 Adj Estimate	2004/ 2005 MTEF	2005/ 2006 MTEF	2006/ 2007 MTEF
<b>Current:</b>						
Compensation of employees	16,353	17,480	15,591	<b>15,701</b>	16,863	17,862
Transfer payments	5,899	-	8,800	<b>6,000</b>	3,000	3,000
Administrative expenditure	2,396	10,999	2,343	<b>1,412</b>	2,620	2,567
Stores	380	346	482	<b>442</b>	447	451
Professional and special services	2,942	3,272	2,455	<b>2,353</b>	3,146	3,188
Other goods and services	829	1,251	929	<b>580</b>	899	906
Unauthorised expenditure	-	-	-	-	-	-
<b>Total Current Payments</b>	<b>28,799</b>	<b>33,348</b>	<b>30,600</b>	<b>26,488</b>	<b>26,975</b>	<b>27,974</b>
<b>Capital:</b>						
Equipment	609	340	368	<b>324</b>	559	361
Land and Buildings	-	-	-	-	-	-
Infrastructure	-	-	-	-	-	-
Other capital expenditure	-	-	-	-	-	-
<b>Total Capital Payments</b>	<b>609</b>	<b>340</b>	<b>368</b>	<b>324</b>	<b>559</b>	<b>361</b>
<b>TOTAL ECONOMIC EXPENDITURE</b>	<b>29,408</b>	<b>33,688</b>	<b>30,968</b>	<b>26,812</b>	<b>27,534</b>	<b>28,335</b>

**Programme summary of payments and estimates according to economic classification**

Classification (R'000)	Programme Summary of Payments and Estimates					
	2001/ 2002 Audited	2002/ 2003 Audited	2003/ 2004 Adj Estimate	2004/ 2005 MTEF	2005/ 2006 MTEF	2006/ 2007 MTEF
<b><u>CURRENT PAYMENTS</u></b>						
<b>Compensation of employees:</b>	16,353	17,480	15,591	<b>15,701</b>	16,863	17,862
- Salaries & related costs	16,353	17,480	11,000	<b>12,064</b>	12,450	12,654
- Overtime	-	-	119	<b>196</b>	136	152
- Improvement in conditions of service	-	-	778	<b>594</b>	1,387	2,123
- Social contributions (employer share)	-	-	3,694	<b>2,847</b>	2,890	2,933
<b>Transfer payments:</b>	5,899	-	8,800	<b>6,000</b>	3,000	3,000
- Subsidies	-	-	-	-	-	-
- Local governments	-	-	-	-	-	-
- Public entities	-	-	-	-	-	-
- Non-profit organisations	-	-	-	-	-	-
- Households - social benefits	-	-	-	-	-	-
- Households - other	5,899	-	8,800	<b>6,000</b>	3,000	3,000
<b>Goods and services:</b>	6,547	15,868	6,209	<b>4,787</b>	7,112	7,112
- Administrative expenditure	2,396	10,999	2,343	<b>1,412</b>	2,620	2,567
- Rental of equipment	303	209	209	<b>197</b>	154	157
- Stores	380	346	482	<b>442</b>	447	451
- Rental of buildings	511	546	559	<b>199</b>	569	569
- Professional & special services	2,942	3,272	2,455	<b>2,353</b>	3,146	3,188
- Maintenance & repairs	-	-	161	<b>6</b>	6	7
- Other	15	496	-	<b>178</b>	170	173
<b>Unauthorised expenditure</b>	-	-	-	-	-	-
<b>TOTAL CURRENT PAYMENTS</b>	<b>28,799</b>	<b>33,348</b>	<b>30,600</b>	<b>26,488</b>	<b>26,975</b>	<b>27,974</b>
<b><u>CAPITAL</u></b>						
<b>Movable capital:</b>	609	340	368	<b>324</b>	559	361
Motor vehicles & other transport	-	-	-	-	-	-
Equipment:						
- Computers & software	609	340	368	<b>324</b>	559	361
- Office equipment & furniture	-	-	-	-	-	-
- Other capital equipment	-	-	-	-	-	-

<b>Fixed capital:</b>	-	-	-	-	-	-
- Land	-	-	-	-	-	-
- Buildings	-	-	-	-	-	-
- Infrastructure	-	-	-	-	-	-
- Other	-	-	-	-	-	-
<b>TOTAL CAPITAL</b>	609	340	368	<b>324</b>	559	361
Current payments	28,799	33,348	30,600	<b>26,488</b>	26,975	27,974
Capital payments	609	340	368	<b>324</b>	559	361
<b>TOTAL ECONOMIC CLASSIFICATION</b>	29,408	33,688	30,968	<b>26,812</b>	27,534	28,335

**Transfer payments included in programme 2 (excluding local governments)**

Name of recipient (R'000)	Programme Summary of transfer payments					
	2001/ 2002	2002/ 2003	2003/ 2004	2004/ 2005	2005/ 2006	2006/ 2007
	Audited	Audited	Adj Estimate	MTEF	MTEF	MTEF
<b>Public Entities:</b>						
<b>Sub-total</b>	-	-	-	-	-	-
<b>Other:</b>						
Universities - Bursaries	5,899	-	8,800	<b>6,000</b>	3,000	3,000
<b>TOTAL TRANSFER PAYMENTS</b>	5,899	-	8,800	<b>6,000</b>	3,000	3,000

**PROGRAMME 3: LEGAL SERVICES**

**Programme Description:**

- This programme coordinates provincial Legal Services in the Province.
- Legal Services comprises the following functions: Legal Advice and Contracts, Legislation, Litigation Management, Access to Information, Investigating and Presiding over Misconduct Cases.
- Legal Services also provides support to the Premier, the Director General and EXCO at various levels by originating and speaking to submissions on various matters, such as the Premier's Humanitarian Fund, the Framework for Corporate Governance etc.

