



PERFORMANCE AGREEMENT

BETWEEN

THE PRESIDENT OF THE REPUBLIC OF SOUTH AFRICA

AND

**THE MINISTER OF AGRICULTURE, LAND REFORM AND RURAL
DEVELOPMENT**

PERIOD OF AGREEMENT

APRIL 2020 TO MARCH 2021

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CONSTITUTION AND LEGISLATION

The Constitution of the Republic of South Africa, 1996, stipulates in section 91 (2) that the President appoints the Deputy President and Ministers, assigns their powers and functions, and may dismiss them.

The Constitution of the Republic of South Africa, 1996, stipulates in section 92 (1) that the Deputy President and Ministers are responsible for the powers and functions of the executive assigned to them by the President.

Executive Members' Ethics Act (No. 82 of 1998) state that members of the Cabinet must act according to a code of ethics, created by the President pursuant to the principles and framework established by the Executive Members' Ethics Act of 1998.

The principles of natural justice applies.

MINISTERIAL KEY RESPONSIBILITY AREAS

The constitutional imperatives and obligations contained in Chapter 5 of the Constitutions including but not limited to sections 92, 93, 96, 97, 98, 99, are applicable.

The contents of this agreement set out the powers and functions assigned to you by the President in accordance with Section 91(2).

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KEY RESPONSIBILITY AREA 1: POLITICAL LEADERSHIP CONTRIBUTING TO THE COUNTRY'S TRIPLE CHALLENGES, NDP PRIORITIES AND MEDIUM-TERM STRATEGIC FRAMEWORK (MTSF) 2019 – 2024

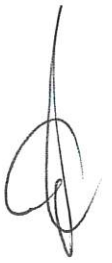
As Minister in the Cabinet you will contribute **individually and collectively** to addressing the triple challenges of poverty, inequality and unemployment and the MTSF 2019 - 2024.

Priority 2: Economic transformation and job creation

Target: Unemployment reduced to 20-24% with 2 million new jobs especially for youth; economic growth of 2-3% and growth in levels of investment to 23% of GDP

Outcome Interventions	INVESTING IN ACCELERATED INCLUSIVE GROWTH				Minister's Responsibility
	Indicators	Baseline	Targets MTSF country target by 2024	2020-2021 target DALRRD	
Create jobs through Job Summit Commitments and other public sector employment programmes	No of Jobs created	0 jobs created	500 000 by 2024	125 000 Jobs created	Ensure collaboration with different key Ministries and spheres to ensure their contribution

Outcome Interventions	RE-INDUSTRIALISATION OF THE ECONOMY AND EMERGENCE OF GLOBALLY COMPETITIVE SECTORS - National priority sectors grow contribution to GDP growth of 3% and exports increase by 4%				Minister's Responsibility
	Indicators	Baseline	Targets MTSF country target by 2024	2020-2021 target DALRRD	
Create a conducive environment that enables national priority sectors to support industrialisation and localisation, leading to increased exports, employment, and youth- and women-owned SMME participation	Agriculture and Agro-processing Masterplan developed and aligned to identified commodities per district Cannabis Master Plan approved	New indicator	Masterplan developed and implemented	Agriculture and agro-processing Master plan developed by March 2021 Cannabis Master Plan approved 2021	Ensure integrated development and implementation of the Agriculture and agro-processing master plan across sectors, spheres and industry partners in line with identified commodities Ensure the finalisation of the Cannabis master plan in



	New entrants to Agri-business production schemes (grain, oilseed, industrial crop, red meat, white meat, fruit and wine, vegetables, fibre)		20 new entrants to Agri-business supported (grain, oilseed, industrial crop, red meat, white meat, fruit and wine, vegetables, fibre)		collaboration with relevant sectors and industry partners
	Revitalisation of State Land to release to farmers to support production schemes		9 Million hectares of state land assessed and released		
	Sectors grow contribution to GDP growth of 3% and exports increase by 4%		Exports increased by 4%		
			5 new entrants to Agri-business supported (fibre, grain, red meat, white meat, industrial crops)		Mobilise stakeholders to partner with the department in supporting new entrants to agribusinesses
			250 thousand hectares that have been assessed released to farmers to support production schemes		Oversee the revitalisation and rapid release of state land to support the implementation of the agriculture and agro- processing master plan and production schemes
			Report on key regional and global markets on export of agricultural products.		Create an enabling environment for development in the sector in partnership with other Ministries (DTCI, DOT & DIRCO) on multinational agreements towards agricultural export.

