



planning, monitoring & evaluation

Department:
Planning, Monitoring and Evaluation
REPUBLIC OF SOUTH AFRICA

SOCIO-ECONOMIC IMPACT ASSESSMENT SYSTEM (SEIAS)
DRAFT FINAL IMPACT ASSESSMENT TEMPLATE (PHASE 2)
DRAFT INTEGRATED PLANNING FRAMEWORK BILL (2017)

The Final Impact Assessment: Integrated Planning Framework Bill (2017)

The Final Impact Assessment provides a more detailed assessment of the ultimately policy/legislative/regulations/ other proposal. In addition, it identifies **(a)** mechanisms for monitoring, evaluation and modification as required; and **(b)** a system for managing appeals that could emerge around the implementation process.

1. The problem Statement/ Theory of Change

1.1. Give summary of the proposal, identifying the problem to be addressed and the root (causes) of the problem that will be addressed by the new rule.

a) Summary of the proposal (Summary Background of the proposed policy/bill/regulations/ other)

The new administration in 2009, established two Ministries in the Presidency, one for Performance Monitoring and Evaluation (PME) and another responsible for the National Planning Commission (NPC). These two functions derive from Sections 85 (1) and 85 (2) of the Constitution of the Republic of South Africa, 1996 (Act No. 108 of 1996) which stipulates that the “Executive Authority of the Republic is vested in the President and that the President exercises this authority together with Cabinet which includes developing and implementing national policy and coordinating the functions of state departments and administrations.

The work of the two Ministries, at the centre of government, was defined in the policy frameworks released by Cabinet in 2009, namely: The Outcomes Policy entitled “Improving Government Performance”: Our Approach and the “Green Paper on National Planning”

The main focus areas of the two Ministries were:

- PME: Management of outcomes through Ministerial Accountability for improving delivery performance, institutionalising the Government -Wide Monitoring and Evaluation System and unblocking service delivery.
- NPC supported by the Planning Secretariat: Responsible for the development of the long term plan for the country, the National

Development Plan Vision 2030. The NDP was adopted as the first long-term national development plan for South Africa in August 2012. Such a long-term plan enables us to take on the task of bringing about the complex changes in the social and economic structure and culture of society given our history of oppression, exploitation and dispossession.

The main outcomes of the NDP are:

- ✓ The reduction of income inequality (based on the Gini Coefficient) from 0.69 to 0.60;
- ✓ The eradication of poverty; and
- ✓ To significantly reduce unemployment which is predominantly experienced by youth.

In line with the experience of successful developmental states, the primary authority for national planning and for driving the transformation agenda rests with the Minister in the Presidency for Planning, Monitoring and Evaluation (hereinafter referred to as the Minister).

The merging of the National Planning Commission (NPC) Secretariat with the then Department of Performance Monitoring and Evaluation to form the Department of Planning, Monitoring and Evaluation accountable to the Minister completed the formal institutionalisation at the administrative level. The establishment of the NPC in 2010 as the critical entity to deepen planning practice and impact completed the formal institutional architecture at the centre of government.

b) Key Challenges to Planning, Monitoring and Evaluation

The developmental challenges faced by the country are diverse and include, economic exclusion, high levels of unemployment, increasing poverty, persistence of apartheid spatial patterns, human development and physical infrastructure issues. The constitutionally devolving planning mandates across and within spheres have resulted in uncoordinated planning and silo- based implementation and suboptimal policy outcomes.

In addressing the above, an effective and focused system of government and social partners is required for proper planning, monitoring, evaluating and thus clear accountability on achievements of the NDP.

Further challenges range from systems and processes, institutional arrangements, capacity and behavioural across government such as:

- Fragmentation of systems, processes for planning across the spheres of government and sectors thus dispersed allocations of resources with little returns or impact to the NDP;
- While resource allocation ultimately resides in the National Treasury, the separation between planning and budgeting opens up risks for the misdirection of resources and for leaving critical policy priorities under-resourced. This is both a planning and budgeting concern.
- The absence of a National Spatial Development Framework (NSDF) is limiting government's ability to be at the forefront of the spatial location of development that will allow it to shape the investment in and character of places and to overcome apartheid spatial settlement patterns;
- The culture of planning for compliance purpose which is becoming counter-productive, requiring a change in approach from just "whether targets were met or not" to progress and trends;
- Institutionally, the current system is characterised by dispersed, disparate and diffused planning responsibilities with a plethora of structures and legislation leading to parallel plans, processes and initiatives that affect policy coherence and co-ordination, and effective implementation.
- There is no multifaceted and dynamic monitoring system across the three tiers of government which at the highest level is sufficiently vigilant to track nationwide implementation of national priorities as well as resultants impact and outcomes programmes on citizens' lives. This system should be able to track performance at all levels, be of good quality, able to provide timeous information, able to predict risks and forecasts for speedy decision in addressing service delivery impediments;

