

VOTE 1

OFFICE OF THE PREMIER

To be appropriated by Vote	R121 768 000
Responsible Executing Authority	Premier of the Gauteng Provincial Government
Administering Department	Office of the Premier
Accounting Officer	Director-General

1. OVERVIEW

Vision

To serve as a political nerve centre to ensure government excels in fulfilling its mandate.

Mission

To be innovative, responsive and dynamic in providing strategic support to the Premier and the Executive Council.

Strategic goals

- Ensure that the energies of the provincial government are focused on addressing the twin challenges of poverty and unemployment.
- Provide leadership on workplace transformation, building and sustaining human capital to ensure the successful implementation of Gauteng Provincial Government (GPG) strategic priorities.
- Promote and build working stakeholder partnerships within the framework of the people's contract.
- Strengthen the internal environment to enable strategic focus and delivery on our vision.
- Promote Gauteng as an integrated globally competitive region and preferred destination for investment, tourism and a home for competitive sport.
- Through an effective, caring and innovative government ensure that all citizens, particularly the poorest and most vulnerable know about government services and receive them in the most beneficial way.
- Support the realisation of the constitutional rights of all our people and the promotion of social cohesion and a common national identity.

Strategic objectives

- Facilitate the setting of clear priorities, enabling legislation and improved governance to realise desired policy outcomes.
- Ensure that the Premier is provided with appropriate support to effectively execute his role and responsibilities in the Legislature.
- Foster strong intergovernmental relationships, integrated planning and coordination implementation.
- Build strong partnerships with civil society stakeholders.
- Promote public participation, direct interactive communication and increase public access to information about government and provide strategic support to the Premier and the Executive Council in realising GPG objectives.

Legislative mandate

- Chapter 6 of the Constitution defines the executive, policy, legislative, intergovernmental and ceremonial functions and responsibilities of the Premier
- The Premier as the political head of the Provincial Government is also responsible for the implementation of Chapter 3 of the Constitution.
- Section 41 (1) defines the relationship and principles underlying cooperation between the various spheres of government.

- Section 125 (2) of the Constitution determines that the Premier exercises authority of the province together with other members of the Executive Council (EXCO).
- Public Service Act, 1994 with regulations.
- Public Finance Management Act, 1999.
- Treasury Regulations.

Key policy areas and development

Developing Gauteng province as a globally competitive city region remains a key priority area for the Office of the Premier. This presents the Office of the Premier with the challenge to ensure that there is appropriate overall coordination of policies across the Gauteng Provincial Government (GPG) and linkages with local government. This policy approach is located within the context of the province's socio-economic development needs and the imperative to tackle underdevelopment, poverty and unemployment and build a better life for all. In this regard, the office needs to enhance its capacity to develop both short and long term plans that will ensure that the GCR develops evenly with a higher degree of social inclusion.

The Office of the Premier will further engage with the challenges around shared economic growth, poverty, human resource development, transport and other logistics infrastructure, human settlement, urban regeneration, social inclusion, environmental sustainability, innovation and technological advancement and tourism and culture.

An important area of attention will be maximising the potential contribution of the services sector to economic growth and job creation. In promoting a "services revolution", the office will look at ways to promote the expansion of the sector, higher levels of service provision, and encouraging greater participation within this economic sector. This will require an understanding of the comparative levels of efficiency, affordability, quality and technological advancement of the services sector in South Africa and in particular in Gauteng.

Work has also begun within the Premier's Coordinating Forum, together with local government, to review the allocation of powers and functions to improve service delivery in the province. The second decade of democracy demands a heightened level of policy implementation. Thus, the Office of the Premier has developed a strategy to build the provincial government's institutional capacity to enhance its performance through the review of the capacity and organization of the state and the development of a Gauteng Provincial Government Human Resource Development Strategy (HRDS).

Overview of the main services to be delivered by the department

The Office of the Premier is the nerve centre of the Gauteng Provincial Government. Its mandate is to provide strategic leadership, coordination and oversee the overall activities of GPG. Therefore, the Office of the Premier must ensure that it remains abreast of developments related to departmental activities, whilst providing guidance on strategies, policies, programmes and projects carried out by various departments. In the main, the Office of the Premier will continue to provide knowledge based guidance to various departments, monitor and evaluate progress made and take the lead in communicating government work to Gauteng residents.

The Office of the Premier will continue to provide policy advice and strategic support to the Executive Council and will also interact with policy research institutions to better anticipate future trends in as far as policy development is concerned. The institutionalization of the Gauteng City Region and advising on spatial planning strategies will also be undertaken to better align interventions for economic and social services allocations.

The office will strive to ensure continued good corporate governance within the public service and will work on seeking ways to build the human capacity of the state within government and external to government to fulfil the objectives of a developmental state.

A variety of communication services will be provided to members of the public, to the Executive Council and the provincial government as a whole. This includes communication and media strategies, a news service, communication research, a wide range of publications, media production services, public events, community liaison and branding and marketing.

The Gauteng Imbizo programme for the year will continue to give Gauteng residents an opportunity to participate in governance. As part of making government information available to citizens, directories of services for women, youth, people with disabilities, people infected with HIV and AIDS, victims of abuse and economic opportunities will be made available.

The office will continue to manage litigation within the GPG and provide legal advice to promote sound legal corporate governance. As part of securing a uniform strategy to ensure that the GPG conducts its business in a safe and secure environment, the Office of the Premier will facilitate, coordinate, monitor and evaluate the effectiveness of security measures and standards within the GPG.

2. REVIEW OF THE 2006/07 FINANCIAL YEAR

The Office of the Premier continues to play the central role as the nerve centre for provincial governance and has provided critical leadership and support to the Gauteng Provincial Government. For the 2006/07 year, significant progress was made with the following:

- Providing high level strategic support to the Premier and the Executive Council in the fulfilment of their provincial, national and international programmes;
- Implementing adjustments to improve the functionality of the Executive Council system;
- Finalisation of the Ministerial Accountability manual;
- In depth consultations and engagements with a range of civil society stakeholders, trade unions, youth and women groups were held on the Gauteng City Region perspective;
- Launch of the perspective in the Legislature for public discussion;
- Promoting Gauteng as an economic hub to encourage the relocation of major businesses to Gauteng and the Home of Champions;
- Gauteng Izimbizo including Womens' Izimbizo;
- A series of economic opportunities roadshows were held as part of contributing to shared economic growth and extending the benefits of economic growth to residents across the province, by providing them with information on the opportunities for participation in the economy;
- The continued launch of MPCCs;
- Branding Gauteng in various ways, including through the Gauteng City Region, Soccerex and other initiatives;
- Broadening access to information on GPG delivery and services including through news service, a range of publications, the GPG portal and services directories;
- Facilitating the African Peer Review Mechanism process in Gauteng and further including participation in the second national African Peer Review Mechanism conference. A report back with stakeholders and the hosting of the African Peer Review Mechanism Country Review mission in Gauteng was also held including arranging meetings with stakeholders and the Executive Council.