**Measurable Objective(s):**

- To ensure improved co-ordination between departments and clusters
- To ensure effective provincial performance
- To facilitate improved provincial management practices
- To promote optimal provincial resource utilisation
- To ensure effective support to the administration and to the Executive Authority

**Challenges:**

Legislative Review

- The challenge of reviewing our legislation into a democratic enabler remains very much at the top of our agenda. The results of the legislative review conducted by the two local universities required careful study before they were acted upon. The challenge was one of receiving and coordinating inputs from departments on which legislation to amend/repeal in line with departmental programs.
- Departmental feedback was simply not forthcoming, despite our best efforts. In order to overcome this, it was decided that a desktop exercise of repealing and amending be conducted, without having to initially consult with departments. Departments would then be provided with finished products via their MEC's at EXCO level. In that way, the hands of departmental administrative heads and their functionaries would be forced into the process. As a result, the required 14 repeals have been completed. All the proclamations required to bring dormant laws into effect have been issued. What remains, is the 54 amendments.

Litigation

- The challenge is one of developing a litigation policy for the whole provincial government. The present draft was preceded by consultation with departmental legal advisors. The draft has again been submitted to departmental legal advisors for input.
- We have suffered no litigation losses, but for 2 default judgments arising from failure to pay rental by a certain chief directorate and a department. This lapse has been brought to the attention of the relevant chief director and the relevant director in the said department.

Access to Information

- The function of providing information in terms of the relevant legislative mandate is relatively new to the directorate. The manual is available and we comply with the requirements of the Promotion of Access to Information.

- The challenge is one of coherently storing, dealing with and disposing of information requests. Thus, whilst we respond to the requirements of the law, we must still do so in a systematic manner. That will require our access to information before we receive requests, so that we are proactive in our work, as opposed to being reactive.

#### Presiding/investigating misconduct cases

- Presiding over misconduct cases and investigating them is legally inimical, if this is done by the same people. Thus, by bringing the misconduct unit into legal services, law advisers ran the risk of issuing reviewable judgments.
- As an interim measure, the law advisers continue to run this risk because of a lack of available and competent presiding officers. For the year, we have presided over 19 cases. 18 judgments arising from those cases have been implemented.
- Whilst at Transport, the major investigation drivers are petrol fraud and vehicle misuse, at Roads & Public Works the issues are theft and fraud and Social Services experience pension/grant fraud. The challenge is one of creating a pool of trained presiding officers across departments.
- In line with the Annual Report, the misconduct unit has begun with its advocacy program to prevent misconduct in departments and to reduce the referral of mundane cases to it. The pilot department chosen is that of Transport because of petrol card fraud and vehicle abuse in the province. The initial interaction is reported as being very fruitful. The challenge is to cascade this to other departments.

#### Opinions/Contracts

- The demand for opinions has peaked, as compared to the previous year during the year under review. The challenge is one of ensuring that there is symmetry and consistency in terms of delivery. To deal with this matter, the relevant director is presently receiving training.

#### Sub-programmes:

- Management Support
- Legislation
- Litigation
- Legal Services
- Investigations.

#### **Programme summary of payments and estimates according to sub-programme**

Sub-programme (R'000)	Programme Summary of Payments and Estimates					
	2001/ 2002	2002/ 2003	2003/ 2004	2004/ 2005	2005/ 2006	2006/ 2007
	Audited	Audited	Adj Estimate	MTEF	MTEF	MTEF
1. Management Support	-	(422)	839	<b>1,121</b>	1,192	1,211
2. Legislation	-	1,989	1,027	<b>1,187</b>	1,254	1,319
3. Litigation	-	934	880	<b>1,209</b>	1,480	1,526
4. Legal Services	3,001	(86)	758	<b>1,177</b>	1,086	1,100
5. Investigations	-	-	-	<b>3,697</b>	3,662	3,819
<b>Total programme</b>	<b>3,001</b>	<b>2,415</b>	<b>3,504</b>	<b>8,391</b>	<b>8,674</b>	<b>8,975</b>

#### **Programme summary of payments and estimates**

Classification (R'000)	Programme Summary of Payments and Estimates					
	2001/ 2002	2002/ 2003	2003/ 2004	2004/ 2005	2005/ 2006	2006/ 2007
	Audited	Audited	Adj Estimate	MTEF	MTEF	MTEF
<b>Current:</b>						
Compensation of employees	2,527	1,964	3,236	<b>6,298</b>	6,786	7,216
Transfer payments	-	-	-	-	-	-
Administrative expenditure	324	374	158	<b>1,143</b>	1,068	984
Stores	54	37	40	<b>190</b>	210	235
Professional and special services	20	10	32	<b>477</b>	433	403
Other goods and services	43	16	8	<b>71</b>	35	35
Unauthorised expenditure	-	-	-	-	-	-
<b>Total Current Payments</b>	<b>2,968</b>	<b>2,401</b>	<b>3,474</b>	<b>8,179</b>	<b>8,532</b>	<b>8,873</b>

<b>Capital:</b>						
Equipment	33	14	30	212	142	102
Land and Buildings	-	-	-	-	-	-
Infrastructure	-	-	-	-	-	-
Other capital expenditure	-	-	-	-	-	-
<b>Total Capital Payments</b>	33	14	30	212	142	102
<b>TOTAL ECONOMIC EXPENDITURE</b>	3,001	2,415	3,504	8,391	8,674	8,975