- Policies, legislation and regulations are not adequately assessed for their socio-economic impact to society and key sectors as well as ensuring that associated risks and high costs of implementation are minimised without compromising intended outcomes;
- There is poor diagnosis and use of evidence (evaluations and data are all sources of evidence and knowledge) by government departments which contributes to poor design and implementation of policies and programmes;
- Another critical challenge is to turn the priorities into operational decisions in government as well as State-Owned Companies (SOCs) and Development Finance Institutions (DFIs). Priorities are often not pursued with clear intent thereby reducing the process to one of compliance and show rather than of substantive alignment;
- Absence of legislation that would properly institutionalise the emergent planning system and formally clarify the roles and functions of different plans and planning bodies; and
- In the absence of such legislation, government will carry on as “business as usual’ when, in fact, the very opposite now required. In the absence of a radically re-aligned and reconstituted Department will not be able to achieve the desired developmental outcomes envisaged in the NDP.

c) In the light of above, a draft Bill- Integrated Planning Framework is proposed with the following objectives:

- To provide for the National Development Plan, Vision 2030 as the primary long-term plan and vision that will guide all government planning in the Republic;
- To introduce a renewed operational framework together with a set of broad principles for the workings of the Department of Planning, Monitoring and Evaluation (DPME) and to provide greater detail on the distinctive and respective roles of the components of Planning, Monitoring and Evaluation;
- To reaffirm the custodianship of the Planning, Monitoring and Evaluation system for the whole of government in DPME;

- To institutionalise the Planning, Monitoring and Evaluation system across government and the support of the social partners;
- To ensure better co-ordination, collaboration and alignment of Planning, Monitoring and Evaluation between and across the national, provincial and local spheres of government, and including State Owned Enterprises, Development Finance Institutions and all other government entities and/or institutions;
- To ensure that Planning, Monitoring and Evaluation and National Budgetary decisions contribute to government's developmental objectives and for the improved coordination of high impact outcomes;
- To clarify the continued existence, functions and powers of the National Planning Commission;
- To provide for consequence management and related interventions;
- To provide for the powers and functions of the Minister; and
- To provide for the establishment of a central information database at DPME and enable access to and linkages with Statistics, Data Services, Knowledge Hubs and Research Institutions.

It should be noted that institutionalisation of planning, monitoring and evaluation is not about the centralisation of responsibility of planning or policy-making. Rather the focus is on co-ordination, problem solving and strategic leadership. This implies the recognition that planning and M&E happens at different levels and that the strategic, co-ordination and problem-solving focus of national planning and M&E is to ensure these plans are mutually reinforcing, work cohesively and consistently lead to common desired outcomes.

The centre has an important role in quality control and ensuring that departmental proposals, taken together, will in fact lead to the desired outcomes as well as take responsibility for substantive M&E on priority programmes. This in turn requires technical quality control to ensure that proposals are tested and improved systematically, both individually and as a broad strategy.

d) Problem/s and root causes that the proposal is trying to address

Identified Problem	Root causes
<p>Sub-optimal planning and policy outcomes of government and social partners to eradicate poverty, reduce unemployment and inequality in the country.</p>	<ul style="list-style-type: none"> • Fragmentation of systems, processes for planning across the spheres of government; • Budgets and plans that are not aligned adequately, and governance as well as accountability not built in one system with short, medium and long term planning; • Continued incoherence in the spatial planning system, within national government with the resultant confusion of spatial priorities across sectors; • There is no multifaceted and dynamic monitoring system across all tiers of government which at the highest level is sufficiently vigilant to track nationwide implementation of national priorities as well as resultants impact and outcomes programmes on citizens' lives; • Poor quality of reporting, performance and absence of consequence management • Policies, legislation and regulations not adequately assessed for their socio-economic impact in line with the NDP as well as ensuring that associated risks and high costs of implementation are minimised without compromising the intended outcomes; • Poor diagnosis, sharing and use of evidence (evaluations and data are all sources of evidence and knowledge) by government departments which contributes to poor design and implementation of policies and programmes; and • There is no legal framework for DPME to strategically coordinate and intervene for effective implementation of the NDP.

