



**school of government**

Department:  
National School of Government  
**REPUBLIC OF SOUTH AFRICA**



**ANNUAL PERFORMANCE PLAN FOR THE 2023/24  
FINANCIAL YEAR**





# OUR MISSION & VISION



## VISION

Build an Ethical and Capable Public Sector in Service of the People.

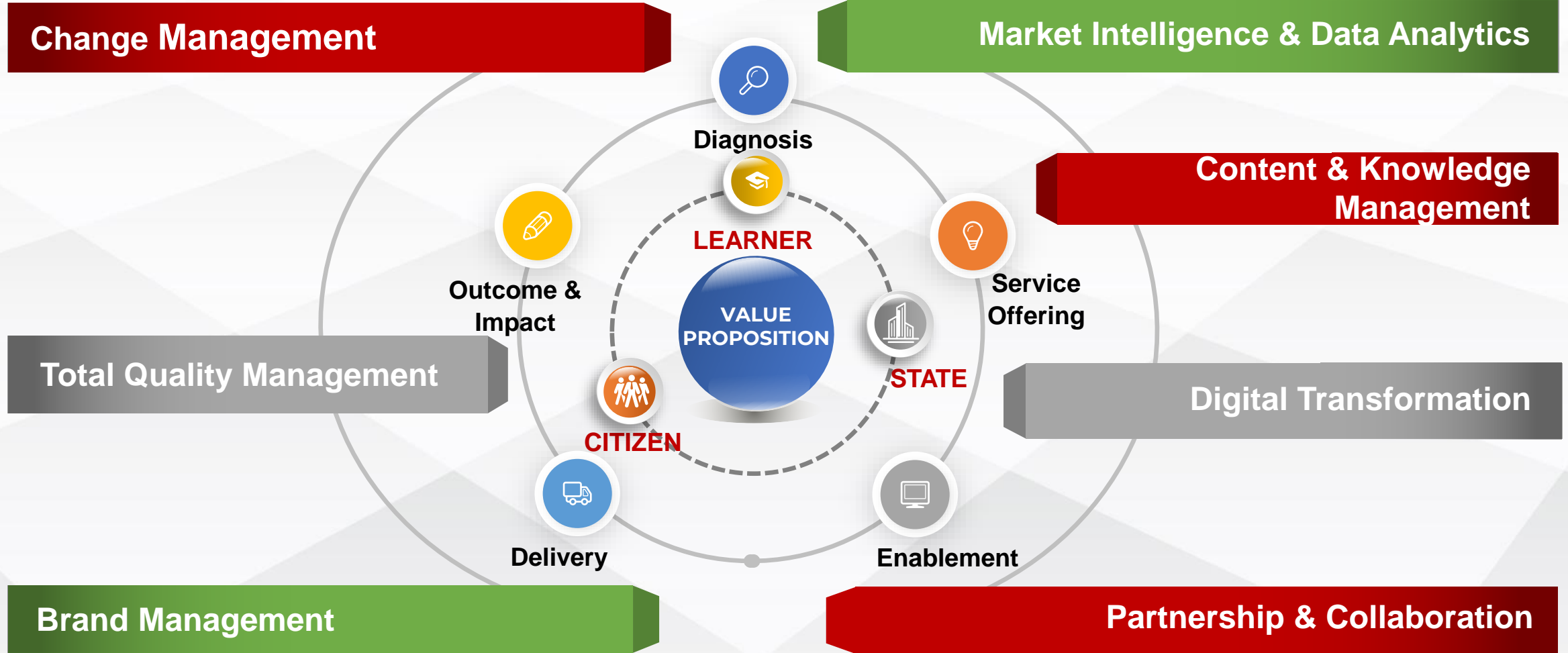
## MISSION

To Empower Public Servants to be Responsive to Citizen Needs and Government Priorities through Education, Training and Development interventions.

