

Presentation to the Portfolio Committee

**Presented by
Corporate Services
07 May 2008**

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FOCUS AREAS

- **Challenges**
- **Vision**
- **HR**
- **ISM**
- **Financial Management**
- **Communications**

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CHALLENGES

- **Vacancies**
- **Financial Management Systems**
 - **Procurement**
 - **Monies in Trust**
 - **Asset Management**
- **IT Network Limitations**
- **Communication**

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VISION

**“ENABLING ACCESS TO JUSTICE, AND IMPROVING
EFFECIENCY IN THE JUSTICE SYSTEM AS A WHOLE”**

OBJECTIVES

- **Access to justice for all**
- **Organizational Efficiency**
- **Transforming the Legal and Justice System**

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HUMAN RESOURCES

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VACANCIES AS AT 31 MARCH 2008

Approved staff establishment as at 31 March 2008	16415
• National Office	3503
• Regions	12912
Vacancies	2716
• National Office	997
• Regions	1719
Funded Vacancies	1978
Funded Vacancy Rate	12%

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STATUS OF VACANCIES – NATIONAL OFFICE

	VACANCIES MARCH 2008	ADVERTISED	NOT ADVERTISED
NATIONAL OFFICE	997	488	420
REGIONS	1719	1041	620

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FINANCIAL DISCLOSURES (2007/08)

Level	Number of SMS Members	No of Disclosure Forms Received	Number of Disclosure Forms Outstanding	% Outstanding
13	154	154	0	0%
14	49	47	2	4%
15	9	8	1	11%
16	2	2	0	0%
TOTAL	214	210	3	1%

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PERFORMANCE AGREEMENTS (2007/08)

Level	Number of SMS Members	No of Performance Agreements signed	Number of Performance Agreements Outstanding	% Outstanding
13	154	154	0	0%
14	49	47	2	4%
15	9	7	2	22%
16	2	2	0	0%
TOTAL	214	210	4	1%

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SKILLS DEVELOPMENT

INTERNSHIPS - NYSP

- State Law Advisors – 2 plus 4 new intake
- Court Services – 62 plus 200 new intake
- Candidate Attorneys – 35 plus 65 new intake
- Legal Secretaries – 15 plus 26
- AULAI – University Law Clinic Interns – 91
- SA Women's Lawyers Association Interns - 20
- Paralegal Interns, Masters and State Attorney Offices – 103(90+13) new intake
- CLO office 3 Interns to work on Presidential Pardons
- Small Claims Court – 100 new intake

LEARNERSHIPS

- Legal Interpreting - 100
- Court Services Management - 100
- Family Law
- Internal Audit - 24 new intake

FRONTLINE STAFF

- Service Excellence training – 192

COMPUTER TRAINING

- DNS 3 rollout training - 2733

MANAGEMENT AND LEADERSHIP

- Franklin Covey leadership programme - 103 (National office and Regions)
- MLDP PHASE 2 Leader Accelerator Seminars – 96
- Frontline Management training as part of Presidential Performance Enhancement programme - 80 in KZN and WC. Will be rolled out to all Regions

PROFESSIONAL DEVELOPMENT

- 8780 staff have undergone continues development

JUSTICE COLLEGE

- Transformation and accreditation of programs and as Institution

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**STATUS DISCIPLINARY MATTERS AS END
MARCH 2008 – 355**

OLDER THAN 12 MONTHS	155 - 43.6%
UNDER 12 MONTHS	200 – 56.3%
AT HEARING STAGE	103 – 29%
ON APPEAL	38 – 10.7%
IMPOSITION OF PUNISHMENT	18 – 5.1%
PRECAUTIONALRY SUSPENSION WHILE UNDER INVESTIGATION	56 – 15.8%

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CURRENT DISCIPLINARY MATTERS

TYPE	NUMBERR	
Fraud	76	
Theft	44	
Loss of state money	53	
Unauthorised absence	29	
Corruption	29	
Insubordination	14	
Negligence	18	
Unbec behaviour	4	
Abuse of State property	13	
Alcohol Abuse	4	
Abscondment	6	
Others	65	

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INFORMATION SYSTEMS & MANAGEMENT

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2007/08 FINANCIAL YEAR

DNS III - Basic IT Infrastructure roll out

- Total number of sites networked to date to 529.
- This constitutes 94% of the sites country-wide
- The project included the provision of ICT infrastructure, hardware, various applications and IT literacy training
- Seven sites are outstanding, of which six are still under construction and one is awaiting a Telkom line for connectivity

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2007/08 FINANCIAL YEAR

E-SCHEDULER APPLICATION

- E-scheduler system has been implemented in 469 Courts, averaging a number of 3400 users
- 6 E-scheduler sites outstanding - 5 is under construction

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2007/08 FINANCIAL YEAR

Video Postponement Project

- 31 Court Rooms and 8 Correctional Centres were identified as Phase 1 of the national roll out.
- The Tender for the National roll out was published and reviewed.
- Port Elizabeth MC and St Albans Med A Correctional Facility was identified as pilot site to test the new Video Remand equipment.
- Roll out to PE Pilot site implemented and will be signed off by end of May 2008
- National Roll out to 44 courts and 22 Correctional Facilities - current financial year

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2007/08 FINANCIAL YEAR

JDAS (Justice Deposit Account System)

- System rolled out to 431 sites.
- JDAS to JMIS integration has started and is on track
- Payment Anywhere module was developed and ready for roll out

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• FINANCIAL MANAGEMENT

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Monies in Trust

- The tender evaluation process has been concluded and services providers were given the opportunity to submit best and final offers.
- The final tender evaluation will be concluded by July 2008 to commence with contract negotiation with the successful bidder.
- The service provider will be expected to conclude the system development by September/October 2008
- Full implementation to commence in January 2009.

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ASSET MANAGEMENT

- The Office of the CFO formulated an audit action plan. Periodic reports are submitted to DOJ management and the Audit Committee.
- A project manager were appointed and project management teams were established to perform an independent stock take on movable assets.
- The due date for the completion of the accurate asset register is 15 May 2008.
- 284 asset controllers were trained in 2007/8 to improve efficiency in the management of assets

PROCUREMENT

- In order to improve the functioning of procurement activities the Accounting officer approved a revised personnel establishment (structure) for the supply chain management division in full compliance with the supply chain management framework as prescribed by National Treasury.
- The department is in process to fill the identified positions. 15 Positions has already been advertised and short listed and we in process with the job evaluation of 19 posts

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COMMUNICATION

- **Outreach Programs**
 - **Constitutional Education**
- **Public Education**

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OTHER ISSUES

- **COURT SECURITY**
 - Tender Advertised
 - Final Stage of Evaluation
 - 127 Courts to be secured

- **CYBERIA**
 - Internal Audit Report

 - Second Legal Opinion being obtained

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Q & A

Thank You