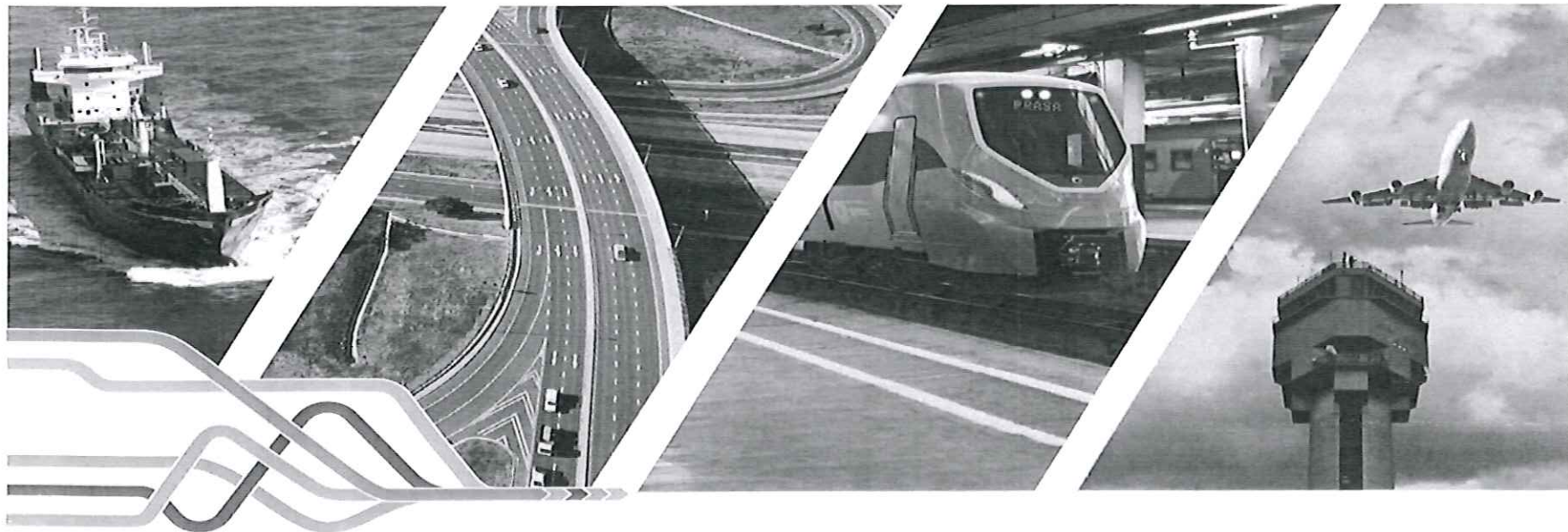


SC approp 30/8/2017



Department of Transport

Management Performance Assessment Tool (MPAT) 2016



transport

Department:
Transport
REPUBLIC OF SOUTH AFRICA



Contents

- **MPAT Scores for Key Performance Areas (KPAs)**
 - **Strategic Planning**
 - **Governance and Accountability**
 - **Human Resource Management**
 - **Financial Management**

KPA 1: Strategic Planning



ASSESSMENT AREA	SCORE
Strategic Plan (2015 – 2020)	3
Annual Performance Plan (2016/17)	2
Monitoring	2
Evaluation	1
Implementation Programme	1



KPA 2: Governance and Accountability



ASSESSMENT AREA	SCORE
Service Delivery Improvement	1
Management Structure	4
Accountability mechanisms (Audit Committee)	4
Professional Ethics	3
Fraud Prevention	2



KPA 2: Governance and Accountability



ASSESSMENT AREA	SCORE
Internal Audit	2.5
Risk Management	1
Governance of ICT	2
PAIA	1
PAJA	1

KPA 3: Human Resource Management



ASSESSMENT AREA	SCORE
HR Planning	2.6
Organisational Development	3
Human Resource Development	4
Recruitment and Retention	2.5
Management of Diversity	2.5
Employee Health and Wellness	2.5



KPA 3: Human Resource Management



ASSESSMENT AREA	SCORE
Delegations in terms of PSA	4
PMDS (1-12)	2
PMDS (SMS)	2.5
PMDS (HoD)	1
Disciplinary Cases	2

KPA 4: Financial Management



ASSESSMENT AREA	SCORE
Acquisition Management	4
Logistics Management	4
Movable Assets Management	4
Cash Flow and Expenditure vs Budget	4
Payment of Suppliers	2
Unauthorised, Irregular, Fruitless and Wasteful Exp.	4
Payroll Certification	4

THANK YOU