Priority 3: Education, Skills and Health

Outcome Interventions	Indicators	Baseline	Targets		Minister's responsibility
			MTSF country target by 2024	2020-2021 DALRRD target	
Expand access to Post-Secondary Education and Training (PSET)	Number of students enrolled in colleges of agriculture and youth skill development programmes	1969 (2018)	- 4327 student enrolment. - Reconfigure agricultural colleges into agricultural training institute.	1100 students	Ensure that agricultural colleges produce skills required by the economic sector. Facilitate training of the youth in skills required by the economy and placed in local opportunities through the NARYSEC Programme

			(linking them to University)		
Extension policy reviewed to support the implementation of the agriculture and agro-processing master plan and provide advisory services commodity groups	Number of extension officers supporting commodity groups	New	10000 extension officers providing advisory services	20 extension officers	Enter into partnerships with provinces towards policy review and deployment of extension officers to commodity groups.

Priority 5: Spatial Integration, Human Settlements and Local Government

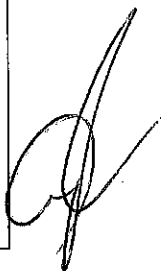
Target: Institutionalise spatial / territorial integration to fast track transformation and resilience of sub-national regions

Outcome	INTEGRATED SERVICE DELIVERY, SETTLEMENT TRANSFORMATION AND INCLUSIVE GROWTH IN RURAL AND URBAN PLACES				
Interventions	Indicators	Baseline	Targets		Minister's Responsibility
			MTSF country target by 2024	2020-2021 target	DALRRD
Develop and implement district/metro Joined-Up Plans	% joined-up plans	New	100%	100% joined-up plans by 2021	Ensure that the department provides political championship to assigned district municipalities
					Ensure supported provided to the development of the district /metro joined up plan through special mapping
Develop Regional Spatial Development Frameworks	Number of RSDFs gazetted	New indicator, Two in process (Karoo and Vaal)	Two RSDFs prepared, adopted and in use by 2024	One draft RSDFs prepared by 2021	Oversee the development Regional Spatial Development Frameworks

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Support addressing of development objectives and local needs through piloting, refinement and implementation of the District Development Coordination Model	Number of joined-up government plans in metros and districts	New indicators	Joined Up Plans and implemented reported on.	Joined-up plans for 44 districts and 8 metros by 2021	Oversee and coordinate the implementation of the sector component of the joined-up plan (agriculture, land and rural development)
Identify and use derelict government land and buildings in urban and rural areas as a catalyst for spatial transformation in support of the NSDF and IUDF objectives, including land and agrarian reform. (9 993 Ha identified – custodianship of national DPWI identified for human settlements purposes)	Number of government owned land parcels released towards spatial transformation and spatial justice	New indicator	50 land parcels and buildings distributed by 2024	50 land parcels and buildings and beneficiaries (subject beneficiary selection and allocation policy) identified	Contribute to the Identification and use government land and buildings in urban and rural areas as a catalyst for spatial transformation in support of the NSDF and IUDF objectives, including land and agrarian reform through the IMC on Land Reform and Agriculture

Target: Coordinated, integrated and cohesive national spatial development plan to enable economic growth and spatial transformation						
Outcome						
SHARED NATIONAL SPATIAL VISION AND FRAMES TO SUPPORT INTEGRATION BETWEEN SECTOR DEPARTMENTS, PROVINCES AND REGIONS						
Interventions	Indicators	Baseline	Targets		Minister's Responsibility	
			MTSF country target by 2024	2020-2021 target		
National Spatial Development Framework (NSDF) adopted	NSDF approved and adopted	NSDF was developed	NSDF implemented	Adoption by Cabinet by March 2021	Facilitate the approval of the NSDF through Cabinet and parliament processes	
Develop National Spatial Development Framework (NSDF) Implementation Charter	NSDF implementation charter	New indicator,	NSDF Implementation Charter Implemented and reported.	NSDF implementation charter by June 2021	Develop National Spatial Framework Implementation Charter	
Develop detailed implementation plans for each of the NSDF priority action areas	Number of detailed implementation strategies for priority action areas	New indicator	Detailed implementation plans for each of the NSDF priority action areas implemented	Detailed implementation strategies for 5 priority implementation action areas by March 2021	Facilitate the development of implementation plans for each of the NSDF priority action areas	