Furthermore and amongst the notable progress made for the 2006/07 year was the continued promotion and enhancement of cooperative governance amongst all spheres of government in various ways. A key feature of this progress was the Premier's address to an assembly of municipal councillors at Gallagher Estate and the involvement in discussions at Local Growth and Development Summits to ensure the alignment of provincial and local growth and development strategies and integrated development plans within the context of the Gauteng City Region perspective.

Regional women's dialogues were also held and a youth development audit was completed with a view to establish projects and programmes for youth development. The office also undertook a gender and ethics audit in the GPG.

Other inroads that were made relate to the support for the development of key GPG policies, strategies and programmes in the implementation of the five year strategy. These included the Gauteng Social Development strategy, the Gauteng Safety plan, the Gauteng Road Safety plan, the Human Resource Development strategy, the Gauteng Strategy on Sustainable Development, the 20 townships plan and the implementation of the Broad Based Black Economic Empowerment strategy. In addition, the Premier's keynote address to the launch of the Gauteng Business Barometer, the appointment of the 7-member Gauteng Youth Commission and the awarding of Soccerex to Gauteng were also accomplished for 2006/07.

In May 2006, the second Gauteng call center was launched in Wynberg as part of our e-governance initiative to improve the public's access to more effective and efficient services. The Office of the Premier also played an important role in events to mark the 30th anniversary of the June 16, 1976 uprisings and the 50th anniversary of the 1956 women's anti-pass march as part of our commitment to celebrate our heritage.

Invaluable support regarding the passage through the legislative processes of the Gautrain Management Agency Act, 2006 (Act No. 5 of 2006) was also rendered. Support for both the Executive Council and the Legislature, enhanced the uniformity of the creation of entities such as the Youth Commission and the Enterprise Propeller.

Throughout the implementation of the repeal of cross-boundary municipalities and their incorporation into Gauteng, strategic legal support was rendered to ensure and enhance the smooth transition of this process. Legal advice and support was also rendered with regard to Implementation Protocols and departmental service level agreements in this regard as well as with the incorporation of Tribal Authorities under the Traditional Leadership and Governance Framework Act, 2003. The transition has not been completed and support in this regard is expected to continue in the next financial year.

In line with our commitment to improve service delivery and as part of the Batho Pele revitalisation, the Office coordinated the development of service standards and charters for GPG departments, celebrated Africa Public Service Day and undertook a range of activities as part of GPG Public Service Week and engaged the disability sector on sector priorities which culminated in the celebration of the International Disability day.

Much has been achieved by our commitment to conceptualize and design an implementation plan for the review of the capacity and organization of the state, whose success will see organizational arrangements in the public service reviewed for the promotion of the optimal performance of the state. Also, work on the Transversal Human Resources Strategy has begun to position Gauteng as the employer of choice. This strategy will take into consideration the critical elements of the Gauteng City Region.

The Office of the Premier has also undertaken considerable work on the development of a Gauteng Provincial Government wide security strategy to integrate and standardise uniform security measures across all GPG departments. These interventions are aimed at countering and mitigating the current security threats against Gauteng Provincial Government departments and to ensure value-for-money on security expenditure. An in-house security unit has been established to increase our level of security and to extract better value for money spent.

Whilst much progress has been registered, the Office of the Premier will continue to work towards meeting the challenges of:

- Supporting the new provincial cabinet system;
- Finalising the provincial NEPAD framework;
- Further enhancing the monitoring and evaluation capacity and transversal issues and to ensure better policy coordination across the GPG;
- Defining a strategy to enhance GPG's engagement with civil society;
- Continued support for the imperatives of building a GCR;
- Supporting the GPG ethics awareness and moral regeneration programmes;
- Finalising and process for the implementation plan for the GPG Transversal HR strategy;
- Finding ways for greater cooperation on the African continent;
- Ensuring that the Gauteng Provincial Government can conduct its business in a safe and secure environment and ensuring that our security units are well resourced in order to increase levels of security.

3. OUTLOOK FOR THE 2007/08 FINANCIAL YEAR

The immediate challenge is to institutionalize the Gauteng City Region into a structured framework across the province and with local government. Therefore, various institutional issues will be considered to establish key foundations to manage the GCR. These include the consideration of a relevant governance model for the GCR as well as benchmarking patterns of success with relevant city regions and the determination of a monitoring and evaluation model for the GCR. This will see the promotion of joint collaboration on key programmes across the relevant spheres of government.

As part of our commitment to promote Gauteng as an integrated, globally competitive region and preferred destination for tourism, investment and the home for competitive sport, the Office of the Premier will further develop the strategy to effectively brand Gauteng and the Gauteng Provincial Government.

We will continue to promote and extend opportunities to Gauteng residents on how to access government information on services, resources and opportunities as part of realizing the people's contract. Community and

stakeholder meetings are also planned to share the provincial government's midterm review progress report on the GPG programme of action. This will mark an important event on the accountability of the Gauteng Provincial Government to its people.

Effective and caring government will be further promoted through the implementation of measures to build the capacity and organisation of the provincial government as well as through the development of a human resource management strategy.

The Executive Council system will be further consolidated to ensure the efficiency of the provincial government's decision making structures.

Further work will be done to deepen democracy and realise the constitutional rights of our people through women's dialogues, izimbizos and consultation and joint activities with civil stakeholders.

4. RECEIPTS AND FINANCING

4.1 Summary of receipts

The office is funded by the equitable share received from Treasury as revenue in 2007/08 and has increased due to additional priorities within programme structures and is in line with inflation.

TABLE 1: SUMMARY OF RECEIPTS: OFFICE OF THE PREMIER

R thousand	Outcome			Main appropriation	Adjusted appropriation	Revised estimate	Medium-term estimates		
	2003/04	2004/05	2005/06	2006/07			2007/08	2008/09	2009/10
Equitable share	93,441	101,402	104,747	118,431	117,168	111,184	121,768	128,256	134,318
Total receipts	93,441	101,402	104,747	118,431	117,168	111,184	121,768	128,256	134,318

4.2 Departmental receipts collection

The Office of the Premier does not generate any revenue from its core functions. As in the previous years, sundry revenue is mainly derived from ancillary activities such as contribution to parking, collection of staff debt, as well as the recovery of collectable amounts of old debts arising from previous years not been written off as irrecoverable.

