

## PROGRAMME 1: ADMINISTRATION

### PRIVATE SECRETARIAT

Measurable Objective	Performance Measure	Actual Output 2005/06	Target Output 2006/07	Actual Output 2006/07	Deviation from Target	
					Unit	%
Effective and efficient co-ordination and management of the Premier's programme	Effective diary coordination through weekly Diary Forum meetings, daily stakeholder liaison and ongoing facilitation of logistical arrangements in support of Premier's programme through accommodation and traveling bookings; liaison with Protection & Security Services (PSS) and Protocol and documentation preparation	22 diary meetings were held  Travel and accommodation arranged according to the programme	36 diary forum meetings to be held per annum  Arrange travel and accommodation as per Premier's programme	25 diary meetings took place  All travel and accommodation arrangements successfully secured, with exception of three incidences where the office was unable to secure preferred bookings	11	30
		Two international visits were undertaken to Alberta Province in Canada and Maputo Province in Mozambique	Arrange travel and accommodation as per Premier's Programme	One international official visit to North Rhine Westphalia Province in Germany was undertaken	None	None
		—	Documents for all confirmed commitments to be submitted to the Premier 24 hours prior to the event	Documents for all confirmed commitments were submitted to the Premier 24 hours prior to the event  Periodic communication	None	None

Measurable Objective	Performance Measure	Actual Output 2005/06	Target Output 2006/07	Actual Output 2006/07	Deviation from Target	
					Unit	%
				between the office and its stakeholders (VIP security unit, Protocol and the Director General) took place to ensure continuous update on the Premier's programme		
Buy-in to the Province's vision and priorities across the public sector and external stakeholders	Meetings with role players such as business, labour and community organizations; Premier's availability to address public functions and accurate information provided through speeches	109 consultative briefings/meetings were held  Three Presidential Coordinating Council (PCC) meetings attended	An average of 120 meetings per annum (30 per quarter)	Support was rendered for a total of: <ul style="list-style-type: none"> <li>• 89 political engagements;</li> <li>• 47 meetings with external Stakeholders;</li> <li>• 82 Government related meetings, including Executive Council, (PCC) and the Premier's Coordinating Forum (PCF);</li> <li>• 75 events ranging from national days, departmental functions, private sector and Non-Governmental Organisation (NGO) events which were attended by the Executive Authority</li> </ul>	None	None
<b>Accurate and timeous flow of correspondence to and from the Premier</b>	Incoming correspondence is processed and submitted to Premier within five days of receipt thereof	All correspondence registered on receipt and discussed with the Premier within seven days whenever possible	Five day turn-around on correspondence addressed to the Premier	97% of the correspondence addressed to the Premier was submitted to him within five days of receipt	None	None

Measurable Objective	Performance Measure	Actual Output 2005/06	Target Output 2006/07	Actual Output 2006/07	Deviation from Target	
					Unit	%
	Outgoing correspondence is processed and dispatched within seven days of receipt thereof	A total of 1353 pieces of written correspondence was received and attended to during the reporting period	Processing of an average of 1440 pieces of correspondence per annum (100-120 per month)	A total of 1224 pieces of correspondence were received in the reporting period	116	15
	Enquiries from the public are dealt with expeditiously and efficiently through referral and provision of information	Referrals done immediately for the attention of MECs/DG or relevant sections	—	<ul style="list-style-type: none"> <li>• 172 Complaints received</li> <li>• 436 Invitations</li> <li>• 162 Requests for meetings</li> <li>• 81 Reports</li> <li>• 78 Business proposals</li> <li>• 75 Requests for financial assistance</li> <li>• 220 Memos - General information mainly from Government Departments and Members of the Executive Council (MECs)</li> </ul>	None	None
Compliance with Legislature duties and responsibilities	Executive Authority (EA) is able to fulfill his responsibilities in the National Council of Provinces (NCOP), Mpumalanga Provincial Legislature and Constituency Office	Premier attended the sittings of the Mpumalanga Provincial Legislature and three joint sittings in Parliament	100% of sittings requiring Premier's presence to be attended	The Premier attended 12 sittings of the Mpumalanga Provincial Legislature during which EA responded twice to Questions of Oral Reply	None	None

Measurable Objective	Performance Measure	Actual Output 2005/06	Target Output 2006/07	Actual Output 2006/07	Deviation from Target	
					Unit	%
		—	Executive Authority responded to two sets of questions for written reply	The EA was supported in responding within the time limits set by Legislature to two sets of Questions for Written Reply during the reporting period  Five sittings of NCOP/National Assembly, with a total of 11 briefing documents submitted	None	None
		Premier visited his constituency office in Groblersdal three times	On average of 12 sittings (2-3 per quarter)	Seven visits to the constituency Office	41	78
<b>Positive image of the Premier as leader of Government</b>	Proactive media monitoring and liaison to provide positive information on service delivery and good governance, and timeous and strategic responses to negative media coverage	A total of 13 media interviews were conducted with various local and National newspapers The highlights were on the Heritage Manuscript Launch as well as the State of the Province Address coverage	Provision of weekly itinerary to media  Daily liaison with key journalists  Daily monitoring of print and electronic media	A total of 11 formal media interviews were conducted with the EA  Insert in a national newspaper designed and published on the State of the Province Address and the “Big Five” Flagship Projects	None	None
		An additional 18 meetings or interactions took place with media-related institutions	—	59 direct meetings or interactions took place between the media liaison officer and media-related institutions  Print and electronic media were monitored daily to alert EA timeously on issues requiring his	None  None	None  None

Measurable Objective	Performance Measure	Actual Output 2005/06	Target Output 2006/07	Actual Output 2006/07	Deviation from Target	
					Unit	%
				attention, and to respond where necessary to media reports		
Timeous and accurate advice and information to the Premier	To ensure on-going monitoring, research and analysis of emerging Provincial, National and International trends and best practice by the Special Advisors	Speeches, advice on economic and political matters were provided to Premier	Ensure the preparation of speeches/briefing notes and provide advice to the Premier on economic and political issues and trends	The two Special Advisors facilitated submission of a total of 49 speeches and seven briefing documents on important developments to the EA	<b>3</b>	<b>58</b>
	Quarterly meetings of the Economic Advisory Committee (EAC), monthly meetings of the Strategic Advisors Forum (internal), and weekly meetings with the DG	—	One meeting per quarter with the EAC	The Economic Advisory Committee met 3 times	<b>None</b>	<b>None</b>
		—	Monthly meetings with Strategic Advisors Forum (3 per quarter)	The Strategic Advisory Forum convened 5 out of 8 scheduled meetings  Meetings that did not sit were cancelled mainly due to other priorities that arose at short notice  The EA met at least on a weekly basis with DG	<b>None</b>	<b>None</b>
Safe, secure and stress-managed environment around Premier	Daily liaison with and management of security personnel, official residence household staff and	Successfully managed the Premiers household	Effective management of the Premiers household	Four visits per month to the Premiers official residence to provide onsite support to the staff	<b>None</b>	<b>None</b>

Measurable Objective	Performance Measure	Actual Output 2005/06	Target Output 2006/07	Actual Output 2006/07	Deviation from Target	
					Unit	%
	office staff					
<b>Compliance with public service legal framework</b>	Automated electronic documentation management systems (EDMS) in place in 1 <sup>st</sup> quarter of financial year	—	Maintenance and strengthening of existing systems  EDMS in place	EDMS not in place	---	100%
	Administrative systems in place and compliant with legislation	—	Timeous submission of monthly and quarterly reports	All quarterly reports submitted on time	<b>None</b>	<b>None</b>
	Financial Management systems in place and compliant with legislation	—	Monthly financial monitoring meetings	All financial monitoring meetings held	<b>None</b>	<b>None</b>

## OFFICE OF THE DIRECTOR- GENERAL

Measurable Objective	Performance Measure	Actual Output 2005/06	Target Output 2006/07	Actual Output 2006/07	Deviation from Target	
					Unit	%
<b>To provide overall strategic support to the Premier in discharging the Executive Authority of the Province</b>	Approved and aligned 2006/07 operational plans and documents for the Office of the Director-General and Office of the Premier	—	All Senior Managers' performance agreements aligned to the implementation plan	Not achieved due to a delay in the appointment of the Planner	—	<b>100</b>
<b>To ensure continuous proper monitoring, evaluation, co-ordination and management of the administration of the Office of the Premier on an ongoing basis</b>	Weekly Executive Management Committee (EMC) meetings	Executive Management meetings were held daily until January 2006 and later changed to fortnightly	To hold weekly Executive Management meetings for the Office of the Premier	All scheduled meetings were held and the implementation of resolutions monitored	<b>None</b>	<b>None</b>
	The Monthly Management Committee Meeting (Mancom) and OPS Meetings	Mancom and Ops meetings held	To hold monthly Mancom and Ops meetings for the Office of the Premier	All scheduled meetings were held and the implementation of resolutions monitored	<b>None</b>	<b>None</b>
	Co-ordination and compilation of Office of the Premier monthly, quarterly and Annual Reports	Reports for the Office of the Director-General were compiled and circulated to the relevant stakeholders / Authority-Premier, Macro Policy and the Provincial Legislature	To compile, facilitate monthly, quarterly and Annual Reports for the Office of the Premier	Monthly and quarterly reports compiled 2005/06 Annual Report compiled and presented to the Portfolio Committee	<b>None</b>	<b>None</b>

