| **Strategic Objective 1:** |
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| **To ensure the creation and implementation of an enabling legislative framework that promotes the attainment of gender equality** |
| Planned Outcome: Continuous improvements in public and private sector legislation, policies and practices to advance gender equality  |
| **Sub-strategies** | **Performance Indicator** | **Baseline**  | **Annual target** | **Annual Performance Plan for 1 April 2017 30 June 3027** | **Annual Performance Plan for 1 July 2017 to 30 September 2017** | **Annual Performance Plan for 1 October 2017 to 31 December 2017** |
| **Quarter One** | **Actual performance** | **Quarter Two** | **Actual performance** | **Quarter Three** | **Actual performance** | **Variance** | **Corrective action** |
| **1. To monitor equality and evaluate the promotion of gender equality and relevant policies and practices of the public and private sector and report parliament** | One gender transformation hearing with institutions in the private sector | One investigation report on gender transformation with private sector institutions guided by a concept paper | Two Follow-consultative meetings held on the report of the implementation of EE reports recommendations  | No activity | N/A  | One consultative follow-up meeting held with private sector | Consultative meeting held from the 10-11 July 2017 | One consultative follow-up meeting held with private sector |  One consultative follow-upMeeting held on the 20th and 24th of November 2018 |  No variance | No corrective action |
| One gender transformation hearing of 3 universities | One investigation report on gender transformation in tertiary institutions | One Investigation report on Gender Transformation in tertiary institutions guided by the Concept Paper  | Conceptualise programme and draft questionnaires |  Programme conceptualised and consultative meeting held  | Administering of questionnaires to tertiary institutions that have been identified as per concept paper.  | Questionnaires have been dispatched to UFS, UJ and Stellenbosch University. UJ's Hearing took place on 10 October 2017 | One gender transformation hearing held with universities | Public Investigative Hearingswere held on the 10 October, 31 October and 01 November 2017, for the University of Johannesburg, University of the Free State andStellenbosch University, respectively |  No variance | No corrective action |
| Host Consultative forum on 2016 hearings held | Draft report on gender transformation hearings held | Report drafted |  No variance | No corrective action |
| Follow-up with implementation on recommendation with universities on hearings held in 2016 | Follow-up letters were dispatchedthis quarter and implemented as per the target.  |  No variance | No corrective action |
| Report on the Status of Gender Policies and Practices in the public and private sector | One status report on gender policies and practices using the gender barometer tool | One status report on gender policies and practices using the gender barometer tool | Identify government institutions to be assessed as per concept paper and conduct briefing sessions.  | • Project concept note & workplan drafted | Compile and analyse data received and draft the report.  | Fieldwork (data collection through the Gender Barometer tool, Focus Group Discussions and interviews) still underway.  | Print, publish and publicise the report | Still writing up and finalizing the report | Capacity constraints and issues with mining companies refusing to cooperate | Printing will be done in 4th quarter |
| • Two mining houses were identified for this study (Impala Platinum Mines and Resource generation)) | Due to shortage of staff, lack of cooperation and delays from targeted institutions, fieldwork (data collection) is still proceeding |
| Administer the gender barometer tool to identified institutions as per project plan |  • Briefing sessions were not conducted | Engage with stakeholders on findings |  Not done | Report not yet finalized | Stakeholders to be engaged during 4th quarter |
| **2. To initiate and/or participate in the review of the legislative framework in all spheres of government that impact on gender equality**  | Number of submissions made for legislative and policy enhancement of the gender equality framework | 18 Submissions per year | 20 submissions per year | 5 submissions based on implementation plan |  7 submissions made in this quarter  | 5 submissions based on implementation plan | 5 submissions made in this quarter  | 5 submissions based on implementation plan |  5 submissions made in this quarter |  No variance | No corrective action |
| Draft a report tracking the progress of submissions made to parliament |  Tracking report done  | Draft a report tracking the progress of submissions made to parliament |  Tracking report done  | Draft a report tracking the progress of submissions made to parliament |  Tracking report done |  No variance | No corrective action |