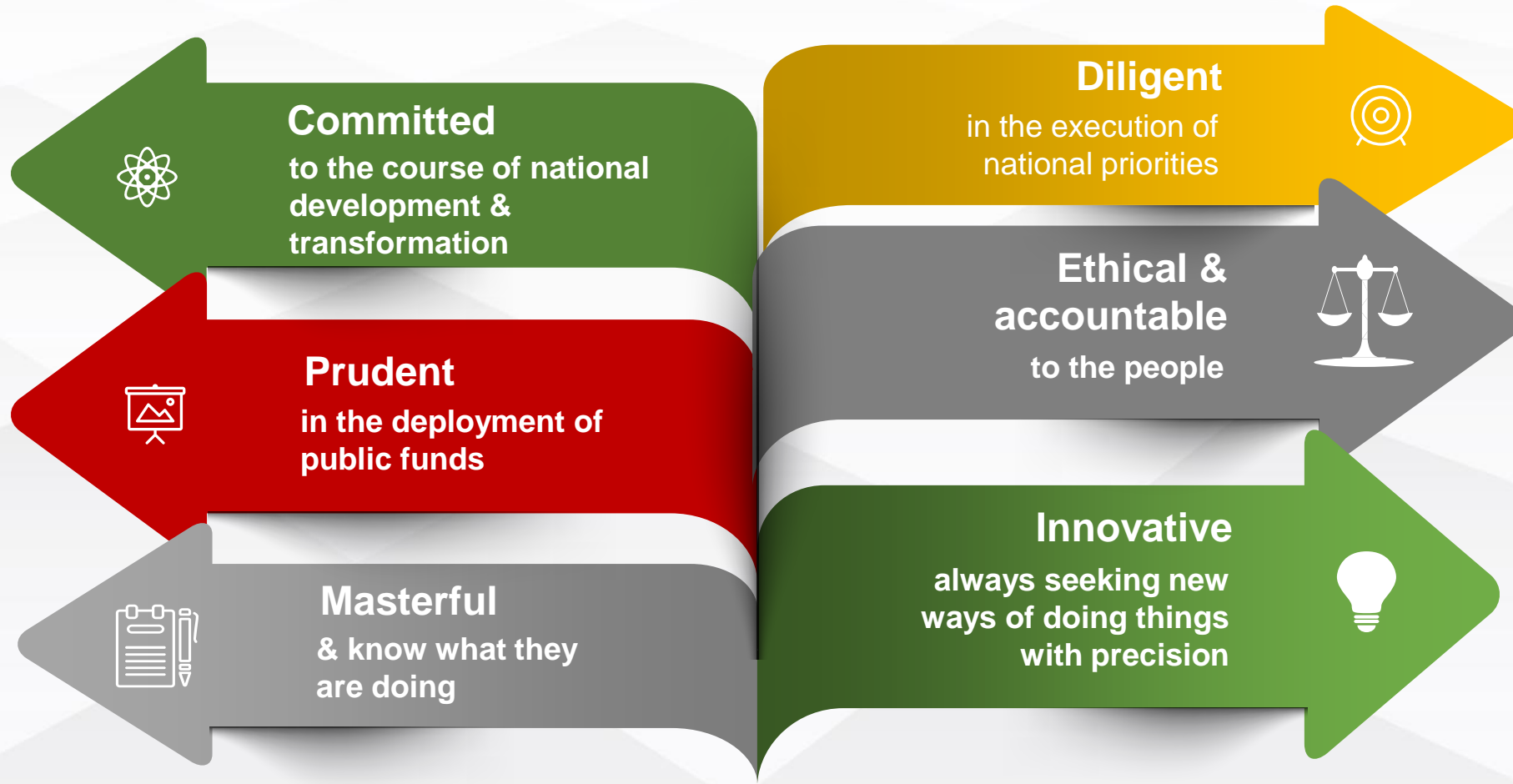
# THE NSG MANDATE



# SERVICE DELIVERY MODEL



# TOWARDS A NEW PUBLIC SECTOR CADRE



# OUR FACULTIES



There is a range of cross-cutting courses that are accredited & non-credit bearing for appointed and elected officials.



# ACCREDITATION WITH ETQA's



Qualification: 1

*Occupational Certificate:  
Office Administrator  
Public Service, NQF Level  
5, 59 Credits*

Unit Standards: 40

Level 3 – 3 (12 credits)  
Level 4 – 5 (30 credits)  
Level 5 – 21 (177 credits)  
Level 6 – 11 (83 credits)  
*Finance, SCM, HR, OD,  
M&E*



Unit Standards: 8

Level 4 – 1 (3 credits)  
Level 5 – 5 (50 credits)  
Level 6 – 2 (25 credits)  
*Facilitation, Assessor,  
Moderator  
Design and develop  
Outcomes Based courses  
and programmes*



Qualifications: 2,

*Certificate: Municipal  
Financial Management,  
NQF level 6, 166 Credits.  
(No learner uptake)*

*Further Education and  
Training Certificate:  
Leadership  
Development, NQF Level  
4, 160 Credits*



Unit Standards:

Level 5 – 2 (9 credits)  
*Change and Systems  
thinking in decision  
making*



Unit Standards:

Level 5 – 3 (23 credits)  
Level 6 – 4 (30 Credits)  
*HRMD*

# OUR FLAGSHIP PROGRAMMES:

## Inclusion & Transformation



### CHAMPIONING ANTI-DISCRIMINATION IN THE PUBLIC SECTOR

Aimed at assisting public servants to reflect on their beliefs, attitudes and behaviour and apply strategies to challenge discrimination in the workplace.



### DIVERSITY MANAGEMENT

Aimed at equipping officials with the skills to strategically manage diversity within the workplace.

### LEADING CHANGE BY CHAMPIONING GENDER EQUALITY

An online programme aimed at developing the capacity for gender-based budgeting, planning and policy making as well as the capacity to respond to gender-based violence.



### DISABILITY MANAGEMENT IN THE PUBLIC SERVICE

Aimed at equipping officials with the skills to create an enabling environment for employees with disabilities.



# OUR FLAGSHIP PROGRAMMES: Induction & On-boarding



## **BREAKING BARRIERS TO ENTRY INTO THE PUBLIC SERVICE**

A programme designed to prepare unemployed graduates to access employment opportunities in the Public Service.

## **COMPULSORY INDUCTION PROGRAMME**

Aimed at inducting new entrants into the public service to instill values, skills and commitment to diligently serve ordinary citizens.

## **NYUKELA| PRE-ENTRY into senior management service**

A prerequisite for individuals recruited into SMS positions effective 01 April 2020.



## **EXECUTIVE INDUCTION PROGRAMME**

Seeks to induct newly appointed heads of departments to better serve through exemplary leadership and perform in a way that contributes to real value creation.

## **INDUCTION PROGRAMME FOR BOARD OF ENTITIES**

Aimed at equipping persons serving on Boards with appropriate expertise and experience to change the narrative of governance in public entities.

## **ETHICAL LEADERSHIP AND EXECUTIVE OVERSIGHT PROGRAMME**

An intensive learning intervention aimed at members of the Executive to promote a culture of effective oversight and ethical leadership.

# OUR FLAGSHIP PROGRAMMES: Effective Management and Leadership



## EMERGING MANAGEMENT DEVELOPMENT PROGRAMME

Aimed at equipping junior and middle managers with the skills to perform their functions for improved institutional performance and better service delivery to citizens.

## THEORY OF CHANGE

for planning in the public service

Aimed at planners, programme managers and M&E specialists in all spheres of government and public institutions.

## COACHING FOR LEADERSHIP DEVELOPMENT

Aimed at developing senior managers and supervisors to engage meaningfully with their staff.



## ADVANCED MANAGEMENT DEVELOPMENT PROGRAMME

Aimed at equipping senior managers with the skills to perform their functions, for improved institutional performance and better service delivery to citizens.