Measurable Objective	Performance Measure	Actual Output 2005/06	Target Output 2006/07	Actual Output 2006/07	Deviation from Target	
					Unit	%
	Daily management and coordination of documentation and information to and from the Office the Director General (ODG) was duly done	Management and coordination of documentation and information to and from the Office of the Director-General was done	Manage and coordinate documentation and information to and from the Office of the Director-General	Management and coordination of documentation and information to and from the ODG was duly done	None	None
<b>To improve Executive decision-making support</b>	Conduct quality assurance checks on all documentation submitted to the Technical and Political Clusters, as well as to the Executive Council from components within the Office of the Premier	All documents were correctly formatted and edited for submission to the Technical and Political Clusters and to the Executive Council	Documents formatted and edited for submission to the Clusters	All documents correctly formatted and edited for submission to the Technical and Political Clusters and to the Executive Council	None	None
	Attending bi-monthly Executive Council (Exco), Technical Cluster and Political Committee meetings	The Director General attended the meetings as scheduled, circulated resolutions and followed up on their implementation	Attending bi-monthly Exco technical and political meetings	All scheduled bi-monthly meetings were attended and resolutions communicated to the relevant stakeholders including the Provincial Management Committee (PMC) meetings	None	None
	Coordinate and manage monthly PMC DELETED	PMC meetings were held fortnightly. For the remaining quarter the meetings were held monthly and a total of 20 meetings were conducted	Monthly PMC meetings coordinated	All monthly PMC meetings were successfully coordinated, and secretarial support provided	None	None



Measurable Objective	Performance Measure	Actual Output 2005/06	Target Output 2006/07	Actual Output 2006/07	Deviation from Target	
					Unit	%
	Monitoring the implementation of PMC resolutions	PMC Resolutions were disseminated to the relevant departments and were regularly monitored	PMC resolutions implemented and monitored	Resolutions were disseminated and their implementation followed up on a regular basis	None	None
<b>To provide strategic support to the Office of the Premier's Internal Revival Programme</b>	Finalise the restructuring of the Office of the Director-General and implement the recommendations with regards to the restructuring programme	A series of workshops on the Code of Ethics/Conduct were facilitated as part of the Internal Renewal Programme	Restructuring of the Office of the Director General completed	Progress reports on the restructuring process	None	None
	Review and finalise the organogram	—	Approved organogram for the Office of the Premier	Amendments to the structure not finalised	60	40
<b>Mpumalanga in Action</b>	Establishment and co-ordination of a Programme Management Unit (PMU) to coordinate and facilitate implementation of the flagship projects	—	Fully functional Programme Management Unit (PMU)	Not Achieved	—	100
	Flagship Provincial service delivery improvement initiatives as determined by Exco		Successful implementation of the five flagship projects	Five flagship programmes approved by Exco in October 2006 Implementation plans of Accelerated Capacity Building and Water for All flagship programmes approved by Exco in the last quarter  Implementation plans for Heritage, Greening	None	None

Measurable Objective	Performance Measure	Actual Output 2005/06	Target Output 2006/07	Actual Output 2006/07	Deviation from Target	
					Unit	%
				Mpumalanga & Tourism, Maputo Development Corridor and Moloto Rail Development Corridor are still to be finalized and submitted for approval by Exco  Initiated the appointment of a programme/project management company to assist with the implementation process		
<b>To coordinate a successful 2010 Soccer World Cup (SWC) Programme for the Province</b>	Develop a Provincial 2010 Master Plan and ensure its implementation	—	Provincial 2010 Master Plan approved by Exco	2010 Master Plan approved	<b>None</b>	<b>None</b>
	Provide Departments with support in their development of sector plans and ensure their monitoring	—	Sector plans approved	Not achieved	—	<b>100</b>
	Finalise the core structure for the unit and the filling of posts	—	Core structure approved and staff recruited	Executive Assistant seconded to 2010 unit  Secretary post filled	<b>None</b>	<b>None</b>
	Develop a communication strategy	—	Appointment of a service provider  Communication strategy approved	Not achieved	-	<b>100</b>
<b>To enhance and develop</b>	Ensure the inclusion of 2010 project in the existing	—	Discussions for future relations with North Rhine	Discussions took place and the two neighboring countries to take part in	<b>None</b>	<b>None</b>

Measurable Objective	Performance Measure	Actual Output 2005/06	Target Output 2006/07	Actual Output 2006/07	Deviation from Target	
					Unit	%
international relations with key 2010 World Cup strategic partners	Memoranda of Understanding (MoUs) of North Rhine Westphalia, Swaziland and Mozambique		Westphalia, Swaziland and Mozambique initiated	the 2010 Technical Committee		

## INTERNAL AUDIT

Measurable Objective	Performance Measure	Actual Output 2005/06	Target Output 2006/07	Actual Output 2006/07	Deviation from Target	
					Unit	%
Strengthening of internal controls and good governance	To render audit assurance and consulting services to cluster departments	Conduct audits as per the Institution of Internal Auditors Standards	Value adding Internal audit reports in line with approved audit plans	39 audits were conducted in the four cluster departments in accordance with the IIA standards	None	None
	Facilitated risk assessments and ensured compliance with relevant regulations	—	Facilitate risk assessments and ensure compliance with relevant regulations	Four Risk Assessment reports for the four cluster departments were facilitated and compiled	None	None
	Effective Audit Committee	Submission of the Annual Committee report on time  Audit Committee adopted its formal terms of reference	Effective Audit Committee	Audit Committee's Annual Report submitted on time  Audit Committee's formal terms of reference adopted  New Audit Committee appointed with effect from December 2006	None	None

Measurable Objective	Performance Measure	Actual Output 2005/06	Target Output 2006/07	Actual Output 2006/07	Deviation from Target	
					Unit	%
	Reliance by Auditor General on Internal Audit work performed	Auditor General relied on Internal audit work performed at all four cluster departments	Reliance by Auditor General on Internal Audit work performed	Internal Audit work conducted in four cluster departments used as a basis for the Auditor General's work	None	None
	Assist departments in achieving strategic goals and objectives	Aligned Internal Audit plans to the strategic goals and objectives of the cluster departments	Assist departments in achieving strategic goals and objectives	Internal Audit plans designed in such a way that they assist cluster departments to achieve their strategic goals and objectives	None	None
	To provide information technology (computer) and Performance Audit services on an ongoing basis	Information technology (computer) and performance audit services were not provided	To provide information technology (computer) and performance audit services on an ongoing basis	Not achieved, however a proposal for the creation of Computer and Performance Audit units was completed and submitted to the Principals for approval	-	100

Measurable Objective	Performance Measure	Actual Output 2005/06	Target Output 2006/07	Actual Output 2006/07	Deviation from Target	
					Unit	%
Render Forensic Audit Services	To conduct special investigations on an ongoing basis	<ul style="list-style-type: none"> <li>• All reported cases investigated or referred to Departments</li> <li>• Number of cases received from the National Hotline: 113</li> <li>• Internal Audit investigated: 24</li> <li>• Cases referred to departments: 89</li> <li>• Further 16 cases received through informers and written correspondences were investigated whereby 4 municipalities were implicated and 41 allegations investigated</li> <li>• Actions taken departmentally: 7 dismissals</li> <li>• Criminal charges opened: 27</li> </ul>	Conduct special investigations on an ongoing basis	<ul style="list-style-type: none"> <li>• Number of cases received from National Hotline: 71</li> <li>• Cases investigated by the unit: 47;</li> <li>• 18 referred to departments;</li> <li>• 6 pending investigations and departmental actions;</li> <li>• dismissals: 0</li> <li>• criminal charges: 0</li> <li>• Private investigation firms: 0</li> <li>• Cases received through informers and written correspondence: 36</li> <li>• All 36 investigations are pending</li> </ul>	60	56
		Continuous compliance with the National Anti-Corruption Strategy	Compliance with the National Anti-Corruption Strategy	Continuous compliance with the National Anti-Corruption Strategy	None	None

## EXECUTIVE COUNCIL SECRETARIAT

Measurable Objective	Performance Measure	Actual Output 2005/06	Target Output 2006/07	Actual Output 2006/07	Deviation from Target	
					Unit	%
Provide effective and efficient secretarial support services to the Executive Council and the Director-General, as Secretary to the Executive Council	Co-ordinate Executive Council meetings, Exco ad hoc Committees and Political Task Teams	25 Exco meetings / sittings and 19 Outreach visits were successfully coordinated	—	17 Exco meetings (including Special Exco), and 10 Outreach visits were successfully coordinated	None	None
		25 technical and Exco Committees meetings aimed at developing their Programmes of Action were held successfully	—	16 technical and Exco Committees were facilitated to develop Cluster Programmes of Action  Four Premier's Coordinating Forums were facilitated and successfully held	None	None
	Prepare, package and provide documentation on a fortnightly basis	All documentation was successfully prepared and circulated	Prepare, package and distribute documentation	Documents for all Exco, Special Exco and Exco Committee meetings were packaged, well secured and circulated in time	None	None
	Record all proceedings at all Exco meetings	Minutes and reports of all Exco meetings and Exco committees were successfully prepared and circulated	Recording of all proceedings at Exco meetings	Minutes of all Exco meeting compiled and proper records kept	None	None

Measurable Objective	Performance Measure	Actual Output 2005/06	Target Output 2006/07	Actual Output 2006/07	Deviation from Target	
					Unit	%
	Security and safekeeping of Exco documents and information	The unit ensured that documents and information were kept safe	Continue to secure and keep Exco documents and information safely	Exco documents and records have been successfully secured and kept safely	None	None
	Develop and update the database on Exco resolutions, decisions and discussions	The database was continuously updated	Develop and update database on Exco resolutions, decisions and discussions	Exco database of resolutions and minutes regularly updated	None	None
	Disseminate Exco decisions, resolutions and information to relevant stakeholders on a fortnight basis	Exco resolutions and information was continuously distributed to all relevant stakeholders on a weekly basis	Disseminate Exco decisions, resolutions and information to the relevant stakeholders	Exco resolutions were at all times circulated to all relevant stakeholders a week after every meeting	None	None
	Update and improve the Exco Management system	The unit had updated the management system on a continuous basis by improving formats for developing Exco Committee Reports and Memoranda	Update and improve the Exco management system	The unit continuously updated the management system by improving formats for developing Exco Committee Reports and Memoranda	None	None
	Co-ordinate with the Director-General on Agenda setting and other Exco issues fortnightly	The Head of the unit continuously met with the Director-General on Agenda setting	Liaise with the Director General on Agenda setting for Exco	The head of the unit continuously interacted with the Director-General on Agenda setting and other Exco issues fortnightly	None	None



