



THE PRESIDENCY

REPUBLIC OF SOUTH AFRICA

DEPARTMENT: PERFORMANCE MONITORING AND EVALUATION



MPAT

Management Performance
Assessment Tool

DEPARTMENTS ASSESSED AT LEVEL 4

2012/13

Departments assessed at level 4 per performance standard

KPA 1: Strategic Management

1.1.1 Strategic Plans

- EC Education
- EC Local Government and Traditional Affairs
- EC Social Development
- EC Sport Recreation Arts and Culture
- FS Cooperative Governance and Traditional Affairs
- FS Economic Development Tourism and Environmental Affairs
- FS Human Settlements
- FS Premier
- FS Public Works
- FS Social Development
- FS Treasury
- GP Community Safety
- GP Education
- GP Finance
- GP Local Government and Housing
- GP Roads and Transport
- KZN Education
- KZN Health
- KZN Premier
- KZN Public Works
- KZN Social Development
- KZN Sport and Recreation
- KZN Transport
- LP Department of Agriculture
- LP Premier
- LP Safety Security and Liaison
- LP Treasury
- MP Culture Sport and Recreation
- MP Economic Development Environment and Tourism
- MP Finance
- MP Safety Security and Liaison
- MP Social Development
- NC Agriculture Land Reform and Rural Development
- NC Environment and Nature Conservation
- NC Finance Economic Development and Tourism
- NC Social Development
- ND Correctional Services
- ND Energy
- ND Environmental Affairs
- ND Government Communication and Information System

- ND Home Affairs
- ND Independent Police Investigative Directorate
- ND Justice and Constitutional Development
- ND Military Veteran
- ND Mineral Resources
- ND National Treasury
- ND Police
- ND Public Administration Leadership and Management Academy
- ND Public Service and Administration
- ND Public Service Commission
- ND Sports and Recreation South Africa
- ND The Presidency
- ND Tourism
- ND Trade and Industry
- ND International Relations and Cooperation
- NW Agriculture Land Reform and Rural Development
- NW Basic Education and Training
- NW Social Development Women Children and Persons with Disabilities
- WC Agriculture
- WC Community Safety
- WC Cultural Affairs and Sport
- WC Economic Development and Tourism
- WC Education
- WC Health
- WC Human Settlements
- WC Local Government
- WC Premier
- WC Social Development
- WC Transport and Public Works
- WC Treasury

1.1.2 Annual Performance Plans

- EC Sport Recreation Arts and Culture
- FS Agriculture
- FS Cooperative Governance and Traditional Affairs
- FS Health
- FS Human Settlements
- FS Police Roads and Transport
- FS Premier
- FS Rural Development
- FS Treasury
- GP Education
- GP Local Government and Housing
- GP Roads and Transport
- KZN Arts and Culture
- KZN Transport

- KZN Treasury
- LP Department of Agriculture
- LP Premier
- MP Culture Sport and Recreation
- MP Economic Development Environment and Tourism
- MP Education
- NC Agriculture Land Reform and Rural Development
- NC Education
- NC Office of the Premier
- NC Social Development
- NC Transport Safety and Liaison
- ND Basic Education
- ND Communication
- ND Defence
- ND Environmental Affairs
- ND Government Communication and Information System
- ND Independent Police Investigative Directorate
- ND Labour
- ND National Treasury
- ND Police
- ND Public Administration Leadership and Management Academy
- ND Public Service Commission
- ND Sports and Recreation South Africa
- ND The Presidency
- ND Tourism
- ND Trade and Industry
- ND International Relations and Cooperation
- NW Social Development Women Children and Persons with Disabilities
- WC Agriculture
- WC Community Safety
- WC Cultural Affairs and Sport
- WC Economic Development and Tourism
- WC Education
- WC Health
- WC Human Settlements
- WC Local Government
- WC Premier
- WC Transport and Public Works
- WC Treasury