TABLE 2: DEPARTMENTAL RECEIPTS COLLECTION: OFFICE OF THE PREMIER

R thousand	Outcome			Main appropriation	Adjusted appropriation	Revised estimate	Medium-term estimates		
	2003/04	2004/05	2005/06	2006/07			2007/08	2008/09	2009/10
Tax receipts									
Casino taxes									
Horse racing taxes									
Liquor licenses									
Motor vehicle licenses									
Sales of goods and services other than capital assets	2,411	33	34	27	27	35	30	30	30
Transfers received									
Fines, penalties and forfeits									

R thousand	Outcome			Main appropriation	Adjusted appropriation	Revised estimate	Medium-term estimates		
	2003/04	2004/05	2005/06	2006/07			2007/08	2008/09	2009/10
Interest, dividends and rent on land	42	33	164	33	33	68	38	38	38
Sales of capital assets									
Financial transactions in assets and liabilities	116	1,004	185			158			
Total departmental receipts	2,569	1,070	383	60	60	261	68	68	68

5. PAYMENT SUMMARY

5.1 Key assumptions

The budget for the Office of the Premier for 2007/08 was compiled in accordance with the guidelines provided by Provincial Treasury. The key assumptions by which the budget was finalized relate to plans to meet the Gauteng Provincial Government's five year strategic priorities as well as to ensure that resources required are reprioritised for maximum impact. These are reflected in our strategic and performance plans.

The process also included deliberations by our management team who considered priorities for the office as well as by the Office of the Premier's Budget Committee. All deliberations focused on the preparation of a zero based budget where fiscal discipline, allocative efficiency and operational efficiencies were considered. Allocations were then located to various programme based on their strategic goals and objectives.

Throughout this process, cost saving strategies and inflation related adjustments were taken into account. Specifically, the personnel budget took into account a salary increase of 5 percent and the full aspects of personnel policy whilst the capital budget was compiled on a needs basis that is in line with the life span and replacement needs of office equipment.

5.2 Programme summary

The Office of the Premier has improved its spending patterns in the past 7 years. In respect of the 2003/04 and 2005/06 financial years the average under spending was 4,4 percent. The total budget for Government Communication and Information Services was increased in 2005/06 due to spending pressures experienced in that particular year.

In the 2006/07 financial year the amount allocated for litigation case was suspended in the Adjusted Appropriation due to the payment made in 2005/06. The average increase in budget allocation over the next three years (medium term) is 4,45%, being the inflation rate allocation received from the Provincial Treasury.

TABLE 3: SUMMARY OF PAYMENTS AND ESTIMATES: OFFICE OF THE PREMIER

R thousand	Outcome			Main appropriation	Adjusted appropriation	Revised estimate	Medium-term estimates		
	2003/04	2004/05	2005/06	2006/07			2007/08	2008/09	2009/10
1 Administration	30,195	29,898	27,117	28,290	28,889	27,930	29,014	30,413	31,932
2 Institutional Development	49,243	55,397	66,325	69,401	67,539	63,155	70,071	47,072	77,429
3 Policy & Governance	13,834	12,009	9,796	20,740	20,740	20,009	22,683	23,771	24,958

R thousand	Outcome			Main appropriation	Adjusted appropriation	Revised estimate	Medium-term estimates		
	2003/04	2004/05	2005/06	2006/07			2007/08	2008/09	2009/10
Total payments and estimates: Office of the Premier	93,272	97,304	103,238	118,431	117,168	111,184	121,768	128,256	134,319
* Direct charges on the Provincial Revenue Fund: Public Office Bearers	799	865	977	1,040	1,040	1,040	1,092	1,147	1,204

*Increase subject to passing of resolution by Legislature based on annual maximum increase proclaimed by President. (Remuneration of Public Office Bearers Act, Act 20 of 1998).

TABLE 4: SUMMARY OF ECONOMIC CLASSIFICATION: OFFICE OF THE PREMIER

R thousand	Outcome			Main appropriation	Adjusted appropriation	Revised estimate	Medium-term estimates		
	2003/04	2004/05	2005/06	2006/07			2007/08	2008/09	2009/10
Current payments	88,176	93,995	100,879	116,196	113,791	108,141	118,822	125,164	131,072
Compensation of employees	29,914	34,302	38,148	47,156	47,925	43,740	48,777	52,239	54,852
Goods and services	58,262	59,536	62,507	69,040	65,706	64,335	70,045	72,925	76,220
Interest and rent on land									
Financial transactions in assets and liabilities		157	224		70	66			
Transfers and subsidies to:	8	83	102		65	64			
Provinces and municipalities									
Departmental agencies and accounts									
Universities and technikons									
Public corporations and private enterprises									
Foreign governments and international organisations									
Non-profit institutions			50						
Households	8	83	52		65	64			
Payments for capital assets	5,088	3,226	2,257	2,235	3,312	2,979	2,946	3,092	3,247

R thousand	Outcome			Main appropriation	Adjusted appropriation	Revised estimate	Medium-term estimates		
	2003/04	2004/05	2005/06	2006/07			2007/08	2008/09	2009/10
Buildings and other fixed structures									
Machinery and equipment	5,088	3,226	2,139	2,235	3,312	2,979	2,946	3,092	3,247
Cultivated assets									
Software and other intangible assets			118						
Land and subsoil assets									
Total economic classification: Office of the Premier	93,272	97,304	103,238	118,431	117,168	111,184	121,768	128,256	134,318

6. PROGRAMME DESCRIPTION

PROGRAMME 1: ADMINISTRATION

Programme description

Administration is comprised of the Premier's Support office, the Office for Executive Council Support, the Office of the Director General, Financial Management and Security and Risk Management. The programme is responsible for the overall strategic management of the province and supporting the Premier and Executive Council and the Director General in fulfilling their statutory and political responsibilities.

Programme objectives

To provide administrative support to the Premier, the Executive Council and the Director General in fulfilling their legislative and oversight functions and to promote good corporate governance.

Sub-programme objectives

- To provide logistical, administrative and advisory support to the Premier in executing his constitutional mandate and statutory duties;
- To render secretariat support services to the Executive Council, clusters and key provincial committees;
- To provide operational support to the Director-General in strategically managing the province;
- To provide financial management support and advisory services.

