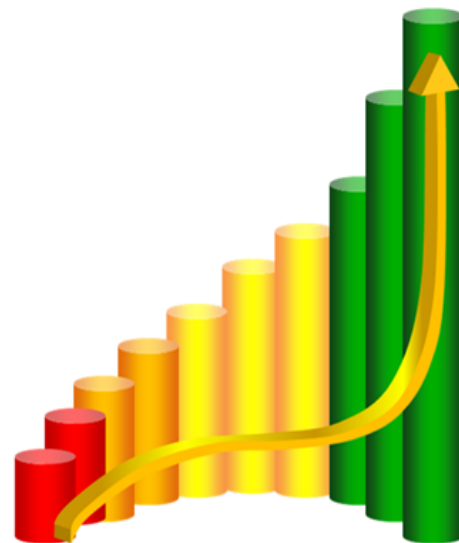


ANNEXURE F: MPAT 2013 NATIONAL DEPARTMENTS SCORE CARDS



MPAT

Management Performance
Assessment Tool

MPAT 2013: Departmental Scorecard



ND Agriculture Forestry and Fisheries					
MPAT Scores	MPAT 1.2	MPAT 1.3		Changes	
	Final Score	Self	Final Score	1.3 Self to Final	1.2 to 1.3 Final
1 Strategic Management					
1.1 Strategic Planning					
1.1.1 Strat Plans	3	4	4	-	1
1.1.2 APP	2	4	2	-2	-
1.3 Monitoring and Evaluation					
1.3.1 M&E	3	4	2	-2	-1
2 Governance and Accountability					
2.1 Service Delivery Improvement					
2.1.1 SDIP	3	2	2	-	-1
2.2 Management structure					
2.2.1 Mgt Struct	3	4	1	-3	-2
2.3 Accountability					
2.3.2 Audit Comm	3	2	2	-	-1
2.4 Ethics					
2.4.1 Prof Ethics	2	3	1	-2	-1
2.4.2 Fraud Prev	2	1	1	-	-1
2.5 Internal Audit					
2.5.1 Interl Audit	1	3	1	-2	-
2.6 Risk Management					
2.6.1 Risk Mgt	1	1	1	-	-
2.7 Delegations					
2.7.1 Deleg's: PSA	2	4	4	-	2
2.7.2 Deleg's: PFMA	3	4	4	-	1
2.10 PAIA					
2.10.1 PAIA	-	2	3	1	3
3 Human Resource Management					
3.1 HR Strategy and Planning					
3.1.1 HR Planning	2	3	2	-1	-
3.1.2 Org Design	3	4	3	-1	-
3.1.3 HR Dev Plan	3	4	4	-	1
3.2 Human Resource Practices and Administration					
3.2.1 Pay Sheet Cert	2	4	4	-	2
3.2.2 Recr & Reten	1	3	3	-	2
3.2.4 Mgt Diversity	1	1	1	-	-
3.2.5: Health & Wellness	-	2	2	-	2
3.3 Management of Performance					
3.3.1 1-12 PMDS	4	3	3	-	-1
3.3.2 SMS PMDS	2	3	2	-1	-
3.3.3 PMDS HOD	1	2	-	-2	-1
3.4 Employee Relations					
3.4.2 Discipl Cases	1	3	2	-1	1
4 Financial Management					
4.1 Supply Chain Management					
4.1.1 Demand Mgt	3	4	4	-	1
4.1.2 Acquisition Mgt	3	3	3	-	-
4.1.3 Logistics Mgt	3	3	3	-	-
4.1.4 Disposal Mgt	3	4	4	-	1
4.2 Expenditure Management					
4.2.1 Cash Flow	3	4	3	-1	-
4.2.2 Paym't of Suppl	3	3	2	-1	-1
4.2.3 Unauthorised, etc	3	4	4	-	1
5 MPAT Process					
5.1 MPAT Process					
5.1.1: MPAT	-	2	2	-	2

LEGEND	
Score colours	
	Level 1
	Level 2
	Level 3
	Level 4
Change icons	
	Score moved up by 2 or 3 levels
	Score moved up by 1 level
	Score remained unchanged
	Score moved down by 1 level
	Score moved down by 2 or 3 levels

MPAT 2013: Departmental Scorecard



ND Arts and Culture					
MPAT Scores	MPAT 1.2	MPAT 1.3		Changes	
	Final Score	Self	Final Score	1.3 Self to Final	1.2 to 1.3 Final
1 Strategic Management					
1.1 Strategic Planning					
1.1.1 Strat Plans	3	3	3	-	-
1.1.2 APP	3	4	3	▼ -1	-
1.3 Monitoring and Evaluation					
1.3.1 M&E	2	3	2	▼ -1	-
2 Governance and Accountability					
2.1 Service Delivery Improvement					
2.1.1 SDIP	1	1	1	-	-
2.2 Management structure					
2.2.1 Mgt Struct	1	4	4	-	↑ 3
2.3 Accountability					
2.3.2 Audit Comm	1	4	4	-	↑ 3
2.4 Ethics					
2.4.1 Prof Ethics	1	3	3	-	↑ 2
2.4.2 Fraud Prev	1	3	3	-	↑ 2
2.5 Internal Audit					
2.5.1 Interl Audit	1	4	2	↓ -2	↑ 1
2.6 Risk Management					
2.6.1 Risk Mgt	1	2	4	↑ 2	↑ 3
2.7 Delegations					
2.7.1 Deleg's: PSA	1	2	2	-	↑ 1
2.7.2 Deleg's: PFMA	1	3	3	-	↑ 2
2.10 PAIA					
2.10.1 PAIA	-	2	1	▼ -1	↑ 1
3 Human Resource Management					
3.1 HR Strategy and Planning					
3.1.1 HR Planning	2	3	2	▼ -1	-
3.1.2 Org Design	2	3	2	▼ -1	-
3.1.3 HR Dev Plan	1	2	3	▲ 1	↑ 2
3.2 Human Resource Practices and Administration					
3.2.1 Pay Sheet Cert	3	2	2	-	▼ -1
3.2.2 Recr & Reten	2	2	2	-	-
3.2.4 Mgt Diversity	1	2	1	▼ -1	-
3.2.5: Health & Wellness	-	2	2	-	↑ 2
3.3 Management of Performance					
3.3.1 1-12 PMDS	2	2	2	-	-
3.3.2 SMS PMDS	2	2	2	-	-
3.3.3 PMDS HOD	1	2	1	▼ -1	-
3.4 Employee Relations					
3.4.2 Discipl Cases	1	2	1	▼ -1	-
4 Financial Management					
4.1 Supply Chain Management					
4.1.1 Demand Mgt	2	4	3	▼ -1	↑ 1
4.1.2 Acquisition Mgt	3	3	3	-	-
4.1.3 Logistics Mgt	3	3	3	-	-
4.1.4 Disposal Mgt	3	2	3	▲ 1	-
4.2 Expenditure Management					
4.2.1 Cash Flow	3	3	3	-	-
4.2.2 Paym't of Suppl	2	3	2	▼ -1	-
4.2.3 Unauthorised, etc	2	2	2	-	-
5 MPAT Process					
5.1 MPAT Process					
5.1.1: MPAT	-	1	2	▲ 1	↑ 2

LEGEND	
Score colours	
	Level 1
	Level 2
	Level 3
	Level 4
Change icons	
	Score moved up by 2 or 3 levels
	Score moved up by 1 level
	Score remained unchanged
	Score moved down by 1 level
	Score moved down by 2 or 3 levels

MPAT 2013: Departmental Scorecard



ND Basic Education					
MPAT Scores	MPAT 1.2	MPAT 1.3		Changes	
	Final Score	Self	Final Score	1.3 Self to Final	1.2 to 1.3 Final
1 Strategic Management					
1.1 Strategic Planning					
1.1.1 Strat Plans	3	4	4	-	1
1.1.2 APP	4	4	3	-1	-1
1.3 Monitoring and Evaluation					
1.3.1 M&E	3	4	1	-3	-2
2 Governance and Accountability					
2.1 Service Delivery Improvement					
2.1.1 SDIP	1	2	2	-	1
2.2 Management structure					
2.2.1 Mgt Struct	3	4	4	-	1
2.3 Accountability					
2.3.2 Audit Comm	3	4	4	-	1
2.4 Ethics					
2.4.1 Prof Ethics	1	4	4	-	3
2.4.2 Fraud Prev	2	4	4	-	2
2.5 Internal Audit					
2.5.1 Interl Audit	2	4	2	-2	-
2.6 Risk Management					
2.6.1 Risk Mgt	1	4	4	-	3
2.7 Delegations					
2.7.1 Deleg's: PSA	2	4	4	-	2
2.7.2 Deleg's: PFMA	3	4	3	-1	-
2.10 PAIA					
2.10.1 PAIA	-	3	1	-2	1
3 Human Resource Management					
3.1 HR Strategy and Planning					
3.1.1 HR Planning	2	4	3	-1	1
3.1.2 Org Design	2	4	3	-1	1
3.1.3 HR Dev Plan	1	3	3	-	2
3.2 Human Resource Practices and Administration					
3.2.1 Pay Sheet Cert	3	4	2	-2	-1
3.2.2 Recr & Reten	3	4	2	-2	-1
3.2.4 Mgt Diversity	1	2	1	-1	-
3.2.5: Health & Wellness	-	3	2	-1	2
3.3 Management of Performance					
3.3.1 1-12 PMDS	4	4	4	-	-
3.3.2 SMS PMDS	2	4	4	-	2
3.3.3 PMDS HOD	3	3	2	-1	-1
3.4 Employee Relations					
3.4.2 Discipl Cases	2	4	2	-2	-
4 Financial Management					
4.1 Supply Chain Management					
4.1.1 Demand Mgt	3	3	3	-	-
4.1.2 Acquisition Mgt	3	3	3	-	-
4.1.3 Logistics Mgt	3	3	3	-	-
4.1.4 Disposal Mgt	3	4	3	-1	-
4.2 Expenditure Management					
4.2.1 Cash Flow	3	4	4	-	1
4.2.2 Paym't of Suppl	2	4	2	-2	-
4.2.3 Unauthorised, etc	1	3	3	-	2
5 MPAT Process					
5.1 MPAT Process					
5.1.1: MPAT	-	3	3	-	3

LEGEND	
Score colours	
	Level 1
	Level 2
	Level 3
	Level 4
Change icons	
	Score moved up by 2 or 3 levels
	Score moved up by 1 level
	Score remained unchanged
	Score moved down by 1 level
	Score moved down by 2 or 3 levels

MPAT 2013: Departmental Scorecard



ND Communication					
MPAT Scores	MPAT 1.2	MPAT 1.3		Changes	
	Final Score	Self	Final Score	1.3 Self to Final	1.2 to 1.3 Final
1 Strategic Management					
1.1 Strategic Planning					
1.1.1 Strat Plans	3	4	4	-	1
1.1.2 APP	4	4	2	-2	-2
1.3 Monitoring and Evaluation					
1.3.1 M&E	3	3	3	-	-
2 Governance and Accountability					
2.1 Service Delivery Improvement					
2.1.1 SDIP	1	4	1	-3	-
2.2 Management structure					
2.2.1 Mgt Struct	4	4	1	-3	-3
2.3 Accountability					
2.3.2 Audit Comm	3	4	4	-	1
2.4 Ethics					
2.4.1 Prof Ethics	1	4	1	-3	-
2.4.2 Fraud Prev	2	4	2	-2	-
2.5 Internal Audit					
2.5.1 Interl Audit	2	4	4	-	2
2.6 Risk Management					
2.6.1 Risk Mgt	4	4	2	-2	-2
2.7 Delegations					
2.7.1 Deleg's: PSA	4	4	3	-1	-1
2.7.2 Deleg's: PFMA	1	3	4	1	3
2.10 PAIA					
2.10.1 PAIA	-	4	1	-3	1
3 Human Resource Management					
3.1 HR Strategy and Planning					
3.1.1 HR Planning	2	1	1	-	-1
3.1.2 Org Design	2	1	3	2	1
3.1.3 HR Dev Plan	2	3	3	-	1
3.2 Human Resource Practices and Administration					
3.2.1 Pay Sheet Cert	2	1	3	2	1
3.2.2 Recr & Reten	2	3	3	-	1
3.2.4 Mgt Diversity	1	1	1	-	-
3.2.5: Health & Wellness	-	1	1	-	1
3.3 Management of Performance					
3.3.1 1-12 PMDS	3	4	4	-	1
3.3.2 SMS PMDS	2	2	2	-	-
3.3.3 PMDS HOD	1	1	1	-	-
3.4 Employee Relations					
3.4.2 Discipl Cases	1	1	1	-	-
4 Financial Management					
4.1 Supply Chain Management					
4.1.1 Demand Mgt	3	3	3	-	-
4.1.2 Acquisition Mgt	3	3	3	-	-
4.1.3 Logistics Mgt	3	3	3	-	-
4.1.4 Disposal Mgt	4	4	4	-	-
4.2 Expenditure Management					
4.2.1 Cash Flow	3	4	4	-	1
4.2.2 Paym't of Suppl	3	4	2	-2	-1
4.2.3 Unauthorised, etc	3	4	4	-	1
5 MPAT Process					
5.1 MPAT Process					
5.1.1: MPAT	-	1	3	2	3

LEGEND	
Score colours	
	Level 1
	Level 2
	Level 3
	Level 4
Change icons	
	Score moved up by 2 or 3 levels
	Score moved up by 1 level
	Score remained unchanged
	Score moved down by 1 level
	Score moved down by 2 or 3 levels

MPAT 2013: Departmental Scorecard



ND Cooperative Governance						
MPAT Scores	MPAT 1.2		MPAT 1.3		Changes	
	Final Score	Self	Final Score	1.3 Self to Final	1.2 to 1.3	Final
1 Strategic Management						
1.1 Strategic Planning						
1.1.1 Strat Plans	3	4	3	▼ -1	→ -	-
1.1.2 APP	3	3	2	▼ -1	▼ -1	-1
1.3 Monitoring and Evaluation						
1.3.1 M&E	2	2	2	→ -	→ -	-
2 Governance and Accountability						
2.1 Service Delivery Improvement						
2.1.1 SDIP	1	3	1	↓ -2	→ -	-
2.2 Management structure						
2.2.1 Mgt Struct	1	3	3	→ -	↑ 2	2
2.3 Accountability						
2.3.2 Audit Comm	3	4	4	→ -	▲ 1	1
2.4 Ethics						
2.4.1 Prof Ethics	1	3	3	→ -	↑ 2	2
2.4.2 Fraud Prev	2	4	1	↓ -3	▼ -1	-1
2.5 Internal Audit						
2.5.1 Interl Audit	2	3	4	▲ 1	↑ 2	2
2.6 Risk Management						
2.6.1 Risk Mgt	1	4	4	→ -	↑ 3	3
2.7 Delegations						
2.7.1 Deleg's: PSA	1	4	4	→ -	↑ 3	3
2.7.2 Deleg's: PFMA	1	4	3	▼ -1	↑ 2	2
2.10 PAIA						
2.10.1 PAIA	-	1	1	→ -	▲ 1	1
3 Human Resource Management						
3.1 HR Strategy and Planning						
3.1.1 HR Planning	2	3	2	▼ -1	→ -	-
3.1.2 Org Design	2	3	3	→ -	▲ 1	1
3.1.3 HR Dev Plan	1	3	2	▼ -1	▲ 1	1
3.2 Human Resource Practices and Administration						
3.2.1 Pay Sheet Cert	2	4	3	▼ -1	▲ 1	1
3.2.2 Recr & Reten	3	4	4	→ -	▲ 1	1
3.2.4 Mgt Diversity	1	1	1	→ -	→ -	-
3.2.5: Health & Wellness	-	1	1	→ -	▲ 1	1
3.3 Management of Performance						
3.3.1 1-12 PMDS	2	2	2	→ -	→ -	-
3.3.2 SMS PMDS	2	1	1	→ -	▼ -1	-1
3.3.3 PMDS HOD	3	3	2	▼ -1	▼ -1	-1
3.4 Employee Relations						
3.4.2 Discipl Cases	1	2	1	▼ -1	→ -	-
4 Financial Management						
4.1 Supply Chain Management						
4.1.1 Demand Mgt	3	3	3	→ -	→ -	-
4.1.2 Acquisition Mgt	3	3	3	→ -	→ -	-
4.1.3 Logistics Mgt	3	3	3	→ -	→ -	-
4.1.4 Disposal Mgt	3	4	4	→ -	▲ 1	1
4.2 Expenditure Management						
4.2.1 Cash Flow	3	4	4	→ -	▲ 1	1
4.2.2 Paym't of Suppl	3	1	2	▲ 1	▼ -1	-1
4.2.3 Unauthorised, etc	2	3	2	▼ -1	→ -	-
5 MPAT Process						
5.1 MPAT Process						
5.1.1: MPAT	-	1	3	▲ 2	▲ 3	3

