



public works
& infrastructure

Department:
Public Works and Infrastructure
REPUBLIC OF SOUTH AFRICA

ANNEXURE B

EXPANDED PUBLIC WORKS PROGRAM (EPWP) INTEGRATED GRANT MANUAL

EPWP INTEGRATED GRANT MANUAL

2020/21

From the Department of Public Works and Infrastructure

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Glossary of Terms¹

The following terms are used throughout this document:

Term	Definition
Baseline FTE Target	Refers to the FTE target calculated for the public body based on the baseline budgets available for projects that are in their entirety or in part, EPWP projects. The Baseline FTE Target is calculated with a wage portion of 30%, with a minimum number of FTEs created per Rand million of spending. Baseline FTE Target (provincial departments) = (30% of HIG/ElG/PRMG/CASP/LandCare) / R1m X 7 FTEs. Baseline FTE Target (municipalities) = (30% of MIG/USDG) / R1m X 10 FTEs.
Code of Good Practice for Special Public Works Programmes	The Minister of Labour issued a Ministerial Determination and Gazetted a Code of Good Practice for Special Public Works Programmes that allows for special conditions to facilitate greater employment on Public Works Programmes. The latest version of this is contained in Gazette No 35310, issued on 4 May 2012.
Compliance	Compliance means adherence to policies, plans, procedures, laws, regulations, contracts, or other requirements.
Condition(s)	Stipulation or requirements that must be met.
Control	Control means any action taken by management and other parties to manage risk and increase the likelihood that established objectives and goals will be achieved.
Criteria	A set of decisive factors or elements often used to reach a decision.
Cluster analysis	Clustering is the task of grouping a set of objects in such a way that objects in the same group (called a cluster) are more similar (in some sense or another) to each other than to those in other groups (clusters).
Draw down	A draw down is a request by a provincial/ municipal department to its provincial/ municipal treasury for the release of funds from the Provincial/ Municipal Revenue Funds (usually in terms of its cash flow requirements).
Eligible Public Body	Refers to any organisation defined by legislation as a government body; and for purposes of this document, refers to a province or municipality within these spheres of government that complies with the criteria of eligibility as set by the Department of Public Works and Infrastructure.
EPWP Integrated Grant	The EPWP Integrated Grant is a conditional grant allocated to eligible public bodies to expand job creation efforts in specific focus areas, where labour intensive delivery methods can be maximised. It is referred to as 'integrated' as it allows the grant to be used for EPWP purposes across more than one sector.
EPWP reporting system	The EPWP Reporting System is a web based digital system used to capture and store specific project and participant information related to the Expanded Public Works programme, from which reports are drawn and used for various platforms in government including the presidential steering committee. The system is the single source of EPWP job creation data, used by the presidency in the country.
EPWP Project List	This is a list of the planned projects that will be implemented by the public body over the financial period using the allocated grant using a predefined template supplied by the Department of Public Works and Infrastructure. The project list must be approved by the delegated officer.
EPWP Target	An EPWP target refers to the number of FTEs the public body must create with its EPWP projects, in a particular financial year with its budget allocations. <i>The EPWP Target = Grant FTE Target + Baseline FTE Target.</i>
EPWP Target group	Unemployed, local, low skilled South Africans willing to work on EPWP projects for a wage rate above the EPWP minimum wage rate.
Expansion incentive	An expansion incentive is an allocation provided to public bodies to expand their EPWP programmes/ projects in line with an approved plan.
Financial year	Financial year means the financial year commencing on 1 April 2020 and ending on 31 March 2021.
Full time equivalent Job (FTE)	A full time equivalent job (FTE) refers to one person-year of employment. One person-year is equivalent to 230 person days of work. Person-years of employment = total number of person days of employment created for targeted labour during the year divided by 230. For task-rated workers, tasks completed must be used as a proxy for 8 hours of work per day.
Framework	A framework means the conditions and other information in respect of a conditional allocation published by the National Treasury in terms of the Division of Revenue Act.
FTE Factor	A FTE factor is the set minimum number of FTEs to be created per Rand million of the budget available for EPWP (that must be utilised using EPWP principles and Guidelines)
Grant FTE Target	Refers to a FTE target calculated for the public body based on the EPWP Integrated Grant allocation. <i>The Grant FTE Target = 30% of the EPWP Integrated Grant Allocation + (R92,31 per person day of work X 230 days).</i>
Independence	Refers to the freedom from conditions that threaten objectivity or the appearance of objectivity. Such threats to objectivity must be managed at the individual auditor, engagement, functional, and organisational levels.

¹ This glossary of terms has been aligned with the glossary of terms provided by National Treasury for conditional grants.



Term	Definition
Infrastructure budget	Infrastructure budget for this purpose refers to the infrastructure conditional grant allocation to a provincial department of Health, Education or Roads/Transport or a municipality available for construction or the maintenance of infrastructure.
Intergovernmental Implementation Protocol	Refers to the Protocols signed between the Minister responsible for the Department of Public Works and Infrastructure and the Premier of each Province (for provincial government) and the relevant Mayor (for local government) as a sign of commitment to implement the EPWP programme, its objectives and goals in the manner prescribed by relevant legislation/ agreements.
Internal Audit	Means an independent, objective assurance and consulting activity designed to add value and improve an organisation's operations. It helps an organisation accomplish its objectives by bringing a systematic, disciplined approach to evaluate and improve the effectiveness of governance, risk management and control.
In-Year Monitoring Report	Is a report to the relevant Treasury on spending against appropriations as required in section 40(4)(c) of the PFMA or section 171 of the MFMA.
Labour Intensity	Labour intensity refers to the size of the labour component of a project and is calculated as the percentage of wages against the total project expenditure
Minimum incentive allocation	The minimum incentive allocation refers to the lowest grant allocation that will be allocated to a public body.
Minimum threshold	The minimum threshold referred to the number of FTEs to be created from the budget available for EPWP.
Monitoring	Monitoring is a process that involves measuring and tracking progress according to the planned situation including; inputs, resources, completion of activities, costs, timeframes, etc.
Payment schedule	The payment schedule for the EPWP Integrated Grant means a schedule which sets out: (a) the amount of each transfer of the grant in terms of the DORA to a provincial department or municipality in the financial year; (b) the date on which each transfer must be paid; and (c) to whom, and to which bank account, each transfer must be paid.
Performance	Performance is the achievement, accomplishment and success towards realising an objective/goal.
Project	Specific component of a programme usually funded by a defined budget. A planned undertaking designed to achieve specific objectives within a given budget and within a specific period of time. A project usually includes a detailed plan of actions to be undertaken.
Public body	Public body is any organisation that is defined by legislation as a government body; and for purposes of this document, refers to a provincial department or municipality within these spheres of government.
Receiving officer	Means in relation to a Schedule 4, 5, 6 or 7 allocation- (a) transferred to a province, the accounting officer of the provincial department which receives that allocation or a portion thereof for expenditure via an appropriation from its Provincial Revenue Fund; or (b) transferred or provided in-kind to a municipality, the accounting officer of the municipality.
Receiving public body	Means a provincial department or municipality that receives the EPWP Integrated Grant via an appropriation for the purposes of implementing its EPWP project list.
Reporting	Reporting is a process that best communicates the required information collected during monitoring and/or evaluation for optimum use by different stakeholders.
Reporting requirements	Reporting requirements refers to the information required by EPWP to assess progress.
Risk	Risk is the possibility of an event occurring that will have an impact on the achievement of objectives. Risk is measured in terms of impact and likelihood.
Risk management	Risk management is the process to identify, assess, manage and control potential events or situations to provide reasonable assurance regarding the achievement of the organisation's objectives.
Transferring national officer	A transferring national officer means the accounting officer of a national department that transfers a Schedule 4, 5 or 7 allocation to a province or municipality or spends a Schedule 6 allocation on behalf of a province or municipality. For the purposes of the EPWP Integrated Grant, the transferring national officer is the accounting officer of the Department of Public Works and Infrastructure.
Work opportunity	Paid work created for an individual on an EPWP project for any period of time. The same person can be employed on different projects and each period of employment will be counted as a work opportunity.



Abbreviations

The following abbreviations are used throughout this document:

Abbreviation	Full Term
AG	Auditor-General
CASP	Comprehensive Agricultural Support Programme
CFO	Chief Financial Officer
DCOG	Department of Cooperative Governance
DEFF	Department of Environmental Affairs, Fisheries and Forestry
DORA	Division of Revenue Act
DG	Director-General (of a national department)
E&Cs	Environment and Culture Sector
ECD	Early childhood development
EIG	Education Infrastructure Grant
EPWP	Expanded Public Works Programme
FTE(s)	Full Time Equivalent Job(s)
GTAC	Government Technical Advisory Centre (of National Treasury)
HCBC	Home community based care
hh	Households
HIG	Health Infrastructure Grant
HoD	Head of (each provincial) Department
IDP	Integrated Development Plan
EPWP RS	EPWP Reporting System
M&E	Monitoring and Evaluation
LGTAS	Local Government Turnaround Strategy
MEC	Member of the Executive Council (of a province)
MFMA	Municipal Finance Management Act
MIG	Municipal Infrastructure Grant
MinMec	Forum of a National Minister and Provincial Members of the Executive Council
MISA	Municipal Infrastructure Support Agency
MTEF	Medium Term Expenditure Framework
Munis	Municipalities
PFMA	Public Finance Management Act
PRMG	Provincial Roads Maintenance Grant
PGDP	Provincial Growth and Development Plan
PMT	Programme Management Team
PMUs	Programme Management Units
ppd	Per person day of work
Prov	Provinces
Q	Quarter
The 'grant'	EPWP Integrated Grant
USDG	Urban Settlements Development Grant



Chapter 1: Introduction

The Expanded Public Works Programme (EPWP) is one element within a broader government strategy to reduce poverty through the alleviation and reduction of unemployment.

Phase I of the Expanded Public Works Programme commenced on 1 April 2004 and had the goal of creating 1 million work opportunities over its first five years.

Phase II of the Expanded Public Works Programme was implemented over the 2009/10 – 2014/15 financial years with the aim of creating 2 million full time equivalent jobs (or 4.5 million work opportunities) by the end of the period.

While the second phase was a continuation of the first phase in many ways, phase II introduced the following changes:

- a. **Significantly expanded the number of temporary work opportunities created as well as increase the duration of these work opportunities** offered to provide increased income to the poor and unemployed. Hence, the primary output of the programme had been defined as the number of full time equivalent jobs (FTEs) created.
- b. **Located clear political and administrative accountability for EPWP targets across all spheres of government and formally mobilising all spheres of government and public bodies to take ownership of, and contributed to the EPWP targets through the signing of intergovernmental protocols or agreements.**
- c. **Mainstreamed EPWP criteria and outputs with the core mandates and programmes of implementing public bodies**
- d. **Mobilised non-state capacity to deliver additional EPWP work opportunities**
- e. **Provided technical support to implementing bodies**
- f. **Introduced tailor made EPWP incentives for different spheres and sectors:**
 - i. **A wage subsidy** provided to volunteers in non-government organisations (NGOs) who already create work for poor communities and had programmes/ projects that were primarily funded, but whose labour force and service delivery could be expanded in terms of size, reach and coverage if given a wage subsidy.
 - ii. **An expansion incentive** provided to performing public bodies that have the potential to immediately expand their EPWP programmes/ projects and create more work, including:
 - An earmarked budget allocation to *national government departments in the Environment and Culture Sector (E&Cs)* to expand their programmes/ projects in line with agreed labour intensity minimum and cost per job targets;
 - Through the schedule 5 Social Sector EPWP Integrated Grant to *provincial Social Sector departments* to expand their early childhood development (ECD) and home community based care (HCBC) programmes delivered through NGOs in line with an agreed business plan and set service standards;
 - Through the schedule 5 EPWP Integrated Grant to *provincial infrastructure and E&Cs departments* to expand their labour intensive EPWP projects;
 - Through the schedule 5b EPWP Integrated Grant to *municipalities* to expand their labour intensive EPWP projects in any sector in line with an agreed EPWP project list.

Phase III of the Expanded Public Works Programme was implemented over the 2004/15 – 2018/19 financial years with the aim of creating 6 million work opportunities by the end of the period.

EPWP Phase III was based on the following 4 principles:

- a. **Adherence to the EPWP minimum wage and employment conditions under the EPWP Ministerial Determination.**
- b. **Selection of workers based on:**
 - A clearly defined process; and
 - Defined criteria.
- c. **Work provides or enhances public goods or community services;**
- d. **Minimum labour intensity appropriate to each sector.**

Definitions Reminder Box

A **work opportunity** is paid work created for an individual on an EPWP project for any period of time

A **full time equivalent job** refers to one person-year of employment. One person-year is equivalent to 230 person days of work

A **public body** is any organisation that is defined by legislation as a government body, and for purposes of this document, refers to a provincial department or municipality within these spheres of government

An **EPWP target** refers to the number of FTEs the public body must aim to create with its EPWP projects, in a particular financial year with its budget allocations. *The EPWP Target = Grant FTE Target + Baseline FTE Target*

A **wage subsidy** is a part payment towards the cost of labour. The subsidy is determined as the number of rands paid per day of work created

An **expansion incentive** is an allocation provided to public bodies to expand their EPWP programmes/ projects in line with an approved plan



Phase IV of the Expanded Public Works Programme is being implemented over the 2020/21 – 2023/24 financial years with the aim of creating 5 million work opportunities by the end of the period.

EPWP Phase IV is based on the following 4 principles:

- a. Creating employment: Provide work opportunities;
- b. Enhancing Social protection: provide income support
- c. Reaching its target group: Poor and unemployed people; and
- d. The main implementation modality: delivery of labour intensive public and community assets

Purpose of this Manual

The purpose of this manual is to set out how the EPWP Integrated Grant works for implementing public bodies. The manual will detail:

- a. How the grant allocation is determined
- b. How EPWP targets attached to the grant allocation are determined
- c. The planning, disbursement and reporting procedures
- d. The Technical Support Programme offered by Public Works and Infrastructure to public bodies to support their improved implementation.



How to use this Manual

This manual is divided into chapters – each chapter deals with a specific topic and identifies the targeted audience for each topic.

While it is useful to read the entire manual to obtain an overall understanding of how the EPWP Integrated Grant works, users can also just use specific chapters to ensure they are able to complete specific tasks that they are responsible for. Each chapter of the manual will distinguish the user of such information.

Note regarding Version 12 (April 2020)

This is the twelve version of the manual issued by the Department of Public Works and Infrastructure. This version has been issued in April 2020.

It should be noted that this manual is updated annually.

While the Department of Public Works and Infrastructure will make all efforts to communicate the changes or updates to the manual, all users are encouraged to ascertain with the EPWP Unit or on the EPWP website (www.epwp.gov.za) from time to time whether such updates have been issued.



Chapter 2: Principles of the EPWP Integrated Grant (All users)

Chapter summary: This chapter explains the key principles that underpin the allocation and implementation of the Expanded Public Works Programme Grant.

There are a number of key principles that inform the design and intention of the EPWP Integrated Grant. It is important that implementing public bodies understand these principles and how they are given effect in implementation.

These key principles are explained below.

2.1 Mobilising All of Government in terms of the “Work Agenda”

There is increasing recognition in South Africa, particularly among policymakers, that until the economy is able to stimulate mass numbers of jobs, government will bear the primary obligation for supporting the poorest members of South African society. The Expanded Public Works Programme will play a major part in assisting government to meet this obligation.

The Expanded Public Works Programme is a cross cutting government programme implemented across all spheres of government as well as across all sectors. The key focus established during the second phase of the EPWP was to ensure that there is *clear political and administrative accountability for EPWP work creation targets across all spheres of government*. To ensure that public bodies are accountable for creating work through their EPWP programmes/projects, the Department of Public Works and Infrastructure signed intergovernmental implementation protocols with political principals and grant agreements with accounting officers.

These protocols or agreements:

- Establish an agreed framework for cooperation and coordination between the parties;
- Confirm the Municipality's and the Province's agreement and commitment to working together in the province and mobilising municipalities and provinces to broadly -
 - Promote the objectives of the EPWP through mainstreaming the use of labour-intensive employment in the delivery of public programmes/ projects in the municipality and the province;
 - Achieve the annual EPWP targeted number of FTEs by 31 March;
 - Expand EPWP programmes/ projects that maximise job creation in the municipality and province;
 - Report on EPWP and meeting the requirements of the EPWP Integrated Grant.
- Specify the institutional structures that will oversee, monitor, report on progress in implementing the EPWP, and decide on interventions for achieving the EPWP targets;
- Provide for mutual assistance and support in respect of EPWP programmes/ projects.

2.2 Incentivising the take-up of labour-intensive methods

The EPWP Grant as one of its key characteristics aims to fund labour intensive projects; and it re-focuses the element of performance on – performance in terms of creating a minimum number of FTEs with existing budget allocations and achieving a minimum labour intensity.

- The EPWP Grant is designed to provide additional funds to those public bodies creating more work using their available budgets.
- The size of the grant allocation to provincial departments in particular, is partly determined by the labour intensity of their EPWP programmes/projects in the prior financial year.
- In general, the planning process for the grant actually requires public bodies to identify projects that have a labour intensity above a certain minimum (10% for Infrastructure Sector; 35% for Environment and Culture Sector; and 35% for Social Sector) to be funded from the grant. This is then reviewed by the Department of Public Works and Infrastructure for further input into project design. This process was adopted to directly influence the labour intensity of EPWP programmes/ projects – not just in terms of the level of wages, but more importantly in terms of the magnitude of work created.
- The Technical Support Programme developed by the Department of Public Works and Infrastructure deploys dedicated focussed technical support to public bodies; these technical support teams are equipped with a set of tools and guidelines for planning labour intensive construction and delivery.

2.3 Focus on marginalised areas

A key issue raised in government in phase III that has continued into phase IV has been the need to focus EPWP programmes/ projects where it is needed most.

Definitions Reminder Box

An **intergovernmental implementation protocol** refers to the Protocols signed between the Minister responsible for the National Department of Public Works & Infrastructure and the Premier of each Province (for provincial government) and those with the relevant Mayor (for local government) as a sign of commitment to implement the EPWP programme, its objectives and goals in the manner prescribed by relevant legislation/ agreements

The **EPWP Target = Grant FTE Target + Baseline FTE Target**

The **Baseline FTE Target** refers to the FTE target calculated for the public body based on the baseline budgets available for projects, that are in their entirety or in part, EPWP projects. The Baseline FTE Target is calculated with a wage portion of 30%, with a minimum number of FTEs created per million Rand of spending. **Baseline FTE Target (provincial departments) = (30% of HIG/PIG/CASP/LandCare) / R1m X 13 FTEs**
Baseline FTE Target (municipalities) = (30% of HIG/EIG/CASP/LandCare) / R1m X 10 FTEs

The **Grant FTE Target** refers to a FTE target calculated for the public body based on the EPWP Integrated Grant allocation. The Grant FTE Target = 30% of the EPWP Integrated Grant Allocation – (R70 per person day of work X 230 days)



To respond to this, the grant allocation to municipalities (where the greatest reach is possible) takes into consideration:

- The capacity of the municipality
- The basic service backlogs in the municipal area; and
- The number of poor households in the municipal area.

All of these factors increase the potential grant allocation to the poorest and most marginalised areas.

2.4 Focus on creating work for the EPWP target group

While many government programmes/ projects create work, not all of them are classified as EPWP; and it is not always straightforward to distinguish between EPWP - and non-EPWP programmes/ projects.

The key characteristics of EPWP programmes/ projects are:

- They employ large numbers of local, low skilled, unemployed persons who are willing to work for an EPWP wage (referred to as the EPWP target group)
- They are highly labour intensive: a large percentage of the overall project costs are disbursed in wages to the EPWP target group
- They provide a service to, or develop an asset for, the community.

In addition, for the purpose of distinguishing EPWP work funded by the grant, it has been set that:

- Work that complies with the Ministerial Determination and Code of Good Practice for Special Public Works Programmes will be categorised as falling within the EPWP Grant.
- In addition to the Code, it must be noted that:
 - Wage costs of government employees cannot be claimed from the grant
 - EPWP programmes/ projects may not result in the displacement of existing workers or in the downgrading of existing workers' employment conditions to fit into the EPWP target group
 - The EPWP target group may not be paid below the minimum EPWP wage rate as prescribed in the Ministerial Determination.

2.5 Commitment to transparency and accountability

It is important that the EPWP Grant is managed, disbursed and used in a manner that is transparent and helps to improve accountability for meeting EPWP targets. This means that:

- *In terms of planning:* Planning for the creation of work must be mainstreamed within the existing programme/ project planning processes. This means that provinces and municipalities must show how their programmes/ projects will support the country's work creation goals and identify the EPWP targets they will achieve in their Provincial Growth and Development Plans and/or Infrastructure Plans or Integrated Development Plans respectively.
- *In terms of project registration:* All EPWP programmes/ projects identified by eligible public bodies as contributing to their EPWP targets must be registered on the EPWP reporting system and all required information must be provided when a project is registered.
- *In terms of reporting:* Public bodies must report progress on all registered EPWP programmes/ projects. Quarterly progress reporting must show how baseline and grant funds are being utilised and the magnitude of work created with these funds.

2.6 Effective use of funds

The use of the EPWP Grant is prescribed and articulated in the grant framework – most important, is that it sets out:

- The focus areas in each sector in which the grant can be used
- The project selection criteria
- Minimum labour intensity levels for EPWP programmes/ projects funded by the grant
- A maximum of 5 percent of the grant that can be used to fund contract based capacity required to manage data capturing and on-site management costs related to the use of labour intensive methods.

The above planning guidelines allow for the grant funds to be focussed in the right areas. The reporting framework and systems are currently being enhanced to support a more effective monitoring of the grant.

Chapter 3: How the EPWP Grant works (Eligible public bodies)

Chapter summary: This chapter explains how public bodies become eligible for the EPWP Grant, how the grant allocations are calculated and how public bodies can expect the grant to be disbursed.

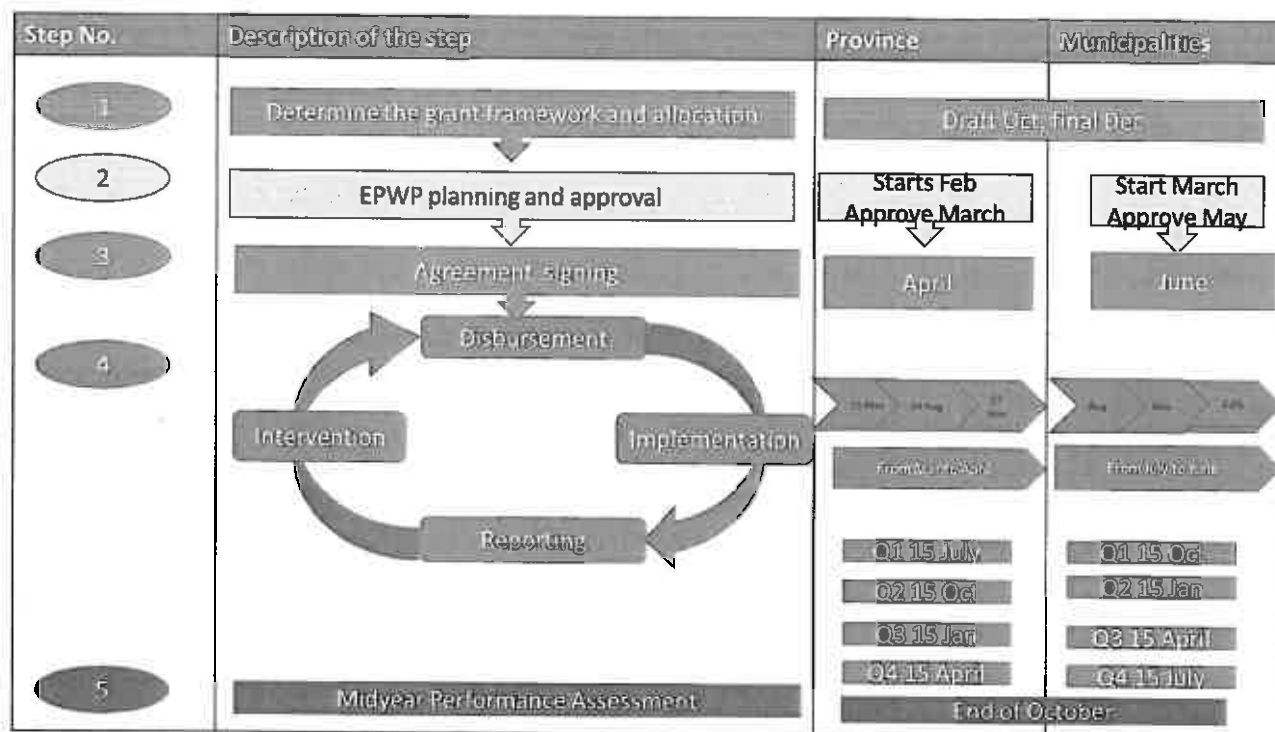
The intention of the EPWP Integrated Grant is:

“To provide EPWP funding to expand job creation efforts in specific focus areas, where labour intensive delivery methods can be maximised.”

Figure 1 below sets out the implementation process for the EPWP Grant.

- Step 1: Determine the eligibility**
 As with any other grant, the first steps involve determining the parties eligible for the EPWP Grant as well as the basis for its allocation and distribution.
- Step 2: Securing commitment from eligible Public Bodies**
 This involves signing the grant agreement and committing to meeting the EPWP targets and requirements.
- Step 3: EPWP Planning**
 This step outlines how the Department of Public Works and Infrastructure plans to mainstream and guide EPWP planning; and sets out the planning requirements for public bodies.
- Step 4: Project Implementation and Management**
 The project implementation and management cycle describes the processes involved in disbursement, reporting and technical support for implementation.
- Step 5: Determine the grant framework and allocation**
 This step briefly describes the midyear performance assessment that assists the Department of Public Works and Infrastructure in determining whether a public body will meet its EPWP target and whether any reprioritisation of the grant allocation is necessary.

Figure 1: EPWP Grant: Implementation Process Flow





STEP 1: DETERMINING THE ELIGIBILITY AND ALLOCATION

3.1. Changes in Eligibility Criteria

Eligibility criteria has been updated based on recommendations from the grant review done by the GTAC which introduced a minimum threshold criteria. To be eligible for EPWP grant allocation in 2020/21, a public body must have achieved a minimum threshold in 2018/19 financial year.