TABLE 5: SUMMARY OF PAYMENTS AND ESTIMATES: ADMINISTRATION

R thousand	Outcome			Main appropriation	Adjusted appropriation	Revised estimate	Medium-term estimates		
	2003/04	2004/05	2005/06	2006/07			2007/08	2008/09	2009/10
1 Premier's Support	5,313	6,397	5,219	6,672	6,396	6,379	6,843	7,172	7,530
2 Executive Council Support		2,349	2,139	2,737	2,737	2,793	2,900	3,038	3,190
3 Director General	9,182	6,274	6,805	7,551	8,587	8,536	8,199	8,599	9,027
4 Financial Management	15,700	14,878	12,954	11,330	11,169	10,222	11,072	11,604	12,184
Total payments and estimates: Administration	30,195	29,898	27,117	28,290	28,889	27,930	29,014	30,413	31,931

TABLE 6: SUMMARY OF ECONOMIC CLASSIFICATION: ADMINISTRATION

R thousand	Outcome			Main appropriation	Adjusted appropriation	Revised estimate	Medium-term estimates		
	2003/04	2004/05	2005/06	2006/07			2007/08	2008/09	2009/10
Current payments	25,949	28,573	26,226	27,866	27,621	26,720	28,054	29,406	30,873
Compensation of employees	11,754	13,726	13,200	15,345	15,396	14,651	15,859	16,651	17,483
Goods and services	14,195	14,690	12,802	12,521	12,155	12,003	12,195	12,755	13,390
Interest and rent on land									
Financial transactions in assets and liabilities		157	224		70	66			
Transfers and subsidies to:	8	41	41		34	35			
Provinces and municipalities									
Departmental agencies and accounts									
Universities and technikons									
Public corporations and private enterprises									
Foreign governments and international organisations									
Non-profit institutions									
Households	8	41	41		34	35			
Payments for capital assets	4,238	1,284	850	424	1,234	1,175	960	1,007	1,058
Buildings and other fixed structures									
Machinery and equipment	4,238	1,284	850	424	1,234	1,175	960	1,007	1,058
Cultivated assets									
Software and other intangible assets									
Land and subsoil assets									
Total economic classification: Administration	30,195	29,898	27,117	28,290	28,889	27,930	29,014	30,413	31,931

SERVICE DELIVERY MEASURES**Premier support**

Measurable Objectives	Performance Measure/ Indicators	Actual 2005/06	2006/07 Estimate	Performance Targets		
				2007/08	2008/09	2009/10
Provide optimal support to the Premier in his official, political and constitutional roles.	% of time allocated to official and constitutional engagements	NA	85%	90%	95%	95%
Maintain a strategic focus on the Premier's programme to ensure that it reflects GPG priorities	% of strategic engagements fulfilled and follow up on commitments made	NA	96%	97%	98%	99%
Strengthen relationships with other OoP units and GPG departments through information sharing, joint planning and coordination	% of planned OoP/GPG strategic meetings with an informed agenda	NA	96%	97%	98%	99%

Executive Council Support

Measurable Objective	Performance Measure/Indicators	Actual 2005/06	2006/07 Estimate	Performance Targets		
				2007/08	2008/09	2009/10
Provide Secretariat and Administrative support to the Executive Council, Sub committees, Management Committees and other Intergovernmental relations fora in the province	100% secretarial support rendered to provincial fora	90%	100%	100%	100%	100%
Effective and efficient secretariat support service to the decision-making structures in the Office of the Premier provided	100%, controlled access to reports, minutes and resolutions. Monitoring and analysis of reports	95%	96%	97%	98%	100%

Office of the Director-General

Measurable Objective	Performance Measure/Indicators	Actual 2005/06	2006/07 Estimate	Performance Targets		
				2007/08	2008/09	2009/10
Provide operational support to the Director General in strategically managing the province	Establish internal systems and controls to support the Director General's decision-making role in the province	N/A	95% of internal systems and controls in place	100% of internal systems and controls in place	100% of internal systems and controls in place	100% of internal systems and controls in place
Provide efficient and effective administration support to the Director General	Acknowledgement and responses for dealing with issues raised to be dealt with within 48 – 72 hours of reaching the office of the Director General	All responses acknowledged and distributed within 72 hours	All responses acknowledged and distributed within 72 hours	All responses acknowledged and distributed within 72 hours	All responses acknowledged and distributed within 72 hours	All responses acknowledged and distributed within 72 hours

Measurable Objective	Performance Measure/Indicators	Actual 2005/06	2006/07 Estimate	Performance Targets		
				2007/08	2008/09	2009/10
Provide for the management of Security risk and threats in the GPG	Establish Joint GPG Security Operations Centre & Systems	N/A	Set up Joint Command and Control Centres and Systems for GPG	All GPG Head Office sites	Incorporating 5 GPG regional sites per month into Joint Command and control centres	Incorporating 10 GPG regional sites per month into Joint Command and control centres
	Electronic Security Incident Monitoring and Tracking System	N/A	Setup electronic monitoring system for GPG	All GPG Head Office sites	Monitoring systems in 5 regional sites	Monitoring systems in 10 regional sites
	Implementation of MISS / Information security Regulations		100% awareness in the Office of the Premier	100% in all GPG Head Office sites	100% GPG regional sites	100% in all GPG sites

Financial Management

Measurable Objectives	Performance Measure/ Indicators	Actual 2005/06	2006/07 Estimate	Performance Targets		
				2007/08	2008/09	2009/10
Ensure accurate and credible management of the budget	Timely submission and accurate reporting on a monthly and quarterly basis	Reports submitted punctually both monthly and quarterly	Reports submitted punctually both monthly and quarterly	Reports submitted punctually both monthly and quarterly	Reports submitted punctually both monthly and quarterly	Reports submitted punctually both monthly and quarterly
Ensure effective reporting on the finances being executed by the Office	Audit opinion	Unqualified audit opinion	Unqualified audit opinion	Unqualified audit opinion	Unqualified audit opinion	Unqualified audit opinion
Effective, efficient, economic and timely procurement services rendered	Service delivery within stipulated timelines	85% of procurement services rendered within stipulated timelines	100% of all procurement services rendered within stipulated timelines	100% of all procurement services rendered within stipulated timelines	100% of all procurement services rendered within stipulated timelines	100% of all procurement services rendered within stipulated timelines
	Monthly reconciliation of asset ledger accounts to the asset register	100%	100%	100%	100%	100%

PROGRAMME 2: INSTITUTIONAL DEVELOPMENT

Programme description

This programme is comprised of Strategic Human Resources, Information Technology, State Law Advice, and Government Communication and Information Services. These services promote effective government communication with high levels of public participation, awareness and access to government information and positive perceptions of government; provides Human Resource Management and Management Services support to the Office of the Premier and strategic support on Human Resources Management to the Gauteng Provincial Government and provides strategic Legal support to the Premier and the Executive Council to ensure that the Office of the Premier excels in fulfilling its mandate.

Programme objective

To improve service delivery through institutional capacity building and transformation management.

