



PARLIAMENT
OF THE REPUBLIC OF SOUTH AFRICA

Quarter 1 Performance Report 2022/23

APRIL – JUNE 2022

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1. EXECUTIVE SUMMARY

During the 1st Quarter of 2022/23 the Parliamentary Administration continued to support Members in their Constitutional duties. For the first time in five years, the post of Secretary to Parliament was filled, creating a more stable leadership environment that is key to ensuring improved support to Members of Parliament. In this quarter, the Administration provided support for 35 National Assembly mini plenaries, and 18 National Council of Provinces sittings. Between them the Assembly and the Council processed 55 and 6 oral questions, and 840 and 234 written questions respectively. In addition, there were 375 Committee meetings, 32 public hearings and 73 departmental budget votes and quarterly reports were processed.

The Accounting Officer is required to give a report on performance of Parliament's Administration as per the legislative mandate outlined in the FMPPLA (Act No. 10 of 2009). The quarter 1 report is drafted as per the revised 2022/23 Annual Performance Plan (APP) tabled in April 2022. The report tracks 12 indicators, 3 related to the parliamentary programme, and 9 related to Member satisfaction. Of the 12 indicators outlined in the APP, the following indicator was not tracked during the 1st quarter, as it has a 3rd quarter target:

- Number of annual parliamentary frameworks adopted

Of the 11 measures tracked, 10 indicators that met or exceeded target included the following:

- % Member Satisfaction (ICT)
- % Member Satisfaction (Facilities Management)
- Number of annual parliamentary frameworks adopted
- Number of NA programmes adopted
- Number of NCOP programmes adopted
- % Member Satisfaction (Research Services)
- % Member Satisfaction (Content Advice)
- % Member Satisfaction (Procedural Advice)
- % Member Satisfaction (Legal Advice)
- % Member Satisfaction (Committee Support)
- % Member Satisfaction (Public Participation)

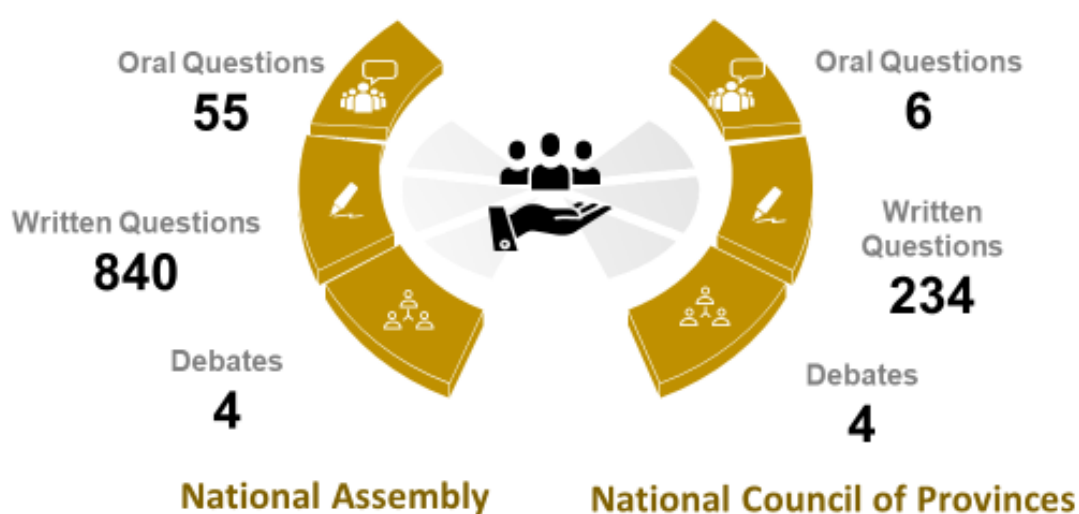
Only 1 indicator marginally missed its target, as follows:

- % Member Satisfaction (Capacity Building)

The national state of disaster for the management of COVID 19 ended during this quarter, however employees and plenary and committee activity remains largely online, although it is anticipated with the soon-to-be-finalised policy on remote working that face-to-face engagements may increase as the financial year progresses.

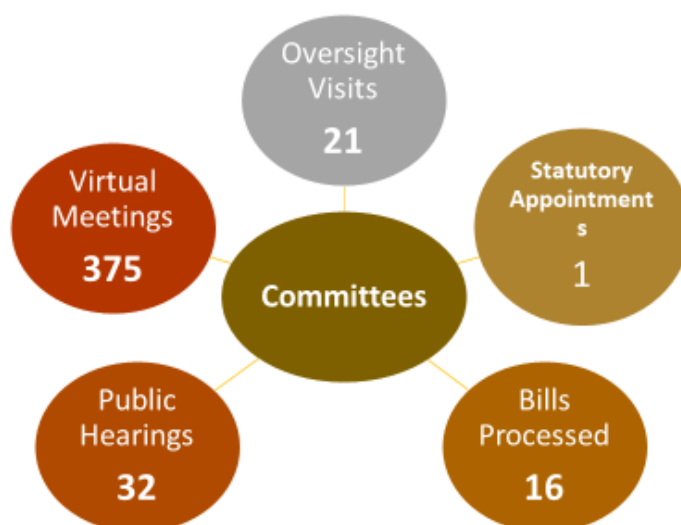
2. THE BUSINESS OF PARLIAMENT

The Houses of Parliament

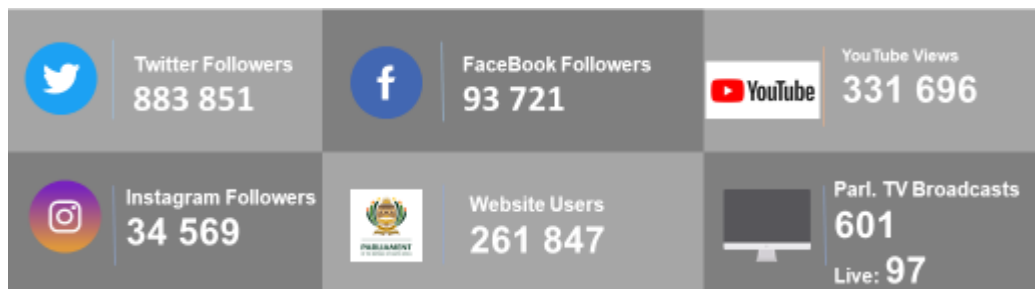


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Committees

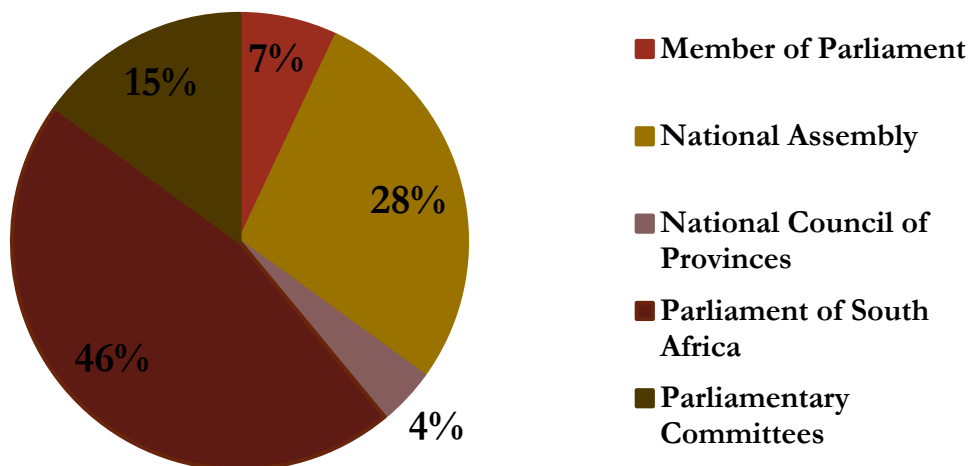


Public Participation via Multimedia Platforms

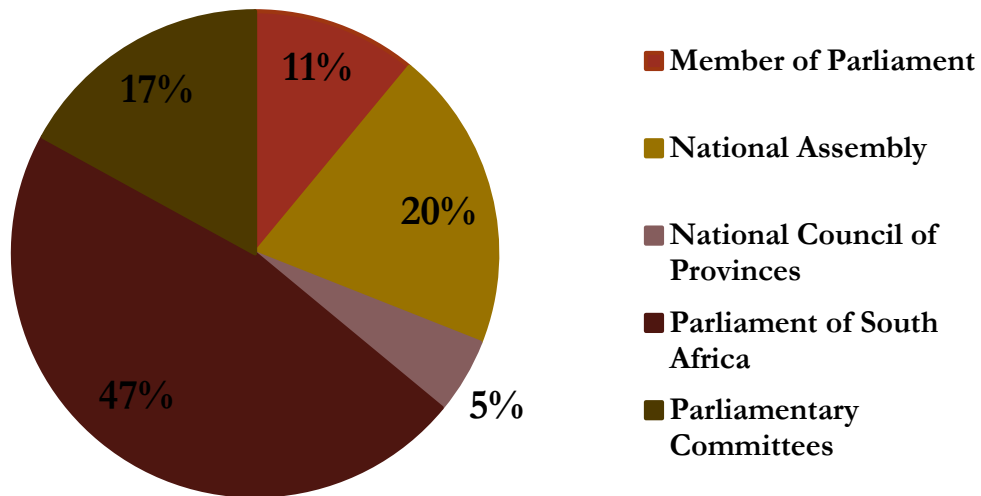


Public Participation through Traditional Channels

Overall Coverage by Reach



Overall Coverage by



2.1 National Assembly

During the period under review, a joint sitting was held by the two houses where the following address was heard in the Assembly.