LEGEND	
Score colours	
	Level 1
	Level 2
	Level 3
	Level 4
Change icons	
	Score moved up by 2 or 3 levels
	Score moved up by 1 level
	Score remained unchanged
	Score moved down by 1 level
	Score moved down by 2 or 3 levels

MPAT 2013: Departmental Scorecard



ND Correctional Services					
MPAT Scores	MPAT 1.2	MPAT 1.3		Changes	
	Final Score	Self	Final Score	1.3 Self to Final	1.2 to 1.3 Final
1 Strategic Management					
1.1 Strategic Planning					
1.1.1 Strat Plans	4	4	4	-	-
1.1.2 APP	2	4	2	-2	-
1.3 Monitoring and Evaluation					
1.3.1 M&E	2	2	2	-	-
2 Governance and Accountability					
2.1 Service Delivery Improvement					
2.1.1 SDIP	2	3	2	-1	-
2.2 Management structure					
2.2.1 Mgt Struct	4	3	3	-	-1
2.3 Accountability					
2.3.2 Audit Comm	1	3	3	-	2
2.4 Ethics					
2.4.1 Prof Ethics	1	3	1	-2	-
2.4.2 Fraud Prev	1	2	1	-1	-
2.5 Internal Audit					
2.5.1 Interl Audit	2	2	2	-	-
2.6 Risk Management					
2.6.1 Risk Mgt	2	1	1	-	-1
2.7 Delegations					
2.7.1 Deleg's: PSA	3	3	3	-	-
2.7.2 Deleg's: PFMA	1	4	4	-	3
2.10 PAIA					
2.10.1 PAIA	-	3	1	-2	1
3 Human Resource Management					
3.1 HR Strategy and Planning					
3.1.1 HR Planning	2	1	2	1	-
3.1.2 Org Design	2	2	2	-	-
3.1.3 HR Dev Plan	2	3	3	-	1
3.2 Human Resource Practices and Administration					
3.2.1 Pay Sheet Cert	2	3	2	-1	-
3.2.2 Recr & Reten	2	3	3	-	1
3.2.4 Mgt Diversity	1	2	1	-1	-
3.2.5: Health & Wellness	-	2	1	-1	1
3.3 Management of Performance					
3.3.1 1-12 PMDS	3	3	3	-	-
3.3.2 SMS PMDS	2	3	3	-	1
3.3.3 PMDS HOD	1	2	2	-	1
3.4 Employee Relations					
3.4.2 Discipl Cases	1	3	1	-2	-
4 Financial Management					
4.1 Supply Chain Management					
4.1.1 Demand Mgt	3	3	3	-	-
4.1.2 Acquisition Mgt	3	3	3	-	-
4.1.3 Logistics Mgt	3	3	3	-	-
4.1.4 Disposal Mgt	2	3	3	-	1
4.2 Expenditure Management					
4.2.1 Cash Flow	3	3	2	-1	-1
4.2.2 Paym't of Suppl	2	2	2	-	-
4.2.3 Unauthorised, etc	2	3	3	-	1
5 MPAT Process					
5.1 MPAT Process					
5.1.1: MPAT	-	-	2	2	2

LEGEND	
Score colours	
	Level 1
	Level 2
	Level 3
	Level 4
Change icons	
	Score moved up by 2 or 3 levels
	Score moved up by 1 level
	Score remained unchanged
	Score moved down by 1 level
	Score moved down by 2 or 3 levels

MPAT 2013: Departmental Scorecard



ND Defence	MPAT 1.2		MPAT 1.3		Changes	
	Final Score	Self	Final Score	1.3 Self to Final	1.2 to 1.3	Final
1 Strategic Management						
1.1 Strategic Planning						
1.1.1 Strat Plans	3	4	4	-	-	1
1.1.2 APP	4	4	3	-1	-1	-1
1.3 Monitoring and Evaluation						
1.3.1 M&E	3	4	2	-2	-1	-1
2 Governance and Accountability						
2.1 Service Delivery Improvement						
2.1.1 SDIP	1	3	1	-2	-	-
2.2 Management structure						
2.2.1 Mgt Struct	1	3	3	-	2	2
2.3 Accountability						
2.3.2 Audit Comm	2	2	2	-	-	-
2.4 Ethics						
2.4.1 Prof Ethics	1	2	1	-1	-	-
2.4.2 Fraud Prev	3	4	2	-2	-1	-1
2.5 Internal Audit						
2.5.1 Interl Audit	1	1	1	-	-	-
2.6 Risk Management						
2.6.1 Risk Mgt	2	4	4	-	2	2
2.7 Delegations						
2.7.1 Deleg's: PSA	2	2	2	-	-	-
2.7.2 Deleg's: PFMA	2	3	3	-	1	1
2.10 PAIA						
2.10.1 PAIA	-	2	1	-1	1	1
3 Human Resource Management						
3.1 HR Strategy and Planning						
3.1.1 HR Planning	2	2	2	-	-	-
3.1.2 Org Design	2	2	3	1	1	1
3.1.3 HR Dev Plan	2	2	3	1	1	1
3.2 Human Resource Practices and Administration						
3.2.1 Pay Sheet Cert	2	2	2	-	-	-
3.2.2 Recr & Reten	2	3	2	-1	-	-
3.2.4 Mgt Diversity	2	2	2	-	-	-
3.2.5: Health & Wellness	-	2	1	-1	1	1
3.3 Management of Performance						
3.3.1 1-12 PMDS	2	3	3	-	1	1
3.3.2 SMS PMDS	2	2	2	-	-	-
3.3.3 PMDS HOD	1	2	2	-	1	1
3.4 Employee Relations						
3.4.2 Discipl Cases	3	2	1	-1	-2	-2
4 Financial Management						
4.1 Supply Chain Management						
4.1.1 Demand Mgt	3	3	3	-	-	-
4.1.2 Acquisition Mgt	3	3	3	-	-	-
4.1.3 Logistics Mgt	3	3	3	-	-	-
4.1.4 Disposal Mgt	3	3	3	-	-	-
4.2 Expenditure Management						
4.2.1 Cash Flow	4	4	4	-	-	-
4.2.2 Paym't of Suppl	3	3	3	-	-	-
4.2.3 Unauthorised, etc	4	3	3	-	-1	-1
5 MPAT Process						
5.1 MPAT Process						
5.1.1: MPAT	-	3	2	-1	2	2

LEGEND	
Score colours	
	Level 1
	Level 2
	Level 3
	Level 4
Change icons	
	Score moved up by 2 or 3 levels
	Score moved up by 1 level
	Score remained unchanged
	Score moved down by 1 level
	Score moved down by 2 or 3 levels

MPAT 2013: Departmental Scorecard



ND Economic Development					
MPAT Scores	MPAT 1.2	MPAT 1.3		Changes	
	Final Score	Self	Final Score	1.3 Self to Final	1.2 to 1.3 Final
1 Strategic Management					
1.1 Strategic Planning					
1.1.1 Strat Plans	3	4	4	-	1
1.1.2 APP	3	4	2	-2	-1
1.3 Monitoring and Evaluation					
1.3.1 M&E	3	4	3	-1	-
2 Governance and Accountability					
2.1 Service Delivery Improvement					
2.1.1 SDIP	2	2	2	-	-
2.2 Management structure					
2.2.1 Mgt Struct	2	4	4	-	2
2.3 Accountability					
2.3.2 Audit Comm	2	2	4	2	2
2.4 Ethics					
2.4.1 Prof Ethics	2	4	4	-	2
2.4.2 Fraud Prev	1	1	1	-	-
2.5 Internal Audit					
2.5.1 Interl Audit	2	2	2	-	-
2.6 Risk Management					
2.6.1 Risk Mgt	2	1	1	-	-1
2.7 Delegations					
2.7.1 Deleg's: PSA	2	4	4	-	2
2.7.2 Deleg's: PFMA	2	3	3	-	1
2.10 PAIA					
2.10.1 PAIA	-	2	1	-1	1
3 Human Resource Management					
3.1 HR Strategy and Planning					
3.1.1 HR Planning	2	1	2	1	-
3.1.2 Org Design	1	2	2	-	1
3.1.3 HR Dev Plan	1	1	3	2	2
3.2 Human Resource Practices and Administration					
3.2.1 Pay Sheet Cert	3	4	4	-	1
3.2.2 Recr & Reten	2	3	3	-	1
3.2.4 Mgt Diversity	1	1	1	-	-
3.2.5: Health & Wellness	-	2	2	-	2
3.3 Management of Performance					
3.3.1 1-12 PMDS	2	2	2	-	-
3.3.2 SMS PMDS	2	1	2	1	-
3.3.3 PMDS HOD	3	2	2	-	-1
3.4 Employee Relations					
3.4.2 Discipl Cases	1	2	1	-1	-
4 Financial Management					
4.1 Supply Chain Management					
4.1.1 Demand Mgt	3	3	3	-	-
4.1.2 Acquisition Mgt	3	4	3	-1	-
4.1.3 Logistics Mgt	3	1	1	-	-2
4.1.4 Disposal Mgt	3	1	1	-	-2
4.2 Expenditure Management					
4.2.1 Cash Flow	3	4	3	-1	-
4.2.2 Paym't of Suppl	3	3	2	-1	-1
4.2.3 Unauthorised, etc	3	4	2	-2	-1
5 MPAT Process					
5.1 MPAT Process					
5.1.1: MPAT	-	4	3	-1	3

LEGEND	
Score colours	
	Level 1
	Level 2
	Level 3
	Level 4
Change icons	
	Score moved up by 2 or 3 levels
	Score moved up by 1 level
	Score remained unchanged
	Score moved down by 1 level
	Score moved down by 2 or 3 levels

MPAT 2013: Departmental Scorecard



ND Energy						
MPAT Scores	MPAT 1.2		MPAT 1.3		Changes	
	Final Score	Self	Final Score	1.3 Self to Final	1.2 to 1.3	Final
1 Strategic Management						
1.1 Strategic Planning						
1.1.1 Strat Plans	4	4	4	-	-	-
1.1.2 APP	3	3	3	-	-	-
1.3 Monitoring and Evaluation						
1.3.1 M&E	4	4	3	-1	-1	-1
2 Governance and Accountability						
2.1 Service Delivery Improvement						
2.1.1 SDIP	1	2	1	-1	-1	-
2.2 Management structure						
2.2.1 Mgt Struct	3	4	4	-	1	1
2.3 Accountability						
2.3.2 Audit Comm	1	4	3	-1	2	2
2.4 Ethics						
2.4.1 Prof Ethics	2	3	2	-1	-	-
2.4.2 Fraud Prev	3	4	4	-	1	1
2.5 Internal Audit						
2.5.1 Interl Audit	2	4	4	-	2	2
2.6 Risk Management						
2.6.1 Risk Mgt	2	4	2	-2	-	-
2.7 Delegations						
2.7.1 Deleg's: PSA	3	4	4	-	1	1
2.7.2 Deleg's: PFMA	3	4	4	-	1	1
2.10 PAIA						
2.10.1 PAIA	-	4	3	-1	3	3
3 Human Resource Management						
3.1 HR Strategy and Planning						
3.1.1 HR Planning	2	4	2	-2	-	-
3.1.2 Org Design	2	4	4	-	2	2
3.1.3 HR Dev Plan	4	3	3	-	-1	-1
3.2 Human Resource Practices and Administration						
3.2.1 Pay Sheet Cert	3	4	4	-	1	1
3.2.2 Recr & Reten	3	4	4	-	1	1
3.2.4 Mgt Diversity	4	1	1	-	-3	-3
3.2.5: Health & Wellness	-	3	2	-1	2	2
3.3 Management of Performance						
3.3.1 1-12 PMDS	3	4	3	-1	-	-
3.3.2 SMS PMDS	2	2	2	-	-	-
3.3.3 PMDS HOD	3	4	4	-	1	1
3.4 Employee Relations						
3.4.2 Discipl Cases	1	4	2	-2	1	1
4 Financial Management						
4.1 Supply Chain Management						
4.1.1 Demand Mgt	2	3	3	-	1	1
4.1.2 Acquisition Mgt	3	3	2	-1	-1	-1
4.1.3 Logistics Mgt	3	4	3	-1	-	-
4.1.4 Disposal Mgt	2	3	3	-	1	1
4.2 Expenditure Management						
4.2.1 Cash Flow	3	4	4	-	1	1
4.2.2 Paym't of Suppl	3	4	4	-	1	1
4.2.3 Unauthorised, etc	2	4	2	-2	-	-
5 MPAT Process						
5.1 MPAT Process						
5.1.1: MPAT	-	3	2	-1	2	2

LEGEND	
Score colours	
	Level 1
	Level 2
	Level 3
	Level 4
Change icons	
	Score moved up by 2 or 3 levels
	Score moved up by 1 level
	Score remained unchanged
	Score moved down by 1 level
	Score moved down by 2 or 3 levels

MPAT 2013: Departmental Scorecard



ND Environmental Affairs					
MPAT Scores	MPAT 1.2	MPAT 1.3		Changes	
	Final Score	Self	Final Score	1.3 Self to Final	1.2 to 1.3 Final
1 Strategic Management					
1.1 Strategic Planning					
1.1.1 Strat Plans	4	4	4	—	—
1.1.2 APP	4	4	4	—	—
1.3 Monitoring and Evaluation					
1.3.1 M&E	4	4	3	▼	-1
2 Governance and Accountability					
2.1 Service Delivery Improvement					
2.1.1 SDIP	3	4	2	↓	-2
2.2 Management structure					
2.2.1 Mgt Struct	4	4	4	—	—
2.3 Accountability					
2.3.2 Audit Comm	3	4	4	—	▲
2.4 Ethics					
2.4.1 Prof Ethics	3	4	3	▼	-1
2.4.2 Fraud Prev	4	4	4	—	—
2.5 Internal Audit					
2.5.1 Interl Audit	1	2	2	—	▲
2.6 Risk Management					
2.6.1 Risk Mgt	1	4	1	↓	-3
2.7 Delegations					
2.7.1 Deleg's: PSA	3	4	4	—	▲
2.7.2 Deleg's: PFMA	3	4	4	—	▲
2.10 PAIA					
2.10.1 PAIA	-	4	1	↓	-3
3 Human Resource Management					
3.1 HR Strategy and Planning					
3.1.1 HR Planning	3	3	2	▼	-1
3.1.2 Org Design	4	4	4	—	—
3.1.3 HR Dev Plan	2	4	3	▼	-1
3.2 Human Resource Practices and Administration					
3.2.1 Pay Sheet Cert	2	4	4	—	▲
3.2.2 Recr & Reten	3	4	4	—	▲
3.2.4 Mgt Diversity	1	1	1	—	—
3.2.5: Health & Wellness	-	1	1	—	▲
3.3 Management of Performance					
3.3.1 1-12 PMDS	4	4	4	—	—
3.3.2 SMS PMDS	2	4	4	—	▲
3.3.3 PMDS HOD	4	4	4	—	—
3.4 Employee Relations					
3.4.2 Discipl Cases	2	1	2	▲	1
4 Financial Management					
4.1 Supply Chain Management					
4.1.1 Demand Mgt	3	4	3	▼	-1
4.1.2 Acquisition Mgt	4	3	3	—	▼
4.1.3 Logistics Mgt	4	3	3	—	▼
4.1.4 Disposal Mgt	4	4	4	—	—
4.2 Expenditure Management					
4.2.1 Cash Flow	4	4	4	—	—
4.2.2 Paym't of Suppl	3	4	4	—	▲
4.2.3 Unauthorised, etc	4	4	4	—	—
5 MPAT Process					
5.1 MPAT Process					
5.1.1: MPAT	-	3	3	—	▲