Sub-programme objectives

- To promote strategic direction on human resource management and service delivery;
- To promote strategic information technology management, leadership and support;
- To provide legal and advisory support services;
- To provide strategic communication leadership and support and public information services.

TABLE 7: SUMMARY OF PAYMENTS AND ESTIMATES: INSTITUTIONAL DEVELOPMENT

R thousand	Outcome			Main appropriation	Adjusted appropriation	Revised estimate	Medium-term estimates		
	2003/04	2004/05	2005/06	2006/07			2007/08	2008/09	2009/10
1 Strategic Human Resources	17,346	19,251	21,222	22,441	23,479	22,107	25,660	27,580	28,609
2 Information Communication Technology									
3 Legal Advice	2,657	2,815	8,756	10,256	4,856	4,582	5,069	5,314	5,581
4 Communication Services	29,240	33,331	36,347	36,704	39,204	36,466	39,342	41,178	43,239
Total payments and estimates: Institutional Development	49,243	55,397	66,325	69,401	67,539	63,155	70,071	74,072	77,429

TABLE 8: SUMMARY OF ECONOMIC CLASSIFICATION: INSTITUTIONAL DEVELOPMENT

R thousand	Outcome			Main appropriation	Adjusted appropriation	Revised estimate	Medium-term estimates		
	2003/04	2004/05	2005/06	2006/07			2007/08	2008/09	2009/10
Current payments	48,475	53,533	64,922	67,873	65,830	61,722	68,433	72,352	75,624
Compensation of employees	10,941	14,662	18,888	22,369	23,087	19,647	23,686	25,894	27,191
Goods and services	37,534	38,871	46,034	45,504	42,743	42,075	44,747	46,458	48,433
Interest and rent on land									
Financial transactions in assets and liabilities									
Transfers and subsidies to:		42	61		31	29			
Provinces and municipalities									
Departmental agencies and accounts									
Universities and technikons									
Public corporations and private enterprises									
Foreign governments and international organisations									
Non-profit institutions			50						
Households		42	11		31	29			
Payments for capital assets	768	1,822	1,342	1,528	1,678	1,404	1,638	1,720	1,805
Buildings and other fixed structures									

R thousand	Outcome			Main appropriation	Adjusted appropriation	Revised estimate	Medium-term estimates		
	2003/04	2004/05	2005/06	2006/07			2007/08	2008/09	2009/10
Machinery and equipment	768	1,822	1,224	1,528	1,678	1,404	1,638	1,720	1,805
Cultivated assets									
Software and other intangible assets			118						
Land and subsoil assets									
Total economic classification: Institutional Development	49,243	55,397	66,325	69,401	67,539	63,155	70,071	74,072	77,429

SERVICE DELIVERY MEASURES

Strategic Human Resources

Measurable Objectives	Performance Measure/ Indicators	Actual 2005/06	2006/07 Estimate	Performance Targets		
				2007/08	2008/09	2009/10
Create an environment that supports the attraction, retention and development of appropriate skills for GPG	% of required HRM policy framework in place for Gauteng Provincial Government	NA		90%	100%	100%
Facilitate strategic HR planning and monitoring for GPG	Existence of an up-to-date HR Plan for Gauteng Provincial Government	NA		1	1	1
Facilitate managerial and leadership capacity building for GPG senior management	% success in the implementation of planned capacity building programme for GPG senior managers			95%	95%	95%
Provide Human Resources Management support to the Office of the Premier	Degree of compliance with Public Service HRM policy framework			100%	100%	100%
Provide information and communications technology management support to the Office of the Premier	Degree of compliance with ICT protocols and policy framework			98%	98%	98%
Management and facilitation of the Premier's Service Excellence Awards (PSEA)	Report published	November 2005	November 2006	November 2007	November 2008	November 2009
	Annual event	November 2005	November 2006	November 2007	November 2008	November 2009
	Impact Assessment Report	1 Assessment report	1 Assessment report	1 Assessment report	1 Assessment report	1 Assessment report
Facilitate Executive Leadership Development Modules	Number of Interventions/ Training Days, with e-learning integrated with all ELD modules	1,260 person training days	1,260 person training days	1,260 person training days	1,260 person training	1,260 person training
Facilitate Executive Coaching and Mentorship Programmes	No of coaching and mentorship relationships	Establish Executive Coaching relations for 3 Executive Managers	12 Individuals mentorship and coaching relationships	24 individual mentorship and coaching relationships	24 individual mentorship and coaching relationships	24 individual mentorship and coaching relationships
Convene SMS Network Sessions	Number of networking session hosted	Host 9 SMS network sessions	Hosted 6 SMS network sessions	Host 6 SMS network sessions	Host 6 SMS network sessions	Host 6 SMS network sessions

Measurable Objectives	Performance Measure/ Indicators	Actual 2005/06	2006/07 Estimate	Performance Targets		
				2007/08	2008/09	2009/10
Host conference to share information, debate case studies, best practices, new approaches and trends	Number of conferences hosted	1 Annual SMS Conference,	1 Annual SMS Conference	1 Annual SMS Conference	1 Annual SMS Conference	1 Annual SMS Conference
Publish the GMDP Leadership journal	Number of editions published	4 editions of the Journal per annum – 1 per quarter	4 editions of the Journal per annum – 1 per quarter	4 editions of the Journal per annum – 1 per quarter	4 editions of the Journal per annum – 1 per quarter	4 editions of the Journal per annum – 1 per quarter

State Law Advice

Measurable Objectives	Performance Measure/ Indicators	Actual 2005/06	2006/07 Estimate	Performance Targets		
				2007/08	2008/09	2009/10
Ensure that legislation is effective, user friendly and complies with the Constitution and laws of South Africa.	Issue a certificate of Constitutional compliance and effectiveness within 60 working days of final receipt of legislative instrument	NA	Certificates of compliance issued within 60 days	100% Certificates of compliance issued within 60 days	100% Certificates of compliance issued within 60 days	
100% Certificates of compliance issued within 60 days						
Provide legal advice and opinion to the Premier, the Executive Council and GPG.	Well-researched and motivated legal advice and opinions furnished within 20 working days of receipt of request	Advice provided as requested within timeframe	Advice provided as requested within timeframe	Advice provided as requested within timeframe	Advice provided as requested within timeframe	Advice provided as requested within timeframe
Ensure that all agreements are legally sound, comply with existing policies and protect the interests of the Office of the Premier.	Agreements not challenged on legal grounds	NA	98% Legally sound agreements in place	98% Legally sound agreements in place	100% Legally sound agreements in place	100% Legally sound agreements in place
Monitor all litigation against the GPG and ensure that it is attended to appropriately.	Monitoring mechanism put in place	NA	100%	100%	100%	100%