Measurable Objective	Performance Measure	Actual Output 2005/06	Target Output 2006/07	Actual Output 2006/07	Deviation from Target	
					Unit	%
<b>Strengthen internal systems and human resource capacity, to improve the quality of services to EXCO</b>	Co-ordinate training and empowerment programmes for Members of the Executive Council on an annual basis	Not achieved	Co-ordinate training programmes for Members of the Exco	Not achieved	—	100
	Co-ordinate and facilitate briefing sessions for Members of the Executive Council on the Executive Council Management System	Various sessions were held to brief new Members of the Executive Council on the Exco Management System	Briefing sessions for Members of Exco on the Exco Management System	Various sessions were held to brief new Members of the Executive Council on the Exco Management System including any improvements brought to enhance the system	None	None
	Co-ordinate with Macro-Policy Unit (Cluster Management) and Departments on issues relating to Exco on a fortnightly basis	Consulted with Macro-Policy branch (Cluster Management) and Departments on the implementation of Exco resolutions	Consult Macro Policy and Departments on Exco resolutions	Consulted with Macro-Policy branch (Cluster Management) and Departments on the implementation of Exco resolutions	None	None
	Co-ordinate relevant training for staff in the unit, including a team building session	Not achieved	Co-ordinate training and team building sessions for the unit	Not achieved	—	100

## OFFICE OF THE CHIEF FINANCIAL OFFICER

Measurable Objective	Performance Measure	Actual Output 2005/06	Target Output 2006/07	Actual Output 2006/07	Deviation from Target	
					Unit	%
Entrench sound financial management in the office of the Premier	Implement a proper program for the payment of goods and services to comply with the provision of the Public Finance Management Act (PFMA)	100% compliance with the provisions of the PFMA	Compliance with the PFMA	All three tender committees appointed and functional  Induction and training of newly appointed committee members conducted	None	None
	Provide an effective and efficient management of salaries	All employees on Payroll received their salaries on pay dates and payroll verification was done	Signed and verified payroll from responsible officials received monthly	All monthly salary verifications conducted and all personnel were accounted for	None	None
	Effective and efficient utilization of government vehicles, subsidized vehicles, cell phones & telephones	State vehicles were serviced at appropriate intervals  Seven vehicles were withdrawn and auctioned	Monitoring the utilization of government vehicles, subsidized vehicles, cell phones & telephones	Replaced the old fleet six new government vehicles and all fitted with tracking devices  Subsidized vehicles periodically monitored leading to a withdrawal of two which did not meet the monthly kilometers required per month  Cellphone policy approved Follow-ups made with officials exceeding their limits	None	None

Measurable Objective	Performance Measure	Actual Output 2005/06	Target Output 2006/07	Actual Output 2006/07	Deviation from Target	
					Unit	%
	Safeguarding and maintenance of assets	Assets safeguarded and maintained	Asset Register in place	Up to date Asset register in place Nine theft cases of IT equipment reported and a criminal case underway on some of the stolen equipment  Four motor vehicle accidents reported	None	None
	Reconciling Bank Statements and other Ledger Accounts	All monthly bank statements and other Ledger accounts reconciled and signed off by the DG	All monthly bank statements and other Ledger accounts reconciled and signed off by the DG	All monthly bank statements and other Ledger accounts reconciled and signed off by the DG	None	None
	Responding to audit management letters	Responding to audit management letters	Responding to audit management letters	Responded to the audit management letters Obtained an unqualified audit report for 2005/06 without matters of emphasis	None	None
<b>Provide financial and budget advice to line Managers to ensure that funds are spent in line with the approved strategic plan</b>	Recording of debtors and continuous follow-up on outstanding debts	Proper records were maintained for all debtors - 80% of revenue due was collected	Availability of records for debtors - 100% of revenue collected	79% of revenue collected from debtors  Written off: 0  Handed over to state attorneys: 0	—	21
	All expenditure incurred should be 100% in line with the budget and strategic plan	Expenditure was in line with budget and strategic plan	Expenditure to be in line with budget and strategic plan	Monthly expenditure report distributed and discussed with all managers	None	None
<b>To ensure an</b>	Existence of a	The database was	New supplier	A new supplier	None	None

Measurable Objective	Performance Measure	Actual Output 2005/06	Target Output 2006/07	Actual Output 2006/07	Deviation from Target	
					Unit	%
appropriate procurement system as required by the Preferential Procurement Policy Framework	supplier database	continuously updated	database to be used	database to be used for the monitoring of the required and requested services		

## PROGRAMME 2: CORPORATE STRATEGY

### INTERNAL HUMAN RESOURCES AND AUXILLIARY SERVICES

Measurable Objective	Performance Measure	Actual Output 2005/06	Target Output 2006/07	Actual Output 2006/07	Deviation from Target	
					Unit	%
To ensure strategic HR planning, recruitment and selection processes	Compilation and distribution of monthly Persal and human resources reports (Vulindlela)	Successfully managed and monitored personnel expenditure on Persal in line with the budget	Monitor expenditure on Persal in line with the budget allocated	Successfully managed and monitored personnel expenditure on Persal in line with the budget allocated  Updated all expenditure programmes, sub-programmes, objectives and responsibilities on Persal	None	None
	Advertise all funded vacant posts	67 vacant funded posts advertised	To advertise and fill all vacant funded posts	92 vacant funded posts were advertised, 60	32	35

Measurable Objective	Performance Measure	Actual Output 2005/06	Target Output 2006/07	Actual Output 2006/07	Deviation from Target	
					Unit	%
				appointments were effected		
<b>Ensure effective and efficient management of service</b>	Compliance to regulatory frameworks and development and maintenance of a HR related database (ongoing)	Updated Persal records	To capture and maintain the HR database	Persal records regularly updated	<b>None</b>	<b>None</b>
		Processed 773 leave days for 135 officials within the Office	To prepare submissions on sick leave and pension entitlements	The unit processed 1726 annual, sick leave forms and 12 PILIR (Policy on Ill Health Early Retirement) applications;  14 applications for pension payout;  10 applications for housing allowance;	<b>None</b>	<b>None</b>
		Implemented pay progression for 222 officials and incentive bonuses for 46 officials	—	Implemented the 1% pay progress for 120 employees and performance bonuses for 53 officials	<b>None</b>	<b>None</b>
<b>Ensure proper control, preservation and care of Office's correspondence, files and management of records</b>	Develop and implement a registry procedure manual and implement a records management policy	Developed a registry procedure manual	To develop a registry procedure manual and the implementation policy	Registry Manager appointed to lead the process Policy not in place	<b>None</b>	<b>None</b>
	Effective and	Feasibility study	Implement an	Electronic Document	-	<b>70</b>

Measurable Objective	Performance Measure	Actual Output 2005/06	Target Output 2006/07	Actual Output 2006/07	Deviation from Target	
					Unit	%
	efficient filing for the Office of the Premier	completed and report finalized during the 06/07 financial year	Electronic Document Management System for the Office of the Premier	Management System not implemented		
	Maintenance of offices	Offices were cleaned regularly	To regularly clean the offices	Regular cleaning and maintenance of offices	None	None
<b>Ensure the provision of HRD matters for the Office of the Premier</b>	Facilitate capacity building programmes in line with the Skills Development Plan	1451 learners received certificates	To coordinate capacity building programmes for the Office	Coordinated Adult Basic Education and Training (ABET) which resulted into 7 learners receiving certificates (level 1 & 4)	None	None
		303 officials attended workshops and courses	To coordinate capacity building programmes for the Office	12 officials attended short courses – Trainers workshop, Code of Conduct and a Women Conference were arranged  Assessed 180 unemployed youth for appointment on the Learnership programme with only 28 successfully completing the assessment		None
		12 applications were received and approved	To coordinate capacity building programmes for the Office	14 employed learners (181) successfully completed the learner ship programme on Project Management and Public	None	None

Measurable Objective	Performance Measure	Actual Output 2005/06	Target Output 2006/07	Actual Output 2006/07	Deviation from Target	
					Unit	%
				Administration  14 bursary applications processed and awarded		

## WORKSTUDY AND JOB EVALUATION

Measurable Objective	Performance Measure	Actual Output 2005/06	Target Output 2006/07	Actual Output 2006/07	Deviation from Target	
					Unit	%
<b>Align departmental organograms with their strategic plans within 20 working days after receipt of the request and develop organograms</b>	Align departmental organograms with their strategic plans within 20 working days after receipt	Organograms for 5 Departments were developed based on their strategic plans	Develop organograms of Departments as per requests within 20 days after receipt of request	Reviewed and aligned organograms of 5 Departments in line with their strategic plans - Economic Development & Planning; Local Government & Housing; Culture Sport & Recreation; Finance and Office of the Premier  Coordinated departmental submissions on organizational structures to the DPSA in line with the amended Public Service Regulations	None	None
<b>Conduct ad-hoc Work Study investigations</b>	Conduct ad hoc workstudy investigations within	15 ad hoc workstudy investigations were conducted and	Conduct ad hoc workstudy investigations within	Investigations for organizational structure	None	None