**Programme summary of payments and estimates according to economic classification**

Classification (R'000)	Programme Summary of Payments and Estimates					
	2001/ 2002	2002/ 2003	2003/ 2004	2004/ 2005	2005/ 2006	2006/ 2007
	Audited	Audited	Adj Estimate	MTEF	MTEF	MTEF
<b>CURRENT PAYMENTS</b>						
<b>Compensation of employees:</b>	2,527	1,964	3,236	6,298	6,786	7,216
- Salaries & related costs	2,527	1,964	2,611	5,244	5,400	5,531
- Overtime	-	-	36	30	32	25
- Improvement in conditions of service	-	-	161	237	554	847
- Social contributions (employer share)	-	-	428	787	800	813
<b>Transfer payments:</b>	-	-	-	-	-	-
- Subsidies	-	-	-	-	-	-
- Local governments	-	-	-	-	-	-
- Public entities	-	-	-	-	-	-
- Non-profit organisations	-	-	-	-	-	-
- Households - social benefits	-	-	-	-	-	-
- Households - other	-	-	-	-	-	-
<b>Goods and services:</b>	441	437	238	1,881	1,746	1,657
- Administrative expenditure	324	374	158	1,143	1,068	984
- Rental of equipment	43	16	-	-	-	-
- Stores	54	37	40	190	210	235
- Rental of buildings	-	-	-	-	-	-
- Professional & special services	20	10	32	477	433	403
- Maintenance & repairs	-	-	-	-	-	-
- Other	-	-	8	71	35	35
<b>Unauthorised expenditure</b>	-	-	-	-	-	-
<b>TOTAL CURRENT PAYMENTS</b>	2,968	2,401	3,474	8,179	8,532	8,873
<b>CAPITAL</b>						
<b>Movable capital:</b>	33	14	30	212	142	102
Motor vehicles & other transport	-	-	-	-	-	-
Equipment:						
- Computers & software	33	14	30	212	142	102
- Office equipment & furniture	-	-	-	-	-	-
- Other capital equipment	-	-	-	-	-	-
<b>Fixed capital:</b>	-	-	-	-	-	-
- Land	-	-	-	-	-	-
- Buildings	-	-	-	-	-	-
- Infrastructure	-	-	-	-	-	-
- Other	-	-	-	-	-	-
<b>TOTAL CAPITAL</b>	33	14	30	212	142	102
Current payments	2,968	2,401	3,474	8,179	8,532	8,873
Capital payments	33	14	30	212	142	102
<b>TOTAL ECONOMIC CLASSIFICATION</b>	3,001	2,415	3,504	8,391	8,674	8,975

**PROGRAMME 4: COMMUNICATIONS**

**Programme Description:**

This programme is charged with the responsibility of formulating and implementing an integrated communication strategy and policy framework for the provincial government.

**Measurable Objectives:**

- To ensure effective provincial communication
- To ensure effective provincial performance
- To facilitate improved provincial management practices
- Ensure effective internal communication strategy

**Challenges:**

- Lack of understanding and internalisation of the new government communication paradigm by government communicators
- Serious skills gaps in key areas (especially strategy development and analysis)
- Lack of appreciation and understanding of the strategic value of communication in some sectors of government
- Inadequate resources to meet the policy obligations imposed by the communication policy and the priorities identified by the Provincial Communication Strategy
- Lack of enthusiasm by departments to implement the Strategic and Policy Framework and the Provincial Communication Strategy
- The need to strengthen the Provincial Communicators' Forum to ensure effective co-ordination and coherent communication
- Coping with the challenges left behind by the North West Communication Service.

**Sub-programmes:**

- Management Support
- Publications
- Regional Liaison
- Media Liaison

**Programme summary of payments and estimates according to sub-programme**

Sub-programme (R'000)	Programme Summary of Payments and Estimates					
	2001/ 2002 Audited	2002/ 2003 Audited	2003/ 2004 Adj Estimate	2004/ 2005 MTEF	2005/ 2006 MTEF	2006/ 2007 MTEF
1. Management Support	8,667	7,117	954	958	1,114	1,169
2. Publications	-	1,050	3,809	4,808	5,029	5,255
3. Regional Liaison	-	1,740	4,267	5,615	6,031	6,626
4. Media Liaison	1,203	3,171	2,840	2,791	2,738	2,908
<b>Total programme</b>	<b>9,870</b>	<b>13,078</b>	<b>11,870</b>	<b>14,172</b>	<b>14,912</b>	<b>15,958</b>

**Programme summary of payments and estimates**

Classification (R'000)	Programme Summary of Payments and Estimates					
	2001/ 2002 Audited	2002/ 2003 Audited	2003/ 2004 Adj Estimate	2004/ 2005 MTEF	2005/ 2006 MTEF	2006/ 2007 MTEF
<b>Current:</b>						
Compensation of employees	-	4,010	8,479	9,363	10,106	10,727
Transfer payments	8,667	7,167	-	-	-	-
Administrative expenditure	-	688	1,186	1,271	1,250	1,189
Stores	-	260	837	1,528	1,518	1,538
Professional and special services	1,203	821	855	1,141	1,205	1,615
Other goods and services	-	108	283	588	618	684
Unauthorised expenditure	-	-	-	-	-	-
<b>Total Current Payments</b>	<b>9,870</b>	<b>13,054</b>	<b>11,640</b>	<b>13,891</b>	<b>14,697</b>	<b>15,753</b>
<b>Capital:</b>						
Equipment	-	24	230	281	215	205
Land and Buildings	-	-	-	-	-	-
Infrastructure	-	-	-	-	-	-
Other capital expenditure	-	-	-	-	-	-
<b>Total Capital Payments</b>	<b>-</b>	<b>24</b>	<b>230</b>	<b>281</b>	<b>215</b>	<b>205</b>
<b>TOTAL ECONOMIC EXPENDITURE</b>	<b>9,870</b>	<b>13,078</b>	<b>11,870</b>	<b>14,172</b>	<b>14,912</b>	<b>15,958</b>