Government Communication and Information Services

Measurable Objectives	Performance Measure/ Indicators	Actual 2005/06	2006/07 Estimate	Performance Targets		
				2007/08	2008/09	2009/10
GPG media products and vehicles which promote public access to government information and awareness of GPG policies, programmes and services	Production of GPG services directories	5 produced and distributed	Production of 5 services directories	Production of 6 services directories	Production of 6 services directories	Production of 6 services directories
	Number of copies of Gauteng News published and circulated	9 editions (7 million copies distributed)	10 monthly editions x 500 000	10 monthly editions x 500 000	10 monthly editions x 500 000	10 monthly editions x 500 000
Effective GPG communication and marketing campaigns	Number of successful media and marketing campaigns conducted	14 media and marketing campaigns	11 media and marketing campaigns	11 media and marketing campaigns	11 media and marketing campaigns	11 media and marketing campaigns

Measurable Objectives	Performance Measure/ Indicators	Actual 2005/06	2006/07 Estimate	Performance Targets		
				2007/08	2008/09	2009/10
Public participation in governance and direct interaction between GPG and Gauteng residents promoted	Gauteng Imbizo, including Women's Imbizo	70 Gauteng Imbizo	40 Gauteng Imbizo	30 Gauteng Imbizo	40 Gauteng Imbizo	40 Gauteng Imbizo
Universal access to government information and services promoted	Number of Multi-Purpose Community Centres launched	4 Multi-Purpose Community Centres Launched	7 Multi-Purpose Community Centres Launched	6 Multi-Purpose Community Centres launched	6 Multi-Purpose Community Centres launched	6 Multi-Purpose Community Centres launched
Consistent and coherent GPG communication strategies and common messaging and strategic communication advice and support to the Premier and Executive Council	Completion of strategy and alignment with GPG priorities	Annual framework communication strategy developed and implemented	Annual framework communication strategy developed and implemented	Annual framework communication strategy developed	Annual framework communication strategy developed	Annual framework communication strategy developed
Effective GPG media coverage	Number of media briefings and networking sessions	10 media events	10 media events	10 media events	10 media events	10 media events

PROGRAMME 3: POLICY AND GOVERNANCE

Programme description

To support the Premier and Executive Council with policy advice, planning, monitoring and evaluation as well as the appropriate co-ordination of transversal issues and building capacity within Gauteng Provincial Government departments.

Programme objective

To initiate the development and implementation of policies and strategies to achieve a co-ordinated approach towards sustainable provincial growth and development.

Sub-programme objectives

- To co-ordinate and facilitate Human Right issues;
- To promote intergovernmental relations;
- To co-ordinate and facilitate the socio-economic development through the monitoring and evaluation of strategic policy implementation.

TABLE 9: SUMMARY OF PAYMENTS AND ESTIMATES: POLICY AND GOVERNANCE

R thousand	Outcome			Main appropriation	Adjusted appropriation	Revised estimate	Medium-term estimates		
	2003/04	2004/05	2005/06	2006/07			2007/08	2008/09	2009/10
1 Intergovernmental Relations	3,411	904		3,318	3,318	7,143	4,052	4,236	4,447
2 Provincial Policy Management	10,423	11,105	9,796	17,422	17,422	12,956	18,631	19,535	20,511
Total payments and estimates: Policy and Governance	13,834	12,009	9,796	20,740	20,740	20,099	22,683	23,771	24,958

TABLE 10: SUMMARY OF ECONOMIC CLASSIFICATION: POLICY AND GOVERNANCE

R thousand	Outcome			Main appropriation	Adjusted appropriation	Revised estimate	Medium-term estimates		
	2003/04	2004/05	2005/06	2006/07			2007/08	2008/09	2009/10
Current payments	13,752	11,889	9,731	20,457	20,340	19,699	22,335	23,406	24,574
Compensation of employees	7,219	5,914	6,060	9,442	9,442	9,442	9,232	9,694	10,178
Goods and services	6,533	5,975	3,671	11,015	10,898	10,257	13,103	13,712	14,396
Interest and rent on land									
Financial transactions in assets and liabilities									
Transfers and subsidies to:									
Provinces and municipalities									
Departmental agencies and accounts									
Universities and technikons									
Public corporations and private enterprises									
Foreign governments and international organisations									
Non-profit institutions									
Households									
Payments for capital assets	82	120	65	283	400	400	348	365	384
Buildings and other fixed structures									
Machinery and equipment	82	120	65	283	400	400	348	365	384
Cultivated assets									
Software and other intangible assets									
Land and subsoil assets									
Total economic classification: Policy & Governance	13,834	12,009	9,796	20,740	20,740	20,099	22,683	23,771	24,958

SERVICE DELIVERY MEASURES**Intergovernmental Relations**

Measurable Objectives	Performance Measure/ Indicators	Actual 2005/06	2006/07 Estimate	Performance Targets		
				2007/08	2008/09	2009/10
Promotion of Intergovernmental relations	Functional sisterhood agreements	Conceptual strategy presented to Premier's Coordinating Forum	3 Provinces	All agreements maintained	All agreements maintained	All agreements maintained
Promotion of Intergovernmental relations	4 x Premier's Coordinating Forum	4 x Premier's Coordinating Forum	4 x Premier's Coordinating Forum	4 x Premier's Coordinating Forum	4 x Premier's Coordinating Forum	4 x Premier's Coordinating Forum
Promotion of Intergovernmental relations	2 x Gauteng Intergovernmental Forum	2 x Gauteng Intergovernmental Forum	2 x Gauteng Intergovernmental Forum	2 x Gauteng Intergovernmental Forum	2 x Gauteng Intergovernmental Forum	2 x Gauteng Intergovernmental Forum

Provincial Policy Management

Measurable Objectives	Performance Measure/ Indicators	Actual 2005/06	2006/07 Estimate	Performance Targets		
				2007/08	2008/09	2009/10
Support provided to GPG planning cycle and monitoring of Five Year Plan of Action	Highly quality reports and inputs into key speeches of Premier (Opening of Legislature, Budget, Report back)	Quarterly monitoring reports produced	4 quarterly reports per annum	4 quarterly reports per annum	4 quarterly reports per annum	4 quarterly reports per annum
	High quality report to EXCO on progress in respect of KPIs	KPI review report produced	1 report per year	1 report per year	1 report per year	1 report per year
	High quality training leading to improved strategic plans and departmental monitoring	4 training sessions for 25 officials	25 officials trained per quarter	25 officials trained per quarter	25 officials trained per quarter	25 officials trained per quarter
Enabling system developed for monitoring, policy analysis and support to Premier	Timeous high quality information to advise the Premier and EXCO, do environmental scans	Interim monitoring system was designed	Ongoing	As required	As required	As required
Ensure service delivery improvements in GPG	Support given to departments quarterly	Audit of service standards in all departments	Support 2 departments per quarter	Support 3 departments per quarter	Support 3 departments per quarter	Support 3 departments per quarter
Support Social development in Gauteng 1 regional dialogue	Successful, quality women's dialogues held.	Women's dialogue event hosted in March 2005	1 provincial dialogue,	1 regional dialogue	1 regional dialogue	1 regional dialogue
	1 provincial dialogue	1 regional dialogue	1 report	1 report	1 report	1 report
	Monitoring disability programme of action	Annual progress report	1 report	1 report	1 report	1 report
	Coordination of International Disability Day	Successful event	1 event	1 event	1 event	1 event