- Address by the President on the devastation caused by catastrophic flooding along parts of the eastern coast.

The House held the following four debates under the period under review.

- Debate on Youth Day: Promoting sustainable livelihoods and resilience of young people in South Africa for a better tomorrow (88)
- Debate as Urgent Matter of National Public Importance: Fuel price hikes (95)
- Debate on Vote 2: Parliament
- NA Debate on Vote 1: Presidency

The number of written questions for the quarter was 840, with 412 of the written questions replied to by the executive; 3 of the written questions were removed and another 3 were withdrawn; and 191 of these written questions for the quarter were not yet replied to and overdue. At the time of reporting, the number of questions not yet replied to was 231.

2.2 National Council of Provinces

The NCOP had 18 sittings during the period under review. The sittings dealt with debates, reports, policy debates and Bills. The details of 4 debates are listed below:

- 26 April – (Address by President on the devastation caused by catastrophic flooding along parts of the eastern coast) - Joint Sitting
- 25 May – (Debate on Africa Day: From pandemics to endemics: Building an integrated, prosperous and peaceful Africa beyond the Covid-19 pandemic)
- 15 June – (Debate on Youth Day: Promoting sustainable livelihoods and resilience of young people in South Africa for a better tomorrow)
- 21 June – (Consideration of Consolidated Report of the Provincial Week, 29 March – 1 April 2022: Assessing state capacity to respond to the needs of communities)

The House considered and adopted 5 Bills:

- Division of Revenue Bill [B6-2022] (National Assembly – section 76(1));
- Employment Equity Amendment Bill [B 14B - 2020] (National Assembly – section 75);
- Compensation for Occupational Injuries and Diseases Amendment Bill [B 21B - 2020] (National Assembly – section 75);
- Second Adjustments Appropriation (2021/22 Financial Year) Bill [B 8 – 2022] (National Assembly – section 77);
- Appropriation Bill [B 7– 2022] (National Assembly – section 77)

Key among the legislations passed during the period under review were the 3 (three) finance legislations which are aimed at appropriating finance to government departments and the allocation of revenues to the three spheres of government. The House considered and adopted a total of 14 reports of Select Committees. A total of 6 executive undertakings were recorded which focused on the following ministries:

1. Minister of Public Works and Infrastructure
2. Deputy Minister of Public Enterprises
3. Minister of Mineral Resources and Energy
4. Minister of Cooperative Governance and Traditional Affairs
5. Minister of Health

6. Minister of Police

A total of 12 resolutions were adopted by the NCOP and communicated to among others, the following Executive members:

- Minister of Justice and Correctional Services
- Minister of Communication and Digital Technologies
- Minister Women, Youth and Persons with Disabilities
- Minister of Agriculture
- Minister of Mineral Resources and Energy
- Minister of Transport
- Minister of Water and Sanitation
- Minister of Trade, Industry and Competition
- Minister of Finance

A total of 4 International Agreements were considered and adopted by the Council, which includes:

- Protocol to the African Charter on Human and Peoples Rights on the Rights of Persons with Disabilities in Africa, in terms of Sec 231(2) of the Constitution, 1996, dated 22 March 2022.
- Protocols relating the Amendments to Articles 50(a) and 56 of the Convention on International Civil Aviation, dated 15 June 2022.
- Multilateral Convention to implement tax treaty related measures to prevent base erosion and profit shifting, dated 21 June 2022.
- Protocol amending the Agreement between the Government of the Republic of South Africa and the Government of the State of Kuwait for the avoidance of double taxation and the prevention of fiscal evasion with respect to taxes on income, dated 23 June 2022.

The following 4 interventions in terms of section 139 in the municipalities listed below were considered and approved by the House:

- Notice of section 139(7) intervention in Enoch Mgijima Local Municipality

- Notice of extension of section 139(1)(b) in Abaqulusi, Inkosi Langalibalele, Msunduzi, Mtubatuba, Mpofana Local Municipalities, Umzinyathi, Uthukela, and Umkhanyakude District Municipalities.
- Notice of section 139(5)(a) intervention by Eastern Cape Treasury in Chris Hani, Walter Sisulu, Makana Local Municipalities and Amathole and OR Tambo District Municipalities.
- Notice of section 139(5)(a) and (c) intervention in Mafube and Tokologo Municipalities

The NCOP received two Notices of Written Statements in terms of s106 of the Municipal System Act:

- Notice of section 106 investigation in Mohokare Local Municipality
- Notice of section 106 investigation in Emalahleni, Mkhondo and Dr Pixley ka Isaka Seme Local Municipalities

NCOP delegations undertook two international trips, namely: 60th ACP-EU Parliamentary Assembly and study tour to the Second House of the Namibian Parliament:

- The delegation attended the 60th ACP Parliamentary Assembly and 41st Joint Assembly of the ACP-EU that was held in Strasburg, France, from 29 March to 4 April 2022. Key issues that were considered and debated included:
 - Threats to Peace, Stability, Security and Democracy in Western Africa and the Sahelian Region; Enhancing the resilience of small island developing states against climate change and natural disasters; and Overcoming the global COVID 19 pandemic: cooperation for economic recovery and investments to achieve Universal Health Coverage.
 - The South African Parliament delegation also expressed its position with respect to the conflicts across the world and call for the promotion of dialogue and mediation through peaceful means.
- The NCOP Whips' Forum undertook a study tour to the Second House of the Namibian Parliament (National Council of Namibia) from 9 to 13 May 2022. Key objectives of the study tour were, inter alia,

- institutional arrangements that have been instituted to guide the role of Whips in assisting the National Council to assist in the implementation of its mandate of representing the federal states, as well as
- mechanisms that have been put in place to support and enhance the role of the Chief Whip of the National Council and Whips of the Council in the daily political management, including preparations for plenary sessions and assisting with the political management of the work of their Houses;
- measures that are in place to enforce discipline and ensure that Whips have a formal or legal framework to enforce discipline and monitor that Members undertake their duties and attend committees and plenary sessions;
- processes and procedures for debates and processing of motions / statements, questions and subordinate legislation; and
- mechanisms that have been put in place to ensure effective joint Programming with their lower house.

2.3 Committees

2.3.1. Oversight Visits

The following oversight visits took place:

- PC on Employment and Labour, Oversight visit to Eastern Cape to assess operations at labour centres and supported employment enterprises (SEEs) in Port Elizabeth and East London. The Committee would attend to the request by the SEEs for other government departments to also procure its products since only a few departments were purchasing their products.
- PC on Public Enterprises, Oversight visit to Eskom's Koeberg power station in the Western Cape and to South African Airways, South African Express Airways and Denel in Gauteng. The visit to Koeberg in the Western Cape was to assess the state of the nuclear power station and address complaints received from the union on the steam generator project. The visit to SA Express Airways, SAA and Denel in Gauteng was to assess the financial impact that the liquidation process has had on SA Express

Airways, the transaction on equity of SAA and the sustainability of Denel as a viable SOC. The outcome was to ensure viable oversight and accountability.

- PC on Mineral Resources and Energy oversight visit to the Eskom's Koeberg Nuclear Power Plant, Cape Town, Greater Kwa-Nonqaba Development Forum and PetroSA in Mossel Bay, the South African Nuclear Energy Corporation (NECSA)
- PC on Public Service and Administration oversight visit to the Office of Premier in Gauteng Province to discuss the state of the province with regard to Service Delivery Improvement Plans (SDIPs) and the Thusong Service Centres, and Frontline Service Delivery facilities (unannounced visits in Hospitals and Home Affairs)
- PC on Women, Youth and Persons with Disabilities oversight visit to North West and Gauteng Province from 18 – 23 April 2022.
- Committee on Public Accounts oversight visit to ESKOM and its infrastructure projects Medupi and Kusile in Lephalale and Witbank, respectively
- PC on Agriculture, Rural Development and Land Reform, Oversight visit to the Agricultural Research Council (ARC) and Onderstepoort Biological Products (OBP) in the Gauteng Province to ensure that the ARC receives the necessary support from the Department by facilitating the uptake and utilisation of its research products and innovations by provincial departments.
- PC on Agriculture, Rural Development and Land Reform Joint Oversight Visit to Northern Cape on the living and working conditions of farm workers, farm dwellers and labour tenants.
- PC on Agriculture, Rural Development and Land Reform Joint oversight visit on the living and working conditions of farm workers, farm dwellers and labour tenants in the Free State Province.
- PC on Agriculture, Rural Development and Land Reform Joint oversight visit to Limpopo on the working and living conditions of farm workers, farm dwellers and labour tenants.

- PC on Employment and Labour Report on Joint oversight visit on the living and working conditions of farm workers, farm dwellers and labour tenants in the Free State Province.
- PC on Employment and Labour joint oversight visit to Limpopo on the working and living conditions of farm workers, farm dwellers and labour tenants.

2.3.2. Interventions

There were no interventions during this quarter.

2.3.3. Parliamentary Enquiries

There were no enquiries during this quarter.

2.3.4. Bills Processed

In April 2022 there were 52 Bills before Parliament (41 Bills were before NA committees, 6 were on NA Order Paper and 2 bills were before NCOP committees, 2 Bills on NCOP Order Paper while 1 Bill (National Gambling A/B [B27B-18 (s76)]) was to be referred to the Mediation Committee.