|  **3. To conduct performance assessments of political parties and the public and private sectors on the effective implementation of gender equality legislation policies and practices** | New indicator | New indicator | One Assessment report on women's representation and women's decision-making in the traditional sector | Draft concept paper outlining the project and project plan | Project concept paper and workplan drafted and completed  | Develop focus group programme and conduct focus group discussion with women living in the traditional sector | Fieldwork (i.e. data collection through interviews, site observations and collection of official documents) has been carried out in KZN, MP, NW and EC. Follow up fieldwork activities are being carried out in some provinces (NW, KZN & EC) for additional  | Analyse data and draft report |  Data has been analysed and the report has been drafted. Report has not yet to be finalized | Capacity issues | Report will be finalized in 4th quarter |
| **4. To evaluate the implementation and effectiveness of national justice facilities in addressing gender discrimination.**  | Evaluation report on courts  | One Consolidated report monitoring of courts | One consolidated court monitoring report | Engagement with stakeholders in Justice Cluster on 2016-2017 report | Engagements with the stakeholders in Justice Cluster done | Monitoring of Domestic Violence and Maintenance courts  | Questionnaires to the Domestic Courts and Maintenance courts have been dispatched | Monitoring Equality and Sexual Offences courts  | Questionnaires to the Equality Courts and Sexual offences courts have been dispatched. Responses received |  No variance | No corrective action |
| New indicator | New indicator | One consolidated research report on women in correctional facilities  | Conceptualise programme and draft questionnaires | • Project concept paper & workplan drafted • Research fieldwork instruments drafted  | Monitor 3 women correctional facilities  | Fieldwork (data collection) has been carried out at two selected Correctional Services Centres (Johannesburg Central and Kgosi Mampuru in Pretoria)  | Analyse data and draft report |  Data has been analysed and the report has been drafted. Report has not yet to be finalized | Capacity issues | Report will be finalized in 4th quarter |
| **5. To convene policy dialogues with relevant policy makers at national and provincial level on recommendations to promote gender equality contained in research reports and research activities.** | Number of dialogues with policy makers convened (based on research studies conducted in previous financial year) | 3 policy dialogues conducted at national level with HOD forums | 4 policy dialogues conducted with high level stakeholders | Draft and finalise policy briefs on assessment reports completed in 2015 financial year  | • 1 x National Briefing (PC on Plocing) on GBV research findings | One policy dialogues held with high level stakeholders | Three Policy Dialogues have already been completed during the first quarter. Only one Policy Dialogue still outstanding. | Two policy dialogues held with high level stakeholders |  No policy dialogue held in this quarter | 3 policy dialogue have been held, only one policy dialogue outstanding.  | 1 national dialogue policy to be held in 4th quarter |
| • 2 & Provincial Briefings on GBV research findings |

| **Strategic Objective 2:** |
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| **To ensure the creation and implementation of an enabling legislative framework that promotes the attainment of gender equality** |
| Planned Outcome: Continuous improvements in public and private sector legislation, policies and practices to advance gender equality  |
| **Sub-strategies** | **Performance Indicator** | **Baseline**  | **Annual target** | **Annual Performance Plan for 1 April 2017 to 30 June 2017** | **Annual Performance Plan for 1 July 2017 to 30 September 2017** | **Annual Performance Plan for 1 October 2017 to 31 December 2017** |
| **Quarter One** | **Actual performance** | **Quarter Two** | **Actual performance** | **Quarter Three** | **Actual performance** | **Variance** | **Corrective action** |
