

Management Performance Assessment Tool (MPAT) results 2016



planning, monitoring
& evaluation

Department:
Planning, Monitoring and Evaluation
REPUBLIC OF SOUTH AFRICA



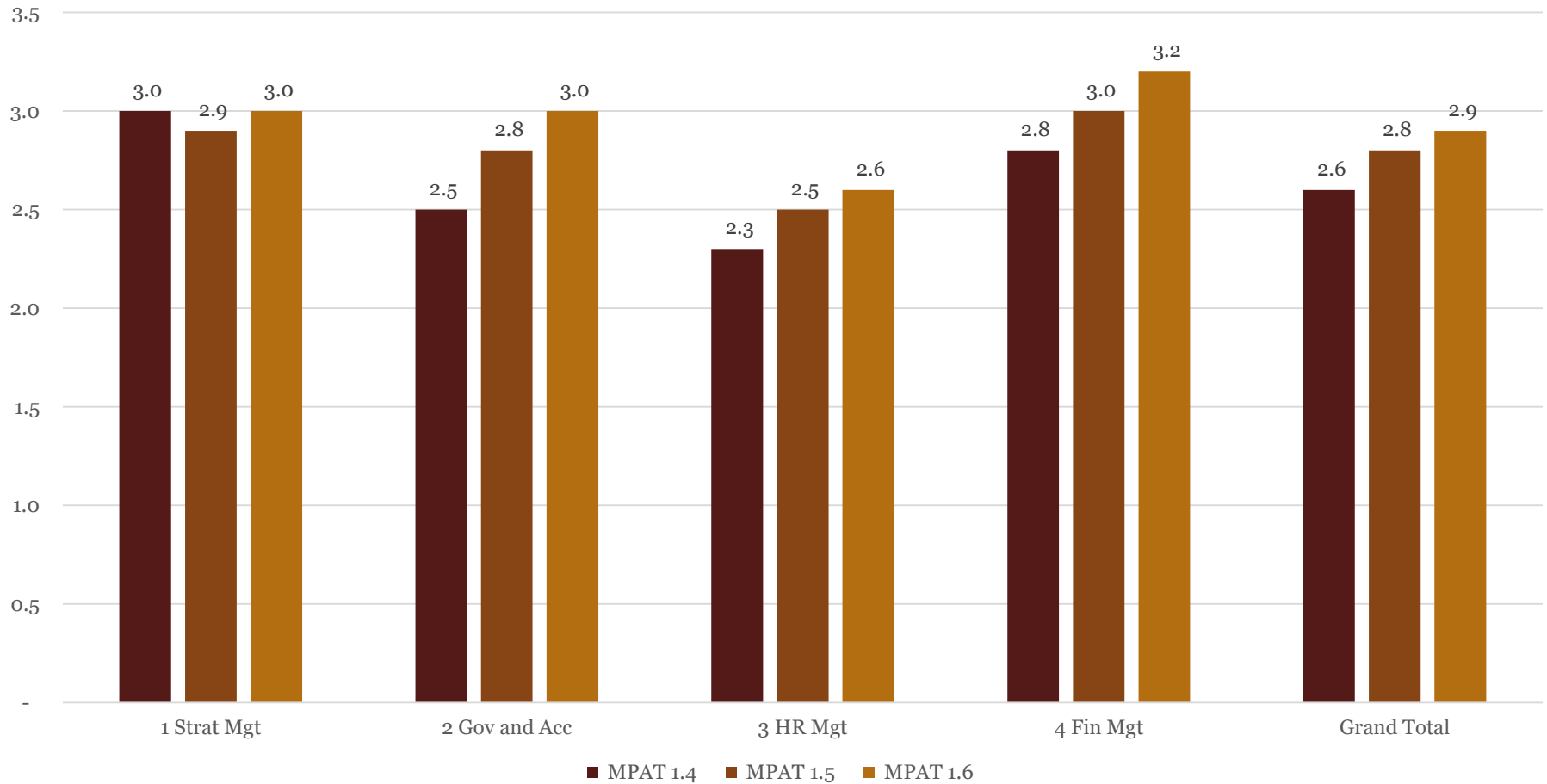
PURPOSE

- To presents an analysis of the MPAT 2016 results
- To highlight progress and challenges experienced.



