

12/10/11 pcwamen

women, children & people with disabilities
Department: Women, Children and People with Disabilities
REPUBLIC OF SOUTH AFRICA



PRESENTATION TO PORTFOLIO COMMITTEE ON THE ANNUAL REPORT FOR 2011-12

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10/10/2012

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Introduction

- Significant progress has been made to address the findings. Management is aware of the problems, knows what needs to be done to correct things and is working hard to correct things.
- Austerity measures imposed on expenditure have yielded positive results in that we are currently at 52% on expenditure (44% with AENE).
- Additional funding of R12mil for compensation has been secured. (1st victory of the turn-around)
- Baseline assessment has been conducted to ensure adequate funding in the outer years.

Introduction, cont...

- In terms of the original Compensation budget allocation of R57.126 million the expenditure at Mid year is R31.562 million. This equals to 55,2% against 50% for mid year.
- The adjusted allocation on compensation after the R12 million is added will be R69.126 and the R31.562 million expenditure equals to 45.6%.
- The projected overspending of R5.8 million will be cleared, leaving R6.2 million (R12m – R5.8m) to fund critical positions.
- Provision has been made for the carry through effect in the MTEF inputs for 2013/14 – 2015/16.

Introduction, cont...

- We are in agreement with the AG's finding that skills within financial management are a cause for concern, hence additional capacity has been sourced from OAG and Statistics SA.
- This has enabled us to accurately identify the gaps in our internal controls and this remains a continuous process.
- The risk management process is being used to counter the current weaknesses in the controls.
- Financial and HR information is continuously analysed to provide intelligent management information.

Introduction, cont...

- The findings on performance information are a reflection of the skills challenge that the department is faced with and management is addressing this.
- A performance monitoring and evaluation policy has been developed to institutionalise planning in the department.
- With the recent confirmation of additional funding, training on monitoring and evaluation will be prioritised.

Introduction, cont...

- Management structures are being utilised to monitor progress on the action plan (key controls).
- EA oversight on financial management has been reinforced as agreed with the Auditor-General.
- An agreement has been signed with the Accountant-General on technical support to ensure stability in financial management.

Part 1: General Information

- **VISION**

A fully inclusive society free from unfair discrimination, inequality, abuse and exploitation.

- **MISSION**

To drive Government's equity, equality and empowerment agenda for vulnerable groups and historically disadvantaged communities in each of the sectors for women, children and people with disabilities through an integrated approach to accelerate the realisation of human rights, empowerment, equality and human dignity for women, children and people with disabilities.

- **MANDATE**

To promote, facilitate, coordinate and monitor the realization of the rights of women, children and people with disabilities.

Part 2: Predetermined Objectives

Programme 1:

Administration

Programme 2:

Women`s Empowerment and Gender Equality (WEGE)

Programme 3:

Children`s Rights and Responsibilities (CRR)

Programme 4:

Rights of People with Disabilities (RPD)

Predetermined Objectives Cont...

- **KEY STRATEGIC OBJECTIVES**
 - To provide effective leadership, management and administrative support services to the department to ensure that it delivers on its mandate in an efficient and sustainable manner
 - To coordinate and facilitate the process of establishing the National Council Against Gender-Based Violence (NCAGBV)
 - To mainstream women's empowerment and gender equality, children's rights and disability considerations into government's policies and governance processes
 - To monitor and evaluate the mainstreaming of women's empowerment and gender equality, children's rights and disability considerations into government's policies and governance processes
 - To coordinate institutional support and capacity development programme for the promotion, protection and advancement of women, children and people with disabilities.

Part 3: PROGRAMMES' PERFORMANCE

Programmes	Programme Name	Targets Achieved	Targets Not Achieved	Total targets	% of targets achieved	% of targets not achieved	Total targets
Programme 1	Administration	37	19	56	66%	34%	100%
Programme 2	WEGE	14	16	30	47%	53%	100%
Programme 3	CRR	12	3	15	80%	20%	100%
Programme 4	RPD	13	10	23	57%	43%	100%
Grand Total of all programmes:		73	48	121			
DWCPD % Achieved and not Achieved:		60%	40%	100%			

Performance highlights

PROG 2: WEGE

- National Policy on Women's Empowerment and Gender Equality developed
- National Rural Women Development Strategy drafted
- Women and Budget initiative launched
- Interim National Council Against Gender Based- Violence established
- Hosted Women's Day
- Co-hosted the Ministerial sod turning ceremony for the Caguba Community centre, which will house the women memorial hall in Port St Johns.