For May 2022 there were 51 Bills before Parliament (43 Bills were before NA committees, 6 were on NA Order Paper and 1 Bill was before NCOP committee, and National Gambling A/B [B27B-18 (s76)] was to be referred to the Mediation Committee.

For June 2022 there were 40 Bills before Parliament (36 Bills were before NA committees and 4 Bills were before NCOP committees, and National Gambling A/B [B27B-18 (s76)] was to be referred to the Mediation Committee.

2.3.5. Public Hearings

The PC on Human Settlements held public engagements on Housing Consumer Protection Bill [B10-21 (s76)] from 22 to 24 April 2022 in 3 districts of the Eastern Cape.

The PC on Environment, Forestry and Fisheries held public hearings (National Veld and Forest Fire A/B) in Northern Cape in 3 Districts over a period of 3 days from 10th to 12th June 2022.

The PC on Human Settlements held public hearings (Housing Consumer Protection Bill) in KwaZulu-Natal, also in 3 Districts over a 3-day period.

The Standing and Select Committees on Appropriations held joint virtual public hearings (2nd Adjustments Appropriation Bill) on 1 June 2022.

2.4 Knowledge Management

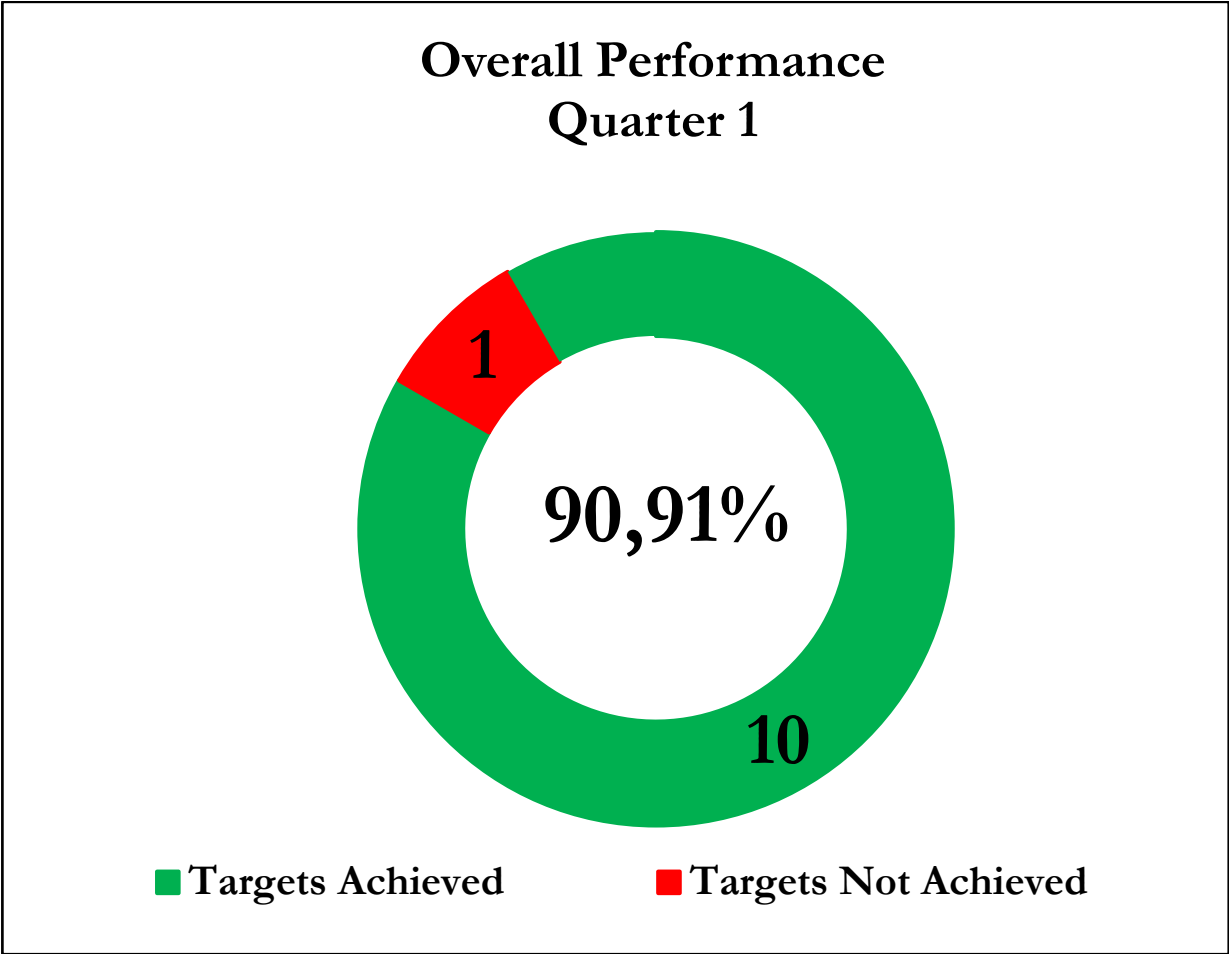
The Research Unit provided three hundred and sixty-two (362) research papers in support of Committee oversight. Research services are aligned to the oversight and accountability programme. This entails supporting the key processes in the budget cycle.

2.5 Committee International Visits

There were 2 International study visits undertaken, i.e. PC on International Relations and Cooperation (Namibia) and PC on Human Settlements (Poland).

3. PROGRAMME PERFORMANCE

3.1 Summary



Total Indicators	Targets Achieved	Targets Not Achieved	Annual/ Quarterly Target
12	10	1	1

3.2 First Quarter Performance Indicators

PERFORMANCE BY INDICATOR		Status
Prog. 1	% Member Satisfaction (ICT)	
	% Member Satisfaction (Facilities Management)	
Prog. 2	Number of annual parliamentary frameworks adopted	
	Number of NA programmes adopted	
	Number of NCOP programmes adopted	
	% Member Satisfaction (Capacity Building)	
	% Member Satisfaction (Research Services)	
	% Member Satisfaction (Content Advice)	
	% Member Satisfaction (Procedural Advice)	
	% Member Satisfaction (Legal Advice)	
	% Member Satisfaction (Committee Support)	
	% Member Satisfaction (Public Participation)	
Prog. 3	n/a	
<div>Target Met</div> <div>Target Not Met / Not Reported</div>		Annual Target

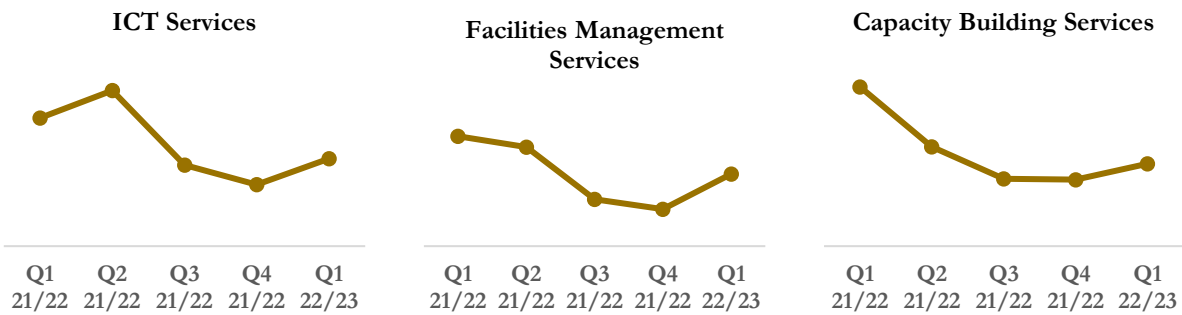
3.3 First Quarter Client Satisfaction Survey

Indicator	Overall Member Satisfaction %	Ease of Access	Timeliness	Reliability	Fairness	Usefulness
ICT Services	82,48	82,26	80,65	82,62	N/A	83,23
Facilities Management Services	75,51	74,23	76,47	75,77	N/A	75,38
Capacity Building Services	69,39	68,26	68,70	69,57	N/A	70,00
Research Services	79,02	79,64	80,00	78,15	78,52	79,26
Content Advice	80,66	81,05	81,43	80,71	80,69	80,00
Procedural Advice	75,07	73,75	73,47	75,10	75,60	76,33
Legal Advice	75,64	77,92	77,27	74,58	74,58	75,10
Committee Support Services	84,34	84,33	84,75	85,08	82,37	84,07
Public Participation Support	77,23	78,00	76,40	77,65	77,20	76,86