1.2. Describe the intended outcomes of the proposal

Optimal achievements of the NDP priorities through an enabling legislative framework that will drive the following:

- Integrated and well-coordinated structures, systems and processes for planning, monitoring and evaluation;
- Improved collation and sharing of evidence and data for quality and appropriate results oriented planning, monitoring as well as immediate introduction of appropriate interventions;
- Impact assessments for better policy and legislation development choices; and
- Accountability: introducing consequence management system for poor performance and incentives for good performance.

1.3. Describe the groups that will benefit from the proposal, and the groups that will face the cost. These groups could be described by their role in the economy or in society. As a minimum, consider if there will be specific benefits or costs for the poorest households (earning R 7000 a month or less); for black people, youth or women; for small and emerging enterprise; and /or for rural development. Add more rows if required

Groups that will benefit	How will they benefit?
SA Citizens	Receive better government services and interventions
Government (Three Spheres)	<ul style="list-style-type: none"> • Strategic leadership, coordination and outcome focused interventions • Support on strategic data and research for Improved policy development • Confidence by citizens on provision of quality services • Incentives for good performance • Savings on resources – avoidance of duplication and fragmentation

Groups that will benefit	How will they benefit?
	<ul style="list-style-type: none"> • Improved partnership with social partners in implementation of the NDP
Country	<ul style="list-style-type: none"> • Reputation and attraction of investment • Eradication of poverty and reduction of unemployment and inequality
Business	Policy certainty and enabling environment to thrive and create jobs
Civil Society	Improved relations with government on PME system and implementation of the NDP
Labour	Improved relations with government on PME system and implementation of the NDP
State Owned Companies and DFIs	Better guidance on translation of national priorities into operations

Groups that will bear the cost	How will they incur the costs ?
DPME	<ul style="list-style-type: none"> • Functioning of the National Planning Commission and Remuneration and allowances of the Commission and Committees • Establishment of the Central Information Database • Development of the National Spatial Development Framework • Incentives for good performance • Additional capacity will be required to ensure successful implementation of the Bill
Government Departments (National and Provinces)	<ul style="list-style-type: none"> • Re-aligning strategic and annual performance plans to the National Development Plan priorities in the form of the 5 year • Sharing of data and research and uploading into the DPME portal

Groups that will bear the cost	How will they incur the costs ?
	<ul style="list-style-type: none"> • Participating in the relevant Planning and Outcomes Fora • Conducting evaluations to their policies and programmes
SOEs and DFIs	<ul style="list-style-type: none"> • Re-aligning strategic and annual performance plans to the National Development Plan priorities; • Sharing of data and research and uploading into the DPME portal
Local Government	Re-aligning Integrated Development Plans to the National Development Plan priorities;

1.4. Describe the behaviour that must be changed, main mechanisms to achieve the necessary changes. These mechanisms may include modifications in decision making process systems; changes in procedures; educational work; sanctions; and or incentives. Also identify groups inside or outside government whose behaviour will have to change to implement the proposal. Add more rows if required.

Groups inside Government	Behaviour that must be changed (Current Behaviour)	Main mechanism to achieve the necessary changes
DPME	<ul style="list-style-type: none"> • Operates without an enabling legislation to effectively drive implementation of the NDP • Unable to tightened up the system for improved planning, monitoring and evaluation to foster optimum implementation of the NDP 	<ul style="list-style-type: none"> • Introduction of the Integrated Planning Framework Bill to institutionalise Planning, Monitoring and Evaluation within DPME • The Bill empowers the Minister to develop Norms and Standards that will ensure that planning, monitoring and evaluation processes and development

