



### PERFORMANCE AGREEMENT FOR DEPUTY DIRECTOR-GENERAL

<b>SMS member's name</b>	Molatelo Mohwasa
<b>Persal number</b>	19074425
<b>Supervisor's name</b>	Imtiaz Fazel (Acting DG)
<b>Branch name</b>	Inter-Governmental Coordination
<b>Province (if applicable)</b>	Gauteng
<b>Performance cycle</b>	April 2020 – March 2021
<b>Job title</b>	Acting Deputy Director General

Please identify dates for half-yearly and annual performance assessments

<b>Mid-year performance review &amp; assessment date:</b>	October 2020
<b>Annual Performance assessment date:</b>	April 2021

#### Dispute resolution mechanism

Disputes on the signing of PAs will be dealt with in terms of Regulation 72(4)(5)&(6) of the Public Service Regulations, 2016. Any disputes about the assessment, shall be mediated by a person agreed to by the SMS member and the Supervisor.

Name of Mediator: MR CLIVE MTSHISA

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Signature of SMS Member (DDG)

Date: 2020/09/28


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Signature of Supervisor]


Date: 30 September 2020

Categories	Key Result Area	Batho Pele Principles	Weighting
Individual Performance	Develop and implement national norms and standards on inter-governmental coordination activities within the spheres of Government	Service delivery	10
	Drive the implementation of government policy priorities and the delivery of essential services in line with the Constitutional mandate	Service delivery	10
	Leverage inter-governmental relations relevant to the DPW's mandate	Service delivery	10
	Provide leadership, coordination and oversight over DPW and its sector Departments	Service delivery	10
	Observe the principles of good cooperative governance and inter-governmental relations	Service delivery	10
	Ensure compliance with relevant legislation and regulations in the payment of service providers within 30 days	Service delivery	10
<b>Note: the sum of the weightings of KRAs must add up to 100%</b>			
<b>KRAs Total Weighting</b>			<b>60%</b>
Auditor General	Ensure that the branch receives no material findings on non-compliance with legislation and that the financial statement are free from material misstatements.		20%
<b>Total Weighting: Auditor Generals Findings &amp; Opinions (apply to DDGs)</b>			<b>20%</b>
Organisational Performance	This component will focus on assessing the organisational performance based on the predetermined target in the Annual Performance Plan (APP) and the audited Annual Report (AR) will be used to establish the extent in which the objective in the APP has been achieved.		20%
<b>Total weight: The organisational performance ( apply to DDGs)</b>			<b>20%</b>
<b>GRAND TOTAL: KRAs + Auditor-General + Organisational Performance (APP)</b>			<b>100%</b>

#### Generic Management Competencies: Personal Development Plan

No	Core Management Competencies	Process Competencies	Dev. Required
			Yes/No
1	Strategic Capability and Leadership	IDMS and Project Management	Yes
2	Financial Management		
3	People Management and Empowerment		
4	Programme and Project Management		
5	Client Orientation and Customer Focus		
<b>Other developmental areas identified</b>			
1			
2			
3			

Signature (DDG):  Date: 2020/09/28

  
Supervisor's Signature: \_\_\_\_\_ Date: 30 September 2020

## WORKPLAN FOR DEPUTY DIRECTOR-GENERAL

KEY RESULT AREAS	KEY ACTIVITIES	PERFORMANCE MEASURES		RESOURCE REQUIRED	ENABLING CONDITION
		TARGET	TARGET DATE		
Develop and implement national norms and standards on inter-governmental coordination activities within the spheres of Government	Implementation of the IGR strategy and related prescripts (SOPs, Protocols, Delegations, etc)	1	March 2021	Human and capital resources for functionality of the relevant unit within the branch	Skilled human resources to manage performance information
	Oversee the development of the Sector Plan	1	March 2021		
	Expedite the modernisation of business process plan on the reporting per entity, provincial department and stakeholder engagements i.t.o legislative requirements	1 (modernized business process plan)	31 March 2021		
Drive the implementation of government policy priorities and the delivery of essential services in line with the Constitutional mandate	Effective sector coordination and support	14	March 2021	Human and capital resources for functionality of the relevant unit within the branch	Skilled human resources to manage performance information
	- convening sector governance structures (MinMEC/Technical MinMEC and governance clusters)				
	Oversee DPWI engagements with spheres of Government and entities on specific intergovernmental relations matters (agreements signed with IGR Partners, including opportunities for women, youth and persons with disabilities) for service delivery.	9	March 2021		
	Oversee the implementation of Government intervention programs	10	March 2021		