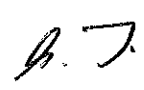
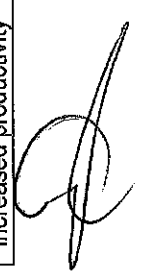


Identification of existing towns and cities for refurbishment and transformation into smart cities	Number of cities identified for redesign and refurbishment as smart cities	New indicator	Three existing cities identified and plans for redesign and refurbishment as smart cities developed by March 2024	Identified by March 2021 the need plans for the smart cities	Contribute to the identification and plans for redesign and refurbishment of smart cities
Foundational work to enable shared spatial evidence and accountability mechanism in line with the NSDF	System to enable shared spatial evidence and accountability	None Current state: (Scattered competencies).	Consolidated spatial evidence and impact tracking system in place	Conceptual plan and documents for Consolidated spatial evidence and impact tracking system.	Foundational work to enable shared spatial evidence and accountability mechanism in line with the NSDF
Target: Rapid land and agrarian reform contributing to reduced asset inequality, equitable distribution of land and food security					
Sustainable land Reform					
Outcome	Indicators	Baseline	Targets 2024	Target 2020-2021	Minister's Responsibility
1.5 million ha redistributed or acquired and or allocated for agrarian transformation, human settlements and rural development	Hectares (Ha) of Land redistributed or acquired for agrarian transformation, human settlements and rural development.	1 million Ha	900 000 Ha of land for redistribution and tenure reform 600 000 Ha of land for land restitution (1.5 million Ha). 40% allocation to youth, 50% to women.	200 000 ha - acquisition process	Ensure acquisition, redistribution and or allocation for agrarian transformation, industrial parks, human settlements and rural development.
700 000 allocated to deserving farmers in line with the Beneficiary Selection and Allocation Policy	Number of hectares allocated to deserving farmers in line with the Beneficiary Selection and Allocation Policy	135 000	700 000 hectares of land	700 000 hectares of land	Provide oversight in the allocation of land to beneficiaries
Rapid release of state land for agriculture purposes (restitution programme)	Number of hectares of state land released for agriculture purposes		290 properties amounting to 276943 hectares of old order claim to be researched	33 properties 117264	
			200 000 hectares of land to be transferred to beneficiaries	65000 hectares of state land to be transferred to beneficiaries	
Land administration system and regulatory framework review for	Reviewed Ingonyama Trust Act No. 3kz of 1994,	New Indicator	Land administration system and reviewed	Report on the progress of legislative	Ensure land administration system is in place. Lead and ensure that

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Land Reform and Agricultural produce and exports review for repealing, or amendment or revision or finalisation.	Communal Property Associations Act No. 28 of 1996, Section 25 of the Constitution, Traditional Leadership and Governance Framework Act No. 41 of 2003, State land disposal Act 1961, Government Immovable Assets Management Act 2007, Preservation and development of Agriculture land framework act; Transformation of Certain Rural Areas Act and the Rural Areas' Act No.94 of 1998; and SAGAP and GLOBAL GAP for effective policy implementation and improved trade and access by the Land and Agricultural sector.		legislation in place and implemented	framework review and implementation as well as land administration system development.	the four (4) legislations are reviewed.
Land reform projects provided with post settlement support	% of approved land reform projects provided with post settlement support	New indicator	100% of acquired land (1.5 million ha) supported through the post settlement support.	- The settlement support strategy approved. - 200 000 ha of (100%) previously acquired land to be fully supported through the post settlement packages.	Ensure that acquired land is supported as per approved strategy and policy.
Water rights (water use licences), energy allocated to land reform projects	% of land reform projects with secure water rights	New indicator	100% of qualifying land reform projects to have water rights.	Report on the qualifying land reform	Ensure collaboration with relevant ministries to ensure allocation of