Groups inside Government	Behaviour that must be changed (Current Behaviour)	Main mechanism to achieve the necessary changes
		<p>timeframes are efficient and effective</p> <ul style="list-style-type: none"> • Chapters 2,5 and 6 of the Bill allows for institutionalisation of planning, monitoring and evaluation
Spheres of government and Organs of State	<ul style="list-style-type: none"> • Prepare plans that are not adequately addressing priorities of the NDP • Poor prioritisation and resource allocations • Poor performance and reporting • Not adequately using evidence and data to inform planning, policy development and monitoring • Not prioritising evaluations for policy and programme implementation • Policy choices not adequately assessed for socio-economic impacts, costs and risks 	<ul style="list-style-type: none"> • The Bill stipulates that Minister and Premiers after consultation Cabinet, Executive Council and other with stakeholders will guide departments on the priorities for purpose of planning and alignment with the NDP. • The Bill further Outcomes Coordination Forum for coordination and implementation of Outcomes of the NDP. • Consequence management is also introduced in the Bill to encourage and incentives good performance as well as punitive measures for poor performance. • The Bill establishes a Central Information Database that will serve as repository of prescribed information relating to planning, monitoring and evaluation from all organs of state, research institutions and or agencies.

Groups inside Government	Behaviour that must be changed (Current Behaviour)	Main mechanism to achieve the necessary changes
		<ul style="list-style-type: none"> Enforce the SEIAS system through this Bill and continuous support to departments on application of the system.

Groups outside Government	Behaviour that must be changed (Current Behaviour)	Main mechanism to achieve the necessary changes
Social Partners outside the sphere of government	Have perception that implementation of the NDP is a sole responsibility of government	The Bill makes provision for involvement of other social partners (e.g. Private Sector, Labour and Civil Society) to the achievement of the NDP priorities

1.5. Report on consultations on the proposal with the affected government agencies, business and other groupings. What do they see as the main benefits, costs and risks? Do they support or oppose the proposal? What amendments do they propose? And have these amendments been incorporated in your proposal?

Table on consultations:

NB: THIS TABLE WILL BE COMPLETED AFTER THE PUBLIC COMMENTED ON THE DRAFT BILL

Affected Stakeholders	What do they see as main <u>benefits, costs and risks</u>?	Do they <u>support</u> or <u>oppose</u> the proposal?	What <u>amendments</u> do they propose?	Have these amendments been <u>incorporated</u> in your proposal?
1. Government Departments and Agencies (Name them)				
2. Business (Name them)				
3. Organised Labour				
4. Civil Society				
5. The Public				
6. Other groupings (Name them)				

1.6. Describe possible disputes arising out of the implementation of the proposal, and system for settling and appealing them. How onerous will it likely be for members of the public to lodge a complaint and how burdensome and expeditious is the proposed dispute-settlement procedure?

Group	Possible Disputes	Mechanisms
Government Departments	Analyses comments from PME on submitted strategic plans, annual performance plans and SEIAS reports	Engagement with affected departments and provide necessary capacity on improvements
	Consequence measures for poor performance	The Bill provides mechanisms for performance appraisals and sanctions for poor performance
Members of the Public	Progress report on achievement of NDP targets and other service delivery related disputes.	Use existing mechanisms such as Presidential Hotline, Front Line Service Delivery Monitoring and various systems in Departments and Municipalities.

2. Impact Assessment

2.1. Describe the costs and benefits of implementing the proposal to the groups identified **in point 1.5 above**, using the following chart. Add more rows if required

Group	Implementation Costs	Costs of changing behaviour	Costs/Benefits from achieving desired outcome	Comments
DPME	<ul style="list-style-type: none"> • Human Resource-experts in Planning, Monitoring, Evaluation and Data Management • Remuneration of National Planning Commissioners and Committees • Establishment of Central Information Database system 	<ul style="list-style-type: none"> • Development of the National Government Five-Year Strategic Plan linked to the electoral cycle • Setting of Norms and Standards, Regulations, Frameworks and etc. for PME and SEIAS • Capacity building and PME sector expert support to government and organs of state 	<ul style="list-style-type: none"> • Guidance on apex government priorities to be implemented • Coordinated and responsive government to advance the NDP • The NPC will be responsible for updates of the NDP and in collaboration with the Minister ensure its implementation • Ensure that PME is evidence based and informed by research and analysis- faster interventions and forecasting • Reduced costs on research and data management through sharing across government and institutions 	DPME will use existing budgets and recently approved structure to implement the Bill
National and Provincial Treasuries	Existing resources	Provide comments to submitted 5 year strategic plans and annual performance plans of	Departments' plans aligned to respective programme budget	