| **1. To timeously investigate complaints of violations of gender rights and identify appropriate re­dress** | 720 complaints opened in the 2017/18 FY - 80% of files opened acknowledgement letters to be sent within 7 days after the receipt of complaints. – 80% of files opened assessments should be done 14 days after the acknowledgement letter has been sent. | 765 complaints attended to, however not full compliance with terms of the CGE Complaints manual.  | 720 complaints opened in the 2017/18 FY - 80% of files opened acknowledgement letters to be sent within 7 days after the receipt of complaints. – 80% of files opened assessments within done 14 days after the acknowledgement letter has been sent. | 180 complaints opened in the 2017/18 FY - 80% of files opened acknowledgement letters to be sent within 7 days after the receipt of complaints. – 80% of files opened assessments within done 14 days after the acknowledgement letter has been sent. | 183 complaints opened and attended to in terms of the CGE Complaints manual | 180 complaints opened in the 2017/18 FY - 80% of files opened acknowledgement letters to be sent within 7 days after the receipt of complaints. – 80% of files opened assessments within done 14 days after the acknowledgement letter has been sent. |  275 complaints opened- 80% of files opened acknowledgement letters to be sent within 7 days after the receipt of complaints. – 80% of files opened assessments within done 14 days after the acknowledgement letter has been sent | 180 complaints opened in the 2017/18 FY - 80% of files opened acknowledgement letters to be sent within 7 days after the receipt of complaints. – 80% of files opened assessments within done 14 days after the acknowledgement letter has been sent. |  201 complaints opened- 80% of files opened acknowledgement letters to be sent within 7 days after the receipt of complaints. – 80% of files opened assessments within done 14 days after the acknowledgement letter has been sent |  No variance | No corrective action |
| Compile a report analysing complaints received and how they have been resolved | Report Done |
| No of outreach, advocacy and legal advice clinics conducted in Provinces  | 136 outreach, advocacy and legal advice clinics convened per year | 135 outreach, advocacy and legal advice clinics convened per year | Conduct outreach, advocacy and legal advice clinics in all provinces to: |  121 legal advice clinics | Conduct outreach, advocacy and legal advice clinics in all provinces to: | 58 outreach-legal clinics conducted | Conduct outreach, advocacy and legal advice clinics in all provinces to: |  39 outreach-legal clinics conducted |  No variance | No corrective action |
| ·         educate the public on gender rights and obligations |   | ·         educate the public on gender rights and obligation | ·         educate the public on gender rights and obligation |
| ·         assist the public in lodging complaints; to provide initial advice for quick resolution of complaints  |   | ·         assist the public in lodging complaints; to provide initial advice for quick resolution of complaints  | ·         assist the public in lodging complaints; to provide initial advice for quick resolution of complaints  |
| **2. Initiate an investigation into systemic violations of gender rights and identify remedial action.** | A Systemic investigation conducted on possible gender discrimination issues. | 4 systemic investigations conducted on: 1. Mining sector. 2 Decriminalisation of sex work. 3. Maternal health. 4.Gender Transformation in Judiciary  | 4 systemic investigations conducted on: 1. Mining sector. 2 Decriminalisation of sex work. 3. Maternal health. 4.Gender Transformation in Judiciary  | Investigate systemic violations in the **mining sector -follow up consultation** |  Mining sector follow-up done  | Investigate systemic violations in the **mining sector -follow up consultation** | A consultative meeting held with Glencore on the 31st July 2017. Legal department conducted sexual harassment workshops at Glencore cites in Mpumalanga as part of implementation of recommendations. | Determine and implement recommendations addressing systemic violation in the mining sector | Written implementation recommendations have been done |  No variance | No corrective action |
| Investigate systemic violations: **Decriminalisation of sex work** |  Investigations on discrimination of sex work done  | Investigate systemic violations: **Decriminalisation of sex work** | **First Leg:** SALRC Report released this quarter. The PLU has requested to make submissions. These submissions will seek to motivate for the decriminalisation of sex work. | Determine and implement recommendations addressing systemic violation on sex work | **First Leg**SALRC Report released this quarter. The PLU has been requested to make submissions.These submissions will seek to motivate for the decriminalisation of sex work.**Second Leg**The investigative report is finalised and to be launched in Q4. |  No variance | No corrective action |
| **Second Leg:** The investigation report is envisaged to be completed in Q3 |
| Investigate systemic violations: **Maternal health** |  Investigations on maternal health done  | Investigate systemic violations: **Maternal health** | Investigations on maternal health done | Determine and implement recommendations addressing systemic violation on **Maternal health** |  A warm body meeting between the Legal department and the Department of health will take place on the 19th January 2018. The implicated cites will be visited from 22nd January 2018- 2nd February 2018. |  No variance | No corrective action |