Ensure farmers have access to water	Water infrastructure, water security, water rights and water use licenses	New indicator	100 % of farmers supported have access to water.	projects water rights status and progress.	water rights energy to land reform projects
Agrarian Transformation	Reduction in degraded land rehabilitated to production	New indicator	150 000 Ha of degraded land rehabilitated	Report on the qualifying land reform projects water rights status and progress	Facilitate development to support rural economic transformation including water infrastructure
	A comprehensive plan and implementation for livestock handling facilities, FPSU and Agrihub developed with provinces and districts		71 functional Farmer Production Support Units (FPSU) 27 livestock facilities established 5 Agri hubs 25 agro processing	- Comprehensive plan developed - 15 FPSU completed and functional. - 7 Livestock and handling facilities developed - 1 fully functional agri hub - 2 agro processing plants	Ensure that the - Comprehensive plan is developed and required number of FPSU, Livestock handling facilities, agri hub and agro processing plants are fully operational and facilitate an agrarian revolution to create new jobs and employment
Increase Ha of land under cultivation in communal areas	Hectares of land under cultivation	New indicator	50 000 Ha of communal land areas cultivated (in production) in following provinces (Mpumalanga, Limpopo and Northern Cape). Other provinces to provide available lands	12 500 ha cultivated and in production in the communal areas (Mpumalanga, Limpopo and Northern Cape Provinces)	Ensure increased Ha of cultivated land in communal areas in partnership with DTA.
Smallholder farmers supported with skills and infrastructure and financial support measures to increased productivity	Number of smallholder farmers supported	252 000	300 000	20 000 Farmers supported.	Ensure support is provided to small holder farmers including through COVID-19 relief programme

Apply conservation agricultural production methods (Migrate from conventional cultivation of land to modern water conservation agriculture methods i.e. Water saving irrigation methods, minimum tillage, water efficient cultivars). resilience and adaptation to climate change	Hectares of land under water conservation technology methods	New indicator	100 000ha under modern conservation agricultural methods	- A comprehensive plan and strategy for migration to modern conservation agricultural methods finalized 25 000ha of land migrated to modern conservation agriculture	Ensure that agricultural sector embraces modern agricultural conservation methods as part of its 4IR initiative.
Review the inhibit standards on SAGAP and Global GAP to enable small holder farmers' participation in the domestic and global GAP.	No. of reviews to the agricultural produce export management practices	New indicator	Agricultural Produce Act developed.	A comprehensive review on SAGAP and Global GAP to enable small holder farmers' participation in the domestic and global GAP	Ensure that SAGAP and Global GAP are reviewed for previously disadvantaged groups to fully participate in domestic and international markets.
Governance and operational Review of the National Fresh Produce Markets, and Agency role in market access for smallholders' participation.	No. of reviews to the National Fresh Produce Markets, and Agency role in market access for smallholders' participation.	New indicator	4 reviews to the Agricultural produce management practices	A comprehensive review on National Fresh Produce Markets, and Agency role in market access for smallholders' participation	Ensure that National Fresh Produce Markets, and Agency role is reviewed in market access for smallholders' participation
All public entities for DALRRD assessed on financial, governance, and relevance for sustainability	Report on assessment of DALRRD public entities.	New indicator	DALRRD Public entities assessed for financial, governance, relevance, functionality and sustainability. Decision about their future taken	1 assessment report of all DALRRD Public Entities.	Produce an assessment report and give effect to the reports' recommendations.

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KEY RESPONSIBILITY AREA 2: PRIORITY 1: CAPABLE, ETHICAL AND DEVELOPMENTAL STATE

This MTSF priority has a few transversal interventions that apply to all Ministers as per the table below:

Targeted impact: Public value and trust; Active citizenry and partnerships in society