Group	Implementation Costs	Costs of changing behaviour	Costs/Benefits from achieving desired outcome	Comments
		departments within set timeframes (i.e. 60 and 30 days respectively)		
Government Departments and Organs of State	Existing resources	<ul style="list-style-type: none"> • Align 5 year Strategic Plans and Annual Performance Plans to the National or Provincial Government Five-Year Strategic Plan linked to the electoral cycle • Upload credible information and data on the central information database system • Use credible evidence or data to inform policy development, planning and reporting • Conduct periodic evaluations 	Improved, coherent and integrated PME system across departments and organs of State for advancement of the NDP	

Group	Implementation Costs	Costs of changing behaviour	Costs/Benefits from achieving desired outcome	Comments
		<ul style="list-style-type: none"> • Comply with Norms and Standards, Regulations and Frameworks that will be issued by PME • Participate in the Outcomes Implementation Forum 		
Local Government	Existing resources	Align the Municipal Integrated Development Plans that are compatible to National and Provincial Priorities	Improved and consistent implementation of the NDP at Municipal level	
Academia and other Research Institutions		Support government with relevant data for PME	Ensure that government PME is evidence based and informed by research and analysis- faster interventions and forecasting	

Group	Implementation Costs	Costs of changing behaviour	Costs/Benefits from achieving desired outcome	Comments
Social Partners outside Government	Financial, technical expertise, Infrastructure and massive creation of jobs	Identify key projects that will support implementation of identified government priorities	Shared implementation of the NDP- reduced unemployment and inequality and eradicated poverty.	

2.2. Describe the changes required in budgets and staffing in government in order to implement the proposal. Identify where additional resources would be required for implementation. It is assumed that existing staff are fully employed and cannot simply absorb extra work without relinquishing other tasks.

Implementation of the Bill will be within allocated resources and will not require new human resources for Provinces, Municipalities and Organs of State. The Bill requires focusing on realigning existing resources to effectively implement NDP Priorities

2.3. Describe how the proposal minimises implementation and compliance costs.

- Implementation of the Bill will occur within existing human and financial resources;
- The Bill will facilitate integrated PME approach to deliver NDP priorities where duplication, fragmented systems and approached will be eliminated, thus efficient allocation of resources;
- Analysis of strategic plans and annual performance plans by DPME/ Offices of the Premier and National/ Provincial Treasuries will ensure that resources are invested to set outcomes, outputs and targets as per the National or Provincial Government Five- Year Strategic Plans;
- Integrated and coherent approach will give social partners outside government policy certainty and reduced uncoordinated requirements for partnership/ collaboration by government;
- The SEIAS system facilitates that proposed policies and legislation are biased to NDP, associated costs and risks are assessed and proactively minimised and thus efficient delivery of NDP priorities; and
- Establishment of a centralised information database will enhance sharing of credible data and thus reduction on costs of conducting research and other forms of evidence collation.

3. Managing Risk

3.1. Describe the main risks to the achievement of the desired ends of the policy/bill/regulations/other and/ or to the national priorities (aims) that could arise from adoption of the proposal. Also describe the measures taken to manage the identified risks. Add more rows if necessary.

Identified Risk	Mitigation Measures
No legislative mandate for the work of DPME- currently operates through Cabinet Resolutions	Clarified mandate in Bill
Objection to consequence management	Explain the need for achieving impact through outcomes in the Bill
Potential refusal to share data/ knowledge	Developing MoUs between DPME, Departments and Institutions
Distinct powers between National, Provincial and Local spheres of government	Use of the Intergovernmental framework, including existing Forums such as FOSAD, PCC, Outcomes coordination, PME Forums and etc.
Potential cybercrime against the Central Information Database	Introduce secured system against hacking and invasion by unauthorised persons as well as ensuring fewer downtimes.

3.2. Describe the mechanisms **included in your proposal** for monitoring implementation, evaluating the outcomes, and modifying the implementation process if required. Estimate the minimum amount of time it would take from the start of the implementation process to identify a major problem and remedy it.

- a) The National or Provincial Government Five- Year Strategic Plans will set out key strategic outcomes, with indicators and time- bound targets, how the desired outcomes will be achieved and key outputs required to achieve the outcomes.