3.2. Determining Eligibility

To be eligible for the EPWP Grant: "A public body must currently be participating in EPWP and reporting on EPWP projects."

3.2.1. Reporting criteria: In any one financial year, to be eligible for the EPWP Grant, public bodies must have reported to the Department of Public Works and Infrastructure on their EPWP performance (the amount of work created and other indicators associated with this work) in the past 18 months.

- a. In other words, to be eligible for the grant in the 2020/21 financial year, a public body must have,
 - i. Reported EPWP performance for the 2018/19 financial year by 15 April 2019;
 - ii. Achieved the set minimum threshold (7 FTEs for Municipalities and 26 FTEs for Provincial Departments).
 - iii. Newly reporting public bodies must have reported 2018/19 EPWP performance or 2019/2020 performance by 15 October 2019.

- b. Public bodies can report EPWP performance in any sector to be eligible for the grant.
- c. The Department of Public Works and Infrastructure monitors the EPWP performance of each public body through its EPWP reporting system. Every year, the Department of Public Works and Infrastructure reviews which public bodies have reported to determine the public bodies eligible for the grant.

3.2.2. For those public bodies not yet eligible, the Department of Public Works and Infrastructure will:

- a. Undertake a more active mobilisation campaign in terms of marketing EPWP
- b. Support these public bodies to identify projects in the focus areas suitable for the application of labour intensive delivery; and
- c. Deploy reporting support to assist these public bodies to simply begin to report their current programmes/ projects and the work created to be eligible in the following financial year.

3.3. Determining the Grant Allocation per public body

This section sets out how the EPWP Grant allocation per public body is determined.

3.3.1. Basis: Past Performance

Step 1

- a. The model starts from the basis of past performance i.e. how many FTEs has the public body created in the past 18 months,
- b. The model then determines the possible grant allocation by applying the daily reward per FTE created. This amount represents the possible grant allocation.

This formula is expressed as follows:

Grant allocation for 2019/20 = number of FTEs created over 18 months X 230 X minimum EPWP wage (R92.31 per person day of work used for calculation purposes)

The formula automatically provides higher rewards to those public bodies that have reported longer duration projects.

Definitions Reminder Box

An **eligible public body** refers to any organisation defined by legislation as a government body, and for purposes of this document, refers to a provincial department or municipality within these spheres of government that complies with the criteria of eligibility as set by Public Works



BUT, the public body will not necessarily receive the exact cost of work created in the past year – **they could receive more or less than the potential grant** depending on the potential of the public body to create work and the imperative to inject funding into poorer municipal areas.

So the next step in the model is determining how much of the “grant allocation” a public body can receive by applying an adjustment factor to consider potential, need and special considerations for poorer areas.

3.3.2. Factors used to determine the adjusted allocation

Step 2,

The model works out how much of the grant allocation a public body could be allocated by determining and applying an adjustment factor that is based on the status of each public body in terms of the following variables:

For municipalities:

- Labour intensity performance;
- A service delivery factor; and

For provincial departments:

- Cost-effectiveness performance (also called the FTE-factor); and
- Duration performance.

Each of these key variables is explained below.

a. In terms of labour intensity performance:

Labour intensity was calculated based on 2018/19 expenditure and 2018/19 calculated wages (using the average minimum wage and the number of person days) for each public body. Based on the calculated value, a labour intensity performance factor was determined as per the following table.

Table 1: Ranges for Labour intensity performance factors

Cluster by Service Delivery	Factor	11%
A	1	0 - 10%
B	1,02	11% - 20%
C	1,06	20% - 30%
D	1,09	31% - 40%
E	1,12	41% - 50%
F	1,15	51% - 60%
G	1,18	61% - 70%
H	1,2	71% - 80%

b. In terms of service delivery factor:

Data for the following four service delivery indicators were obtained from community survey data for local municipalities, district municipalities and metros:

- Percentage of households receiving water from a regional or local water scheme;
- Percentage of households having refuse removed by a local authority or private company;
- Percentage of households using electricity for lighting; and
- Percentage of households with flush, chemical or VIP toilets.

The municipalities were grouped through **cluster analysis** according to their performance with regard to these four service delivery indicators. Based on its particular cluster group, a municipality was assigned a service delivery factor which ranged from 1 to 1.2.

c. In terms of cost effectiveness performance:

The FTE factor was calculated for each public body based on 2018/19 expenditure and the number of FTEs generated in 2018/19. Based on the calculated value, a cost effectiveness performance factor was determined as per the following table.

Definitions Reminder Box

Cluster analysis or clustering is the task of grouping a set of objects in such a way that objects in the same group (called a cluster) are more similar (in some sense or another) to each other than to those in other groups (clusters)



Table 2: Ranges for cost effectiveness performance factors

Sector	FTE factor	Cost effectiveness performance factor
Infrastructure	0 – 24.9%	1
	24.9% - 49.9%	1.1
	50%+	1.2
Environment and Culture	0 – 39.9%	1
	39.9% - 54.9%	1.1
	55%+	1.2

a. In terms of duration performance:

Based on the average duration of the work opportunities, a duration performance factor was assigned to each public body as per the following table.

Table 3: Ranges for duration performance factors

Duration (Days)	Duration performance factor
0 – 54	1
55 – 79	1.1
80+	1.2

3.3.3. Applying the Adjustment Factors

Note that separate grant allocation calculations were done for municipalities and for provinces.

For each public body, the potential grant was multiplied by all the applicable factors (municipalities: Labour intensity performance factor, service delivery factor; provincial departments: cost-effectiveness performance factor, duration performance).

3.3.4. Determining the Final Grant Allocation

For municipalities and for provincial departments separately, the resulting allocations were then proportionally adjusted so that the totals added up to the allocations for these two grants as specified by National Treasury.

3.3.5. Minimum Grant Allocation and its associated FTE target

A minimum grant allocation has been introduced where the calculated grant allocation is very small.

- Why? To ensure that the grant is sufficient to actually fund a project. This also helps to avoid the administration of extremely small amounts.
- This means that no municipality will have a Grant FTE target of less than 13 FTEs and a grant allocation of less than R1 000 000 for a full financial year.
- Furthermore, no provincial department will have a Grant FTE target of less than 26 FTEs and a grant allocation of less than R2 000 000 for a full financial year.
- These minimum grant allocations are common with public bodies that have not achieved the required FTEs to reach the minimum allocation; as well as those that are just starting to report on EPWP performance.

The minimum grant allocation and its associated Grant FTE target is shown in the table below.

Table 4: The Minimum Grant Allocation and the associated Grant FTE Target

Type of Public Body	2020/21 Minimum Grant Allocation	2020/21 Grant FTE Target Associated with the Minimum Grant Allocation
Provincial Departments	R2 000 000	26 FTEs
Municipalities	R1 000 000	13 FTEs

Definitions Reminder Box

A **FTE factor** is the set minimum number of FTEs to be created per Rand million of the budget available for EPWP (that should be utilised using EPWP principles and Guidelines)



3.4. Setting EPWP Targets

Job creation targets will be set against both the existing baseline allocations as well as the EPWP grant allocation.

3.4.1. EPWP Grant Allocation

- A FTE target based on the grant allocation is calculated for each public body:
 $\text{Grant FTE Target} = \text{EPWP Grant Allocation} \times 13 / R\ 1\ 000\ 000.$
- Performance against the 'Grant FTE Target' will be monitored in-year to ensure that the public body is implementing its business plan and should receive further tranches of the grant.

3.4.2. Existing Baseline Budget Allocations

- In addition to the above, public bodies who have existing budget allocations (whether this is MIG/USDG/HIG/PIG/EIG/CASP/LandCare), will be set a baseline FTE target:
 $\text{Baseline FTE Target (provincial departments)} = (30\% \text{ of the MIG/PIG/EIG/CASP/LandCare}) \times 13 / R\ 1\ 000\ 000.$
 $\text{Baseline FTE Target (municipalities)} = (30\% \text{ of the MIG/USDG/other}) \times 13 / R\ 1\ 000\ 000.$
- It is expected that at least 30% of the portion identified as EPWP amenable will be dedicated to wages.
- Performance against the 'Baseline FTE Target' will be monitored to determine how public bodies are utilising their existing budget allocations to create a minimum number of FTEs.

TOTAL EPWP FTE TARGET = Grant FTE Target + Baseline FTE Target.

On an annual basis, performance against the 'Total FTE Target' will be assessed to inform the following years' EPWP grant allocation.

STEP 2: SECURING COMMITMENT FROM ELIGIBLE PUBLIC BODIES

All public bodies deemed 'eligible' for the EPWP grant and appropriated an allocation in the 2018 Division of Revenue Act, must enter into a grant agreement with the Department of Public Works and Infrastructure in which the receiving officer of the public body must agree to receive and utilise the EPWP Grant on the basis of the stipulations, requirements, conditions and obligations attached to it by the transferring national officer. By signing the grant agreement, the receiving officer of the public body confirms his/her willingness to receive the grant and undertakes to put in place measures to abide by its requirements in terms of progress reporting, audit and disbursement procedures. Should the receiving officer of the public body not sign the grant agreement, the public body will not be able to 'draw down' the EPWP Grant.

Along with the grant agreement, each public body is expected to:

- Provide a list of the EPWP programmes/ projects** to be funded from the EPWP Grant as proof of their planning and as an input into the broader planning engagement with the Department of Public Works and Infrastructure. This must be attached as an Annexure to the grant agreement. A soft copy of the project list must be submitted to National Department of Public Work. This list, and any proposed technical support will be further discussed with the Department of Public Works and Infrastructure.

Definitions Reminder Box

*The **EPWP Target** = Grant FTE Target + Baseline FTE Target*

*The **Baseline FTE Target** refers to the FTE target calculated for the public body based on the baseline budgets available for projects, that are in their entirety or in part, EPWP projects*

*The **Grant FTE Target** refers to a FTE target calculated for the public body based on the EPWP Integrated Grant allocation*

*A **receiving officer** means in relation to a Schedule 4, 5, 6 or 7 allocation- (a) transferred to a province, the accounting officer of the provincial department which receives that allocation or a portion thereof for expenditure via an appropriation from its Provincial Revenue Fund, or (b) transferred or provided in-kind to a municipality, the accounting officer of the municipality*

*A **transferring national officer** means the accounting officer of a national department that transfers a Schedule 4, 5 or 7 allocation to a province or municipality or spends a Schedule 6 allocation on behalf of a province or municipality. For the purposes of the EPWP Integrated Grant, the transferring national officer is the accounting officer of the National Department of Public Works*

*A **draw down** is a request by a provincial/ municipal department to its provincial/ municipal treasury for the release of funds from the Provincial/ Municipal Revenue Funds (usually in terms of its cash flow requirements)*

3.5. Planning for EPWP Programmes/ Projects

3.5.1. Mainstreaming EPWP Planning

Given that there are existing processes for development and planning at provincial and municipal levels, the *Department of Public Works and Infrastructure will support public bodies to mainstream job creation and give effect to EPWP principles in the existing programmes/ projects.*

- a. This starts with engagement around the objectives of EPWP and support to public bodies to use and ensure compliance with the **EPWP Guidelines** to assist them to identify and plan the implementation of EPWP projects, including:
 - The EPWP Guidelines for the Implementation of Labour Intensive Infrastructure Projects for those implementing infrastructure projects. These guidelines not only identify the types of projects to execute using labour intensive methods, but also provide tender and design guidelines to assist public bodies in ensuring the proper labour intensive execution of these works. There have been exceptional examples of its application. But there needs to be greater focus on building this compliance into procurement documentation and performance contracts of contractors. This requires better collaboration with DCOG to ensure streamlining of these guidelines with MIG as well as a strategy to monitor and address compliance with these conditions by municipalities.
 - The Environment and Culture Sector Guidelines for those implementing projects in the identified environment and culture focus areas.
 - Support to ensure compliance with “EPWP Guidelines for the Implementation of Labour Intensive Projects” in the construction of the above identified potential areas.
- b. *The Department of Public Works and Infrastructure will influence the design of programmes/ projects to improve the labour intensity and potential project outcomes.*
- c. *The Department of Public Works and Infrastructure will require that any plan for programmes/ projects identified as a job creation programme/ project or part of the EPWP focus areas, must contain certain minimum information (required by EPWP).*
 - This will encourage public bodies to think about job creation in the planning phases
 - This will get public bodies to use existing plans to include job creation implications.
 - The Department of Public Works and Infrastructure will negotiate with national departments (Transport, Education, Health, DCOG, Human Settlements, Agriculture) to include the required EPWP information fields in their normal grant plans
 - These project lists will be analysed by the Department of Public Works and Infrastructure to assess project potential and whether public bodies will meet their targets with planned programmes/ projects.

3.5.2. Guiding EPWP Planning

To guide grant funding, the Department of Public Works and Infrastructure has:

- a. **Identified focus areas** where labour intensive delivery methods work best, within which the grant must be used;
- b. **Defined a project selection criteria** to be used by public bodies as a filter to identify EPWP programme/s projects;
- c. **Accept registered projects** on the EPWP reporting system for implementation;

These are discussed below.

a. Focus Areas for the Grant

The EPWP Grant in general covers three sectors: Infrastructure, Environment and Culture and the Social sector. For each of these sectors, focus areas have been identified that have been tested and proven to be areas in which labour intensive delivery methods are successful.

Public bodies have to identify the focus areas; and then projects within this, that is aligned to their growth and development plans to fund through the grant. Public bodies are advised to pursue a mix of projects across the relevant sectors and focus areas in order to achieve the Grant FTE target.



These focus areas and the sphere of government to which it applies is set out in the table below.

Table 5: EPWP Grant Focus Areas

Sector	Focus Area	Explanations	Prov Depts	Mun's
Infrastructure Sector	• Road maintenance and the maintenance of buildings	• EPWP has identified and focussed on Infrastructure amenable to delivery by labour intensive methods. The use of labour intensive construction methods in civil works has been tried and tested internationally for low traffic volume roads; municipal infrastructure such as water and sanitation reticulation pipelines, storm water drains, and low traffic volume streets; and small dams. Local and international experience indicates that labour intensive construction methods can be cost effective and efficient when the infrastructure has been designed with labour intensive construction in mind and when supervisory and management staff are skilled in managing a large workforce and organising the work such that productivity levels are high.	Y	Y
	• Low traffic volume roads and rural roads		Y	Y
	• Basic services infrastructure, including water and sewer reticulation, sanitation, pipelines and dams (excluding bulk infrastructure)			Y
	• Other economic and social infrastructure		Y	
Environment and Culture Sector	• Tourism and cultural industries	• In the Environment and culture sector, these focus areas specifically exclude projects which by their very nature require extensive material and infrastructure type inputs.	Y	n/a
	• Waste management		n/a	Y
	• Parks and beautification		n/a	Y
	• Sustainable land based livelihoods		Y	Y
Social Sector	• Community safety initiatives	• The Social sector inclusion in the municipal grant will enable grant access for projects aligned to these focus areas. These focus areas specifically identify services that primarily require workers with very limited material inputs.		Y
	• Health programmes specifically deploying primary health caregivers and educator			Y
	• Social welfare programmes specifically deploying caregivers and counsellors on social issues			Y

- b. **A Project Selection Criteria** will assist public bodies to identify suitable EPWP programmes/ projects to be funded through the grant:

- A project must aim to deliver positive outcomes in one of the agreed focus areas specified above
- A project must create work for the EPWP target group; defined as: local, unemployed, low or unskilled labour and such work must comply with the stipulations in the Ministerial Determination
- Projects must pay at least the EPWP minimum wage to the EPWP target group
- For all sectors, projects must create a minimum of 13 full time equivalent jobs (or 2990 person days of work) for every Rand million of the project budget
- 30% of the grant can be allocated for the compensation of work for the EPWP target group i.e. the EPWP wage component of the project
- The EPWP grant cannot be used to fund the costs of permanent municipal personnel; however, a maximum of 5 per cent of the grant can be used to fund contract based capacity required to manage data capturing and on-site management costs related to the use of labour intensive methods
- The remaining amount (65-70%) can be used for non-wage costs of the project, such as equipment, tools and materials, and contracted management capacity for project management and reporting.

- c. **Review Project list and Agree Projects funded by the Grant**

- Each public body will compile their list of projects that will implemented towards their EPWP Target
- The **Project list** will specify for each project:
 - o The project's name, category (focus area), geographic area
 - o Timeframes for implementation and project status
 - o The budget for each year of the implementation period; and how this is funded i.e. what portion is funded from the EPWP grant, from other national grant (source to be specified), own revenue and donor funding
 - o Its service delivery outputs
 - o Number of participants
 - o Number of full time equivalent
- The project list sets out the expected deliverables from each EPWP programme/project. The project list is complete – in that it records all projects that contribute to the EPWP Target, those funded through existing baseline budgets and co-funded with the grant and those funded fully with the grant.
- The public body will submit its project list for review by the Department of Public Works and Infrastructure.
- The Department of Public Works and Infrastructure will review the project list, mainly with a view to



- Reject any application of grant funding to unsuitable projects
 - Identify where labour intensive design support is needed to improve projects with potential
 - Assess whether the public body will be able to meet its targets with the proposed project list
- The public body is required to consider EPWP's assessment of the proposed project list, make adjustments and finalise it for inclusion as an Annexure to the grant agreement.
 - Each public body's project list will form the basis of the grant agreement between them and the Department of Public Works and Infrastructure in terms of the total EPWP Targets, and individual project FTE targets, to be delivered from each EPWP programme/project.

Annexure A attached to this manual is a sample of an EPWP Project List.

- d. **Register EPWP programmes/ projects on the EPWP reporting system**
- Once a public body approves projects to be implemented through the grant, the public body must register all of their EPWP programmes/ projects on the EPWP reporting system
 - The current process of loading project lists onto the EPWP system will be enhanced to distinguish between:
 - Programmes/ projects funded from existing baseline budgets
 - Programmes/ projects funded from existing baseline budgets and where the grant is used to supplement, complement this funding
 - New programmes/projects funded by the grant
 - Programmes/projects that will create work towards the Grant FTE Target.

3.5.3. EPWP Planning Timelines

The table below shows the planning process and timelines.

Table 6: EPWP Planning Activities and draft Timelines

No	Planning activities	Time-frame	Responsibility
1	The Department of Public Works and Infrastructure deploys its technical support team to engage with public bodies where project lists are incomplete or non-compliant, to amend and detail	<ul style="list-style-type: none"> • 1st wk Mar 2020 (prov) • 1st wk May 2020 (munis) 	EPWP Technical Support Team
2	Final project lists are approved	<ul style="list-style-type: none"> • 28 April 2020 (prov) • 05 June 05 June 2020 (munis) 	<ul style="list-style-type: none"> • CD: Infrastructure • CD: Operations (E&C and Social)
3	Public bodies register projects (from the project list) on the EPWP reporting system	<ul style="list-style-type: none"> • 28 April 2020 (prov) • 05 June 05 June 2020 (munis) 	Public bodies
4	Grant Agreements are signed	<ul style="list-style-type: none"> • 28 April 2020 (prov) • Before 05 June 05 June 2020 (munis) 	DDG: EPWP and HOD provincial departments or Municipal Manager
5	First tranche disbursement (conditional on approved above)	<ul style="list-style-type: none"> • May 2020 (prov) • Aug 2020 (munis) 	The Department of Public Works and Infrastructure Finance unit

STEP 4: TECHNICAL SUPPORT FOR IMPLEMENTATION

The project implementation and management cycle describes the processes involved in disbursement, reporting and technical support for implementation.

3.6. The Department of Public Works and Infrastructure' Technical Support Programme

Each public body must ensure that they have the requisite capacity and systems to implement their EPWP plan or project list; maintain the necessary controls and checks; and provide the required information timeously for performance monitoring. In doing so, the public body and the Department of Public Works and Infrastructure must determine whether there are specific areas in the design, monitoring and management of the programme that requires technical support. The EPWP unit, in cooperation with the various sector government and operating structures is responsible for directly engaging on a limited and prioritised basis with public bodies to mobilise technical support to those public bodies that require it most.

The Department of Public Works and Infrastructure has developed a structured support programme that has:

- a. A clear set of targeted public bodies, with the type of support to be provided, what is agreed to be mobilised and the criteria by which the effectiveness of the support is monitored
- b. technical support to small, rural and poor municipalities
- c. A focus on replicating and supporting the implementation of labour intensive programmes/ projects in specific focus areas
- d. Mainstreamed reporting support.



The following sections indicate the support methodology to be used by the Department of Public Works and Infrastructure, the types of support to be provided and the type of public bodies that will be prioritised.

3.6.1. The form of the Technical Support

The Technical Support will take the form of a team of experts that the Department of Public Works and Infrastructure will deploy to support public bodies. This Technical Support Team will include:

- a. Data/reporting/systems experts to go in at the end of every month to support reporting
- b. Technical experts i.e. engineers, social development specialists and environmental specialists that will specifically support project design
- c. EPWP staff that will assist in:
 - Providing the public body with the information they need on EPWP;
 - Briefing management on progress;
 - Dealing with blockages to implementation; and
 - Identifying and mobilising any other support required.

The Technical Support Team will be equipped with a set of tools and guidelines for planning, labour intensive construction and delivery, the grant manual and system reporting guidelines.

The performance of these inputs and the impact of this support will be assessed and managed differently.

3.6.2. Technical Support Process

The figure and table below explain the technical support process managed by the Department of Public Works and Infrastructure.

Figure 3: Technical Support Process (Illustrated)

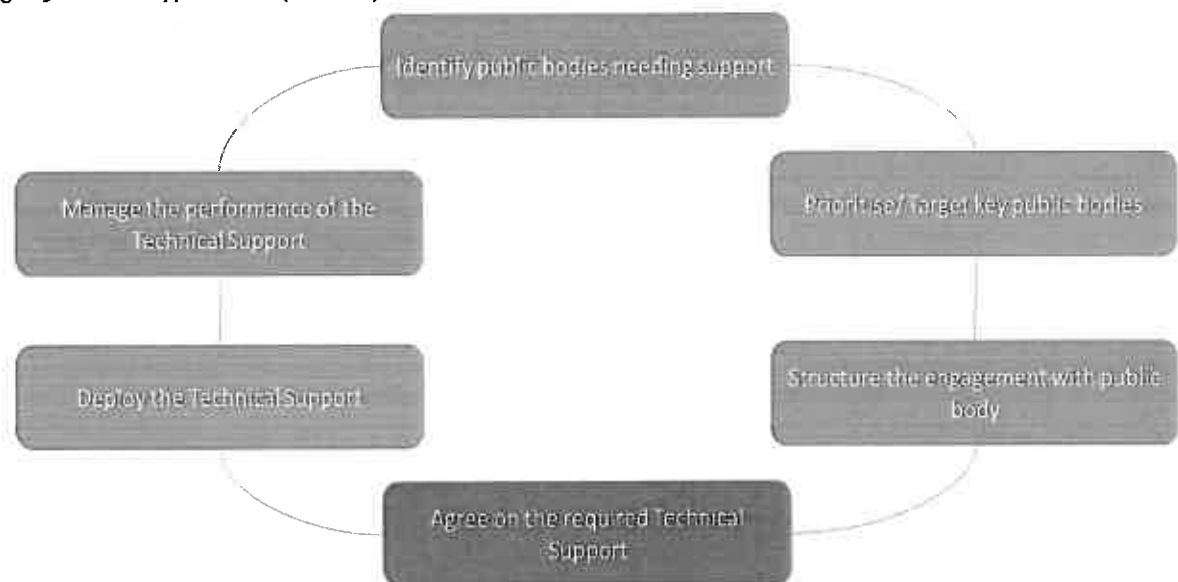




Table 7: Technical Support Process explained

No	Support steps	Description of activities	Responsibility
1	Identify public bodies needing support	<ul style="list-style-type: none"> There following are inputs into the draft list of public bodies to be supported: <ul style="list-style-type: none"> The general list of public bodies that need reporting support The list of municipalities falling into the special dispensation that need focussed packaged technical support Together with public bodies identified as needing specific support from an analysis of the draft project lists Requests for technical support. 	<ul style="list-style-type: none"> EPWP unit (Infrastructure, E&C and social Sector Managers)
2	Prioritise/ Target key Public Bodies	<ul style="list-style-type: none"> The Department of Public Works and Infrastructure will apply a prioritisation criteria and identify priority public bodies, in addition to those categorised within the special dispensation 	
DECISION POINT		Point at which who will be supported is decided	
3	Structure the Engagement with the Public Body	<ul style="list-style-type: none"> The Department of Public Works and Infrastructure will coordinate with DCOG, and SALGA in terms of the public bodies to be prioritised to agree on an approach to the engagement and support and initiating engagements with prioritised public bodies 	<ul style="list-style-type: none"> EPWP unit (Infrastructure, E&C and Social Sector Managers)
4	Agree on the required Technical Support	<ul style="list-style-type: none"> The agreed areas, basis, roles and responsibilities, management of the agreed technical support must be written up as either a Technical Support Protocol or an addendum to the Grant Agreement 	
DECISION POINT		Point at which the type of support is to be provided is decided	
5	Deploy Technical Support Team to the Public Body	<ul style="list-style-type: none"> The Department of Public Works and Infrastructure will arrange in terms of its technical support team and the agreed support, who will be deployed, in what areas and for what period 	<ul style="list-style-type: none"> EPWP unit (Infrastructure, E&C and social Sector Managers)
6	Manage the performance of the Technical Support	<ul style="list-style-type: none"> The Department of Public Works and Infrastructure will regularly report to stakeholders (DPW executive, public body executive, sector structures, NT) on the support directed at these specific public bodies, the progress and the results of engagements and support. 	