1.3.1 Integration of monitoring and evaluation in performance and strategic management

- EC Health
- FS Education
- FS Premier
- GP Economic Development
- GP Education

- GP Roads and Transport
- KZN Cooperative Governance and Traditional Affairs
- KZN Health
- KZN Sport and Recreation
- KZN Transport
- MP Public Works Roads and Transport
- MP Safety Security and Liaison
- ND Energy
- ND Environmental Affairs
- ND Government Communication and Information System
- ND Performance Monitoring and Evaluation
- ND Public Administration Leadership and Management Academy
- ND Public Service Commission
- ND Social Development
- ND Statistics South Africa
- ND The Presidency
- ND Tourism
- WC Agriculture
- WC Cultural Affairs and Sport
- WC Economic Development and Tourism
- WC Education
- WC Environmental Affairs and Development Planning
- WC Premier
- WC Social Development

KPA 2: Governance and Accountability

2.1.1 Service delivery improvement mechanisms

- GP Education
- WC Community Safety
- WC Education

2.2.1 Functionality of management structures

- EC Education
- EC Sport Recreation Arts and Culture
- FS Social Development
- FS Sports Arts Culture and Recreation
- FS Treasury
- GP Education
- KZN Health
- KZN Social Development
- LP Premier
- LP Public Works
- LP Roads and Transport
- MP Education

- MP Finance
- MP Public Works Roads and Transport
- MP Safety Security and Liaison
- MP Social Development
- NC Health
- NC Roads and Public Works
- NC Social Development
- NC Sports Arts and Culture
- NC Transport Safety and Liaison
- ND Communication
- ND Correctional Services
- ND Environmental Affairs
- ND Justice and Constitutional Development
- ND Performance Monitoring and Evaluation
- ND Public Enterprises
- ND Science and Technology
- ND Social Development
- ND Statistics South Africa
- ND The Presidency
- ND Trade and Industry
- ND Traditional Affairs
- ND Transport
- NW Human Settlements
- NW Social Development Women Children and Persons with Disabilities
- WC Agriculture
- WC Community Safety
- WC Education
- WC Premier
- WC Transport and Public Works

2.3.2 Assessment of accountability mechanisms (Audit Committee)

- EC Safety and Liaison
- EC Sport Recreation Arts and Culture
- FS Premier
- FS Social Development
- FS Sports Arts Culture and Recreation
- GP Premier
- LP Department of Agriculture
- LP Education1
- LP Premier
- LP Roads and Transport
- MP Finance
- MP Human Settlements
- MP Premier
- MP Safety Security and Liaison
- MP Social Development

- ND Government Communication and Information System
- ND National Treasury
- ND Performance Monitoring and Evaluation
- ND Public Enterprises
- ND Public Service Commission
- ND Rural Development and Land Affairs
- ND Science and Technology
- ND State Security Agency
- ND The Presidency
- ND Trade and Industry
- NW Finance
- WC Community Safety
- WC Economic Development and Tourism
- WC Education
- WC Human Settlements
- WC Transport and Public Works

2.4.1 Assessment of policies and systems to ensure professional ethics

- EC Local Government and Traditional Affairs
- FS Premier
- MP Finance
- ND Performance Monitoring and Evaluation
- ND Trade and Industry
- WC Health
- WC Transport and Public Works

2.4.2 Fraud prevention

- FS Premier
- LP Department of Agriculture
- LP Education1
- LP Premier
- LP Roads and Transport
- MP Finance
- MP Human Settlements
- NC Transport Safety and Liaison
- ND Environmental Affairs
- ND National Treasury
- ND Performance Monitoring and Evaluation
- ND Public Administration Leadership and Management Academy
- ND Public Enterprises
- ND Public Service Commission
- ND Science and Technology
- ND Social Development
- ND Statistics South Africa
- ND Trade and Industry
- NW Agriculture Land Reform and Rural Development

- NW Basic Education and Training
- NW Social Development Women Children and Persons with Disabilities
- WC Community Safety
- WC Cultural Affairs and Sport
- WC Education
- WC Environmental Affairs and Development Planning
- WC Premier
- WC Transport and Public Works

2.5.1 Assessment of internal audit arrangements

- EC Safety and Liaison
- FS Premier
- GP Education
- GP Finance
- GP Premier
- LP Department of Agriculture
- LP Premier
- LP Roads and Transport
- MP Culture Sport and Recreation
- MP Finance
- MP Human Settlements
- MP Premier
- ND Health
- ND Public Enterprises
- ND Public Service and Administration
- ND Science and Technology
- ND Social Development
- ND The Presidency
- ND Trade and Industry
- NW Basic Education and Training
- NW Finance
- NW Public Works Roads and Transport
- WC Community Safety
- WC Cultural Affairs and Sport
- WC Economic Development and Tourism
- WC Education
- WC Health
- WC Human Settlements
- WC Local Government
- WC Premier
- WC Transport and Public Works
- WC Treasury