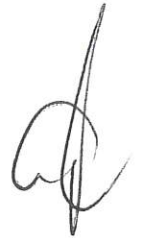
FUNCTIONAL, EFFICIENT AND INTEGRATED GOVERNMENT				
Outcome	Indicators	Baseline	Targets	Minister's Responsibility
Measures taken to eliminate wasteful, fruitless and irregular expenditure in the public sector	Percentage elimination of wasteful and fruitless expenditure in public sector institutions	2018 Baseline	100% elimination of wasteful and fruitless expenditure incrementally from baseline of 2019 by 2024	Eliminate wasteful and fruitless expenditure
	Percentage reduction of irregular expenditure in public sector institutions	2018 Baseline	75% reduction of irregular expenditure incrementally from baseline of 2019 by 2024	Ensure irregular expenditure is reduced and where it occurs make sure action is taken
	Percentage reduction of qualified audits in the public sector	2018 Baseline	75 % reduction of qualified audits incrementally from baseline of 2019 by 2024	To maintain at least an unqualified audit opinion in your department/s and entities
Programme to prevent and fight corruption in government	Percentage resolution of reported incidents of corruption in the government	Trends from the Anticorruption Hotline and Crime Statistics	95% resolution of reported incidents of corruption by 2024 via disciplinary and criminal interventions	Enforce consequences for corruption and misconduct
	Ensure functionality of ethics structures and adequate capacity	New	Establish ethics committees and adhere to terms of reference	Oversee the implementation of ethics structure.
Develop and implement district/metro joined-up plans	% joined-up plans	New	100% joined-up plans	Contribute to the development of the sector component of the joined-up plan
Programmatic intervention and offerings for youth and women and people with disabilities as well as sustainable support for youth and women producers	Number of youth, women, and people with disabilities involved/ benefiting from departmental programmes	New	50% women 40% youth	Oversee and continuously monitor the benefits directed to youth, women, and people with disabilities

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		5% people with disabilities	
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KEY RESPONSIBILITY AREA 3: INSTITUTIONAL OVERSIGHT OF THE HOD AND DEPARTMENT

Management Area	Key activities	Performance indicators	Targets			
			2019/20	2020/21	2021/22	2022/23
Executive Authority oversight over the Deputy Minister						
Executive Authority oversight over the Deputy Minister	Delegation of powers and functions to the Deputy Minister	Annual updated delegations	Updated delegations	Updated delegations	Updated delegations	Updated delegations
Executive Authority oversight over the Accounting Officer						
Executive Authority oversight over the Accounting Officer	Management of the performance of the Director General	Implementation of Head Department Performance Management and Development System	Conclusion of the Performance Agreement, Implementations of the midterm review and Annual Assessment of the DG	Conclusion of the Performance Agreement, Implementations of the midterm review and Annual Assessment of the DG	Conclusion of the Performance Agreement, Implementations of the midterm review and Annual Assessment of the DG	Conclusion of the Performance Agreement, Implementations of the midterm review and Annual Assessment of the DG
	Delegation of Public Service Act powers of the Minister to DG	Annual updated delegations	Updated delegation register	Updated delegation register	Updated delegation register	Updated delegation register
	Monitor compliance to 30-day payments requirement	Monitor report with corrective measures where applicable	Annual 30-day payment report with corrective measures implemented where applicable	Annual 30-day payment report with corrective measures implemented where applicable	Annual 30-day payment report with corrective measures implemented where applicable	Annual 30-day payment report with corrective measures implemented where applicable



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The oversight and achievement of departmental strategic goals and annual performance plans and budget									
Political oversight on strategic planning and reporting	Oversee the development of departmental Strategic and Annual Performance Plans and monitor the implementation thereof.	Approval of Strategic Annual Performance Plans Consideration and approval of Quarterly Performance Reports and Annual report	Approved Strategic Annual Performance Plan 4 Quarterly and Annual report approved	Approved Annual Performance Plan 4 Quarterly and Annual report approved	Approved Annual Performance Plan 4 Quarterly and Annual report approved	Approved Annual Performance Plan 4 Quarterly and Annual report approved	Approved Annual Performance Plan 4 Quarterly and Annual report approved	Approved Annual Performance Plan 4 Quarterly and Annual report approved	Approved Annual Performance Plan 4 Quarterly and Annual report approved
The oversight and achievement of engendered departmental strategic goals and annual performance plans and budget as per the Gender based planning, budgeting, monitoring, evaluation and auditing framework.									
Political oversight on engendered strategic planning and reporting	Oversee the development of engendered departmental Strategic and Annual Performance Plans and monitor the implementation thereof.	Approval of engendered Strategic Annual Performance Plans Consideration and approval of engendered Quarterly Performance Reports and Annual report	Approved engendered Strategic Annual Performance Plan 4 Quarterly and Annual report approved	Approved Annual engendered Performance Plan 4 Quarterly and Annual report approved	Approved Annual engendered Performance Plan 4 Quarterly and Annual report approved	Approved Annual engendered Performance Plan 4 Quarterly and Annual report approved	Approved Annual engendered Performance Plan 4 Quarterly and Annual report approved	Approved Annual engendered Performance Plan 4 Quarterly and Annual report approved	Approved Annual engendered Performance Plan 4 Quarterly and Annual report approved
National Department facilitates public involvement, participation and service delivery improvement initiatives									
Support good governance through leading participatory governance and	Ensure optimal functioning of sectoral participatory	Development and implementation of Public/ Stakeholder	80% implementation of Public/Stakeholder Participatory Plan	80% implementation of Public/Stakeholder Participatory Plan	80% implementation of Public/Stakeholder Participatory Plan	80% implementation of Public/Stakeholder Participatory Plan	80% implementation of Public/Stakeholder Participatory Plan	80% implementation of Public/Stakeholder Participatory Plan	80% implementation of Public Participatory Plan