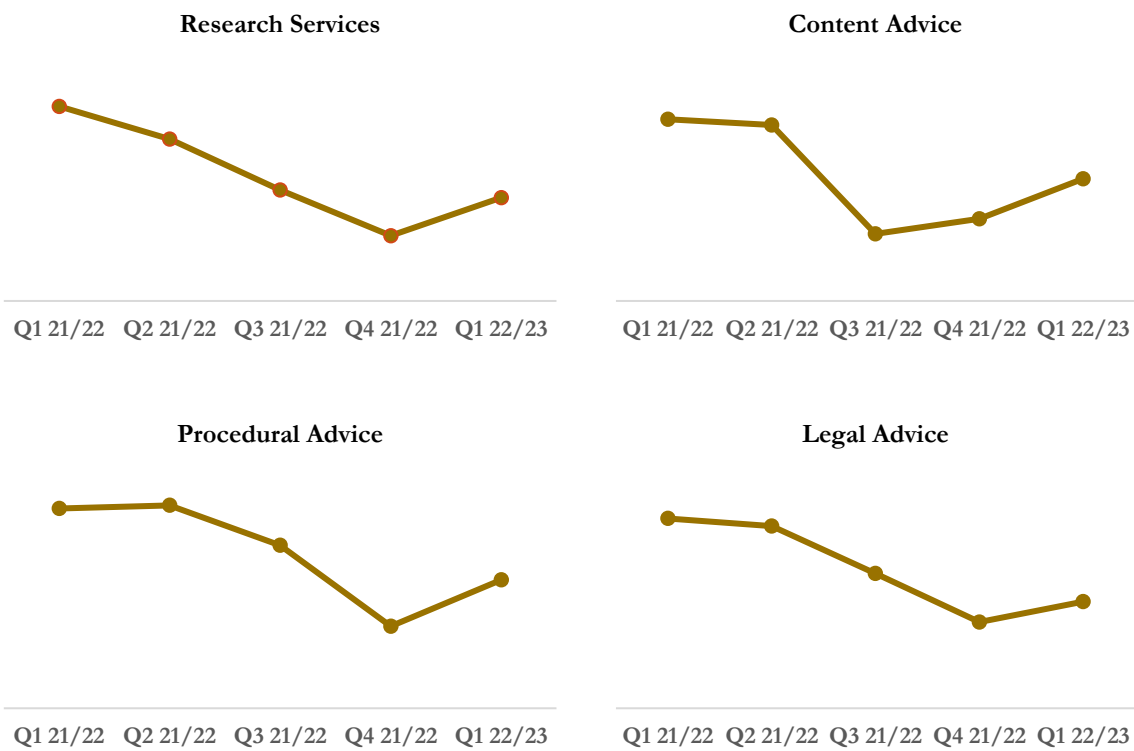
After measuring Member Satisfaction in the 2021/22 reporting year, a baseline for performance was set for each indicator. Now in its second year of tracking, more realistic targets were set based on previous performance. As such, performance for quarter 1 was much closer to the targets set, with one indicator falling below target. Improvement efforts should therefore be more targeted in this period, to enhance service offering to Members, and increase performance on satisfaction indicators.

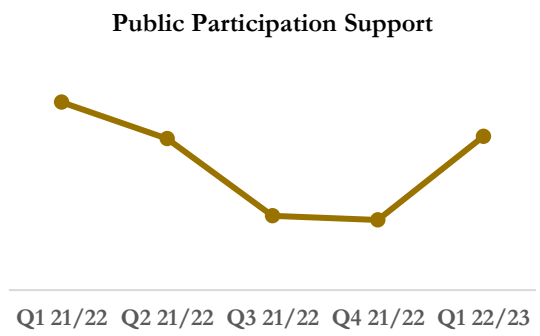
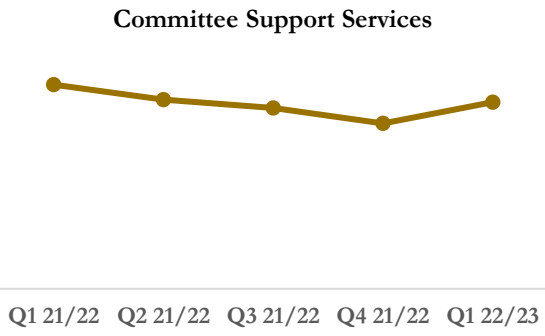
As seen in the trends below, all satisfaction indicators show an uptick in performance for the 1st quarter of the 2022/23 reporting period from a slight decline during the 2021/22 period - this includes capacity building, despite its below target performance.

Support Services



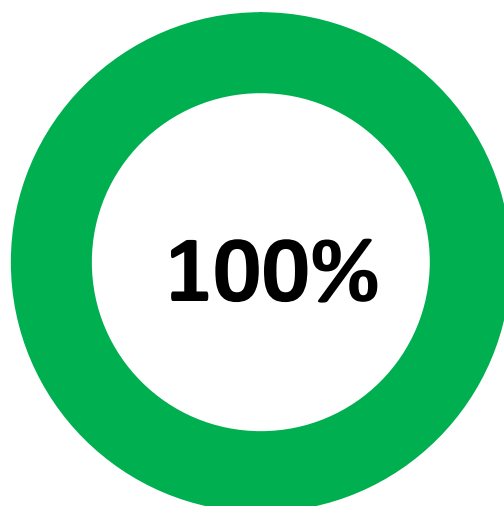
Core Services





4. PROGRAMME 1: ADMINISTRATION

Programme 1 Performance Quarter 1 2022/23



Total Indicators: 2
Met: 2
Not Met: 0

4.1 Performance Information – Support Services

Parliamentary Service	Indicator	Q1 target	Q1 Performance	Variance	Reasons for Variance/ Mitigation
Digital service	% Member satisfaction	80%	82,48%	+2,48	
Facilities management service	% Member satisfaction	75%	75,51%	+0,51	

4.2 Performance Trends – Support Services

ICT services had the highest scores for usefulness, followed by timeliness, reliability, and lastly ease of access. Facilities had the highest scores for timeliness, reliability, usefulness and lastly ease of access.

4.2.1. ICT

- **Supporting the Programme of Parliament: *Oversight and Accountability***

There was provision of ICT and broadcasting and audio-visual services to enable broadcasted (virtual and hybrid) plenary sittings and committee meetings via television, radio, and digital streaming of oversight activities such as: Questions for Executive reply; Members' statements; Notices of motion; Plenary debates; Constituency work.

- **Supporting the Programme of Parliament: *Legislation & Public Participation***

Provision of ICT and broadcasting and audio-visual services for public hearings by committees. The following public participation activities were supported in respect of legislative work during the period:

- Housing Consumer Protection Bill (PC on Human Settlements)
 - *Eastern Cape: 22-24 April 2022*
 - *Free State: 13-15 May 2022*
 - *Gauteng: 27-29 May 2022*
 - *Kwazulu–Natal: 3-5 June 2022*
- National Veld and Forest Fire Amendment Bill B24 – 2021 (PC on Agriculture Forestry & Fisheries)
 - *Free State- 27-29 May 2022*

- **Parliamentary Website**

During this reporting period, the general public, citizen interest groups, Members of Parliament, and the Administration were able to access the parliamentary website, which is one of the institution's primary digital communication platforms.

Parliament's website provides access to Parliamentary information to promote transparency of Parliamentary activities and processes as well as enabling the public to use the information for public participation engagement.

Content on the website includes Parliamentary Programmes; Order Papers; Minutes of Proceedings; ATC's; Questions; Internal Question Papers; General Information on Parliament; Information on Office Bearers and Members of Parliament; Business of Parliament information, Press Releases.

During the reporting period, the website availability (uptime) was 100%.

- **Broadcasting and Audio-Visual infrastructure and associated services**

Members of the public could follow proceedings of the National Assembly (virtually and hybrid), NCOP (virtual) and virtual committee meetings live on Parliament TV (DSTV Channel 408); via live stream on Parliament's YouTube channel, Facebook and Twitter pages. During the reporting period, the broadcast infrastructure availability was 100%. Services provided to enable parliamentary business were as follows:

- NA plenaries – 36 (virtual) & 14 (hybrid)
- NCOP sittings (virtual) – 18
- Joint sittings (hybrid) – 5
- Virtual Committee meetings – 375
- Virtual meetings of the Administration (daily)

4.2.2. Facilities Management

- **Space utilization plan**

A revised space utilization plan is to be completed once the Remote Work Policy is finalised. The post-fire relocation of Members to the 6th floor, 90 Plein Street has been completed, and the NCOP has been declared safe for occupation and the process of relocating stakeholders back to the NCOP is ongoing. A further 70 offices were allocated and are now occupied by the various Parties that were impacted by the fire in the NA and Old Assembly buildings. This includes 155 offices on the 4th and 5th Floor of the 90 Plein Street Building which will be allocated to various political parties. Plans have been initiated for the Department of Public

Works to expedite the process of transferring floors 9-14 of the 90 Plein Street building to Parliament.

- **Parliament Security Enhancement Project**

The project charter has been approved, and the extension of the boundary fence has been initiated.

- **Kitchen upgrade project**

The Old Assembly kitchen is in the process of being upgraded, with other kitchens to follow, especially when Members are not in the precinct to allow work to continue with minimal interruption.

- **Emergency preparedness**

Monthly joint emergency preparedness committee meetings with internal and external stakeholders took place. Objectives have been set out and a Terms of Reference for a fire engineer drafted.

- **Refurbishment of MP's Lounge**

The space designs for the MPs main lounge area and consultation rooms have been completed and approved by the Member Support Services Division. A team of engineers and a panel of contractors to conduct building internal refurbishments have also been appointed.

- **Appointment of SHE Reps**

Members of the SHE sub-committee have been appointed.

4.2.3. Parliamentary Communications Services

- **Communicating work of Committees**

The Oversight and Accountability strategic priority of Parliament is supported by communicating the work of the Committees to internal and external audiences. To this end, support was provided for oversight visits, with 162 Articles about Committee meeting activities, including public hearings, which were posted on Faranani and sent out on Info Alert to internal audiences.

- **Supporting the Programme of Parliament: *Legislation***

Communication support including media liaison, stakeholder management, broadcast, photographic, video production and branding support was provided to the public hearings in the various Provinces. This quarter, communication support was provided to 13 Bills which were presented at public hearings including the Housing Consumer Protection Bill and the National Veld and Forest Fire Amendment Bill. The Housing Consumer Protection Bill public hearings were covered on all platforms. There were 61 Committee adverts on Bills placed in order to create awareness and encourage participation. Three videos were produced for the Oversight Visit of the Adhoc Committee in Food Disaster Relief and Recovery in KZN which was shared on all platforms.