PROG 3: CRR

- Hosted inaugural Nelson Mandela Children's Parliament
- The National Children's Day Celebration focused on climate change held at the Union Buildings
- Launched a report on Children and Climate Change on 19 November in participation with UNICEF
- An Interdepartmental Committee on the Rights of the Child was established.
- DWCPD launched the TechnoGirls project within the mining sector, where currently 200 girls are participating.
- Hosted a successful Sod Turning Ceremony in partnership with city of Tshwane, SAPS, Correctional Services and Treasury for the Masego Kgomo Memorial Park



Performance highlights

PROG 4: RPD

- National accessibility awareness campaign launched
- Draft National Disability policy developed
- Disability awareness month successfully conducted
- Coordinated and monitored distribution of wheelchairs country wide in collaboration with ACSA and DOH

AUDIT OUTCOMES AND PROGRESS

AUDIT OUTCOME	ROOT CAUSES	PROGRESS TODATE
Unauthorised Expenditure	<p>Compensation of employees where staff were appointed on higher notches than minimum entry levels and appointments made without proper costing.</p> <p>Goods and services especially on travelling Advocacy which is the mandate of the department calls for consultation with civil society. This necessitates the transport, accommodation and conferencing with stakeholders from various Provinces. The six of the delegation from the department on international travel was not adequately managed.</p>	<p>No appointments are made without confirmation of funding by the CFO. Baseline re-assessment has been conducted to prevent overspending in 2012/13.</p>
	<p>The overspending on transfer payments relates to the legal obligation that the department has to pay out capped leave when a person resigns of leaves the department.</p>	<p>All national day celebrations have been moved to the Dept of Arts and Culture, which will decrease the expenditure on accommodating stakeholders from civil society on this department.</p> <p>All foreign travel is approved by the Executive Authority, and the number in the delegations is limited to the minimum (2).</p>
		<p>Previous expenditure trends will be used to estimate the budget for such payments.</p>

AUDIT OUTCOMES AND PROGRESS

AUDIT OUTCOME	CAUSES	ACTION PLANS
Internal control weaknesses.	<p>Due to the insufficient staff capacity in the Finance and Supply Chain unit.</p> <p>Lack of applicable Finance and SCM policies.</p> <p>Lack of adequate knowledge of Finance and SCM matters.</p> <p>No proper In Year Monitoring performed.</p>	<p>An adequately skilled acting CFO has been seconded from the office of the Accountant General.</p> <p>Additional support staff with adequate financial skills and experienced has been secured on an adhoc basis from Stats SA.</p> <p>Reviewing and drafting of policies and business processes.</p> <p>Training for staff and managers on SCM has been conducted.</p> <p>Monthly IYM reports are submitted</p> <p>Treasury, however finance submit these reports bi-monthly to the responsibility managers.</p> <p>Monthly reconciliations of cash & cash equivalents, suspense account and BAS/Persal. These reports are signed off monthly.</p>

AUDIT OUTCOMES AND PROGRESS

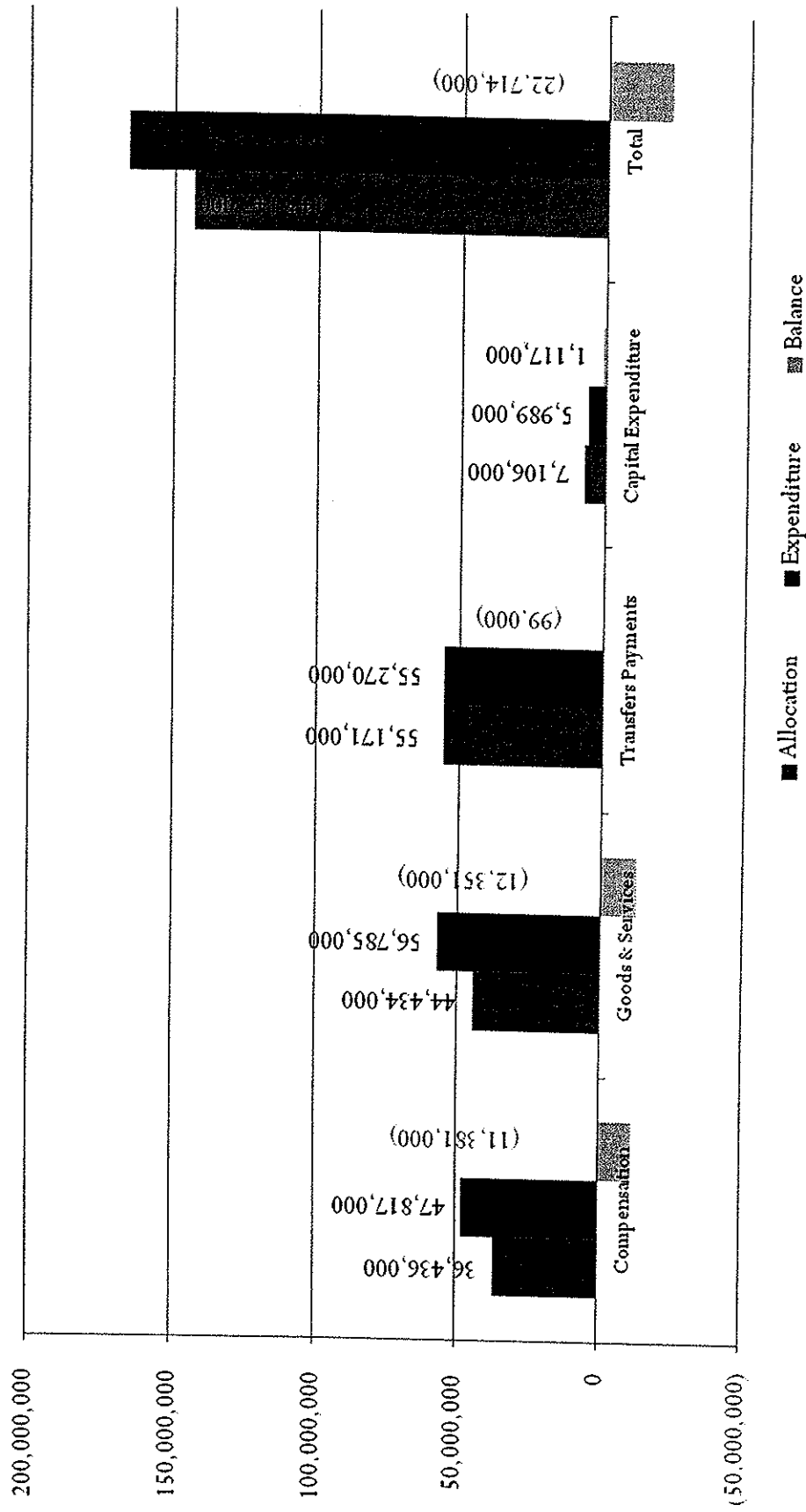
AUDIT OUTCOME	ROOT CAUSES	PROGRESS TODATE
Non appointment of Internal Auditor	The delay was caused by the recruitment process where the 1 st candidate declined, the second candidate did not meet the security clearance standard.	The support of the OAG has been enlisted to ensure that the incumbent is adequately supported. A co-sourced internal audit function is being sought.
Late appointment of Audit Committee	The process was not finalised early enough	The committee has met at least three times since its appointment. Additional members are being appointed to address the challenges raised by the Auditor-General
Non implementation of AG recommendations from previous years	Inadequate skills and commitment to address the findings.	Audit action plans have been drafted and implemented with follow ups Regular meetings are being held at management level to prevent repeat findings.
Inadequate revenue collection	Failure to recover payment made to SIDA as a result of non-compliance to funding agreement by the Presidency.	The debt was wrongly transferred to the department. The AO in the Presidency is responsible for recovery of this debt.