3.6.3. Type of Technical Support provided

The Department of Public Works and Infrastructure would normally provide technical support in the following areas as is required:



Table 8: Technical Support Approach explained

Type of Support	Description of support activities	Responsibility
EPWP Planning	<ul style="list-style-type: none"> Assisting public bodies to identify suitable EPWP programmes/ projects Assisting public bodies to develop plans to meet targets Ensure alignment within existing planning mechanisms such as the IDP, SDBIP and MIG submissions 	<ul style="list-style-type: none"> EPWP (Sector Programme Managers)
Project design	<ul style="list-style-type: none"> Mainstreaming EPWP through the adoption of particular policies and procedures Workshopping public bodies in labour intensive delivery methods Assisting public bodies in the design of programmes/ projects 	<ul style="list-style-type: none"> EPWP Procured Technical Support Team
Project design	<ul style="list-style-type: none"> Assist municipalities to set and proclaim EPWP wage rates Review and align municipal contracting documents to EPWP guidelines and the supply chain management processes Facilitate Contractor Compliance Incorporate EPWP requirements and align with legal framework Facilitating the training of contractors in labour intensive methods of construction 	<ul style="list-style-type: none"> EPWP Procured Technical Support Team
Project Loading	<ul style="list-style-type: none"> IDT Data Team support the capturing and uploading of project lists on the system 	<ul style="list-style-type: none"> IDT
Reporting, Project Monitoring and Analysis	<ul style="list-style-type: none"> Supporting public bodies to develop effective management information systems and processes Assistance in ensuring that reporting is done on EPWP projects implemented EPWP Data Team generate reports Monthly notification to municipalities on performance Technical Advisors report to municipal officials monthly and activate project interventions where necessary Report monthly to the joint Infrastructure management team 	<ul style="list-style-type: none"> EPWP, the IDT and Technical Support Team
Implement Project Interventions	<ul style="list-style-type: none"> Reviewing the progress of public bodies, including reviewing site visit reports and performance information Identifying and understanding blockages to implementation and developing innovative methodologies for resolving them Develop and communicate solutions to generic blockages Implement planned interventions Monitor technical interventions and Technical Advisors performance 	<ul style="list-style-type: none"> Technical Support Team
Other General Support	<ul style="list-style-type: none"> Including briefings, training and communication on EPWP <ul style="list-style-type: none"> Worker Training Support the identification of training needs Facilitate the procurement of training providers and assist in establishing EPWP municipal training coordination capacity Monitor delivery. 	<ul style="list-style-type: none"> EPWP (Stakeholder Engagement)

3.6.4. Focus of Support

In terms of targeting support, in introducing the new EPWP grant, the Department of Public Works and Infrastructure will structure and focus their technical support offering to public bodies.

The table below indicates how the Department of Public Works and Infrastructure will focus their support.

Table 10: Technical Support Approach Matrix

Type of support to be provided to different categories of public bodies						
Category of Support	Public bodies who will receive the support					
	Provincial E&C Departments	Provincial Infrastructure Departments	Metros	Small Rural Municipalities	Other Municipalities	
Planning support	Yes			Yes	Yes	
Project design support	Yes	Yes		Yes		
Implementation support				Yes		
Reporting support	Yes	Yes	Yes	Yes	Yes	
Other general support	When applicable or requested					

3.7. Monitoring and Progress Reporting

- After the grant agreement has been signed and implementation planning is ready to be embarked upon, public bodies are required to report on the progress of implementation (the detailed reporting procedures are captured in Chapters 5 and 6 of this manual).
- Public bodies are required to load all their EPWP programmes/ projects onto the EPWP reporting system.
- It is the responsibility of the public body to ensure that they then collect the standard information required to report on their projects and that this information is correctly captured on the EPWP reporting system. Public bodies are required to report 15 calendar days after the end of every quarter, the monthly performance of their EPWP programmes/ projects by the end of every quarter, in the



manner required on the EPWP reporting system. Only projects on the EPWP reporting system will count towards the reported EPWP performance.

- d. In addition, public bodies are required in terms of the Division of Revenue Act to report 15 days after the end of the month, on expenditure against the grant, key outputs and implementation challenges. This is a separate report via Municipal and Provincial Treasuries to the National Treasury.

3.8. Disbursement of the EPWP Grant

The grant will be disbursed to public bodies in three tranches, in accordance with a pre-determined payment schedule:

- a. 25% of the allocation, on condition that the public body's EPWP project list has been submitted and approved by the Department of Public Works and Infrastructure; and that the Grant Agreement with the Department of Public Works and Infrastructure has been signed;
- b. 45% of the allocation, on condition that the public body is complying with the EPWP reporting and DoRA requirements;
- c. 30% of the allocation, on condition that the public body is complying with the EPWP reporting and DoRA requirements.

The disbursement dates are further detailed in 5.3 and table 15 of this manual.

STEP 5: MIDYEAR PERFORMANCE ASSESSMENT

The Department of Public Works and Infrastructure will undertake a midyear performance assessment of each public body, and will make performance projections for the remainder of year in preparation for the Adjusted Estimates.

This will be based on:

- a. *Performance of programmes/ projects against their EPWP FTE targets, work opportunity targets and minimum labour intensity levels;*
- b. *Performance against programmatic outputs planned*
- c. *The status and progress of projects planned.*

On this basis, and only if required (i.e. where public bodies are not meeting their targets), the Department of Public Works and Infrastructure in consultation with public bodies will prepare a motivation for adjusting (increasing or re-allocating) the grant allocation across programmes. This motivation will be submitted through the formal Treasury Adjusted Estimates process to be considered by the Treasury Committee (when additional funds are requested) or by Treasury (for adjustments between sector departments) for a decision within the usual fiscal context.

Definitions Reminder Box

The payment schedule for the EPWP Integrated Grant means a schedule which sets out (a) the amount of each transfer of the grant in terms of the DORA to a provincial department or municipality in the financial year, (b) the date on which each transfer must be paid, and (c) to whom, and to which bank account, each transfer must be paid



Chapter 4: Grant Conditions (Managers of Eligible Public Bodies)

Chapter summary: This chapter presents and explains the specific conditions that must be adhered to by those accessing the EPWP Grant.

4.1. EPWP Grant Conditions that apply to Public Bodies

All of the conditions that apply to public bodies in terms of accessing and managing the grant are captured in two key legal documents:

- a. **The Division of Revenue Act (DORA):** the grant's specific conditions are captured in the grant framework and the general conditions that apply to a schedule 5 grant are captured in the general body of the Act.
 - i. The full grant frameworks are provided in Annexure C to the manual.
 - ii. The relevant sections of the 2020 DORA that set out general conditions that apply to all schedule 5 conditional grants is referenced in the table below.

Table 10: References to general conditions applicable to Schedule 5 Conditional Grants

	DORA Section reference	Category of Conditions	Provincial Department	Municipality
Section 13	Duties of receiving officers in respect of schedule 5 or 7 allocations, which mainly specifies the PFMA/MFMA reporting requirements on public bodies receiving the EPWP Grant	Reporting Requirements	S12(1), (2a,c), (3), (5)	S12(1), (2b,c), (4),(5)
Section 15	Duties in respect of annual financial statements and annual reports for 2020/21, which mainly specifies the responsibilities of public bodies receiving the EPWP Grant in terms of annual progress and financial reporting	Reporting Requirements	S15(3), (4)	S15 (5), (6)
Section 17	Expenditure in terms of purpose and subject to conditions, which specifically the restrictions placed on the EPWP Grant in terms of use and transfer	Use of the Grant	S17(1),(2)	
Section 18-21	Withholding and stopping of allocations and the Re-allocation of funds, which sets out the procedures for the Department of Public Works and Infrastructure to withhold, stop and re-allocate the EPWP Grant from one public body to another	Disbursement of the Grant	S18 -20 (all clauses, except clause 3)	
Section 22	Unspent conditional allocations, which sets out the procedure to refund, rollover or retain unspent grant allocations	Disbursement of the Grant	S22 (all clauses)	
Section 23-25	Disbursement schedule (and its amendment)	Disbursement of the Grant	S23(4) S24 (2),(3) S25 (all clauses)	S23(4)-(5) S24 (2)-(3) S25 (all clauses)

It is emphasised that public bodies must ensure that they are aware of, and comply with, all provisions of the Division of Revenue Act that apply to them, including any provisions not specified in this chapter.

- b. **The Grant Agreement** signed between the Department of Public Works and Infrastructure and the eligible public body specifies conditions that applies to the grant, specifically in terms of:
 - i. Eligibility for the grant;
 - ii. Participation in the grant;
 - iii. Use of the grant;
 - iv. Disbursement of the grant;
 - v. Reporting requirements for the grant;
 - vi. Audit requirements for the grant.

This is set out in further detail below.

4.1.1. Eligibility Requirements

Public bodies must meet the eligibility criteria in order to be allocated a grant allocation in the 2020 DORA.



Table 11: Eligibility Requirements

Category of Conditions	Requirements	Reference	Timeframe in which Requirements must be met	Ramifications for Non-Compliance
Eligibility for the Grant	<ul style="list-style-type: none"> Reporting criteria: In any one financial year, to be eligible for the EPWP Grant, public bodies must have reported to the Department of Public Works and Infrastructure on their EPWP performance (number of FTEs created) and meet the minimum threshold. 	<ul style="list-style-type: none"> DORA Grant framework Grant Agreement 		<ul style="list-style-type: none"> Not eligible for the EPWP Grant
Category of Conditions	Requirements	Reference	Timeframe in which Requirements must be met	Ramifications for Non-Compliance
Eligibility for the Grant	<ul style="list-style-type: none"> Reported on 2018/19 EPWP performance in any sector via the EPWP reporting system, OR Reported on Q1-2 2019/20 EPWP performance in any sector via the EPWP reporting system (newly reporting public bodies). 	<ul style="list-style-type: none"> DORA Grant framework Grant Agreement 	<ul style="list-style-type: none"> By 15 April 2019 By 15 October 2019 	

4.1.2. Participation Conditions

Public bodies must secure participation by formally agreeing to comply with the stipulations, requirements, conditions and obligations for the implementation of the EPWP Grant. Part of this agreement is agreement to implement a specific list of EPWP programmes/ projects agreed by the two parties.

Table 12: Participation Conditions

Category of Conditions	Conditions	Reference	Timeframe in which Conditions must be met	Ramifications for Non-Compliance
Project List	<ul style="list-style-type: none"> Develop, engage on, review EPWP comments and finalise an EPWP project list that ensure the public body can meet its EPWP Targets EPWP projects must comply with the project selection criteria 	<ul style="list-style-type: none"> DORA Grant Framework 	<ul style="list-style-type: none"> Provincial departments must submit a final project list by 28 April 2020 Municipalities must submit a final project list by 05 June 2020 	<ul style="list-style-type: none"> Cannot disburse the EPWP Grant as scheduled
Grant Agreement	<ul style="list-style-type: none"> Eligible public bodies must sign a standard Grant Agreement with the Department of Public Works and Infrastructure to agree and comply with the stipulations, requirements, conditions and obligations of the EPWP Grant. 	<ul style="list-style-type: none"> EPWP Grant Manual DORA Grant Framework 	<ul style="list-style-type: none"> Provincial departments must sign by 28 April 2020 Municipalities must sign by 05 June 2020 	<ul style="list-style-type: none"> Cannot disburse the EPWP Grant as scheduled

4.1.3. Use of the EPWP Grant

Public bodies must utilise the EPWP Grant in accordance with, and in the manner stipulated in, the 2020 Division of Revenue Act and the Grant Agreement with the Department of Public Works and Infrastructure.



Table 13: Conditions of Use

Category of Conditions	Conditions	Reference	Timeframe in which Conditions must be met	Ramifications for Non-Compliance
Use of the EPWP Grant	<ul style="list-style-type: none"> The EPWP grant cannot be used to fund the costs of permanent municipal personnel A maximum of 5% of the grant can be used to fund contract based capacity (for data capturing/management, on-site management costs, technical support for labour intensive design) A receiving officer may not transfer any Schedule 5 allocation or any part thereof to any other entity or other sphere of government for the performance of a function envisaged in terms of the allocation, without the approval of the National Treasury and the Department of Public Works and Infrastructure 	<ul style="list-style-type: none"> Grant Framework Grant Agreement DORA Section 17 	<ul style="list-style-type: none"> During the financial year During the financial year 	<ul style="list-style-type: none"> Audit qualification on the EPWP Grant Eligibility for the following year could be jeopardised Eligibility for the following year could be jeopardised

4.1.4. Disbursement of the Grant

In order to receive grant disbursements, public bodies must meet certain planning and/or reporting requirements. In addition, amendments to the planned payments schedule are subject to specific defined processes.

Table 14: Grant Disbursements

Category of Conditions	Requirements	Reference	Timeframe in which Requirements must be met	Ramifications for Non-Compliance
Grant Disbursements	<ul style="list-style-type: none"> 25% of the grant disbursed 15 May (provincial departments) and August (municipalities) at the beginning of the financial year conditional upon: <ul style="list-style-type: none"> Signing of the Grant Agreement; and The approval of the public body's EPWP project list by the Department of Public Works and Infrastructure 	<ul style="list-style-type: none"> Grant Framework Grant Agreement 	<ul style="list-style-type: none"> By 28 April 2020 for provincial departments By 05 June 2020 for municipalities 	<ul style="list-style-type: none"> EPWP Grant disbursement could be withheld or stopped DORA S18-19

Category of Conditions	Requirements	Reference	Timeframe in which Requirements must be met	Ramifications for Non-Compliance
Grant Disbursement	<ul style="list-style-type: none"> Further disbursements – 2 disbursements of 45% and 30% each will take place during the financial year, provided that: <ul style="list-style-type: none"> Reporting monthly expenditure in terms of the PFMA/ MFMA; The public body is implementing its EPWP project list and spending its initial 25% towards its job creation targets; Reporting quarterly as per EPWP requirements. The EPWP Grant, or any portion thereof that is not spent at the end of the financial year reverts to the National Revenue Fund, unless: <ul style="list-style-type: none"> A rollover is approved for commitments to designated projects Funds are retained to offset future grant disbursements. 	<ul style="list-style-type: none"> DORA Grant Framework Grant Agreement DORA Section 12 DORA Section 22 	<ul style="list-style-type: none"> 15 Aug, 15 Nov (prov) 1 Nov, 1 Feb (munis) PFMA reporting by 15 calendar days after every month end MFMA reporting by 10 working days after every month end EPWP reporting by 15 calendar days after the quarter ends Within 30 calendar days of the end of the financial year 	<ul style="list-style-type: none"> EPWP Grant disbursement could be withheld or stopped DORA S18-19 Audit issues

4.1.5. Reporting Requirements (Set out in detail in Chapter 5 of this manual)

Public bodies must report performance and expenditure on all its EPWP programmes/ projects in accordance with the set requirements.



Table 15: Reporting Requirements

Category of Condition	Requirements	Reference	Timeframe in which Requirements must be met	Ramifications for Non-Compliance
Reporting requirements for the Grant	<ul style="list-style-type: none"> Pursue the implementation of the approved project list to meet EPWP Targets 	<ul style="list-style-type: none"> Grant Agreement 	<ul style="list-style-type: none"> During the financial year 	<ul style="list-style-type: none"> EPWP Grant disbursement could be withheld or stopped
	<ul style="list-style-type: none"> In terms of EPWP requirements: <ul style="list-style-type: none"> Public bodies must register all of its EPWP projects on the EPWP reporting system Public bodies must report EPWP performance on all projects (funded by existing baseline budgets and the grant) via the EPWP reporting system. Public bodies must report expenditure on a monthly basis; and include in their PFMA/MFMA reports on the spending of the EPWP Grant. 	<ul style="list-style-type: none"> Grant Agreement PFMA, Section 40(4)(c) MFMA Section 71 	<ul style="list-style-type: none"> Report 15 calendar days after the end of every quarter PFMA reporting by 15 calendar days after every month end MFMA reporting by 10 working days after every month end 	
Reporting requirements for the Grant	<ul style="list-style-type: none"> EPWP Performance information in the IYM and EPWP reports must correspond. 	<ul style="list-style-type: none"> EPWP Grant Manual 	<ul style="list-style-type: none"> Quarterly 	<ul style="list-style-type: none"> Public body could be identified for audit
	<ul style="list-style-type: none"> Eligible public bodies must report annually on the manner in which the EPWP Grant has been used. 	<ul style="list-style-type: none"> DORA Section 15 PFMA Section 40(1)(d) MFMA Chapter 1 EPWP Grant manual Grant Agreement 	<ul style="list-style-type: none"> Provincial departments – submitted to the AG & relevant treasury, 2 months after financial year end; finalised 5 months after financial year end Municipalities – submitted to the AG & relevant treasury, 2 months after financial year end; finalised 7 months after financial year end 	<ul style="list-style-type: none"> Eligibility for the following year could be jeopardised
Reporting requirements for the Grant	<ul style="list-style-type: none"> A receiving officer must evaluate the performance in respect of programmes/ projects partially or fully funded by the EPWP Grant and submit such evaluation to the transferring national officer and the relevant treasury. 	<ul style="list-style-type: none"> DORA Section 12 	<ul style="list-style-type: none"> 2 months after financial year end (all eligible public bodies) 	<ul style="list-style-type: none"> Eligibility for the following year could be jeopardised

4.1.6. Audit Requirements (Set out in detail in Chapter 6 of this manual)

As the transferring national officer, the Department of Public Works and Infrastructure must ensure that public bodies utilise the EPWP Grant as prescribed in order to obtain the desired results. Compliance with the grant's stipulations, requirements, conditions and obligations will be tested through quarterly data quality assessment tests, in-year audit samples and an annual audit of one or more of the following: internal controls, programme management procedures and EPWP performance information reported.

Table 16: Audit Requirements

Category of Condition	Requirements	Reference	Timeframe in which Requirements must be met	Ramifications for Non-Compliance
Audit Requirements	<ul style="list-style-type: none"> Public bodies must ensure that (e.g. participant, attendance and payroll) records for all its EPWP projects are available for data assessment tests or audits by the Department of Public Works and Infrastructure. 	<ul style="list-style-type: none"> EPWP Grant Manual 	<ul style="list-style-type: none"> Maintained during the financial year Produced on request 	<ul style="list-style-type: none"> Audit qualification

4.2. EPWP Grant Conditions that apply to the Department of Public Works and Infrastructure

All of the conditions that apply to the Department of Public Works and Infrastructure in terms of managing the grant are captured in two key legal documents:



- a. The Division of Revenue Act (DORA): the specific obligation of the Department of Public Works and Infrastructure is captured in the grant framework and the general obligations of a transferring national officer that apply to a schedule 5 grant are captured in the general body of the Act.
- The full grant frameworks are provided in Annexure C to the manual.
 - The relevant sections of the 2020 DORA that set out general obligations that apply to all schedule 55 conditional grants is referenced in the table below.
- b. The Grant Agreement signed between the Department of Public Works and Infrastructure and the eligible public body re-iterates the role of the Department of Public Works and Infrastructure as indicated in the grant framework.

Table 17: References to general conditions applicable to Schedule 5 Conditional Grants

	DORA Section reference	Specific clauses	Category of Obligations
Section 10	Duties of the transferring national officer in respect of schedule 5 allocations, which mainly specifies the manner in which these types of conditional grants should be managed	10(1)-(4)	Certification of administrative readiness
		10(5)	M&E Requirements
		10(6), (7b)	Reporting Requirements
		10(8)	M&E Requirements
Section 15	Duties in respect of annual financial statements and annual reports, which mainly specifies the responsibilities of the Department of Public Works and Infrastructure in terms of annual progress and financial reporting	15(1),(2)	Reporting Requirements
Section 18-20	Withholding and stopping of allocations and the Re-allocation of funds, which sets out the procedures for the Department of Public Works and Infrastructure to withhold, stop and re-allocate the EPWP Grant from one public body to another	18-20 all clauses, except clause 18(3)	Disbursement of the Grant
Section 22	Unspent conditional allocations, which sets out the procedure to refund, rollover or retain unspent grant allocations	22(all clauses)	Disbursement of the Grant
Section 23-24	Payment schedule (and its amendment)	23(3)-(5) 24 (all clauses) 25 (all clauses)	Disbursement of the Grant

4.2.1. Grant Administration

As the transferring national officer, the Department of Public Works and Infrastructure must ensure that all of the necessary administrative processes are in place to manage the grant and must certify that these do not place an undue administrative burden on public bodies meant to receive and utilise it.

Table 18: Administrative Requirements

Category of Obligations	Requirements	Reference	Timeframe in which Requirements must be met
Administrative Requirements	<ul style="list-style-type: none"> Certify that all administrative arrangements are in place for managing the grant; and are not excessive Certify that funds will be transferred in accordance with the approved payment schedule and published bank details 	<ul style="list-style-type: none"> DORA Section 10(1)-(4) 	<ul style="list-style-type: none"> 14 calendar days after the DORA takes effect
	<ul style="list-style-type: none"> Determine eligibility, grant allocations and EPWP targets for eligible public bodies Develop Grant Frameworks 	<ul style="list-style-type: none"> Grant Agreement Grant Framework 	<ul style="list-style-type: none"> Draft (Nov); Final (Feb)
	<ul style="list-style-type: none"> Publish on the EPWP website all documents relevant for public bodies to understand and implement the grant, including a grant manual, the relevant EPWP guidelines and the ministerial determination 	<ul style="list-style-type: none"> Grant Framework 	<ul style="list-style-type: none"> At the beginning of the financial year (April for provincial departments and July for municipalities)
	<ul style="list-style-type: none"> Manage the EPWP coordinating structures to support implementation, identify blockages and facilitate innovative solutions 	<ul style="list-style-type: none"> Grant Agreement Grant Framework 	<ul style="list-style-type: none"> n/a

4.2.2. Disbursement of the Grant

As the transferring national officer, the Department of Public Works and Infrastructure must ensure that mechanisms are in place to manage grant disbursements in accordance with the grant's stipulations, requirements, conditions and obligations.



Table 19: Grant Disbursements

Category	Conditions	References	Timeframe in which Requirements must be met
Grant Disbursements	<ul style="list-style-type: none"> The transferring national officer must submit a payment schedule to national treasury for approval before the first transfer of funds; and provide a copy to the relevant receiving officer and provincial/ municipal treasuries 	<ul style="list-style-type: none"> DORA Section 23(3b), (4) 	<ul style="list-style-type: none"> 14 calendar days after the DORA takes effect
	<ul style="list-style-type: none"> Disburse the grant to eligible public bodies 	<ul style="list-style-type: none"> Grant Framework 	<ul style="list-style-type: none"> In accordance with approved payment schedules – May, Aug, Nov, Feb
	<ul style="list-style-type: none"> Notice to withhold a grant allocation 	<ul style="list-style-type: none"> DORA Section 18 (4), (5), (6b,c) 	<ul style="list-style-type: none"> 7 working days before withholding an allocation
	<ul style="list-style-type: none"> A transferring national officer must submit any amended payment schedule to the National Treasury for approval; and immediately inform the affected receiving officer of such amendment 	<ul style="list-style-type: none"> DORA Section 24 	
	<ul style="list-style-type: none"> The transferring national officer must determine the conditions for spending any re-allocated grant funds, after consultation with DCOG and with the approval of National Treasury 	<ul style="list-style-type: none"> DORA Section 18(4c) 	<ul style="list-style-type: none"> As requested by National Treasury
	<ul style="list-style-type: none"> Where the transferring national officer transfer has made an overpayment to a public body, in error or fraudulently, not legally due to that public body must without delay recover the overpayment, unless National Treasury instructs that this transfer may be offset against future planned transfers to the affected public body in terms of the payment schedule 	<ul style="list-style-type: none"> DORA Section 25 (all clauses) 	<ul style="list-style-type: none"> Immediately on discovery
	<ul style="list-style-type: none"> Request a rollover where unspent conditional grant funds are committed to identified projects, or Where unspent funds will offset future allocations, make representations to National Treasury regarding alternative uses 	<ul style="list-style-type: none"> DORA Section 22(1)-(5) NT Budget Guidelines 	<ul style="list-style-type: none"> Beginning of May

4.2.3. Reporting Requirements

The Department of Public Works and Infrastructure is required to report to National Treasury on the grant and manage all reporting in by public bodies.



Table 20: Reporting Requirements

Category of Obligations	Requirements	Reference	Timeframe in which Requirements must be met
Reporting requirements for the Grant	<ul style="list-style-type: none"> The transferring national officer must report on: <ul style="list-style-type: none"> The grant disbursements, withholding and expenditure Quarterly performance of all programmes/ projects partially or fully funded in accordance with the requirements of the relevant framework 	<ul style="list-style-type: none"> PFMA Section 40(4)(c) and DORA Section 10(6) DORA Section 10(5), (7b) and Grant Framework 	<ul style="list-style-type: none"> Report 20 calendar days after month end Report 45 calendar days after the quarter ends
	<ul style="list-style-type: none"> A national department responsible for transferring a schedule 55 allocation must, in their annual financial statements, indicate: <ul style="list-style-type: none"> Disclose grant transfers, withholding/ stopping/ re-allocations (and the reasons); expenditure Certify transfers were made into official public body bank accounts; Compliance monitoring activities, any non-compliance discovered and steps to address such; To what extent the grant achieved its objectives; Indicate the costs associated with the administration of the grant 	<ul style="list-style-type: none"> DORA Section 15(1), (2), (6) PFMA Section 40 	<ul style="list-style-type: none"> National departments – submit to the AG & NT, 2 months after financial year end; finalise 4 months after financial year end
Data Verification	<ul style="list-style-type: none"> Conduct data quality assessments on a continuous basis to support good governance and identify areas for administrative improvement 	<ul style="list-style-type: none"> Grant Agreement 	<ul style="list-style-type: none"> Quarterly, on a sample basis
Grant Evaluation	<ul style="list-style-type: none"> The transferring national officer must evaluate the performance of all programmes partially or fully funded by a schedule 5 allocation and submit such evaluations to the National Treasury 	<ul style="list-style-type: none"> DORA Section 10(8) 	<ul style="list-style-type: none"> 4 months after financial year end

4.2.4. Technical Support to Public Bodies

As the transferring national officer, the Department of Public Works and Infrastructure must ensure that where there are specific areas where support is needed to implement the grant; that these are identified, planned for and prioritised with public bodies that require it most.