- **Stakeholder Engagement**

Two media networking engagements and five stakeholder engagements took place this quarter, and enquiries responded to through mobile phones, switchboard, and email.

- **Institutional Research Projects**

Both Research surveys, i.e. by IPSOS to conduct Public Perception Surveys and by BTMI to conduct Stakeholder Satisfaction Survey were completed during the 2021/2022 year. The

Support Services Branch meeting held on the 23rd May 2022, resolved that the surveys be undertaken every 2nd year to allow the process of dealing with outcomes of survey results.

- **Supporting the Programme of Parliament: *Public Participation***

Over the quarter, communication plans were developed to support the activities of Parliament and include among other: hybrid and virtual Sittings of the two Houses; Makhanda Parliamentary Constituency Office Back to School Programme and Report Back Session; Women's' Charter Review Sessions in Gauteng and Northern Cape; Speaker's Forum; PC on Human Settlement and Environmental Public Hearings; Adhoc JC on Flood Disaster Relief & Recovery; the CPA in Sierra Leone, PAP; the Non-Aligned Movement Parliamentary Network in Baku; Youth Day.

For this reporting quarter, more than 290 media advisories and releases were developed and distributed supporting both Parliament and Committee work including: President to Address Parliament on Devastation caused by Flooding Along East Coast; Week Ahead Release; National Assembly Speaker Appointment to the IPU's Task Force to Mediate on the Russia-Ukraine Conflict; Speakers' Forum Calls for Support for KZN Following Flood Disaster; Parliament to Consider Appointment of New Secretary to Parliament following further Engagement Between Presiding Officers and Opposition Parties.

- **Communicating the work of Committees**

There were 194 Media Statements and Alerts were issued in support of the Committee work over the quarter, and 63 Articles on Committees were written for the website. This quarter, support was provided to 16 Oversight Visits and 17 Public Hearings.

- **Maximising Audience reach through publications**

The quarter one InSession newsletter and one special publication was published. For the same period three Masithethe internal monthly newsletters were published and distributed as planned.

The total number of uploads from the parliamentary website was 3,115, with a decrease of 561. The number of web pages created were 384, a decrease of 55. The total number of website users was 261,847, which was a decrease of 45,158.

Twitter had 883,851 followers - an increase of 26,519 followers; Facebook had 93,721 followers - an increase of 2,269 followers; YouTube had 331,696 views - an increase of 33,492 views; Instagram had 34,569 followers - an increase of 2,043 followers.

This quarter, 192 Parliament proceedings were streamed live, with 175 unique listeners and 41 hours of listening. There were 361 Podcasts published on iono.fm with 1,501 session started and 1, 025 unique listeners with 200 hours of listening

The total number of broadcast on Parliament TV over the quarter was 601, of which 97 were live broadcasts.

- **Maximising Audience reach through Multimedia platforms**

Live reads/promotions on radio totalled 9, while for the same period 9 Community Chats shows were conducted. There were also 13 Podcasts recorded in support of Public Participation during the 1st Quarter including among others:

- 04 April, Facts around Travel Policy for Ex-Members of Parliament.
- 12 April, Speaker Mapisa-Nqakula at the Makhanda PCO launch.
- 13 April, Speaker's appointment to serve in the IPU Task Force on Ukraine-Russia conflict.
- 14 April, Good Friday Message by Presiding Officers
- 21 April, Speaker of NA on KZN state of disaster.
- 27 April, Parliament requests extension of electoral act amendment bill deadline.
- 01 May, Workers Day Message from the Presiding Officers of Parliament
- 06 May, Parliament Presiding Officers endorse appointment of Mr Xolile George as Secretary to Parliament.
- 16 May, Processing of state capture commission report by Parliament.
- 07 June, The Southern Africa Sub-region calls on the 52nd CPA Africa Region Conference to strongly advocate for change of CPA STA.

- 13 June, Parliament to investigate GBV allegations against MPs and Staff.

All promos and videos produced have subtitles to accommodate the deaf community. Public hearings and Women's Charter sessions are interpreted in different official languages of the province and sign language is also embedded in the live broadcast of these events. All NA hybrid Sittings have interpretation including sign language.

4.2.4. Human Resource Management

- **Implementation of the Succession Planning Programme**

The Human Resources (HR) strategic objective ensures the availability of a competent, high-performing workforce that will increase the efficiency and effectiveness of Members of Parliament in fulfilling their constitutional mandate. As part of HR's talent growth and development initiative, a deliberate approach was required – a succession planning programme that is focused on ensuring certainty and continuous availability of skills in supporting the honourable Members of Parliament was introduced.

The potential successors whose reviews progressed into Development Plans, were based on a 360-degree feedback appraisal where the line manager, subordinates, colleagues, and the candidate engage to provide information. Reviews on progress were held for the potential successors in the posts of the Procedural Advisor Questions - NA and the Chief Editor: Bills Office. One potential successor has made good progress in the areas that were identified for development, while the second potential successor has made satisfactory progress, but there are areas that require more attention.

Candidates were shortlisted for the succession program for the following posts:

- Procedural Officer: Questions –NA (4);
- Control Editor: Bills Office (1);
- Editor: Bills Office (1).

The talent conversations (interviews) for the posts of Control Editor: Bills Office and Editor: Bills Office occurred in May 2022 while the talent conversations for the post of Procedural Officer: Questions-NA were recorded in June 2022. Three posts were also identified and

advertised for the succession program and an internal advertisement calling for applications was circulated on 04 April calling for nominations from interested employees and/or managers, as follows:

- Control Editor: Questions: NCOP
- Editor: Questions: NCOP
- Editing Assistant: Questions NCOP

- **Graduate Development Programme**

The main objective of the Graduate Development Programme is to create a pipeline of future parliamentary officials ready to serve the institution. The program also provides opportunities for the country's unemployed youth where newly qualified graduates gain valuable work experience in the various vocational areas available within Parliament. The recruitment campaigns for the posts in Supply Chain Management and Parliamentary Communications Services were finalised. Two candidates for the SCM posts and one candidate for PCS were appointed and will start in Parliament on the 1st of July 2022.

Parliament is also focused on attracting young graduates with disability. To this end, at meetings held with UWC and CPUT regarding the recruitment of graduates with disabilities, it was decided that the institutions would send a list of qualifications that their graduates with disabilities have, to allow Parliament to determine the qualifications that are aligned to the business of Parliament.

As of the end of the 1st quarter, a total of 37 young graduates are on the books of Parliament for a 3-year program. The last 3 graduates will be starting on the 1st of July 2022, making it a total of 40 graduates. The next round of graduate intake will start in 2023.

An online learning tool for the graduates was launched on 30 May 2022. All stakeholders (Acting Secretary to Parliament, Division Managers, Subject Matter Experts/Facilitators, Mentors, Coaches, and Graduates) were invited to the launch and were well received. The Launch of the Programme provided attendees with an overview of the Graduate Development Programme, including its vision and objectives, as well as the outline of the Online Learning Programme and the different components of learning and assessment. In this way, stakeholders were made aware of their roles in ensuring the success of the Programme.

Graduates have commenced on the online learning platform. Thus far 70% of graduates have completed their coursework on module 1 with a close-out session scheduled for the end of July 2022.

- **Organizational realignment: completion and submission of a design proposal**

The Organizational Realignment Project is well into its second phase which entails the micro-analysis and design of business operating models, processes, and positional structures that will effectively enable a Macro-Functional Design. The following draft job profiles have been designed to support the draft design proposals:

- Parliamentary Communication Services (Completed)
- ICT (Completed)
- Financial Management (In progress)
- Internal Audit (In progress)
- Members Support Services (In Progress)

- **Employee Engagement levels**

The employee turnover rate of an institution refers to the percentage of employees leaving (*resigning*) an organization within a certain period of time. A high turnover can be costly to the organization. There were three resignations in the first quarter of 2022-23, and all were from the Knowledge and Information Service (KIS) Division. This represents a turnover rate of 0.23% of the staff establishment for the quarter. The targeted percentage (%) for this financial year stands at Five percent (5%).

- **Learning & Development**

Parliament is committed to the ongoing learning and development of employees to encourage excellence and continuous performance improvement which ultimately advances the delivery of institutional objectives.

- **Regulatory Compliance**

Organizations are required by their sector regulators/ SETA's (e.g. Parliament's SETA, the Public Service Sector, and Training Authority - PSETA) to report against their Workplace Skills Plan (WSP) in an Annual Training Report (ATR) that shows how they have addressed the priority skills defined in their WSP. The WSP facilitates access to the SETA (Sector Education and Training Authority) for mandatory grants for skills training. PSETA has confirmed receipt of the institution's recent WSP & ATR submission satisfactorily and approved.

- **Senior Management Development Programme (SMDP)**

The purpose of the programme is to equip senior managers (section/office managers) with the necessary knowledge, leadership, and future-orientation skills in order to function effectively and navigate a complex work environment. It also aims to develop competencies required for this level of management. A total of 27 Senior Managers are currently attending this programme which is offered by the University of Stellenbosch Business school. The course covered the following modules in the first study block held in April 2022:

- Orientation and Overview of Parliament
- Intrapersonal Mastery
- Ethics
- Authenticity

- **Other training programmes**

- Employees actively participated in training and development interventions based on their Personal Development Plans.
- 175 employees participated in training interventions in the following categories to enhance their expertise and specialist skills:

Training Categories	No. of Attendee
Behavioral Skills Training	9
Communication and Language Training	16
Computer and Information Technology Training	25
Financial and Remuneration Training	9
Human Resource Training	4
Induction Programme	9
Knowledge and Information Management	90
Legislative Training	2
Purchasing and Supply Chain Management - 2020-123186	5
Safety, Health and Environmental Training - 2017-87183	6
Total	175

- **Employee Study Assistance (Bursary Scheme)**

The bursary committee awarded bursaries to six (6) applicants respectively with a total cost of R73 308,00 for this quarter.