## EELLA

Aimed at equipping HODs with the skills needed to plan creatively, execute diligently and prudently, and account ethically to stakeholders and authorities.

## PROJECT MANAGEMENT

Aimed at equipping middle and senior managers with technical skills to plan and execute medium-sized and complex projects.

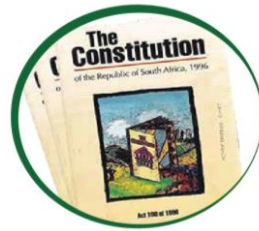
Learn Serve Grow

# OUR FLAGSHIP PROGRAMMES: Culture & Change Management



## KNOW AND LIVE OUR CONSTITUTION

To promote awareness of the Constitutional provisions in relation to the rights of citizens and the obligations of public servants on the provision of public services.



## ETHICS IN THE PUBLIC SERVICE

### (Compulsory Course for Public Servants)

Public servants are required to demonstrate and uphold high ethical standards at work and in their day to day lives.

## EXCELLENT CUSTOMER SERVICE for frontline staff

Aimed at public sector officials with direct and indirect contact with the public.



## PROMOTING ANTI-CORRUPTION in the public service

Aimed at public sector officials with direct and indirect contact with the public.

## PROJECT KHAEDU

To equip public servants with the theory and practice required to unblock service delivery challenges.



## PUBLIC SERVICE RE-ORIENTATION PROGRAMME

Aimed at employees who joined the public service before 01 July 2012 to revive their enthusiasm for public duty and commitment to improving service delivery.



# OUR FLAGSHIP PROGRAMMES: Managing Procurement & Public Finances



## FINANCE FOR NON-FINANCIAL MANAGERS

Aims to equip managers and officials with in-depth knowledge of the general concepts of financial management in relation to the Regulatory Framework that governs the Public Sector.

## GENDER RESPONSIVE PLANNING & BUDGETING

Aims to bring gender mainstreaming into public finances for a gender-responsive budget.

## SUPPLY CHAIN MANAGEMENT for the Public Service

Aims to develop the knowledge and values of public sector Supply Chain Management practitioners and other officials to understand and apply SCM principles and processes.



## APPLIED RISK IDENTIFICATION AND ASSESSMENT

Aims to build skills to enable practitioners to apply risk identification and assessment in a public service entity.

## AVOIDING IRREGULAR, UNAUTHORISED, FRUITLESS AND WASTEFUL EXPENDITURE

Aims to empower all employees with skills to manage government expenditure to prevent irregular, unauthorised and wasteful expenditure.

## MUNICIPAL STANDARD CHART OF ACCOUNTS (MSCOA)

Aims to train both financial and non-financial officials on the principles and application of the SCOA and ERF in national and provincial spheres of government.

# OUR FLAGSHIP PROGRAMMES: Policy & Regulatory Improvement

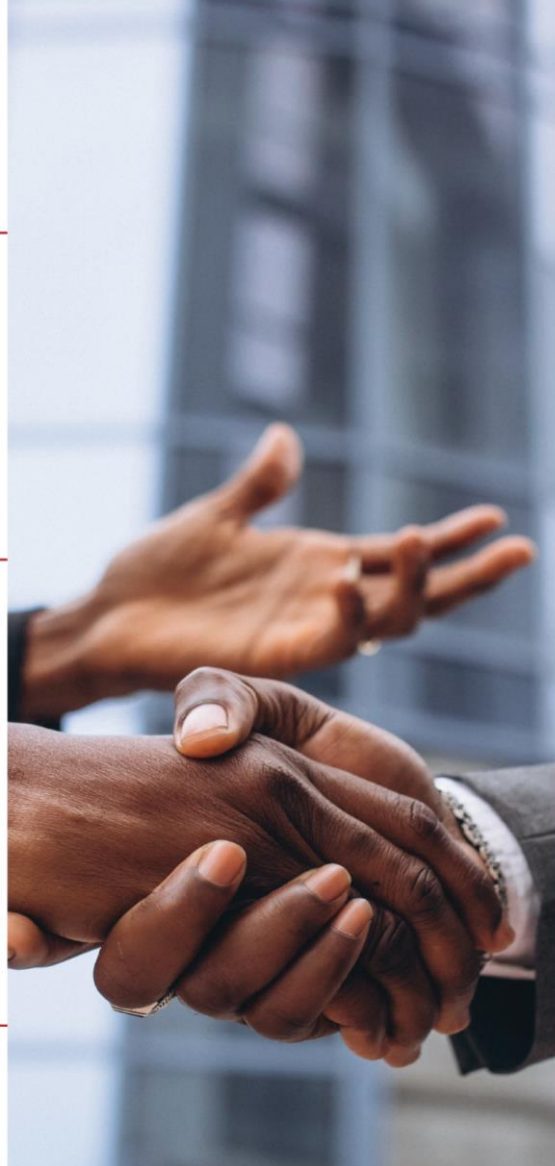


## ECONOMIC GOVERNANCE SCHOOL

A seasonal school aimed at members of the Executive to help them reflect and broaden perspectives on governance and economic growth.

## EXECUTIVE EDUCATION

Targeted at both Executive Managers and members of the Executive across the public sector and organs of state who wish to receive training on the key theories and practical aspects of building an entrepreneurial state.



## APPLYING THE SOCIO-ECONOMIC IMPACT ASSESSMENT SYSTEM (SEIAS)

An analysis tool aimed at providing policy practitioners with skills to critically analyse policies for alignment with national priorities.

## MONITORING AND EVALUATION FOR PUBLIC SECTOR PRACTITIONERS

Aimed at equipping officials with the skills and understanding to track the implementation of policies, systems, programmes and institutional performance.