Table 21: Technical Support Obligations

Category of Obligations	Obligations	Reference	Timeframe in which Requirements must be met
Technical Support to Public Bodies	<ul style="list-style-type: none"> Support public bodies, in the manner and in the technical support areas agreed to in the grant agreement 	<ul style="list-style-type: none"> EPWP Grant Manual Support Technical Support Protocol 	<ul style="list-style-type: none"> As per the Technical Support Protocol
	<ul style="list-style-type: none"> Support the sector to collect the required data, align monitoring and reporting frameworks and to report on key outputs on the EPWP reporting system 		



Chapter 5: Reporting Procedures (Staff of Public Bodies Implementing EPWP)

Chapter summary: This chapter presents the detailed progress (monthly, quarterly and annual) reporting procedures that must be followed by the public bodies receiving the EPWP Grant.

5.1. Project Data Required for Monitoring

5.1.1. Type of Project Data required per programme/ project

Every EPWP programme/ project must collect and maintain specific data for the purpose of EPWP progress reporting:

- a. **Participant data:** A participant list or database must be maintained for every project. The data required in this participant list is indicated in the table below. A bulk upload form of this list can be obtained off the EPWP reporting system. This form must be filled in at the start of the programme/project and updated when necessary (addition of participants).
 - i. This participant list must contain the following information:
 - Participant identity data – name, surname, initials, date of birth and identity number (or other unique identifier)
 - Participant profile data – nationality, gender, age, education level and disability status
 - Minimal employment data based on the agreed employment terms and conditions for each participant, such as – contracted work period, planned monthly person days of work, planned training days, daily wage rate to be received.
 - ii. EPWP provides a template for the participant list that can be filled in. The EPWP template has the columns identified in the table below. The data in this template is the basic data needed to do a bulk payment upload on a monthly basis.

Table 22: Participant List Information

Field name	Description of the field to be completed	Instruction on how to complete the field
First Name	The person's first name	Only enter the first name of the person. Do not enter two names
Initials	Initials of the person	Do not use full stops between the initials
Last Name	Last name of the person	
ID Number	The ID number of the person	An ID number must have 13 digits
DOB	Date of birth	Enter dd/mm/yyyy Make sure you enter the date of birth in the correct way
Gender	M or F	M = Male F = Female
Has Disability	Y or N	Y = Yes N = No
Education	1 = Unknown 2 = No Schooling 3 = Grade 1-3 (SubA – Std1) 4 = Grade 4 (Std 2) ABET1 5 = Grade 5-6 (Std3-4) ABET2 6 = Grade 7-8 (Std 5-6) ABET3 7 = Grade 8-9 (Std 7) ABET4 8 = Grade 10-11 (Std 8-9) 9 = Grade 12 (Std 10) 10 = Post Matric	
Start Date	Date the person start working on the project	Dd/mm/yyyy
PFD Ref No	Reference Number of the project	

- b. **Project (participant) work data:** This generally seeks to confirm the number of person days of work created by the project and the number of people at work daily on the project. The following data must be maintained and only needs to be provided by the public body to the Department of Public Works and Infrastructure upon request when undertaking sample auditing. The documentation that must be kept and signed off by the employee and designed manager includes:
 - i. Daily attendance register – register showing all the workers that were registered at work every day. Attendance registers must be completed on site on a daily basis; and
 - ii. A monthly timesheet – which summaries monthly attendance.
- c. **Project payment data:** This generally seeks to confirm what was paid, for how much work and to whom. There are various ways this information can be maintained. Any proof of payment is required. It is advised that one of the following methods becomes standard procedure:
 - i. Payment register – which is a list of workers, showing the wages paid to each worker, signed off as proof of acceptance of payment. Information on this register must include: the name of the worker, either an identity number or other unique identifier, the number of calendar days that the pay period covers, the wage rate and total wages paid. **Or**
 - ii. Payroll records **Or**



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- iii. Bank records showing the transfers to each worker account signed by the project implementer as proof of payment – which must specifically show the name of the worker, an identity number, the period for which the pay covers and the amount in wages being paid.

The above records (ii. and iii.) may be more difficult to obtain unless agreed to in the original contract with the project implementer.

This data must be available and applicable for the entire period for which the project is being reported, classified under EPWP and/or funded by the grant.

d. Financial data:

- In general, for all EPWP programmes/ projects, the financial data required is aimed at identifying the cost of labour, the wage component (compensation of workers) of the total project budget, and programme/ project expenditure.
- Where the grant is being received, it is important that the following data is gathered: the grant amount received and spent for the reporting period and year-to-date, any committed grant funding not yet spent and any grant funding withheld. In addition, where there are material problems with spending the grant, this must be reported and the appropriate action taken to address this.

5.1.2. Use for required Project Data

Public bodies must ensure that their project implementers have established adequate controls measures (i.e. a contract, an attendance record and payroll system with workers recorded by identity number) to be used for tracking the above project data. The 5% of the grant can be used to ensure adequate project management capacity and monitoring systems where these are insufficient.

Project work and payment data will be required for auditing and data quality assessment tests. These will only be carried out on a sample of projects periodically during the financial year.

For each project, participant data and financial data must be collected by every project implementer and reported to the public body with all required supporting documentation, for each month.

Employment output data – such as the number of work opportunities created, the number of FTEs created (calculated from the number of person days of work created), the average duration of work opportunities created, and the average daily wage rate paid – will be calculated from 5.1.1 a-d and reported on by EPWP per programme/ project. This forms the basis of the assessment of progress by EPWP.

Table 23: Use of Project Data

Use	Activity	Objective	Data Used
Data Quality Assessment	Verifies data and tests processes and controls to gather data	Control and compliance	Project work data Payment data Participant data
Performance auditing	Checking the validity of performance information produced by public bodies and the evidence maintained	Accountability, control, compliance	The above data, plus compliance evidence
Progress Monitoring and Reporting	Ongoing tracking of progress against targets and initiating corrective action	Management, accountability, corrective action	Participant data Financial data Employment output data
Programme Evaluation	Systematic collection and objective analysis of evidence to assess issues such as relevance, performance (effectiveness and efficiency), value for money, impact and sustainability, and to recommend ways forward	Learning, accountability, improving performance, inform policy, planning and budgeting	All of the above

5.2. EPWP Progress Reporting Procedures

There are specific procedures and deadlines to be met in terms of progress reporting.

For easy reference, the table and process diagram below sets out:

- A consolidated view of the key reporting requirements that must be adhered to – the table below highlights the key reporting milestones, the deadlines to meet these milestones and the parties responsible for this.
- An overall view of the reporting processes – the process diagram below illustrates the manner in which each of these milestones and key reporting deadlines fit together into a reporting process.

If the reporting procedures and timelines are not adhered to, the Department of Public Works and Infrastructure will NOT approve a disbursement in terms of the payment schedule within the planned timeframes.

These reports are more fully explained on the next page.

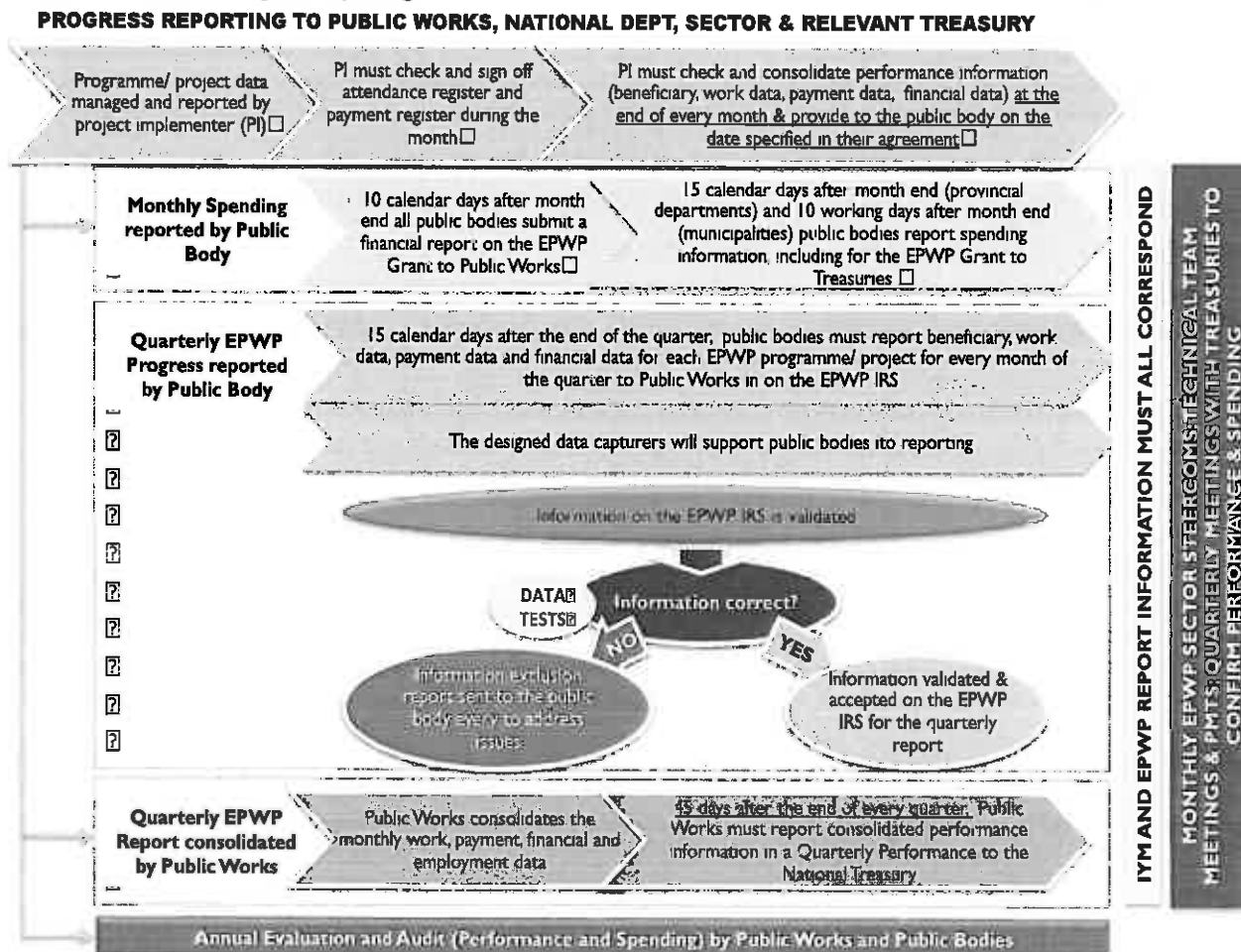


Table 24: Consolidated view of Compliance Requirements

	MILESTONE	THE DEPARTMENT OF PUBLIC WORKS AND INFRASTRUCTURE DEADLINE	PUBLIC BODIES' DEADLINE	RESPONSIBILITY
Planning inputs to reporting	Submit EPWP Project list	n/a	28 April 2020 (prov) 05 June 05 June 2020 (munis)	Project Management Units of the public body
	Sign Grant Agreements	Sent out by the Department of Public Works and Infrastructure: Beginning April (prov) Beginning June (munis)	Sign agreement by: 28 April 2020 (prov) 05 June 05 June 2020 (munis)	Accounting officers of the public body and the Department of Public Works and Infrastructure
	Register projects on the EPWP RS	n/a	By the Q1 reporting date	Public body supported by the EPWP Technical Team
Grant Disbursements	Grant Disbursement dates for public bodies	15 May 2020, 14 Aug 2020, 13 Nov 2020 (prov) Aug 2020, Nov 2020, Feb 2021 (munis)		CFO of the Department of Public Works and Infrastructure, Provincial and Municipal Treasuries
Monthly Financial Reporting	In-Year Monitoring reporting to treasuries in terms of PFMA S40(4)(c), MFMA 571, DORA Section 12(2)(4)	15 calendar days after the end of every month	15 calendar days after the end of every month (prov) 10 working days after the end of every month (munis)	CFO of Provincial Departments CFO/MM of Municipalities CFO of the Department of Public Works and Infrastructure
Monthly EPWP Progress reporting	Public bodies load or submit monthly data for loading onto EPWP reporting system	n/a	15 calendar days after the end of every month	Public bodies, unless otherwise agreed to between the parties
	Verification of information	Exclusion report sent out at the end of every month	Upon loading the following month's data	EPWP's M&E unit Public body
Quarterly EPWP Progress reporting	Provincial Technical Monthly Management Progress Meetings	n/a	Every month	EPWP Sector Manager, Technical Team, Provincial Coordinators
	Full quarter's data loaded and authorised on the system (culmination of monthly loading)	15 calendar days after the end of every month		Public body supported by the EPWP Technical Team
	EPWP reporting: locking of EPWP reporting system	15 calendar days after the end of every quarter	n/a	EPWP's M&E unit
Overall EPWP Reporting	Overall Quarterly EPWP Reporting			EPWP's M&E unit
	Quarterly Performance Reporting and Quarter Payment Schedule to National Treasury	45 calendar after the end of every quarter	30 days after the end of every quarter	EPWP Sector Manager and Finance Public body
	EPWP programme/project evaluation	Provincial Grant – 4 months after financial year end Municipal Grant – 6 months after financial year end	2 months after financial year end	Accounting officer of the Department of Public Works and Infrastructure Accounting officer of the public body
Annual accountability requirements	EPWP programme/project audit	Submitted to AG & NT, 2 months after financial year end Finalised 5 months after financial year end	Submitted to AG & relevant treasury, 2 months after financial year end (all public bodies) Provinces finalise 5 months after the financial year end Municipalities finalise 7 months after financial year end	



Figure 2: Process of Progress Reporting



5.2.1. Process for Monthly Expenditure Reporting

The public body is required to consolidate, report on and disseminate the project financial data referred to in 5.1.1 d in the manner described below.

a. In-Year Monitoring Reporting through municipal/ provincial treasuries to the National Treasury

- i. Public bodies will submit a monthly In-Year Monitoring (IYM) report to the relevant treasury to report against spending on the provincial budget, including spending on conditional grants. The public body is required to report against the appropriated grant allocation:
 - The amount received (the actual transfer from the transferring national officer) against the approved payment schedule;
 - Expenditure against the grant.
 - Expenditure per economic classification.
- ii. The timelines for this report is:
 - 15 calendar days after the end of every month in terms of Section 12(1)(2a,c), (3) and (5) of the 2018 Division of Revenue Act and Section 40(4)(c) of the PFMA for provincial departments; and
 - 10 working days after the end of every month in terms of Section 12(1)(2b,c), (4) and (5) of the 2020 Division of Revenue Act and Section 71 of the MFMA for municipalities.

b. Monthly financial reporting to the Department of Public Works and Infrastructure

The public body is required to report:

- i. Expenditure in prior months and expenditure in the current month against the appropriated grant allocation and transfers year-to-date;
- ii. The amount received in prior months and the amount received in the current month against the approved payment schedule;



- iii. Funds received year-to-date but not yet spent;
- iv. Funds committed but not yet spent; and
- v. Grant transfers withheld.
- vi. Expenditure per economic classification

Public bodies must ensure that the financial data submitted in their IYM reports (to the relevant treasury) and their EPWP reports (to the Department of Public Works and Infrastructure) correspond.

5.2.2. Process for EPWP Progress (Monthly/Quarterly) Reporting

- a. For every project, each project implementer will ensure that project progress data is provided to the relevant public body at the end of every month on a date agreed to between the parties.
- b. The public body has between the end of the month and 15 calendar days after the end of every month to:
 - i. Check and sign-off on the project progress data
 - ii. Load (capture, verify and authorise) this monthly project progress and financial data referred to in 5.1.1 a-d above onto the EPWP reporting system in the manner required (supported by the EPWP technical team data capturers)
 - iii. Data Validation: The EPWP reporting system will run automated checks and validate the data loaded. Validated data is included in the EPWP progress report to be reported as performance. Excluded data will need to be checked and cleaned up by the public body and loaded during the quarter.
- c. By 15 calendar days after the end of the quarter, the public body must have loaded progress data for the 3 months of the quarter onto the system.

5.2.3. Quarterly EPWP Performance Reporting

The Department of Public Works and Infrastructure will produce, 45 calendar days after the end of every quarter:

- a. **A consolidated EPWP Quarterly Report** on the performance of the EPWP programme across all sectors (infrastructure, social, environment and culture, non-state sectors) and all spheres (national, provincial and local government) for submission to the National Treasury. This report will cover:
 - i. The person days of work, person days of training, FTEs and work opportunities created by programme and by public body;
 - ii. Total wages and the average wage rate to EPWP participants by EPWP programme and by public body;
 - iii. Expenditure by EPWP programme and by public body;
 - iv. Calculated employment data (such as labour intensity, FTEs created against target, etc.) for the different sectors.

This report will be made available to the EPWP coordinating department in each province and national sector lead departments to inform discussions on performance or actions to enhance delivery and resolve implementation blockages. It is important that the institutional structures set up to coordinate and monitor EPWP implementation engage with the reported information and that there is accountability for sector performance.

An example of this report can be found at: <http://www.epwp.gov.za/index.asp?c=Downloads>

- b. For each sector,
 - i. **A Quarterly Performance Report on the EPWP Grant** setting out for each public body,
 - Validated FTE performance year-to-date against the set EPWP Target;
 - Financial performance in terms of 5.2.1b above.
 - ii. **An updated Quarterly Payment Schedule.**

The Department of Public Works and Infrastructure is required to send these reports to the National Treasury in compliance with the provisions of the 2020 DORA.

5.3. Disbursement Processes

At the beginning of the financial year, the Department of Public Works and Infrastructure will determine the payment schedule for the EPWP Grant – this will be provided to all receiving officers and their relevant treasuries. The only drawdown from Municipal or Provincial Revenue Funds in terms of the EPWP Grant are the disbursements authorised by the Department of Public Works and Infrastructure in terms of this payment schedule.

The tables below show the disbursement details for public bodies.

Column 1 indicates the disbursement date. Column 2 indicates to which sphere the disbursement date applies. Column 3 indicates the approximate period that the grant disbursement must cover. Column 4 indicates which public bodies will receive a disbursement on the specified date.



Table 25a: How the EPWP Grant will be disbursed to provincial departments

Disbursement Date	Applicable to	Amount	Approximate period covered by the grant	Conditions on Provincial Departments	Who will receive it
15 May 2020	X	25% of grant	Apr 2020 to Aug 2020	<ul style="list-style-type: none"> Signing of the Grant Agreement by 28 April ; The Department of Public Works and Infrastructure approves its EPWP project list. 	Provincial Infrastructure and E&C departments eligible in 2020/21
14 Aug 2020	X	45% of grant	Aug 2020 to Dec 2020	<ul style="list-style-type: none"> PFMA monthly expenditure reporting 15 calendar days after the end of every month; 	
13 Nov 2020	X	30% of grant	Dec 2020 to Mar 2021	<ul style="list-style-type: none"> Implementation of its EPWP project list; Spending its initial 25% towards its targets; Reporting quarterly as per EPWP requirements, 15 calendar days after the quarter ends. 	

Table 25b: How the EPWP Grant will be disbursed to Municipalities

Disbursement Date	Applicable to	Amount	Approximate period covered by the grant	Conditions on Municipalities	Who will receive it
Aug 2020	X	25% of grant	Aug 2020 to Nov 2020	<ul style="list-style-type: none"> Signing of the Grant Agreement by 05 June; The Department of Public Works and Infrastructure approves its EPWP project list. 	Municipalities eligible in 2020/21
Nov 2020	X	45% of grant	Nov 2020 to Mar 2021	<ul style="list-style-type: none"> MFMA monthly expenditure reporting 10 working days after the end of every month; 	
Feb 2021	X	30% of grant	Mar 2021 to June 2021	<ul style="list-style-type: none"> Implementation of its EPWP project list; Spending its initial 25% towards its targets; Reporting quarterly as per EPWP requirements, 15 calendar days after the quarter ends. 	

The Department of Public Works and Infrastructure requires that treasuries and participating public bodies specifically nominate 1-2 relevant officials who will liaise with the Department of Public Works and Infrastructure and ensure that disbursements are received by public bodies timeously.

Where the Department of Public Works and Infrastructure amends the payments schedule; this will immediately be communicated to the affected public bodies, stating the reasons for, and the implications of, the amendments.

5.4. Annual Reporting: Accounting for the Use of the EPWP Grant

In addition to in-year progress reporting described in section 5.2 above, at year-end, public bodies as well as the Department of Public Works and Infrastructure is required to account for the use and outcomes of the EPWP Grant in the following documents:

- Audited annual financial statements
- Annual Report
- Annual Programme Evaluation Report.

5.4.1. The audited annual financial statements and annual report of the relevant public body

- Must be finalised 5 months after the national financial year end for provincial departments or 7 months after the municipal financial year end for municipalities. In compiling the annual report and annual financial statements, the public body needs to report on the EPWP Grant specifically as detailed in section 15 of the 2020 DORA, section 40 of the PFMA and Chapter 12 of the MFMA. These documents must be made available to EPWP on request.
- The annual financial statements must, in addition to any other legislative requirements:
 - Indicate the total EPWP Grant amount received
 - Indicate the total amount of actual expenditure against the EPWP Grant amount received
 - Certify that all transfers were deposited into the primary bank account of the province/ provincial department/ municipality
 - Any grant allocations withheld and the reasons for such withholding.
- The annual report must, in addition to any other legislative requirements:
 - Indicate to what extent the public body has complied with DORA and the provisions of the Grant Agreement
 - Indicate reasons for non-compliance and indicate the steps taken to address any non-compliance
 - Indicate the extent to which the objectives and outputs of the EPWP Grant were achieved
 - Contain any other information that may be specified in the relevant grant framework or by the National Treasury.

5.4.2. Annual audit on the overall EPWP programme

- The Department of Public Works and Infrastructure will undertake an annual audit on the overall EPWP programme, including the performance of EPWP, control effectiveness and compliance with the conditions of the EPWP Grant. The audit work



undertaken by the Department of Public Works and Infrastructure could unearth non-compliance or inaccurate performance data.

b. Where there is non-compliance,

- With the provisions of DORA, as captured in the grant frameworks or the body of the bill; or
- With the conditions of the grant, as specified in the Grant Agreement and this EPWP Grant Manual, including a lack of progress reporting in timeframes specified; or
- With the Audit Requirements, such as a lack of documentary evidence of the work created or spending.

In consultation with the National Treasury, the Department of Public Works and Infrastructure will be responsible for deciding on corrective action. In this regard, they may:

- Withhold the EPWP Grant in accordance with DORA Section 18, and notify the public body of the reasons for such withholding as well as the actions required to rectify the problem. In order to lift the suspension, the public body must prove that the fault has been rectified by the time of the next reporting deadline or disbursement date.
- Stop and re-allocate the EPWP Grant in accordance with DORA Section 19-20, depending on:
 - The audit findings and the nature of the issue found (materiality considered)
 - The recommendations of the AG, internal audit committee and the National Treasury
 - Any representations made, or corrective action taken, by the public body in this regard.

c. Where there is misrepresentation, such as inaccurate performance information provided, the inclusion of non-EPWP projects, the misappropriation and use of the EPWP Grant (not used for the purposes intended), etc.

In consultation with the National Treasury, the Department of Public Works and Infrastructure may:

- Make adjustments to the future EPWP Grant allocation to the public body in line with the true information
- Stop and re-allocate the EPWP Grant in accordance with DORA Section 19-20, depending on:
 - The audit findings and the nature of the issue found (materiality considered)
 - The recommendations of the AG, internal audit committee and the National Treasury
 - Any representations made, or corrective action taken, by the public body in this regard.

5.4.3. Annual evaluation

- a. **Every public body must be able to assess the outcomes of the programmes/ projects partially or wholly funded from the EPWP Grant.** Where the grant complements other programme funding, and a programme evaluation is undertaken, the public body must ensure that the assessment of EPWP outcomes and outputs are part of the programme evaluation framework. Where the grant wholly funds a programme/ project, a public body must utilise the framework shown in the table below to assess the EPWP outcomes of the programme/ project.
- b. **The Department of Public Works and Infrastructure will also evaluate the effectiveness of the EPWP Grant.** The Department of Public Works and Infrastructure will assess and report to regulatory bodies on the manner in which the EPWP Grant has been used and the outcomes achieved. This will inform any changes that need to be made to the grant or its administration. *Public bodies receiving the EPWP Grant are expected to cooperate fully with any evaluation conducted by the EPWP Unit by providing evaluators with relevant data and records; ensuring that the staff of public bodies participates in interviews, focus group discussions and surveys; and facilitating access to project sites and EPWP workers.*

The table below provides guidance on how 5.4.3 can be assessed and presented.



Table 26: Evaluation of the EPWP Grant

Primary Aims of the Evaluation	<ol style="list-style-type: none"> (1) To improve accountability for use and outcomes (2) To generate knowledge (3) To enable decision-making (4) To improve performance
Use of the Grant	<ul style="list-style-type: none"> ▪ Where the grant is applied – which focus areas? What type of programmes/ projects is it funding? ▪ Was the grant spent as planned? Are funds being used in a manner that supports the grant goals? Is this spending creating work? ▪ What is the cost of this work? How much is being used to pay wages/ compensate participants? What is the labour intensity ratio?
Performance	<ul style="list-style-type: none"> ▪ Did the project list meet target expectations? Was the project list implemented as planned? If not, why not? ▪ How much work was created (work opportunities, FTEs) against the target? Have targets been met – why/why not? ▪ Is there experience and learning offered to participants – how much training or skills development is being provided? How much is accredited and how much not? ▪ Is labour intensive delivery methods being maximised? What is the LI ratio? Is it driven by wage levels or the number of person days of work? ▪ What are the areas of poor performance and what can be learnt from these? What kind of technical support would improve performance?
Outcomes	<p>Is there a contribution to the key outcomes of EPWP? Measure this contribution.</p> <ul style="list-style-type: none"> ▪ Is there an increase in the number of people employed and receiving income through the EPWP? ▪ Is there an increase in the average duration of the work opportunities created? ▪ Are EPWP participants receiving increased income? ▪ Is there an improvement in the quality of life of participants (reduced poverty) since involvement in the project? ▪ Has there been any improvement in the opportunities participants have in terms of securing sustainable work?
Management of the Grant	<p>Is the EPWP Grant leading to better EPWP performance of public bodies?</p> <ul style="list-style-type: none"> ▪ Is there a focus on the strategic goals/ purpose of the grant? ▪ Who manages performance and drives corrective actions to reach goals? How effective are these interventions or structures? Is there buy-in and accountability at the highest levels? ▪ What needs to change in terms of the design of programmes/ projects, focus areas funded, procurement arrangements, management of projects, etc.? ▪ Is reporting accurate and undertaken as required? If not, what are the challenges and how can these be addressed? ▪ Is the technical support programme effective; and how can it be better targeted or improved? ▪ Is the administration of the grant too onerous? How can it be simplified/ improved?
Learnings	<ul style="list-style-type: none"> ▪ Are there specific learnings for the grant or sector(s) that must be shared or replicated?