| Follow-up on the recommendations of the JSC report | Follow-up on the recommendations of the JSC report done | Follow-up on the recommendations of the JSC report |  Follow-up on the recommendations of the JSC report done | Follow-up on the recommendations of the JSC report | The Discussion document has been finalised as per the recommendation of the investigative report |  No variance | No corrective action |
| **3. To develop co-ordinated programme to promote gender equality** | 9 co-ordinated education programme developed with targeted stakeholders on gender discrimination | 18 coordinated education programme with targeted stakeholders guided by concept paper | Develop resource pack on SDG 1, 2,3,4 and 5 | Draft resource pack on SDG1 and 2 as a supplement to training manual that was developed in 2016 |  SDGs 1 and 2 have been drafted.  | Draft resource pack on SDG 3 and 4 as a supplement to training manual that was developed in 2016 |  SDG 3 and 4 have been drafted | Draft resource pack on SDG 5 as a supplement to training manual that was developed in 2016 | In this quarter, a simplified resource document for SDG 5 had to be developed. The draft completed |  No variance | No corrective action |
| One consolidated report on gender mainstreaming workshops conducted | Develop concept for implementing gender mainstreaming workshops guided by training manual  | 1 gender mainstreaming concept paper developed  | Implement coordinated education programme on gender mainstreaming and gender mainstreaming with targeted stakeholders as per concept paper | Gender mainstreaming implemented with targeted stakeholders as per concept paper | Implement coordinated education programme on gender mainstreaming and gender mainstreaming with targeted stakeholders as per concept paper | Provinces continued to implement gender mainstreaming workshops. In this quarter 7 gender mainstreaming workshops were conducted.  |  No variance | No corrective action |
| New indicator | New indicator | One legal resource book developed on gender equality legislation | Develop concept for drafting of legal resource book on gender equality on legislation | Concept paper developed  | Draft resource book | The Resource book draft has been completed. To be completed in Q3 as per APP. | Finalise the resource book  |  The resource book has  |   |   |
| To use public media platforms to disseminate gender equality education and information | 72 media slots implemented guided by project plan | 72 media slots implemented guided by project plan | Implement 18 media slots as per project plan | 18 media slots done  | Implement 18 media slots as per project plan | 21 radio slots have been conducted | Implement 18 media slots as per project plan | A total of 18 radio slots were planned for the quarter |  No variance | No corrective action |
| **4. To initiate interventions for the sustainable development and promotion of gender equality by addressing violations in the social cultural political economic security and human rights dimensions** | Number of intervention programmes on gender violations initiated with traditional leadership and religious sector | 9 Intervention programmes (One per province) | 1 consolidated report on engagements with traditional leadership and 1 consolidated report on the religious sector | Preparations on engagements with traditional leadership in selected provinces |  Three provinces, namely, WC, NW and NC held meetings with traditional leaders in preparation for interventions in the next quarter MP held a workshop with COGTA as per agreed programme emanating from 2016-2017 financial year  | 1 stakeholder engagement in NC and WC provinces with traditional leaders and structures on traditional and cultural issues that impede the achievement of gender equality |  Stakeholder engagements have taken place in NC and WC | 1 stakeholder engagements in FS and GP provinces with traditional leaders and structures on traditional and cultural issues that impede the achievement of gender equality |  • In this quarter KZN, MP, NC, NW and WC had to engage the religious sector on issues that impede the achievement of gender equality.• The provinces identified to implement in this quarter, have conducted the intervention in this quarter.  |  No variance | No corrective action |
| Preparations on engagements with traditional leadership in selected provinces | GP and NW held meeting with the religious sector  | 1 stakeholder consultation in EC, FS, GP and LIM provinces with the religious sector on issues that impede the achievement of gender equality |  Engagements have taken place in EC, FS, GP and LIM. MP held a meeting with the religious sector in preparation for next quarter | 1 stakeholder consultation in MP, NC, NW, WC and KZN provinces with the religious sector on issues that impede the achievement of gender equality |  No variance | No corrective action |