# THOUGHT LEADERSHIP & ADVOCACY: THE NSG MASTER CLASS SERIES




**school of government**  
 Department  
 National School of Government  
 REPUBLIC OF SOUTH AFRICA

**THE NATIONAL SCHOOL OF GOVERNMENT**  
**MASTER CLASS**  
 THE CHALLENGES OF GOVERNANCE IN A COMPLEX WORLD  
*Building bureaucracies that think ahead, manage black swans & effectively deliver national development priorities: can SA Heads of Departments, SOEs & Municipalities learn from Singapore?*


**Mr Peter Ho**  
 President  
 Senior Fellow, Civil Service College & former Head of the Civil Service, Singapore


**Ms Phindile Baieni**  
 Respondent  
 Director General and Secretary of Cabinet, The Presidency, RSA

---


**school of government**  
 Department  
 National School of Government  
 REPUBLIC OF SOUTH AFRICA

**THE NATIONAL SCHOOL OF GOVERNMENT**  
**MASTER CLASS**  
 TO CELEBRATE AFRICA PUBLIC SERVICE DAY 2021  
*Embracing cultural diversity as a lever to strengthen institutions for a responsive and ethical public administration*

**25 June 2021**  
 09:00 - 11:00 (SAST)

**AFRICA PUBLIC SERVICE DAY 2021**  
 To be delivered via Zoom


**Prof. Eddy Maloka**  
 President  
 Chief Executive Officer (CEO) African Public Service Institute


**Ms Prisca Oluoch**  
 Respondent  
 Deputy, Linkages and Collaborations of the School of Government

---


**school of government**  
 Department  
 National School of Government  
 REPUBLIC OF SOUTH AFRICA

**THE NATIONAL SCHOOL OF GOVERNMENT**  
**MASTER CLASS**  
 "The Transformative Mission of Meritocratic Bureaucracies"  
*A conversation between Dr Eric Li & Dr Cassius Lubisi*

**14 Oct 2021**  
 09:00 - 12:00 (SAST)



**MASTER CLASS**  
 President Cyril Ramaphosa participates in a Master Class under the theme: "The Entrepreneurial State and Mission Economy: Lessons and Opportunities for South Africa"

**25 MARCH 2021**  
**11H00**  
 Presented by  
**Mariana Mazzucato**

Live on @PresidencyZA platforms

 | 
  | 
 

Click on the icons for event Live Streaming


**school of government**  
 Department  
 National School of Government  
 REPUBLIC OF SOUTH AFRICA

**THE NATIONAL SCHOOL OF GOVERNMENT**  
**MASTER CLASS**  
 "JUST ENERGY TRANSITION"  
*A conversation between Minister Gwede Mantashe & Ambassador Nosipho Ngcaba*

**29 April 2022**  
 10:00-12:00 (SAST)


**Min Gwede Mantashe**  
 Minister


**Amb Nosipho Ngcaba**  
 Ambassador

---


**school of government**  
 Department  
 National School of Government  
 REPUBLIC OF SOUTH AFRICA

**THE NATIONAL SCHOOL OF GOVERNMENT**  
**MASTER CLASS**  
 "Civilizational State and Meritocracy: Experience from China and Implications for South Africa"  
*Prof Zhang Weiwei: The most influential political scientist in China*

**22 NOVEMBER**  
 12H00 (SAST)

---


**school of government**  
 Department  
 National School of Government  
 REPUBLIC OF SOUTH AFRICA

**THE NATIONAL SCHOOL OF GOVERNMENT**  
**MASTER CLASS**  
 "The year of Charlotte Maxeke – A resilient public service responsive to the coronavirus pandemic"  
*Building the Capability of the State (2030 Vision)*

**21 Sep 2021**  
 09:00 - 11:00 (SAST)



# LEVERAGING EXPERTISE: THE INAUGURAL NSG SENIOR FELLOWS



**Eric Li**

Dr Li is a Chinese venture capitalist and influential political scientist. He is the founder of Chengwei Capital and a Trustee of the China Institute at Fudan University.



**Cassius Lubisi**

Dr Lubisi is an accomplished academic, advisor, educationist and senior public sector executive. He retired in 2020 from the position of Director-General in The Presidency and Cabinet Secretary.



**Nosipho Ngcaba**

Ms Ngcaba, second longest serving female Director-General since 1994, led the Department of Environmental Affairs for 12 years during which time she also ably chaired the Directors-General Cluster on International Cooperation, Trade and Security (ICTS).



**Mariana Mazzucato**

Prof. Mazzucato is a Professor in the Economics of Innovation and Public Value at the University College London (UCL), where she is a Founding Director of the UCL Institute for Innovation & Public Purpose (IIPP).



**Tshediso Matona**

Mr Matona held senior management and leadership positions in Government and SOEs over 27 years, 16 of which at the level of Director-General. He was the Secretary of Planning in the National Planning Commission from September 2015 to September 2021.