**Programme summary of payments and estimates according to economic classification**

Classification (R'000)	Programme Summary of Payments and Estimates					
	2001/ 2002 Audited	2002/ 2003 Audited	2003/ 2004 Adj Estimate	2004/ 2005 MTEF	2005/ 2006 MTEF	2006/ 2007 MTEF
<b>CURRENT PAYMENTS</b>						
<b>Compensation of employees:</b>	-	4,010	8,479	<b>9,363</b>	10,106	10,727
- Salaries & related costs	-	4,010	6,200	<b>7,500</b>	7,759	7,900
- Overtime	-	-	16	<b>11</b>	20	55
- Improvement in conditions of service	-	-	423	<b>338</b>	790	1,210
- Social contributions (employer share)	-	-	1,840	<b>1,514</b>	1,537	1,562
<b>Transfer payments:</b>	8,667	7,167	-	-	-	-
- Subsidies	-	-	-	-	-	-
- Local governments	-	-	-	-	-	-
- Public entities	8,667	7,167	-	-	-	-
- Non-profit organisations	-	-	-	-	-	-
- Households - social benefits	-	-	-	-	-	-
- Households - other	-	-	-	-	-	-
<b>Goods and services:</b>	1,203	1,877	3,161	<b>4,528</b>	4,591	5,026
- Administrative expenditure	-	688	1,186	<b>1,271</b>	1,250	1,189
- Rental of equipment	-	102	71	<b>60</b>	66	76
- Stores	-	260	837	<b>1,528</b>	1,518	1,538
- Rental of buildings	-	-	90	<b>500</b>	550	600
- Professional & special services	1,203	821	855	<b>1,141</b>	1,205	1,615
- Maintenance & repairs	-	-	40	<b>20</b>	-	-
- Other	-	6	82	<b>8</b>	2	8
<b>Unauthorised expenditure</b>	-	-	-	-	-	-
<b>TOTAL CURRENT PAYMENTS</b>	9,870	13,054	11,640	<b>13,891</b>	14,697	15,753
<b>CAPITAL</b>						
<b>Movable capital:</b>	-	24	230	<b>281</b>	215	205
Motor vehicles & other transport	-	-	-	-	-	-
Equipment:						
- Computers & software	-	24	230	<b>281</b>	215	205
- Office equipment & furniture	-	-	-	-	-	-
- Other capital equipment	-	-	-	-	-	-
<b>Fixed capital:</b>	-	-	-	-	-	-
- Land	-	-	-	-	-	-
- Buildings	-	-	-	-	-	-
- Infrastructure	-	-	-	-	-	-
- Other	-	-	-	-	-	-
<b>TOTAL CAPITAL</b>	-	24	230	<b>281</b>	215	205
Current payments	9,870	13,054	11,640	<b>13,891</b>	14,697	15,753
Capital payments	-	24	230	<b>281</b>	215	205
<b>TOTAL ECONOMIC CLASSIFICATION</b>	9,870	13,078	11,870	<b>14,172</b>	14,912	15,958

**Transfer payments included in programme 4 (excluding local governments)**

Name of recipient (R'000)	Programme Summary of transfer payments					
	2001/ 2002 Audited	2002/ 2003 Audited	2003/ 2004 Adj Estimate	2004/ 2005 MTEF	2005/ 2006 MTEF	2006/ 2007 MTEF
<b>Public Entities:</b>						
North West Communication Service	8,667	7,167	-	-	-	-
<b>Sub-total</b>	8,667	7,167	-	-	-	-
<b>Other:</b>						
<b>TOTAL TRANSFER PAYMENTS</b>	8,667	7,167	-	-	-	-



## **PROGRAMME 5: GOVERNANCE AND SPECIAL PROGRAMMES**

### **Programme Description:**

Governance and Special Programmes is a product of an amalgamation of several directorates that resorted under different departments. It is located within the Governance and Policy Management Branch. The Chief Directorate was established as part of the efforts to strengthen the Office of the Premier as the centre of machinery of government. The Premier and the Director-General are responsible for promoting cooperative governance across the different spheres. The Premier coordinates the political processes, while the Director-General oversees the administrative processes. The Chief Directorate provides support to both the Premier and Director-General in executing their mandates.

The promotion of cooperative governance and the management of intergovernmental relations are complex processes. It is essentially about how government transacts its business in a manner that optimises the delivery of services across the different spheres of government. This entails the management of a set of complex relationships that involve all the different spheres of government. It is these relationships that the Chief Directorate manages as part of providing support to the Premier and the Director-General.

Further, the Chief Directorate also coordinates special policy especially with regards to targeted groups: Gender, Youth and Disabled Persons. In this regard relevant implementation strategies and institutions have been designed in order to accelerate transformation in these sectors. The Executive Council has recently adopted the Integrated Provincial Gender Strategy that will, undoubtedly, go a long way towards mainstreaming gender programmes in government. The major challenge remains the implementation of the Strategy across all the spheres of government, particularly at local government level. Similar interventions will be explored with regards to both the youth and disability sectors.

Similarly, the promulgation of the Traditional Leadership & Governance Framework Bill is expected to provide a reasonable measure of certainty around the role and function of the institution of traditional leadership. This possibility will assist the Office of the Premier to determine the kind of support that should be provided to the institution itself, especially the Executive of the House of Traditional Leaders and its subsidiary organs. This in itself is bound to increase the financial constraints experienced in the previous financial years.

The identification of additional integrated urban and rural development nodes by the Executive Council presents yet another opportunity to promote integrated governance. The experiences and lessons learnt in the implementation of the Kgalagadi Integrated Rural Development Project will enhance service delivery in the identified nodes.

### **Measurable Objectives:**

- Co-ordination strategy
- Agreements/partnerships established
- Co-ordination of technical support to governance clusters
- Intergovernmental relations and cooperative governance
- Monitoring and evaluation reports
- Research and development reports
- Information security strategy
- Coordination of provincial events, e.g. National Women's Day, Women in Partnership against AIDS, Campaign to End Violence against Women, Human Rights Day, National Youth Day, Deaf Awareness Day
- The establishment of an Inter-Departmental Committee on youth affairs
- A Provincial Youth Economic Participation Strategy
- Establishment of the Youth Policy Research and Resource Centre at the University of the North West.
- The Youth Commission/South African Breweries KICK-START Project.
- The Youth Commission/Shell Live-Wire Project.
- The setting up and launch of local youth councils and Provincial Youth Council.
- Operationalisation of the Integrated Provincial Disability Strategy and its related implementation matrix
- Provincial Disability Affirmative Action Guidelines
- Training of members of the Disability Support Committee, comprising representatives from 10 departments
- The establishment of 5 regional disability forums to assist with coordinating and implementing disability-sensitive programmes
- A weekly disability slot on the programme of a local radio station
- The organisation of 8 meetings of the Board of Trustees
- 6 reports and draft policy papers for the Board of Trustees
- Assistance with 5 fundraising activities for the Board
- A total of 30-40 students from the public assisted with bursary loans
- Support for 5 youth development projects.

### **Challenges:**

- The specialised nature of the functions that are located in the Chief Directorate requires a unique set of

skills and competencies. There is therefore a need to continuously train the staff about the functions they are managing, and recruit new staff with the required skills.

