

Appendix F

‘UNDERLYING KNOWLEDGE’

?? Column 1: knowledge acquired through a formal educational process, such as attending a course;

?? Column 2: limited knowledge, informally obtained for example, by reading an article;

?? Column 3: no knowledge of a particular area.

		Senior levels			Middle levels			Lower grades		
		1	2	3	1	2	3	1	2	3
A	National government structures	56	40	5	31	63	6	20	55	25
B	Provincial government structures	42	51	7	33	61	6	18	57	25
C	Government decision-making processes	56	40	4	34	52	15	14	41	44
D	Programme-setting processes	30	55	14	17	45	39	9	27	63
E	Relevant (financial) sections of the Constitution (e.g. S 216)	34	59	7	23	57	21	13	42	46
F	Public Finance Management Act	62	38	0	57	37	7	21	57	22
G	Treasury Regulations to the Public Finance Management Act	53	42	4	52	41	7	21	59	20
H	Reforms in budgeting and budgetary systems	33	62	4	21	52	26	10	38	52
I	Medium-term Expenditure Framework (MTEF)	38	60	2	25	53	22	9	31	59
J	Public sector accountability mechanisms and processes	40	49	12	25	50	25	12	31	56
K	Procurement, including statutory tender requirements	31	58	11	17	47	36	12	23	65
L	Project management and project management systems	38	49	13	28	31	41			
M	Salary and relevant personnel salary systems	33	51	16	30	50	20	30	33	37
N	Management Information System (MIS) and formal reporting systems	29	60	11	21	42	36	10	29	61
O	Trading accounts for public entities	21	44	35	12	39	48			
P	Knowledge of applicable financial systems e.g. FMS, BAS	33	53	13	53	30	16	40	35	25
Q	Generally Accepted (Recognised) Accounting Practice (GAAP/GRAP)	38	49	13	28	48	23			
R	Principles of government economic policy	41	50	9	15	58	26	9	36	55
S	Tools of monetary policy (e.g. interest rates)	29	53	18	17	45	37			
T	Tools of fiscal policy (e.g. tax incidence)	29	49	22	17	42	41			