Chapter 6: Audit Framework (Public Bodies & the Department of Public Works and Infrastructure' Internal Audit)

Chapter summary: This chapter provides the regulatory framework for maintaining an effective internal audit function for the EPWP Grant for Provinces and Municipalities. The Audit Requirements apply to the internal auditors of eligible public bodies. It is expected that public bodies will compare their current practices and approaches to the management of project data with these Audit Requirements and take the necessary action to comply with the stated requirements. These Audit Requirements have been formulated as a set of principles for all public bodies within EPWP broadly, to assist their understanding in meeting these requirements.

6.1. Key Principles

6.1.1. Independence and objectivity

- a. **Organisational independence:** The Internal Audit function must be free to perform work and communicate results. The Internal Audit function must remain independent of all line and functional management and will be answerable solely to the public body's Management and Audit Committee.
- b. **Individual objectivity:** Internal auditors must have an impartial, unbiased attitude and avoid any conflict of interest.

6.1.2. Proficiency and Due Professional Care

Internal auditors must possess the knowledge, skills, and other competencies needed to perform their responsibilities in terms of these Audit Requirements. Internal auditors must apply the care and skill expected of a reasonably prudent and competent internal auditor.

6.1.3. Quality Assurance

Internal Auditors shall at all times conduct the work assigned to them in accordance with the Audit Methodology and the Standards for the Professional Practice of Internal Auditing prescribed by the Institute of Internal Auditors (refer to www.theiia.org). Internal Audit shall further comply with the Code of Ethics of Internal Auditors, as published by the Institute of Internal Auditors.

6.1.4. Capacity

The Internal Audit function must establish sufficient capacity to support the scope of audit work required to ensure accountability for the EPWP Grant. If an eligible public body does not have an established internal audit function, the public body is advised to make the necessary arrangements to outsource or co-source the function to ensure compliance with the Audit Requirements.

6.2. Internal Audit purpose and objective

6.2.1. Purpose

The purpose of the Internal Audit function at public bodies is to maintain an independent objective assurance activity designed to improve the public body's project management operations. It will assist the public body to accomplish its objectives by bringing a systematic, disciplined approach to evaluate and improve the effectiveness of risk management, control, and governance processes. Internal Audit must provide the management of the public body and the Audit Committee with analysis, appraisals, recommendations and information concerning the project activities and data reviewed.

6.2.2. Objective

The objective of the Internal Audit function at public bodies is to identify and evaluate significant exposures to risk and contribute to the improvement of risk management, control and governance systems.

This must include:

- a. Overseeing the risk management framework and monitoring risk
- b. Reviewing the established systems to ensure compliance with those procedures, laws and regulations that could have a significant impact on operations and report and determine whether the public body has complied with the relevant requirements
- c. Ensuring that an effective system of internal control exists and is operating as required
- d. Evaluating the reliability and integrity of financial, project management and other operational information.

Definitions Reminder Box

Risk management is the process to identify, assess, manage and control potential events or situations to provide reasonable assurance regarding the achievement of the organisation's objectives

Control means any action taken by management and other parties to manage risk and increase the likelihood that established objectives and goals will be achieved



6.3. Roles and Responsibilities of relevant parties in Audit

6.3.1. Roles and responsibilities: Internal Audit unit of public bodies

- a. The role of the Internal Audit unit is to assist the public body to meet their objectives by providing an independent appraisal of the adequacy and effectiveness of the controls set up by the public body to manage project implementation, with particular interest to those projects to which the EPWP Grant is allocated.
- b. The Internal Audit unit of each public body is responsible to render the internal audit services required in terms of these Audit Requirements, the requirements of the Division of Revenue Act, the Grant Agreement, the PFMA/MFMA (as is applicable), Treasury Regulations and any other relevant documentation issued by the Department of Public Works and Infrastructure in terms of the EPWP Grant.
- c. **The responsibilities of the Internal Audit unit include:**
 - i. Developing and implementing an annual audit plan using an appropriate risk based methodology, including any risk or control concerns identified by the public body's Management and submit that plan to the Audit Committee for review and approval
 - ii. Maintaining a professional audit staff with sufficient knowledge, skills, experience and professional certification
 - iii. Issuing periodic reports to the Audit Committee and the public body's Management summarising the results of the audit activities
 - iv. Providing a list of significant results to the public body's Management and Audit Committee.

6.3.2. Roles and responsibilities: the Public Body

- a. Although the role of the Internal Audit unit is to review internal controls, system procedures, risks, ultimately the public body retains full responsibility for ensuring that they actually implement and maintain an appropriate framework of controls.
- b. The public body also has the responsibility and accountability for addressing non-compliance, weaknesses and inefficiencies that have been identified by both External Audit and Internal Audits (conducted by the Department of Public Works and Infrastructure and the public body's Internal Audit respectively), and for taking the necessary corrective action.
- c. **The public body is further responsible for:**
 - i. Providing input on the areas of investigation by Internal Audit
 - ii. Ensuring support for the Internal Audit function, including ensuring that the Internal Audit unit has unrestricted access to all relevant functions, records and personnel pertaining to any project whose activities are under review
 - iii. Maintaining internal control, including proper accounting records and other management information required for proper and compliant project governance
 - iv. Compelling project managers to respond to internal audit queries submitted
 - v. Informing the Internal Auditors of any significant internal control problems
 - vi. Liaise with the Department of Public Works and Infrastructure' Internal Audit where there are significant risk exposures found when sample audits are conducted on projects qualifying for the EPWP Grant
 - vii. Providing a list of significant results referred to in (vi) above to the Department of Public Works and Infrastructure
 - viii. Reviewing Internal Audit reports and implementing recommendations as considered appropriate or as required by the Department of Public Works and Infrastructure.

6.3.3. The Audit Committee

- a. The Audit Committee in conjunction with the Accounting Officer is responsible for reviewing the scope of Internal Audit work and the action to be taken on the outcome or finding from their work.
- b. The Audit Committee will:
 - i. Ratify the approval of the internal audit charter or annual audit plan
 - ii. Ensure that the Internal Auditors effectively perform their responsibilities and duties
 - iii. Ensure that the Internal Audit unit complies with the relevant audit rules and regulations
 - iv. Ensure that the Internal Audit unit maintains its independence
 - v. Review the results of any audit work performed
 - vi. Review the internal audit reports to the public body's Management and their response thereto
 - vii. Monitor implementation of Internal Audit recommendations by public body's Management.

6.3.4. The Provincial Audit Committee

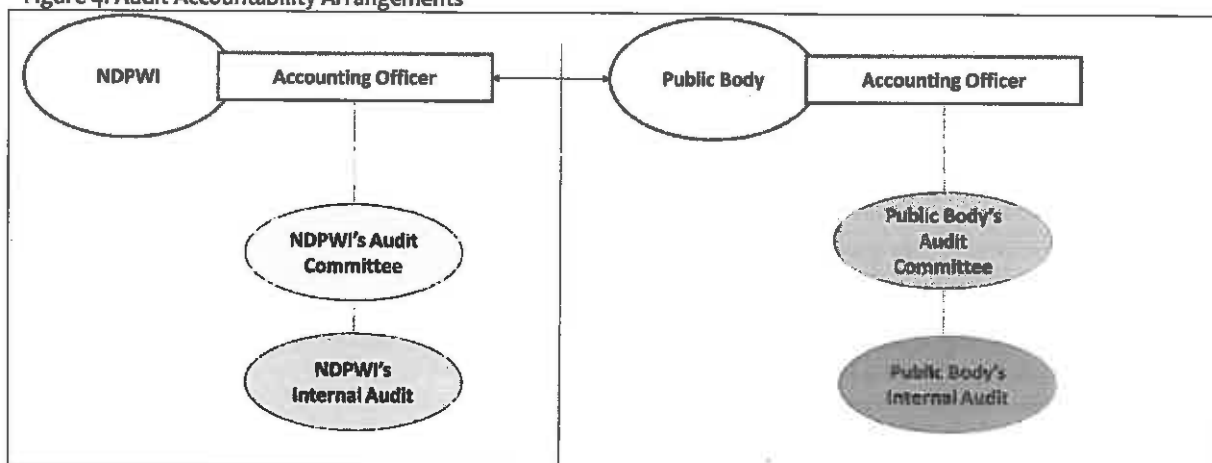
The Provincial Department of Public Works and Infrastructure is responsible to establish the provincial audit committee to ensure that the EPWP projects implemented in provinces are compliant with the EPWP requirement. Public bodies have a responsibility to feed information to and cooperate with this committee.

6.4. Audit Accountability Arrangements

The Internal Audit unit of each public body (through the accounting officer) shall be responsible to liaise/ cooperate with the Department of Public Works and Infrastructure' Internal Audit on:

- Compliance with the conditions of the EPWP Grant;
- Risk management and risks;
- The controls in place to collect and verification/ audit of EPWP performance information and other information required as part of the Audit Requirements.

Figure 4: Audit Accountability Arrangements



6.5. Scope of Work (for the public body & the Department of Public Works and Infrastructure' Internal Audit)

6.5.1. Planning

Internal Audit must adequately plan for the performance of audit procedures to ensure the objectives of the audit is achieved. It is important that the internal audit planning include:

- Obtaining comprehensive understanding of the EPWP Grant requirements
- Defining internal audit objectives
- Obtaining a comprehensive understanding of the EPWP reporting system, project operations and management
- Identifying, evaluating and ranking risks to which the public body is exposed
- Taking into account the weaknesses of the public bodies' controls and management concerns
- Identifying audit areas and determining the type of audit and audit procedures.

6.5.2. Risk Management

Public bodies' Internal Audit must evaluate risk exposures regarding the reliability and integrity of information and compliance with the requirements of the Division of Revenue Act, the Grant Agreement, the Grant Manual and any other relevant documentation issued by the Department of Public Works and Infrastructure in terms of the EPWP Grant and contribute to the improvement of risk management. As part of the evaluation, consideration will be given to, inter alia, significant risks identified and assessed and potential for the occurrence of fraud and how fraud risk is managed.

The Department of Public Works and Infrastructure' Internal Audit must evaluate the effectiveness of the risk management process of the EPWP Grant at public bodies. As part of the evaluation, consideration will be given to, inter alia, the appropriateness and sufficiency of resources with the necessary competencies in the Public Bodies' Internal Audit function to perform the audit procedures.



The public body's Internal Audit must:

- a. Evaluate the adequacy and effectiveness of controls regarding the reliability and integrity of their EPWP project data and compliance with the requirements of the Division of Revenue Act, the Grant Agreement, the Grant Manual and any other relevant documentation issued by the Department of Public Works and Infrastructure in terms of the EPWP Grant.
- b. The public body must ensure that adequate controls are in place; and must consider the findings and recommendations of their Internal Audit unit, their Audit Committee and the Department of Public Works and Infrastructure to improve such controls.
- c. For the Department of Public Works and Infrastructure' Internal Audit, the key focus to give assurance that controls are functioning as intended and that the Department of Public Works and Infrastructure fulfils its responsibilities in line with the Division of Revenue Act. To this end, the Department of Public Works and Infrastructure' Internal Audit must:
 - i. Review EPWP's controls over data reported by public bodies
 - ii. Review EPWP's monitoring of public bodies
 - iii. Ensure that the internal controls within the EPWP reporting system are adequate. In evaluating these controls, the Department of Public Works and Infrastructure' Internal Audit should:
 - Understand the system parameters and control objectives;
 - Assess whether the controls put in place meet control objectives for the projects under review;
 - Test the operation of the controls in practice for the projects under review;
 - Provide an opinion based on audit objectives as to whether the system provides an adequate basis for effective control and whether it is properly operated in practice.

6.6. Detailed Audit Procedures – Public Bodies

6.6.1. Documentation and information

Public bodies must ensure on a monthly basis that specific documentation and information is collected and retained – this is detailed in Chapter 5 Section 5.1.1. Access to project records and required information must be controlled. Retention requirements for project records must be complied with. In this regard, a public body's Internal Audit must have unrestricted access to information, records and personnel that is key to their audits.

6.6.2. Controls and verification of information

The following table reflects the minimum required internal controls and procedures that must be put in place by the public body to ensure that the EPWP performance information provided, is credible.

Table 27: Controls and Audit Procedures for the Public Body in collecting key project data

Activity	Responsibility	Risk	Time-lapse	Internal controls	Audit procedures	Sample method	Timeframe for audit procedures
Implementer to sign off on daily attendance register	Implementer to complete and sign off	Incorrect information compiled Invalid information compiled	Monthly, at a minimum	Sign-off by Implementer	Public Body's Project Manager: 1) To test control of sign-off of attendance register 2) To conduct surprise visits to ensure actual attendance in accordance with register 3) To compare worker details on attendance register with supporting copies of identifying documents	As determined by the public body's finance procedures	Monthly
Implementer to generate signed payment register or bank records	Implementer to complete and sign off	Incorrect information compiled Invalid information compiled Payment to fictitious workers	Monthly, at a minimum	Sign-off by Implementer	Public Body's Project Manager: 1) To test control of sign-off of payment register 2) To conduct tests to ensure information on payment register or bank records agree with attendance register 3) Test payment register or bank records to ensure proof of payment and receipt 4) To conduct tests to ensure rate of pay falls within the specified parameters	As determined by the public body's finance procedures	Monthly
Public Body's Project Manager to generate payment certificate	Public Body's Project manager	Incorrect, invalid or incomplete information loaded	Monthly, and at least quarterly	Sign off by Project Manager EPWP	Public Body internal auditors: 1) To test control of sign-off 2) To test the validity of EPWP performance information	Material sample %	Within 15 calendar days after a quarter's close at least once



Activity	Responsibility	Risk	Time-lapse	Internal controls	Audit procedures	Sample method	Timeframe for audit procedures
Public Body's Project Manager to consolidate EPWP performance information – outputs and expenditure data for EPWP quarterly reporting				Reporting Systems' controls Sign off by Public Body	3) To conduct tests to ensure information on EPWP Reporting System agrees with supporting documentation 4) To include results in quarterly or bi-annual audit report		during the year, and in the annual public body's audit

Public bodies' Internal Auditors must identify, analyse, evaluate and document sufficient information to achieve the internal audit objectives. Public bodies' internal audit procedures must include but not be limited to:

- Testing the control of the sign-off of the attendance register, participant data and proof of payment
- Conducting surprise visits to verify actual attendance in accordance with attendance register
- Conducting surprise visits to verify the validity of recorded participant data
- Comparing worker details on the attendance register with supporting copies of identifying documents
- Conducting tests to verify that the information on the EPWP Reporting Systems agrees with supporting documents
- Conducting tests to verify that the information on the proof of payment agrees with the attendance register
- Testing the proof of payment to verify that each contract worker signed that their wage payment was received or that similar proof exists
- Conducting tests to verify that the rate of pay falls within the specified parameters
- Ensuring that disbursements reach the intended public body (testing the accuracy of the provincial treasury's approved departmental drawings).

6.6.3. Compliance

Public bodies' Internal Audit must verify compliance with the requirements of the Division of Revenue Act, the Grant Agreement, the Grant Manual and any other relevant documentation issued by the Department of Public Works and Infrastructure in terms of the EPWP Grant. Any non-compliance with the *Audit Requirements* in fact or appearance must immediately be reported, including the details of non-compliance to the Department of Public Works and Infrastructure. It must be noted that non-compliance found will be dealt with as specified in Chapter 5 section 5.4.2 of this manual.

6.6.4. Internal audit representations

As part of the audit procedures, it is required of the management of public bodies to make an annual representation to the Department of Public Works and Infrastructure that it has put in place the required controls to abide by the conditions of the EPWP Grant. This representation must be informed by the work of the public body's Internal Audit. This representation can be made in any form, but must be made within the financial year for which the Grant Agreement is valid.

6.6.5. Communicating results

Communication must be accurate, objective, clear, concise, constructive, complete and timely. Should the public body require a template, it may be requested from the Department of Public Works and Infrastructure' Internal Audit unit.

Table 28: Headings to be covered in audit reports by Public Bodies

Headings to be covered	Example
Title	"Public Body Name" Internal Audit Report on the EPWP Grant for the period ending 31 March 2020
Addressee	The report must be addressed to the Accounting Officer of the Public Body and other key Heads of Sections (i.e. CFO, Project Manager and Audit Committee), with copies to the Department of Public Works and Infrastructure
Accountability statement	Indicating what the accountability of the various parties are including Management and the Public Body Internal Audit
Scope	The audit procedures performed must be described
Audit findings	Any non-compliance, weaknesses in controls, inaccurate and incomplete information reported with an indication of the effect/impact, recommendations and management comments.



Headings to be covered	Example
Extrapolation of errors	Based on errors find in information reported the error extrapolated over the population if relevant
Repeat findings	
Significant risks identified	
Other matters for attention	
Conclusion	
Sign-off report	Report to be signed off by Chief Internal Auditor indicating the date of sign-off

The Internal Audit unit of public bodies must coordinate and share their audit reports on the EPWP Grant with the Department of Public Works and Infrastructure' Internal Audit, on, inter alia, specifically on the following:

- Objectives and scope of the audit work completed for the quarter
- Based on audit procedures completed, the audit findings/results including any weaknesses in controls, procedures, information collated and reported or problematic outcomes for the quarter
- Repeat findings with reference to findings reported in previous months or quarters by Internal Audit and management actions were required but not yet implemented
- Significant risk exposures
- Conclusion based on appropriate analysis and evaluations
- Recommendations and action plans.

6.6.6. Follow-up procedures

During the audit process, the Internal Auditors of the public body must complete follow-up procedures to monitor and ensure actions have been effectively implemented or that senior management accepted the risk of not taking action. Follow-up procedures will form part of the audit procedures performed every quarter and has to be included as part of the repeat findings of the annual public body internal audit reports.

6.6.7. Detailed Audit Procedures for the Department of Public Works and Infrastructure

The Internal Audit units of public bodies must undertake to keep the relevant project documentation required by the Department of Public Works and Infrastructure for auditing (described in Chapter 5 section 5.1).

6.6.8. Compliance Audits

Chapter 4 is a complete list of the key compliance requirements that a public body must comply with, and that the Department of Public Works and Infrastructure must manage – these are compiled from the requirements of the 2014 Division of Revenue Act, the Grant Agreement and where applicable the PFMA and MFMA.

When is compliance checked? Sample compliance audits are undertaken during the financial year.

- The Department of Public Works and Infrastructure will undertake on a sample basis during the year, audits or data quality assessment tests to check data integrity, compliance with the conditions of the above documents as well as check the integrity and effectiveness of systems and controls used to support progress reporting – direct action and recommendations on improvements.
- At the time of progress reporting (15 calendar days after the close of the quarter), the Department of Public Works and Infrastructure will verify that the public bodies have met the necessary compliance requirements. *Where there are material compliance issues raised, it is within the Department of Public Works and Infrastructure' responsibilities in terms of the grant, to take action.* Should it be found that:
 - There is non-compliance,**
 - With the provisions of DORA, as captured in the grant frameworks or the body of the bill; or
 - With the conditions of the grant, as specified in the Grant Agreement and this EPWP Grant Manual, including a lack of progress reporting in timeframes specified; or
 - With the Audit Requirements, such as a lack of documentary evidence of the work created or spending,
 - In consultation with the National Treasury, the Department of Public Works and Infrastructure will be responsible for deciding on corrective action. In this regard, they may:**
 - Withhold the EPWP Grant in accordance with DORA Section 18, and notify the public body of the reasons for such withholding as well as the actions required to rectify the problem. In order to lift the suspension, the public body must prove that the fault has been rectified by the time of the next reporting deadline or disbursement date.
 - Stop and re-allocate the EPWP Grant in accordance with DORA Section 19-20, depending on:
 - The audit findings and the nature of the issue found (materiality considered)



- The recommendations of the AG, internal audit committee and the National Treasury
- Any representations made, or corrective action taken, by the public body in this regard.

6.6.9. Performance Audits - verification of information:

In addition to ensuring compliance with conditions, the Department of Public Works and Infrastructure' Internal Audit will undertake sample performance audits of the EPWP performance information provided by public bodies and support documentation to ensure that the performance information is credible.

a. **Where there is misrepresentation**, such as inaccurate performance information provided, the inclusion of non-EPWP projects, the misappropriation and use of the EPWP Grant (not used for the purposes intended), etc. In consultation with the National Treasury, the Department of Public Works and Infrastructure may:

- Make adjustments to the future EPWP Grant allocation to the public body in line with the true information
- Stop and re-allocate the EPWP Grant in accordance with DORA Section 19-20, depending on:
 - The audit findings and the nature of the issue found (materiality considered)
 - The recommendations of the AG, internal audit committee and the National Treasury
 - Any representations made, or corrective action taken, by the public body in this regard.

The following table reflects the internal controls and procedures that will be audited by the Department of Public Works and Infrastructure to ensure that the EPWP performance information provided, is credible.

Table 29: Sample Audits on the Controls & EPWP Performance Information of Public Bodies

Area	Responsibility	Risk	Internal controls	Audit procedures	Time frame
Attendance register & Payment Information	Public Body (via its Project Manager and Implementer)	Incorrect information compiled Invalid information compiled Payment to fictitious workers	Sign-off by public body (checked by Project manager) EPWP Reporting Systems' controls	The Department of Public Works and Infrastructure Internal audit: 1) To test control of sign-off of attendance register 2) To test control of sign-off of payment register 3) The Department of Public Works and Infrastructure Internal audit will consult with auditors of MIG progress reporting 4) To perform detail testing on supporting documentation dependent on risk assessment taking Public Body internal auditors' audit work and extent of reliance into account 5) To conduct tests to ensure information on EPWP reporting system agrees with supporting information.	On a sample basis
Public Body Internal Audit Reports	Public Body (via its Internal Audit unit)	Information not checked or verified	Internal Audit before disbursement	The Department of Public Works and Infrastructure Internal audit to review reports from Public body's internal auditors and select public bodies on which further audit work will be conducted.	Bi-annually
Audit of performance for the EPWP Grant	The Department of Public Works and Infrastructure	Disbursement of the grant on invalid information	All of the above	The Department of Public Works and Infrastructure include results in the annual audit report for the EPWP Grant to be issued 5 months after the end of the financial year.	5 months after the end of the financial year



Chapter 7: Institutional Arrangements, Roles and Responsibilities (all users)

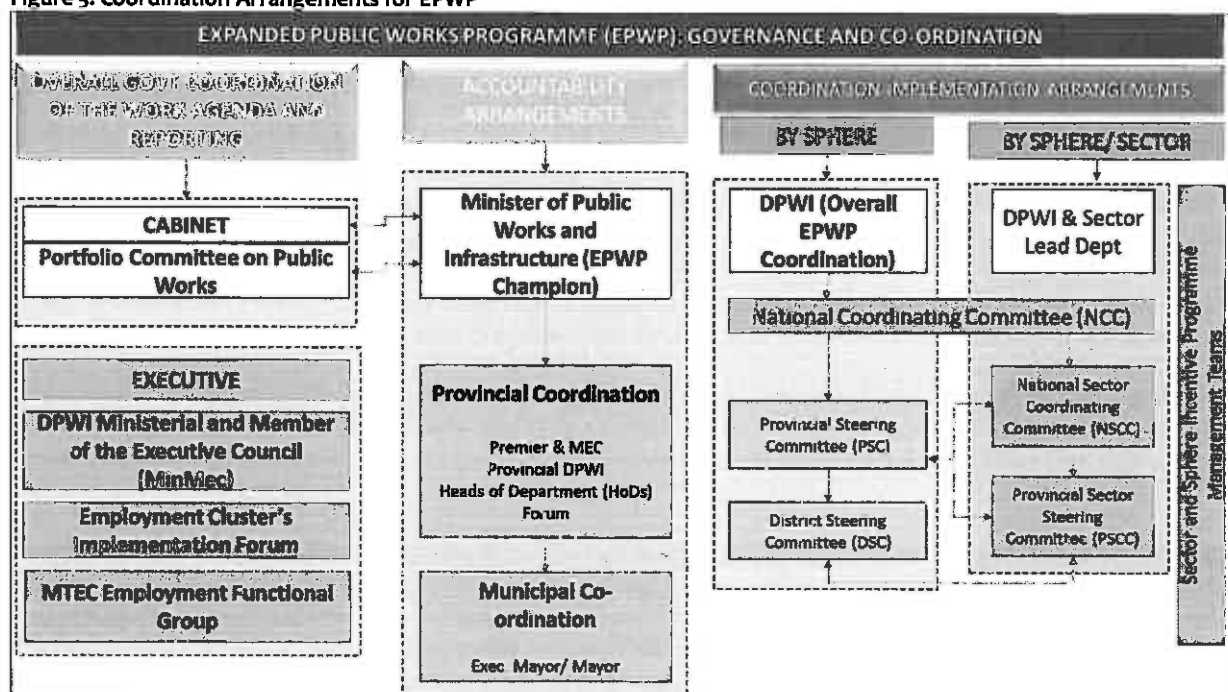
Chapter summary: This chapter describes the institutional arrangements for EPWP, the accountability arrangements for the EPWP and the EPWP Grant and the roles and responsibilities of the various departments involved in the implementation of the EPWP Grant.

7.1. Coordinating mechanisms

EPWP is a cross cutting government programme. There are various levels at which planning, coordination, implementation, management and progress reporting takes place. As such, coordination structures are important to ensure the effective implementation of the Expanded Public Works Programme for each sector and for the programme as a whole.

The overall coordination, accountability and implementation arrangements for Outcome 4 and the work agenda of government are outlined in the figure below.