- There is also a need to attend to the resources for the traditional leaders in the Province. In particular, there is a need to resource the regional offices, and refurbish the buildings in most instances.
- There is limited understanding of the management of the special policies: gender, disability and youth. High level Management commitment in departments is crucial in this regard.

**Sub-programmes:**

- Management Support
- Urban and Rural Development
- Intergovernmental Relations
- Special Programmes
- Traditional Leadership
- Youth Support

**Programme summary of payments and estimates according to sub-programme**

Sub-programme (R'000)	Programme Summary of Payments and Estimates					
	2001/ 2002 Audited	2002/ 2003 Audited	2003/ 2004 Adj Estimate	2004/ 2005 MTEF	2005/ 2006 MTEF	2006/ 2007 MTEF
1. Management Support	-	685	1,129	<b>1,806</b>	1,879	1,996
2. Urban & Rural Development	-	7,304	1,219	<b>1,388</b>	1,286	1,358
3. Research	-	485	3,541	-	-	-
4. Intergovernmental Relations	-	2,175	2,488	<b>2,916</b>	2,960	3,178
5. Special Programmes	5,100	7,389	8,950	<b>5,553</b>	5,889	6,134
6. Traditional Leaders	29,674	32,872	29,256	<b>31,468</b>	32,313	33,835
7. Youth Support				<b>5,676</b>	5,695	6,033
<b>Total programme</b>	<b>34,774</b>	<b>50,910</b>	<b>46,583</b>	<b>48,807</b>	<b>50,022</b>	<b>52,534</b>

**Programme summary of payments and estimates**

Classification (R'000)	Programme Summary of Payments and Estimates					
	2001/ 2002 Audited	2002/ 2003 Audited	2003/ 2004 Adj Estimate	2004/ 2005 MTEF	2005/ 2006 MTEF	2006/ 2007 MTEF
<b>Current:</b>						
Compensation of employees	22,898	29,063	31,892	<b>32,614</b>	34,428	36,161
Transfer payments	9,463	13,588	5,617	<b>6,816</b>	6,816	6,816
Administrative expenditure	1,587	5,141	4,908	<b>5,935</b>	6,084	6,193
Stores	134	502	820	<b>753</b>	880	1,128
Professional and special services	121	1,252	2,170	<b>1,260</b>	788	1,044
Other goods and services	287	886	774	<b>721</b>	778	879
Unauthorised expenditure	-	-	-	-	-	-
<b>Total Current Payments</b>	<b>34,490</b>	<b>50,432</b>	<b>46,181</b>	<b>48,099</b>	<b>49,774</b>	<b>52,221</b>
<b>Capital:</b>						
Equipment	284	478	402	<b>708</b>	248	313
Land and Buildings	-	-	-	-	-	-
Infrastructure	-	-	-	-	-	-
Other capital expenditure	-	-	-	-	-	-
<b>Total Capital Payments</b>	<b>284</b>	<b>478</b>	<b>402</b>	<b>708</b>	<b>248</b>	<b>313</b>
<b>TOTAL ECONOMIC EXPENDITURE</b>	<b>34,774</b>	<b>50,910</b>	<b>46,583</b>	<b>48,807</b>	<b>50,022</b>	<b>52,534</b>

**Programme summary of payments and estimates according to economic classification**

Classification (R'000)	Programme Summary of Payments and Estimates					
	2001/ 2002 Audited	2002/ 2003 Audited	2003/ 2004 Adj Estimate	2004/ 2005 MTEF	2005/ 2006 MTEF	2006/ 2007 MTEF
<b>CURRENT PAYMENTS</b>						
<b>Compensation of employees:</b>	22,898	29,063	31,892	<b>32,614</b>	34,428	36,161
- Salaries & related costs	22,898	29,063	23,266	<b>25,742</b>	26,142	26,742
- Overtime	-	-	240	<b>111</b>	194	89
- Improvement in conditions of service	-	-	1,240	<b>950</b>	2,210	3,375
- Social contributions (employer share)	-	-	7,146	<b>5,811</b>	5,882	5,955
<b>Transfer payments:</b>	9,463	13,588	5,617	<b>6,816</b>	6,816	6,816
- Subsidies	-	-	-	-	-	-
- Local governments	-	-	-	-	-	-
- Public entities	557	968	500	<b>500</b>	500	500
- Non-profit organisations	-	-	-	-	-	-
- Households - social benefits	-	-	-	-	-	-
- Households - other	8,906	12,620	5,117	<b>6,316</b>	6,316	6,316
<b>Goods and services:</b>	2,129	7,781	8,672	<b>8,669</b>	8,530	9,244
- Administrative expenditure	1,587	5,141	4,908	<b>5,935</b>	6,084	6,193
- Rental of equipment	-	222	201	<b>84</b>	84	84
- Stores	134	502	820	<b>753</b>	880	1,128
- Rental of buildings	264	614	319	<b>563</b>	620	683
- Professional & special services	121	1,252	2,170	<b>1,260</b>	788	1,044
- Maintenance & repairs	-	-	154	-	-	-
- Other	23	50	100	<b>74</b>	74	112
<b>Unauthorised expenditure</b>	-	-	-	-	-	-
<b>TOTAL CURRENT PAYMENTS</b>	34,490	50,432	46,181	<b>48,099</b>	49,774	52,221
<b>CAPITAL</b>						
<b>Movable capital:</b>	284	478	402	<b>708</b>	248	313
Motor vehicles & other transport	-	-	-	-	-	-
Equipment:						
- Computers & software	284	478	402	<b>708</b>	248	313
- Office equipment & furniture	-	-	-	-	-	-
- Other capital equipment	-	-	-	-	-	-
<b>Fixed capital:</b>	-	-	-	-	-	-
- Land	-	-	-	-	-	-
- Buildings	-	-	-	-	-	-
- Infrastructure	-	-	-	-	-	-
- Other	-	-	-	-	-	-
<b>TOTAL CAPITAL</b>	284	478	402	<b>708</b>	248	313
Current payments	34,490	50,432	46,181	<b>48,099</b>	49,774	52,221
Capital payments	284	478	402	<b>708</b>	248	313
<b>TOTAL ECONOMIC CLASSIFICATION</b>	34,774	50,910	46,583	<b>48,807</b>	50,022	52,534