EXECUTIVE SUMMARY

Trends: MPAT Average final score: Key performance Area



BEST & WORST PERFORMING STANDARDS

Best performing

- Disposal mgt (3,2)
- Logistics mgt (3,2)
- Demand Mgt (3,2)
- Mgt struct (3,3)
- Pay sheet cert (3,3)
- Internal audit (3,3)
- Acquisition Mgt (3,5)
- Strat Plans (3,5)
- Cash flow (3,6)
- Account Audit Comm (3,6)
- Deleg PFMA (3,8)

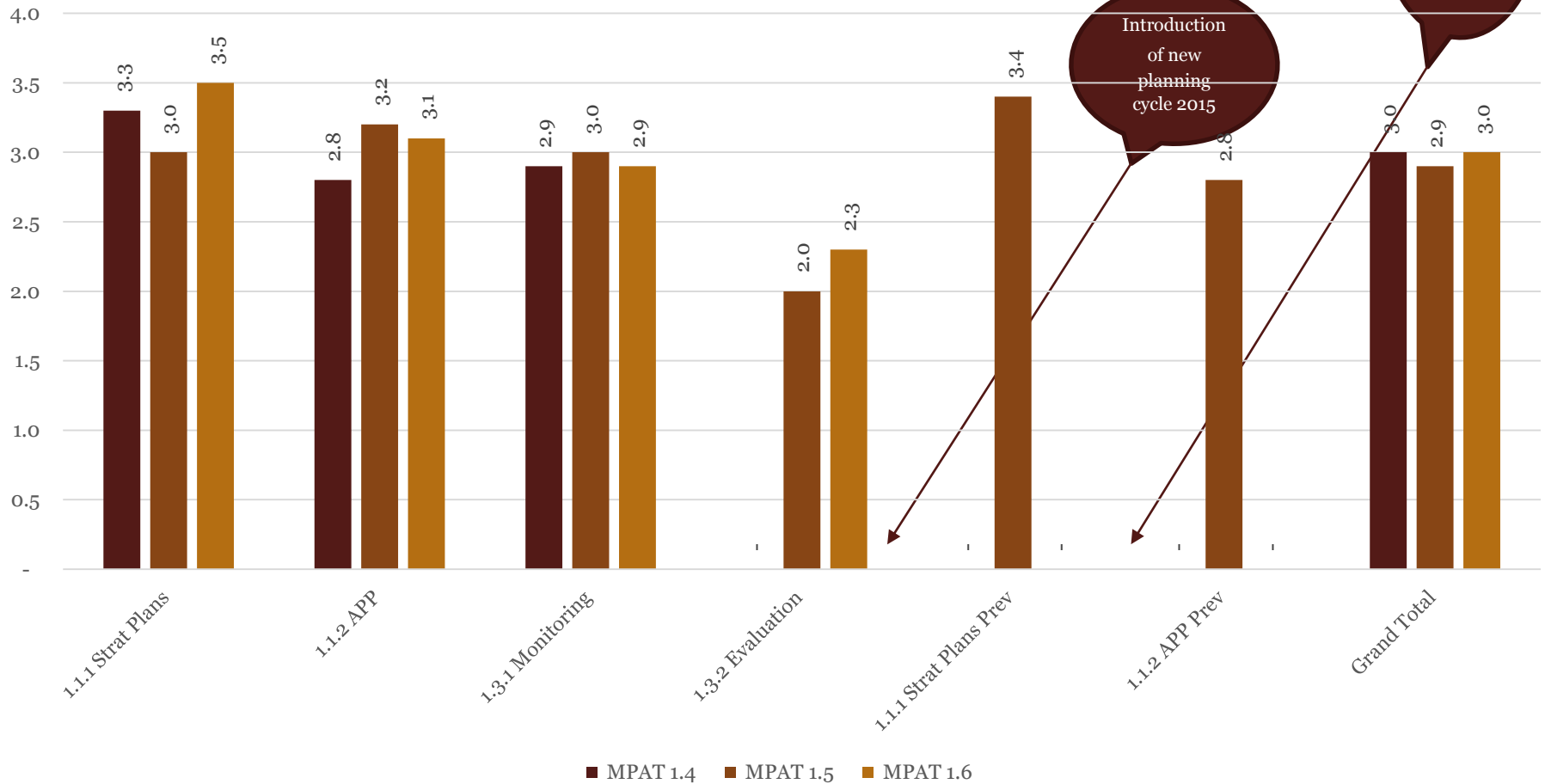
Worst performing

- Discipl cases (2,1)
- Mgt diversity (2,3)
- Level 1-12 PMDS (2,3)
- Paymt of suppl (2,3)
- Evaluation (2,3)
- Org Design (2,3)
- PAJA (2,4)
- SMS PMDS (ex HODs) (2,4)
- PMDS HOD (2,4)
- Serv del impr mech (2,6)
- Recruit and reten (2,8)