2.6.1 Assessment of risk management arrangements

- FS Police Roads and Transport
- FS Sports Arts Culture and Recreation

- LP Cooperative Governance Human Settlement and Traditional Affairs
- LP Department of Agriculture
- LP Premier
- LP Roads and Transport
- MP Education
- MP Finance
- MP Premier
- MP Public Works Roads and Transport
- ND Communication
- ND Home Affairs
- ND Mineral Resources
- ND National Treasury
- ND Science and Technology
- ND Social Development
- ND Sports and Recreation South Africa
- NW Premier
- WC Cultural Affairs and Sport
- WC Economic Development and Tourism
- WC Local Government

2.7.1 Approved EA and HOD delegations for public administration in terms of the Public Service Act and Public Service Regulations

- EC Sport Recreation Arts and Culture
- KZN Health
- KZN Human Settlements
- LP Department of Agriculture
- LP Economic Development Environment and Tourism
- LP Education1
- LP Premier
- LP Roads and Transport
- MP Agriculture Rural Development and Land Administration1
- MP Education
- MP Finance
- MP Social Development
- ND Communication
- ND Higher Education and Training
- ND Home Affairs
- ND Justice and Constitutional Development
- ND National Treasury
- ND Trade and Industry
- WC Agriculture
- WC Community Safety
- WC Transport and Public Works

2.7.2 Approved HOD delegations for financial administration in terms of the PFMA

- EC Office of the Premier

- EC Transport
- FS Public Works
- GP Finance
- KZN Public Works
- LP Department of Agriculture
- LP Education1
- LP Premier
- LP Roads and Transport
- MP Cooperative Governance and Traditional Affairs
- MP Education
- MP Finance
- MP Public Works Roads and Transport
- MP Social Development
- NC Roads and Public Works
- NC Social Development
- ND Home Affairs
- ND Justice and Constitutional Development
- ND Performance Monitoring and Evaluation
- ND Tourism
- ND Trade and Industry
- ND International Relations and Cooperation
- NW Agriculture Land Reform and Rural Development
- WC Agriculture
- WC Community Safety
- WC Cultural Affairs and Sport
- WC Economic Development and Tourism
- WC Environmental Affairs and Development Planning
- WC Transport and Public Works

KPA 3: Human Resource Management

3.1.1 Human Resource Planning

- ND Science and Technology
- WC Health
- WC Premier

3.1.2 Organisational Design and Implementation

- EC Sport Recreation Arts and Culture
- EC Treasury
- FS Public Works
- MP Cooperative Governance and Traditional Affairs
- MP Finance
- MP Social Development
- ND Environmental Affairs
- ND Mineral Resources

- ND Trade and Industry

3.1.3 Human Resources Development Planning

- GP Education
- KZN Human Settlements
- LP Department of Agriculture
- MP Cooperative Governance and Traditional Affairs
- ND Energy
- WC Health

3.2.1 Pay sheet certification

- KZN Arts and Culture
- LP Department of Agriculture
- MP Agriculture Rural Development and Land Administration¹
- MP Cooperative Governance and Traditional Affairs
- ND Mineral Resources
- ND National Treasury
- ND Transport
- WC Agriculture

3.2.2 Application of recruitment and retention practices

- MP Finance
- ND Science and Technology
- ND Statistics South Africa
- ND Trade and Industry

3.2.4 Management of diversity

- ND Energy

3.3.1 Implementation of Level 1-12 Performance Management System

- FS Cooperative Governance and Traditional Affairs
- FS Education
- GP Education
- GP Infrastructure Development
- KZN Community Safety and Liaison
- KZN Treasury
- LP Department of Agriculture
- MP Cooperative Governance and Traditional Affairs
- MP Human Settlements
- ND Agriculture Forestry and Fisheries
- ND Basic Education
- ND Environmental Affairs
- ND Mineral Resources
- ND National Treasury
- ND Performance Monitoring and Evaluation
- ND Public Administration Leadership and Management Academy