KEY RESULT AREAS	KEY ACTIVITIES	PERFORMANCE MEASURES		RESOURCE REQUIRED	ENABLING CONDITION
		TARGET	TARGET DATE		
	with IGR Partners, pursuing the following:- - Bridges Program - Special Projects - IGR Disputes, etc.				
	Oversee departmental participation in NEDLAC activities (Exco, Manco, Chambers)	13	March 2021		
	Oversee the facilitation of the Parliamentary programme and related matters	4	March 2021		
Leverage inter-governmental relations relevant to the DPWI's mandate	Strengthen intergovernmental relations to ensure improved service delivery in order to meet client expectations	80% Effective index	March 2021	Human and capital resources for functionality of the relevant unit within the branch	Skilled human resources to manage performance information
	Foster cooperation between the Department and the sector to ensure improved service delivery		March 2021		
	Identify and unblock existing challenges		March 2021		
Provide leadership, coordination and oversight over DPWI and its sector Departments	Oversee the facilitation of the strategic planning session for the development of the Sector Plan, in collaboration with the departmental planning unit	1	March 2021	Human and capital resources for functionality of the relevant unit within the branch	Skilled human resources to manage performance information
	Monitor the reviews and impact assessments conducted on inter-governmental structures	1	March 2021		

KEY RESULT AREAS	KEY ACTIVITIES	PERFORMANCE MEASURES		RESOURCE REQUIRED	ENABLING CONDITION
		TARGET	TARGET DATE		
Observe the principle of good corporate governance and intergovernmental relations	Monitor Public Entity performance through the coordination of quarterly performance review sessions and ensure entities provide opportunities for women, youths and persons with disabilities.	4	March 2021	Human and capital resources for functionality of the relevant unit within the branch	Skilled human resources to manage performance information
	Oversee the appointment of Entity Boards/Councils	2	March 2021		
	Oversee budget transfer payments to Entities	13	March 2021		
	Oversee the implementation of effective risk management controls for the branch	4	March 2021		
	Deployment and utilization of human and financial resources within the branch	Regularly	March 2021		
	Oversee the implementation of PMDS requirements	Bi-annual	March 2021		
Compliance with relevant legislation and regulations in the payment of invoices within 30 days	Ensure payment of creditors within 30 days of receipt of invoices or, in the case of civil claims, from the date of settlement or court judgement.	100% paid invoices within 30 days	Upon receipt	Human, funding, systems and source documents	Submission of invoices/settlement letters, court judgments by creditors

Initials: 

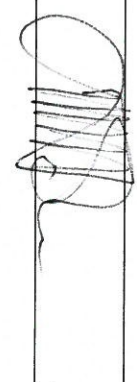


Initials: \_\_\_\_\_

ANNEXURE C

**PERSONAL DEVELOPMENTAL PLAN FOR DEPUTY DIRECTOR-GENERAL**

NO	DEVELOPMENTAL AREAS	TYPES OF INTERVENTIONS (MENTORING/COURSE/WORKSHOP/SEMINARS)	TARGET DATE
1.	Corporate Governance	Course/Workshop	December 2020
2.	SoE Oversight	Course/workshop	February 2021

DDG Signature :  Date: 2020/09/28

Supervisor's Signature:  Date: 30 September 2020