Overall expenditure analysis per programme: April 2011 to March 2012

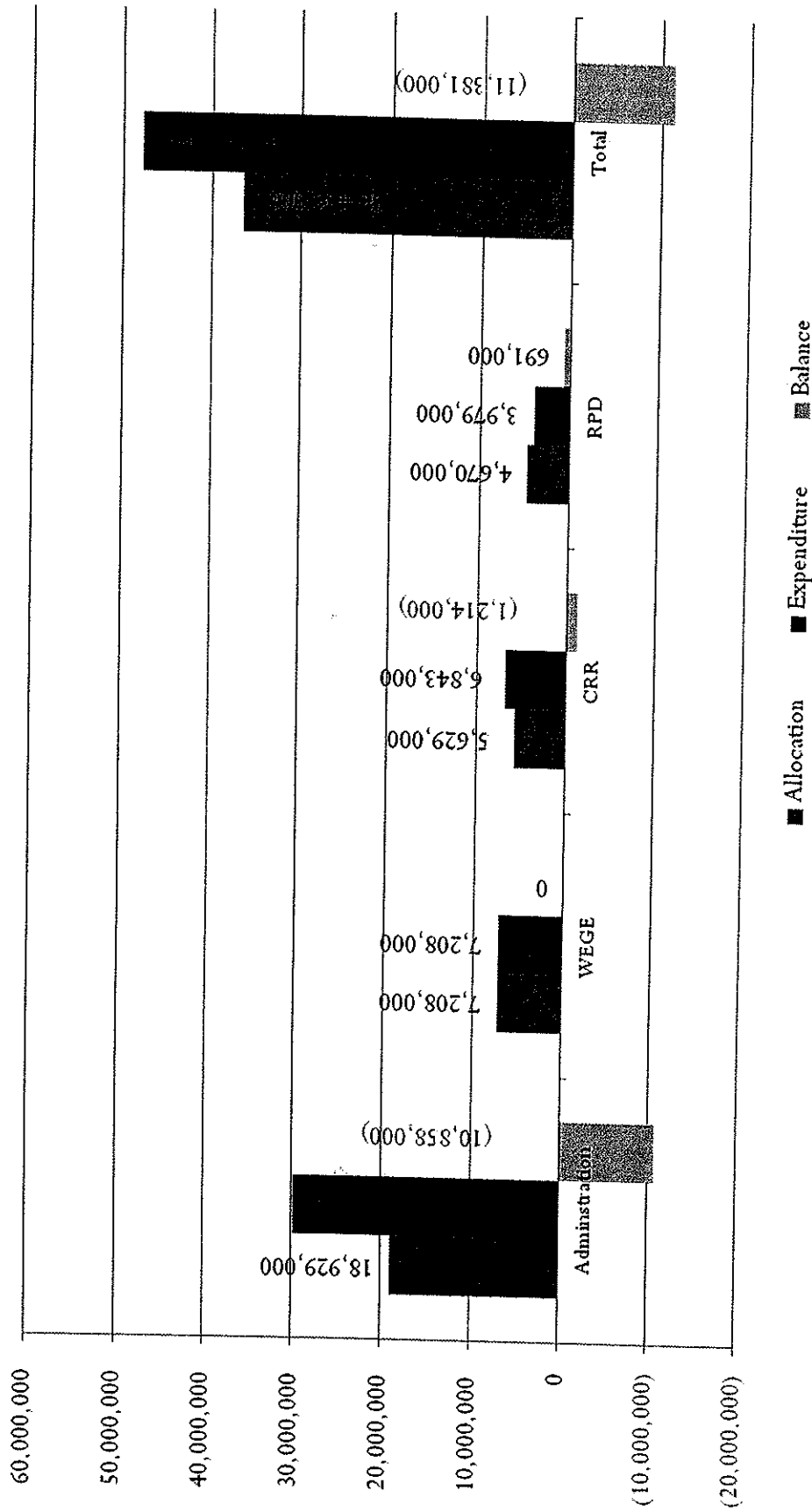
Programme	Main Appropriation R'000	Adjusted Appropriation R'000	Final Appropriation R'000	Actual Amount Spend R'000	Over/Under Expenditure R'000
Administration	34 183	9 596	43 779	67 112	(23 333)
Women Empowerment and Gender Equality	9 479	13 541	23 020	22 045	975
Children's Rights & Responsibilities	9 566	613	10 179	12 004	(1 825)
Rights of People with Disabilities	9 565	1 454	11 019	9 553	1 466
Sub Total	62 793	25 204	87 997	110 714	(22 717)
Commission for Gender Equality	55 150	-	55 150	55 150	-
Total	117 943	25 204	143 147	165 864	(22 717)