# BUILDING DEPTH & EXPANDING REACH THROUGH HEIs

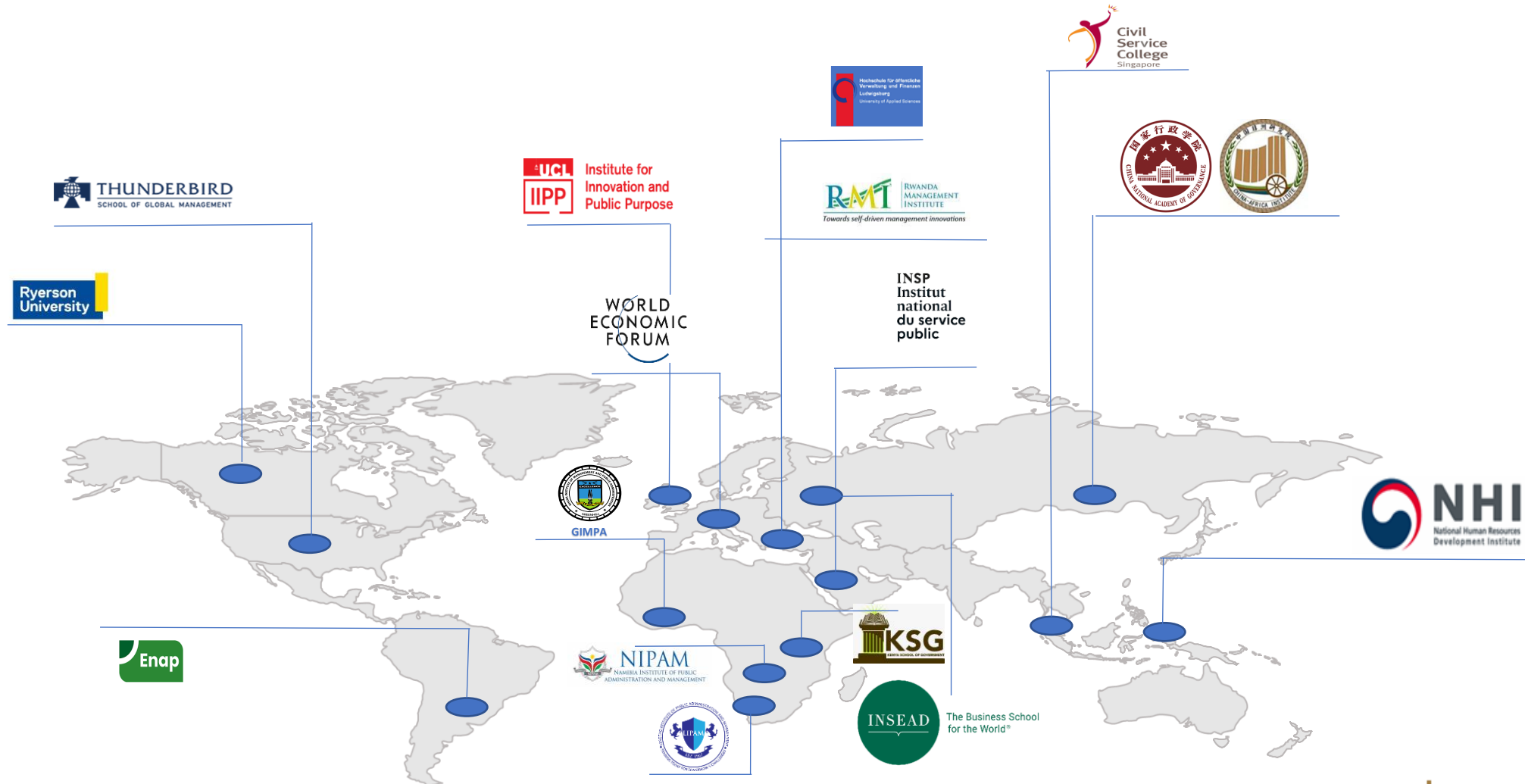


# FUNDING PARTNERS: DIRECT FUNDING & PRO-BONO SUPPORT





# GLOBAL PARTNERSHIPS FOOTPRINT



# FIVE-YEAR STRATEGY (2020-2025)



## Key Strategic Interventions

- **LEADERSHIP DEVELOPMENT** (senior & executive leadership in organs of state; institution of traditional leadership; Master Classes, School on Economic Governance).
- **IMPLEMENTATION CAPABILITIES OF PUBLIC SERVANTS** (entry-to-exit approach of public service career management; compulsory programmes to address systemic challenges)
- **PROFESSIONALISATION** (national framework; partnerships with professional bodies and Schools of Public Administration)
- **EMPOWERMENT** (Cadet programmes; art of facilitating engagement in communities)
- **QUALITY MANAGEMENT** (quality assurance and accreditation of programmes; trainer professionalisation; total quality management)
- **CURRICULUM** (full graduate qualification)

A functional integrated institution (NSG) supporting the delivery of ETD interventions