LEGEND	
Score colours	
	Level 1
	Level 2
	Level 3
	Level 4
Change icons	
	Score moved up by 2 or 3 levels
	Score moved up by 1 level
	Score remained unchanged
	Score moved down by 1 level
	Score moved down by 2 or 3 levels

MPAT 2013: Departmental Scorecard



ND Government Communication and Information System					
MPAT Scores	MPAT 1.2	MPAT 1.3		Changes	
	Final Score	Self	Final Score	1.3 Self to Final	1.2 to 1.3 Final
1 Strategic Management					
1.1 Strategic Planning					
1.1.1 Strat Plans	4	4	4	-	-
1.1.2 APP	4	4	1	-3	-3
1.3 Monitoring and Evaluation					
1.3.1 M&E	4	4	2	-2	-2
2 Governance and Accountability					
2.1 Service Delivery Improvement					
2.1.1 SDIP	2	3	1	-2	-1
2.2 Management structure					
2.2.1 Mgt Struct	4	4	4	-	-
2.3 Accountability					
2.3.2 Audit Comm	4	4	4	-	-
2.4 Ethics					
2.4.1 Prof Ethics	3	4	4	-	1
2.4.2 Fraud Prev	3	4	2	-2	-1
2.5 Internal Audit					
2.5.1 Interl Audit	4	4	4	-	-
2.6 Risk Management					
2.6.1 Risk Mgt	3	4	4	-	1
2.7 Delegations					
2.7.1 Deleg's: PSA	3	4	4	-	1
2.7.2 Deleg's: PFMA	4	4	4	-	-
2.10 PAIA					
2.10.1 PAIA	-	3	1	-2	1
3 Human Resource Management					
3.1 HR Strategy and Planning					
3.1.1 HR Planning	2	3	3	-	1
3.1.2 Org Design	3	4	3	-1	-
3.1.3 HR Dev Plan	2	3	3	-	1
3.2 Human Resource Practices and Administration					
3.2.1 Pay Sheet Cert	3	4	3	-1	-
3.2.2 Recr & Reten	3	4	4	-	1
3.2.4 Mgt Diversity	1	4	4	-	3
3.2.5: Health & Wellness	-	3	3	-	3
3.3 Management of Performance					
3.3.1 1-12 PMDS	3	4	4	-	1
3.3.2 SMS PMDS	4	4	2	-2	-2
3.3.3 PMDS HOD	3	4	-	-4	-3
3.4 Employee Relations					
3.4.2 Discipl Cases	2	4	4	-	2
4 Financial Management					
4.1 Supply Chain Management					
4.1.1 Demand Mgt	2	4	3	-1	1
4.1.2 Acquisition Mgt	2	4	2	-2	-
4.1.3 Logistics Mgt	2	4	3	-1	1
4.1.4 Disposal Mgt	4	4	4	-	-
4.2 Expenditure Management					
4.2.1 Cash Flow	4	4	4	-	-
4.2.2 Paym't of Suppl	3	4	2	-2	-1
4.2.3 Unauthorised, etc	4	4	2	-2	-2
5 MPAT Process					
5.1 MPAT Process					
5.1.1: MPAT	-	4	1	-3	1

LEGEND	
Score colours	
	Level 1
	Level 2
	Level 3
	Level 4
Change icons	
	Score moved up by 2 or 3 levels
	Score moved up by 1 level
	Score remained unchanged
	Score moved down by 1 level
	Score moved down by 2 or 3 levels

MPAT 2013: Departmental Scorecard



ND Health	MPAT 1.2		MPAT 1.3		Changes	
	Final Score	Self	Final Score	1.3 Self to Final	1.2 to 1.3	Final
1 Strategic Management						
1.1 Strategic Planning						
1.1.1 Strat Plans	1	4	4	-	↑	3
1.1.2 APP	1	4	2	↓ -2	↑	1
1.3 Monitoring and Evaluation						
1.3.1 M&E	3	4	2	↓ -2	↓	-1
2 Governance and Accountability						
2.1 Service Delivery Improvement						
2.1.1 SDIP	1	3	3	-	↑	2
2.2 Management structure						
2.2.1 Mgt Struct	1	4	4	-	↑	3
2.3 Accountability						
2.3.2 Audit Comm	3	4	4	-	↑	1
2.4 Ethics						
2.4.1 Prof Ethics	1	4	1	↓ -3	-	-
2.4.2 Fraud Prev	1	4	2	↓ -2	↑	1
2.5 Internal Audit						
2.5.1 Interl Audit	4	4	4	-	-	-
2.6 Risk Management						
2.6.1 Risk Mgt	1	4	4	-	↑	3
2.7 Delegations						
2.7.1 Deleg's: PSA	1	4	4	-	↑	3
2.7.2 Deleg's: PFMA	2	4	4	-	↑	2
2.10 PAIA						
2.10.1 PAIA	-	3	1	↓ -2	↑	1
3 Human Resource Management						
3.1 HR Strategy and Planning						
3.1.1 HR Planning	1	4	2	↓ -2	↑	1
3.1.2 Org Design	2	4	3	↓ -1	↑	1
3.1.3 HR Dev Plan	1	4	4	-	↑	3
3.2 Human Resource Practices and Administration						
3.2.1 Pay Sheet Cert	2	4	2	↓ -2	-	-
3.2.2 Recr & Reten	3	4	3	↓ -1	-	-
3.2.4 Mgt Diversity	1	4	1	↓ -3	-	-
3.2.5: Health & Wellness	-	4	2	↓ -2	↑	2
3.3 Management of Performance						
3.3.1 1-12 PMDS	3	4	4	-	↑	1
3.3.2 SMS PMDS	2	4	4	-	↑	2
3.3.3 PMDS HOD	3	3	3	-	-	-
3.4 Employee Relations						
3.4.2 Discipl Cases	1	4	2	↓ -2	↑	1
4 Financial Management						
4.1 Supply Chain Management						
4.1.1 Demand Mgt	2	4	2	↓ -2	-	-
4.1.2 Acquisition Mgt	3	4	2	↓ -2	↓	-1
4.1.3 Logistics Mgt	3	4	3	↓ -1	-	-
4.1.4 Disposal Mgt	1	4	4	-	↑	3
4.2 Expenditure Management						
4.2.1 Cash Flow	1	4	3	↓ -1	↑	2
4.2.2 Paym't of Suppl	2	3	2	↓ -1	-	-
4.2.3 Unauthorised, etc	2	4	2	↓ -2	-	-
5 MPAT Process						
5.1 MPAT Process						
5.1.1: MPAT	-	4	2	↓ -2	↑	2

LEGEND	
Score colours	
	Level 1
	Level 2
	Level 3
	Level 4
Change icons	
	Score moved up by 2 or 3 levels
	Score moved up by 1 level
	Score remained unchanged
	Score moved down by 1 level
	Score moved down by 2 or 3 levels

MPAT 2013: Departmental Scorecard



ND Higher Education and Training					
MPAT Scores	MPAT 1.2	MPAT 1.3		Changes	
	Final Score	Self	Final Score	1.3 Self to Final	1.2 to 1.3 Final
1 Strategic Management					
1.1 Strategic Planning					
1.1.1 Strat Plans	3	4	4	-	1
1.1.2 APP	2	4	2	-2	-
1.3 Monitoring and Evaluation					
1.3.1 M&E	1	4	2	-2	1
2 Governance and Accountability					
2.1 Service Delivery Improvement					
2.1.1 SDIP	1	2	1	-1	-
2.2 Management structure					
2.2.1 Mgt Struct	1	3	4	1	3
2.3 Accountability					
2.3.2 Audit Comm	2	4	4	-	2
2.4 Ethics					
2.4.1 Prof Ethics	1	3	3	-	2
2.4.2 Fraud Prev	2	4	1	-3	-1
2.5 Internal Audit					
2.5.1 Interl Audit	2	4	4	-	2
2.6 Risk Management					
2.6.1 Risk Mgt	1	1	1	-	-
2.7 Delegations					
2.7.1 Deleg's: PSA	4	4	4	-	-
2.7.2 Deleg's: PFMA	3	4	4	-	1
2.10 PAIA					
2.10.1 PAIA	-	4	1	-3	1
3 Human Resource Management					
3.1 HR Strategy and Planning					
3.1.1 HR Planning	2	4	2	-2	-
3.1.2 Org Design	1	3	2	-1	1
3.1.3 HR Dev Plan	3	3	3	-	-
3.2 Human Resource Practices and Administration					
3.2.1 Pay Sheet Cert	1	3	2	-1	1
3.2.2 Recr & Reten	2	3	2	-1	-
3.2.4 Mgt Diversity	1	1	1	-	-
3.2.5: Health & Wellness	-	3	2	-1	2
3.3 Management of Performance					
3.3.1 1-12 PMDS	3	3	2	-1	-1
3.3.2 SMS PMDS	2	4	2	-2	-
3.3.3 PMDS HOD	3	2	3	1	-
3.4 Employee Relations					
3.4.2 Discipl Cases	1	2	1	-1	-
4 Financial Management					
4.1 Supply Chain Management					
4.1.1 Demand Mgt	1	3	3	-	2
4.1.2 Acquisition Mgt	2	3	3	-	1
4.1.3 Logistics Mgt	2	3	3	-	1
4.1.4 Disposal Mgt	2	3	3	-	1
4.2 Expenditure Management					
4.2.1 Cash Flow	2	4	4	-	2
4.2.2 Paym't of Suppl	2	4	2	-2	-
4.2.3 Unauthorised, etc	1	3	3	-	2
5 MPAT Process					
5.1 MPAT Process					
5.1.1: MPAT	-	3	3	-	3

LEGEND	
Score colours	
	Level 1
	Level 2
	Level 3
	Level 4
Change icons	
	Score moved up by 2 or 3 levels
	Score moved up by 1 level
	Score remained unchanged
	Score moved down by 1 level
	Score moved down by 2 or 3 levels

MPAT 2013: Departmental Scorecard



ND Home Affairs1						
MPAT Scores	MPAT 1.2		MPAT 1.3		Changes	
	Final Score	Self	Final Score	1.3 Self to Final	1.2 to 1.3	Final
1 Strategic Management						
1.1 Strategic Planning						
1.1.1 Strat Plans	4	4	4	-	-	-
1.1.2 APP	2	3	3	-	-	1
1.3 Monitoring and Evaluation						
1.3.1 M&E	3	3	2	-1	-1	-1
2 Governance and Accountability						
2.1 Service Delivery Improvement						
2.1.1 SDIP	2	1	1	-	-	-1
2.2 Management structure						
2.2.1 Mgt Struct	1	4	4	-	-	3
2.3 Accountability						
2.3.2 Audit Comm	2	3	2	-1	-1	-
2.4 Ethics						
2.4.1 Prof Ethics	2	4	4	-	-	2
2.4.2 Fraud Prev	1	4	1	-3	-	-
2.5 Internal Audit						
2.5.1 Interl Audit	2	4	2	-2	-	-
2.6 Risk Management						
2.6.1 Risk Mgt	4	4	4	-	-	-
2.7 Delegations						
2.7.1 Deleg's: PSA	4	4	4	-	-	-
2.7.2 Deleg's: PFMA	4	4	4	-	-	-
2.10 PAIA						
2.10.1 PAIA	-	-	1	1	1	1
3 Human Resource Management						
3.1 HR Strategy and Planning						
3.1.1 HR Planning	3	3	3	-	-	-
3.1.2 Org Design	2	4	3	-1	1	1
3.1.3 HR Dev Plan	3	3	2	-1	-1	-1
3.2 Human Resource Practices and Administration						
3.2.1 Pay Sheet Cert	1	3	3	-	-	2
3.2.2 Recr & Reten	3	4	3	-1	-	-
3.2.4 Mgt Diversity	1	4	1	-3	-	-
3.2.5: Health & Wellness	-	4	2	-2	2	2
3.3 Management of Performance						
3.3.1 1-12 PMDS	2	3	2	-1	-	-
3.3.2 SMS PMDS	2	3	2	-1	-	-
3.3.3 PMDS HOD	2	3	3	-	1	1
3.4 Employee Relations						
3.4.2 Discipl Cases	2	4	2	-2	-	-
4 Financial Management						
4.1 Supply Chain Management						
4.1.1 Demand Mgt	3	3	3	-	-	-
4.1.2 Acquisition Mgt	3	3	3	-	-	-
4.1.3 Logistics Mgt	3	3	3	-	-	-
4.1.4 Disposal Mgt	4	3	3	-	-1	-1
4.2 Expenditure Management						
4.2.1 Cash Flow	3	3	3	-	-	-
4.2.2 Paym't of Suppl	3	3	2	-1	-1	-1
4.2.3 Unauthorised, etc	3	2	2	-	-1	-1
5 MPAT Process						
5.1 MPAT Process						
5.1.1: MPAT	-	-	2	2	2	2

LEGEND	
Score colours	
	Level 1
	Level 2
	Level 3
	Level 4
Change icons	
	Score moved up by 2 or 3 levels
	Score moved up by 1 level
	Score remained unchanged
	Score moved down by 1 level
	Score moved down by 2 or 3 levels

MPAT 2013: Departmental Scorecard



ND Human Settlements					
MPAT Scores	MPAT 1.2	MPAT 1.3		Changes	
	Final Score	Self	Final Score	1.3 Self to Final	1.2 to 1.3 Final
1 Strategic Management					
1.1 Strategic Planning					
1.1.1 Strat Plans	3	4	2	↓ -2	↓ -1
1.1.2 APP	3	4	2	↓ -2	↓ -1
1.3 Monitoring and Evaluation					
1.3.1 M&E	3	4	2	↓ -2	↓ -1
2 Governance and Accountability					
2.1 Service Delivery Improvement					
2.1.1 SDIP	1	1	1	-	-
2.2 Management structure					
2.2.1 Mgt Struct	1	4	4	-	↑ 3
2.3 Accountability					
2.3.2 Audit Comm	2	2	4	↑ 2	↑ 2
2.4 Ethics					
2.4.1 Prof Ethics	2	4	1	↓ -3	↓ -1
2.4.2 Fraud Prev	1	4	1	↓ -3	-
2.5 Internal Audit					
2.5.1 Interl Audit	2	4	3	↓ -1	↑ 1
2.6 Risk Management					
2.6.1 Risk Mgt	2	3	3	-	↑ 1
2.7 Delegations					
2.7.1 Deleg's: PSA	2	4	4	-	↑ 2
2.7.2 Deleg's: PFMA	2	4	4	-	↑ 2
2.10 PAIA					
2.10.1 PAIA	-	4	1	↓ -3	↑ 1
3 Human Resource Management					
3.1 HR Strategy and Planning					
3.1.1 HR Planning	2	3	2	↓ -1	-
3.1.2 Org Design	2	3	2	↓ -1	-
3.1.3 HR Dev Plan	1	3	3	-	↑ 2
3.2 Human Resource Practices and Administration					
3.2.1 Pay Sheet Cert	3	2	2	-	↓ -1
3.2.2 Recr & Reten	2	3	2	↓ -1	-
3.2.4 Mgt Diversity	1	2	1	↓ -1	-
3.2.5: Health & Wellness	-	1	2	↑ 1	↑ 2
3.3 Management of Performance					
3.3.1 1-12 PMDS	2	4	2	↓ -2	-
3.3.2 SMS PMDS	1	4	3	↓ -1	↑ 2
3.3.3 PMDS HOD	3	4	3	↓ -1	-
3.4 Employee Relations					
3.4.2 Discipl Cases	1	4	4	-	↑ 3
4 Financial Management					
4.1 Supply Chain Management					
4.1.1 Demand Mgt	2	3	3	-	↑ 1
4.1.2 Acquisition Mgt	3	4	3	↓ -1	-
4.1.3 Logistics Mgt	3	3	3	-	-
4.1.4 Disposal Mgt	3	4	3	↓ -1	-
4.2 Expenditure Management					
4.2.1 Cash Flow	3	4	1	↓ -3	↓ -2
4.2.2 Paym't of Suppl	3	4	2	↓ -2	↓ -1
4.2.3 Unauthorised, etc	2	4	2	↓ -2	-
5 MPAT Process					
5.1 MPAT Process					
5.1.1: MPAT	-	4	2	↓ -2	↑ 2