NQF Level	Qualification	No.
10	Doctorate	1
9	Masters	0
8	Honours	0
7	Degrees/B-Techs	1
6	National Diplomas	0
5	National Certificates	0
4	National Senior Certificates	4
TOTAL = 6 R73 308,00		

Cathsseta (Culture, Art, Tourism, Hospitality, and Sport Sector Education and Training Authority) is one of the 21 SETAs established under the Skills Development Act (No 97 of 1998) in 2001, granted Parliament a total amount of R224 000 (80% of the total cost needed

for the 2022 academic year) for 8 Catering Section Staff members to study towards a Diploma in Professional Cookery qualification at the International Hotel School.

- **Wellness**

The COVID-19 pandemic was declared by WHO as a global emergency in January 2020, prompting the South African government to put in place robust mechanisms to control the spread of the virus during the National State of Disaster. This resulted in a National lockdown which commenced on 26 March 2020 and was subsequently lifted on 05 April 2022. To support the government's approach to flattening the COVID-19 curve, Parliament through its HR Wellness Section continues to play a key role in managing and mitigating the spread of the COVID-19 pandemic through occupational health processes in line with the Department of Labour's Code of Good Practice: Managing Exposure to SARS-COV-2, IN THE WORKPLACE, 2022 which includes the following:

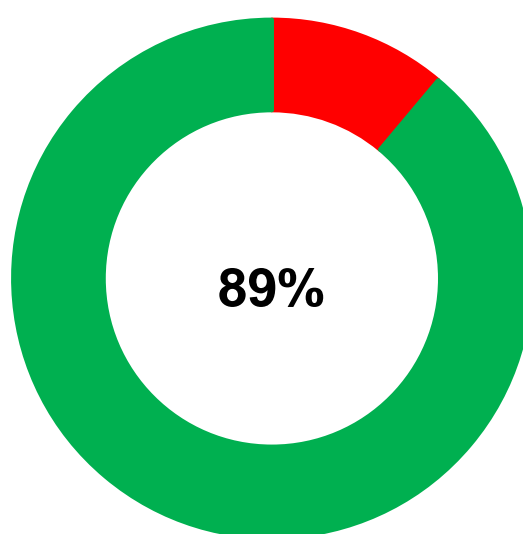
- Employees are encouraged to vaccinate.
- Employees are encouraged to report if they are experiencing symptoms.

- **Talent acquisitions**

During the 1st quarter, a key vacancy, the position of Secretary to Parliament was filled effective 15 June 2022.

5. PROGRAMME 2: LEGISLATION AND OVERSIGHT

Programme 2 Performance
Quarter 1 2022/23



Total Indicators: 10
Met: 8
Not Met: 1
Not Measured: 1

5.1 Performance Information – Plenary Programming

Parliamentary Service	Indicator	Q1 target	Q1 Performance	Variance	Reasons for Variance/ Mitigation
Programming service	Number of annual parliamentary frameworks adopted	0	0	n/a	
	Number of NA programmes adopted	1	1	0	
	Number of NCOP programmes adopted	1	1	0	

5.2 Performance Trends – Plenary Programming

Programmes are an essential tool in facilitating the smooth coordination of activities of the National Council of Provinces, National Assembly, Provincial Legislatures and SALGA. The programmes outlines activities of Portfolio and Select Committees, House and other fora in which the Assembly and the Council participate, in particular taking into account the legislation before committees. For the 1st quarter there was a total of 49 working days.

5.3. Performance Information – Capacity Building

Parliamentary Service	Indicator	Q1 target	Q1 Performance	Variance	Reasons for Variance/ Mitigation
Capacity building service	% Member satisfaction	70%	69,39%	-0,61	Areas affecting satisfaction and identified for improvement include the timeous payment of fees & improving communication about capacity building

5.4. Performance Trends – Capacity Building

For the indicator of capacity building services, the dimension of usefulness scored the highest, followed by reliability, timeliness and lastly ease of access.

New controls and administrative processes have been introduced. The learner management system in Marang has been assessed to determine suitability for administration of bursaries and training for Members.

5.5. Performance Information – Legislation and Oversight

Parliamentary Service	Indicator	Q4 target	Q4 Performance	Variance	Reasons for Variance/ Mitigation
Research service	% Member satisfaction	75%	79,02	+4,02%	
Content advice service	% Member satisfaction	75%	80,66	+5,66%	
Procedural advice service	% Member satisfaction	75%	75,07	+0,07%	
Legal advice service	% Member satisfaction	75%	75,64	+0,64%	
Committee support service	% Member satisfaction	75%	84,34%	+9,34%	

5.6. Performance Trends – Legislation and Oversight

Research services scored highest on timeliness, ease of access, usefulness, fairness and lastly reliability. Content advice also scored highest on timeliness and then ease of access, followed by reliability, fairness and usefulness. Procedural advice scored highest on usefulness, fairness, ease of access, timeliness and then lastly reliability. Legal advice scored highest on the dimension for ease of access, timeliness, usefulness, and then fairness and reliability scored the same. For committee support reliability scored the highest, followed by timeliness, ease of access, usefulness and lastly fairness.

5.6.1. Committee Support

Committee support is focused on supporting the core mandates of Parliament i.e. law making, oversight, public participation, co-operative government and inter-governmental relations and international engagement. In this regard the support services provided to Members to carry out their constitutional mandate include:

- **Production of House Papers**
 - There were 50 ATC's produced, 100% of them on time.
- **Support the oversight function of committees through provision of content and logistical support to committees**
 - Content, secretariat and logistical support were provided to 21 oversight visits that were undertake during the quarter.
- **Produce legislative reports for reporting in the programming structures**
 - A total of 20 Committee reports were produced on bills that were before the NA (9) and NCOP (11), respectively.
- **Produce minutes and reports**
 - There were 351 out of 373 sets of minutes produced within 3 days (94%)
 - There were 121 of 127 reports produced within 8 days (95%)

- **Legal advice to Committees**

- The 12 legal opinions completed and provided to Committees were all within the required time.

- **Legal advice to the Administration**

- There were 18 legal opinions completed and provided to the Administration on time.

- **Legal drafting service: Contracts and Bills (100% on time)**

- There were 14 contracts completed
- A total of 4 Private Members Bills completed
- There were also 3 Committee Bills completed

- **Litigation support and management service**

- There were 111 matters attended to relating to pending litigation.

- **Legislative process and programming support**

- There were 4 Bills introduced
 - * [B11-2022] Older Persons A/B (76) 3 May
 - * [B12-2022] South African Postbank Limited (s75) A/B 17 May
 - * [B13-2022] National Youth Development Agency A/B (prop s75) 9 June
 - * [B14-2022] Independent Municipal Demarcation Authority Bill (prop s76) 21 June
- There were 3 Act forms sent to the President for assent, with Acts sent to the Constitutional Court for safekeeping.

5.6.2. Knowledge Management

The KISD supports oversight and accountability primarily through the provision of research services and information services and multilingual language services. The following highlights some of the services in this regard for quarter 1. Further details are indicated in the schedules of evidence for each business unit.

There were 384 research products produced for the first quarter of 2022/23. Background briefs and on-site support was provided for the following oversight activities:

- PC Public Enterprises oversight visit to Gauteng and the Western cape from 19-22 April 2022 to focus on SAA, SA Express, Denel and Eskom.
- PC Mineral resources and Energy visit to Gauteng and the Western Cape from 19-22 April 2022 to visit Koeberg Nuclear Power Station in Milnerton, PetroSA together with KwaNonqaba Development Forum in Mosel bay, NECSA and look at the Acid Mine Drainage in Gauteng.
- PC Trade and Industry visit to Gauteng from 18-22 April 2022 to exercise oversight over the entities reporting to the Committee as well as to assess the performance of entities with regard to projects funded by the Department.
- PC Labour and Employment – Research support was provided to the Committee attending the ILO Conference on Eliminating Child Labour from 15-20 May 2022.
- PC Labour and Employment visit to the Northern Cape and Mpumalanga from 27-29 May 2022 and 17-19 June 2022 to assess the Conditions of Farms Works – site visits and public meetings.
- PC on Basic Education to assess the recommendations of the oversight visit to Western Cape and Northern Cape Provinces in January-February 2022, in the form of background briefs and on-site support.
- PC on Justice and Correctional Services oversight visit to Limpopo, Eastern Cape and Free State in April 2022, in the form of background briefs and on-site support. The Committee visited selected courts, correctional centres, and the Supreme Court of Appeal in the Free State.
- Ad-hoc Joint Committee on Flood Disaster Relief and Recovery, in the form of response to the floods by the South African Police Service and the South African National Defence Force.
- Ad-hoc Committee on Section 194 Enquiry in the form of summary of the 18 reported cases in which the Public Protector's investigative reports were reviewed and set aside and the 5 reported cases where the reports were reviewed and not set aside.