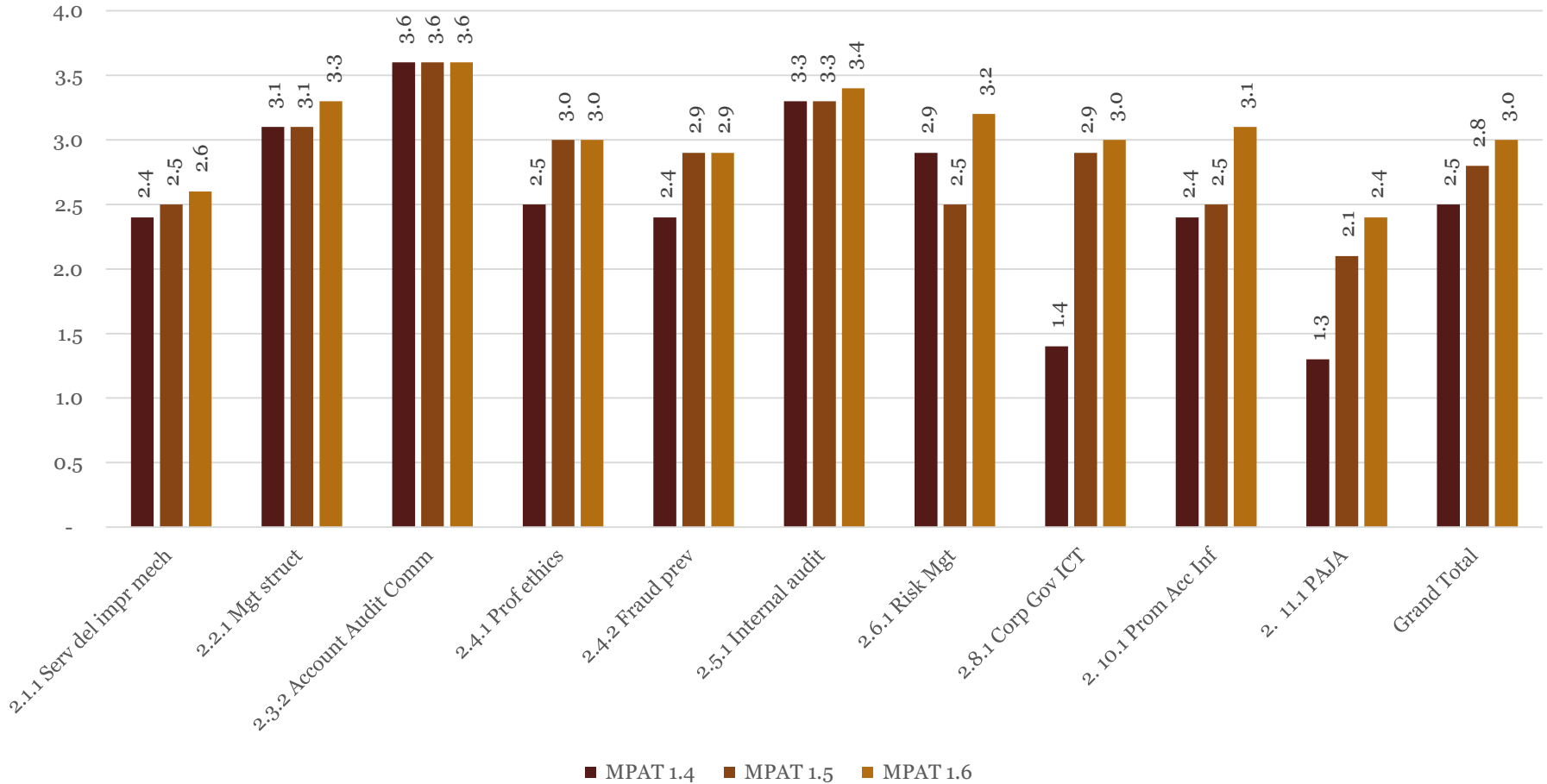
STRATEGIC MANAGEMENT

Trends: MPAT Average final score: 1 Strat Mgt



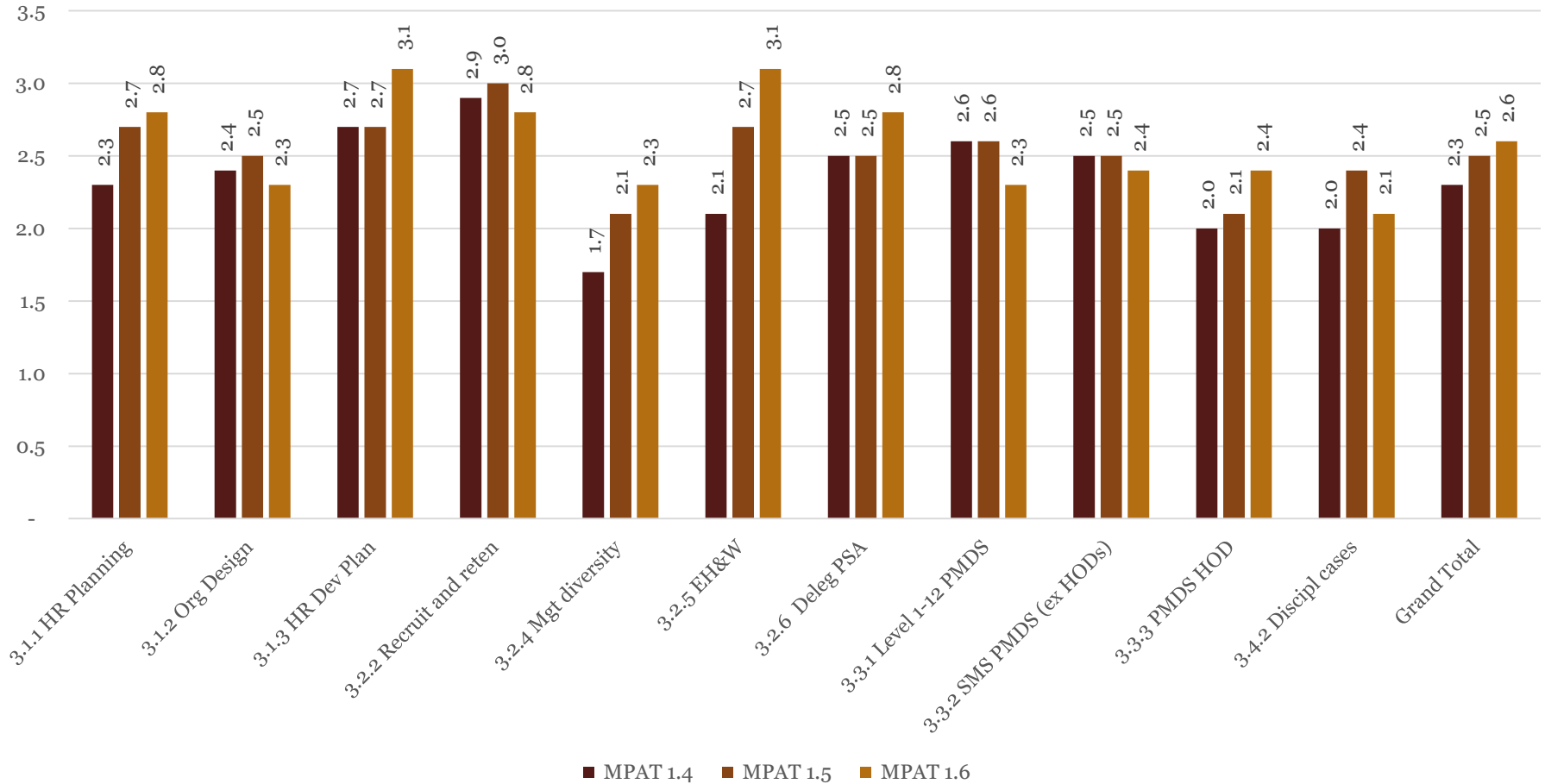
GOVERNANCE AND ACCOUNTABILITY

Trends: MPAT Average final score: 2 Gov and Acc