7. OTHER PROGRAMME INFORMATION

7.1 Personnel numbers and cost

TABLE 11: PERSONNEL NUMBERS AND COSTS: OFFICE OF THE PREMIER

Personnel numbers	As at 31 March 2004	As at 31 March 2005	As at 31 March 2006	As at 31 March 2007	As at 31 March 2008	As at 31 March 2009	As at 31 March 2010
1 Administration	45	56	55	63	68	68	68
2 Institutional Development	82	99	105	112	109	109	109
3 Policy & Governance	20	23	17	30	30	30	30
Total provincial personnel numbers	147	178	177	205	207	207	207
Total provincial personnel cost (R thousand)	29,914	34,302	38,302	43,740	48,777	52,239	54,852
Unit cost (R thousand)	203	193	216	213	236	252	265

TABLE 12.: SUMMARY OF DEPARTMENTAL PERSONNEL NUMBERS AND COSTS: OFFICE OF THE PREMIER

	Outcome			Main appropriation	Adjusted appropriation	Revised estimate	Medium-term estimates		
	2003/04	2004/05	2005/06	2006/07			2007/08	2008/09	2009/10
Total for Office of the Premier	147	178	177	209	205	205	207	207	207
Personnel numbers (head count)	147	178	177	209	205	205	207	207	207
Personnel cost (R thousands)	29,914	34,302	38,148	47,017	47,925	43,740	48,777	52,239	54,852
Human resources component									
Personnel numbers (head count)	41	47	56	50	50	50	47	47	47
Personnel cost (R thousands)	6,571	7,044	7,836	9,184	9,902	9,902	9,845	11,361	13,975
Head count as % of total for department	27.89	31.97	38.10	34.01	34.01	34.01	31.97	31.97	31.97
Personnel cost as % of total for Vote	21.97	20.54	20.54	19.53	20.66	22.53	20.18	21.75	25.48
Finance component									
Personnel numbers (head count)	25	29	28	33	29	29	330	33	33
Personnel cost (R thousands)	4,466	4,786	5,070	5,922	5,973	5,973	6,316	6,630	6,961
Head count as % of total for Vote	17.01	16.29	15.82	15.79	14.15	14.15	15.94	15.94	15.94
Personnel cost as % of total for Vote	14.93	13.95	13.29	12.60	12.46	13.59	12.95	12.69	12.69
Full time workers									

	Outcome			Main appropriation	Adjusted appropriation	Revised estimate	Medium-term estimates		
	2003/04	2004/05	2005/06	2006/07			2007/08	2008/09	2009/10
Personnel numbers (head count)	147	178	177	209	205	205	207	207	207
Personnel cost (R thousands)	29,914	34,302	38,148	47,017	47,925	43,953	48,777	52,239	54,852
Head count as % of total for Vote	100%	100%	100%	100%	100%	100%	100%	100%	100%
Personnel cost as % of total for Vote	100%	100%	100%	100%	100%	100%	100%	100%	100%
Part-time workers									
Personnel numbers (head count)									
Personnel cost (R thousands)									
Head count as % of total for Vote									
Personnel cost as % of total for Vote									
Contract workers									
Personnel numbers (head count)				18	18	18	20	22	24
Personnel cost (R thousands)				1,045	1,045	1,045	1,447	1,519	1,593
Head count as % of total for Vote				8.61	8.61	8.61	9.57	10.53	11.48
Personnel cost as % of total for Vote				2.2	2.2	2.4	3.0	2.9	2.9

7.2 Training

TABLE 13: PAYMENTS ON TRAINING: OFFICE OF THE PREMIER

R thousand	Outcome			Main appropriation	Adjusted appropriation	Revised estimate	Medium-term estimates		
	2003/04	2004/05	2005/06	2006/07			2007/08	2008/09	2009/10
1 Administration	237	106	67	183	183	183	174	183	192
of which									
Subsistence and travel									
Payments on tuition	237	106	67	183	183	183	174	183	192
2 Institutional Development	1,488	1,074	1,686	1,371	1,371	1,371	111	116	1,553
Subsistence and travel									
Payments on tuition	1,488	1,074	1,686	1,371	1,371	1,371	111	116	1,553
3 Policy & Governance	171	119	42	152	152	152	1,415	1,479	122

R thousand	Outcome			Main appropriation	Adjusted appropriation	Revised estimate	Medium-term estimates		
	2003/04	2004/05	2005/06	2006/07			2007/08	2008/09	2009/10
Subsistence and travel									
Payments on tuition	171	119	42	152	152	152	1,415	1,479	122
Total payments on training: Office of the Premier	1,896	1,299	1,795	1,706	1,706	1,706	1,700	1,778	1,867

TABLE 14: INFORMATION ON TRAINING: OFFICE OF THE PREMIER

R thousand	Outcome			Main appropriation	Adjusted appropriation	Revised estimate	Medium-term estimates		
	2003/04	2004/05	2005/06	2006/07			2007/08	2008/09	2009/10
Number of staff									
Number of personnel trained	68	55	77	38	38	38	85	93	103
of which									
Male	21	21	24	14	14	14	27	29	32
Female	47	34	53	24	24	24	58	64	71
Number of training opportunities	68	55	77	38	38	38	85	93	103
of which									
Tertiary		48	35	38	38	38	39	43	47
Workshops									
Seminars									
Other		7	42				46	50	56
Number of bursaries offered	14	30	21	18	18	18	17	19	21
Number of interns appointed		20	18	19	19	19	20	22	24
Number of learnerships appointed		2	4	5	5	5	6	7	8
Number of days spent on training	204	165	231	114	114	114	255	279	309