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social compacts with stakeholders	governance mechanisms	Participatory Strategies and Plan		er Participatory Plan	
National Departments' and entities' involvement and contribution to the District Development Model					
Involvement and contribution to the District Development Model (DDM)	Participation in the DDM where applicable	Contribute to the development of the "One Plan" and monitor the implementation against the plan	80% achievement of own commitments in the "One Plan"	80% achievement of own commitments in the "One Plan"	80% achievement of own commitments in the "One Plan"
					80% achievement of own commitments in the "One Plan"
					Ensure coordination across spheres of government in line with the Intergovernmental Framework Act

KEY RESPONSIBILITY AREA 4: POLITICAL LEADERSHIP AND OVERSIGHT

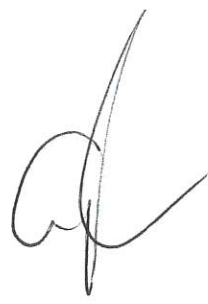
Management Area	Key activities	Performance indicators	Targets				
			2019/20	2020/21	2021/22	2022/23	2023/24
Government structures							
Active participation in Inter-Ministerial Committees, MINMEC's, Cabinet Clusters and other Executive Structures and sectoral stakeholder fora	Attendance of Executive structure meeting and performing the tasks related to the structures	Participation in Executive Structures	Attend and implement 80% of tasks associated to member	Attend and implement 80% of tasks associated to member	Attend and implement 80% of tasks associated to member	Attend and implement 80% of tasks associated to member	Attend and implement 80% of tasks associated to member
Parliamentary Accountability							
Accountability to the Parliament	Responding to Parliamentary Questions and ensuring accountability of own	Timely response to Parliamentary Questions	100% accountability to the Parliament	100% accountability to the Parliament	100% accountability to the Parliament	100% accountability	100% accountability



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	departments and entities to Parliament	and tabling of Plans, Budget and Reports				to the Parliament	to the Parliament
Oversight on State Owned Companies and Public Entities/Agencies							
Oversight over Public Entities	Perform oversight over the governance and performance of entities	Enter shareholder compacts and oversee the development of Annual Plans and regular governance and performance of the Entities	Shareholder compact updated, plans approved, and performance monitored	Shareholder compact updated, plans approved, and performance monitored	Shareholder compact updated, plans approved, and performance monitored	Shareholder compact updated, plans approved, and performance monitored	Shareholder compact updated, plans approved, and performance monitored

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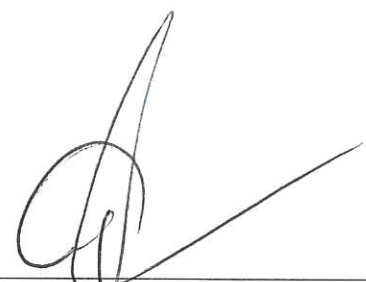
I _____ hereby declare that the information provided in this performance agreement has been agreed upon by myself and the President of South Africa. This is a legal and binding performance agreement that will **be used for assessment purposes**.