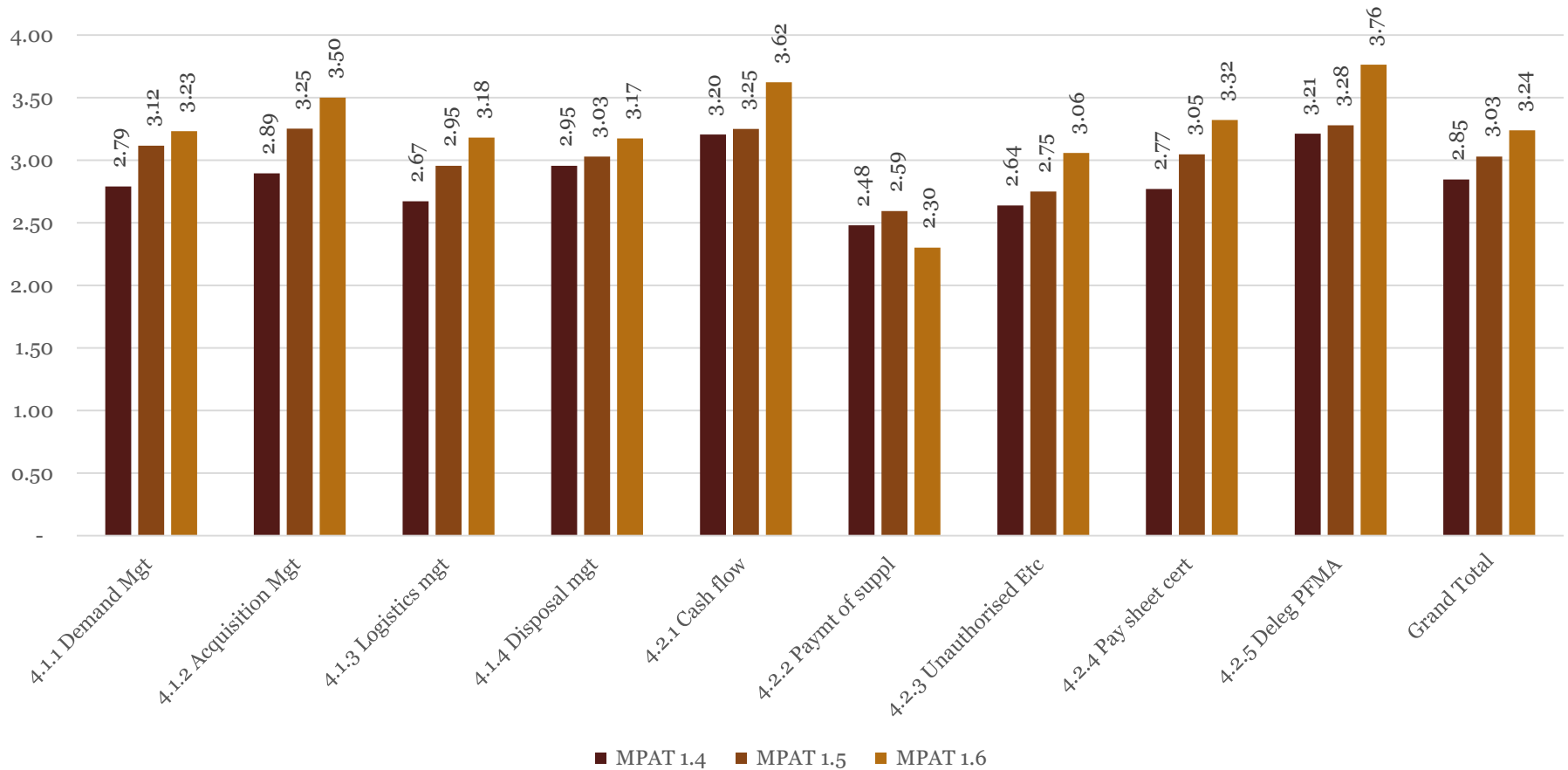
HUMAN RESOURCE MANAGEMENT

Trends: MPAT Average final score: 3 HR Mgt

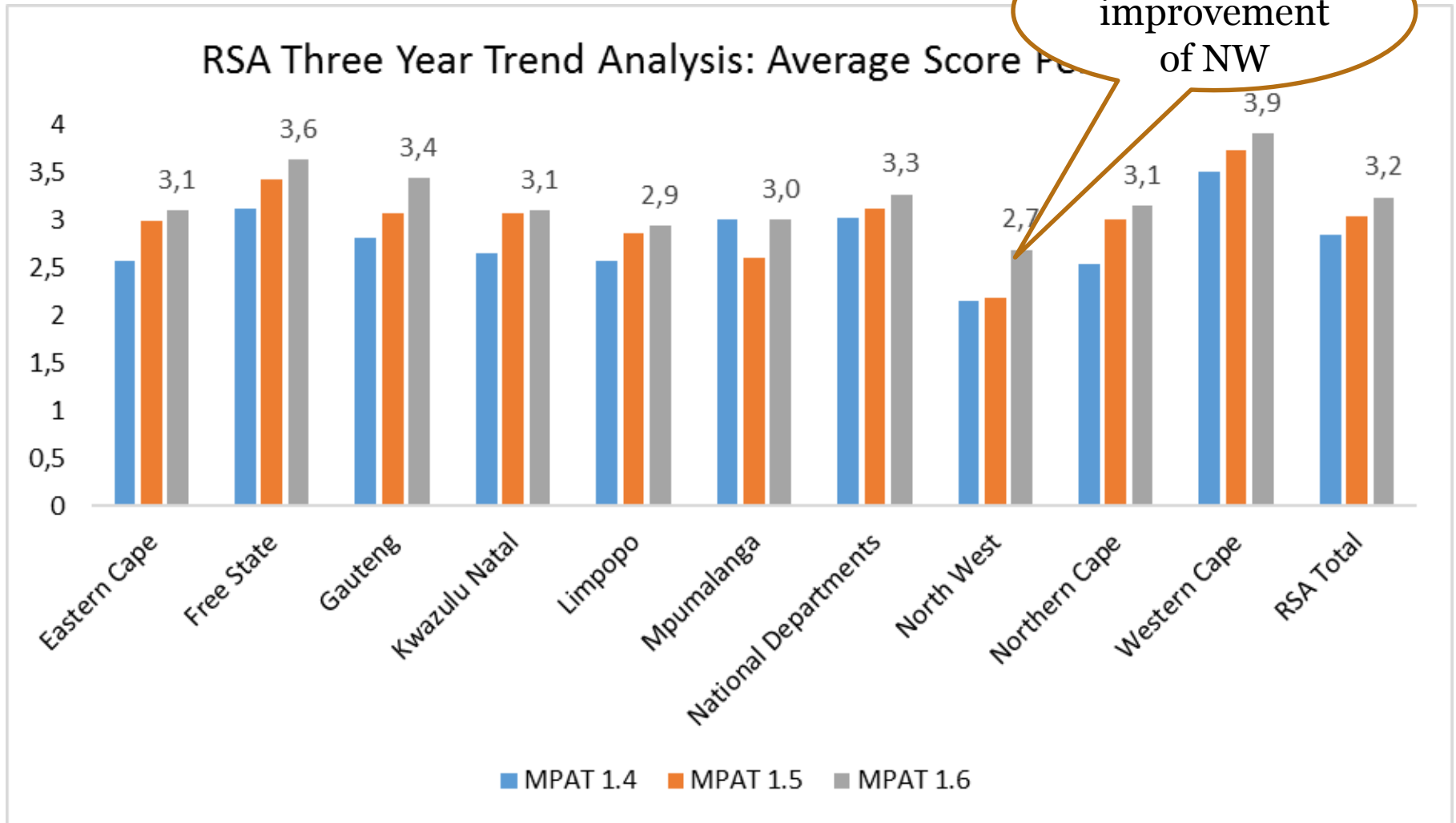


FINANCIAL MANAGEMENT

Three Year Trend Analysis: Average Final Scores per Standard for KPA 4 Financial Management



Centrality of managerial leadership



CONCLUSION

- Institutionalisation of MPAT assessment within the Public service
- Challenges persist, particularly HRM Indicators and Payment of Suppliers.
- Once more the results highlight the centrality of leadership in driving improvements
- Need to close the gap between management practises and performance/delivery

NGIYATHOKOZA DANKIE KE A LEBOGA
NGIYABONGA
NDIYABULELA
INKOMU NDI KHOU
LIVHUHA

Thank you



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