Figure 5: Coordination Arrangements for EPWP



EPWP, one element of this agenda, is coordinated by the Department of Public Works and Infrastructure through:

- At a high level, the Department of Public Works and Infrastructure reports into Cabinet on the EPWP programme to the Portfolio Committee on Public Works and into the executive through MinMec and the Employment Cluster; and for MTEF budget planning, into the MTEF Functional Group.
- Accountability for EPWP outcomes is shared across the spheres through various intergovernmental agreements.
- In terms of coordinating implementation,
 - The EPWP National Coordinating Committee (NCC) is the primary coordination structure. It is a technical working committee that cuts across sectors and spheres of government, with sector lead representation aimed at assisting planning and implementation for increased work creation. Its focus covers developing and reviewing strategies for implementation, expansion, increased EPWP performance and funding (including incentive models).
 - Sphere and Sector Steering Committees deal with all EPWP planning and implementation issues on the ground.
 - Sphere and Sector Incentive Programme Management Teams specifically coordinate the implementation of the EPWP incentives within context.

The accountability arrangements and coordination structures are elaborated upon in the sections below.



7.2. Accountability Arrangements

7.2.1. Political Accountability

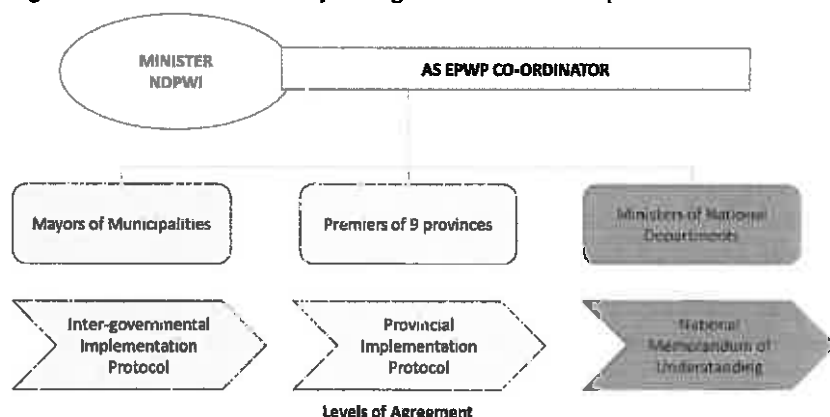
The success of the EPWP is dependent on the contribution of national, provincial and local government to its overall goals and objectives. In order to ensure that all spheres of government and public bodies can be held accountable for contributing to the EPWP targets, a set of accountability arrangements have been put in place.

The figure below reflects the political accountability arrangements across the spheres of government that will be accountable for the implementation of EPWP as a whole and the range of agreements that will be concluded.

These protocols or agreements:

- Will be concluded in accordance with the Intergovernmental Relations Act.
- Aim to secure the commitment by all spheres of government to their respective targets.
- Formalises the intention of national, provincial and local government public bodies to contribute to the objectives and targets of the EPWP.
- Are signed between the political heads of the different spheres of government and stipulate how the spheres will work together to achieve EPWP goals.

Figure 6: Political Accountability Arrangements for EPWP Implementation

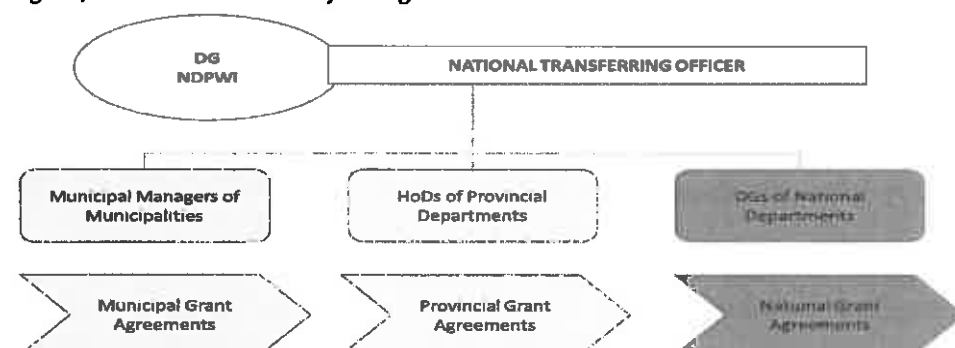


These protocols and agreements are separate from the financial accountability arrangements for the EPWP Grant.

7.2.2. Financial Accountability Arrangements

Since the EPWP incentive is structured as a conditional grant, it is subject to the provisions of the Division of Revenue Act. In order to ensure that the required financial accountability arrangements are in place, it is required that the accounting officer of the national transferring department (the Director-General of the Department of Public Works and Infrastructure) and the accounting officer of the receiving public body (the provincial Head of Department or Municipal Manager) sign an agreement which specifically deals with the stipulations, requirements, conditions and obligations of the EPWP Grant allocation, disbursement and spending).

Figure 7: Financial Accountability Arrangements



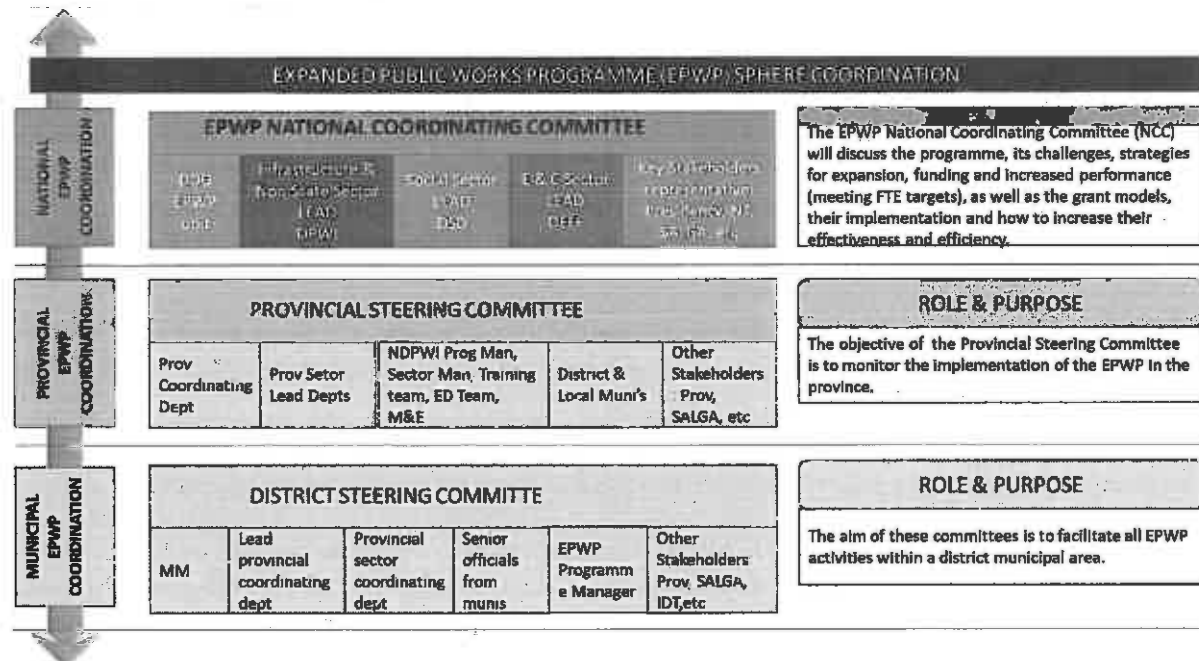
The Grant Agreement stipulates the obligations of the implementing public body and the Department of Public Works and Infrastructure required for the implementation of the EPWP Grant.



7-3. Coordination Arrangements

7-3.1. By Sphere

Figure 8: Sphere Coordination Arrangements



a. National Coordinating Committee

The National Coordinating Committee is convened the Deputy Director-General (DDG) of EPWP in the Department of Public Works and Infrastructure. The objective the NCC is to make decisions on EPWP policy and provide a strategic platform where issues pertaining to EPWP are addressed. It also serves as an authoritative body in the coordination and reporting on the implementation of EPWP programmes and projects.

The NCC is instrumental in facilitating linkages across sectors and resolving cross cutting issues such as:

- Planning
- Implementation approaches, challenges and considering solutions
- Monitoring, reporting (and system related issues), evaluation and audit queries
- Accessing training.

The NCC reports the progress on the implementation of EPWP to the Minister of the Department of Public Works and Infrastructure.

The other two structures take the form of a steering committee to address specific issues faced at the provincial or municipal level.

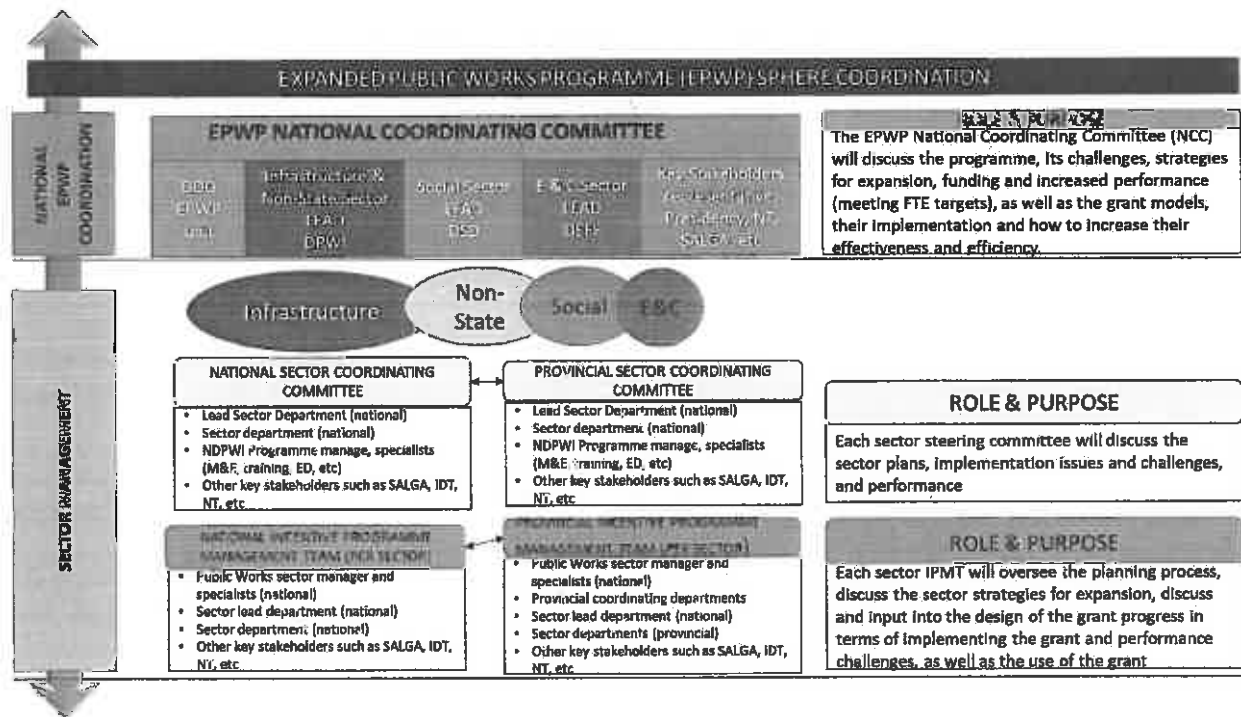
b. Provincial Steering Committees: Key discussions and issues raised at the Provincial Steering Committee are referred to the NCC or the National Sector Coordinating Committee depending on the nature of this issue. The Provincial Steering Committee reports to the Premier of the Province on the implementation of the EPWP and progress on meeting EPWP targets.

c. District Steering Committees

- **Aim:** The aim of these committees is to facilitate, monitor and evaluate all EPWP activities implemented within a district municipal area. It is utilised a forum to share policy and implementation challenges, solutions and streamline coordination to ensure that EPWP targets are met.
- **Who establishes them?** The committees are established through support from the relevant coordinating department in the province.
- **Location:** District Steering Committees are formed in all district municipalities.
- **Who do these committees report into?** Key discussions and issues raised at the DSC are referred to the relevant PSC. The DSC reports to the relevant Municipal Manager on the implementation of the EPWP and progress on meeting EPWP targets.



Figure 9: Sector Coordination Arrangements



a. National and Provincial Sector Coordinating Committees

The purpose of National Sector Coordinating Committee (NSCC) is to provide a strategic platform where issues pertaining to the each of the sectors are addressed and to make sector policy decisions within the EPWP Framework. The NSCC also serves as an authoritative body in the coordination and reporting on the implementation of EPWP programmes and projects and must ensure proper implementation of sector programmes and sound linkages to other structures. The NCC reports the progress on the implementation of EPWP to the NCC.

The purpose of the Provincial Sector Coordinating Committee (PSCC) is to lead and champion EPWP sector programmes and projects in the provincial as well as to monitor the progress on the implementation of sector programmes and address bottlenecks. The PSCC reports the progress on the implementation of EPWP to the PSC and the NSCC.

b. National and Provincial Incentive Programme Management Teams

This is the primary structure utilised to manage incentives. The Incentive Programme Management Teams (IPMTs) have been formed only for the Environment and Culture Sector and the Social Sectors. For each of these two sectors, a national and (one) provincial team has been established. The sector IPMTs are regarded as technical advisory committees, specifically commissioned to oversee the introduction and effective application of the EPWP incentive to expand job creation in the sector. The IPMTs specifically bring together the Department of Public Works and Infrastructure, the national sector lead department, the provincial coordinating department, the relevant treasury and the implementing sector departments. **All** IPMTs report into the Department of Public Works and Infrastructure and the national sector lead department. The infrastructure sector utilised its normal coordination structures to manage the EPWP Integrated Grant.

7.3.3. Infrastructure Sector

The Department of Public Works and Infrastructure coordinates the infrastructure sector from a national level; and utilises three key structures, in addition to the NCC, to specifically discuss infrastructure issues; these are:

- The Public Works MinMec led by the Department of Public Works and Infrastructure as the intergovernmental forum implementing the public works mandate. Among other public works issues, EPWP implementation is discussed, coordinated and oversight exercised through this forum.
- The Provincial Roads Coordinating Committee (which is jointly chaired by the Department of Public Works and Infrastructure and the National Department of Transport) that specifically discusses the implementation of roads and transport projects.
- The Department of Public Works and Infrastructure manages the EPWP infrastructure sector through a Programme Management Team that consists of the national departments' sector managers, provincial coordinators and a National



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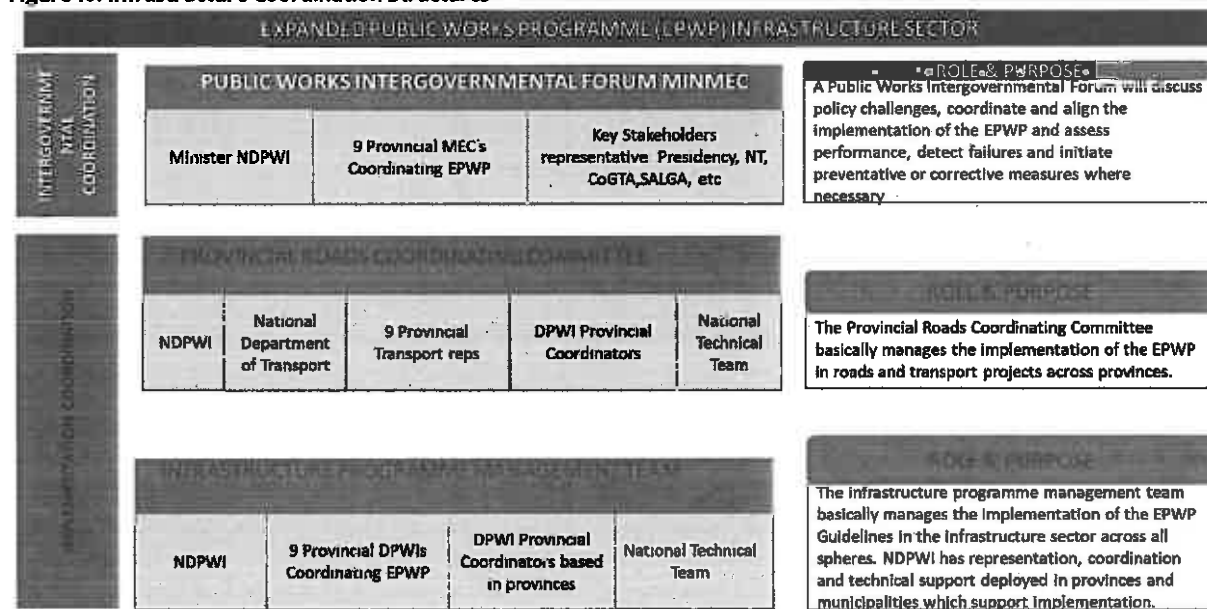
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Technical Team. The National Technical Team is a team of infrastructure specialists and engineers deployed and funded by the Department of Public Works and Infrastructure to provide direct on-hand technical support to selected, prioritised provincial infrastructure departments and municipalities to implement labour intensive infrastructure programmes.



EXPANDED PUBLIC WORKS PROGRAMME

Figure 10: Infrastructure Coordination Structures



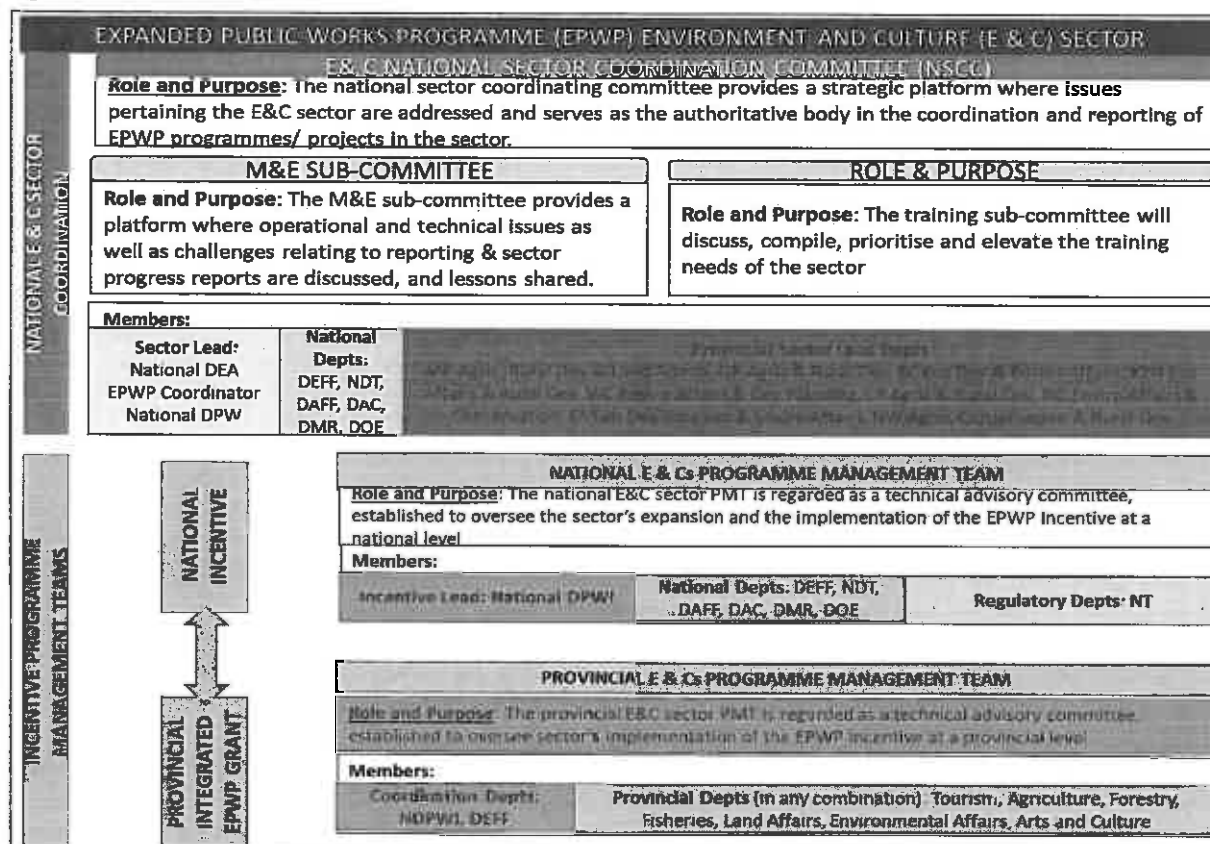
7.3.4- Environment & Culture Sector (E&Cs)

The environment and culture sector is managed in the following way:

- The Department of Public Works and Infrastructure is responsible for the overall coordination of EPWP and management of the EPWP incentives across all sectors.
- The National Department of Environmental Affairs, Forestry & Fisheries leads the Environment and Culture Sector (E&Cs). The sector still uses the EPWP National Coordinating Committee (led by the Department of Public Works and Infrastructure) to discuss broad EPWP issues and how these impact on sectors.
However, the sector has established its own National (E&Cs) Sector Coordinating Committee (NSCC) that provides a strategic platform where issues pertaining to the E&Cs are addressed.
 - The E&Cs NSCC serves as the authoritative body in the coordination and reporting of E&Cs EPWP programmes/ projects.
 - The E&Cs NSCC facilitates sector dialogue on sector performance and quarterly implementation progress
 - It also aims to create an enabling environment for information sharing between sector departments and other key stakeholders in the implementation of E&Cs programmes/ projects, including but not limited to:
 - Developments around training policy development
 - Sectoral support in terms of enterprise development initiatives within the sector
 - The identification of strategic partners that could assist in unblocking challenges and marketing the sector.
- The EPWP incentives for the sector is coordinated and negotiated through E&C Programme Management Teams - one national and the other provincial.



Figure 11: E&C Sector Governance Structures



A brief overview of the terms of reference for the national and provincial E&Cs Programme Management Team is indicated below.

Table 31: Overview of the Terms of Reference for the (national and provincial) Environment and Culture Sector Programme Management Team

AREA	DETAIL PROCEDURE
Role	<ol style="list-style-type: none"> The national E&Cs PMT is regarded as a technical advisory committee, specifically commissioned to oversee the expansion of job creation in the sector and monitor the introduction and effective application of the incentive. The national E&Cs PMT shall oversee the planning process, programme implementation, the use of the incentive allocation and reporting to the Department of Public Works and Infrastructure. The provincial E&Cs PMT is regarded as a technical advisory committee, established to oversee the sector's implementation of the EPWP Grant at a provincial level.
Functions	<ol style="list-style-type: none"> The functions of both E&Cs PMTs will include (but not be limited to): <ul style="list-style-type: none"> Providing oversight on the Environment & Culture sector i.e. reviewing and advising on job creation targets and incentive/grant allocations Overseeing the Environment & Culture sector EPWP planning process Assessing expansion plans from sector departments Discussion of the Incentive and Grant Model year-on-year (EPWP performance assessment and the determination of incentive eligibility and allocations) Reviewing quarterly (national, provincial and municipal) EPWP performance; discussion of the incentive and grant implementation issues; and providing technical advice to unblock obstacles to implementation (discuss and ensure proposals for actions to mobilise capacity, funding, training, communication, progress reporting, M&E requirements and/or implementation guidelines) Requesting and endorsing technical support to implementing national and provincial departments.



AREA DETAIL PROCEDURE	
Membership	<p>d. The national E&Cs PMT shall consist of representation (at the level of Chief Director or above) by the following stakeholders:</p> <ul style="list-style-type: none"> Department of Public Works and Infrastructure (lead); National Treasury; Department of Tourism; Department of Agriculture, Forestry and Fisheries; Department of Water Affairs and the Department of Environmental Affairs; the Department of Arts and Culture; and any other EPWP support. The national E&Cs PMT may also consist of other stakeholders as may be necessary. <p>e. The provincial E&Cs PMT shall consist of representation by the following stakeholders:</p> <ul style="list-style-type: none"> Coordination Departments: Department of Public Works and Infrastructure (lead); Department of Environmental Affairs, Fisheries and Forestry Provincial departments (in any combination); Tourism; Agriculture, Forestry and Fisheries; Land Affairs; Environmental Affairs; Arts and Culture. The PMT may also consist of other stakeholders as may be necessary.
Secretariat	f. The Department of Public Works and Infrastructure would act as the Secretariat. The necessary capacity would be deployed.
Funding	g. The activities will be funded by the Department of Public Works and Infrastructure.

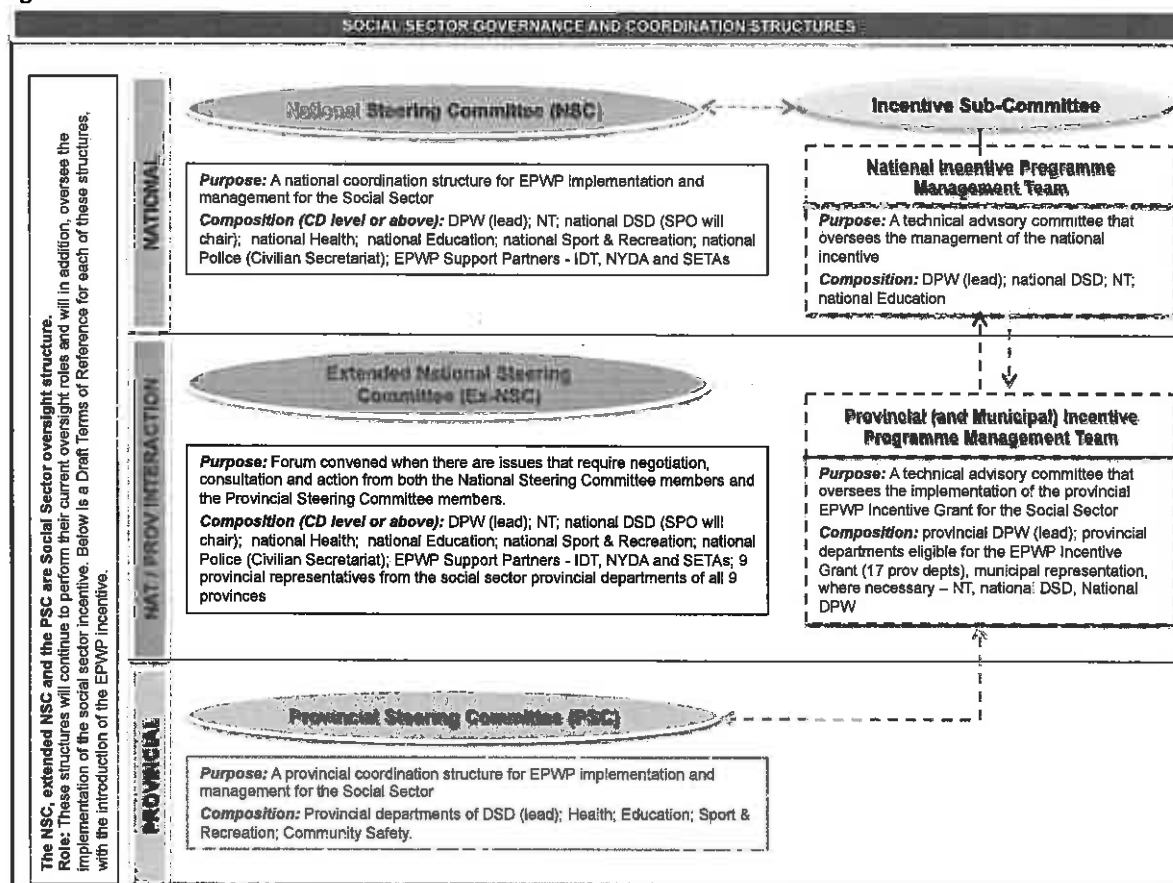
7.3.5. Social Sector

Currently, steering committee structures coordinate EPWP in the sector.