Competent public servants who are empowered to do their jobs

Sustainable partnerships and collaboration to support ETD interventions

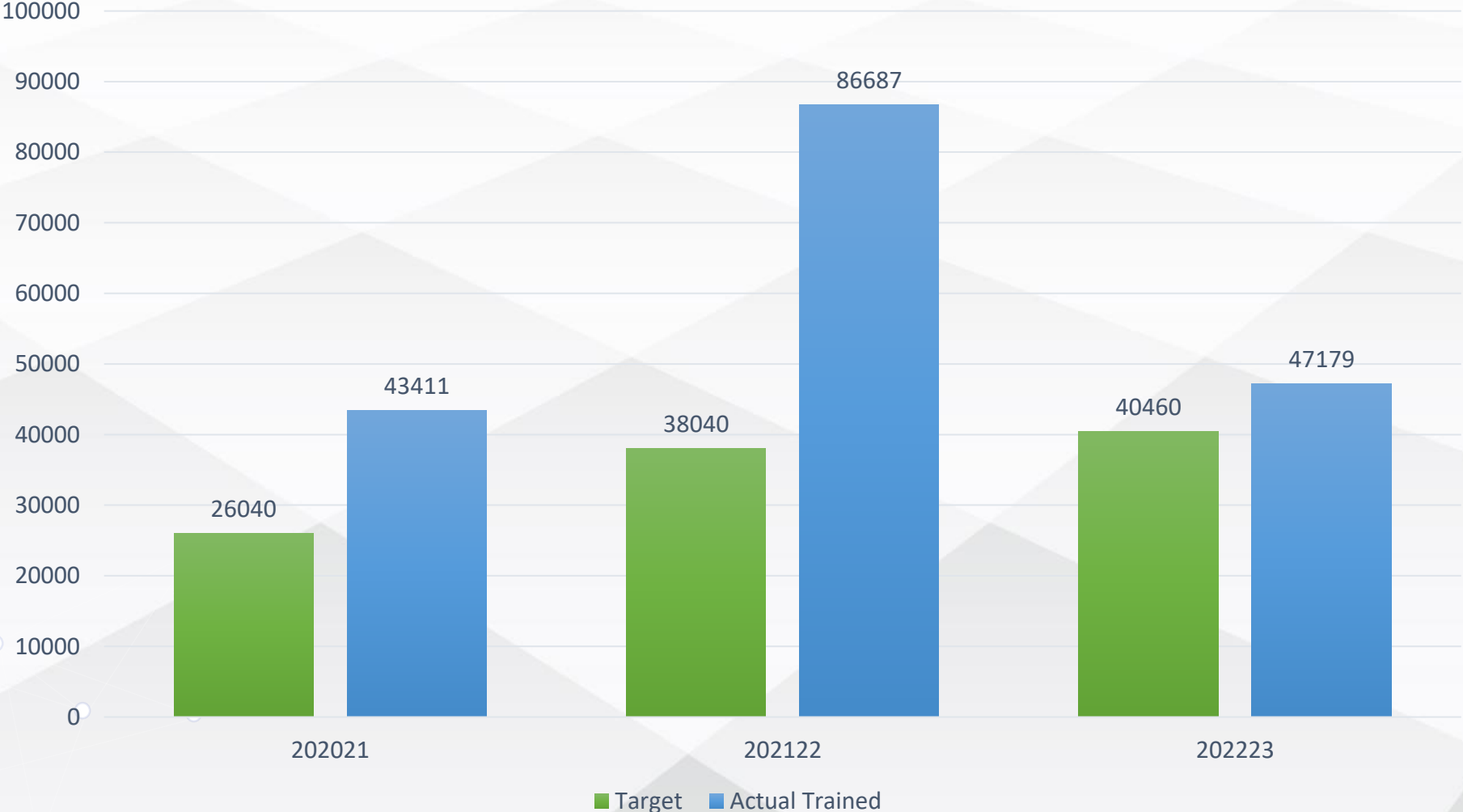
Quality ETD practitioners

Responsive ETD Interventions

# FIVE-YEAR STRATEGY (2020-2025)



PERSONS TRAINED FROM APRIL 2020 TO MARCH 2023





# FIVE-YEAR STRATEGY (2020-2025)



## ONLINE COURSES: TOTALS SINCE 2020/21

|  | ENROLLED      | ACTIVE LEARNERS (In progress + Completed) | In progress  | Completed     |
|--|---------------|---|--------------|---------------|
| Championing Anti-discrimination in the Public Service              | 1438          | 1106                                      | 407          | 699           |
| Compulsory Induction Programme (Levels 6-12)                       | 11517         | 8364                                      | 849          | 7515          |
| Ethics for Educators   | 1072          | 275                                       | 23           | 252           |
| Ethics for Internal Auditors                                       | 4742          | 1881                                      | 920          | 961           |
| Ethics in the Financial Sector Conduct Authority (FSCA)            | 150           | 147                                       | 3            | 144           |
| Ethics in the Public Service                                       | 71183         | 59022                                     | 6142         | 52880         |
| Financial Management Delegations of Authority in the Public Sector | 158           | 85  | 2            | 83            |
| Generally Recognised Accounting Principles (GRAP)                  | 5542          | 2572                                      | 1496         | 1076          |
| Introduction to Financial Management and Budgeting                 | 10392         | 6409                                      | 1151         | 5258          |
| Introduction to Leading Change                                     | 5765          | 3805                                      | 310          | 3495          |
| Introduction to Policy Formulation and Implementation              | 5174          | 3511                                      | 402          | 3109          |
| Introduction to Project Management                                 | 5405          | 3651                                      | 363          | 3288          |
| Introduction to Strategic Human Resources Management               | 6473          | 5810                                      | 433          | 5377          |
| Introduction to Strategic Planning and Management                  | 9556          | 6310                                      | 681          | 5629          |
| Know and live our Constitution                                     | 5768          | 4730                                      | 593          | 4137          |
| Managing Performance in the Public Service                         | 2338          | 1156                                      | 230          | 926           |
| Nyukela SMS Pre-entry Programme                                    | 28299         | 19961                                     | 3077         | 16884         |
| Operations Management Framework                                    | 4356          | 3024                                      | 796          | 2228          |
| Policy and Procedure on Incapacity Leave and Ill-health Retirement | 4053          | 3665                                      | 1250         | 2415          |
| Public Service Reorientation Programme                             | 200           | 69  | 18           | 51            |
| Writing for Government: Advanced Writing Skills                    | 1493          | 788                                       | 181          | 607           |
| Writing for Government: Basic Writing Skills                       | 8951          | 6485                                      | 996          | 5489          |
| <b>TOTAL*</b>  | <b>194025</b> | <b>142826</b>                             | <b>20323</b> | <b>122503</b> |

# ANNUAL PERFORMANCE PLAN 2023/24



## Strategic Priorities for 2023/24

- Skills Audit in the Public Service (joint initiative with the HSRC)
- Implementation plans for the National Framework towards Professionalisation in the Public Sector
- Productivity in the Public Service (joint initiative with the Presidency)
- Targeted training of 46 480 learners in all forms of ETD offerings (synchronous, asynchronous, physical)
- Projected revenue generation of R101m
- Funded compulsory programme rollout
- Niche programmes (Economic Governance, Anti-discrimination, SOE Board Induction, Traditional Leaders)
- Institutional interventions (e.g. strategic planning workshops)

# ANNUAL PERFORMANCE PLAN 2023/24



## PROGRAMME 1

| Outcome                           | Output Indicator   | Planned Target 2023/24   |
|-----------------------------------|--|--|
| Functional integrated institution | Percentage of total quality management plan implemented                                    | 100% of total quality management plan implemented                                      |
|                                   | Number of mapped business processes in line with operations management plan implemented    | 4 mapped business processes in line with operations management plan Implemented        |
|                                   | Number of ICT projects enabling NSG operations implemented                                 | 6 ICT projects enabling NSG operations implemented                                     |
|                                   | Percentage of material audit findings resolved by the end of financial year                | 100% of material audit findings resolved by end of financial year                      |
|                                   | Percentage of NSG brand and marketing strategy implemented                                 | 75% of the NSG brand and marketing strategy implemented                                |
|                                   | Amount of revenue generated and other funding sources in TTA as part of the cost -recovery | R101m in revenue and other funding sources in TTA                                      |
|                                   | Percentage of business development interventions resulting in the uptake of ETD offerings  | 60% of business development interventions resulting in the uptake of the ETD offerings |
|                                   | Number of research projects informing ETD interventions developed                          | 6 research reports informing ETD interventions developed                               |