LEGEND	
Score colours	
	Level 1
	Level 2
	Level 3
	Level 4
Change icons	
	Score moved up by 2 or 3 levels
	Score moved up by 1 level
	Score remained unchanged
	Score moved down by 1 level
	Score moved down by 2 or 3 levels

MPAT 2013: Departmental Scorecard



ND Independent Police Investigative Directorate					
MPAT Scores	MPAT 1.2	MPAT 1.3		Changes	
	Final Score	Self	Final Score	1.3 Self to Final	1.2 to 1.3 Final
1 Strategic Management					
1.1 Strategic Planning					
1.1.1 Strat Plans	4	3	4	▲ 1	-
1.1.2 APP	4	4	3	▼ -1	▼ -1
1.3 Monitoring and Evaluation					
1.3.1 M&E	1	2	2	-	▲ 1
2 Governance and Accountability					
2.1 Service Delivery Improvement					
2.1.1 SDIP	2	2	2	-	-
2.2 Management structure					
2.2.1 Mgt Struct	1	3	3	-	▲ 2
2.3 Accountability					
2.3.2 Audit Comm	1	3	2	▼ -1	▲ 1
2.4 Ethics					
2.4.1 Prof Ethics	1	3	3	-	▲ 2
2.4.2 Fraud Prev	2	3	1	▼ -2	▼ -1
2.5 Internal Audit					
2.5.1 Interl Audit	1	3	2	▼ -1	▲ 1
2.6 Risk Management					
2.6.1 Risk Mgt	1	3	2	▼ -1	▲ 1
2.7 Delegations					
2.7.1 Deleg's: PSA	2	3	3	-	▲ 1
2.7.2 Deleg's: PFMA	1	3	3	-	▲ 2
2.10 PAIA					
2.10.1 PAIA	-	1	1	-	▲ 1
3 Human Resource Management					
3.1 HR Strategy and Planning					
3.1.1 HR Planning	1	2	2	-	▲ 1
3.1.2 Org Design	3	4	3	▼ -1	-
3.1.3 HR Dev Plan	3	2	2	-	▼ -1
3.2 Human Resource Practices and Administration					
3.2.1 Pay Sheet Cert	3	3	1	▼ -2	▼ -2
3.2.2 Recr & Reten	3	3	3	-	-
3.2.4 Mgt Diversity	1	1	1	-	-
3.2.5: Health & Wellness	-	2	2	-	▲ 2
3.3 Management of Performance					
3.3.1 1-12 PMDS	3	3	2	▼ -1	▼ -1
3.3.2 SMS PMDS	3	3	2	▼ -1	▼ -1
3.3.3 PMDS HOD	3	3	2	▼ -1	▼ -1
3.4 Employee Relations					
3.4.2 Discipl Cases	1	3	1	▼ -2	-
4 Financial Management					
4.1 Supply Chain Management					
4.1.1 Demand Mgt	3	2	2	-	▼ -1
4.1.2 Acquisition Mgt	3	4	4	-	▲ 1
4.1.3 Logistics Mgt	3	4	4	-	▲ 1
4.1.4 Disposal Mgt	4	3	3	-	▼ -1
4.2 Expenditure Management					
4.2.1 Cash Flow	3	4	2	▼ -2	▼ -1
4.2.2 Paym't of Suppl	2	4	2	▼ -2	-
4.2.3 Unauthorised, etc	3	2	2	-	▼ -1
5 MPAT Process					
5.1 MPAT Process					
5.1.1: MPAT	-	3	2	▼ -1	▲ 2

LEGEND	
Score colours	
	Level 1
	Level 2
	Level 3
	Level 4
Change icons	
	Score moved up by 2 or 3 levels
	Score moved up by 1 level
	Score remained unchanged
	Score moved down by 1 level
	Score moved down by 2 or 3 levels

MPAT 2013: Departmental Scorecard



NDInternational Relations and Cooperation					
MPAT Scores	MPAT 1.2	MPAT 1.3		Changes	
	Final Score	Self	Final Score	1.3 Self to Final	1.2 to 1.3 Final
1 Strategic Management					
1.1 Strategic Planning					
1.1.1 Strat Plans	4	4	4	-	-
1.1.2 APP	4	4	3	-1	-1
1.3 Monitoring and Evaluation					
1.3.1 M&E	3	3	3	-	-
2 Governance and Accountability					
2.1 Service Delivery Improvement					
2.1.1 SDIP	3	3	3	-	-
2.2 Management structure					
2.2.1 Mgt Struct	3	3	1	-2	-2
2.3 Accountability					
2.3.2 Audit Comm	2	2	2	-	-
2.4 Ethics					
2.4.1 Prof Ethics	1	2	1	-1	-
2.4.2 Fraud Prev	2	2	1	-1	-1
2.5 Internal Audit					
2.5.1 Interl Audit	2	2	2	-	-
2.6 Risk Management					
2.6.1 Risk Mgt	1	2	1	-1	-
2.7 Delegations					
2.7.1 Deleg's: PSA	2	3	3	-	1
2.7.2 Deleg's: PFMA	4	3	3	-	-1
2.10 PAIA					
2.10.1 PAIA	-	3	1	-2	1
3 Human Resource Management					
3.1 HR Strategy and Planning					
3.1.1 HR Planning	3	2	2	-	-1
3.1.2 Org Design	2	3	2	-1	-
3.1.3 HR Dev Plan	2	3	3	-	1
3.2 Human Resource Practices and Administration					
3.2.1 Pay Sheet Cert	2	3	3	-	1
3.2.2 Recr & Reten	2	3	3	-	1
3.2.4 Mgt Diversity	2	2	1	-1	-1
3.2.5: Health & Wellness	-	3	2	-1	2
3.3 Management of Performance					
3.3.1 1-12 PMDS	2	3	2	-1	-
3.3.2 SMS PMDS	3	2	2	-	-1
3.3.3 PMDS HOD	3	3	3	-	-
3.4 Employee Relations					
3.4.2 Discipl Cases	1	3	1	-2	-
4 Financial Management					
4.1 Supply Chain Management					
4.1.1 Demand Mgt	3	3	2	-1	-1
4.1.2 Acquisition Mgt	3	3	3	-	-
4.1.3 Logistics Mgt	3	3	3	-	-
4.1.4 Disposal Mgt	4	3	3	-	-1
4.2 Expenditure Management					
4.2.1 Cash Flow	3	3	3	-	-
4.2.2 Paym't of Suppl	3	3	2	-1	-1
4.2.3 Unauthorised, etc	2	3	2	-1	-
5 MPAT Process					
5.1 MPAT Process					
5.1.1: MPAT	-	-	2	2	2

LEGEND	
Score colours	
	Level 1
	Level 2
	Level 3
	Level 4
Change icons	
	Score moved up by 2 or 3 levels
	Score moved up by 1 level
	Score remained unchanged
	Score moved down by 1 level
	Score moved down by 2 or 3 levels

MPAT 2013: Departmental Scorecard



ND Justice and Constitutional Development					
MPAT Scores	MPAT 1.2	MPAT 1.3		Changes	
	Final Score	Self	Final Score	1.3 Self to Final	1.2 to 1.3 Final
1 Strategic Management					
1.1 Strategic Planning					
1.1.1 Strat Plans	4	4	4	-	-
1.1.2 APP	3	4	2	-2	-1
1.3 Monitoring and Evaluation					
1.3.1 M&E	3	4	3	-1	-
2 Governance and Accountability					
2.1 Service Delivery Improvement					
2.1.1 SDIP	3	4	4	-	1
2.2 Management structure					
2.2.1 Mgt Struct	4	4	4	-	-
2.3 Accountability					
2.3.2 Audit Comm	3	4	3	-1	-
2.4 Ethics					
2.4.1 Prof Ethics	1	3	3	-	2
2.4.2 Fraud Prev	3	4	3	-1	-
2.5 Internal Audit					
2.5.1 Interl Audit	2	4	4	-	2
2.6 Risk Management					
2.6.1 Risk Mgt	3	2	1	-1	-2
2.7 Delegations					
2.7.1 Deleg's: PSA	4	4	4	-	-
2.7.2 Deleg's: PFMA	4	4	4	-	-
2.10 PAIA					
2.10.1 PAIA	-	4	1	-3	1
3 Human Resource Management					
3.1 HR Strategy and Planning					
3.1.1 HR Planning	2	4	4	-	2
3.1.2 Org Design	3	4	2	-2	-1
3.1.3 HR Dev Plan	2	4	4	-	2
3.2 Human Resource Practices and Administration					
3.2.1 Pay Sheet Cert	3	4	2	-2	-1
3.2.2 Recr & Reten	3	4	4	-	1
3.2.4 Mgt Diversity	1	2	1	-1	-
3.2.5: Health & Wellness	-	3	2	-1	2
3.3 Management of Performance					
3.3.1 1-12 PMDS	3	4	2	-2	-1
3.3.2 SMS PMDS	2	3	3	-	1
3.3.3 PMDS HOD	3	3	2	-1	-1
3.4 Employee Relations					
3.4.2 Discipl Cases	1	4	1	-3	-
4 Financial Management					
4.1 Supply Chain Management					
4.1.1 Demand Mgt	3	3	3	-	-
4.1.2 Acquisition Mgt	3	4	4	-	1
4.1.3 Logistics Mgt	2	3	3	-	1
4.1.4 Disposal Mgt	3	3	2	-1	-1
4.2 Expenditure Management					
4.2.1 Cash Flow	3	4	4	-	1
4.2.2 Paym't of Suppl	3	4	2	-2	-1
4.2.3 Unauthorised, etc	3	4	4	-	1
5 MPAT Process					
5.1 MPAT Process					
5.1.1: MPAT	-	4	2	-2	2

LEGEND	
Score colours	
	Level 1
	Level 2
	Level 3
	Level 4
Change icons	
	Score moved up by 2 or 3 levels
	Score moved up by 1 level
	Score remained unchanged
	Score moved down by 1 level
	Score moved down by 2 or 3 levels

MPAT 2013: Departmental Scorecard



ND Labour	MPAT 1.2		MPAT 1.3		Changes	
	Final Score	Self	Final Score	1.3 Self to Final	1.2 to 1.3	Final
1 Strategic Management						
1.1 Strategic Planning						
1.1.1 Strat Plans	3	4	4	-	-	1
1.1.2 APP	4	4	3	-1	-1	-1
1.3 Monitoring and Evaluation						
1.3.1 M&E	3	4	3	-1	-	-
2 Governance and Accountability						
2.1 Service Delivery Improvement						
2.1.1 SDIP	1	1	1	-	-	-
2.2 Management structure						
2.2.1 Mgt Struct	1	2	1	-1	-	-
2.3 Accountability						
2.3.2 Audit Comm	3	4	4	-	-	1
2.4 Ethics						
2.4.1 Prof Ethics	1	4	1	-3	-	-
2.4.2 Fraud Prev	2	1	1	-	-1	-1
2.5 Internal Audit						
2.5.1 Interl Audit	3	4	4	-	-	1
2.6 Risk Management						
2.6.1 Risk Mgt	1	4	2	-2	-	1
2.7 Delegations						
2.7.1 Deleg's: PSA	1	4	4	-	-	3
2.7.2 Deleg's: PFMA	1	4	1	-3	-	-
2.10 PAIA						
2.10.1 PAIA	-	2	1	-1	-	1
3 Human Resource Management						
3.1 HR Strategy and Planning						
3.1.1 HR Planning	2	2	2	-	-	-
3.1.2 Org Design	3	3	3	-	-	-
3.1.3 HR Dev Plan	1	2	1	-1	-	-
3.2 Human Resource Practices and Administration						
3.2.1 Pay Sheet Cert	1	3	3	-	-	2
3.2.2 Recr & Reten	2	3	3	-	-	1
3.2.4 Mgt Diversity	1	2	1	-1	-	-
3.2.5: Health & Wellness	-	2	2	-	-	2
3.3 Management of Performance						
3.3.1 1-12 PMDS	2	2	2	-	-	-
3.3.2 SMS PMDS	2	2	2	-	-	-
3.3.3 PMDS HOD	3	2	2	-	-1	-1
3.4 Employee Relations						
3.4.2 Discipl Cases	1	2	1	-1	-	-
4 Financial Management						
4.1 Supply Chain Management						
4.1.1 Demand Mgt	3	2	2	-	-1	-1
4.1.2 Acquisition Mgt	3	3	3	-	-	-
4.1.3 Logistics Mgt	3	3	3	-	-	-
4.1.4 Disposal Mgt	4	3	2	-1	-2	-2
4.2 Expenditure Management						
4.2.1 Cash Flow	3	4	2	-2	-1	-1
4.2.2 Paym't of Suppl	3	4	1	-3	-2	-2
4.2.3 Unauthorised, etc	3	4	3	-1	-	-
5 MPAT Process						
5.1 MPAT Process						
5.1.1: MPAT	-	-	2	2	2	2

LEGEND	
Score colours	
	Level 1
	Level 2
	Level 3
	Level 4
Change icons	
	Score moved up by 2 or 3 levels
	Score moved up by 1 level
	Score remained unchanged
	Score moved down by 1 level
	Score moved down by 2 or 3 levels

MPAT 2013: Departmental Scorecard



ND Military Veteran					
MPAT Scores	MPAT 1.2	-		Changes	
	Final Score	-	-	1.3 Self to Final	1.2 to 1.3 Final
1 Strategic Management					
1.1 Strategic Planning					
1.1.1 Strat Plans	4	4	4	-	-
1.1.2 APP	3	3	2	-1	-1
1.3 Monitoring and Evaluation					
1.3.1 M&E	1	1	1	-	-
2 Governance and Accountability					
2.1 Service Delivery Improvement					
2.1.1 SDIP	1	4	3	-1	2
2.2 Management structure					
2.2.1 Mgt Struct	1	1	1	-	-
2.3 Accountability					
2.3.2 Audit Comm	1	3	2	-1	1
2.4 Ethics					
2.4.1 Prof Ethics	1	4	4	-	3
2.4.2 Fraud Prev	1	2	1	-1	-
2.5 Internal Audit					
2.5.1 Interl Audit	1	1	1	-	-
2.6 Risk Management					
2.6.1 Risk Mgt	1	3	2	-1	1
2.7 Delegations					
2.7.1 Deleg's: PSA	1	2	1	-1	-
2.7.2 Deleg's: PFMA	1	2	2	-	1
2.10 PAIA					
2.10.1 PAIA	-	2	1	-1	1
3 Human Resource Management					
3.1 HR Strategy and Planning					
3.1.1 HR Planning	1	3	1	-2	-
3.1.2 Org Design	1	2	2	-	1
3.1.3 HR Dev Plan	2	1	1	-	-1
3.2 Human Resource Practices and Administration					
3.2.1 Pay Sheet Cert	1	1	1	-	-
3.2.2 Recr & Reten	1	4	1	-3	-
3.2.4 Mgt Diversity	1	1	2	1	1
3.2.5: Health & Wellness	-	-	-	-	-
3.3 Management of Performance					
3.3.1 1-12 PMDS	1	-	-	-	-1
3.3.2 SMS PMDS	1	-	-	-	-1
3.3.3 PMDS HOD	1	-	-	-	-1
3.4 Employee Relations					
3.4.2 Discipl Cases	1	-	-	-	-1
4 Financial Management					
4.1 Supply Chain Management					
4.1.1 Demand Mgt	2	-	-	-	-2
4.1.2 Acquisition Mgt	2	-	-	-	-2
4.1.3 Logistics Mgt	2	-	-	-	-2
4.1.4 Disposal Mgt	2	-	-	-	-2
4.2 Expenditure Management					
4.2.1 Cash Flow	3	-	-	-	-3
4.2.2 Paym't of Suppl	2	-	-	-	-2
4.2.3 Unauthorised, etc	3	-	-	-	-3
5 MPAT Process					
5.1 MPAT Process					
5.1.1: MPAT	2	-	-	-	-2