**Transfer payments included in programme 5 (excluding local governments)**

Name of recipient (R'000)	Programme Summary of transfer payments					
	2001/ 2002 Audited	2002/ 2003 Audited	2003/ 2004 Adj Estimate	2004/ 2005 MTEF	2005/ 2006 MTEF	2006/ 2007 MTEF
<b>Public Entities:</b>						
North West Youth Development Trust	557	968	500	<b>500</b>	500	500
<b>Sub-total</b>	557	968	500	<b>500</b>	500	500
<b>Other:</b>						
Traditional Authorities	8,906	5,620	5,117	<b>6,316</b>	6,316	6,316
Kgalagadi Node Project	-	7,000	-	-	-	-
<b>TOTAL TRANSFER PAYMENTS</b>	9,463	13,588	5,617	<b>6,816</b>	6,816	6,816

**Earmarked funds included in programme 5**

Earmarked funds (R'000)	Programme Summary of earmarked funds					
	2001/ 2002	2002/ 2003	2003/ 2004	2004/ 2005	2005/ 2006	2006/ 2007
	Audited	Audited	Adj Estimate	MTEF	MTEF	MTEF
Youth Commission				1,980	2,079	2,182
Traditional leaders: carry through cost				690	690	690
Traditional leaders: Headmen, etc top up				4,052	4,052	4,052
Traditional leaders: equipment				200		
<b>TOTAL EARMARKED FUNDS</b>	-	-	-	<b>6,922</b>	6,821	6,924

**PROGRAMME 6: POLICY MANAGEMENT****Programme Description:**

The Directorate derives its core business and mandate from the mission, vision and strategic goals of the Office of the Premier.

The Chief Directorate does not have line management authority over departments who are each accountable to their Member of the Executive Council for performances and achievements. Use is made of indirect management skills such as facilitation, persuasion, coordination and advice to achieve the desired results.

This entails the development, facilitation & co-ordination of:

- Sustainable and integrated policy formulation systems;
- Sustainable and integrated provincial planning & programming systems;
- Provincial monitoring and evaluation systems;
- Sustainable and integrated provincial project management;
- Sustainable and integrated provincial information management; and
- Provincial research structures and systems.

**Measurable Objectives:**

The objectives are derived from the 5 Strategic goals of the Office of the Premier as follows:

- To ensure improved coordination between departments and clusters
- To promote, facilitate and coordinate research initiatives in the province
- To render research support services to provincial departments
- To facilitate and promote a research culture in the province
- To facilitate integrated provincial service delivery systems
- To facilitate improved provincial management practices
- To ensure effective provincial situation and performance monitor and evaluations
- To facilitate effective provincial project management
- To coordinate and implement systems and structures in the province
- To ensure effective provincial statistical and monitoring communications
- To build a credible base of provincial and statistical information
- To build a credible base of provincial and statistical information
- To ensure office service excellence internally

**Challenges:**

- Cluster Programme coordination;
- A re Ageng Programme Management;
- Commission and undertake research projects;
- Research identification, preparation, negotiation and implementation;
- Create research knowledge base;
- North West 2012 management and reviews;
- Greater Mafikeng development programme coordination;
- Provincial Planning Lekgotla facilitation and coordination
- Poverty alleviation programme coordination;
- The production of policy and issue papers, reports and proposals;
- Annual North West Barometer (Macro overview & sectoral performance reports);
- Annual provincial performance review;
- IDP Nerve centre design and implementation;
- Constitutional performances monitor;
- BATHO PELE service delivery monitor;
- Sustainable development indicators management;
- Monitor and evaluation of International and National agreements;
- Programme/ Project evaluation initiatives;
- The design, support and implementation of the project cycle, systems and processes;
- Mobilize understanding and support for project management;

- Facilitate project management structure reviews and organizational development;
- The monitoring and coordination of project planning, financing and implementation in the province;
- Support with project preparation, negotiations, monitoring and evaluations
- Facilitate alternative funding for projects and programme in the Province
- Render management, leadership and administrative support to the Project Management structures
- Develop and monitor the implementation of a project management training programme in the province
- Provincial research frameworks and structures
- Maintain a Provincial Information Warehouse of electronic data (GIS and DIS)
- Management of Provincial Information Warehouse of electronic GIS and DIS data
- North West 2012 & project delivery impact monitor
- Facilitate information technology application within department and with other Stakeholders

**Sub-programmes:**

- Management Support
- Project Management
- Provincial Policy and Planning
- Monitoring and Evaluation
- Information Management
- Research

**Programme summary of payments and estimates according to sub-programme**

Sub-programme (R'000)	Programme Summary of Payments and Estimates					
	2001/ 2002	2002/ 2003	2003/ 2004	2004/ 2005	2005/ 2006	2006/ 2007
	Audited	Audited	Adj Estimate	MTEF	MTEF	MTEF
1. Management Support	1,425	826	2,259	<b>1,933</b>	2,076	2,236
2. Project Management	-	1,836	3,969	<b>3,282</b>	4,005	4,269
3. Provincial Policy and Planning	1,954	1,854	3,633	<b>3,861</b>	4,040	4,300
4. Monitoring & Evaluation	-	668	2,420	<b>2,333</b>	2,462	2,609
5. Information Management	1,525	1,330	2,289	<b>2,559</b>	2,723	2,753
6. Research	-	-	-	<b>2,784</b>	2,259	2,417
<b>Total programme</b>	<b>4,904</b>	<b>6,514</b>	<b>14,570</b>	<b>16,752</b>	<b>17,565</b>	<b>18,584</b>