Measurable Objective	Performance Measure	Actual Output 2005/06	Target Output 2006/07	Actual Output 2006/07	Deviation from Target	
					Unit	%
<p><b>within 14 working days after receipt of the request in 11 Departments</b></p> <p><b>Facilitate the development of job descriptions</b></p>	<p>14 days after receipt of the request in 11 Departments</p> <p>Facilitate the development and review of job descriptions</p>	<p>reports compiled Further workstudy investigations were conducted in 7 hospitals and organograms developed</p> <p>Job descriptions were developed for Departments and further 13 benchmark job descriptions were developed for the National Coordination Committees</p>	<p>14 days after receipt of the request in 11 Departments</p> <p>Facilitate the development of job descriptions in the different Departments</p>	<p>amendments were conducted for two Departments, ie Local Government and Housing (office of the chief Financial officer and Local Economic Development unit) and the Premier's Office Facilitated and reviewed job descriptions of 383 Middle Management Services (MMS) level posts and 75 other posts in 7 departments</p>	None	None
<p><b>To determine the correct grading of posts on a continuous basis through job evaluation</b></p>	<p>Evaluate posts on salary level 11 and 12 in compliance with the directive from the Ministry of Public Service and Administration (MPSA)</p>	<p>34 posts on salary level 11 and 12 were evaluated in various Departments</p>	<p>Evaluate posts on salary level 11 and 12 in compliance with the directive from the MPSA</p>	<p>299 Middle Management Services (MMS) posts (levels 11 and 12) evaluated in all 11 Departments</p>	None	None
	<p>Evaluate other posts within 5 working days after receipt of request and all relevant documentation</p>	<p>113 posts on other salary levels were evaluated in various Departments</p>	<p>Evaluate other posts within 5 working days of request</p>	<p>324 posts evaluated</p> <p>10 Job Evaluation Panel sittings held</p> <p>4 Inter-provincial Job Evaluation Forums attended</p> <p>3 Coordinating</p>	None	None



Measurable Objective	Performance Measure	Actual Output 2005/06	Target Output 2006/07	Actual Output 2006/07	Deviation from Target	
					Unit	%
				Committee meetings for: works inspector, Job Analyst; Clinical Psychologist; Secretary posts; Nursing Assistant; Staff Nurse and Emergency Medical Services held		

## LABOUR RELATIONS

Measurable Objective	Performance Measure	Actual Output 2005/06	Target Output 2006/07	Actual Output 2006/07	Deviation from Target	
					Unit	%
<b>To capacitate managers in all 11 Departments in dealing with employment policies and practices</b>	Conduct institutional visits at each Department	Visits conducted successfully	Conduct institutional visits at each Department	10 sessions to two provincial departments (Office of the Premier and Department of Culture, Sport and Recreation) were conducted and the areas covered included, Code of Conduct and Disciplinary Code	None	None
	Circulate information on collective agreements and recent policies to all Departments	Policies circulated to all Departments	Policies circulated to all Departments	All information from the collective agreements and new policies circulated to all Departments	None	None
<b>To coordinate the collective bargaining chamber meetings quarterly and represent the Province at National Bargaining Council</b>	Coordination of provincial collective bargaining chamber meetings and represent the province at the National Bargaining Council	42 National Bargaining Council Meetings including Special meetings were attended	Attend National Bargaining Council Meetings	30 National Bargaining Council meetings held and attended by the unit	None	None

Measurable Objective	Performance Measure	Actual Output 2005/06	Target Output 2006/07	Actual Output 2006/07	Deviation from Target	
					Unit	%
<b>To deal with disputes and maintenance of discipline</b>	Maintaining healthy and sound labour relations within the province on an ongoing basis	Maintained healthy and sound labour relations	Maintain healthy and sound labour relations	<p>Regular consultation meetings held with the majority unions in the Department and at Provincial level</p> <p>124 cases of misconduct were held, 39 were finalised, 57 were partly heard, and 27 were received and investigated; and 1 appeal finalised</p> <p>12 submissions of grievances were received; 1 was resolved and 11 are still outstanding</p> <p>16 Conciliation cases held; 2 finalised; 4 still awaiting outcome</p> <p>5 Arbitration cases held; 1 finalised; 3 awaiting for the award; and 1 appeal still awaiting judgement</p>	None	None

Measurable Objective	Performance Measure	Actual Output 2005/06	Target Output 2006/07	Actual Output 2006/07	Deviation from Target	
					Unit	%
		Three strikes were reported	Effective management of strike actions	No official strike actions, except for 2 incidents of protests and picketing at the Department of Health and OTP	None	None

## TRANSVERSAL HUMAN RESOURCE DEVELOPMENT (HRD)

Measurable Objective	Performance Measure	Actual Output 2005/06	Target Output 2006/07	Actual Output 2006/07	Deviation from Target	
					Unit	%
<b>Coordination and Monitoring of Compliance to Human Resources Development (HRD) policies</b>	Maintain institutional arrangements in Departments Coordinate Public Service Sector Education and Training Authority (PSSETA) and other HRD activities in the Province	—	Coordinate and maintain institutional arrangements in Departments	All 4 structures maintained: Skills Development Fund Forum; Learnership Managers Forum; ABET Coordinators Forum and Departmental Training Committees	None	None
<b>Management of the Provincial HRD Strategy Framework</b>	Develop Provincial HRD strategies, marketing and monitoring its implementation	—	Provincial HRD strategy developed, monitored and implemented	HRD Strategy updated, aligned to sector plans and marketed to the stakeholders  An amount of R99m has been secured from Department of Labour to fund the development of skills that support the implementation of the HRD Strategy and Provincial Growth and Development Strategy (PGDS) Project to be rolled out in 07/08 financial year	None	None
<b>Coordination of Transversal Public Service Training</b>	Coordinate transversal public sector training	18 Senior managers took part in the Presidential Strategic Leadership	Transversal public sector training coordinated	Coordinated Induction Programme for newly appointed	None	None

Measurable Objective	Performance Measure	Actual Output 2005/06	Target Output 2006/07	Actual Output 2006/07	Deviation from Target	
					Unit	%
		Development Programme		officials		
<b>Coordination of Learnerships in the Provincial Administration</b>	<p>Monitor implementation of Provincial Learnerships</p> <p>Facilitate meeting of Growth and Development Summit Resolutions that is, enrolment of 800 unemployed learners by departments by May 2006</p>	<p>88 learners were deemed competent</p> <p>461 learners sent for final assessment in all four programmes:</p> <ul style="list-style-type: none"> <li>• Public Administration;</li> <li>• Project Management;</li> <li>• Human Resource Management;</li> <li>• Public Sector Accounting</li> </ul>	Coordinate Learnerships in the Provincial Administration	<p>204 (serving officials) learners participated in the following programmes: Human Resources Management ; Project Management; Public Admin; Public Sector Accounting</p> <p>227 officials in the three districts attended workplace induction</p> <p>250 unemployed Youth attended the induction of IT Learnership, with 195 being assessed</p> <p>64 unemployed youth from the three districts attended Learnerships in Public Admin; Public Sector Accounting and Project Management</p>	None	None
<b>Coordination of the ABET Programme for General Assistants in the</b>	Manage the coordination of ABET programme levels 1,2,3 & 4	1451 learners received certificates	Manage and coordinate ABET programme in the Provincial Administration	1610 ABET learners received certificates	<b>None</b>	<b>None</b>

Measurable Objective	Performance Measure	Actual Output 2005/06	Target Output 2006/07	Actual Output 2006/07	Deviation from Target	
					Unit	%
<b>Provincial Administration</b>	Building capacity on the new way of assessing ABET learners to Coordinators and Providers			7 newly appointed ABET service providers inducted in the new method of assessment  Training of ABET facilitators on formative assessment conducted Tuition for the new academic year in 33 ABET Centres across the province commenced in October 2006	<b>None</b>	<b>None</b>
<b>Establish partnerships with Academic Institutions</b>	Identify critical management development programmes and other long term study programmes	—	Critical management development programmes identified	Partnership has been established with Regenesys and Wits and to provide modules two and three of the Executive Development Programme, respectively  Hosted a seminar on "Developmental State" – paper presented by a professor from Wits	<b>None</b>	<b>None</b>
<b>Ensure quality in Education and training provided in the Provincial</b>	Coordinate development of assessors in the Province		Development of assessors in the Province	17 assessors trained through the Provincial Administration and	<b>None</b>	<b>None</b>

Measurable Objective	Performance Measure	Actual Output 2005/06	Target Output 2006/07	Actual Output 2006/07	Deviation from Target	
					Unit	%
Administration	Ensure Departments have qualified registered assessors and a quality assurance function Monitor use of accredited providers and South African Qualification Authority (SAQA) training programmes		Qualified registered assessors in all departments	are registered with the Education Training and Development Practitioner (ETDP) SETA  Service providers and training programmes status were verified through PSETA and SAQA for accreditation and compliance		



## TRANSVERSAL HUMAN RESOURCE POLICIES AND GUIDELINES

Measurable Objective	Performance Measure	Actual Output 2005/06	Target Output 2006/07	Actual Output 2006/07	Deviation from Target	
					Unit	%
<b>Draft Human Resources (HR) policies for the Province</b>	Conducting situational analysis on policies in place, human resource issues requiring policies and new issues not covered by existing policies	<p>Finalised policies on Diversity Management; Succession Planning; Acting Allowance and Housing Allowance</p> <p>Policies submitted for approval: General leave; Substance Abuse; Resettlement; Career Management; Health and Wellness</p>	Review and submission of draft policies for approval	<p>The following policies were reviewed and are awaiting consultation and approval:</p> <ul style="list-style-type: none"> <li>• Access control;</li> <li>• Disability framework;</li> <li>• Gender Focal Empowerment;</li> <li>• Asset Management;</li> <li>• Succession Planning;</li> <li>• Learnership, Internship and Practical Experiential Procurement;</li> <li>• Occupational Health &amp; Safety and Retention Strategy;</li> <li>• Performance Management Development System (PMDS);</li> <li>• Selection and Recruitment</li> </ul>	None	None