LEGEND	
Score colours	
	Level 1
	Level 2
	Level 3
	Level 4
Change icons	
	Score moved up by 2 or 3 levels
	Score moved up by 1 level
	Score remained unchanged
	Score moved down by 1 level
	Score moved down by 2 or 3 levels

MPAT 2013: Departmental Scorecard



ND Mineral Resources					
MPAT Scores	MPAT 1.2	MPAT 1.3		Changes	
	Final Score	Self	Final Score	1.3 Self to Final	1.2 to 1.3 Final
1 Strategic Management					
1.1 Strategic Planning					
1.1.1 Strat Plans	4	4	4	-	-
1.1.2 APP	3	4	2	-2	-1
1.3 Monitoring and Evaluation					
1.3.1 M&E	3	3	3	-	-
2 Governance and Accountability					
2.1 Service Delivery Improvement					
2.1.1 SDIP	1	1	1	-	-
2.2 Management structure					
2.2.1 Mgt Struct	2	3	4	1	2
2.3 Accountability					
2.3.2 Audit Comm	3	4	1	-3	-2
2.4 Ethics					
2.4.1 Prof Ethics	1	4	3	-1	2
2.4.2 Fraud Prev	4	4	4	-	-
2.5 Internal Audit					
2.5.1 Interl Audit	2	2	1	-1	-1
2.6 Risk Management					
2.6.1 Risk Mgt	4	4	4	-	-
2.7 Delegations					
2.7.1 Deleg's: PSA	2	4	4	-	2
2.7.2 Deleg's: PFMA	4	4	4	-	-
2.10 PAIA					
2.10.1 PAIA	-	3	1	-2	1
3 Human Resource Management					
3.1 HR Strategy and Planning					
3.1.1 HR Planning	2	4	3	-1	1
3.1.2 Org Design	4	3	3	-	-1
3.1.3 HR Dev Plan	1	3	4	1	3
3.2 Human Resource Practices and Administration					
3.2.1 Pay Sheet Cert	4	4	3	-1	-1
3.2.2 Recr & Reten	3	3	3	-	-
3.2.4 Mgt Diversity	1	2	1	-1	-
3.2.5: Health & Wellness	-	2	2	-	2
3.3 Management of Performance					
3.3.1 1-12 PMDS	4	4	3	-1	-1
3.3.2 SMS PMDS	2	4	3	-1	1
3.3.3 PMDS HOD	3	3	3	-	-
3.4 Employee Relations					
3.4.2 Discipl Cases	4	4	4	-	-
4 Financial Management					
4.1 Supply Chain Management					
4.1.1 Demand Mgt	4	4	3	-1	-1
4.1.2 Acquisition Mgt	4	4	4	-	-
4.1.3 Logistics Mgt	4	4	2	-2	-2
4.1.4 Disposal Mgt	4	4	2	-2	-2
4.2 Expenditure Management					
4.2.1 Cash Flow	3	4	4	-	1
4.2.2 Paym't of Suppl	4	4	2	-2	-2
4.2.3 Unauthorised, etc	3	4	4	-	1
5 MPAT Process					
5.1 MPAT Process					
5.1.1: MPAT	-	-	3	3	3

LEGEND	
Score colours	
	Level 1
	Level 2
	Level 3
	Level 4
Change icons	
	Score moved up by 2 or 3 levels
	Score moved up by 1 level
	Score remained unchanged
	Score moved down by 1 level
	Score moved down by 2 or 3 levels

MPAT 2013: Departmental Scorecard



ND National Treasury						
MPAT Scores	MPAT 1.2		MPAT 1.3		Changes	
	Final Score	Self	Final Score	1.3 Self to Final	1.2 to 1.3	Final
1 Strategic Management						
1.1 Strategic Planning						
1.1.1 Strat Plans	4	4	4	-	-	-
1.1.2 APP	4	4	3	-1	-1	-1
1.3 Monitoring and Evaluation						
1.3.1 M&E	2	4	3	-1	1	1
2 Governance and Accountability						
2.1 Service Delivery Improvement						
2.1.1 SDIP	1	1	1	-	-	-
2.2 Management structure						
2.2.1 Mgt Struct	1	2	1	-1	-	-
2.3 Accountability						
2.3.2 Audit Comm	4	4	2	-2	-2	-2
2.4 Ethics						
2.4.1 Prof Ethics	2	4	4	-	2	2
2.4.2 Fraud Prev	4	4	4	-	-	-
2.5 Internal Audit						
2.5.1 Interl Audit	2	4	4	-	2	2
2.6 Risk Management						
2.6.1 Risk Mgt	4	4	4	-	-	-
2.7 Delegations						
2.7.1 Deleg's: PSA	4	4	4	-	-	-
2.7.2 Deleg's: PFMA	3	4	4	-	1	1
2.10 PAIA						
2.10.1 PAIA	-	1	1	-	1	1
3 Human Resource Management						
3.1 HR Strategy and Planning						
3.1.1 HR Planning	2	2	2	-	-	-
3.1.2 Org Design	3	3	3	-	-	-
3.1.3 HR Dev Plan	1	4	3	-1	2	2
3.2 Human Resource Practices and Administration						
3.2.1 Pay Sheet Cert	4	4	3	-1	-1	-1
3.2.2 Recr & Reten	3	4	4	-	1	1
3.2.4 Mgt Diversity	1	1	1	-	-	-
3.2.5: Health & Wellness	-	1	1	-	1	1
3.3 Management of Performance						
3.3.1 1-12 PMDS	4	4	2	-2	-2	-2
3.3.2 SMS PMDS	2	4	2	-2	-	-
3.3.3 PMDS HOD	3	4	2	-2	-1	-1
3.4 Employee Relations						
3.4.2 Discipl Cases	1	2	2	-	1	1
4 Financial Management						
4.1 Supply Chain Management						
4.1.1 Demand Mgt	4	4	2	-2	-2	-2
4.1.2 Acquisition Mgt	3	4	4	-	1	1
4.1.3 Logistics Mgt	3	2	2	-	-1	-1
4.1.4 Disposal Mgt	4	4	4	-	-	-
4.2 Expenditure Management						
4.2.1 Cash Flow	4	4	4	-	-	-
4.2.2 Paym't of Suppl	4	4	2	-2	-2	-2
4.2.3 Unauthorised, etc	2	3	3	-	1	1
5 MPAT Process						
5.1 MPAT Process						
5.1.1: MPAT	-	3	2	-1	2	2

LEGEND	
Score colours	
	Level 1
	Level 2
	Level 3
	Level 4
Change icons	
	Score moved up by 2 or 3 levels
	Score moved up by 1 level
	Score remained unchanged
	Score moved down by 1 level
	Score moved down by 2 or 3 levels

MPAT 2013: Departmental Scorecard



ND Performance Monitoring and Evaluation					
MPAT Scores	MPAT 1.2	MPAT 1.3		Changes	
	Final Score	Self	Final Score	1.3 Self to Final	1.2 to 1.3 Final
1 Strategic Management					
1.1 Strategic Planning					
1.1.1 Strat Plans	3	4	4	-	1
1.1.2 APP	2	4	2	-2	-
1.3 Monitoring and Evaluation					
1.3.1 M&E	4	4	4	-	-
2 Governance and Accountability					
2.1 Service Delivery Improvement					
2.1.1 SDIP	3	3	1	-2	-2
2.2 Management structure					
2.2.1 Mgt Struct	4	4	2	-2	-2
2.3 Accountability					
2.3.2 Audit Comm	4	4	4	-	-
2.4 Ethics					
2.4.1 Prof Ethics	4	4	3	-1	-1
2.4.2 Fraud Prev	4	4	1	-3	-3
2.5 Internal Audit					
2.5.1 Interl Audit	3	4	4	-	1
2.6 Risk Management					
2.6.1 Risk Mgt	2	4	4	-	2
2.7 Delegations					
2.7.1 Deleg's: PSA	3	4	4	-	1
2.7.2 Deleg's: PFMA	4	4	4	-	-
2.10 PAIA					
2.10.1 PAIA	-	3	1	-2	1
3 Human Resource Management					
3.1 HR Strategy and Planning					
3.1.1 HR Planning	3	4	4	-	1
3.1.2 Org Design	3	4	4	-	1
3.1.3 HR Dev Plan	2	3	3	-	1
3.2 Human Resource Practices and Administration					
3.2.1 Pay Sheet Cert	3	4	4	-	1
3.2.2 Recr & Reten	3	4	4	-	1
3.2.4 Mgt Diversity	1	1	1	-	-
3.2.5: Health & Wellness	-	2	2	-	2
3.3 Management of Performance					
3.3.1 1-12 PMDS	4	4	4	-	-
3.3.2 SMS PMDS	4	4	4	-	-
3.3.3 PMDS HOD	3	4	4	-	1
3.4 Employee Relations					
3.4.2 Discipl Cases	4	4	4	-	-
4 Financial Management					
4.1 Supply Chain Management					
4.1.1 Demand Mgt	3	3	3	-	-
4.1.2 Acquisition Mgt	3	4	3	-1	-
4.1.3 Logistics Mgt	2	3	3	-	1
4.1.4 Disposal Mgt	3	4	4	-	1
4.2 Expenditure Management					
4.2.1 Cash Flow	3	4	4	-	1
4.2.2 Paym't of Suppl	3	4	4	-	1
4.2.3 Unauthorised, etc	3	4	4	-	1
5 MPAT Process					
5.1 MPAT Process					
5.1.1: MPAT	-	4	2	-2	2

LEGEND	
Score colours	
	Level 1
	Level 2
	Level 3
	Level 4
Change icons	
	Score moved up by 2 or 3 levels
	Score moved up by 1 level
	Score remained unchanged
	Score moved down by 1 level
	Score moved down by 2 or 3 levels

MPAT 2013: Departmental Scorecard



ND Police					
MPAT Scores	MPAT 1.2	MPAT 1.3		Changes	
	Final Score	Self	Final Score	1.3 Self to Final	1.2 to 1.3 Final
1 Strategic Management					
1.1 Strategic Planning					
1.1.1 Strat Plans	4	4	4	-	-
1.1.2 APP	4	4	3	-1	-1
1.3 Monitoring and Evaluation					
1.3.1 M&E	3	3	3	-	-
2 Governance and Accountability					
2.1 Service Delivery Improvement					
2.1.1 SDIP	1	2	2	-	1
2.2 Management structure					
2.2.1 Mgt Struct	1	4	4	-	3
2.3 Accountability					
2.3.2 Audit Comm	3	4	3	-1	-
2.4 Ethics					
2.4.1 Prof Ethics	1	3	3	-	2
2.4.2 Fraud Prev	2	2	2	-	-
2.5 Internal Audit					
2.5.1 Interl Audit	1	4	4	-	3
2.6 Risk Management					
2.6.1 Risk Mgt	1	3	3	-	2
2.7 Delegations					
2.7.1 Deleg's: PSA	2	4	4	-	2
2.7.2 Deleg's: PFMA	3	4	3	-1	-
2.10 PAIA					
2.10.1 PAIA	-	3	1	-2	1
3 Human Resource Management					
3.1 HR Strategy and Planning					
3.1.1 HR Planning	2	3	3	-	1
3.1.2 Org Design	2	3	3	-	1
3.1.3 HR Dev Plan	1	3	3	-	2
3.2 Human Resource Practices and Administration					
3.2.1 Pay Sheet Cert	3	3	3	-	-
3.2.2 Recr & Reten	2	3	3	-	1
3.2.4 Mgt Diversity	2	1	1	-	-1
3.2.5: Health & Wellness	-	1	1	-	1
3.3 Management of Performance					
3.3.1 1-12 PMDS	3	4	4	-	1
3.3.2 SMS PMDS	2	3	3	-	1
3.3.3 PMDS HOD	3	3	3	-	-
3.4 Employee Relations					
3.4.2 Discipl Cases	1	1	2	1	1
4 Financial Management					
4.1 Supply Chain Management					
4.1.1 Demand Mgt	2	2	2	-	-
4.1.2 Acquisition Mgt	2	3	2	-1	-
4.1.3 Logistics Mgt	3	3	3	-	-
4.1.4 Disposal Mgt	3	4	3	-1	-
4.2 Expenditure Management					
4.2.1 Cash Flow	3	4	4	-	1
4.2.2 Paym't of Suppl	3	2	2	-	-1
4.2.3 Unauthorised, etc	3	4	3	-1	-
5 MPAT Process					
5.1 MPAT Process					
5.1.1: MPAT	-	3	1	-2	1

LEGEND	
Score colours	
	Level 1
	Level 2
	Level 3
	Level 4
Change icons	
	Score moved up by 2 or 3 levels
	Score moved up by 1 level
	Score remained unchanged
	Score moved down by 1 level
	Score moved down by 2 or 3 levels

MPAT 2013: Departmental Scorecard



ND Public Administration Leadership and Management Academy					
MPAT Scores	MPAT 1.2	MPAT 1.3		Changes	
	Final Score	Self	Final Score	1.3 Self to Final	1.2 to 1.3 Final
1 Strategic Management					
1.1 Strategic Planning					
1.1.1 Strat Plans	4	4	4	—	—
1.1.2 APP	4	4	2	↓ -2	↓ -2
1.3 Monitoring and Evaluation					
1.3.1 M&E	4	4	3	↓ -1	↓ -1
2 Governance and Accountability					
2.1 Service Delivery Improvement					
2.1.1 SDIP	2	2	1	↓ -1	↓ -1
2.2 Management structure					
2.2.1 Mgt Struct	1	1	1	—	—
2.3 Accountability					
2.3.2 Audit Comm	2	3	3	—	▲ 1
2.4 Ethics					
2.4.1 Prof Ethics	1	3	3	—	▲ 2
2.4.2 Fraud Prev	4	4	3	↓ -1	↓ -1
2.5 Internal Audit					
2.5.1 Interl Audit	1	3	3	—	▲ 2
2.6 Risk Management					
2.6.1 Risk Mgt	3	4	3	↓ -1	—
2.7 Delegations					
2.7.1 Deleg's: PSA	3	3	4	▲ 1	▲ 1
2.7.2 Deleg's: PFMA	3	3	3	—	—
2.10 PAIA					
2.10.1 PAIA	-	3	1	↓ -2	▲ 1
3 Human Resource Management					
3.1 HR Strategy and Planning					
3.1.1 HR Planning	3	4	2	↓ -2	↓ -1
3.1.2 Org Design	1	4	1	↓ -3	—
3.1.3 HR Dev Plan	3	4	3	↓ -1	—
3.2 Human Resource Practices and Administration					
3.2.1 Pay Sheet Cert	3	4	3	↓ -1	—
3.2.2 Recr & Reten	3	4	3	↓ -1	—
3.2.4 Mgt Diversity	1	2	1	↓ -1	—
3.2.5: Health & Wellness	-	4	2	↓ -2	▲ 2
3.3 Management of Performance					
3.3.1 1-12 PMDS	4	4	4	—	—
3.3.2 SMS PMDS	2	4	2	↓ -2	—
3.3.3 PMDS HOD	3	1	1	—	↓ -2
3.4 Employee Relations					
3.4.2 Discipl Cases	2	4	2	↓ -2	—
4 Financial Management					
4.1 Supply Chain Management					
4.1.1 Demand Mgt	3	3	3	—	—
4.1.2 Acquisition Mgt	3	3	3	—	—
4.1.3 Logistics Mgt	3	3	3	—	—
4.1.4 Disposal Mgt	3	4	4	—	▲ 1
4.2 Expenditure Management					
4.2.1 Cash Flow	3	4	3	↓ -1	—
4.2.2 Paym't of Suppl	3	4	2	↓ -2	↓ -1
4.2.3 Unauthorised, etc	2	4	4	—	▲ 2
5 MPAT Process					
5.1 MPAT Process					
5.1.1: MPAT	-	2	2	—	▲ 2

LEGEND	
Score colours	
	Level 1
	Level 2
	Level 3
	Level 4
Change icons	
	Score moved up by 2 or 3 levels
	Score moved up by 1 level
	Score remained unchanged
	Score moved down by 1 level
	Score moved down by 2 or 3 levels

