



Province of the
EASTERN CAPE
OFFICE OF THE PREMIER

OFFICE OF THE DIRECTOR GENERAL

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DATE : 07 SEPTEMBER 2022

SUBJECT : WRITTEN RESPONSE TO IQP 36 – ORAL REPLY

2. Mr R S Stevenson to ask the Premier:

With reference to the draft delivery agreements and lifestyle audits in respect of Members of the Executive Council (MECs):

QUESTION	RESPONSE
<p>1) Whether he can kindly elaborate on the terms, conditions and Key Performances Indicators (KPIs) contained in the delivery agreements MECs must sign;</p>	<p>a) Terms and conditions</p> <p>1.1 The objectives of the performance agreement are:</p> <ul style="list-style-type: none">• To establish clarity and consensus about the annual priorities, outputs and deliverables for the respective Departments, consistent with the 2022/2023 Programme of Action which is based on the Provincial Medium Term Strategic Framework for 2020 – 2025;• To provide an objective and fair basis for evaluating the MEC's overall performance at the end of each year; and• To serve as an important accountability mechanism for inculcating a performance-based culture at all levels of government. <p>1.2 The MECs further commit to the Premier and the people of the Province of the Eastern Cape to deliver and achieve the annual deliverables.</p> <p>1.3 The agreement is in effect from the beginning of the financial year irrespective of the date of signature thereof and shall be of force and effect until the next annual</p>



	<p>performance agreement between the Premier and the MEC until the next agreement is signed.</p> <p>1.4 With respect to Performance Appraisal the MEC undertakes to focus and to actively work towards the promotion and implementation of the annual deliverables within the framework of the laws and regulations governing the Public Service.</p> <p>1.5 Reporting requirements:</p> <ul style="list-style-type: none">• The MEC must report to the Premier on all parts of this agreement and timeously alert the Premier of any emerging factors that could impede the achievement of any annual deliverable, including the contingency measures to ensure that the impact of such deviation from the original agreement is minimised.• The MEC must enter into a performance agreement with the heads of the departments to achieve annual deliverables and must establish and maintain appropriate internal controls and reporting systems in order to meet the delivery expectations. <p>1.6 Amendments to Agreement:</p> <p>Amendments to this performance agreement must be in writing and can only be effected after discussion and agreement by both</p>
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	<p>parties.</p> <p>b) Focus Areas & Key Performance Indicators</p> <p>The Focus Areas and Key Performance Indicators (KPIs) for the 2022/23 are:</p> <p>1.1 Implementation of State of the Province Address pronouncements.</p> <p>1.2 Monitoring of implementation of the 2022/23 Programme of Action and Annual Performance Plan (KPIs: Translation of provincial priorities into programme implementation plan)</p> <p>1.3 Governance and Transformation Matters:</p> <ul style="list-style-type: none"> • Performance Management (KPI: Performance contract and reviews of the Head of Department concluded) • Diversity Management (KPIs: Equity targets for women & people with disabilities, internship programmes, Procurement beneficiation) • Transformation Programmes (KPIs: Military Veterans' support and Fight against GBVF) • District Development Model (Political Championing in Districts and Metros)
<p>2) How many of the current MECs (a) have delivery agreements in place and (b) must still sign the aforesaid</p>	<p>The MECs are in the process of signing their Performance Agreements. This should be concluded by mid-September 2022.</p>



<p>agreements;</p>	
<p>3) How often does his Office assess the deliverables, as per the agreements; if not, why; if so, what are the consequences for an MEC not delivering in terms of the agreement;</p>	<p>Assessments are done annually in line with the performance cycle. Although there has not been a national framework in place in this regard, the Province has proposed a Provincial framework for the Premier to conduct the assessments and this is currently under consideration by the Premier.</p> <p>Performance against the provincial priorities was monitored through the Government Cluster System.</p>
<p>4) Which MECs did not meet the deliverable requirements in the (i) 2020/21 and (ii) 2021/22 financial years as at the latest specified date for which information is available;</p>	<p>Not all targets were met in period in question by MECs and departments owing to a variety of factors mainly imposed by the covid-19 pandemic during the period in question.</p>
<p>5) As of August 2020, the State Security Agency was reported to be in possession of all the necessary information relating to the lifestyle audits for MECs, whether the process has been conducted as yet; if so, whether his Office anticipates the fact that the audits have been conducted will be shared with the public; if not, why?</p>	<p>The process has commenced and has been completed for some members of EXCO, in which information in this regard will be made available and accessible in line with the relevant prescripts. It is pleasing to observe from the preliminary reports for those that completed the process that they are living within their means. Newly appointed MECs will also be compelled to undertake the lifestyle audits.</p>