These will further guides departments and municipalities to align their respective institutional plans with above government plans;

- b) The Bill proposes that the Minister and Premier in each Province prescribe mechanisms to monitor performance of all organs of state in the national or provincial spheres against set indicators and targets as determined in the 5-year government plans. Among others the mechanisms include establishment of baselines, applying useful information to inform and facilitate improvements;
- c) Implementation of all plans and of cross cutting priorities will be reported on quarterly basis;
- d) The Bill validates the use of Executive and Technical Implementation Fora to monitor implementation of set outcomes against the Medium Term Strategic Framework and unblock possible impediments;
- e) The Bill stipulates that the Minister will compile annual reports including the that of Commission's activities and table the reports in Parliament;
- f) The complexity and multifaceted nature of the Bill, mainly seeking to address PME related behavioural change through introduction of various systems and process frameworks such as Norms and Standards, Standard Operating Procedures, Mechanisms, and etc. In this case, Design and Implementation Evaluations are pivotal to further analyse theory of change, inner logic, consistency of policy change and to track whether proposed interventions are properly supporting the achievement of this Bill.

4. Summary

4.1. Summarise the impact of the proposal on the main national priorities

National Priority	Impact
1. Social Cohesion	The Bill advocates for PME system that will reduce unemployment and inequality as well as eradicating poverty. Plans developed by government should be spatially referenced and thus reversing the past apartheid settlement patterns and development backlogs in underserviced areas.
2. Security (Safety, Financial, Food, Energy and etc.)	Through integrated and coherent PME all priorities will be addressed- safety and security, food, energy and financial security. Coherent PME system will reduce costs of duplication and investment on areas that are not core towards achieving the NDP priorities
3. Economic Growth	With other key factors and contribution of social partners, the GDP will be increased. The Integrated Planning Framework bill will create policy certainty, performance accountability and thus trust and attraction of investment.
4. Economic Inclusion (Job Creation and Equality)	The NDP advocates for economic inclusion and reduction in inequality- various programmes as supported by other social partners through proper planning and accountability will achieve inclusive economy and reduction in unemployment
5. Environmental Sustainability	<p>All NDP activities through effective coordination should support conservation and preservation of natural resources for current and future generations. Resources such as water, land, mineral deposits are key factors of production for economic growth in the country.</p> <p>Climate Change is core in the PME system as it can undermine the achievement of NDP targets e.g. drought- with negative impact on agriculture production and food security. SA is a signatory to most International Treaties such as the Paris Agreement (Conference of</p>

National Priority	Impact
	Parties 21 of the United Nations Framework Convention of Climate Change) for reduction of Greenhouse Gas Emissions, this Agreement has legally binding targets and require multi-stakeholder commitment for achievement of those targets which should find platform in the PME system.

4.2. Identify the social and economic groups that would **benefit most** and that would **bear the most cost**. Add more rows if required.

Main Beneficiaries	Main Cost bearers
All citizens and social partners	DPME
The country	Government Departments, Municipalities and Organs of State
Government Departments, Municipalities and Organs of State	

4.3. In conclusion, summarise what should be done to reduce the costs, maximise the benefits, and mitigate the risks associated with the policy/bill/regulations/other. Note supplementary measures (such as educational campaigns or provision of financing) as well as amendments to the draft itself, if appropriate. Add more lines if required.

- a) The Bill is multi-dimensional and strive to change PME behaviour across government in order to radically strive for eradication of poverty, reduction of unemployment and inequality. This will require intensive change management, awareness of the NDP priorities, and solid agreements between government and social partners.
- b) National Departments, Provinces, Municipalities and Organs of State should be assured that the Bill is not centralising the responsibilities of PME rather fostering aligned, coherent and consistent system for achievement of the NDP.

- c) DPME should through process mapping eliminates duplication of requirements pressed on departments such as on reporting and participation in different multi-stakeholder fora. Uneven reconfiguration of PME in Departments and Provinces should be taken into consideration- some officials are doing both Planning and Monitoring to some extent even policy and research.
- d) The Bill introduces measures to address blockages such as mechanism for monitoring and evaluations, Outcomes coordination and consequent management to address non- performance and acknowledge and incentives good performance.

4.4. Please identify areas where additional research would improve understanding of the costs, benefits and/ or risks of the policy/bill/regulations/other

For the purpose of building SEIAS body of knowledge please complete the following:

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