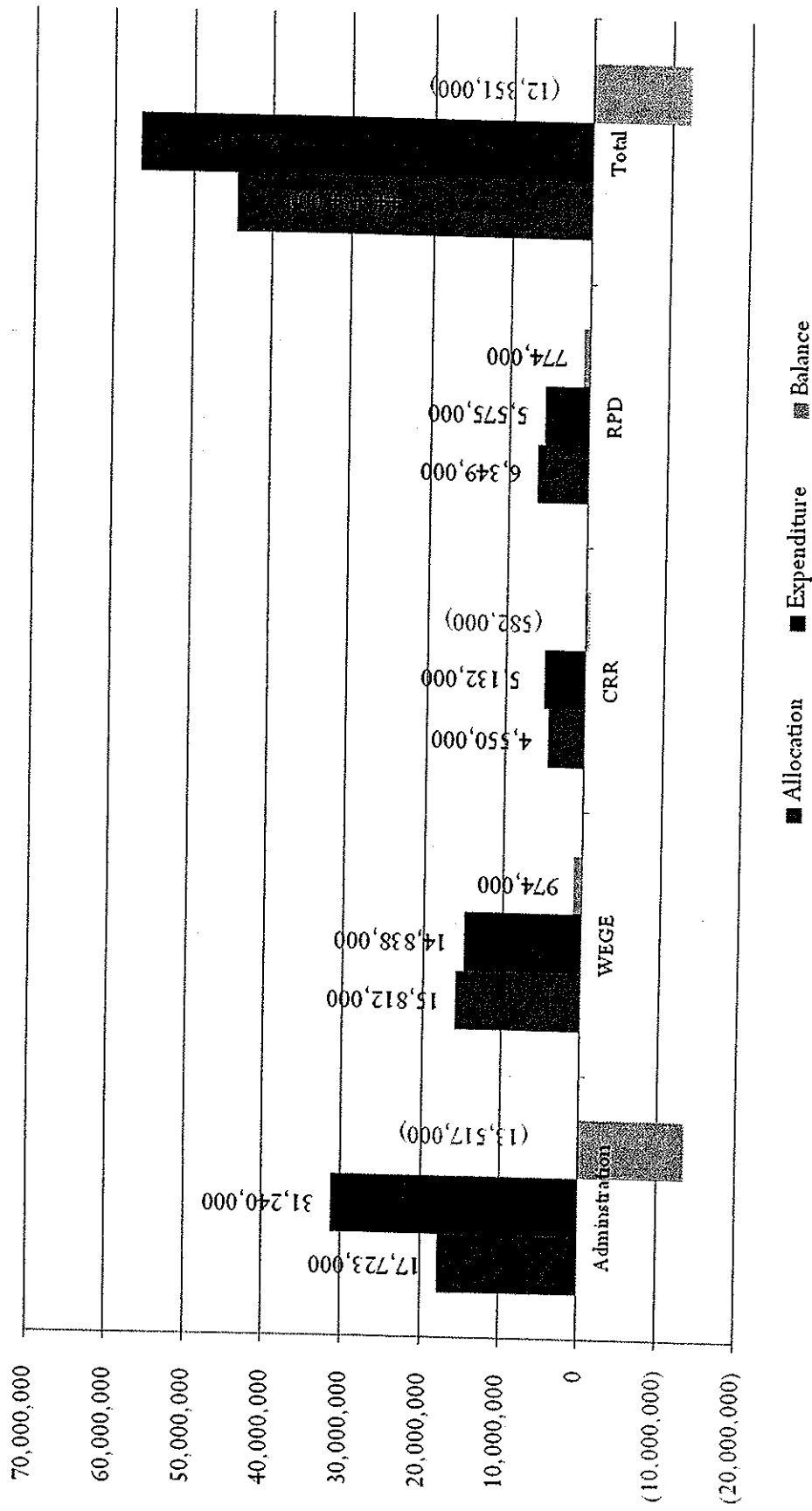
Overall expenditure analysis per economical classification: April 2011 to March 2012