Measurable Objective	Performance Measure	Actual Output 2005/06	Target Output 2006/07	Actual Output 2006/07	Deviation from Target	
					Unit	%
	Provide capacity building and training on HR policies and their implementation	10 workshops on HR policies were conducted within the Department ,10 workshops conducted with the labour unions in the Province	Conduct awareness sessions, training workshops on approved HR policies in the Department and other Departments	12 HR forum meetings dealing with issues of PMDS implementation, monitoring and evaluation of HR policies, management of employee incapacity leave, incentive reward challenges, HR repositioning, HR planning, were conducted	None	None
<b>Establish and maintain a Provincial HR structures to ensure optimum networking on HR issues</b>	Facilitating and coordinating monthly Managers meetings and Inter-Departmental Committee (IDC) meetings	10 Inter-Departmental Committee on HIV/Aids (IDC) meetings and HR Managers Forum meetings	Facilitate and coordinate Managers meetings and Inter-Departmental Committee	Organised and coordinated 12 IDC meetings dealing with issues relating to Employee Assistance Programme, including Employee Health & Wellness, HIV/AIDS, Provincial Employee Health & Wellness Day, two Health and Wellness day sessions for the Office of the Premier, candle-light ceremony and Worlds AIDS day  Workshop on AIDS at work and compliance to treatment were arranged for the IDC	None	None
<b>Co-ordinate, monitor and evaluate</b>	Develop a quality assurance framework to guide	Developed and distributed a research tool for the	Develop and review monitoring tools to enhance the	Questionnaires and checklists as instruments for	None	None

Measurable Objective	Performance Measure	Actual Output 2005/06	Target Output 2006/07	Actual Output 2006/07	Deviation from Target	
					Unit	%
implementation of HR policies in the Province	coordinate, monitor and evaluation HR policy implementation annually	Province in conducting a situational analysis on HR policy implementation	implementation of HR policies and guidelines	monitoring HR policy compliance were developed		
	Provide reports on progress made by Departments regarding policy implementation to the relevant stakeholders	Reports provided	Progress reports from Departments regarding policy implementation	The following reports were compiled and submitted: <ul style="list-style-type: none"> <li>• Signing of Performance Agreements by both Senior and Middle Managers in Mpumalanga;</li> <li>• Oversight report on HIV/Aids mitigation progress;</li> <li>• Status of the implementation of the HIV/Aids and Employee Health and Wellness Programme;</li> <li>• PMDS implementation across the Provincial administration</li> </ul>	None	None

## PROVINCIAL GOVERNMENT INFORMATION TECHNOLOGY OFFICE (PGITO)

Measurable Objective	Performance Measure	Actual Output 2005/06	Target Output 2006/07	Actual Output 2006/07	Deviation from Target	
					Unit	%
<b>Alignment of Departmental Information Management and Information Technology (IMIT) strategy with their strategic plans</b>	IMIT Policy developed and approved IMIT Plan in line with Strategic Plans of all units	IMIT Strategy not aligned with strategic plans	Alignment of IMIT plan with strategic plan	Investigation of IMIT role in departmental strategy undertaken	None	None
<b>Development and alignment of Departmental IMIT policy and regulatory framework with National guidelines</b>	Departmental IMIT Policy in line with National guidelines Departmental IMIT Policy developed and implemented	3 IT policies submitted for consideration prior to implementation across Departments	Development of IT policies and approval for implementation across Departments	Policy development in process, submission of Policies to Director-General and all Departments has been undertaken Comments have been received from 3 Departments on the following policies: <ul style="list-style-type: none"> <li>• E-mail</li> <li>• Internet Access</li> <li>• IT Asset Management policy</li> <li>• Information Security Policy</li> </ul>	None	100

Measurable Objective	Performance Measure	Actual Output 2005/06	Target Output 2006/07	Actual Output 2006/07	Deviation from Target	
					Unit	%
<b>Management and coordination of the Provincial GITO Council, and representation of the Province at the National GITO Council</b>	Functioning GITO Council	Provincial GITO Council met 3 times Municipal IT Forum was established and standing committees appointed	GITO Council to meet (twice per quarter) and Municipal IT Forum to be established and with standing committees functioning	8 scheduled Provincial GITOC Meetings, 1 urgent Special Meeting	None	None
	Provincial representation on the National GITO Council		Attend National and Inter Provincial GITOC	Attended 8 National GITOC Meetings, three Inter Provincial GITOC Meeting as well as 19 National Standing Committee meetings One urgent National GITOC meeting was called by the Minister and was attended	None	None
	GITO Council for the Province operating inline with accepted norms and standards	All GITO Council meetings and standing committees attended	Provincial representation at Council and Standing Committee meetings	Two Provincial Technical Standing Committee Meetings were held	None	None
<b>Facilitation and management of the effective and efficient utilization of the IMIT as a strategic resource</b>	IMIT implemented by all sections effectively  Efficient utilization of IMIT resources	Information on tender procedures and IT utilization communicated to all staff on a continuous basis	IMIT implemented and efficiently utilized	Wireless connectivity approved, installed and functioning. Certification is awaiting from National Intelligence Agency (NIA) and Information	None	None

Measurable Objective	Performance Measure	Actual Output 2005/06	Target Output 2006/07	Actual Output 2006/07	Deviation from Target	
					Unit	%
				Communication Authority of South Africa (ICASA)		
<b>Establishment and management of positive relationships with the State Information and Technology Agency (SITA)</b>	Provincial and SITA Co-operation and relationship based on sound co-operative principles	Monthly meetings held with SITA and Departmental GITOs to enhance good working relations	Regular meetings held with SITA and Departmental GITOs to discuss issues of mutual interest and resolve issues of potential conflict  Develop communication channels between SITA, PGITO and Departments	Nine meetings held to resolve working relationships between SITA and Provincial Departments leading to the signing off of 5 SLAs  The Master System Plan (MSP) for the Province signed off and the project is underway  A Business Agreement between SITA and all departments submitted to the PMC for approval	<b>None</b>	<b>None</b>
<b>Facilitation and coordination of the appropriate training and development of departmental IMIT personnel</b>	Departmental IMIT personnel trained and efficient	No personnel appointed	Appointment of two officials and evaluation of training needs	Not achieved due to inability to recruit and appoint staff with requisite skill	---	<b>100</b>
<b>Management of the effective utilization of the prescribed IMIT security mechanisms</b>	IMIT Security mechanisms applied and utilized effectively	Security information disseminated Proposals on increased security submitted for consideration	Regular information dissemination to all staff on IMIT security matters Updating security mechanisms	Not achieved Policy development on IT Security underway	---	<b>100</b>

Measurable Objective	Performance Measure	Actual Output 2005/06	Target Output 2006/07	Actual Output 2006/07	Deviation from Target	
					Unit	%
			regularly			

## LEGAL ADVISORY SERVICES

Measurable Objective	Performance Measure	Actual Output 2005/06	Target Output 2006/07	Actual Output 2006/07	Deviation from Target	
					Unit	%
<b>To provide legal advice, guidance and assistance to the Mpumalanga Provincial Government</b>	Legally sound, written legal opinions, memoranda, contracts and other documents with a legal bearing	All 23 requests for formal, written legal opinions were timeously handled	To timeously respond to all requests for written, legal opinions	33 formal written legal opinions were drafted and submitted in time to the requesters	None	None
		384 internal memoranda, reports, letters and other documents with a legal bearing were drafted	To timeously respond in writing to all requests for legal assistance and guidance	411 internal memos, reports, letters and other documents with legal bearing were drafted, most of which were initiated by the unit	None	None
	Sound oral legal advice provided to officials and Provincial Departments	—	—	In 316 instances the unit provided oral legal advice and assistance in both formal and informal meetings	None	None
	Legally and Constitutionally sound Provincial legislation The repeal of all Provincial “old order” legislation	Repeal of 47 pieces of “old order” legislation during the reporting period	To assist Departments with the drafting of Provincial legislation, as and when requested	The unit assisted Departments in the repeal and/or drafting of 15 Provincial legislation	None	None
	Prompt and effective liaison and	Departments consulted with the	Liaison and consultation by	Coordinated, dealt with and monitored	None	None

Measurable Objective	Performance Measure	Actual Output 2005/06	Target Output 2006/07	Actual Output 2006/07	Deviation from Target	
					Unit	%
	consultation by Departments with the State Attorney, in respect of pending litigation	State Attorney	Departments in respect of pending litigation	more than 150 instances of litigation involving various Provincial Departments		

## PROTOCOL SERVICES

Measurable Objective	Performance Measure	Actual Output 2005/06	Target Output 2006/07	Actual Output 2006/07	Deviation from Target	
					Unit	%
<b>Maintenance of healthy, effective and efficient protocol services</b>	Management, facilitation and execution of efficient and effective protocol services for local, provincial, national and international dignitaries	Conducted advance work for all 20 planned activities as well as managed programmes for dignitaries	Maintain healthy, effective and efficient protocol services	90% of the planned activities were successfully executed – For Example Exco meetings, PCFs, Izimbizo, Community Outreach Programmes, Legislature functions, National Association of the Federation of the Chambers of Commerce (NAFCOC) Summit, international visits, Africa Day Celebration, 30 <sup>th</sup> Anniversary of the Youth Day, Samora Machel Commemorations, Women's Day Celebrations, Symposium on	---	10



Measurable Objective	Performance Measure	Actual Output 2005/06	Target Output 2006/07	Actual Output 2006/07	Deviation from Target	
					Unit	%
				Stone Walling, Freedom Day; Heritage Day Symposium; Human Rights Day; APRM Conferences and Awards.		
	Facilitate incoming and outgoing visits	Coordinated the outgoing visits of the Premier and of the Executive Council Members	Coordinate the outgoing visits of the Premier and of the Executive Council Members	Successfully coordinated the Premier's visit to Germany as well as the MECs' visit to Canada during the July & August 2006	None	None
	Advice on protocol and etiquette	Responded to 8 requests for advice on protocol and etiquette from Departments and NGOs	To render protocol and etiquette advice to stakeholders	Attended Advanced Protocol training and conducted 3 workshops for other stakeholders, including officials from municipalities	None	None