- Ad-hoc Joint Committee on Flood Disaster Relief and Recovery, in the form of response to the floods by the Department of Small Business Development and the Department of Trade and Industry.
- The Standing Committee on Appropriations for an oversight visit to the South African National Defence Force and related state-owned companies such as Denel and Armscor in Johannesburg. The oversight took place from 19-22 April 2022. Background briefs and on-site support was provided to the delegation.
- The Standing Committee on Finance for the oversight visit to the FFC, SASRIA and Land Bank in Johannesburg. The oversight took place from 20-22 April. Only the background paper was prepared for the Committee.

Supports is also provided to the law-making processes through the provision of language services, research and information and documentation. Six (6) research papers were completed in support of Parliament's Law-making core mandate for this reporting period. Legislative support was provided on a number of key bills notably the:

1. Upstream Petroleum Development Bill [B13 – 2022].
2. Basic Education Laws Amendment Bill.
3. Amended Legal Practice Act Regulation 2 (2022) in terms of Section 94(1) of the Legal Practice Act, 2014.
4. 2022 Appropriation Bill [B7 – 2022]
5. Second Appropriation Bill [B8-2022]
6. Division of Revenue Bill (DORA) [B6-2022]

The Research Unit provided two (2) papers in support of public participation, as follows:

- The public consultation process of the PC on Environment, Forestry and Fisheries on the National Veld and Forest Fire Amendment Bill [B24-2021]. This includes support to the public hearings held in the Free State and Northern Cape Provinces. Draft reports compiled and submitted on the hearings held in the respective provinces.
- Public hearings on the Consumer Measures Protection Bill [B10 – 2021] in the following provinces: Gauteng, Free State, KwaZulu-Natal and Eastern Cape.

Support was also provided in preparation for the Makhanda Parliamentary Constituency Office Back to School Outreach Programme. For this event research papers were prepared, rapporteur services on site and the final report submitted. In addition, support was provided to prepare for an engagement with Hon Sukers, WCED and DBE in Petition on Closure of Seekoegat Primary School.

5.6.3. Cooperative Governance

Research and information support is provided on an ongoing basis to the Committees dealing with cooperative government. The following three (3) research papers were prepared in support of the mandate:

- Guidelines on the Approach of Expenditure incurred by the Executive Authority of Parliament of the Republic of South Africa or Equivalent Governance Structure.
- Determination of Remuneration of Judges and Magistrates 2021-22
- Briefing note: Allegations of Corruption against the current Chief Executive Officer of the Municipal Infrastructure Support Agent

5.7. Performance Information – Public Participation

Parliamentary Service	Indicator	Annual target	Q1 Performance	Variance	Reasons for Variance/ Mitigation
Public participation service	% Member satisfaction	75%	77,23%	+2,23%	

5.8. Performance Trends – Public Participation

Ease of access scored the highest, followed by reliability, fairness then usefulness, and timeliness scoring last.

Interventions were implemented focussing on the delivery of public education and information programmes, empowering people to participate in parliamentary processes, mobilising public stakeholders, and capitalising on the use of digital and preferred platforms. For the first quarter there were 460 visitors to the precinct, with virtual tours conducted with Boland College, Makhandla PCO Back-2-School programme and Activate.

Public Engagement in Support of the two Houses and Committees included 21 public hearings on the Housing Consumer Protection Bill and National Veld and Forest Fires Bill were supported; about 194 public education and stakeholder engagement sessions were conducted by the unit with external stakeholders; and 3 698 people participated in information sessions and stakeholder meetings facilitated.

Support was provided for an initiative spearheaded by Hon Mkhathswa called “Taking Parliament to Students”, a concept that is to be launched in July 2022. Other support provided to Constituency Offices include the following:

- Makhandla
- Zojazem
- Athlone
- George
- Salt River
- Grassy Park
- Free State

6. PROGRAMME 3: ASSOCIATED SERVICES AND TRANSFERS

6.1. Members' Interest

Members must be supported in a manner that is accessible, effortless, accurate and friendly. Critical to the execution is to adopt the right technology solution to enable workflow automation, real time process optimization, process performance measurement, monitoring and tracking and give Members multiple simple ways to engage with staff and each other. With the disruption, resulting from the fire in Parliament the rollout of the online mobile support solution is of even greater priority to ensure members can access support and information wherever they are located. The policies and reports-informing facilities provided to Members are continually being assessed and reviewed to ensure that facilities are aligned to the needs of Members. Recommendations are to be considered by the Executive Authority on the Funeral Policy.

Matters that have been completed and/or initiated in quarter 1 include:

- Upgrade of laptops and tablets for Members commenced
- Members' salary adjustment processed and paid.
- Submissions prepared for remuneration task team.

Matters to commence in Quarter 2 include:

- Amendment to Medical Aid rules and alignment to 2008 remuneration structure.
- Taxation review with proposed amendments to legislation.
- Review of Presiding Officers Handbook
- Engagement with the ICRPOB for final submission on the major review
- Commence pilot for client engagement and ticketing model
- Submission of revised capacity building policy for consultation
- Member satisfaction survey to be conducted

Services to Members continue to be provided remotely with limited staff on the precinct to assist members where required. Staff onsite rotation to commence formally in August 2022. Turnaround for claim processing and reimbursement averaged 3.47days with R 4.393 million paid out on 6219 claims in the first quarter of 2022/23.

6.2. Parliamentary Budget Office

The PBO produced 12 analysis reports for the 1st quarter, the following briefs were completed during this period:

- MTBPS Analysis
- Adjusted Appropriations and DORB
- 2022 Appropriations Bill Assessment
- 2022 Appropriations Bill Assessment
- 2022 Appropriations Bill Briefing Additional Notes on Vote 26: Military Veterans
- Policy Brief Performance on Agriculture Conditional Grants, 2020 21
- Policy Brief 2020-21 Performance on Basic Education Conditional Grants
- Quarterly Economic Brief 15 June 2022
- Taxation Brief - 2022 Taxation and Revenue Proposals
- Briefing on the 2022 draft Preferential Procurement
- Submission on the draft SADC Model law on Public Finance Management
- Orientation of the Secretary to Parliament

6.3. Office on Institutions Supporting Democracy

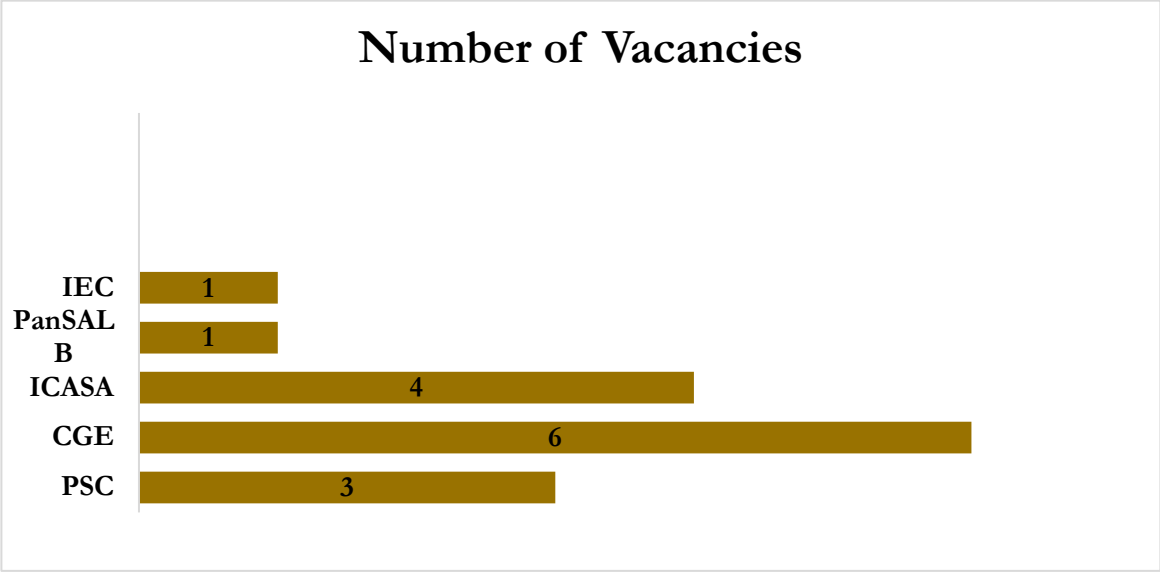
The strategic objective aligned to the Oversight Support Programme for improving the provision of objective analysis, research and content support for Parliament on ISDs related oversight matters to ISDs to strengthen constitutional democracy.