| **5. To collaborate with organs of state civil society and other institutions for the effective development protection promotion and attainment of gender equality** | One consolidated report on engagement with stakeholders on the Commission’s mandate and thematic focus areas | 36 stakeholder engagements held on gender issues and produce a report | 36 stakeholder engagements held on gender issues and produce a report | 9 engagements/ consultations (one per province) with targeted stakeholders focusing on GBV  |  9 provincial engagements with stakeholders on GBV have taken place. | 9 engagements/ consultations with stakeholders focusing on rural women  |  7 stakeholder engagements have taken place. FS and GP did not implement | 9 engagements/ consultations with targeted stakeholders focusing on economic empowerment |  9 engagements with stakeholders held |  No variance | No corrective action |
| Draft a report on gender issues raised, immediate interventions required, and possible interventions to be initiated in the next financial year |

| **Strategic Objective 3:** |
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| **To ensure the creation and implementation of an enabling legislative framework that promotes the attainment of gender equality** |
| Planned Outcome: Continuous improvements in public and private sector legislation, policies and practices to advance gender equality  |
| **Sub-strategies** | **Performance Indicator** | **Baseline**  | **Annual target** | **Annual Performance Plan for 1 April 2017 to 30 June 2017** | **Annual Performance Plan for 1 July 2017 to 30 September 2017** | **Annual Performance Plan for 1 October 2017 to 31 December 2017** |
| **Quarter One** | **Actual performance** | **Quarter Two** | **Actual performance** | **Quarter Three** | **Actual performance** | **Variance** | **Corrective action** |
| **1. To conduct annual reviews and audits of state compliance with obligations under the conventions covenants and charters and to report on a regular basis to Parliament and the Office of the Speaker of Parliament** | Number of assessments reports on regional protocols and charters | Two assessments reports | One assessment report on the implementation of AU Agenda 2063 (localising the SDGs) and one assessment of the implementation of the Protocol to the African Charter on Human and People’s Rights on the Rights of Women in Africa | Develop a concept outlining the assessment of the implementation of the Protocol to the African Charter on Human and People’s Rights on the Rights of Women in Africa and the AU Agenda 2063 | Concept paper not developed  | Implement assessment tools | Concept paper finalized but Assessment tools drafted | Analyse data and compile draft reports | Assessment tools has been finalized and implemented. Data received has been analysed and 1st draft available.   |  No variance | No corrective action |
| Develop assessment tools  | Assessment tools developed |
| One concept note and assessment tools on implementation of the CGE BFA monitoring report | Develop a concept paper | Concept paper not developed  | Draft the assessment tools | Assessment tools not drafted but the concept paper has been developed | Pilot the assessment tools guided by the concept paper | Finalized assessment tools and CGE BFA assessment tools have been piloted.  |  No variance | No corrective action |
| One concept note and assessment tools on implementation of the CGE CEDAW monitoring report | No Activity  | No Activity  | No Activity  | No Activity  | No Activity  | No Activity  | No Activity  | No Activity  |
| Number of reports on Africa Gender Development Index (AGDI) | One report on AGDI published | Two meetings held with stakeholders on the recommendations of the AGDI report | No activity  | N/A  | One meeting held with the gender sector on recommendations of the AGDI report | Due to delays in the approval of the AGDI draft report by UNECA, no activity has taken place as planned for this quarter | One meeting held with the gender sector on recommendations of the AGDI report | Meeting with UNECA could not be held |  UNECA cancelled the scheduled meeting were findings were going to be discussed | Meeting to be held in 4th quarter |
| **2. To interact with and present reports to national regional and international bodies on state compliance with conventions covenants and charters acceded to or ratified make recommendations for improvements and monitor implementation** | Number of presentations made to relevant national regional and international stakeholders | One presentation conducted with stakeholders on localising the SDGs | Three consultative meetings held on international and regional instruments relating to women empowerment | One Consultative meeting with stakeholders on women empowerment and gender equality instruments  |  One consultative meeting held with stakeholders on women empowerment | One Consultative meeting with stakeholders on women empowerment and gender equality instruments  |  One consultative meeting held with stakeholders on women empowerment | One consultative meeting held with stakeholders on the AUCHPR and Agenda 2063 focusing on women empowerment  |  Meeting with stakeholders could not be held | Unable to secure dates with stakeholders | Meeting to be held in 4th quarter |
