

NDPW improves its MPAT performance by 71%

The National Department of Public Works has improved its 2015 MPAT (Management Performance Assessment Tool) performance results by 71%. The Department has been steadily improving its performance since 2012.

Since 2012, the performance has improved from 25% in 2012 to 71% in 2015. Also, the number of standards has increased from 30 (2012) to 37 (2015). The increase in the number of standards reflects additional and/or revised standards based on past performance. Despite the increase in the number of standards, the performance of the Department has improved considerably.

MPAT assesses the quality of management practices across a comprehensive range of management areas, from supply chain management to strategic planning. In each management area, performance is assessed against the management standards established by the relevant transversal departments (e.g. National Treasury for financial management; and the Department of Public Service and Administration (DPSA) for human resource management and development).

It is built around four management Key Performance Areas (KPA's), namely, Strategic Management; Governance and Accountability; Human Resource Management; and Financial Management. MPAT is designed to assess compliance and the quality of management practices.

Government has set out 14 Priority Outcomes that are further elaborated in the National Development Plan (Vision 2030). However such outcomes and priorities cannot be achieved if there are weak management practices. These Priority Outcomes are underpinned by Outcome 12: **'An Efficient, Effective and Development Orientated Public Service'**.

In October 2010, Cabinet approved a proposal from the Department of Performance Monitoring and Evaluation (DPME) to work with transversal departments and Offices of the Premier to develop and pilot the implementation of a management performance assessment tool, in support of achieving Outcome 12. DPME was mandated by Cabinet to lead the development of the Management Performance Assessment Tool (MPAT).

The M&E's MPAT's action plan for the year 2016 will target poor performing areas, through extensive bilateral meetings, such as Service Delivery Improvement Plan, Promotion of Access to Information Act (PAIA) and Implementation of SMS PMDS as well as the entire Human Resources Management KPA.

The action plan will also support and monitor the progress in areas where levels 2, 2.5 and 3 scores were achieved, with the objective of enabling the units to improve their scores to a level 4. These include all four Key Performance Areas with few standards under Finance Management.

The index performance will also be used as a form of measure to improve overall performance. The index target for 2015 MPAT was 2.7. This target at the time did not consider the new MPAT score rating of 2.5. The Department achieved an index of 2.9 in 2015, above the set target of 2.7. The set target for 2017 MPAT cycle is 3.5.