Hon. Ms. Angela Thokozile Didiza, MP

Minister of Agriculture, Land Reform and Rural Development

23 October 2020



His Excellency Mr MC Ramaphosa

President of the Republic of South Africa

23 / 10 2020

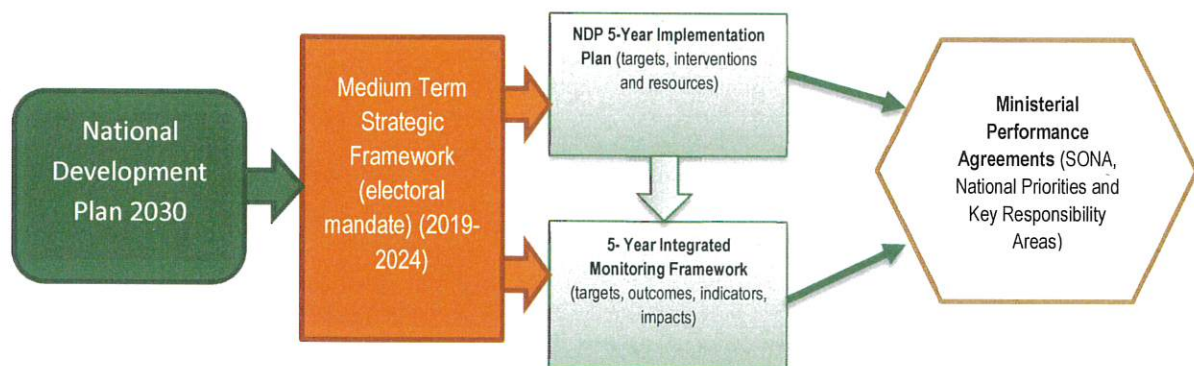
ANNEXURE 1: EXPLANATORY GUIDELINE

1. CONSTITUTION AND LEGISLATION

This aspect highlights constitutional imperatives, obligations, powers and functions of the President relating to the implementation of Ministerial Performance Agreements. It also points out key legislation in this regard.

2. BACKGROUND AND CONTEXT

In October 2019, Cabinet considered and approved the 2019 – 2024 Medium-Term Strategic Framework (MTSF). The MTSF translates the electoral mandate and the National Development Plan into a 5-year programme of government and comprises the 5-Year Implementation Plan and the Integrated Monitoring Framework, containing clear targets, interventions, resource implications and impacts.



In his State of the Nation Address (SONA) on 20 June 2019, the President confirmed the 7 national priorities, based on the electoral mandate, as follows:

- Priority 1:** A capable, ethical and developmental state
- Priority 2:** Economic transformation and job creation
- Priority 3:** Education, skills and health
- Priority 4:** Consolidating the social wage through reliable and quality basic services
- Priority 5:** Spatial integration, human settlements and local government
- Priority 6:** Social cohesion and safe communities
- Priority 7:** A better Africa and World

In his reply during the SONA debate, the President further elaborated on why the above 7 priorities are important and demonstrated that government has a clear plan for the road ahead. The key task is speedy and effective implementation. The new Cabinet has a central role in ensuring that the commitments made in the SONA are implemented with the necessary urgency and vigour.

To this end the Ministerial Performance Agreements (MPAs) will be based on the commitments in the State of the Nation Address and selected priority actions from the 2019 - 24 MTSF. Each annual MPA contains a set of specific targets backed by measurable performance indicators to be achieved over the 5- year electoral period, the purpose of which is to put the country on a positive path towards our national development goals and objectives.

As you are aware, upon the announcement of the new Cabinet, the President made the following undertaking to the people of South Africa:

The people who I am appointing today must realise that the expectations of the South African people have never been greater and that they will shoulder a great responsibility. Their performance – individually and collectively – will be closely monitored against specific outcomes. Where implementation is unsatisfactory, action will be taken

It is the aim of this Performance Agreement to give effect to this undertaking.

2. KEY RESPONSIBILITY AREA 1: POLITICAL LEADERSHIP CONTRIBUTING TO THE COUNTRY'S TRIPLE CHALLENGES, NDP PRIORITIES AND MEDIUM-TERM STRATEGIC FRAMEWORK (MTSF) 2019 – 2024

This aspect draws directly from the content of the MTSF and SONA and highlights specific responsibilities of the Minister in relation to a priority, indicator and target. This will help focus the work of the Minister concerned to the strategic agenda of government. As Minister in the Cabinet you will contribute **individually and collectively** to addressing the triple challenges of poverty, inequality and unemployment and the MTSF 2019 - 2024.