| Engagements with stakeholders on CGE attendance at international and regional events | Two Reports on attendance at international and regional events | One report on attendance at international and regional events  | Presentation of report of 61th session of CSW to key stakeholders |   | No activity |   | No activity | No Activity | No activity | No activity |

| **Strategic Objective 4:** |
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| **To ensure the creation and implementation of an enabling legislative framework that promotes the attainment of gender equality** |
| Planned Outcome: Continuous improvements in public and private sector legislation, policies and practices to advance gender equality  |
| **Sub-strategies** | **Performance Indicator** | **Baseline**  | **Annual target** | **Annual Performance Plan for 1 April 2017 to 30 June 2017** | **Annual Performance Plan for 1 July 2017 to 30 September 2017** | **Annual Performance Plan for 1 October 2017 to 31 December 2017** |
| **Quarter One** | **Actual performance** | **Quarter Two** | **Actual performance** | **Quarter Three** | **Actual performance** | **Variance** | **Corrective action** |
| **1. To maintain optimal governance and oversight structures and policies between Commissioners and the Secretariat** | Annual review and/or development of all applicable policies | 100% of identified policies reviewed as per Implementation plan | Review Commissioners Handbook | Consultative meeting held on Commissioners Handbook | Not done  | Review the Commissioners handbook |  Not done | Approve Commissioners handbook | Commissioners handbook is currently being reviewed and tabled for further comments. Further inputs need to be provided | Plenary did no approved the required changes, further inputs was provided.  | Commissioners handbook to be finalized in fourth quarter |
| 100% of identified policies reviewed as per Implementation plan | Review polices as per implementation plan | Policies have been reviewed  | Review policies as per implementation plan | 1. Draft disability policy in management circulation | Review policies as per implementation plan |  Draft disability policy and remuneration policy has been reviewed |  No variance | No corrective action |
| 2. Remuneration policy reviewed |
| **2. To maintain the financial management strategy so that it promotes effective efficient and economic utilisation of resources as well as accountability.**  | Clean audit report from the AGSA | 2016/17 audit report  | Clean audit report | Follow-up and tracking of audit issues from past period |  Done, ongoing Separate report for Finance Committee and Plenary | Develop, Implement and monitor effective systems of internal controls on a regular basis in accordance with the commitments and treatment plans. |  Done, ongoing Separate report for Finance Committee and Plenary | Implement and monitor progress supported by regular and accurate reporting. |  Done, ongoing Separate report for Finance Committee and Plenary |  No variance | No corrective action |
| Perform strategic and Operational Risk Assessment exercise organisation-wide Develop Risk Treatment plans  |
| Develop a Knowledge management strategy and plan | New indicator | One knowledge management strategy and plan development  | Draft RFI and RFP |  Not drafted | Procure service provider and enter into SLA | RFI and RFP still awaiting inputs  | Assessment of current system information systems | Not done | Could not be done as the RFI and RFP has not yet been finalized | To be finalized in 4th quarter |
| M&E Framework developed and approved | Approved M&E Framework | Approved M&E tools | Draft assessment tools | Not done  | Consult on drafted M&E tools |  M&E too drafted, awaiting for inputs | Approve M&E tools by plenary | Not approved | Further inputs have been made on the draft M&E plans |  Draft to be tabled, tools to be approved during 4th quarter |
| Efficient Management of resources towards an effective service delivery | 2017/2018 Budget where deviation does not exceed 5% of plan | Spending within budget: Funded APP cost controls and sound financial position | Maintenance of regular records on Revenue Expenditure Assets Liabilities and report timely for oversight and performance  |  Done, ongoing Separate report for Finance Committee and Plenary | Maintenance of regular records on Revenue Expenditure Assets Liabilities and report timely for oversight and performance  |  Done, ongoing Separate report for Finance Committee and Plenary | Maintenance of regular records on Revenue Expenditure Assets Liabilities and report timely for oversight and performance  |  Done, ongoing Separate report for Finance Committee and Plenary |  No variance |  No corrective action |