Compensation expenditure analysis per programme: April 2011 to March 2012



Goods & Services expenditure analysis per programme: April 2011 to March 2012



Goods & Services expenditure analysis: April 2011 to March 2012

- Main cost drivers are:
 - Advertising – R6 468 000
 - Recruitment – R682 758
 - This expenditure relates to the advertisements of the various posts in the department in the printed media for example the City Press and Sunday Times and includes adverts for the Audit Committee members, and candidates for the CGE.
 - Marketing R5 553 369
 - This expenditure relates to advocacy and awareness initiatives for event such as the Summit for Rural Women, Childcare initiatives during the World Cup (payment was only made in 2011), National Children's day, Consultative Children's Conference 16 Days of Activism, International Day of Disability, Child Protection Week, Women's Month.



Goods & Services expenditure analysis: April 2011 to March 2012

- Main cost drivers are:
- Consultants
 - **Business & Advisory Services – R653 017**
 - This expenditure relates to the appointment of the Asset Management Consultants to manage the departmental assets and the establishment of the Supplier Database, Competency Tests for new appointments and Interpretation services.
 - **Legal Costs – R351 000**
 - This expenditure relates to the settlement in a court case of the dismissal of a former advisor to the Former Minister.

Goods & Services expenditure analysis: April 2011 to March 2012

- Main cost drivers are:
 - Contractors – R3 974 549
 - This expenditure relates to maintenance and repairs in the office and furniture removal of the move of offices from The Presidency to 36 Hamilton street in Pretoria and the supply of infrastructure for example tents, stages, sound equipment, ablution facilities during the events hosted by the department as well as follows:
 - Rural Women Summit
 - National Women's Conference
 - Media Monitoring for Women's Month
 - Disability Tributes
 - National Women's Day
 - National Children's Day
 - 16 Days of Activism
 - International Day for People with Disabilities

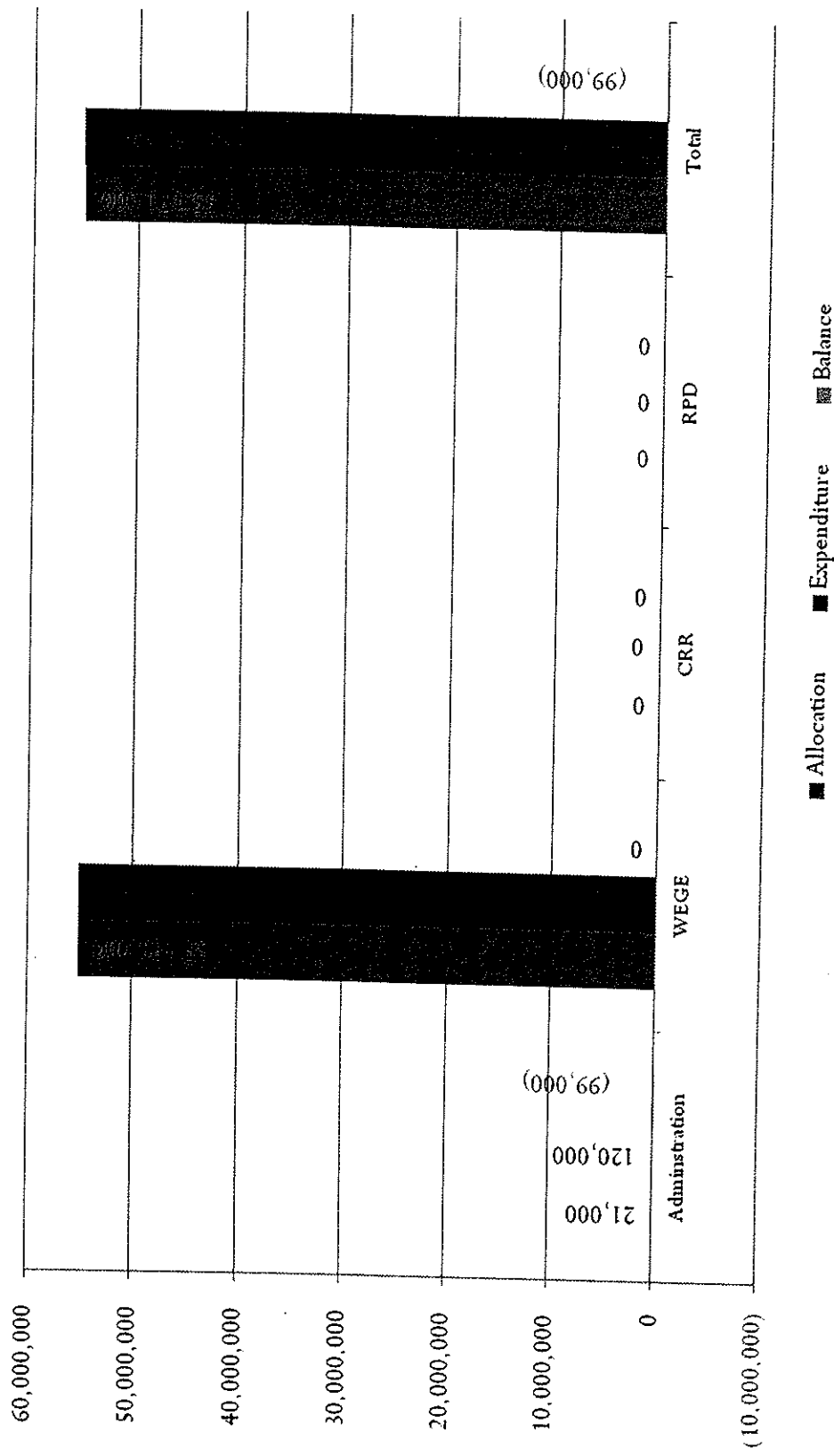
Goods & Services expenditure analysis: April 2011 to March 2012