**Programme summary of payments and estimates**

Classification (R'000)	Programme Summary of Payments and Estimates					
	2001/ 2002	2002/ 2003	2003/ 2004	2004/ 2005	2005/ 2006	2006/ 2007
	Audited	Audited	Adj Estimate	MTEF	MTEF	MTEF
<b>Current:</b>						
Compensation of employees	2,837	1,725	7,173	<b>9,162</b>	9,827	10,454
Transfer payments	251	790	790	<b>790</b>	790	790
Administrative expenditure	425	923	1,513	<b>1,994</b>	2,082	2,171
Stores	140	282	402	<b>546</b>	449	461
Professional and special services	476	1,767	3,055	<b>3,000</b>	3,064	3,260
Other goods and services	775	743	1,134	<b>1,018</b>	1,103	1,128
Unauthorised expenditure	-	-	-	-	-	-
<b>Total Current Payments</b>	<b>4,904</b>	<b>6,230</b>	<b>14,067</b>	<b>16,510</b>	<b>17,315</b>	<b>18,264</b>
<b>Capital:</b>						
Equipment	-	284	503	<b>242</b>	250	320
Land and Buildings	-	-	-	-	-	-
Infrastructure	-	-	-	-	-	-
Other capital expenditure	-	-	-	-	-	-
<b>Total Capital Payments</b>	<b>-</b>	<b>284</b>	<b>503</b>	<b>242</b>	<b>250</b>	<b>320</b>
<b>TOTAL ECONOMIC EXPENDITURE</b>	<b>4,904</b>	<b>6,514</b>	<b>14,570</b>	<b>16,752</b>	<b>17,565</b>	<b>18,584</b>

**Programme summary of payments and estimates according to economic classification**

Classification (R'000)	Programme Summary of Payments and Estimates					
	2001/ 2002 Audited	2002/ 2003 Audited	2003/ 2004 Adj Estimate	2004/ 2005 MTEF	2005/ 2006 MTEF	2006/ 2007 MTEF
<b>CURRENT PAYMENTS</b>						
<b>Compensation of employees:</b>	2,837	1,725	7,173	9,162	9,827	10,454
- Salaries & related costs	2,837	1,725	5,480	7,553	7,746	7,932
- Overtime	-	-	8	-	-	-
- Improvement in conditions of service	-	-	358	340	791	1,210
- Social contributions (employer share)	-	-	1,327	1,269	1,290	1,312
<b>Transfer payments:</b>	251	790	790	790	790	790
- Subsidies	-	-	-	-	-	-
- Local governments	-	-	-	-	-	-
- Public entities	-	-	-	-	-	-
- Non-profit organisations	251	790	790	790	790	790
- Households - social benefits	-	-	-	-	-	-
- Households - other	-	-	-	-	-	-
<b>Goods and services:</b>	1,816	3,715	6,104	6,558	6,698	7,020
- Administrative expenditure	425	923	1,513	1,994	2,082	2,171
- Rental of equipment	233	209	115	183	183	136
- Stores	140	282	402	546	449	461
- Rental of buildings	542	534	867	817	900	990
- Professional & special services	476	1,767	3,055	3,000	3,064	3,260
- Maintenance & repairs	-	-	152	-	18	-
- Other	-	-	-	18	2	2
<b>Unauthorised expenditure</b>	-	-	-	-	-	-
<b>TOTAL CURRENT PAYMENTS</b>	4,904	6,230	14,067	16,510	17,315	18,264
<b>CAPITAL</b>						
<b>Movable capital:</b>	-	284	503	242	250	320
Motor vehicles & other transport	-	-	-	-	-	-
Equipment:						
- Computers & software	-	284	503	242	250	320
- Office equipment & furniture	-	-	-	-	-	-
- Other capital equipment	-	-	-	-	-	-
<b>Fixed capital:</b>	-	-	-	-	-	-
- Land	-	-	-	-	-	-
- Buildings	-	-	-	-	-	-
- Infrastructure	-	-	-	-	-	-
- Other	-	-	-	-	-	-
<b>TOTAL CAPITAL</b>	-	284	503	242	250	320
Current payments	4,904	6,230	14,067	16,510	17,315	18,264
Capital payments	-	284	503	242	250	320
<b>TOTAL ECONOMIC CLASSIFICATION</b>	4,904	6,514	14,570	16,752	17,565	18,584

**Transfer payments included in programme 6 (excluding local governments)**

Name of recipient (R'000)	Programme Summary of transfer payments					
	2001/ 2002 Audited	2002/ 2003 Audited	2003/ 2004 Adj Estimate	2004/ 2005 MTEF	2005/ 2006 MTEF	2006/ 2007 MTEF
<b>Public Entities:</b>						
<b>Sub-total</b>	-	-	-	-	-	-
<b>Other:</b>						
Are Ageng	251	790	790	790	790	790
<b>TOTAL TRANSFER PAYMENTS</b>	251	790	790	790	790	790

## Additional Departmental Schedules

### Summary of departmental transfer payments (excluding local governments)

Name of recipient (R'000)	Departmental Summary of transfer payments					
	2001/ 2002	2002/ 2003	2003/ 2004	2004/ 2005	2005/ 2006	2006/ 2007
	Audited	Audited	Adj Estimate	MTEF	MTEF	MTEF
<b>Public Entities:</b>						
North West Communication Service	8,667	7,167	-	-	-	-
North West Youth Development Trust	557	968	500	500	500	500
<b>Sub-total</b>	9,224	8,135	500	500	500	500
<b>Other:</b>						
University of North West - bursaries	150	150	150	175	175	175
Other Universities - bursaries	5,899	-	8,800	6,000	3,000	3,000
Traditional Authorities	8,906	5,620	5,117	6,316	6,316	6,316
Kgalagadi Node Project	-	7,000	-	-	-	-
Are Ageng	251	790	790	790	790	790
<b>TOTAL TRANSFER PAYMENTS</b>	24,430	21,695	15,357	13,781	10,781	10,781

### Summary of departmental expenditure on training

Training expenditure (R'000)	Departmental Summary of training expenditure					
	2001/ 2002	2002/ 2003	2003/ 2004	2004/ 2005	2005/ 2006	2006/ 2007
	Audited	Audited	Adj Estimate	MTEF	MTEF	MTEF
1. Provincial Management and Support	154	134	206	229	245	259
2. Corporate Support Service	164	175	156	157	169	179
3. Legal Services	25	20	32	63	68	72
4. Communications	-	40	85	94	101	107
5. Governance and Special Programmes	229	291	319	326	344	362
6. Policy Management	28	17	72	92	98	105
<b>TOTAL TRAINING EXPENDITURE</b>	600	677	870	961	1,025	1,084