Although national and provincial Incentive Programme Management Team structures have been established to oversee the social sector incentive for each sphere, challenges have been experienced with regards to the consistent availability of officials for meetings. This has warranted a change to these structures. These structures will interact with the normal social sector governance structures.

The figure below shows the inter-committee relationships and responsibilities.

Figure 12: Social Sector Governance Structures





The table below is a brief overview of the terms of reference for the Incentive Sub-Committee.

Table 32: Overview of the Terms of Reference for the Social Sector Incentive Sub-Committee

AREA	DETAIL PROCEDURE
Role	a. The incentive sub-committee will be regarded as a technical advisory committee
Functions	b. The functions of the incentive sub-committee will include (but not be limited to): <ul style="list-style-type: none"> Discussion and endorsement of baseline and incentive FTE target setting Discussion and endorsement of the national provincial and municipal Incentive Model year-on-year (performance assessment and the determination of incentive eligibility and allocations) Supporting the incentive planning process; review and endorsement of the EPWP Business Plan in line with the aims of the Incentive for national, provincial and municipal spheres Endorsement of the national, provincial and municipal Incentive Agreement template Reviewing quarterly performance; discussion incentive implementation issues; and providing technical advice to unblock obstacles to implementation (discuss and ensure proposals for actions to mobilise capacity, funding, training, communication, reporting, M&E requirements and/or implementation guidelines) Reviewing the monthly performance of Social Sector public bodies in terms of the EPWP Incentive, the funds drawn down and spending Requesting and endorsing EPWP incentive support.
Membership	c. The incentive sub-committee shall consist of representation (at the level of Director or above) by the following stakeholders: <ul style="list-style-type: none"> Coordination Departments: The Department of Public Works and Infrastructure (lead); National Department of Social Development (Special Projects Office will chair); National and Provincial Treasury; SALGA National Sector Departments of Health; Education; Social Development; Sport and Recreation; Police (Civilian Secretariat). Where available - Provincial Departments of Health; Education; Social Development; Sport and Recreation; Police (Civilian Secretariat) and municipalities that are eligible for the EPWP grant.
Operating Procedures	d. Operating Procedures <ul style="list-style-type: none"> The committee will adhere to government legislation and policy guidelines which are relevant to enable it to execute its work Quarterly meetings will be scheduled and will be held on agreed dates and times These committees will meet quarterly in order to deal with any issues dealing with the early implementation of the incentive. Incentive issues that need to feed back up into the National Steering Committee will be communicated through the two coordinating departments: the Department of Public Works and Infrastructure and the National Department of Social Development.
Secretariat	e. The Department of Public Works and Infrastructure would act as the Secretariat. The necessary capacity would be deployed.
Funding	f. The activities will be funded by the Department of Public Works and Infrastructure.

7.4. Implementation Arrangements

Although public bodies have their own unique arrangements for project implementation, there are specific roles that need to be filled in order to access the EPWP Grant, implement the programmes/ projects funded by the grant and report of the performance of these programmes/ projects as well as the spending of the grant. It is important that these roles are being carried out effectively to ensure a smooth implementation and disbursement process.

The key elements of these roles are described in the tables below.

Table 33a: Public Body Staff Roles in Implementation

ORGANISATION/ STAFF	ROLE
Public Body (or contracted by the Public Body)	
Accounting Officer	Refers to the Accounting Officer of the Public Body, accountable for EPWP performance and the use of the EPWP Grant
Receiving Officer	The Accounting Officer of the Public Body also acts as the Receiving Officer of the EPWP Grant, role is stipulated above
Project Manager	The person in the public body with the designated day-to-day responsibility for the implementation of the relevant EPWP programme/ project
Internal Audit	The Internal Audit Unit of the Public Body, responsible for reviewing the control environment, identifying significant exposures to risk and advising the public body on necessary improvements to processes, systems, controls and governance systems
Project Implementer	The company or organisation contracted by the public body to execute the project



Table 33b: The Department of Public Works and Infrastructure Staff Roles in Supporting Implementation

ORGANISATION/ STAFF	ROLE
Department of Public Works and Infrastructure	
EPWP Unit	The Unit within the Department of Public Works and Infrastructure that is responsible for the leadership and coordination of the entire EPWP – consists of sector managers supporting policy development, implementation, performance and reporting in the 4 EPWP sectors – Infrastructure, Social sector, Environment and Culture and the Non-state sector.
EPWP National Technical Team	The team within or appointed by the Department of Public Works and Infrastructure responsible for working with public bodies to support the implementation of their EPWP infrastructure programmes/ projects
EPWP M&E Unit	A unit within EPWP that is responsible for managing the EPWP monitoring, reporting and evaluation framework; and specifically responsible for producing Quarterly Performance Reports for EPWP and Annual Evaluation report
EPWP Training Unit	This unit is dedicated to supporting implementing departments to access training for participants working in EPWP programmes/ projects.
EPWP Enterprise Development Unit	This unit provides specialist advice on enterprise development issues in EPWP programmes/ projects.
The Department of Public Works and Infrastructure/ IDT National Data Centre	The data centre established by the Department of Public Works and Infrastructure manages the EPWP reporting system and supports the loading and verification of data as well as provides systems tech support to public bodies
Data Capturers	Staff responsible for capturing data into the EPWP reporting system, usually allocated to support specific public bodies in terms of reporting

Table 33c: National Sector Departments' Staff Roles in Supporting Implementation

ORGANISATION/ STAFF	ROLE
Department of Public Works and Infrastructure	
Lead Sector Coordinator	An official in a lead sector department, responsible for facilitating implementation of EPWP programmes/ projects among provincial sector departments and usually assumes responsibility for the day-to-day implementation of EPWP programmes/ projects in the lead sector department



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ANNEXURE C

A TEMPLATE FOR LISTING OF COMPLETED CONVENTIONAL OR LABOUR INTENSIVE PROJECTS FOR DEPARTMENTS AND SOEs



TEMPLATE FOR LISTING OF COMPLETED CONVENTIONAL OR LABOUR INTENSIVE PROJECTS FOR DEPARTMENTS OR SOE'S

Name of Department / SOE	Name of Project	Contract Amount	Start Date	End Date	Completion Date	Duration in Months



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ANNEXURE D

A TEMPLATE FOR LISTING OF COMPLETED CONVENTIONAL OR LABOUR INTENSIVE PROJECTS FOR MUNICIPALITIES



TEMPLATE FOR LISTING OF COMPLETED CONVENTIONAL OR LABOUR INTENSIVE PROJECTS FOR MUNICIPALITIES

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ANNEXURE E

PRICING SCHEDULE

National Department of Public Works

The Provision of Technical Support services to Provincial Departments and Municipalities implementing projects in EPWP Infrastructure Sector, Cluster 1: KZN, MP & GP

CLUSTER 1 : KZN, MP & GP

Pricing Schedule

Monthly Staff Cost-Year 1

AMOUNT

Item	Person	Description	Unit	Qty	Rate	Amount
1.0 Based in Pretoria at NDPW offices						
1.1		Technical Support Manager Cluster 1	Hrs	176		
1.2		Programme Administrator Cluster 1	Hrs	176		
1.3		Senior Data Analyst	Hrs	176		
1.4		Incentive Analyst	Hrs	176		
2.0 Based in the Provinces						
2.1		Provincial Technical Advisor Gauteng	Hrs	176		
2.2		Assistant Technical Advisor Gauteng 1	Hrs	176		
2.3		Assistant Technical Advisor Gauteng 2	Hrs	176		
2.4		Provincial Technical Advisor Kwa Zulu Natal	Hrs	176		
2.5		Assistant Technical Advisor KwaZulu-Natal 1	Hrs	176		
2.6		Assistant Technical Advisor KwaZulu-Natal 2	Hrs	176		
2.7		Provincial Technical Advisor Mpumalanga	Hrs	176		
2.8		Assistant Technical Advisor Mpumalanga	Hrs	176		
TOTAL: STAFF COSTS CARRIED TO SUMMARY SHEET						

National Department of Public Works

The Provision of Technical Support services to Provincial Departments and Municipalities implementing projects in EPWP Infrastructure Sector, Cluster 1: KZN, MP & GP

CLUSTER 1 : KZN, MP & GP

Pricing Schedule

Monthly Staff Cost-Year 2

AMOUNT

Item	Person	Description	Unit	Qty	Rate	Amount
1.0 Based in Pretoria at NDPW offices						
1.1		Technical Support Manager Cluster 1	Hrs	176		
1.2		Programme Administrator Cluster 1	Hrs	176		
1.3		Senior Data Analyst	Hrs	176		
1.4		Incentive Analyst	Hrs	176		
2.0 Based in the Provinces						
2.1		Provincial Technical Advisor Gauteng	Hrs	176		
2.2		Assistant Technical Advisor Gauteng 1	Hrs	176		
2.3		Assistant Technical Advisor Gauteng 2	Hrs	176		
2.4		Provincial Technical Advisor Kwa Zulu Natal	Hrs	176		
2.5		Assistant Technical Advisor KwaZulu-Natal 1	Hrs	176		
2.6		Assistant Technical Advisor KwaZulu-Natal 2	Hrs	176		
2.7		Provincial Technical Advisor Mpumalanga	Hrs	176		
2.8		Assistant Technical Advisor Mpumalanga	Hrs	176		
TOTAL: STAFF COSTS CARRIED TO SUMMARY SHEET						

ANNEXURE E

National Department of Public Works

The Provision of Technical Support services to Provincial Departments and Municipalities implementing projects in EPWP Infrastructure Sector, Cluster 1: KZN, MP & GP

CLUSTER 1 : KZN, MP & GP

Pricing Schedule

Monthly Staff Cost -Year 3

AMOUNT

Item	Person	Description	Unit	Qty	Rate	Amount
1.0 Based in Pretoria at NDPW offices						
1.1		Technical Support Manager Cluster 1	Hrs	176		
1.2		Programme Administrator Cluster 1	Hrs	176		
1.3		Senior Data Analyst	Hrs	176		
1.4		Incentive Analyst	Hrs	176		
2.0 Based in the Provinces						
2.1		Provincial Technical Advisor Gauteng	Hrs	176		
2.2		Assistant Technical Advisor Gauteng 1	Hrs	176		
2.3		Assistant Technical Advisor Gauteng 2	Hrs	176		
2.4		Provincial Technical Advisor Kwa Zulu Natal	Hrs	176		
2.5		Assistant Technical Advisor KwaZulu-Natal 1	Hrs	176		
2.6		Assistant Technical Advisor KwaZulu-Natal 2	Hrs	176		
2.7		Provincial Technical Advisor Mpumalanga	Hrs	176		
2.8		Assistant Technical Advisor Mpumalanga	Hrs	176		
TOTAL: STAFF COSTS CARRIED TO SUMMARY SHEET						

National Department of Public Works

The Provision of Technical Support services to Provincial Departments and Municipalities implementing projects in EPWP Infrastructure Sector, Cluster 1: KZN, MP & GP

CLUSTER 1 : KZN, MP & GP					
Pricing Schedule				AMOUNT	
Monthly Travelling Cost-year 1					
Item	Description	Unit	Qty	Rates	Amount
1.0 Car Hire (1 day duration)					
1.1	Car Hire	No.	1		
1.2	Accomodation				
1.2.1	Accomodation	Lump sum	1		
2.0 Flight Fares					
2.1	Provincial Technical Advisor Gauteng	No.	1		
2.2	Assistant Technical Advisor Gauteng 1	No.	1		
2.3	Assistant Technical Advisor Gauteng 2	No.	1		
2.4	Provincial Technical Advisor Kwa Zulu Natal	No.	1		
2.5	Assistant Technical Advisor KwaZulu-Natal 1	No.	1		
2.6	Assistant Technical Advisor KwaZulu-Natal 2	No.	1		
2.7	Provincial Technical Advisor Mpumalanga	No.	1		
2.8	Assistant Technical Advisor Mpumalanga	No.	1		
3.1	Car Category-1551 to 1750cc	Km	7000		
3.2	Car Category-1751 to 1950cc	Km	7000		
3.3	Car Category-1951to 2150cc	Km	7000		
TOTAL: TRAVELLING AND ACCOMODATION EXPENSES CARRIED TO SUMMARY SHEET					

National Department of Public Works

The Provision of Technical Support services to Provincial Departments and Municipalities implementing projects in EPWP Infrastructure Sector, Cluster 1: KZN, MP & GP

CLUSTER 1 : KZN, MP & GP					
Pricing Schedule					
Monthly Travelling Cost-Year 2				AMOUNT	
Item	Description	Unit	Qty	Rates	Amount
1.0 Car Hire (1 day duration)					
1.1	Car Hire	No.	1		
1.2	Accomodation				
1.2.1	Accomodation	Lump sum	1		
2.0 Flight Fares					
2.1	Provincial Technical Advisor Gauteng	No.	1		
2.2	Assistant Technical Advisor Gauteng 1	No.	1		
2.3	Assistant Technical Advisor Gauteng 2	No.	1		
2.4	Provincial Technical Advisor Kwa Zulu Natal	No.	1		
2.5	Assistant Technical Advisor KwaZulu-Natal 1	No.	1		
2.6	Assistant Technical Advisor KwaZulu-Natal 2	No.	1		
2.7	Provincial Technical Advisor Mpumalanga	No.	1		
2.8	Assistant Technical Advisor Mpumalanga	No.	1		
3.1	Car Category-1551 to 1750cc	Km	7000		
3.2	Car Category-1751 to 1950cc	Km	7000		
3.3	Car Category-1951to 2150cc	Km	7000		
TOTAL: TRAVELLING AND ACCOMODATION EXPENSES CARRIED TO SUMMARY SHEET					

National Department of Public Works

The Provision of Technical Support services to Provincial Departments and Municipalities implementing projects in EPWP Infrastructure Sector, Cluster 1: KZN, MP & GP

CLUSTER 1 : KZN, MP & GP						
Pricing Schedule						
Monthly Travelling Cost-Year 3					AMOUNT	
Item	Description	Unit	Qty	..Rates	Amount	
1.0 Car Hire (1 day duration)						
1.1	Car Hire	No.	1			
1.2	Accommodation					
1.2.1	Accommodation	Lump sum	1			
2.0 Flight Fares						
2.1	Provincial Technical Advisor Gauteng	No.	1			
2.2	Assistant Technical Advisor Gauteng 1	No.	1			
2.3	Assistant Technical Advisor Gauteng 2	No.	1			
2.4	Provincial Technical Advisor Kwa Zulu Natal	No.	1			
2.5	Assistant Technical Advisor KwaZulu-Natal 1	No.	1			
2.6	Assistant Technical Advisor KwaZulu-Natal 2	No.	1			
2.7	Provincial Technical Advisor Mpumalanga	No.	1			
2.8	Assistant Technical Advisor Mpumalanga	No.	1			
3.1	Car Category-1551 to 1750cc	Km	7000			
3.2	Car Category-1751 to 1950cc	Km	7000			
3.3	Car Category-1951to 2150cc	Km	7000			
TOTAL: TRAVELLING AND ACCOMODATION EXPENSES CARRIED TO SUMMARY SHEET						

National Department of Public Works

The Provision of Technical Support services to Provincial Departments and Municipalities implementing projects in EPWP Infrastructure Sector, Cluster 1: KZN, MP & GP

CLUSTER 1 : KZN, MP & GP					
Pricing Schedule					
Other monthly costs-Year 1				AMOUNT	
Item	Description	Unit	Qty	Rate	Amount
					(Rands)
1.0 DUPLICATING					
1.1	A4	No.	2000		
1.2	A3	No.	100		
1.3	AO drawing	No.	50		
1.4	A1 drawing	No.	50		
2.0 Accommodation (Three Star Hotel Bed and Breakfast)					
2.1	Provincial Technical Advisor Gauteng	No.	1		
2.2	Assistant Technical Advisor Gauteng 1	No.	1		
2.3	Assistant Technical Advisor Gauteng 2	No.	1		
2.4	Provincial Technical Advisor Kwa Zulu Natal	No.	1		
2.5	Assistant Technical Advisor KwaZulu-Natal 1	No.	1		
2.6	Assistant Technical Advisor KwaZulu-Natal 2	No.	1		
2.7	Provincial Technical Advisor Mpumalanga	No.	1		
2.8	Assistant Technical Advisor Mpumalanga	No.	1		
3.0 Office and Adminstrative related expenses					
3.1	Office and Administrative related expenses	Lump Sum	1		
TOTAL: OTHER EXPENSES CARRIED TO SUMMARY SHEET					

National Department of Public Works
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The Provision of Technical Support services to Provincial Departments and Municipalities implementing projects in EPWP Infrastructure Sector, Cluster 1: KZN, MP & GP
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CLUSTER 1 : KZN, MP & GP					
Pricing Schedule					
Other monthly costs-Year 2				AMOUNT	
Item	Description	Unit	Qty	Rate	Amount
					(Rands)
1.0 DUPLICATING					
1.1	A4	No.	2000		
1.2	A3	No.	100		
1.3	AO drawing	No.	50		
1.4	A1 drawing	No.	50		
2.0 Accommodation (Three Star Hotel Bed and Breakfast)					
2.1	Provincial Technical Advisor Gauteng	No.	1		
2.2	Assistant Technical Advisor Gauteng 1	No.	1		
2.3	Assistant Technical Advisor Gauteng 2	No.	1		
2.4	Provincial Technical Advisor Kwa Zulu Natal	No.	1		
2.5	Assistant Technical Advisor KwaZulu-Natal 1	No.	1		
2.6	Assistant Technical Advisor KwaZulu-Natal 2	No.	1		
2.7	Provincial Technical Advisor Mpumalanga	No.	1		
2.8	Assistant Technical Advisor Mpumalanga	No.	1		
3.0 Office and Administrative related expenses					
3.1	Office and Administrative related expenses	Lump Sum	1		
TOTAL: OTHER EXPENSES CARRIED TO SUMMARY SHEET					

National Department of Public Works

The Provision of Technical Support services to Provincial Departments and Municipalities implementing projects in EPWP Infrastructure Sector, Cluster 1: KZN, MP & GP

CLUSTER 1 : KZN, MP & GP						
Pricing Schedule					AMOUNT	
Other monthly costs-Year 3						
Item	Description	Unit	Qty	Rate	Amount	
					(Rands)	
1.0 DUPLICATING						
1.1	A4	No.	2000			
1.2	A3	No.	100			
1.3	AO drawing	No.	50			
1.4	A1 drawing	No.	50			
2.0 Accommodation (Three Star Hotel Bed and Breakfast)						
2.1	Provincial Technical Advisor Gauteng	No.	1			
2.2	Assistant Technical Advisor Gauteng 1	No.	1			
2.3	Assistant Technical Advisor Gauteng 2	No.	1			
2.4	Provincial Technical Advisor Kwa Zulu Natal	No.	1			
2.5	Assistant Technical Advisor KwaZulu-Natal 1	No.	1			
2.6	Assistant Technical Advisor KwaZulu-Natal 2	No.	1			
2.7	Provincial Technical Advisor Mpumalanga	No.	1			
2.8	Assistant Technical Advisor Mpumalanga	No.	1			
3.0 Office and Administrative related expenses						
3.1	Office and Administrative related expenses	Lump Sum	1			
TOTAL: OTHER EXPENSES CARRIED TO SUMMARY SHEET						

National Department of Public Works
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The Provision of Technical Support services to Provincial Departments and Municipalities implementing projects in EPWP Infrastructure Sector, Cluster 1: KZN, MP & GP
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SUMMARY COST FOR YEAR 1			
Pricing Schedule			AMOUNT
Item	Description	Page	Amount (Rands)
1	Staff	1 of 13	
2	Travelling	4 of 13	
3	Other costs	7 of 13	
	Sub-total		
	VAT (15%)		
Sub Total			
COST FOR YEAR 1 TO SUMMARY SHEET (MULTIPLY SUB TOTAL BY 12 MONTHS TO GET COST FOR YEAR 1)			

PLEASE NOTE THAT THE COST ITEMS STAFF, TRAVELLING AND OTHER COST ARE FOR A FULL MONTH. FOR THE TOTAL COST FOR THE YEAR, PLEASE MULTIPLY THE SUB TOTAL BY 12 MONTHS.

National Department of Public Works

The Provision of Technical Support services to Provincial Departments and Municipalities implementing projects in EPWP Infrastructure Sector, Cluster 1: KZN, MP & GP

SUMMARY COST FOR YEAR 2			
Pricing Schedule			AMOUNT
Item	Description	Page	Amount (Rands)
1	Staff	2 of 13	
2	Travelling	5 of 13	
3	Other costs	8 of 13	
	Sub-total		
	VAT (15%)		
Sub Total			
COST FOR YEAR 2 TO SUMMARY SHEET (MULTIPLY SUB TOTAL BY 12 MONTHS TO GET COST FOR YEAR 2)			

PLEASE NOTE THAT THE COST ITEMS STAFF, TRAVELLING AND OTHER COST ARE FOR A FULL MONTH. FOR THE TOTAL COST FOR THE YEAR, PLEASE MULTIPLY THE SUB TOTAL BY 12 MONTHS.

PLEASE ALSO NOTE THAT FOR YEAR 2 AND YEAR 3, YOU MAY HAVE TO INCLUDE ESCALATION TO YOUR ORIGINAL AMOUNT.

National Department of Public Works**The Provision of Technical Support services to Provincial Departments and Municipalities implementing projects in EPWP Infrastructure Sector, Cluster 1: KZN, MP & GP**

SUMMARY COST FOR YEAR 3			
Pricing Schedule			AMOUNT
Item	Description	Page No	Amount (Rands)
1	Staff	3 of 13	
2	Travelling	6 of 13	
3	Other costs	9 of 13	
	Sub-total		
	VAT (15%)		
Sub Total			
COST FOR YEAR 3 TO SUMMARY SHEET (MULTIPLY SUB TOTAL BY 12 MONTHS TO GET COST FOR YEAR 3)			

PLEASE NOTE THAT THE COST ITEMS STAFF, TRAVELLING AND OTHER COST ARE FOR A FULL MONTH. FOR THE TOTAL COST FOR THE YEAR, PLEASE MULTIPLY THE SUB TOTAL BY 12 MONTHS.

PLEASE ALSO NOTE THAT FOR YEAR 2 AND YEAR 3, YOU MAY HAVE TO INCLUDE ESCALATION TO YOUR ORIGINAL AMOUNT.

National Department of Public Works

The Provision of Technical Support services to Provincial Departments and Municipalities implementing projects in EPWP Infrastructure Sector, Cluster 1: KZN, MP & GP

OVERALL SUMMARY COST FOR THE 3 YEAR PERIOD		
Pricing Schedule		AMOUNT
Description	Page No.	Amount (Rands)
Cost for year 1	10 of 13	
Cost for year 2	11 of 13	
Cost for year 3	12 of 13	
TOTAL COST FOR THE 3 YEARS : GRAND TOTAL TO BE TRANSFERRED TO PA32		

PLEASE ALSO NOTE THAT FOR YEAR 2 AND YEAR 3, YOU MAY HAVE TO INCLUDE ESCALATION TO YOUR ORIGINAL AMOUNT.



public works
& infrastructure

Department:
Public Works and Infrastructure
REPUBLIC OF SOUTH AFRICA

ANNEXURE F

PRO-FORMER SUBCONTRACTING AGREEMENT

SUB-CONSULTANCY AGREEMENT

entered into and between

and

[Name of Contracting Party]

**for the Provision of Technical Support Services to
Provincial Departments and Municipalities within the
Infrastructure Sector of the Expanded Public Works
Programme (EPWP) for Gauteng (GP), Kwazulu-Natal
(KZN) and Mpumalanga (MP) Provinces – 36 Months
Contract**

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SCHEDULES

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Schedule 3 : Facilities and Equipment to be provided by the Consultant

Schedule 4 : Payment of the Sub-Consultant

Sub-Consultancy Agreement

made and entered into by and between:

(Registration Number)
herein represented by
in the capacity of
and duly authorised thereto
(hereinafter referred to as "the Consultant")

and

.....
(Identity/Registration Number:)
herein represented by
in the capacity of
and duly authorised thereto
(hereinafter referred to as "the Sub-consultant")

(hereinafter referred to as "the Parties")

PREAMBLE

WHEREAS the Consultant has entered into a Consultancy Agreement (hereinafter called "the Main Agreement") with the **Department of Public Works for The provision of Technical Support to Departments and municipalities implementing projects in the EPWP Infrastructure Sector.**

AND WHEREAS the Consultant has requested the Sub-consultant to provide certain of the said professional services in connection with the Project as a Sub-consultant.