MPAT 2013: Departmental Scorecard



ND Public Enterprises						
MPAT Scores	MPAT 1.2		MPAT 1.3		Changes	
	Final Score	Self	Final Score	1.3 Self to Final	1.2 to 1.3	Final
1 Strategic Management						
1.1 Strategic Planning						
1.1.1 Strat Plans	3	4	4	-	-	1
1.1.2 APP	3	4	3	-1	-	-
1.3 Monitoring and Evaluation						
1.3.1 M&E	1	1	2	1	1	1
2 Governance and Accountability						
2.1 Service Delivery Improvement						
2.1.1 SDIP	1	2	1	-1	-	-
2.2 Management structure						
2.2.1 Mgt Struct	4	4	1	-3	-3	-3
2.3 Accountability						
2.3.2 Audit Comm	4	4	4	-	-	-
2.4 Ethics						
2.4.1 Prof Ethics	1	4	3	-1	2	2
2.4.2 Fraud Prev	4	2	1	-1	-3	-3
2.5 Internal Audit						
2.5.1 Interl Audit	4	4	4	-	-	-
2.6 Risk Management						
2.6.1 Risk Mgt	1	4	1	-3	-	-
2.7 Delegations						
2.7.1 Deleg's: PSA	1	2	2	-	1	1
2.7.2 Deleg's: PFMA	1	4	2	-2	1	1
2.10 PAIA						
2.10.1 PAIA	-	2	1	-1	1	1
3 Human Resource Management						
3.1 HR Strategy and Planning						
3.1.1 HR Planning	3	3	2	-1	-1	-1
3.1.2 Org Design	2	4	2	-2	-	-
3.1.3 HR Dev Plan	2	3	2	-1	-	-
3.2 Human Resource Practices and Administration						
3.2.1 Pay Sheet Cert	1	3	2	-1	1	1
3.2.2 Recr & Reten	2	4	4	-	2	2
3.2.4 Mgt Diversity	1	2	1	-1	-	-
3.2.5: Health & Wellness	-	2	2	-	2	2
3.3 Management of Performance						
3.3.1 1-12 PMDS	2	4	4	-	2	2
3.3.2 SMS PMDS	2	4	2	-2	-	-
3.3.3 PMDS HOD	3	4	2	-2	-1	-1
3.4 Employee Relations						
3.4.2 Discipl Cases	4	3	2	-1	-2	-2
4 Financial Management						
4.1 Supply Chain Management						
4.1.1 Demand Mgt	3	3	3	-	-	-
4.1.2 Acquisition Mgt	3	3	2	-1	-1	-1
4.1.3 Logistics Mgt	3	3	1	-2	-2	-2
4.1.4 Disposal Mgt	4	4	3	-1	-1	-1
4.2 Expenditure Management						
4.2.1 Cash Flow	3	4	4	-	1	1
4.2.2 Paym't of Suppl	3	3	3	-	-	-
4.2.3 Unauthorised, etc	3	3	3	-	-	-
5 MPAT Process						
5.1 MPAT Process						
5.1.1: MPAT	-	4	3	-1	3	3

LEGEND	
Score colours	
	Level 1
	Level 2
	Level 3
	Level 4
Change icons	
	Score moved up by 2 or 3 levels
	Score moved up by 1 level
	Score remained unchanged
	Score moved down by 1 level
	Score moved down by 2 or 3 levels

MPAT 2013: Departmental Scorecard



ND Public Service and Administration					
MPAT Scores	MPAT 1.2	MPAT 1.3		Changes	
	Final Score	Self	Final Score	1.3 Self to Final	1.2 to 1.3 Final
1 Strategic Management					
1.1 Strategic Planning					
1.1.1 Strat Plans	4	4	4	-	-
1.1.2 APP	3	3	2	-1	-1
1.3 Monitoring and Evaluation					
1.3.1 M&E	3	3	2	-1	-1
2 Governance and Accountability					
2.1 Service Delivery Improvement					
2.1.1 SDIP	1	1	1	-	-
2.2 Management structure					
2.2.1 Mgt Struct	3	3	3	-	-
2.3 Accountability					
2.3.2 Audit Comm	3	4	4	-	1
2.4 Ethics					
2.4.1 Prof Ethics	1	3	1	-2	-
2.4.2 Fraud Prev	3	1	1	-	-2
2.5 Internal Audit					
2.5.1 Interl Audit	4	2	4	2	-
2.6 Risk Management					
2.6.1 Risk Mgt	2	3	3	-	1
2.7 Delegations					
2.7.1 Deleg's: PSA	1	2	3	1	2
2.7.2 Deleg's: PFMA	3	3	3	-	-
2.10 PAIA					
2.10.1 PAIA	-	2	1	-1	1
3 Human Resource Management					
3.1 HR Strategy and Planning					
3.1.1 HR Planning	2	1	2	1	-
3.1.2 Org Design	3	1	2	1	-1
3.1.3 HR Dev Plan	3	3	3	-	-
3.2 Human Resource Practices and Administration					
3.2.1 Pay Sheet Cert	3	3	2	-1	-1
3.2.2 Recr & Reten	3	3	3	-	-
3.2.4 Mgt Diversity	1	1	2	1	1
3.2.5: Health & Wellness	-	1	1	-	1
3.3 Management of Performance					
3.3.1 1-12 PMDS	2	2	2	-	-
3.3.2 SMS PMDS	2	1	2	1	-
3.3.3 PMDS HOD	3	1	2	1	-1
3.4 Employee Relations					
3.4.2 Discipl Cases	1	1	1	-	-
4 Financial Management					
4.1 Supply Chain Management					
4.1.1 Demand Mgt	3	3	3	-	-
4.1.2 Acquisition Mgt	3	3	3	-	-
4.1.3 Logistics Mgt	3	3	3	-	-
4.1.4 Disposal Mgt	4	3	3	-	-1
4.2 Expenditure Management					
4.2.1 Cash Flow	3	4	4	-	1
4.2.2 Paym't of Suppl	3	4	2	-2	-1
4.2.3 Unauthorised, etc	4	4	4	-	-
5 MPAT Process					
5.1 MPAT Process					
5.1.1: MPAT	-	3	2	-1	2

LEGEND	
Score colours	
	Level 1
	Level 2
	Level 3
	Level 4
Change icons	
	Score moved up by 2 or 3 levels
	Score moved up by 1 level
	Score remained unchanged
	Score moved down by 1 level
	Score moved down by 2 or 3 levels

MPAT 2013: Departmental Scorecard



ND Public Service Commission					
MPAT Scores	MPAT 1.2	MPAT 1.3		Changes	
	Final Score	Self	Final Score	1.3 Self to Final	1.2 to 1.3 Final
1 Strategic Management					
1.1 Strategic Planning					
1.1.1 Strat Plans	4	4	4	-	-
1.1.2 APP	4	4	3	-1	-1
1.3 Monitoring and Evaluation					
1.3.1 M&E	4	4	3	-1	-1
2 Governance and Accountability					
2.1 Service Delivery Improvement					
2.1.1 SDIP	1	4	1	-3	-
2.2 Management structure					
2.2.1 Mgt Struct	3	4	4	-	1
2.3 Accountability					
2.3.2 Audit Comm	4	4	2	-2	-2
2.4 Ethics					
2.4.1 Prof Ethics	3	4	4	-	1
2.4.2 Fraud Prev	4	4	4	-	-
2.5 Internal Audit					
2.5.1 Interl Audit	2	4	2	-2	-
2.6 Risk Management					
2.6.1 Risk Mgt	2	4	4	-	2
2.7 Delegations					
2.7.1 Deleg's: PSA	3	4	3	-1	-
2.7.2 Deleg's: PFMA	1	1	1	-	-
2.10 PAIA					
2.10.1 PAIA	-	2	3	1	3
3 Human Resource Management					
3.1 HR Strategy and Planning					
3.1.1 HR Planning	2	4	2	-2	-
3.1.2 Org Design	3	4	2	-2	-1
3.1.3 HR Dev Plan	3	4	3	-1	-
3.2 Human Resource Practices and Administration					
3.2.1 Pay Sheet Cert	2	4	3	-1	1
3.2.2 Recr & Reten	3	4	4	-	1
3.2.4 Mgt Diversity	1	2	1	-1	-
3.2.5: Health & Wellness	-	4	1	-3	1
3.3 Management of Performance					
3.3.1 1-12 PMDS	4	2	2	-	-2
3.3.2 SMS PMDS	2	2	2	-	-
3.3.3 PMDS HOD	3	4	2	-2	-1
3.4 Employee Relations					
3.4.2 Discipl Cases	2	4	2	-2	-
4 Financial Management					
4.1 Supply Chain Management					
4.1.1 Demand Mgt	3	4	3	-1	-
4.1.2 Acquisition Mgt	3	4	4	-	1
4.1.3 Logistics Mgt	3	4	4	-	1
4.1.4 Disposal Mgt	4	4	4	-	-
4.2 Expenditure Management					
4.2.1 Cash Flow	3	4	4	-	1
4.2.2 Paym't of Suppl	2	4	2	-2	-
4.2.3 Unauthorised, etc	4	4	4	-	-
5 MPAT Process					
5.1 MPAT Process					
5.1.1: MPAT	-	1	2	1	2

LEGEND	
Score colours	
	Level 1
	Level 2
	Level 3
	Level 4
Change icons	
	Score moved up by 2 or 3 levels
	Score moved up by 1 level
	Score remained unchanged
	Score moved down by 1 level
	Score moved down by 2 or 3 levels

MPAT 2013: Departmental Scorecard



ND Public Works	MPAT 1.2		MPAT 1.3		Changes	
	Final Score	Self	Final Score	1.3 Self to Final	1.2 to 1.3	Final
1 Strategic Management						
1.1 Strategic Planning						
1.1.1 Strat Plans	1	4	1	↓ -3		-
1.1.2 APP	1	4	2	↓ -2	▲	1
1.3 Monitoring and Evaluation						
1.3.1 M&E	3	4	2	↓ -2	▼	-1
2 Governance and Accountability						
2.1 Service Delivery Improvement						
2.1.1 SDIP	1	2	1	▼ -1		-
2.2 Management structure						
2.2.1 Mgt Struct	3	4	4	→ -	▲	1
2.3 Accountability						
2.3.2 Audit Comm	1	4	3	▼ -1	▲	2
2.4 Ethics						
2.4.1 Prof Ethics	1	4	3	▼ -1	▲	2
2.4.2 Fraud Prev	1	3	2	▼ -1	▲	1
2.5 Internal Audit						
2.5.1 Interl Audit	3	3	2	▼ -1	▼	-1
2.6 Risk Management						
2.6.1 Risk Mgt	2	3	3	→ -	▲	1
2.7 Delegations						
2.7.1 Deleg's: PSA	1	4	4	→ -	▲	3
2.7.2 Deleg's: PFMA	1	4	4	→ -	▲	3
2.10 PAIA						
2.10.1 PAIA	-	2	1	▼ -1	▲	1
3 Human Resource Management						
3.1 HR Strategy and Planning						
3.1.1 HR Planning	1	2	2	→ -	▲	1
3.1.2 Org Design	2	2	2	→ -		-
3.1.3 HR Dev Plan	1	3	2	▼ -1	▲	1
3.2 Human Resource Practices and Administration						
3.2.1 Pay Sheet Cert	2	4	2	↓ -2		-
3.2.2 Recr & Reten	1	3	3	→ -	▲	2
3.2.4 Mgt Diversity	1	3	1	↓ -2		-
3.2.5: Health & Wellness	-	3	2	▼ -1	▲	2
3.3 Management of Performance						
3.3.1 1-12 PMDS	1	2	2	→ -	▲	1
3.3.2 SMS PMDS	1	2	2	→ -	▲	1
3.3.3 PMDS HOD	1	4	2	↓ -2	▲	1
3.4 Employee Relations						
3.4.2 Discipl Cases	1	2	2	→ -	▲	1
4 Financial Management						
4.1 Supply Chain Management						
4.1.1 Demand Mgt	3	3	2	▼ -1	▼	-1
4.1.2 Acquisition Mgt	3	3	1	↓ -2	▼	-2
4.1.3 Logistics Mgt	2	4	2	↓ -2		-
4.1.4 Disposal Mgt	2	4	2	↓ -2		-
4.2 Expenditure Management						
4.2.1 Cash Flow	3	4	2	↓ -2	▼	-1
4.2.2 Paym't of Suppl	2	3	2	▼ -1		-
4.2.3 Unauthorised, etc	1	2	2	→ -	▲	1
5 MPAT Process						
5.1 MPAT Process						
5.1.1: MPAT	-	-	2	▲	▲	2

LEGEND	
Score colours	
	Level 1
	Level 2
	Level 3
	Level 4
Change icons	
	Score moved up by 2 or 3 levels
	Score moved up by 1 level
	Score remained unchanged
	Score moved down by 1 level
	Score moved down by 2 or 3 levels

MPAT 2013: Departmental Scorecard



ND Rural Development and Land Affairs					
MPAT Scores	MPAT 1.2	MPAT 1.3		Changes	
	Final Score	Self	Final Score	1.3 Self to Final	1.2 to 1.3 Final
1 Strategic Management					
1.1 Strategic Planning					
1.1.1 Strat Plans	3	4	4	-	1
1.1.2 APP	3	4	2	-2	-1
1.3 Monitoring and Evaluation					
1.3.1 M&E	3	4	2	-2	-1
2 Governance and Accountability					
2.1 Service Delivery Improvement					
2.1.1 SDIP	1	2	2	-	1
2.2 Management structure					
2.2.1 Mgt Struct	1	2	3	1	2
2.3 Accountability					
2.3.2 Audit Comm	4	4	4	-	-
2.4 Ethics					
2.4.1 Prof Ethics	1	3	2	-1	1
2.4.2 Fraud Prev	2	4	4	-	2
2.5 Internal Audit					
2.5.1 Interl Audit	2	4	2	-2	-
2.6 Risk Management					
2.6.1 Risk Mgt	1	4	3	-1	2
2.7 Delegations					
2.7.1 Deleg's: PSA	2	4	4	-	2
2.7.2 Deleg's: PFMA	2	3	3	-	1
2.10 PAIA					
2.10.1 PAIA	-	3	1	-2	1
3 Human Resource Management					
3.1 HR Strategy and Planning					
3.1.1 HR Planning	2	4	2	-2	-
3.1.2 Org Design	2	3	3	-	1
3.1.3 HR Dev Plan	2	4	2	-2	-
3.2 Human Resource Practices and Administration					
3.2.1 Pay Sheet Cert	3	4	2	-2	-1
3.2.2 Recr & Reten	2	4	4	-	2
3.2.4 Mgt Diversity	1	2	1	-1	-
3.2.5: Health & Wellness	-	4	1	-3	1
3.3 Management of Performance					
3.3.1 1-12 PMDS	2	4	2	-2	-
3.3.2 SMS PMDS	1	2	2	-	1
3.3.3 PMDS HOD	2	3	3	-	1
3.4 Employee Relations					
3.4.2 Discipl Cases	1	4	3	-1	2
4 Financial Management					
4.1 Supply Chain Management					
4.1.1 Demand Mgt	3	3	3	-	-
4.1.2 Acquisition Mgt	3	4	4	-	1
4.1.3 Logistics Mgt	3	3	3	-	-
4.1.4 Disposal Mgt	3	4	4	-	1
4.2 Expenditure Management					
4.2.1 Cash Flow	3	4	3	-1	-
4.2.2 Paym't of Suppl	3	4	2	-2	-1
4.2.3 Unauthorised, etc	3	4	3	-1	-
5 MPAT Process					
5.1 MPAT Process					
5.1.1: MPAT	-	3	2	-1	2

LEGEND	
Score colours	
	Level 1
	Level 2
	Level 3
	Level 4
Change icons	
	Score moved up by 2 or 3 levels
	Score moved up by 1 level
	Score remained unchanged
	Score moved down by 1 level
	Score moved down by 2 or 3 levels