7.3 Reconciliation of structural changes

TABLE 15: RECONCILIATION OF STRUCTURAL CHANGES: OFFICE OF THE PREMIER

Programmes for 2006/07			Programmes for 2007/08		
	2007/08 Equivalent				
	Programme	Subprogramme		Programme	Subprogramme
1. Executive Office	1	1. Private Office of the Premier	Administration	1	1 Premier's Support
		3. Secretariat Services			2 Executive Council Support
		2. Office of the Director General			
7. Security and Risk Management Services	7	7. Security and Risk Management Services		1	3 Director General

Programmes for 2006/07			Programmes for 2007/08		
	2007/08 Equivalent				
	Programme	Subprogramme		Programme	Subprogramme
6. Financial Management	6	1. Financial and Management Accounting		1	4 Financial Management
		2. Supply Chain Management			4 Financial Management
		3. Management			4 Financial Management
5. Strategic Human Resources & Management Support	5	1 Human Resources & Auxiliary Services	Institutional Development	2	1 Strategic Human Resources
		2 Transversal Strategic Human Resource			1 Strategic Human Resources
		3 Management			1 Strategic Human Resources
2. Policy Development & Co-ordination	2	1 Information Manage & Monitoring		2	2 Information Communication Technology (ICT)
4. State Law Advice	4	1 State Law Advice		2	
	4	2 Management		2	3 Legal Services
	2			2	
3. Government Communication & Information Services	3	1 Corporate Communications Services		2	4 Communication Services
		2 Strategy and Media Liason			1 Corporate Communication Services
		3 Development Communication and Information Services		3	2 Strategic Media Liason
		3.4 Management			3 Development Communication & Information Services
					4 Management
2. Policy Development & Co-ordination	2	3.Growth & Development(Global City Region)	Policy & Governance	3	2 Provincial Policy Management
3. Government Communication & Information Services	3	1. Corporate Communication(global City Region)		3	1 Intergovernmental relations
2. Policy Development & Co-ordination	2	4. Governance (NEPAD)		3	1 Intergovernmental relations
3. Government Communication & Information Services	3	1. Corporate Communication 3. Development Communication(African Peer Review Mechanism)		3	1 Intergovernmental relations
	3	3. Corporate Communication(Midterm Review)		3	1 Intergovernmental relations
	3				
2. Policy Development & Co-ordination	2			3	3.2 Intergovernmental Relations
	2	4. Governance		3	3.2.1 Governance
2. Policy Development & Co-ordination	2				3.3 Provincial Policy Management
	2	5. Management		3	3.3.1 Policy Development Management
	2	2. Social Development			3.3.2 Social Development
	2	3. Growth & Development		3	3.3.3 Growth & Development
					3.3.4 Information Management & Monitoring
					3.3.5 Global City region
					3.3.6 Nepad
					3.4 Traditional Affairs/House

8 CROSS-CUTTING ISSUES

Outcomes and outputs which will benefit women/promote gender equality

Outcome	Output	Gender issue	Programme	Sub-programme	Indicator/ output	R Thousand		
						2007/08	2008/09	2009/10
Positive Role Models of Women are Promoted	Leadership Skills Training and Workshops	Promote women's awareness of; access to and participation in government services	Programme 1:	Private Office of the Premier	Number of workshops attended	10% of training budget	10% of training budget	10% of training budget
Women are able to access GPG services and participate in government activities		Promote positive role models of Women						
Coordination and accountability machinery for implementation of provincial action plan	Strengthening gender focal points.	Departments have appointed Gender Focal Points. However the last gender audit conducted, revealed that most of them occupy non strategic positions by virtue of their designations within the departments.	Programme 3: Policy and Governance	Social Development	Effective and full participation of all Gender Focal Points (GFPs) in the GPG Gender Forum	18	19	20
		The status quo still remains to date.			The degree of involvement of gender focal points in their own departments in planning, budgeting and monitoring departmental activities aimed at improving the status of men and women			
GFPs competence improved regarding the integration of a gender approach in policies, strategies, plans and programmes.	Capacity building programme for the Gender Focal Points facilitated	GFPs require ongoing capacity building sessions to ensure improved ability & competence to influence policies, strategies, plans & programmes	Programme 3: Policy and Governance	Sub-Programme: Social Development	Specific training programmes for GFPs based on need	68	72	76
GPG's status on gender mainstreaming, gender equality and gender equity is improved.	Gender audits facilitated	There is need for an audit to give a true reflection of; the status of women, and role of GFPs, extend of programmes targeting men and women in GPG	Programme 3: Policy and Governance	Social Development	Gender audit report and targeted intervention programmes	403	423	447

Outcome	Output	Gender issue	Programme	Sub-programme	Indicator/ output	R Thousand		
						2007/08	2008/09	2009/10
A measurement and a monitoring mechanism of GPG's progress towards achieving gender equality in the province	Gender indicators facilitated	One of GPG's challenges is to have quantitative and qualitative measures of women's social, economic, health, and political status in addressing equity and equality issues.	Programme 3: Policy and Governance	Social Development	A workshop of draft indicators with all role players.	14	15	16
					Endorsement of indicators by HODs			

Outcomes and outputs which will benefit women employees within Office of the Premier

Outcome	Output	Gender issue	Programme	Sub-programme	Indicator/ output	R Thousand		
						2007/08	2008/09	2009/10
GPG communicators are better capacitated to deliver GPG communications	GPG communication forums and Iekgotla	Women communicators are better able to advance within the workplace through improved capacity and skills	Programme 2: Government Communication and Information Services	Sub-Programme: Strategy and media liaison	Numbers of participants	142	149	155
	GPG communication orientation manual							
	Study tours							
	communication training							
Appropriately skilled, empowered and competent member of staff in the Office of the Premier.	Internal and External bursaries.	Targeting all employees (focus on female employees).	Programme 2: Strategic Human Resources and Management Support	Sub-Programme: Human Resources & Auxiliary Services	Distribution of bursaries granted (female employees = 59.75% of staff complement)	352	370	385
	Internship programme.	Programme that specifically targets women and disabled.	Programme 2: Strategic Human Resources and Management Support	Sub-Programme: Human Resources & Auxiliary Services	% women employed as interns.	399	419	435
Gender sensitive and supportive working environment.	Awareness programme on gender- and related issues.	Implementation and management of: Sexual Harassment Policy, HIV/AIDS Policy and violence against women	Programme 2: Strategic Human Resources and Management Support	Sub-Programme: Human Resources & Auxiliary Services	Policies and programmes in place	341	358	372
Appropriately skilled, empowered and competent SMS members in the GPG.	Training and development interventions	Training of SMS members on gender issues	Programme 2: Strategic Human Resources and Management Support	Sub-Programme: Human Resources & Auxiliary Services	Awareness programme interventions	2,881	2,940	3,051