## PUBLIC SERVICE TRANSFORMATION AND SERVICE DELIVERY IMPROVEMENT

Measurable Objective	Performance Measure	Actual Output 2005/06	Target Output 2006/07	Actual Output 2006/07	Deviation from Target	
					Unit	%
<b>Provision of strategic support to all social service Departments and Government Agencies in the Province for improving social service delivery</b>	Improved institutional capacity through provision of strategic support to all social service Departments and Government Agencies in the Province for improving social service delivery	Departmental Transformation Units (DTUs) were successfully established in 7 Departments	Revitalization of DTUs	Development of a policy guideline for the re-establishment of Departmental Transformation Units to resuscitate the transformation machinery  Implementation plan for the rollout of the filling solution in the health sector	None	None
<b>Facilitate and monitor access to services and information to rural communities</b>	Increased access to basic services Facilitate and monitor access to services and information to rural communities	—	Increased access to basic services	Not achieved	—	100
	Conduct a survey on the Impact of Multi Purpose Community Centres (MPCC's) in the Province	—	Report on the impact of MPCC's in the Province approved	Not achieved	—	100
<b>Coordinate, monitor, and evaluate all government agencies, private sector, and civil society aimed at accelerating provision of basic social services</b>	Conduct a customer satisfaction audit to analyze service delivery needs in communities	—	Coordinate, monitor, and evaluate all government agencies, private sector, and civil society aimed at accelerating provision of basic social services such as water, sanitation,	Not achieved	—	100

Measurable Objective	Performance Measure	Actual Output 2005/06	Target Output 2006/07	Actual Output 2006/07	Deviation from Target	
					Unit	%
such as water, sanitation, electricity, and other public amenities			electricity, and other public amenities			
<b>Coordinate and monitor Batho Pele programmes and projects through targeted interventions</b>	Coordinate and monitor Batho Pele programmes and projects through targeted interventions	Achieved	Coordinate and monitor Batho Pele programmes and projects through targeted interventions	Conducted workshop on Batho Pele programmes in conjunction with DPSA	<b>None</b>	<b>None</b>
	Coordination of the deployment of SMS and MMS members to service delivery points during the Public Service Week	360 middle and senior managers were successfully deployed to the coalface of service delivery	Deployment of middle and senior managers to service delivery points	Deployment of approx 865 officials (Dept of Justice, Local Government and Home Affairs)	<b>None</b>	<b>None</b>
	Coordination of the Premier's Service Excellence Awards (PSEA)	Premiers Service Excellence Awards held	To facilitate and host the annual Premier's Service Excellence Awards	Postponed on the request of the principals	—	<b>100</b>
	Cascade Batho Pele to Local Government	Conference successfully held with 350 senior managers across the province and the municipalities	Cascade Batho Pele to Local Government	150 local government officials were trained jointly with DPSA on Batho Pele Change Engagement	<b>None</b>	<b>None</b>
<b>To support service delivery improvement through targeted interventions and partnerships that improve effective and innovative</b>	To monitor and evaluate the effective implementation of human capital, development policies and programmes to support the transformation of service delivery	Not achieved	Monitor and evaluate the effective implementation of human capital development policies and programmes	Not achieved	—	<b>100</b>

Measurable Objective	Performance Measure	Actual Output 2005/06	Target Output 2006/07	Actual Output 2006/07	Deviation from Target	
					Unit	%
learning and knowledge-based modes and practice	Development of a Provincial Service Delivery Access Strategy	Not achieved	Submission of the Provincial Batho Pele Strategy for approval and implementation	Not achieved – only consultative workshops were held	None	100

## COMMUNICATION SERVICES

Measurable Objective	Performance Measure	Actual Output 2005/06	Target Output 2006/07	Actual Output 2006/07	Deviation from Target	
					Unit	%
<b>To provide overall strategic support to the Premier in discharging the Executive Authority of the Province</b>	Develop a positive Provincial image	Tender was not advertised	Issue a Request for Proposal  Identify and appoint service provider	Request for Proposals issued  Service provider identified and appointed end of March 2007 - actual work to commence during 2007/08  Provincial branding and marketing strategy not in place	None	None
<b>Develop a branding and marketing strategy</b>	Launch of a new brand	Not achieved	New brand launched	Not achieved	—	100
	Promote Mpumalanga as a brand	Not achieved	Promotion of Mpumalanga as a brand	Not achieved	—	100
	Improve ICT structure	The structure for the provincial portal was finalized and completed  Premiers speeches placed on the website	To continuously update the structure	Updated regularly and two departments still not linked	—	20
<b>Promote communication as a strategic function of the Provincial Government</b>	Sufficient buy-in from management	Workshop on the development of the Provincial Communication Strategy held  Media advisories and invitations were	Heads of Communications to attend Senior Management Meetings  Send out media advisories and	Senior Management meetings attended by Heads of Communications  All media invitations issued in time	None  None	None  None

Measurable Objective	Performance Measure	Actual Output 2005/06	Target Output 2006/07	Actual Output 2006/07	Deviation from Target	
					Unit	%
		sent out timeously	invitations in time	<p>All statements and speeches were released in time</p> <p>All media briefings for government events were successfully coordinated</p> <p>Daily media reports on the Province were analysed with clippings circulated and monthly analysis presented to PMC and Exco</p>		
	To ensure that the Mpumalanga Heritage project manuscript receives maximum publicity	The manuscript was successfully launched	To launch the Manuscript by March 2006	19 heritage sites identified and seven sites visited	None	None

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## PROGRAMME 3: POLICY AND GOVERNANCE

### RESEARCH AND STRATEGIC INFORMATION MANAGEMENT SERVICES (R& SIMS)

Measurable Objective	Performance Measure	Actual Output 2005/06	Target Output 2006/07	Actual Output 2006/07	Deviation from Target	
					Unit	%
<b>Strengthen available systems for planning and decision-making to enhance service delivery</b>	Improve and manage available systems on a continuous basis	The system has been installed but not yet functional	Pilot ArcIMS for 6 months and produce an evaluation report on its performance	The Geographic Information System (GIS) is fully functional with provincial datasets from the Integrated Spatial Framework (ISF)	None	None
	Piloting the ArcIMS for six months and produce an evaluation report on its performance	—	Evaluation report on performance of ArcIMS	Piloting of ArcIMS was not implemented	—	100
	Upgrade the InMagic system	—	Upgraded InMagic System	No upgrading took place	—	100
	Develop a Provincial Information Management policy	—	Provincial Information Management Policy approved	Not achieved – only consultations held with key stakeholders	—	100
	Continuously provide strategic and development information for planning and decision-making	Strategic and development information was provided to all users and stakeholders based on their needs	Continuously shared and made available information as per needs or request	Unit has continued to provide information in its possession and even went out to acquire what it does not have, based on requests	None	None
<b>Provide a provincial economic, geographic and social information</b>	Improve and maintain a provincial strategic and development information database on a continuous basis	—	Database to be provided	Not achieved	—	100

Measurable Objective	Performance Measure	Actual Output 2005/06	Target Output 2006/07	Actual Output 2006/07	Deviation from Target	
					Unit	%
database to support the implementation of the PGDS priorities	Conduct provincial information needs analysis and identify loopholes	—	Provincial information needs analysis conducted	Not achieved	—	100
	Update database	—	Updated database	GIS was updated with the provincial datasets from the Integrated Spatial Framework (ISF)	None	None
	Develop a standardized database for the province	—	Standardized Provincial database	Not achieved	—	100
	Coordinate and facilitate the re-establishment of a forum for research, planning and information management in the Province	A fully functional forum is in operation	Identify and compile a list of stakeholders to be involved in the forum	Two GIS Forums meetings held	None	None
<b>To provide research support to all Government programmes and projects as may be required</b>	Improve and manage the operations of the Information Resource Centre	Well-stocked Research Information Centre	Managing the Research Information Centre	Research Information Centre effectively managed through proper cataloguing, effective, updating of the InMagic system, lending and borrowing system	None	None
	Merge research & SIMS information resources centres	A research Information Centre Officer was appointed and the two resource centres merged	Merging of Research and SIMS resource centres	Merger completed	None	None
	To organize the provincial annual research indaba	Not achieved	To hold the Annual Provincial Research Indaba	Provincial Annual Research Indaba organized	None	None



Measurable Objective	Performance Measure	Actual Output 2005/06	Target Output 2006/07	Actual Output 2006/07	Deviation from Target	
					Unit	%
Promote and maintain a high standard of professional ethics to enhance the image of the Unit to stakeholders	To improve the image of the Unit to stakeholders on a continuous basis	—	Continuously improving the image of the unit	Completed the Questionnaire paper for Oral Reply to the Premier	None	None
	Participate in departmental and inter-departmental processes related to research and information management			Completed the Organisational Climate Survey  Organised a Research Seminar with all departments in October 2006  Successfully conducted research on National Orders  Conducted research on the Establishment of the International Conference Centre (ICC) in the Province  Attended Conferences/Workshops on Second Public Service Research Colloquium		
	To market the data and information to all stakeholders through the use of available systems	3 issues published	Publishing a quarterly research journal of abstracts, research reports and articles	Two Research Journals produced	2	50