| **3. To develop and maintain an IT infrastructure that supports and promotes the organisational objectives of the CGE** | % of resolutions to reported IT incidents  | 80% of registered queries | 80% of registered queries resolved and one analysis report on incidents resolved | 80% of IT incidents reported resolved | All calls attended and resolved. | 80% of IT incidents reported resolved | All calls attended and resolved. | 80% of IT incidents reported resolved |  All calls attended and resolved. |  No variance |  No corrective action |
| Draft report on incidents resolved and address recommendations | Quarterly incident report done | Draft report on incidents resolved and address recommendations | Quarterly incident report done | Draft report on incidents resolved and address recommendations |  Quarterly incident report |  No variance |  No corrective action |
| New indicator | New indicator | ICT Improvement plan developed | Draft ICT improvement plan | Developed a | Implement ICT improvement plan |  Developed a draft improvement plan for approval by Manco | Implement ICT improvement plan | Developed improvement plans submissions. All submissions have been approved and SCM is currently procuring services. |  No variance |  No corrective action |
| **4. To develop and implement comprehensive HR policies procedures and practices** | Develop Training Annual Training Report | One training Plan implemented | One training plan implemented | Develop training plan | Training plan has been developed  | Implementation of training plan | SCM sourcing service providers for seven (7) selected training programmes  | Implementation of training | Two trainings have been implemented  |  No variance |  No corrective action |
| Develop and implement HR strategy  | Draft HR Strategy | Implementation of the approved HR strategy  | Review and approved Draft HR Strategy  | HR Strategy review not developed  | Implement the HR strategy  | HR strategy currently being reviewed | Implement the HR strategy | HR strategy could not be implemented | Draft strategy has been done, awaiting for inputs | HR strategy to be implemented during 4th quarter |
| **5. Review communications strategy and policy that promotes and enhances a positive public image of the CGE**  | Media releases linked to programmed work of CGE | 12 media release on programmed work | 16 media release on CGE programmes and campaigns | 4 media release that highlight CGE programmes and campaigns | 4 media release that highlight CGE programmes and campaigns | 4 media release that highlight CGE programmes and campaigns | 16 media release that highlight CGE programmes and campaigns | 4 media release that highlight CGE programmes and campaigns |  8 media release that highlight CGE programmes and campaigns |  No variance |  No corrective action |
| Draft one media monitoring report | One media monitoring report done  | Draft one media monitoring report |  One media monitoring report done | Draft one media monitoring report |  One media monitoring report done |  No variance |  No corrective action |
| Opinion Pieces linked to programmed work of the CGE | 18 Opinion Pieces annually | 12 Opinion Pieces annually | 3 opinion pieces published in media outlets | 4 opinion pieces done  | 3 opinion pieces published in media outlets | 4 opinion pieces published in media outlets | 3 opinion pieces published in media outlets |  4 opinion pieces published in media outlets |  No variance |  No corrective action |
| Manage media and communication partnerships and collaborations | Two key national partnerships for all CGE programmes | Two media and communication partnerships  | Stakeholder engagement with new partners on CGE’s APP | Engagement with new stakeholders done. | Joint programme to be signed off by CGE and partners | Joint programme was signed off by CGE and partners | Implementation of CGE programmes |  CGE programmed have been implemented  |  No variance |  No corrective action |
| Manage Communication Campaigns | 4 comprehensive communication campaigns | 4 comprehensive communication campaigns  | Planning for Communication campaigns | One communication campaign done  | One Communication Campaign implemented | One communication campaign done  | One Communication Campaign implemented |  16 days of activism campaign has been done |  No variance |  No corrective action |
| One Communications Campaign implemented |
| Implementation of branding strategy | Approved branding strategy and plans  | Implementation of the branding plan | Develop a Branding plan 2017/18 | Branding plan developed  | Implementation of branding plan | Branding plan implemented  | Implementation of branding plan | Branding plan implemented  |  No variance |  No corrective action |