NOW THEREFORE the Parties agree as follows:

1 DEFINITIONS AND INTERPRETATION

1.1 Definitions

The following words and expressions shall have the meaning assigned to them, except where the context otherwise requires:

- 1.1.1 **"Agreement"** means this Sub-consultancy agreement between the Consultant and the Sub-consultant including Schedules 1, 2, 3 and 4 attached hereto and made a part hereof and the clauses of the Main Agreement specifically referred to in Schedule 1 (if any);
- 1.1.2 **"Client"** means the person, firm, company or body named in Schedule 1 that has appointed the Consultant to provide consultancy services;
- 1.1.3 **"Consultant"** means the Party identified as signatory to this Agreement;
- 1.1.4 **"Country"** means the country named in Schedule 1 where the Project is located;
- 1.1.5 **"Main Agreement"** means the Consultancy Agreement between the Consultant and the Client;
- 1.1.6 **"Project"** means the project named in Schedule 1 for which the Works are to be provided, and, in accordance with which, the Client has appointed the Consultant to provide consultancy services;
- 1.1.7 **"Services"** means the services to be performed by the Consultant on the provision of Technical Support to Departments and Municipalities implementing EPWP in the Infrastructure Sector;
- 1.1.8 **"Sub-consultancy Services"** means those Services which are to be provided by the Sub-consultant which are specified in this Agreement as outlined in Schedule 2; and
- 1.1.9 **"Sub-consultant"** means the Party identified as signatory to this Agreement;
- 1.1.10 **"Works"** means the provision of Technical Support to Departments and Municipalities implementing EPWP in the Infrastructure Sector;

- 1.1.11 **“Agreed Compensation”** means additional sums which are payable under the Agreement.

1.2 Interpretation

- 1.2.1 The headings in this Agreement shall not be used in its interpretation.
- 1.2.2 The singular includes the plural and the masculine includes the feminine and *vice-versa* where the context requires.
- 1.2.3 All references in this Agreement are to clauses numbered in this Agreement and not to those in any other document forming part of the Sub-consultancy Agreement unless otherwise stated.

2 GENERAL PROVISIONS

2.1 Agreement Effective

This Agreement shall come into force immediately after it has been signed on behalf of both Parties by an authorised representative of each of them.

2.2 Commencement and Completion

The Sub-consultant's services shall be commenced and completed at the times or within the periods stated in Schedule 1 subject to extensions in accordance with this Agreement.

2.3 Main Agreement

- 2.3.1 The Sub-consultant shall conform as necessary to permit the Consultant to comply in every respect with the Main Agreement and shall be entitled to the same benefits from the Client as the Consultant under the Main Agreement. Such compliance shall include compliance with any provisions of the Main Agreement governing the ownership and confidentiality of documents.
- 2.3.2 The Sub-consultant shall accept the same responsibilities, obligations and liabilities towards the Consultant as the Consultant accepts towards the Client in respect of the Sub-consultancy Services.
- 2.3.3 The clauses of the Main Agreement expressly listed in Schedule 1 (if any) are incorporated in this Agreement.

2.4 Languages and Law

The following shall be stated in Schedule 1:

- 2.4.1 the language in which this Agreement shall be written;
- 2.4.2 the language according to which this Agreement is to be construed and interpreted;
and

- 2.4.3 the country or state, the law of which is to apply to this Agreement and according to which this Agreement is to be construed.

2.5 Variations

This Agreement can be varied, by written agreement of the Consultant and the Sub-consultant.

2.6 Assignment and Subcontracts

- 2.6.1 The Sub-consultant shall not without the written consent of the Consultant, assign the benefits from this Agreement, other than by a charge in favour of the Sub-consultant's bankers of any monies due or to become due under this Agreement.
- 2.6.2 Neither the Consultant nor the Sub-consultant shall assign any obligation under this Agreement without the written consent of the other Party.
- 2.6.3 The Sub-consultant shall not, without the written consent of the Consultant, subcontract the performance of any part of the Sub-consultancy Services. Any subcontract made by the Sub-consultant with the consent of the Consultant shall not subsequently be modified without the prior written consent of the Consultant.
- 2.6.4 No consent by the Consultant to any subcontract and no subcontracting by the Subcontractor shall in any way relieve the Sub-consultant from any liability or obligations under or in connection with this Agreement.

2.7 Successors

This agreement shall not be dissolved by the death or demise of the Consultant or the Sub-Consultant. Their respective rights and obligations shall pass to their successors.

2.8 Partnerships

- 2.8.1 Should either the Consultant or the Sub-Consultant be a partnership and at any time take an additional partner or partners he or they shall thence be deemed to be included in the expression "the Consultant" or "the Sub-Consultant" as the case may be.
- 2.8.2 Should either the Consultant or the Sub-Consultant be a partnership this Agreement shall not be dissolved by the death or withdrawal of one or more members of the partnership concerned.

2.9 Communications

Unless otherwise expressly stipulated in Schedule 1, all communications between the Consultant and the Sub-consultant in connection with the Sub-consultancy Services and this Agreement, both written and oral, shall be in the language of the Agreement.

2.10 Notices

Notices under the Agreement shall be in writing and will take effect from receipt at the address stated in Schedule 1. Delivery can be by hand or email message against a written confirmation of receipt or by return email subsequently confirmed by letter.

3 OBLIGATIONS OF THE SUB-CONSULTANT

3.1 Performance of Sub-Consultancy Services

The Sub-consultant shall carry out the Sub-consultancy Services upon the terms and conditions set out in this Agreement.

3.2 Scope of Sub-Consultancy Services

3.2.1 The Sub-consultancy Services are those described in Schedule 1 (as may be further described in Schedule 2).

3.2.2 If during the course of this Agreement and the Main Agreement the Sub-consultant is required to perform services, which fall outside the scope of the Sub-consultancy Services referred to in clause 3.2.1, such services shall be incorporated into this Agreement in terms of clause 2.5.

3.3 Skill, Care and Diligence

3.3.1 The Sub-consultant shall exercise reasonable skill, care and diligence in the performance of its obligations under this Agreement.

3.3.2 Notwithstanding anything to the contrary contained in this Agreement, the Consultant shall be obliged to exercise reasonable skill, care and diligence in connection with the Sub-Consultancy Services.

3.3.3 The Sub-consultant shall carry out the Sub-consultancy Services so that no act or omission of the Sub-consultant in relation thereto shall constitute, cause or contribute to any breach by the Consultant of any of its responsibilities, obligations and liabilities under the provisions of the Main Agreement.

3.4 Sole Remuneration

The payments by the Consultant to the Sub-consultant in accordance with clause 4.2 and Schedule 4 shall constitute the only payments to the Sub-consultant in connection with this Agreement and shall be inclusive of all costs, expenses and overhead costs of every kind incurred by the Sub-consultant in the performance of the Sub-consultancy Services.

3.5 Instructions and Directions

3.5.1 The Sub-consultant shall comply with all reasonable instructions and directions in relation to the Sub-consultancy Services and/or this Agreement issued to the Sub-consultant by the Consultant's Representative.

- 3.5.2 The Sub-consultant shall not comply with any instructions or directions which are issued by the Client directly to the Sub-consultant. If the Sub-consultant receives any such direct instructions or directions, it shall forthwith inform the Consultant with a copy of the instruction or direction, if it was given in writing.

3.6 Programme of Work

- 3.6.1 The Sub-consultant shall, as far as is practicable, provide the Sub-consultancy Services in accordance with the programme of work set out in Schedule 2 or, if there is no such programme, as and when from time to time may be necessary for the proper performance of the Services.
- 3.6.2 Notwithstanding Clause 3.6.1 the Consultant may direct the Sub-consultant to amend the periods or modify the sequence of work shown in the said programme of work, if in the opinion of the Consultant, such amendment or modification is necessary for the proper co-ordination of the Sub-consultancy Services with the Services or is necessary to ensure the satisfactory completion of the Services.
- 3.6.3 The reimbursement due to the Sub-consultant under this Agreement shall be adjusted equitably in respect of any such amendments or variations, by mutual agreement between the Consultant and the Sub-consultant.

3.7 Confidentiality

The Sub-consultant shall not, during the performance of the Sub-consultancy Services (save in the proper course of its duties) or at any time after expiry or termination of this Agreement, disclose to any person or otherwise make use of any confidential information which it has obtained or may in the course of this Agreement obtain relating to the Consultant, the Client, the Main Agreement or otherwise.

If the Sub-consultant is not sure whether information is confidential or not he shall treat such information as confidential until otherwise directed by the Consultant.

The Consultant shall not disclose to any person anything contained in this Agreement without the prior written authority of the Sub-consultant.

4 OBLIGATIONS OF THE CONSULTANT

4.1 Information and Assistance

The Consultant shall furnish to the Sub-consultant without charge and within a reasonable time all pertinent data and information available to it.

The Consultant shall give its decision on all sketches, drawings, reports, recommendations and other matters properly referred to it for decision by the Sub-consultant within a reasonable time.

4.2 Payment

- 4.2.1 Provided the Consultant has received from the Client payment of the amount invoiced by the Sub-consultant and included in the Consultant's invoice to the Client, the Consultant shall pay the Sub-consultant at the intervals and stages, within the times, at the places and in the currencies stated in Schedule 4 against written statements from the Sub-consultant of the amounts due to the Sub-consultant, calculated in accordance with the payment provisions in Schedule 4 and any other provisions of this Agreement.
- 4.2.2 The Consultant shall not be obliged to pay the Sub-consultant until the Consultant has included the amount of the Sub-consultant's invoice in the Consultant's invoice to the Client and has received the funds so invoiced from the Client.
- 4.2.3 The said statements shall be in the form and contain such details as the Consultant reasonably may require.
- 4.2.4 Penalties as stated in Schedule 4 shall be applied for late completion of any Sub-consultancy Services by the Sub-consultant.

4.3 Equipment and Facilities

- 4.3.1 The Consultant shall provide the equipment and facilities stated in Schedule 3 for use by the Sub-consultant for as long as may be necessary for the performance of the Sub-consultancy Services.
- 4.3.2 Equipment provided by the Consultant for the use of the Sub-consultant or purchased by the Sub-consultant with funds wholly supplied or reimbursed by the Consultant shall be the property of the Consultant and shall be so marked. Upon completion or termination of the Sub-consultancy Services the Sub-consultant shall furnish to the Consultant inventories of the equipment and dispose of the same as directed by the Consultant.
- 4.3.3 If the Consultant is in breach of its obligations under Clause 4.3.1 it shall reimburse the Sub-consultant on demand any expense reasonably incurred by the Sub-consultant by reason of such breach.

5 REPRESENTATIVES

For the administration of this Agreement each Party shall designate an individual to be its representative. Such representative shall have full authority to act on behalf of that Party for all purposes in connection with this Agreement.

The representatives of the Parties on the date of this Agreement shall be the persons so designated in Schedule 1. The Parties may from time to time replace their representatives and shall give the other Party notice in advance of any such replacement.

6 LIABILITY

6.1 Indemnity and Insurance by Sub-Consultant

6.1.1 Indemnity by Sub-consultant

The Sub-Consultant shall indemnify the Consultant and the Client against each and every liability which the Consultant or the Client may incur to any other person whatsoever and against the adverse effects of all claims, including claims by third parties, to the extent that the same arise as a result of the Sub-consultant's breach of his obligations under this agreement.

The Sub-Consultant shall be liable for any violation of legal provisions or rights of third parties in respect of patents and/or copyrights introduced in documents prepared by him.

Without limiting the generality of the afore going, the Sub-consultant shall indemnify the Consultant against any liability that the Consultant may incur or damages that the Consultant may suffer as a result of any delay by the Sub-consultant in the execution or completion of the Sub-consultancy Services and the enforcement of any penalty provision of the Main Agreement against the Consultant.

6.1.2 Insurance by Sub-consultant

The Sub-consultant shall maintain, for so long as may be necessary to cover its obligations and liabilities under or in connection with this Agreement and for so long as such insurance is available in the market on reasonable commercial terms, insurances for any one occurrence or series of occurrences arising out of any one event in respect of:

- the Sub-consultant's liability under this agreement;
- the Sub-consultant's public/third party liability, arising out of or in connection with the Sub-consultant's Services; and
- any other risks or events stipulated in the Agreement or required by the laws of the Country.

The Sub-consultant shall produce for inspection documentary evidence from their Insurer that the insurances are being properly maintained when required to do so by the Consultant or the Client.

6.1.3 Quantum of Sub-consultant's Professional Indemnity Cover

The amount of Professional Indemnity Cover provided by the Sub-consultant shall be twice the value of the service provided by the Sub-consultant. Should the value of the service provided be less than R 250 000 the amount of Professional Indemnity Cover provided by the Sub-consultant shall be R 500 000 unless agreed otherwise in writing between the Consultant and the Sub-consultant.

6.2 Indemnity by Consultant

The Consultant shall indemnify the Sub-consultant against each and every liability, which the Sub-consultant may incur to any other person whatsoever, and against the adverse effects of all claims, including claims by third parties, to the extent that the same arise as a result of the Consultant's breach of Clause 4.

6.3 Financial Limit of Compensation

The liability of the Sub-consultant to the Consultant, and of the Sub-consultant to the Client, under clause 6.1, shall not exceed double the amount of the fees payable to the Sub-consultant. The liability of the Consultant to the Sub-consultant under clause 6.2 shall not exceed the amount of the fees payable to the Sub-consultant.

6.4 Duration of Liability

The indemnity undertaken by the Sub-consultant or the Consultant in respect of the other, and of the Sub-consultant to the Client, under Clause 6.1 or Clause 6.2 above, shall apply in matters whereof the one Party has issued proceedings against the other Party within three (3) years of the expiry of the Agreement between the Consultant and the Client, or such earlier date as may be prescribed by law, after which any claim pursuant to this indemnity shall be absolutely barred.

6.5 Liability for Patents and Copyrights

The Sub-consultant shall be liable for any violation of legal provisions or rights of third parties in respect of patents and/or copyrights introduced in documents prepared by him.

7 INSURANCE

7.1 Maintenance of Insurances

The Sub-consultant shall maintain for a period of three (3) years from the completion or termination of the Services provided by the Consultant under his Agreement with the Client, such insurances as may be necessary to cover its obligations and liabilities under or in connection with this Agreement, including without limitation –

7.1.1 professional indemnity insurance providing cover against loss or damage suffered by the Consultant or the Client by reason of negligent act, error, omission by the Sub-consultant.

7.1.2 insurance cover against liability for death or injury to any third parties arising from error, omission or neglect amounting to breach of professional duty in the performance of the Sub-consultancy Services (if applicable).

7.2 Documentary Evidence of Insurances

The Sub-consultant shall produce for inspection documentary evidence that the insurances required by this Clause 7 are being properly maintained when required to do so by the Consultant.

8 SUSPENSION AND TERMINATION

8.1 By Notice of the Consultant

The Consultant may, by written notice to the Sub-consultant, at any time give prior notice of its intention to abandon the Sub-consultancy Services, in whole or in part, or terminate this Agreement. The effective date of termination of this Agreement shall be fifteen (15) days after receipt of such notice by the Sub-consultant, unless some other shorter or longer period is agreed between the Consultant and the Sub-consultant.

Upon receipt of such notice the Sub-consultant shall take immediate steps to bring the Sub-consultancy Services to a close and to reduce expenditure to a minimum.

8.2 Termination of Main Agreement

If the Main Agreement is terminated then the Consultant may terminate this Agreement forthwith by notice to the Sub-consultant.

8.3 Termination for Breach

8.3.1 In the event of any breach by the Consultant of the obligations under this Agreement, which the Consultant shall fail to remedy within fifteen (15) days after receiving notice from the Sub-consultant specifying the breach and requiring its remedy, then the Sub-consultant may at any time terminate this Agreement forthwith by notice to the Consultant.

8.3.2 In the event of any breach by the Sub-consultant of its obligations under this Agreement, which the Sub-consultant shall fail to remedy within seven (7) days after receiving notice from the Consultant specifying the breach and requiring its remedy, then the Consultant may at any time thereafter terminate this Agreement forthwith by notice to the Sub-consultant and/or claim from the Sub-consultant damages suffered as a result of such breach.

8.4 Changed Circumstances

If circumstances arise for which the Sub-consultant is not responsible and which make it irresponsible or impossible for him to perform in whole or in part the Sub-consultancy Services in accordance with this Agreement, he shall promptly dispatch a notice to that effect to the Consultant in writing.

In these circumstances, if certain Sub-consultancy Services have to be suspended, the time for their completion shall be extended until the circumstances no longer apply, plus a reasonable period not exceeding one month for resumption of them. Should the duration

of these circumstances exceed a period of ninety (90) days the Consultant and Sub-consultant may either agree a future period of suspension or either of the Parties may terminate this Agreement by notice to the other Party. In the event of this Agreement being terminated by reason of such changed circumstances, the Sub-consultant shall take such steps as are necessary to bring the Sub-consultancy Services to an end in a cost effective, timely and orderly manner.

If the speed of performing certain services has to be reduced, the time for their completion shall be extended as may be dictated by the circumstances.

8.5 Entitlement of Sub-Consultant Upon Termination

Upon termination of this Agreement under Clause 8.1, Clause 8.2 or Clause 8.3.1 or postponement or termination of the Sub-consultancy Services under Clause 8.4 and subject to the obligation of the Sub-consultant to reduce expenditure to a minimum, as stated in Clause 8.1, the Sub-consultant shall be entitled to be paid:

8.5.1 all amounts which are due to it under this Agreement up to the effective date of such termination or postponement, less the amounts previously paid by the Consultant to the Sub-consultant in respect of them; and

8.5.2 all costs incidental to the orderly termination of the Sub-consultancy Services.

8.6 General Obligations on Termination

Termination of this Agreement howsoever arising shall be without prejudice to the rights and remedies of either Party in relation to any negligence, omission or default of the other, prior to such termination.

9 EXCEPTIONAL SERVICES

Upon the occurrence of circumstances described in Clause 7.4 or abandonment or suspension or resumption of Services or upon termination of the Sub-Consultancy Agreement otherwise than under the provisions of Clause 7.3.2, any necessary work or expense by the Sub-Consultant extra to the Normal and Additional Services shall be regarded as Exceptional Services.

The performance of Exceptional Services shall entitle the Sub-Consultant to extra time necessary for their performance and to payment for performing them.

10 MEDIATION AND ARBITRATION

10.1 Mediation and Arbitration Procedures

Any dispute arising between the Consultant and the Sub-consultant in connection with or arising out of this Agreement, which cannot be resolved between them in accordance with

the terms of this Agreement, shall be first settled by mediation, or failing successful mediation, finally settled by arbitration in accordance with the rules stated in Schedule 1.

10.2 Award Enforcement

Judgement upon the award rendered, in any arbitration proceedings may be entered in any court having jurisdiction by either the Consultant or the Sub-consultant or application may be made to such court for the judicial acceptance of the award and an order for enforcement (as the case may be).

10.3 Dispute with the Client

If any dispute arises between the Client and the Consultant which touches or concerns the Sub-consultancy Services, then, in place of arbitration under Clause 9.1, the Consultant may by notice to the Sub-consultant require that any dispute under this Agreement in that connection shall be dealt with jointly with the dispute between the Client and the Consultant and in accordance with the applicable dispute resolution clause and governing law of the Main Agreement. In connection with such joint dispute the Sub-consultant shall be bound in the same manner as the Consultant by any award by an arbitrator.

10.4 Continuing Obligations

Any reference to arbitration shall not relieve either Party from any liability for the due and punctual performance of its obligations under this Agreement.

11 COPYRIGHT

Copyright in the work produced by the Sub-consultant shall be as provided for in Schedule 1. If Schedule 1 contains no such provisions, the Sub-consultant shall retain the copyright in the work it produces, unless the Main Agreement provides that the Client will own the copyright in the Consultant's work, in which case copyright in the Sub-consultant's work will also revert to the Client.

12 SIGNING OF AGREEMENT

Consultant:

Signed at on this day of 20....

.....

For and on behalf of the Consultant

WITNESSES:

1. 2.

Sub-consultant:

Signed at on this day of 20....

.....

For and on behalf of the Sub-consultant

WITNESSES:

1. 2.

**SCHEDULE 1:
PROJECT AND AGREEMENT PARTICULARS**

Clause 1.1 Definitions

The Client is

The Project:

The Main Agreement: The agreement signed by the Client and xxxxxxxx xxxxxx on Insert date

The Services which are to be provided to the Client by the Consultant in connection with the Project, are contained in the Main Agreement

The Country where the Project is located is **The Republic of South Africa.**

Clause 2.2 Commencement and Completion

The Sub-consultant shall commence the Sub-consultancy Services with immediate effect as from _____ . The Sub-consultancy services shall be executed strictly according to the approved sub-consultancy programme. If any delays occur in the Works Programme which are outside the direct control or influence of the Sub-consultant the duration of the Sub-consultancy Services shall be extended until the Consultant is satisfied that the Sub-consultant has completed the full scope of the work assigned to him as specified in Clause 3.2 below.

All the Sub-consultancy Services for which the Sub-consultant is appointed for shall be completed by the Sub-consultant on the completion date as agreed in Schedule 2 to this Agreement:

Clause 2.3 Main Agreement

In the event of any conflict between the provisions of the Main Agreement incorporated herein and this Agreement the relevant clauses of the Main Agreement shall prevail.

Clause 2.4 Languages and Law

The Language of the Agreement shall be English.

The Law, which is to apply to this Agreement, shall be the Laws of The Republic of South Africa.

Clause 2.8 Notices

The addresses, telephone and e-mail address of the Parties respectively are as follows:

(i) The Consultant

Tel: _____

E-mail: _____

(ii) The Sub-consultant

Tel: _____

E-mail: _____

Clause 3.2 Scope of Sub-consultancy Services

The scope of the Sub-consultancy services shall be inclusive of all relevant activities required by the Consultant, as agreed with the Sub-consultant, during the phases of the project. The Sub-consultancy services required and agreed to are listed in Schedule 2 to this agreement.

Clause 3.7 Confidentiality

"By signing the this sub-consultancy agreement, the sub-consultant also confirms that he/she has read the following Confidentiality and Declaration of Interest clauses and undertakes to honour the content thereof:

1. The IRPTN-related information divulged and disseminated, including information disseminated electronically and all documentation distributed, is deemed **confidential information**. You, as the recipient of this information are obliged to observe the confidential nature of the information at all times and you are required to obtain permission from the Consultant, prior to disseminating any part of the information received.

2. In divulging and disseminating information and where you are the person who transmits such information, you are required to refrain from transmitting confidential information at the meeting where you are knowingly precluded from divulging or disseminating such information.
3. Should any information received or transmitted create **conflict with your duties and interests** in providing or performing your services, you will declare this conflict as soon as possible to the Consultant or his/her delegate to endeavour to devise arrangements to resolve such conflict."

Clause 5 Representatives

For the Consultant:

For the Sub-consultant:

Clause 10.1 Rules of Arbitration

- (i) In the event of any dispute between the Parties arising from this Agreement, other than a dispute on the protection of proprietary rights, the Party wishing to declare the dispute shall deliver to the other Party a written notice, which sets out:
 - (a) A brief description of the nature of the dispute, including the amount involved, if any, and the date on which the dispute arose; and
 - (b) the relief sought.
- (ii) Within fourteen (14) days from the date of delivery of a notice of the dispute, the Parties shall attempt to settle such dispute by negotiation conducted in good faith among those representatives of each Party with the appropriate decision-making authority.
- (iii) If such individuals are unable to reach agreement within the said fourteen (14) day period, or such longer period as they may agree, the dispute shall be referred to mediation by a single mediator to be nominated by the President of Consulting Engineers South Africa. The cost of mediation shall be borne equally between the Parties.
- (iv) If either party is dissatisfied with the opinion expressed by the Mediator and should the mediation fail then such party may refer the dispute to a single Arbitrator to be nominated by the President of Consulting Engineers South Africa.

- (v) In all respects the arbitration shall be in accordance with the provisions of the Arbitration Act of 1965 as amended and shall be conducted in accordance with the Rules for the Conduct of Arbitrations published by the Association of Arbitrators of South Africa at the date that the arbitrator is appointed.
- (vi) The Parties record that a non-refundable administration fee is payable on demand by the Association of Arbitrators of South Africa, which fee shall be paid equally by the Parties.
- (vii) Any award, including an award for costs, made by the arbitrator shall be final and binding upon the Parties and shall be carried into effect by them and made an order of any competent court.
- (viii) This clause is severable from the rest of this Agreement and shall therefore remain in effect even if this Agreement is terminated.

Clause 11 Copyright

The copyright in the Sub-consultant's work will belong to the Consultant and may be ceded to the Client by the Consultant.

SCHEDULE 2:
SCOPE AND PROGRAMME OF THE SUB-CONSULTANCY SERVICES

Clause 3.2

Pages 21 contains the scope of services to be provided by the Consultant on this project. The agreed scope of services required by the Consultant from, and agreed to by the sub-consultant is based on the relevant clauses of the scope as applicable to your discipline. Prior to commencing with any work, the sub-consultant shall obtain the Consultant's written permission.

Clause 3.6

An indicative programme (the main programme) submitted at project commencement on **XXXXXXX** is attached as an Annexure. The sub-consultant will from time to time be requested by the consultant to prepare and update the programme for his/her sub-consultancy services within a period of two weeks.

SCHEDULE 3:
FACILITIES AND EQUIPMENT TO BE PROVIDED BY CONSULTANT

No facilities and equipment shall be provided by the Consultant for the Sub-consultancy Services. The Sub-consultant shall provide all facilities and equipment as may be required for the execution of the Sub-consultancy Services.

SCHEDULE 4:
PAYMENT OF THE SUB-CONSULTANT

4.1 The basis of your remuneration shall be:

Sub Consultant	Basis of Remuneration	Amount

4.2 The Sub-consultant shall be paid for the Sub-consultancy Services at the rates or amounts agreed to at the time that the scope of the Sub-consultancy Services is agreed and confirmed in writing.

4.3 The Sub-consultant shall invoice the Consultant for the Sub-consultancy Services provided, by means of monthly statements over the period of this Agreement at dates stipulated by the consultant. Unless instructed to the contrary by the consultant, all invoices shall reach the consultant by the 10th of the month.

4.4 If the Consultant does not advise the Sub-consultant in writing that his invoice requires rectification, within one week of having received such invoice, the Sub-consultant shall assume that the invoice produced by him is in order and will be incorporated into the main invoice to be submitted by the Consultant to the Client for payment.

4.5 The Consultant shall invoice the Client in accordance with the Main Agreement and shall be accompanied by a progress report and claim form in a format to be provided by the Consultant. The Consultant shall pay the Sub-consultant within fifteen (15) days of receipt of payment from the Client.

4.6 It is recorded that all prices referred to in this Agreement are inclusive of South Africa's Value Added Tax in accordance with the Main Agreement.

Scope of Services

Indicative Implementation Plan