- Main cost drivers are:
- Domestic – R14 980 000
 - The information on domestic travel consists of
 - Accommodation – R4 043 854
 - Air Travel – R4 850 069
 - Car Rental – R2 178 149
 - Road Transport – R2 484 985
 - The amount also relates to staff expenditure to perform official duties, however the biggest portion relate to the non employee part, where delegates were transported and accommodated to National events such as Women's Day, Children's day, 16 Days of Activism.

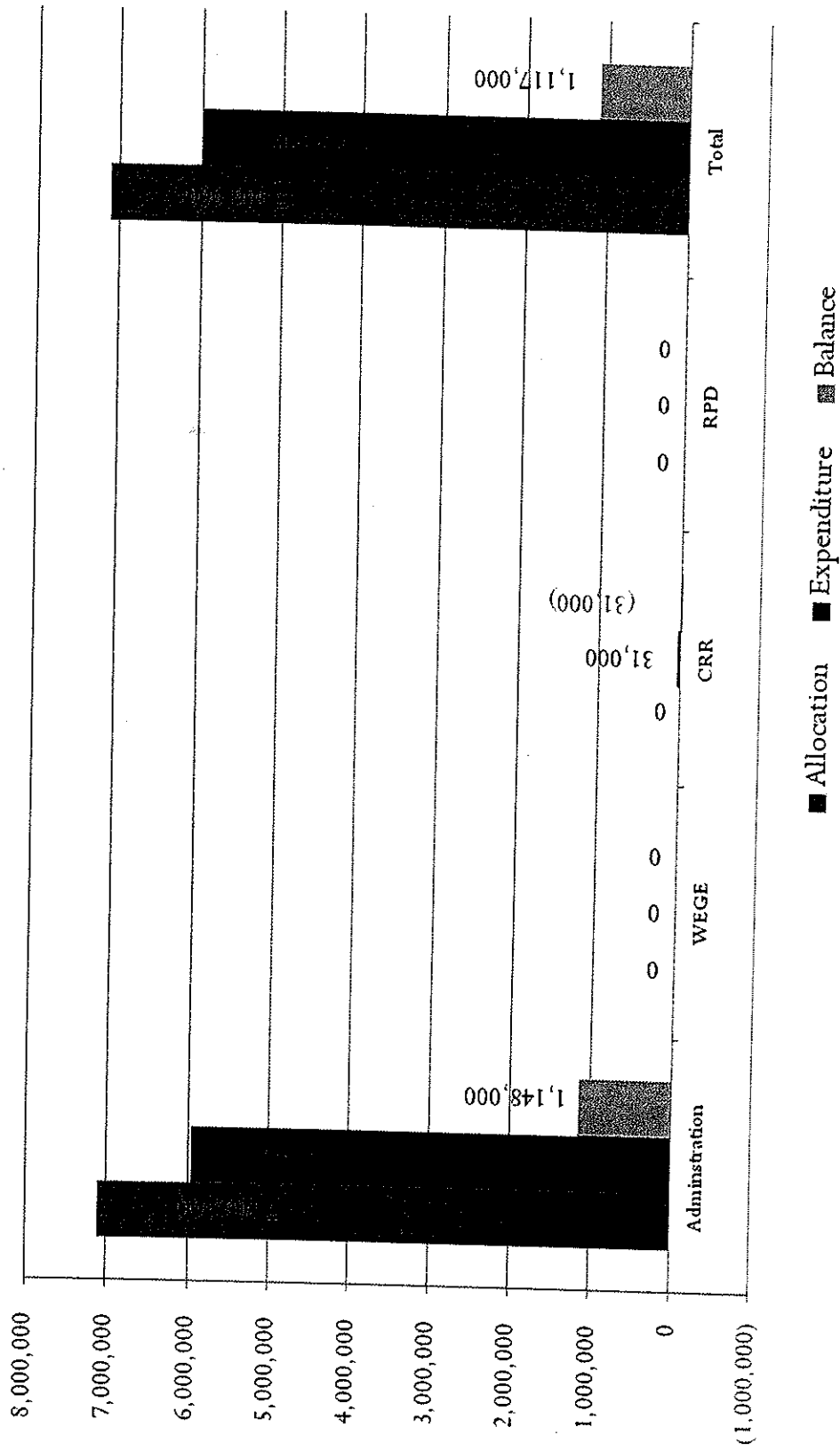
- Foreign - R3 905 000

- The information on foreign travel consists of
 - Air Travel – R3 306 512
 - Accommodation – R469 725
 - Road Transport – R6 437
- The events relating to the Foreign travel are:
 - New York – CSW event, delegation of 3 persons
 - Geneva – delegation of 3 persons
 - Chicago – delegation of 2 persons
 - Hong Kong – delegation of 3 persons