## INTERNATIONAL RELATIONS

Measurable Objective	Performance Measure	Actual Output 2005/06	Target Output 2006/07	Actual Output 2006/07	Deviation from Target	
					Unit	%
Enhance the management of twinning agreements	Effective implementation of programmes for all twinning agreements to ensure contribution to the PGDS through	Submission of an audit report of twinning partnerships submitted to the Governance Cluster	Approved policy framework on international relations	Draft International Relations Policy Framework for approval by Exco in the 2007/08 financial year	None	100
	Monitoring and evaluation framework for twinning agreements finalised	Not achieved	Establishment of a Provincial International Affairs Coordinating Committee	Provincial International Affairs Coordinating Committee (IACC) established and functional	None	None
	Rekindling and review of existing MoUs	Only one technical committee for the Mpumalanga/Maputo MoU in place	Establishment of technical Committees that will cover all MoUs	Only technical committee for Maputo Province established Draft MoUs in place for Maputo, NRW, Sichuan and Chongqing	3	75
	Co-ordination of outbound missions	Coordinated the Premier's visit to Canada, Alberta Province in August 2005  Coordinated the visit to Maputo Province, Mozambique in December 2005  Coordinated the visit to Sichuan Province, China by MEC for	Successful outbound missions led by the Premier	Coordinated the Premier's visit to North Rhine Westphalia in Germany in July 2006  Coordinated the visit by Members of the Executive Council to Alberta Province in Canada	None	None

Measurable Objective	Performance Measure	Actual Output 2005/06	Target Output 2006/07	Actual Output 2006/07	Deviation from Target	
					Unit	%
		Local Government and Housing				
	Co-ordination of inbound missions	Hosted Premier Klein of Alberta Province in Canada during the renewal of the MoU in September 2005	Successful inbound missions	Meeting between the Premier and SA Ambassador to China coordinated on new areas of possible cooperation with the two Chinese Provinces	None	None
	Identify African countries for purposes of twinning to give effect to New Economic Programme for Africa's Development (NEPAD)	Countries with compatible Provinces were identified - Angola, Botswana, Lesotho and Tanzania	To have signed MoUs with two or more African countries	Not achieved - Southern Sudan hosted as part of the countries identified for Executive Development Programme (EDP) training	None	None
<b>Effective co-ordination and management of donor funding</b>	Approved policy on Official Development Assistance (ODA)	Not achieved	Approved ODA Policy implemented	Not achieved – International Relations Policy Framework still to be approved	—	<b>100</b>

## CLUSTER MANAGEMENT

Measurable Objective	Performance Measure	Actual Output 2005/06	Target Output 2006/07	Actual Output 2006/07	Deviation from Target	
					Unit	%
To provide strategic and technical support to the Executive Council Committees to add value to decision-making processes of the Executive Council	Quality support through the provision of research and strategic content on issues for discussion at the Executive Council Committee on an ongoing basis	Ongoing processing of Departmental submissions to the Executive Council	Strategic and technical support to the Executive Council Committee	All Exco Committee meetings for three clusters successfully coordinated  Held two workshops on enhancing the effectiveness of the clusters  Successfully provided secretarial function to the Clusters on a fortnightly basis	None	None
	Effective implementation of the Programmes of Action for all Clusters	Strategic focus of Cluster Committees achieved through the implementation of Cluster Programmes of Action	Improve the strategic focus of Cluster Committees	Coordinated the development of cluster Programmes of Actions (PoAs) and their alignment with the national PoA  Coordinated the development of cluster reports for the two annual Exco Makgotla held in August and February	None	None
	Coordination of the process for the identification of the Provincial flagships programmes			Facilitated the identification of cluster flagship programmes and approved by Exco	None	None

## POLICY AND PLANNING

Measurable Objective	Performance Measure	Actual Output 2005/06	Target Output 2006/07	Actual Output 2006/07	Deviation from Target	
					Unit	%
<b>To co-ordinate, maintain and review the PGDS and ISF</b>	Annual review of the PGDS and ISF	The PGDS was assessed as part of the National project	Review of the PGDS through consultations with all stakeholders	Workshops were held with stakeholders	None	None
		Workshops on the review of the Integrated Spatial Framework for the Province were undertaken with municipalities and sector departments	Reviewed Provincial ISF document	The draft ISF documents presented to clusters – work to be completed in the 1 <sup>st</sup> quarter of 2007/08  Baseline indicators' report presented to all clusters  Nkangala District MoU for the National Spatial Development Perspective (NSDP) developed	None	100
<b>Institutionalise and capacitate PGDS/ Growth &amp; Development Summit implementation structures and render technical and administrative support to multi-stakeholder forums</b>	Functional PGDS multi-stakeholder structures		Periodic progress reports on the work of the structures	Report completed and submitted to Exco	None	None
	Provincial Planning		Approved Provincial	Provincial Planning	None	None

Measurable Objective	Performance Measure	Actual Output 2005/06	Target Output 2006/07	Actual Output 2006/07	Deviation from Target	
					Unit	%
	and Coordination Guideline Document		Coordinating Guideline Document	Cycle approved  Draft Provincial Planning and Coordination Guideline Document in place		
<b>Provision of strategic support to all departments, municipalities and Government Agencies in the Province for improving social service delivery</b>	Facilitation, coordination and participation in all planning processes aimed at fast tracking the delivery of basic needs	Participated in various integrated planning engagements, including preparation of Integrated Development Plans (IDPs) and Local Economic Development (LED) plans of the District and Local Municipalities	Engagements with municipalities to provide support on IDPs and LED developments	Support provided to municipalities on IDPs, Growth and Development Summit (GDS) & LEDs	<b>None</b>	<b>None</b>
		—	Records of planning support to municipalities	Analysis and alignment of plans completed, and records thereof available	<b>None</b>	<b>None</b>
		—	Record of capacity building of planners	Workshop of Planners and M&E forum held Social Accounting Matrix launched and Planners received training on it	<b>None</b>	<b>None</b>
		—	Mpumalanga Rural Development Programme (MRDP) report	MRDP progress review report compiled	<b>None</b>	<b>None</b>
			Poverty	Not completed	—	<b>100</b>

Measurable Objective	Performance Measure	Actual Output 2005/06	Target Output 2006/07	Actual Output 2006/07	Deviation from Target	
					Unit	%
			Coordination Strategy Document			
<b>To strengthen policy analysis and review of impact of government policies on service delivery</b>	Review the impact of government policies on service delivery	A process plan for the development of a database of Provincial policies completed	Database of Provincial policies in place	Not achieved	—	100
		—	Approved policy on M& E approved	Not achieved	—	100
		—	Records of outcomes of a skills audit of planners in departments	Not achieved	—	100

## MONITORING AND EVALUATION

Measurable Objective	Performance Measure	Actual Output 2005/06	Target Output 2006/07	Actual Output 2006/07	Deviation from Target	
					Unit	%
<b>Performance &amp; compliance monitoring</b>	Coordinate and develop Provincial Monitoring and Evaluation Policy Framework	Monitoring & Evaluation (M&E) guidelines produced and shared with Departments	Development of Provincial Monitoring and Evaluation policy framework	Not achieved	—	100
	Implement a standard performance monitoring system for all programmes and projects in the Province	Ninety percent (90%) of Integrated Development Planning Nerve Centre ( IDPNC) system was implemented to Departments and District Municipalities	Implementation of the IDPNC in all provincial departments	IDPNC implemented in all provincial Departments	None	None
	Producing reliable and evidence-based reports on the implementation of projects	Planners and project managers appointed in Departments and District Municipalities	Reliable reports and verification of the implementation of projects	Not achieved	—	100
	Provide ongoing strategic consultancy support to Departments to improve the quality of performance reporting	Consultancy support provided to all Departments	Ongoing consultancy support to Departments to be provided	Consultancy support provided to all Departments	None	None
	Co-ordination of African Peer Review Mechanism (APRM)	Consultative APRM conference held in line with National guidelines  Districts and sector workshops on the APRM coordinated	To co-ordinate the Provincial APRM activities	Provincial APRM activities coordinated	None	None



Measurable Objective	Performance Measure	Actual Output 2005/06	Target Output 2006/07	Actual Output 2006/07	Deviation from Target	
					Unit	%
		and held  Draft APRM Provincial Report produced				
<b>Performance and impact assessment</b>	Review the impact of the Executive Council and PMC Resolutions	Ongoing quarterly review and reporting on the implementation of PMC and Exco resolutions achieved partially (50%)	Quarterly and mid-term and annual performance reports produced on an ongoing basis	Not achieved	—	<b>100</b>
	Conduct half-yearly impact assessment for selected key provincial strategic programmes	Not achieved	Reports on the Housing System, Roads Monitoring System and School Transport approved by Exco	Not achieved	—	<b>100</b>
	Monitor the implementation of the resolutions of Exco meetings and Exco Outreach programmes	—	Periodic reports submitted to Exco for consideration and approval	Not achieved	—	<b>100</b>

## TARGET GROUPS

Measurable Objective	Performance Measure	Actual Output 2005/06	Target Output 2006/07	Actual Output 2006/07	Deviation from Target	
					Unit	%
<b>Raise awareness about Children's Rights Issues</b>	Facilitate a Provincial Children's Rights Framework	—	Children's Rights Framework approved	Not achieved	—	100
	Events that seek to promote and raise awareness about the rights of children	The International Children's Day Celebration was celebrated in a form of Children's Parliament hosted in the Provincial Legislature	Coordinated in partnership with other stakeholders events to raise awareness about Children's Rights	Coordinated and hosted the National Children's Day Celebrations	None	None
		The unit visited 10 Children's Learning centres in Lydenburg	Coordinated in partnership with other stakeholders events to raise awareness about Children's Rights	Held two Children's marches at Enhlanzeni and Nkangala Districts	None	None
		The unit facilitated the participation of learners in the Children's Energy Mining Focus Week held at Kopanong Conference Centre	Coordinated in partnership with other stakeholders events to raise awareness about Children's Rights	Coordinated 16 Days of Activism on No Violence Against Women and Children	None	None
<b>Facilitate coordinate and ensure heightened inter-sectoral participation and commitment in Children's Rights issues</b>	Government and Public that is fully committed to Children's Rights delivery issues by establishing a Provincial Children's Rights Advisory Council	—	Provincial Children's Rights Advisory Council established	Not Achieved	—	100