MPAT 2013: Departmental Scorecard



ND Science and Technology						
MPAT Scores	MPAT 1.2		MPAT 1.3		Changes	
	Final Score	Self	Final Score	1.3 Self to Final	1.2 to 1.3	Final
1 Strategic Management						
1.1 Strategic Planning						
1.1.1 Strat Plans	3	3	3	-	-	-
1.1.2 APP	2	4	3	▼	-1	▲
1.3 Monitoring and Evaluation						
1.3.1 M&E	3	4	2	▼	-2	▼
2 Governance and Accountability						
2.1 Service Delivery Improvement						
2.1.1 SDIP	1	3	1	▼	-2	-
2.2 Management structure						
2.2.1 Mgt Struct	4	4	4	-	-	-
2.3 Accountability						
2.3.2 Audit Comm	4	4	4	-	-	-
2.4 Ethics						
2.4.1 Prof Ethics	2	4	3	▼	-1	▲
2.4.2 Fraud Prev	4	4	4	-	-	-
2.5 Internal Audit						
2.5.1 Interl Audit	4	4	4	-	-	-
2.6 Risk Management						
2.6.1 Risk Mgt	4	4	4	-	-	-
2.7 Delegations						
2.7.1 Deleg's: PSA	3	4	4	-	-	▲
2.7.2 Deleg's: PFMA	1	2	3	▲	1	▲
2.10 PAIA						
2.10.1 PAIA	-	4	4	-	-	▲
3 Human Resource Management						
3.1 HR Strategy and Planning						
3.1.1 HR Planning	4	4	2	▼	-2	▼
3.1.2 Org Design	3	4	4	-	-	▲
3.1.3 HR Dev Plan	3	4	4	-	-	▲
3.2 Human Resource Practices and Administration						
3.2.1 Pay Sheet Cert	3	4	3	▼	-1	-
3.2.2 Recr & Reten	4	4	4	-	-	-
3.2.4 Mgt Diversity	1	4	2	▼	-2	▲
3.2.5: Health & Wellness	-	4	2	▼	-2	▲
3.3 Management of Performance						
3.3.1 1-12 PMDS	4	4	4	-	-	-
3.3.2 SMS PMDS	3	4	4	-	-	▲
3.3.3 PMDS HOD	4	4	4	-	-	-
3.4 Employee Relations						
3.4.2 Discipl Cases	4	4	2	▼	-2	▼
4 Financial Management						
4.1 Supply Chain Management						
4.1.1 Demand Mgt	4	4	4	-	-	-
4.1.2 Acquisition Mgt	4	4	4	-	-	-
4.1.3 Logistics Mgt	4	3	3	-	-	▼
4.1.4 Disposal Mgt	4	4	4	-	-	-
4.2 Expenditure Management						
4.2.1 Cash Flow	4	4	4	-	-	-
4.2.2 Paym't of Suppl	3	4	4	-	-	▲
4.2.3 Unauthorised, etc	4	4	4	-	-	-
5 MPAT Process						
5.1 MPAT Process						
5.1.1: MPAT	-	4	2	▼	-2	▲

LEGEND	
Score colours	
	Level 1
	Level 2
	Level 3
	Level 4
Change icons	
	Score moved up by 2 or 3 levels
	Score moved up by 1 level
	Score remained unchanged
	Score moved down by 1 level
	Score moved down by 2 or 3 levels

MPAT 2013: Departmental Scorecard



ND Social Development					
MPAT Scores	MPAT 1.2	MPAT 1.3		Changes	
	Final Score	Self	Final Score	1.3 Self to Final	1.2 to 1.3 Final
1 Strategic Management					
1.1 Strategic Planning					
1.1.1 Strat Plans	3	3	3	-	-
1.1.2 APP	3	2	1	-1	-2
1.3 Monitoring and Evaluation					
1.3.1 M&E	4	4	4	-	-
2 Governance and Accountability					
2.1 Service Delivery Improvement					
2.1.1 SDIP	1	2	1	-1	-
2.2 Management structure					
2.2.1 Mgt Struct	4	2	2	-	-2
2.3 Accountability					
2.3.2 Audit Comm	3	2	2	-	-1
2.4 Ethics					
2.4.1 Prof Ethics	3	3	3	-	-
2.4.2 Fraud Prev	4	3	2	-1	-2
2.5 Internal Audit					
2.5.1 Interl Audit	4	4	2	-2	-2
2.6 Risk Management					
2.6.1 Risk Mgt	4	2	4	2	-
2.7 Delegations					
2.7.1 Deleg's: PSA	3	4	4	-	1
2.7.2 Deleg's: PFMA	2	4	4	-	2
2.10 PAIA					
2.10.1 PAIA	-	2	1	-1	1
3 Human Resource Management					
3.1 HR Strategy and Planning					
3.1.1 HR Planning	2	1	2	1	-
3.1.2 Org Design	3	1	2	1	-1
3.1.3 HR Dev Plan	2	3	3	-	1
3.2 Human Resource Practices and Administration					
3.2.1 Pay Sheet Cert	3	1	2	1	-1
3.2.2 Recr & Reten	3	3	3	-	-
3.2.4 Mgt Diversity	1	1	1	-	-
3.2.5: Health & Wellness	-	2	2	-	2
3.3 Management of Performance					
3.3.1 1-12 PMDS	3	3	3	-	-
3.3.2 SMS PMDS	2	3	3	-	1
3.3.3 PMDS HOD	3	3	-	-3	-3
3.4 Employee Relations					
3.4.2 Discipl Cases	2	3	2	-1	-
4 Financial Management					
4.1 Supply Chain Management					
4.1.1 Demand Mgt	2	3	3	-	1
4.1.2 Acquisition Mgt	3	3	3	-	-
4.1.3 Logistics Mgt	3	3	3	-	-
4.1.4 Disposal Mgt	3	2	3	1	-
4.2 Expenditure Management					
4.2.1 Cash Flow	3	3	3	-	-
4.2.2 Paym't of Suppl	2	2	2	-	-
4.2.3 Unauthorised, etc	3	4	3	-1	-
5 MPAT Process					
5.1 MPAT Process					
5.1.1: MPAT	-	2	2	-	2

LEGEND	
Score colours	
	Level 1
	Level 2
	Level 3
	Level 4
Change icons	
	Score moved up by 2 or 3 levels
	Score moved up by 1 level
	Score remained unchanged
	Score moved down by 1 level
	Score moved down by 2 or 3 levels

MPAT 2013: Departmental Scorecard



ND Statistics South Africa					
MPAT Scores	MPAT 1.2	MPAT 1.3		Changes	
	Final Score	Self	Final Score	1.3 Self to Final	1.2 to 1.3 Final
1 Strategic Management					
1.1 Strategic Planning					
1.1.1 Strat Plans	2	4	2	↓ -2	-
1.1.2 APP	2	3	3	-	↑ 1
1.3 Monitoring and Evaluation					
1.3.1 M&E	4	4	3	↓ -1	↓ -1
2 Governance and Accountability					
2.1 Service Delivery Improvement					
2.1.1 SDIP	1	3	1	↓ -2	-
2.2 Management structure					
2.2.1 Mgt Struct	4	4	2	↓ -2	↓ -2
2.3 Accountability					
2.3.2 Audit Comm	3	3	3	-	-
2.4 Ethics					
2.4.1 Prof Ethics	1	3	3	-	↑ 2
2.4.2 Fraud Prev	4	4	4	-	-
2.5 Internal Audit					
2.5.1 Interl Audit	3	4	4	-	↑ 1
2.6 Risk Management					
2.6.1 Risk Mgt	3	4	3	↓ -1	-
2.7 Delegations					
2.7.1 Deleg's: PSA	2	4	4	-	↑ 2
2.7.2 Deleg's: PFMA	2	3	4	↑ 1	↑ 2
2.10 PAIA					
2.10.1 PAIA	-	2	1	↓ -1	↑ 1
3 Human Resource Management					
3.1 HR Strategy and Planning					
3.1.1 HR Planning	2	2	2	-	-
3.1.2 Org Design	2	3	3	-	↑ 1
3.1.3 HR Dev Plan	1	3	3	-	↑ 2
3.2 Human Resource Practices and Administration					
3.2.1 Pay Sheet Cert	1	3	3	-	↑ 2
3.2.2 Recr & Reten	4	3	3	-	↓ -1
3.2.4 Mgt Diversity	1	1	1	-	-
3.2.5: Health & Wellness	-	2	2	-	↑ 2
3.3 Management of Performance					
3.3.1 1-12 PMDS	3	3	3	-	-
3.3.2 SMS PMDS	1	3	2	↓ -1	↑ 1
3.3.3 PMDS HOD	1	2	2	-	↑ 1
3.4 Employee Relations					
3.4.2 Discipl Cases	1	3	1	↓ -2	-
4 Financial Management					
4.1 Supply Chain Management					
4.1.1 Demand Mgt	2	3	2	↓ -1	-
4.1.2 Acquisition Mgt	3	3	2	↓ -1	↓ -1
4.1.3 Logistics Mgt	3	3	3	-	-
4.1.4 Disposal Mgt	4	4	4	-	-
4.2 Expenditure Management					
4.2.1 Cash Flow	3	4	4	-	↑ 1
4.2.2 Paym't of Suppl	3	4	2	↓ -2	↓ -1
4.2.3 Unauthorised, etc	3	4	3	↓ -1	-
5 MPAT Process					
5.1 MPAT Process					
5.1.1: MPAT	-	4	3	↓ -1	↑ 3

LEGEND	
Score colours	
	Level 1
	Level 2
	Level 3
	Level 4
Change icons	
	Score moved up by 2 or 3 levels
	Score moved up by 1 level
	Score remained unchanged
	Score moved down by 1 level
	Score moved down by 2 or 3 levels

MPAT 2013: Departmental Scorecard



ND The Presidency					
MPAT Scores	MPAT 1.2	MPAT 1.3		Changes	
	Final Score	Self	Final Score	1.3 Self to Final	1.2 to 1.3 Final
1 Strategic Management					
1.1 Strategic Planning					
1.1.1 Strat Plans	4	4	4	-	-
1.1.2 APP	4	4	4	-	-
1.3 Monitoring and Evaluation					
1.3.1 M&E	4	4	4	-	-
2 Governance and Accountability					
2.1 Service Delivery Improvement					
2.1.1 SDIP	1	2	2	-	1
2.2 Management structure					
2.2.1 Mgt Struct	4	3	4	1	-
2.3 Accountability					
2.3.2 Audit Comm	4	4	4	-	-
2.4 Ethics					
2.4.1 Prof Ethics	3	2	3	1	-
2.4.2 Fraud Prev	1	2	2	-	1
2.5 Internal Audit					
2.5.1 Interl Audit	4	3	4	1	-
2.6 Risk Management					
2.6.1 Risk Mgt	2	2	2	-	-
2.7 Delegations					
2.7.1 Deleg's: PSA	1	2	3	1	2
2.7.2 Deleg's: PFMA	3	4	4	-	1
2.10 PAIA					
2.10.1 PAIA	-	2	1	-1	1
3 Human Resource Management					
3.1 HR Strategy and Planning					
3.1.1 HR Planning	2	3	3	-	1
3.1.2 Org Design	2	3	3	-	1
3.1.3 HR Dev Plan	2	3	3	-	1
3.2 Human Resource Practices and Administration					
3.2.1 Pay Sheet Cert	2	3	3	-	1
3.2.2 Recr & Reten	3	3	3	-	-
3.2.4 Mgt Diversity	1	2	2	-	1
3.2.5: Health & Wellness	-	2	2	-	2
3.3 Management of Performance					
3.3.1 1-12 PMDS	2	4	3	-1	1
3.3.2 SMS PMDS	2	3	2	-1	-
3.3.3 PMDS HOD	2	4	4	-	2
3.4 Employee Relations					
3.4.2 Discipl Cases	1	1	1	-	-
4 Financial Management					
4.1 Supply Chain Management					
4.1.1 Demand Mgt	3	3	3	-	-
4.1.2 Acquisition Mgt	3	3	2	-1	-1
4.1.3 Logistics Mgt	3	4	3	-1	-
4.1.4 Disposal Mgt	3	3	3	-	-
4.2 Expenditure Management					
4.2.1 Cash Flow	3	3	3	-	-
4.2.2 Paym't of Suppl	3	4	2	-2	-1
4.2.3 Unauthorised, etc	4	4	4	-	-
5 MPAT Process					
5.1 MPAT Process					
5.1.1: MPAT	-	3	2	-1	2

LEGEND	
Score colours	
	Level 1
	Level 2
	Level 3
	Level 4
Change icons	
	Score moved up by 2 or 3 levels
	Score moved up by 1 level
	Score remained unchanged
	Score moved down by 1 level
	Score moved down by 2 or 3 levels

MPAT 2013: Departmental Scorecard



ND Transport						
MPAT Scores	MPAT 1.2		MPAT 1.3		Changes	
	Final Score	Self	Final Score	1.3 Self to Final	1.2 to 1.3	Final
1 Strategic Management						
1.1 Strategic Planning						
1.1.1 Strat Plans	3	4	3	▼ -1	→ -	-
1.1.2 APP	3	4	3	▼ -1	→ -	-
1.3 Monitoring and Evaluation						
1.3.1 M&E	2	2	1	▼ -1	▼ -1	-1
2 Governance and Accountability						
2.1 Service Delivery Improvement						
2.1.1 SDIP	2	2	2	→ -	→ -	-
2.2 Management structure						
2.2.1 Mgt Struct	4	4	4	→ -	→ -	-
2.3 Accountability						
2.3.2 Audit Comm	3	4	3	▼ -1	→ -	-
2.4 Ethics						
2.4.1 Prof Ethics	3	3	3	→ -	→ -	-
2.4.2 Fraud Prev	2	2	3	▲ 1	▲ 1	1
2.5 Internal Audit						
2.5.1 Interl Audit	2	4	2	▼ -2	→ -	-
2.6 Risk Management						
2.6.1 Risk Mgt	3	4	4	→ -	▲ 1	1
2.7 Delegations						
2.7.1 Deleg's: PSA	3	4	3	▼ -1	→ -	-
2.7.2 Deleg's: PFMA	3	4	2	▼ -2	▼ -1	-1
2.10 PAIA						
2.10.1 PAIA	-	2	1	▼ -1	▲ 1	1
3 Human Resource Management						
3.1 HR Strategy and Planning						
3.1.1 HR Planning	3	2	2	→ -	▼ -1	-1
3.1.2 Org Design	2	3	2	▼ -1	→ -	-
3.1.3 HR Dev Plan	2	3	3	→ -	▲ 1	1
3.2 Human Resource Practices and Administration						
3.2.1 Pay Sheet Cert	4	4	3	▼ -1	▼ -1	-1
3.2.2 Recr & Reten	2	3	4	▲ 1	▲ 2	2
3.2.4 Mgt Diversity	1	1	1	→ -	→ -	-
3.2.5: Health & Wellness	-	4	2	▼ -2	▲ 2	2
3.3 Management of Performance						
3.3.1 1-12 PMDS	3	4	3	▼ -1	→ -	-
3.3.2 SMS PMDS	2	4	2	▼ -2	→ -	-
3.3.3 PMDS HOD	2	3	4	▲ 1	▲ 2	2
3.4 Employee Relations						
3.4.2 Discipl Cases	2	4	2	▼ -2	→ -	-
4 Financial Management						
4.1 Supply Chain Management						
4.1.1 Demand Mgt	3	4	3	▼ -1	→ -	-
4.1.2 Acquisition Mgt	3	4	2	▼ -2	▼ -1	-1
4.1.3 Logistics Mgt	3	3	3	→ -	→ -	-
4.1.4 Disposal Mgt	3	3	3	→ -	→ -	-
4.2 Expenditure Management						
4.2.1 Cash Flow	3	4	4	→ -	▲ 1	1
4.2.2 Paym't of Suppl	3	4	2	▼ -2	▼ -1	-1
4.2.3 Unauthorised, etc	2	4	4	→ -	▲ 2	2
5 MPAT Process						
5.1 MPAT Process						
5.1.1: MPAT	-	4	3	▼ -1	▲ 3	3

LEGEND	
Score colours	
	Level 1
	Level 2
	Level 3
	Level 4
Change icons	
	Score moved up by 2 or 3 levels
	Score moved up by 1 level
	Score remained unchanged
	Score moved down by 1 level
	Score moved down by 2 or 3 levels