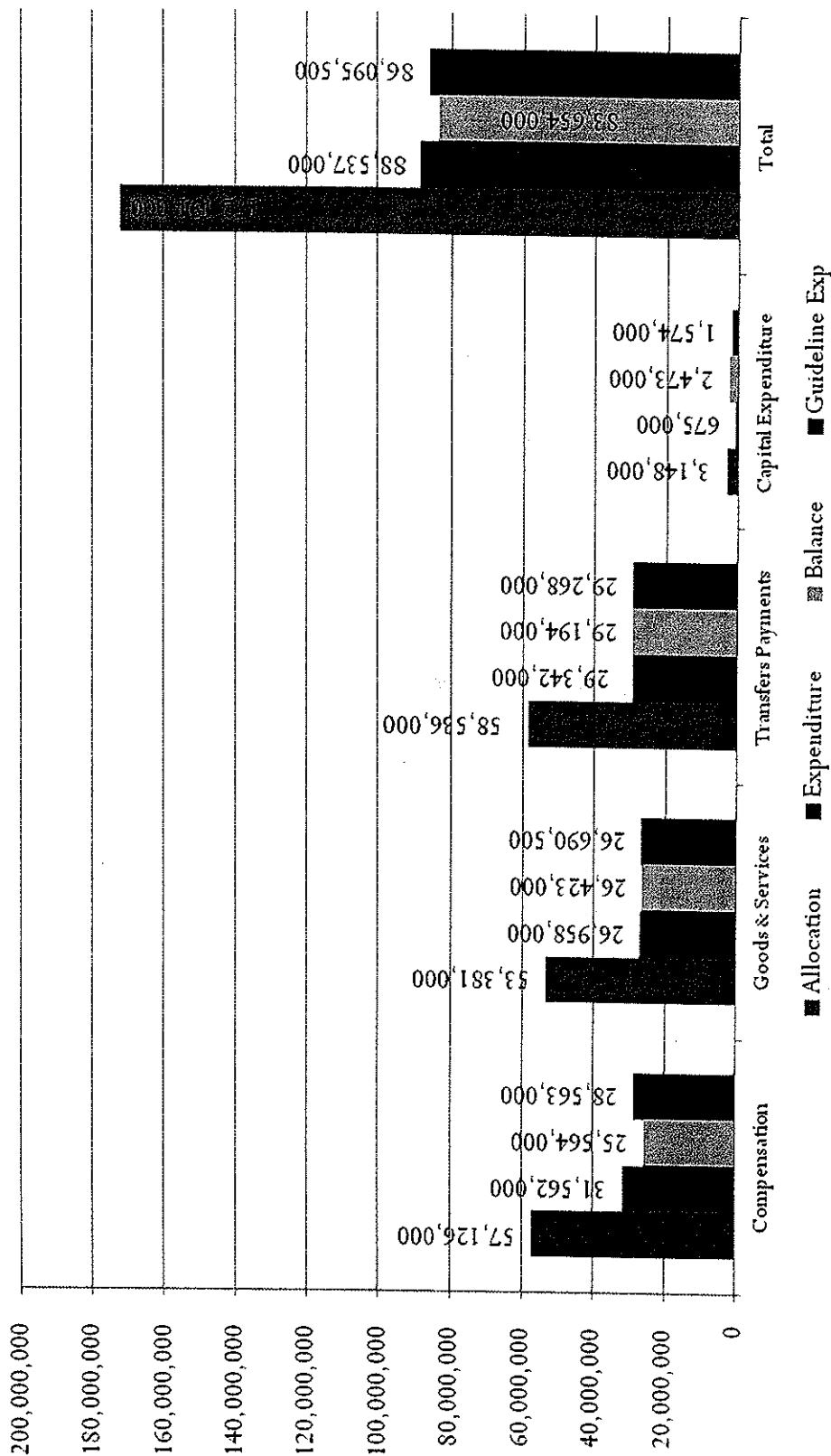
Transfer Payment expenditure analysis per programme: April 2011 to March 2012