Measurable Objective	Performance Measure	Actual Output 2005/06	Target Output 2006/07	Actual Output 2006/07	Deviation from Target	
					Unit	%
	Establishment of Children's Rights Focal Person in municipalities	—	Appointment of Children's Rights Focal Person in municipalities	70% of 21 municipalities in the province have established Transversal units	15	30
<b>To ensure that existing and evolving policies and legislation are consistent with Children's Rights</b>	Policies and Legislation that are relevant to and consistent with Children's Rights	Inputs provided for policies and legislation w.r.t. Children's Rights	Policies and legislation that are consistent with Children's Rights	Analysed and provided inputs on the Mpumalanga Ingoma Bill and the Draft Inter-sectoral Protocols on the Management of Child Abuse and Neglect in Mpumalanga	None	None
<b>To initiate, facilitate, coordinate and ensure integration of Children's Rights issues in Government programmes</b>	A Government Programme of Action that integrates Children's Rights issues through seminars/workshops on mainstreaming	PoA developed	PoA that integrates Children's Rights issues	60% of the planned activities achieved  One workshop on GDC issues conducted	—	40
<b>To monitor, evaluate and report progress on the improvement of quality of life and status of children</b>	Compile and consolidate quarterly reports from line function Departments and municipalities, assess and advise accordingly	Status report on the improvement on the quality of life for children 70% complete	Quarterly reports submitted from line Departments and municipalities	Not achieved	—	100
	Actual Verification of Children's Rights Projects	—	Verification of Children's Rights Projects	Not achieved	—	100

## OFFICE ON THE STATUS OF WOMEN

Measurable Objective	Performance Measure	Actual Output 2005/06	Target Output 2006/07	Actual Output 2006/07	Deviation from Target	
					Unit	%
Raise awareness about Women's Rights	Government and public that is fully conversant with and respects and protects the rights of women	—	Facilitate the development of a Provincial Women's and Gender Equality Framework	Draft framework adopted at the inter-sectoral meeting and will be finalized during the 2007/08 financial year	None	None
	Events that seek to raise and promote awareness amongst the public about gender equality and women empowerment	Successfully coordinated the International Women's Day and the launch of the National and Provincial Women's movement task teams	Coordination and celebration of the National Women's Day and the Women's Month Provincial Programme of Action	Coordinated the Provincial Women's Day activities, the International Women's Day including the build up activities, as well as the Women's March in Pretoria	None	None
		Coordinated the Women's Month Programme of Action and the 16 days of Activism on "No Violence Against Women and Children"	Coordinate the 16 days of Activism on "No Violence Against Women and Children"	Coordinated all activities of the 16 Days of Activism on No Violence Against Women & Children, except for two	None	None
Facilitate coordinate and ensure heightened inter-sectoral participation and commitment to	Government and Public that is fully committed to Women's Rights delivery issues through workshops/Seminar/Meetings to establish a Gender Machinery	Established a Gender Machinery inclusive of the Commission on Gender Equality (CGEs) NGOs, Community Based Organizations	An effective Provincial Gender Machinery	Not achieved	—	100

Measurable Objective	Performance Measure	Actual Output 2005/06	Target Output 2006/07	Actual Output 2006/07	Deviation from Target	
					Unit	%
<b>Women's Rights issues</b>		(CBOs) Parastatals and Women's Formations				
<b>To ensure that existing and evolving policies and legislation are consistent with Women's Rights</b>	Workshops on policies and Legislation that is relevant to and consistent with Women's Rights	Workshops held	Policies and Legislation that are relevant to and consistent with Women's Rights	Only one out of three workshops planned, was held on policies and legislation that are relevant to and consistent with Women's Rights	<b>2</b>	<b>67</b>
<b>To initiate, facilitate, coordinate and ensure integration of Women's Rights issues in government programmes</b>	A Government Programme of Action that integrates Women's Rights issues	PoA developed	Provincial Programme of Action developed	Provincial PoA not developed	—	<b>100</b>

## OFFICE ON DISABLED PERSONS

Measurable Objective	Performance Measure	Actual Output 2005/06	Target Output 2006/07	Actual Output 2006/07	Deviation from Target	
					Unit	%
<b>Raise awareness about Disabled Rights and related issues</b>	Government and Public that is fully conversant, respect, and protect the rights of Disabled persons through road shows and exhibitions at provincial events	A service delivery outreach conducted	Coordinate activities that seek to empower disabled persons	Planned road shows not conducted	—	100
		Premier's Disability Achievers Awards function was held	Hold the Premier's Disability Achievers Awards	Premier's Disability Achievers Awards function was held	None	None
<b>Facilitate coordinate and ensure heightened inter-sectoral participation and commitment in the rights of Disabled Persons</b>	Facilitate the establishment of a Disabled Focal Person at municipalities	—	Establishment of a Disabled Focal Person at municipalities	Not achieved	—	100
	Establishment of Disability Advisory Council	—	Disability Advisory Council established	Not achieved	—	100
	Facilitate the establishment of Disabled Focal Persons at municipalities	—	Facilitated the appointment of Disabled Focal Persons in municipalities	Not achieved	—	100
<b>To ensure that existing and evolving policies and legislation are consistent with the rights of</b>	Government and Public that is fully conversant, respect, and protect the rights of Disabled persons	—	Policies and legislation that are consistent with the rights of Disabled persons	Three Human Rights workshops facilitated	None	None

Measurable Objective	Performance Measure	Actual Output 2005/06	Target Output 2006/07	Actual Output 2006/07	Deviation from Target	
					Unit	%
<b>Disabled persons</b>						
<b>To initiate, facilitate, coordinate and ensure integration of the rights of Disabled persons in Government programmes</b>	Develop a Provincial Programme of Action	—	Provincial Programme of Action developed	Not achieved	—	100
<b>To monitor, evaluate and report progress on the improvement of quality of life and status of Disabled persons</b>	A mid term report on improvement of quality of life and status of disabled persons	Draft report 70% completed	Status report on the improvement of quality of life and status of the disabled persons	Not achieved	—	100
	Conduct a Capacity building workshop on M&E		Capacity building workshop conducted	Not achieved	—	100
	Develop an M&E template	—	M & E template developed	Not achieved	—	100
	Verification of Disability projects	—	Disability projects verified	Not achieved	—	100

## HOUSE OF TRADITIONAL LEADERS

Measurable Objective	Performance Measure	Actual Output 2005/06	Target Output 2006/07	Actual Output 2006/07	Deviation from Target	
					Unit	%
<b>To formulate strategies for proper functioning of the House and perform reasonable accounting of duties of the House in general</b>	Effective and efficient management of the House of Traditional Leaders (HTL)	—	Submission and approval of the HTL transformation business plan as a public entity	Request for approval of the HTL as a public entity declined by National Treasury  Coordinated the establishment of the 3 District Houses	None	None
<b>Facilitate the settlement of all conflicts within the Royal Families</b>	Ensure full participation by Traditional Leaders and communities in resolving outstanding Royal Family conflicts	—	The following Royal Family conflicts resolved: <ul style="list-style-type: none"> <li>• Shongwe</li> <li>• Matlala Lehwelere and Ndzundza Litho</li> <li>• M Shabalala on the recognition of the Chieftainship at Dirkiesdorp, Piet Retief</li> <li>• Validity of the alleged Chueu Chieftainship of Mapulana Tribe at the Drakensburg Mt</li> <li>• Boundary dispute between Msogwaba and Mpakeni Traditional Authorities</li> </ul>	Not achieved	—	100



Measurable Objective	Performance Measure	Actual Output 2005/06	Target Output 2006/07	Actual Output 2006/07	Deviation from Target	
					Unit	%
To encourage all stakeholders to participate in establishing institutions for a secure rural settlement	Combat and reduce crime in rural traditional settlements	In partnership with the Mawewe community, a former prisoner was re-integrated in the community by providing a house	Create partnerships that are geared to reduce and combat crime in rural communities	The Mhale and Mdluli Traditional Authorities signed an agreement with Eskom to construct an electricity line	None	None
		36 police reservists trained and deployed in Ehlanzeni District	Recruitment of young people to participate in crime prevention activities	Not achieved	—	100
To coordinate activities of all Committees of the Provincial House of Traditional Leaders	Submission of all quarterly and annual performance reports for approval	—	All quarterly and annual performance reports submitted and approved	All reports were submitted and approved, except for the Justice System Committee	None	None
To promote and publicise the traditional/ cultural events on historic activities taking place within the Province	Ensure participation, promotion and publication of traditional / cultural events and use of indigenous languages	Indigenous languages used during the Provincial Legislature sittings  Hansard recording done in indigenous languages  Programme to encourage writing in indigenous languages not developed	Attend and participate in events and activities aimed at promoting the traditional/ cultural issues	Took part in the unveiling of the Gert Sibande District Cenotaph during the Heritage Day celebrations  Cleansing ceremony to honour the victims of the train accident in Waterval Boven held  Video on Mapoch caves developed	None	None
To implement the gender programme within all	Development of a programme for the 16 Days of Activism on No Violence	Senior Traditional Leaders attended a workshop on gender issues for the	Raise awareness within the Traditional Leadership community of	Members of the Gender and Youth Affairs attended the Men Summit on	None	None

Measurable Objective	Performance Measure	Actual Output 2005/06	Target Output 2006/07	Actual Output 2006/07	Deviation from Target	
					Unit	%
<b>structures of the Traditional Leadership</b>	Against Women and Children	Queens and spouses of Senior Traditional Leaders – arranged by the Department of Health & Social Services	gender issues	Making the 365 days of Activism on No Violence Against Women & Children  Four Female Senior Traditional Leaders attended the 50 <sup>th</sup> Anniversary of the Women's March in Pretoria		
<b>To coordinate the sitting of Mpumalanga House of Traditional Leaders</b>	Ensure that all formal sittings of the House of Traditional Leaders do take place	Event held with the Premier delivering a keynote address	Coordinate and facilitate quarter sittings of the House	All 4 sittings held	<b>None</b>	<b>None</b>