### Summary of departmental earmarked funds

Earmarked Funds (R'000)	Departmental Summary of earmarked funds					
	2001/ 2002	2002/ 2003	2003/ 2004	2004/ 2005	2005/ 2006	2006/ 2007
	Audited	Audited	Adj Estimate	MTEF	MTEF	MTEF
Youth Commission				1,980	2,079	2,182
Traditional leaders: carry through cost				690	690	690
Traditional leaders: Headmen, etc top up				4,052	4,052	4,052
Traditional leaders: equipment				200		
<b>TOTAL EARMARKED FUNDS</b>	-	-	-	6,922	6,821	6,924

### Summary of departmental personnel cost

Summary of personnel cost (R'000)	Departmental Summary of compensation of employees					
	2001/ 2002	2002/ 2003	2003/ 2004	2004/ 2005	2005/ 2006	2006/ 2007
	Audited	Audited	Adj Estimate	MTEF	MTEF	MTEF
Managers (Directors and above)	9,220	8,598	16,273	18,462	19,819	21,126
Middle management (Deputy & Assistant Directors)	23,531	42,354	30,996	34,525	37,230	39,490
Professional Staff	2,460					
Other Staff	24,345	16,676	39,738	43,041	45,433	47,748
Staff additional to the establishment						
Contract employees	422					
<b>TOTAL PERSONNEL COST</b>	59,978	67,628	87,007	96,028	102,482	108,364

**Summary of departmental personnel numbers**

Summary of personnel numbers	Departmental Summary of personnel numbers					
	2001/ 2002	2002/ 2003	2003/ 2004	2004/ 2005	2005/ 2006	2006/ 2007
	Audited	Audited	Adj Estimate	MTEF	MTEF	MTEF
Managers (Directors and above)	20	38	44	39	39	39
Middle management (Deputy & Assistant Directors)	90	92	141	143	143	143
Professional Staff	5					
Other Staff	369	377	405	510	510	510
Staff additional to the establishment						
Contract employees	1					
<b>TOTAL PERSONNEL NUMBERS</b>	<b>485</b>	<b>507</b>	<b>590</b>	<b>692</b>	<b>692</b>	<b>692</b>

**Summary of departmental personnel numbers per programme**

Summary of personnel numbers	Departmental Summary of personnel numbers					
	2001/ 2002	2002/ 2003	2003/ 2004	2004/ 2005	2005/ 2006	2006/ 2007
	Audited	Audited	Adj Estimate	MTEF	MTEF	MTEF
1. Provincial Management and Support	109	115	131	167	167	167
2. Corporate Support Service	102	98	109	97	97	97
3. Legal Services	13	13	14	26	26	26
4. Communications	-	6	51	47	47	47
5. Governance and Special Programmes	224	240	250	315	315	315
6. Policy Management	37	35	35	40	40	40
<b>Total personnel numbers</b>	<b>485</b>	<b>507</b>	<b>590</b>	<b>692</b>	<b>692</b>	<b>692</b>
<b>Total personnel cost (R'000)</b>	<b>59,978</b>	<b>67,628</b>	<b>87,007</b>	<b>96,028</b>	<b>102,482</b>	<b>108,364</b>
<b>Unit cost</b>	<b>123.67</b>	<b>133.39</b>	<b>147.47</b>	<b>138.77</b>	<b>148.10</b>	<b>156.59</b>

\* Full-time equivalent

**PUBLIC ENTITIES**
**North West Youth Development Trust**

Classification (R'000)	Programme Summary of Expenditure and Estimates					
	2001/ 2002	2002/ 2003	2003/ 2004	2004/ 2005	2005/ 2006	2006/ 2007
	Audited	Audited	Adj Estimate	MTEF	MTEF	MTEF
<b>REVENUE</b>						
<b>Sale of goods &amp; services (non-capital):</b>	-	-	-	-	-	-
- (specify)						
- (specify)						
- (specify)						
- (specify)						
- (specify)						
- (specify)						
<b>Interest, dividends &amp; rent on land:</b>	219	356	360	193	120	80
- Interest	219	356	360	193	120	80
- Dividends						
- Rent on land						
<b>Sale of capital assets</b>	-	-	-	-	-	-
- (specify)						
- (specify)						
<b>TOTAL REVENUE</b>	<b>219</b>	<b>356</b>	<b>360</b>	<b>193</b>	<b>120</b>	<b>80</b>



<b>EXPENDITURE</b>						
- Compensation of employees						
- Administrative expenditure						
- Rental of equipment						
- Stores						
- Rental of buildings						
- Professional & special services						
- Maintenance & repairs						
- Interest						
- Depreciation						
- Other (Bursaries)	583	689	500	<b>2,193</b>	2,120	2,080
<b>TOTAL EXPENDITURE</b>	<b>583</b>	<b>689</b>	<b>500</b>	<b>2,193</b>	<b>2,120</b>	<b>2,080</b>
<b>Surplus/(deficit)</b>	(364)	(333)	(140)	<b>(2,000)</b>	(2,000)	(2,000)
Add back: depreciation	-	-	-	-	-	-
<b>Sub-total</b>	<b>(364)</b>	<b>(333)</b>	<b>(140)</b>	<b>(2,000)</b>	<b>(2,000)</b>	<b>(2,000)</b>
Less: capital expenditure	-	-	-	-	-	-
- Motor vehicles and transport						
- Office equipment and furniture						
- Land and buildings						
- Other capital equipment						
<b>Surplus/(deficit)</b>	<b>(364)</b>	<b>(333)</b>	<b>(140)</b>	<b>(2,000)</b>	<b>(2,000)</b>	<b>(2,000)</b>
Transfers received from government	557	968	500	<b>500</b>	500	500
Sponsorships	916			<b>1,500</b>	1,500	1,500
Other funding measures (specify)						
<b>Net surplus/deficit</b>	<b>1,109</b>	<b>635</b>	<b>360</b>	<b>-</b>	<b>-</b>	<b>-</b>