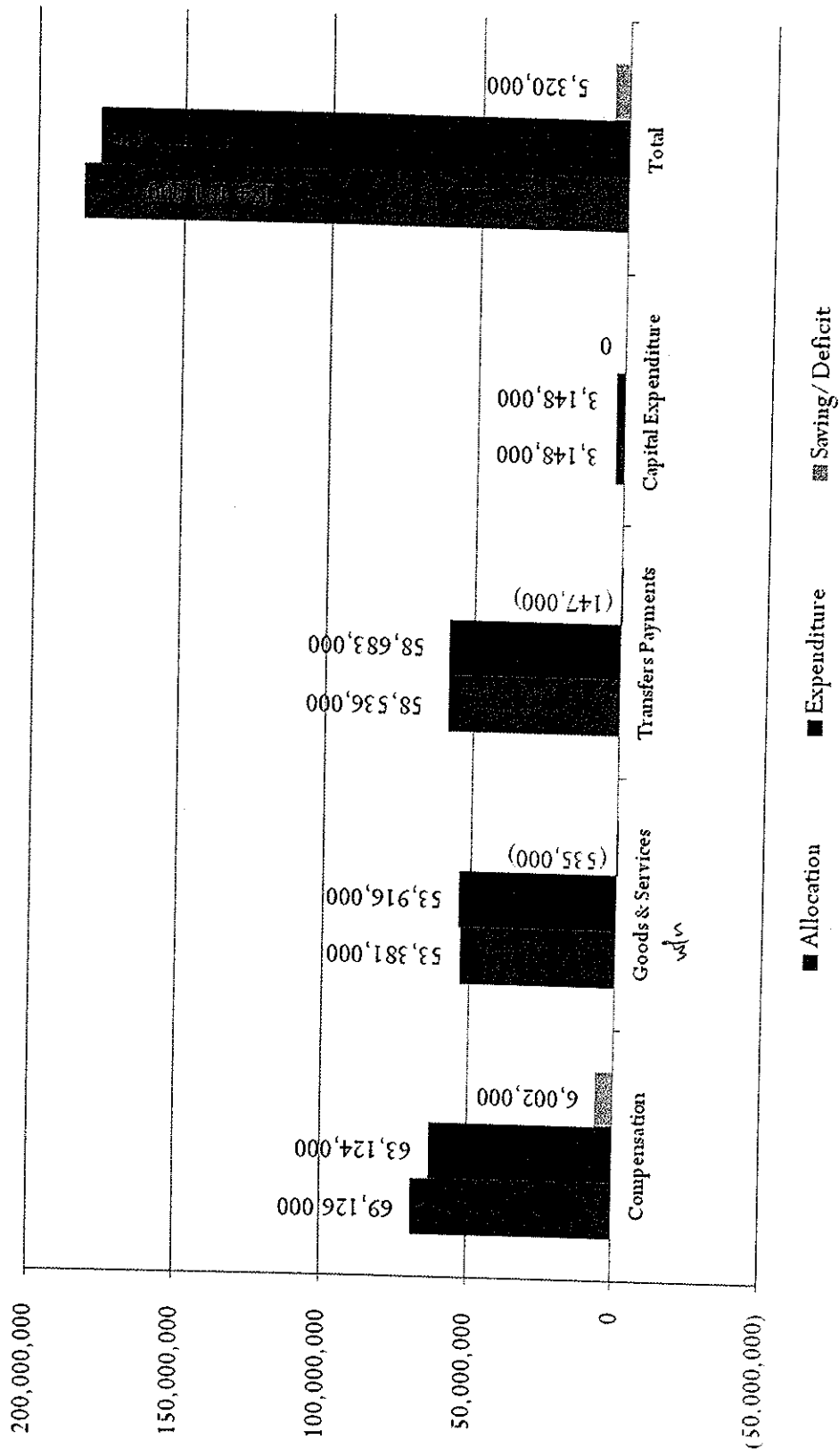
Machinery & Equipment expenditure analysis: April 2011 to March 2012



Status on Expenditure: 1 April 2012 to 30 September 2012 (Mid Year)



Actual / Budget Analysis: 1 October 2012 to 31 March 2013



Solutions and Measures implemented since 1 April 2012

- In year monitoring – The in year monitoring reports have been compiled on a monthly basis and submitted to the DG's office for review.
- Monthly cash flow reports have been sent out to the responsibility managers to ensure financial discipline and monitoring. Where funding needed to be shifted, responsibility managers must sign off for approval and revised cash flow reports are sent out. Bi-monthly cash flow reports will be sent out from October 2012.
- In the MTEF process the baseline amounts were received from Treasury.
- Reprioritising of the goods & services budgets were done in consultation with the relevant programmes. The identified funding were moved to compensation to ensure a carry through effect on compensation. This will ensure that there are no overspending on compensation of employees for the next 3 financial years.



Human Resource Information

Programme	Number of posts	Number of posts filled	Vacancy Rate %	Number of posts filled additional to establishment
Administration	103	99	3.9	1
Women Empowerment & Gender Equality	18	12	33.3	0
Children's Rights and Responsibilities	13	9	30.8	0
Rights of People with Disabilities	16	13	18.8	0
Total	150	133	11.3	1

Human Resource Information cont...

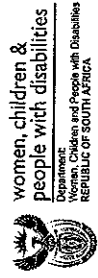
Salary Band	Number of posts	Number of posts filled	Vacancy Rate %	Number of posts filled additional to establishment
Lower skilled (L1 – 2)	3	2	33.3	0
Skilled (L3 – 5)	7	7	0	0
Highly Skilled production (L6 – 8)	40	38	5	1
Highly Skilled supervision (L9 – 12)	29	25	13.8	0
Senior Management (L13 – 16)	50	40	20	0
Contract (L3 – 5)	2	2	0	0
Contract (L6 – 8)	11	11	0	0
Contract (L9 – 12)	5	5	0	0
Contract (L13 – 16)	3	3	0	0
Total	150	133	11.3	1



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THANK YOU



10/10/2012