- ND Public Service Commission
- ND Science and Technology
- ND Trade and Industry
- WC Community Safety
- WC Cultural Affairs and Sport
- WC Education
- WC Health
- WC Human Settlements
- WC Local Government
- WC Premier
- WC Social Development

3.3.2 Implementation of SMS Performance Management System (excluding HODs)

- MP Cooperative Governance and Traditional Affairs
- ND Government Communication and Information System
- ND Performance Monitoring and Evaluation
- WC Agriculture
- WC Community Safety
- WC Economic Development and Tourism
- WC Local Government
- WC Premier
- WC Transport and Public Works

3.3.3 Implementation of Performance Management System for HOD

- LP Premier
- MP Cooperative Governance and Traditional Affairs
- MP Finance
- ND Environmental Affairs
- ND Science and Technology
- ND Trade and Industry
- WC Agriculture
- WC Community Safety
- WC Cultural Affairs and Sport
- WC Economic Development and Tourism
- WC Environmental Affairs and Development Planning
- WC Health
- WC Premier
- WC Treasury

3.4.2 Management of disciplinary cases

- GP Infrastructure Development
- KZN Human Settlements
- ND Mineral Resources
- ND Performance Monitoring and Evaluation
- ND Public Enterprises
- ND Science and Technology

- WC Community Safety
- WC Education

KPA 4: Financial Management

4.1.1 Demand Management

- FS Police Roads and Transport
- GP Education
- GP Finance
- LP Premier
- ND Mineral Resources
- ND National Treasury
- ND Science and Technology

4.1.2 Acquisition Management

- KZN Premier
- LP Department of Agriculture
- MP Cooperative Governance and Traditional Affairs
- MP Public Works Roads and Transport
- ND Environmental Affairs
- ND Mineral Resources
- ND Science and Technology
- WC Economic Development and Tourism

4.1.3 Logistics management

- ND Environmental Affairs
- ND Mineral Resources
- ND Science and Technology
- ND State Security Agency

4.1.4 Disposal management

- FS Treasury
- GP Health
- GP Social Development
- GP Sports Arts Culture and Recreation
- GP Treasury
- KZN Education
- KZN Human Settlements
- LP Cooperative Governance Human Settlement and Traditional Affairs
- LP Department of Agriculture
- LP Premier
- MP Economic Development Environment and Tourism
- MP Finance

- MP Social Development
- ND Communication
- ND Environmental Affairs
- ND Government Communication and Information System
- ND Home Affairs
- ND Independent Police Investigative Directorate
- ND Labour
- ND Mineral Resources
- ND National Treasury
- ND Public Enterprises
- ND Public Service and Administration
- ND Public Service Commission
- ND Science and Technology
- ND Statistics South Africa
- ND International Relations and Cooperation
- WC Community Safety
- WC Education
- WC Health
- WC Transport and Public Works
- WC Treasury

4.2.1 Management of cash flow and expenditure vs. budget

- FS Social Development
- GP Education
- GP Finance
- GP Premier
- GP Social Development
- KZN Premier
- KZN Transport
- KZN Treasury
- LP Department of Agriculture
- LP Premier
- MP Agriculture Rural Development and Land Administration¹
- MP Finance
- ND Defence
- ND Environmental Affairs
- ND Government Communication and Information System
- ND National Treasury
- ND Science and Technology
- ND Tourism
- ND Trade and Industry
- WC Education
- WC Local Government
- WC Premier
- WC Transport and Public Works

4.2.2 Payment of suppliers

- FS Police Roads and Transport
- GP Finance
- GP Local Government and Housing
- LP Premier
- ND Mineral Resources
- ND National Treasury
- ND Tourism
- ND Trade and Industry
- WC Economic Development and Tourism
- WC Local Government
- WC Transport and Public Works

4.2.3 Management of unauthorised, irregular, fruitless, and wasteful expenditure

- GP Finance
 - KZN Education
 - KZN Premier
 - LP Premier
 - ND Defence
 - ND Environmental Affairs
 - ND Government Communication and Information System
 - ND Public Service and Administration
 - ND Public Service Commission
 - ND Science and Technology
 - ND The Presidency
 - WC Agriculture
 - WC Education
 - WC Health
 - WC Local Government
 - WC Transport and Public Works
 - WC Treasury
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