# ANNUAL PERFORMANCE PLAN 2023/24



## PROGRAMME 1

| Outcome                           | Output Indicator   | Planned Target 2023/24   |
|-----------------------------------|--|--|
| Functional integrated institution | Amount of revenue generated and other funding sources in TTA as part of the cost -recovery | R101m in revenue and other funding sources in TTA                                      |
|                                   | Percentage of business development interventions resulting in the uptake of ETD offerings  | 60% of business development interventions resulting in the uptake of the ETD offerings |
|                                   | Number of research projects informing ETD interventions developed                          | 6 research reports informing ETD interventions developed                               |

# ANNUAL PERFORMANCE PLAN 2023/24



## PROGRAMME 2

| Outcome  | Output Indicator   | Planned Target 2023/24   |
|--|--|--|
| Competent public servants empowered to do their jobs | Number of skills assessment reports on specific departments or public sector on training needs for relevant ETD interventions completed    | 6 skills assessment reports on specific departments or public sector on training needs for relevant ETD interventions completed    |
|  | Number of courses/ programmes/ interventions responsive to identified skills gaps developed/reviewed                                       | 8 courses/ programmes/ interventions responsive to identified skills gaps developed/ reviewed                                      |
|  | Number of impact evaluation studies conducted  | 6 impact evaluation studies conducted  |
|  | Number of partnerships established with professional bodies on functional areas for professionalization                                    | 2 partnerships established with professional bodies on functional areas for professionalisation                                    |
|  | Status report on the accreditation of the postgraduate qualification developed   | Status report on the accreditation of the postgraduate qualification developed   |
|  | Number of skills audits for public service departments conducted   | Skills audits for public service departments conducted   |
|  |  |  |
|  | Number of advocacy sessions conducted on the implementation of the National Framework towards the Professionalisation of the public sector | 6 Advocacy sessions conducted on the implementation of the National Framework towards the Professionalisation of the public sector |
|  | Nyukela Programme for Middle Management Services (MMS) developed   | Development of Nyukela Programme for Middle Management Services (MMS)  |

# ANNUAL PERFORMANCE PLAN 2023/24



## PROGRAMME 2

| Outcome   | Output Indicator  | Planned Target 2023/24   |
|---|---|--|
| Sustainable partnerships and collaboration to support ETD interventions | Percentage of partnerships and collaborations facilitated to support ETD interventions                      | 25% of partnerships and collaborations facilitated to support ETD interventions                                      |
| Quality ETD practitioners   | Performance management systems for ETD practitioners piloted  | Performance management system for ETD Practitioners piloted and implemented  |
| Responsive education, training and development (ETD) interventions      | NSG status as an accredited training provider maintained  | Accreditation processes facilitated and managed to maintain the status of the NSG as an accredited training provider |
|   | Number of programmes/ courses quality assured by the NSG Quality Assurance Committee                        | 8 programmes/courses quality assured by the NSG Quality Assurance Committee  |
|   | Compulsory in-service training framework approved and programmes implemented                                | 8 compulsory programmes implemented  |
|   | Number of learners trained on compulsory and demand- led ETD interventions                                  | 46 480 learners trained on compulsory and demand- led ETD interventions  |
|   | Percentage of senior managers in the public service trained on how to deal with all forms of discrimination | 10% increase of public servants in the public sector trained on how to deal with all forms of discrimination         |
|   | Number of ODeL courses/ programmes/ interventions responsive to identified skills gaps developed/reviewed   | 8 ODeL courses/ programmes/ interventions responsive to identified skills gaps developed/reviewed                    |



# VOTE BUDGET



|  | Audited Outcome | Audited Outcome | Audited Outcome | Budget         | Budget         | Budget         | Budget         |
|--|-----------------|-----------------|-----------------|----------------|----------------|----------------|----------------|
| Vote   | 2019/20         | 2020/21         | 2021/22         | 2022/23        | 2023/24        | 2024/25        | 2025/26        |
| Administration                                     | 95 522          | 95 719          | 104 079         | 112 348        | 113 338        | 118 394        | 123 662        |
| Public Sector Organisational and Staff Development | 87 464          | 125 884         | 103 423         | 115 721        | 115 680        | 120 368        | 125 700        |
| <b>TOTAL</b>                                       | <b>182 986</b>  | <b>221 603</b>  | <b>207 502</b>  | <b>228 069</b> | <b>229 018</b> | <b>238 762</b> | <b>249 362</b> |

|                                      | Audited outcome | Audited outcome | Audited Outcome | Budget         | Budget         | Budget         | Budget         |
|--------------------------------------|-----------------|-----------------|-----------------|----------------|----------------|----------------|----------------|
| Economic classification              | 2019/20         | 2020/21         | 2021/22         | 2022/23        | 2023/24        | 2024/25        | 2025/26        |
| <b>Current payments</b>              | <b>93 103</b>   | <b>93 881</b>   | <b>100 458</b>  | <b>108 522</b> | <b>109 343</b> | <b>114 220</b> | <b>119 301</b> |
| Compensation of employees            | 55 207          | 55 841          | 56 880          | 59 779         | 60 416         | 63 097         | 65 890         |
| Goods and services                   | 37 896          | 38 040          | 43 578          | 48 743         | 48 927         | 51 123         | 53 411         |
| <b>Transfers and subsidies</b>       | <b>-</b>        | <b>-</b>        | <b>-</b>        | <b>-</b>       | <b>-</b>       | <b>-</b>       | <b>-</b>       |
| Transfers and subsidies              | 87 464          | 125 884         | 103 423         | 115 721        | 115 680        | 120 368        | 125 700        |
| Payments for capital assets          | 2 419           | 1 838           | 3 621           | 3 826          | 3 995          | 4 174          | 4 361          |
| Payments for financial assets        | -               | -               | -               | -              | -              | -              | -              |
|                                      |                 |                 |                 |                |                |                |                |
| <b>Total economic classification</b> | <b>182 986</b>  | <b>221 603</b>  | <b>207 502</b>  | <b>228 069</b> | <b>229 018</b> | <b>238 762</b> | <b>249 362</b> |