MPAT 2013: Departmental Scorecard



ND Tourism					
MPAT Scores	MPAT 1.2	MPAT 1.3		Changes	
	Final Score	Self	Final Score	1.3 Self to Final	1.2 to 1.3 Final
1 Strategic Management					
1.1 Strategic Planning					
1.1.1 Strat Plans	4	4	4	-	-
1.1.2 APP	4	4	2	-2	-2
1.3 Monitoring and Evaluation					
1.3.1 M&E	4	4	4	-	-
2 Governance and Accountability					
2.1 Service Delivery Improvement					
2.1.1 SDIP	1	1	1	-	-
2.2 Management structure					
2.2.1 Mgt Struct	1	4	4	-	3
2.3 Accountability					
2.3.2 Audit Comm	3	4	4	-	1
2.4 Ethics					
2.4.1 Prof Ethics	3	4	4	-	1
2.4.2 Fraud Prev	2	1	1	-	-1
2.5 Internal Audit					
2.5.1 Interl Audit	3	4	2	-2	-1
2.6 Risk Management					
2.6.1 Risk Mgt	1	4	4	-	3
2.7 Delegations					
2.7.1 Deleg's: PSA	3	4	3	-1	-
2.7.2 Deleg's: PFMA	4	4	4	-	-
2.10 PAIA					
2.10.1 PAIA	-	4	1	-3	1
3 Human Resource Management					
3.1 HR Strategy and Planning					
3.1.1 HR Planning	2	4	4	-	2
3.1.2 Org Design	2	4	3	-1	1
3.1.3 HR Dev Plan	2	4	3	-1	1
3.2 Human Resource Practices and Administration					
3.2.1 Pay Sheet Cert	1	4	4	-	3
3.2.2 Recr & Reten	3	4	3	-1	-
3.2.4 Mgt Diversity	1	4	1	-3	-
3.2.5: Health & Wellness	-	4	3	-1	3
3.3 Management of Performance					
3.3.1 1-12 PMDS	2	4	4	-	2
3.3.2 SMS PMDS	2	3	2	-1	-
3.3.3 PMDS HOD	3	4	2	-2	-1
3.4 Employee Relations					
3.4.2 Discipl Cases	1	4	2	-2	1
4 Financial Management					
4.1 Supply Chain Management					
4.1.1 Demand Mgt	3	4	3	-1	-
4.1.2 Acquisition Mgt	3	4	4	-	1
4.1.3 Logistics Mgt	3	4	3	-1	-
4.1.4 Disposal Mgt	3	4	4	-	1
4.2 Expenditure Management					
4.2.1 Cash Flow	4	4	4	-	-
4.2.2 Paym't of Suppl	4	4	2	-2	-2
4.2.3 Unauthorised, etc	3	4	3	-1	-
5 MPAT Process					
5.1 MPAT Process					
5.1.1: MPAT	-	1	2	1	2

LEGEND	
Score colours	
	Level 1
	Level 2
	Level 3
	Level 4
Change icons	
	Score moved up by 2 or 3 levels
	Score moved up by 1 level
	Score remained unchanged
	Score moved down by 1 level
	Score moved down by 2 or 3 levels

MPAT 2013: Departmental Scorecard



ND Traditional Affairs						
MPAT Scores	MPAT 1.2		MPAT 1.3		Changes	
	Final Score	Self	Final Score	1.3 Self to Final	1.2 to 1.3	Final
1 Strategic Management						
1.1 Strategic Planning						
1.1.1 Strat Plans	1	3	4	▲	1	▲
1.1.2 APP	2	3	2	▼	-1	—
1.3 Monitoring and Evaluation						
1.3.1 M&E	2	2	1	▼	-1	▼
2 Governance and Accountability						
2.1 Service Delivery Improvement						
2.1.1 SDIP	1	3	3	—	-	▲
2.2 Management structure						
2.2.1 Mgt Struct	4	4	4	—	-	—
2.3 Accountability						
2.3.2 Audit Comm	3	3	3	—	-	—
2.4 Ethics						
2.4.1 Prof Ethics	1	3	3	—	-	▲
2.4.2 Fraud Prev	3	4	3	▼	-1	—
2.5 Internal Audit						
2.5.1 Interl Audit	3	3	2	▼	-1	▼
2.6 Risk Management						
2.6.1 Risk Mgt	3	3	3	—	-	—
2.7 Delegations						
2.7.1 Deleg's: PSA	1	3	3	—	-	▲
2.7.2 Deleg's: PFMA	1	3	1	▼	-2	—
2.10 PAIA						
2.10.1 PAIA	-	2	1	▼	-1	▲
3 Human Resource Management						
3.1 HR Strategy and Planning						
3.1.1 HR Planning	2	3	2	▼	-1	—
3.1.2 Org Design	2	3	2	▼	-1	—
3.1.3 HR Dev Plan	2	3	2	▼	-1	—
3.2 Human Resource Practices and Administration						
3.2.1 Pay Sheet Cert	1	1	2	▲	1	▲
3.2.2 Recr & Reten	1	3	2	▼	-1	▲
3.2.4 Mgt Diversity	1	1	1	—	-	—
3.2.5: Health & Wellness	-	2	1	▼	-1	▲
3.3 Management of Performance						
3.3.1 1-12 PMDS	1	4	3	▼	-1	▲
3.3.2 SMS PMDS	2	4	2	▼	-2	—
3.3.3 PMDS HOD	2	3	3	—	-	▲
3.4 Employee Relations						
3.4.2 Discipl Cases	1	3	3	—	-	▲
4 Financial Management						
4.1 Supply Chain Management						
4.1.1 Demand Mgt	2	3	2	▼	-1	—
4.1.2 Acquisition Mgt	1	3	2	▼	-1	▲
4.1.3 Logistics Mgt	3	3	3	—	-	—
4.1.4 Disposal Mgt	1	3	3	—	-	▲
4.2 Expenditure Management						
4.2.1 Cash Flow	1	4	3	▼	-1	▲
4.2.2 Paym't of Suppl	1	3	2	▼	-1	▲
4.2.3 Unauthorised, etc	1	3	1	▼	-2	—
5 MPAT Process						
5.1 MPAT Process						
5.1.1: MPAT	-	1	2	▲	1	▲

LEGEND	
Score colours	
	Level 1
	Level 2
	Level 3
	Level 4
Change icons	
	Score moved up by 2 or 3 levels
	Score moved up by 1 level
	Score remained unchanged
	Score moved down by 1 level
	Score moved down by 2 or 3 levels

MPAT 2013: Departmental Scorecard



ND Trade and Industry					
MPAT Scores	MPAT 1.2	MPAT 1.3		Changes	
	Final Score	Self	Final Score	1.3 Self to Final	1.2 to 1.3 Final
1 Strategic Management					
1.1 Strategic Planning					
1.1.1 Strat Plans	4	4	4	-	-
1.1.2 APP	4	4	3	-1	-1
1.3 Monitoring and Evaluation					
1.3.1 M&E	3	4	4	-	1
2 Governance and Accountability					
2.1 Service Delivery Improvement					
2.1.1 SDIP	3	3	3	-	-
2.2 Management structure					
2.2.1 Mgt Struct	4	4	4	-	-
2.3 Accountability					
2.3.2 Audit Comm	4	4	4	-	-
2.4 Ethics					
2.4.1 Prof Ethics	4	4	4	-	-
2.4.2 Fraud Prev	4	4	4	-	-
2.5 Internal Audit					
2.5.1 Interl Audit	4	4	4	-	-
2.6 Risk Management					
2.6.1 Risk Mgt	3	4	4	-	1
2.7 Delegations					
2.7.1 Deleg's: PSA	4	4	4	-	-
2.7.2 Deleg's: PFMA	4	4	4	-	-
2.10 PAIA					
2.10.1 PAIA	-	3	3	-	3
3 Human Resource Management					
3.1 HR Strategy and Planning					
3.1.1 HR Planning	2	2	3	1	1
3.1.2 Org Design	4	3	1	-2	-3
3.1.3 HR Dev Plan	3	3	3	-	-
3.2 Human Resource Practices and Administration					
3.2.1 Pay Sheet Cert	2	4	3	-1	1
3.2.2 Recr & Reten	4	4	4	-	-
3.2.4 Mgt Diversity	2	2	2	-	-
3.2.5: Health & Wellness	-	3	1	-2	1
3.3 Management of Performance					
3.3.1 1-12 PMDS	4	4	4	-	-
3.3.2 SMS PMDS	2	4	4	-	2
3.3.3 PMDS HOD	4	3	3	-	-1
3.4 Employee Relations					
3.4.2 Discipl Cases	1	4	4	-	3
4 Financial Management					
4.1 Supply Chain Management					
4.1.1 Demand Mgt	3	3	3	-	-
4.1.2 Acquisition Mgt	3	4	4	-	1
4.1.3 Logistics Mgt	3	3	3	-	-
4.1.4 Disposal Mgt	3	3	3	-	-
4.2 Expenditure Management					
4.2.1 Cash Flow	4	4	4	-	-
4.2.2 Paym't of Suppl	4	4	4	-	-
4.2.3 Unauthorised, etc	3	4	4	-	1
5 MPAT Process					
5.1 MPAT Process					
5.1.1: MPAT	-	4	3	-1	3

LEGEND	
Score colours	
	Level 1
	Level 2
	Level 3
	Level 4
Change icons	
	Score moved up by 2 or 3 levels
	Score moved up by 1 level
	Score remained unchanged
	Score moved down by 1 level
	Score moved down by 2 or 3 levels

MPAT 2013: Departmental Scorecard



ND Water Affairs						
MPAT Scores	MPAT 1.2		MPAT 1.3		Changes	
	Final Score	Self	Final Score	1.3 Self to Final	1.2 to 1.3	Final
1 Strategic Management						
1.1 Strategic Planning						
1.1.1 Strat Plans	3	4	3	▼ -1	→ -	-
1.1.2 APP	2	4	2	▼ -2	→ -	-
1.3 Monitoring and Evaluation						
1.3.1 M&E	2	3	2	▼ -1	→ -	-
2 Governance and Accountability						
2.1 Service Delivery Improvement						
2.1.1 SDIP	1	3	1	▼ -2	→ -	-
2.2 Management structure						
2.2.1 Mgt Struct	3	4	4	→ -	▲ 1	1
2.3 Accountability						
2.3.2 Audit Comm	2	4	3	▼ -1	▲ 1	1
2.4 Ethics						
2.4.1 Prof Ethics	1	4	1	▼ -3	→ -	-
2.4.2 Fraud Prev	2	3	3	→ -	▲ 1	1
2.5 Internal Audit						
2.5.1 Interl Audit	3	4	4	→ -	▲ 1	1
2.6 Risk Management						
2.6.1 Risk Mgt	2	2	2	→ -	→ -	-
2.7 Delegations						
2.7.1 Deleg's: PSA	2	4	4	→ -	▲ 2	2
2.7.2 Deleg's: PFMA	3	3	2	▼ -1	▼ -1	-1
2.10 PAIA						
2.10.1 PAIA	-	4	1	▼ -3	▲ 1	1
3 Human Resource Management						
3.1 HR Strategy and Planning						
3.1.1 HR Planning	2	4	2	▼ -2	→ -	-
3.1.2 Org Design	1	4	3	▼ -1	▲ 2	2
3.1.3 HR Dev Plan	1	4	3	▼ -1	▲ 2	2
3.2 Human Resource Practices and Administration						
3.2.1 Pay Sheet Cert	2	3	3	→ -	▲ 1	1
3.2.2 Recr & Reten	1	3	3	→ -	▲ 2	2
3.2.4 Mgt Diversity	2	2	1	▼ -1	▼ -1	-1
3.2.5: Health & Wellness	-	2	2	→ -	▲ 2	2
3.3 Management of Performance						
3.3.1 1-12 PMDS	2	4	2	▼ -2	→ -	-
3.3.2 SMS PMDS	2	4	2	▼ -2	→ -	-
3.3.3 PMDS HOD	2	3	2	▼ -1	→ -	-
3.4 Employee Relations						
3.4.2 Discipl Cases	1	4	2	▼ -2	▲ 1	1
4 Financial Management						
4.1 Supply Chain Management						
4.1.1 Demand Mgt	2	4	2	▼ -2	→ -	-
4.1.2 Acquisition Mgt	3	4	2	▼ -2	▼ -1	-1
4.1.3 Logistics Mgt	1	3	3	→ -	▲ 2	2
4.1.4 Disposal Mgt	3	4	2	▼ -2	▼ -1	-1
4.2 Expenditure Management						
4.2.1 Cash Flow	3	4	3	▼ -1	→ -	-
4.2.2 Paym't of Suppl	2	2	2	→ -	→ -	-
4.2.3 Unauthorised, etc	1	4	2	▼ -2	▲ 1	1
5 MPAT Process						
5.1 MPAT Process						
5.1.1: MPAT	-	3	2	▼ -1	▲ 2	2

LEGEND	
Score colours	
	Level 1
	Level 2
	Level 3
	Level 4
Change icons	
	Score moved up by 2 or 3 levels
	Score moved up by 1 level
	Score remained unchanged
	Score moved down by 1 level
	Score moved down by 2 or 3 levels

MPAT 2013: Departmental Scorecard



ND Women Children and Persons with Disabilities					
MPAT Scores	MPAT 1.2	MPAT 1.3		Changes	
	Final Score	Self	Final Score	1.3 Self to Final	1.2 to 1.3 Final
1 Strategic Management					
1.1 Strategic Planning					
1.1.1 Strat Plans	3	4	4	-	1
1.1.2 APP	3	4	2	-2	-1
1.3 Monitoring and Evaluation					
1.3.1 M&E	3	4	3	-1	-
2 Governance and Accountability					
2.1 Service Delivery Improvement					
2.1.1 SDIP	1	2	2	-	1
2.2 Management structure					
2.2.1 Mgt Struct	1	3	1	-2	-
2.3 Accountability					
2.3.2 Audit Comm	2	4	4	-	2
2.4 Ethics					
2.4.1 Prof Ethics	1	4	1	-3	-
2.4.2 Fraud Prev	2	1	1	-	-1
2.5 Internal Audit					
2.5.1 Interl Audit	2	2	1	-1	-1
2.6 Risk Management					
2.6.1 Risk Mgt	1	1	1	-	-
2.7 Delegations					
2.7.1 Deleg's: PSA	3	4	4	-	1
2.7.2 Deleg's: PFMA	2	4	3	-1	1
2.10 PAIA					
2.10.1 PAIA	-	2	1	-1	1
3 Human Resource Management					
3.1 HR Strategy and Planning					
3.1.1 HR Planning	2	4	2	-2	-
3.1.2 Org Design	1	2	2	-	1
3.1.3 HR Dev Plan	1	1	1	-	-
3.2 Human Resource Practices and Administration					
3.2.1 Pay Sheet Cert	2	4	2	-2	-
3.2.2 Recr & Reten	2	4	2	-2	-
3.2.4 Mgt Diversity	1	1	1	-	-
3.2.5: Health & Wellness	-	2	2	-	2
3.3 Management of Performance					
3.3.1 1-12 PMDS	1	2	2	-	1
3.3.2 SMS PMDS	2	1	2	1	-
3.3.3 PMDS HOD	2	4	2	-2	-
3.4 Employee Relations					
3.4.2 Discipl Cases	1	2	1	-1	-
4 Financial Management					
4.1 Supply Chain Management					
4.1.1 Demand Mgt	2	4	3	-1	1
4.1.2 Acquisition Mgt	2	3	2	-1	-
4.1.3 Logistics Mgt	2	3	2	-1	-
4.1.4 Disposal Mgt	2	3	2	-1	-
4.2 Expenditure Management					
4.2.1 Cash Flow	2	4	1	-3	-1
4.2.2 Paym't of Suppl	2	4	2	-2	-
4.2.3 Unauthorised, etc	2	4	3	-1	1
5 MPAT Process					
5.1 MPAT Process					
5.1.1: MPAT	-	3	2	-1	2

LEGEND	
Score colours	
	Level 1
	Level 2
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