- **Processing of ISDs related statutory appointments**

As depicted in the graph below, there are a total of fifteen vacancies, as follows:

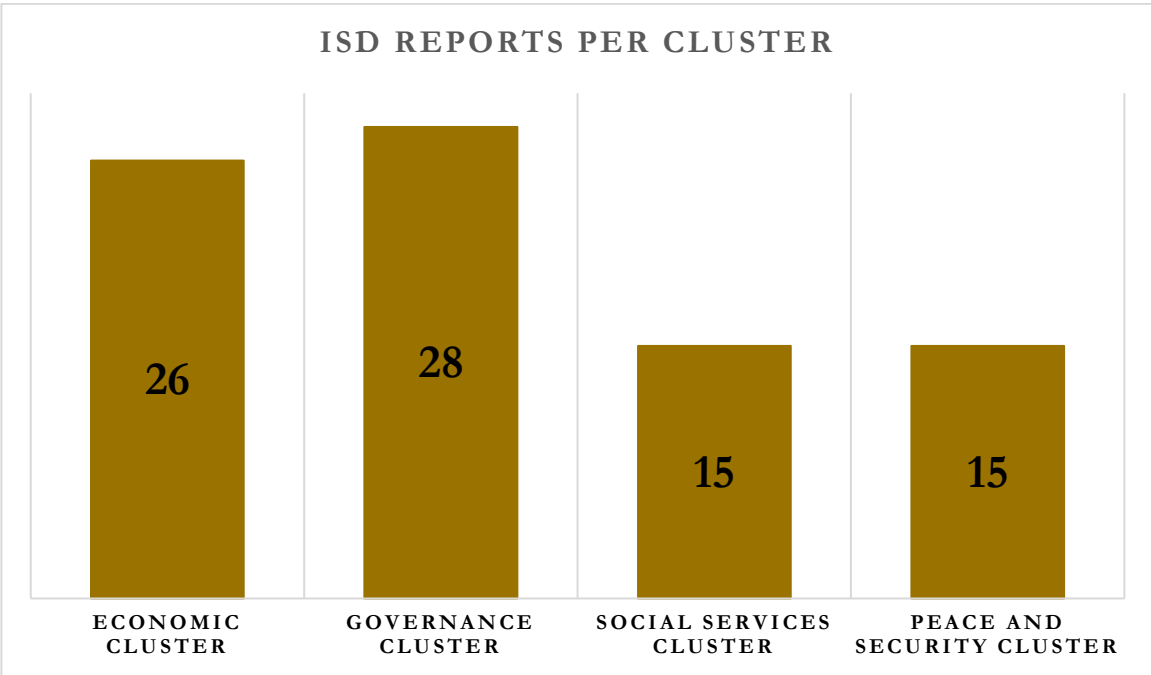
- The Presidency concluded the appointments of the Public Service Commissioners, Ms Zukiswa Mqolomba, Ms Nancy Nomah Ngwenya and Prof Mandlenkosi Stanley Makhanya on 13 May 2022. Commissioners assumed duty on 1 June 2022.
- The Minister of Communications and Digital Technologies has submitted a letter to Parliament (referred by the speaker to the PC) in terms of section 5 (1B) (a) of the ICASA Act of 2000 recommending four candidates for appointment from a list of seven eligible candidates for appointment, on 27 June 2022.

- The Presidency to conclude the appointment process of the IEC Commissioner that was adopted by the NA on 14 June 2022.



- **Consideration of ISDs related substantive reports**

The graph below presents a summary of substantive reports per cluster emanating from the work of ISDs and referred to Parliament for either noting, consideration, or consideration and report, as provided for by the Rules of Parliament according to the different clusters of parliamentary committees.

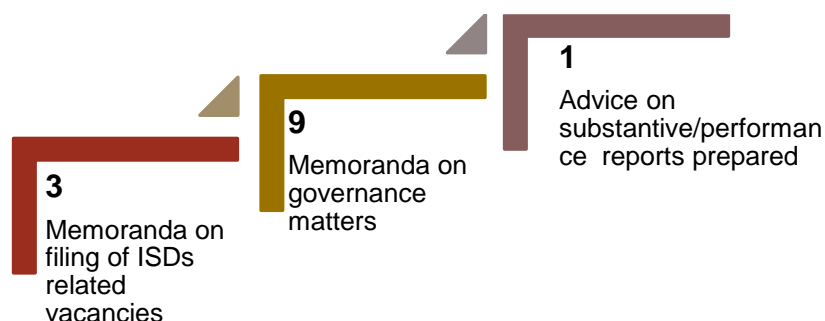


- **Substantive reports that have not yet been considered by Committees:**

Substantive reports that were tabled during quarter one:

- Consideration and reports require the relevant parliamentary committee to process the report and submit its committee report to the House for further consideration and thus will culminate into the passing, communication and tracking of resolutions;
- Consideration only should be processed by the relevant parliamentary committee and there is no obligation for committee reports to be referred to the House; and
- Noting should be circulated amongst the members of the relevant parliamentary committee and there is no obligation for such committees to pass resolutions.

The strategic objective aligned to the Legal and Constitutional Service Programme entails the provision of objective strategic, procedural and legal advice to Parliament on ISDs related matters to strengthen constitutional democracy. The table below presents a record of matters dealt with by the programme relating to ISDs ranging from consideration of substantive reports, processing of statutory appointments and governance matters for the first quarter of 2022/2023 period. As depicted in the figure below, the advice (strategic, procedural and legal) provided covered the following areas.



7. STRATEGIC EXECUTION INITIATIVES

Implementation on the following strategies:

Initiative	Q1 Milestone	Q1 Performance
Oversight Plan	n/a	Following the endorsement of the Oversight Plan by the Presiding Officers, the key outcomes/recommendations of the meeting was shared with the Oversight Plan Team who has been tasked with developing implementation plans for each thematic area. Repositioning of Parliamentary Constituency Offices (PCOs).
Knowledge Management Strategy	Review and revision of Knowledge Management Strategy	Strategy revised, presented and endorsed by Core Business Branch and SMG.
Digital Technology Strategy	<p>a) Developed business model for Parliament and the Parliamentary Service to address the future way of work for Parliament and build in the principles of e-Parliaments as part of digital strategy.</p> <p>b) Redesigned and optimised core and support business processes through technology</p> <p>c) Implementation of virtual meetings and collaboration platforms.</p>	<p>Business Model</p> <p>The ICT division is undergoing organisational re-alignment.</p> <ul style="list-style-type: none"> • Kick Off Sessions with Managers and Staff (Completed) • Stakeholder Engagements (Completed) • Data gathering and analysis of current state (Completed) • Draft Design Proposal (Completed) • Engagement with CRG for feedback and input (Completed) <p>Business Processes</p> <ul style="list-style-type: none"> • ICT provides business analysis and business process mapping services for the implementation of technology solutions, including: <ul style="list-style-type: none"> ○ E-Voting ○ Oversight monitoring and tracking system. ○ Public involvement and engagement system, including petitions, submissions, and representations. ○ ERP processes for decision-making. ○ Supporting infrastructure, networking, and end-user tools and support. <p>Platforms</p> <ul style="list-style-type: none"> • The Webex Legislate site for Parliament has been created and is up and running • The pilot for House resolutions system for the NA is live • Engagements with stakeholders is in progress in relation to the NCOP House resolutions system, Committee resolutions, petitions, submissions and representations.

Human Resources Strategy	<p>a) Implementation of the Succession Planning Programme by 31 March 2023</p> <p>b) Implementation of the Graduate Development Programme by 31 March 2023</p> <p>c) Completion and Submission of design proposals by 31 March 2023</p> <p>d) % Engaged employees</p> <p>e) Effective implementation of the adopted 2021 Women's Charter for Accelerated Development.</p>	<p><i>Succession Planning</i></p> <ul style="list-style-type: none"> • The potential successors for the posts of Procedural Adviser: Questions in the NA and the Chief Editor: Bills Office participated in the Emotional Intelligence training programme and in functional training activities as part of their development plan. • Reviews of progress were held for the succession posts of Procedural Adviser: Questions-NA and Chief Editor: Bills Office with the line managers and colleagues in the respective offices. <p><i>Recruitment</i></p> <ul style="list-style-type: none"> • Adverts were sent to UCT, UWC and CPUT inviting graduates with disabilities to apply for placement in the Graduate Development Programme. • Responses received did not yield a suitable pool of candidates for interviews. Options will be explored for the recruitment of graduates with disabilities. • Two graduates in the Catering Section and one graduate in the Treasury Advice Office commenced in April while one graduate commenced in the Parliamentary Budget Office in May 2022. • Recruitment processes for two posts in SCM and one post in PCS were completed. The recommended candidates were approved for appointment in July 2022. In total, there are 40 graduates on the programme. <p><i>Coaching</i></p> <ul style="list-style-type: none"> • Coaching sessions with graduates continued this quarter. <p><i>Online Learning Programme</i></p> <ul style="list-style-type: none"> • The development of the Online Learning Programme progressed well in line with the Project Plan. <p><i>Awareness</i></p> <ul style="list-style-type: none"> • A Graduate Communications Team was set up to increase awareness of the Graduate Development Programme and to entrench the presence and profile of the graduates. • A dedicated space has been secured in the internal newsletter, Masithethe for a monthly article by a selected graduate.
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		<p><i>The following job functions are currently underway for analysis and design:</i></p> <ul style="list-style-type: none"> • Houses and Committees, • Public Participation and Education, • Language Services, • Records Management and Documentation Services, • Library Services, • ISS - Protection Services, Catering Services, Household Services, SHE and • LSS <p><i>Turnover Rate</i></p> <ul style="list-style-type: none"> • 3 resignations, representing a turnover rate of 0.23% for the quarter <p><i>Stakeholder Engagement (Voluntary Early Retirement)</i></p> <ul style="list-style-type: none"> • Implementation toolkit developed. • Engagements with Senior Management and Labour <p><i>Gender Equality</i></p> <ul style="list-style-type: none"> • Embark on a Women's Charter for Accelerated Development report back session.
Governance Initiative		•
Public Participation Strategy	Repositioning of Parliamentary Constituency Offices (PCOs)	<p>The single PP service to Members is taking shape with a focus on support to Members in the Chamber, in Committees and in Constituency.</p> <p>PCO Makhanda Launch (Speaker of NA Outreach Programme) took place from 10 – 12 April in Grahamstown</p> <p>Zojazem PCO: NCOP Chairperson: Mr Amos Masondo launch to take place in Soweto on 18 July 2022</p>