# TRADE BUDGET



|                      | Audited Outcome | Audited Outcome | Audited Outcome | Budget         | Budget         | Budget         | Budget         |
|----------------------|-----------------|-----------------|-----------------|----------------|----------------|----------------|----------------|
|                      | 2019/20         | 2020/21         | 2021/22         | 2022/23        | 2023/24        | 2024/25        | 2025/26        |
| Revenue              |                 |                 |                 |                |                |                |                |
| Own revenue          | 151 481         | 28 773          | 106 935         | 104 920        | 105 618        | 111 130        | 116 464        |
| Course Fees          | 145 775         | 26 188          | 98 785          | 101 357        | 101 357        | 107 239        | 112 386        |
| Interest             | 5 706           | 2 585           | 6 259           | 3 563          | 3 724          | 3 891          | 4 077          |
| Transfers received   | 87 464          | 125 884         | 103 424         | 115 721        | 113 713        | 118 371        | 124 053        |
| <b>Total revenue</b> | <b>238 945</b>  | <b>154 657</b>  | <b>208 467</b>  | <b>220 641</b> | <b>219 331</b> | <b>229 501</b> | <b>240 517</b> |

| Expenses                       | Audited Outcome | Audited Outcome | Audited Outcome | Budget         | Budget         | Budget         | Budget         |
|--------------------------------|-----------------|-----------------|-----------------|----------------|----------------|----------------|----------------|
| Current expense                | 205 520         | 134 724         | 210 359         | 220 641        | 219 331        | 229 501        | 240 517        |
| Compensation of employees      | 90 439          | 93 259          | 92 308          | 106 069        | 106 069        | 110 831        | 116 151        |
| Goods and services             | 115 081         | 41 465          | 89 465          | 114 572        | 113 262        | 118 669        | 124 365        |
| Software and intangible assets | -               | -               | -               | -              | -              | -              | -              |
| Transfers                      | -               | -               | -               | -              | -              | -              | -              |
| <b>Total expenses</b>          | <b>205 520</b>  | <b>134 724</b>  | <b>181 773</b>  | <b>220 641</b> | <b>219 331</b> | <b>229 501</b> | <b>240 517</b> |
| <b>Surplus / (Deficit)</b>     | <b>33 425</b>   | <b>19 933</b>   | <b>26 694</b>   | <b>0</b>       | <b>0</b>       | <b>0</b>       | <b>0</b>       |

# PROVINCIAL AND LOCAL GOVERNMENT



## Provincial Interventions:

- The NSG is part of Provincial HRD Fora in most of the provinces and these include engagements with LGSETA and Local Government skills development facilitators.
- Work with Western Cape CoGTA in order to engage municipalities at quarterly meetings and provide support and advice in terms of capacity building interventions.
- NSG assisted provincial governments, through the Offices of the Premier with the roll-out of Funded Programmes (in excess of 5300 seats were booked for funded programmes across all provinces).
- Training municipal officials on Avoiding, Irregular and Fruitless Expenditure, as well as Citizen-Centred Service Delivery training programmes (KZN)
- Training interventions for Traditional Leaders in the Art of Facilitation for Traditional Leaders (KZN & EC)).



# PROVINCIAL AND LOCAL GOVERNMENT



- The NSG has eight (8) signed Transversal MoAs with all Provincial Governments, through the Office of the Premiers, since 2020 (excluding of Limpopo Provincial Government –under consideration for 2023).
- The aim, Terms and conditions of such a Transversal MoAs, are to cover and be used by Provincial Departments within a Province (to avoid signing with each department).
- Signed MoAs in place with Metros and Municipalities: (i.e., City of Cape Town; City of Tshwane; eThekweni Metropolitan Municipality; Maluti A Phofung Municipality; Mogale City; Msunduzi Municipality; City of Mbombela)
- MoAs with Municipalities in process to be signed: City of Johannesburg; Ekurhuleni Municipality; Mangaung Metropolitan Municipality and Buffalo City Municipality)

# PROVINCIAL AND LOCAL GOVERNMENT



## Plans going forward for Provincial Interventions

- Embarking on working sessions at Provincial Government to bring alignment of WSPS in relation to building a capable, ethical and development state with Annual Training Implementation Plans.
- Focus on the Northern Cape Provincial Government, through the Office of the Premier and the municipalities such as Sol Plaatjie Municipality to bring alignment in terms of capacity building interventions identified to address challenges.
- Unlocking Provincial IGR Fora for Executives (Premier, Mayors, MECs for Local Government and Municipal Managers) in terms of advocacy for the Professionalisation Framework and what the NSG has to offer in ensuring a capable, ethical and developmental state. First engagement scheduled in May 2023 in the Western Cape Province.



## The NSG social media platforms Like, Follow, Subscribe and Tweet us Here...



E-mail: [contactcentre@thensg.gov.za](mailto:contactcentre@thensg.gov.za) Contact Centre: +27 86 100 8326

Website: [www.thensg.gov.za](http://www.thensg.gov.za)

### *The NSG:*

**Learn:** expanding learning opportunities for public servants to master statecraft

**Serve:** building capacity (& culture) of public servants to serve society effectively

**Grow:** helping public servants combine learning & service (experience) to grow professionally