- **Priority:** indicates which of the 7 priorities are directly applicable to the Minister concerned. The Minister is still expected to contribute to the rest of the MTSF as part of the National Executive collective.
- **Target:** provides context to the medium to long-term impact we are seeking to achieve e.g. economic growth.
- **Outcome:** highlights the broad result area we want to make a difference within a year up to 5 years.
- **Indicators, baselines and targets:** are measures that are directly taken from the MTSF.
- **Minister's responsibility:** this column emphasizes the specific contribution that the Minister must make towards delivery of the intervention in the short to medium term. Where a Minister is mentioned as a lead, he or she must take responsibility to convene other relevant stakeholders towards the

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implementation of an intervention. Where a Minister is mentioned as contributing department, it indicates a need for the Minister to take initiatives towards working with Cabinet colleagues and stakeholders to deliver on the specific intervention. The Cluster system will help with further clarification of these roles and responsibilities.

3. KEY RESPONSIBILITY AREA 2: PRIORITY 6: CAPABLE, ETHICAL AND DEVELOPMENTAL STATE

This MTSF priority has a few transversal interventions that apply to all Ministers, hence it must be included in all Ministerial Performance Agreements. Its content also ties in closely with the next key responsibility areas.

4. KEY RESPONSIBILITY AREA 3: INSTITUTIONAL OVERSIGHT OF THE HOD AND DEPARTMENT

Shows how you will **provide strategic leadership, direction and oversight** to own departments through the DG in the following areas:

- Show how you will manage the performance of Heads of Department and Department
- Describe how in executing your role and responsibility you will provide oversight in performing the functions below.

5. KEY RESPONSIBILITY AREA 4: POLITICAL LEADERSHIP AND OVERSIGHT

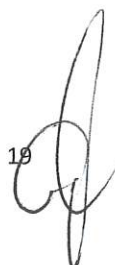
- Describe how in executing your role and responsibility you will provide oversight in performing the functions below.
- Show how you will actively participate and contribute to the different governance structures, for example, the Cluster/Committee/s system; to Inter-Ministerial Committees and MinMecs.
- Show how you will provide leadership and oversight to State Owned Entities/Agencies that you are responsible for
- The oversight and achievement of departmental strategic goals and annual performance plans and budget
- National Department facilitates public involvement, participation and Service Delivery Improvement Initiatives
- National Department involvement, participation in the District Planning Model

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To improve the likelihood of achieving the targets above, you are advised to ensure that senior managers in your department translate the priority actions and targets in this agreement into a delivery plan with the following elements:

- Formulating the aspiration: A clear statement of goals, outcomes and targets to be achieved for each priority arising out of a rigorous problem analysis, needs assessment and diagnosis;
- A coherent theory of change – articulating the best way to achieve the aspiration based on relevant theoretical literature and research on local and international cases as well an assessment of current policies and whether they are enablers or constraints. If the latter, then they should be revised and amended accordingly. To note is that in many instances policy development is not a problem, implementation is. However, in some cases revisions to policies may be required and in rare situations new policies may be required to enable the achievement of the priority;
- Setting specific milestones to be reached with leading indicators.
- Interventions (addressing inhibitors/constraints and identifying drivers of performance). Agreeing on who is involved and how those involved will go about contributing to the priority and
- A delivery trajectory mapping out the points from current performance (base line) and showing how implementation of initiatives will shift performance towards the set outcome and target. Points along the delivery trajectory will be used to conduct rapid impact assessments to establish whether real improvement is happening on the ground.

The delivery plan therefore essentially specifies what will be achieved (impact, outcome, target), where it will be achieved, who is involved and how those involved will go about achieving the priority.

Where cooperation from and or coordination with other parties (provincial MECs, National Ministers, Executive Mayors) is required to achieve the priority actions and targets, it is your responsibility to seek out this cooperation and bind the other party/parties to the commitments necessary to achieve the targets. In the event that cooperation was not forthcoming, details to this effect as well as how the non-cooperation and coordination failure affected the achievement of the target should be reported on at the bi-annual meeting with President.

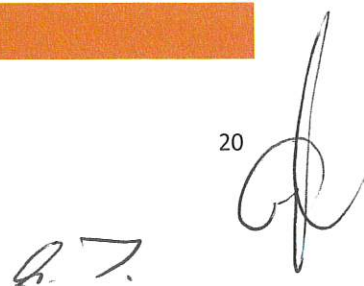
Senior officials in your department/s are required to reflect the priority actions and targets in the Strategic Plans and Annual Performance Plans of the Department to ensure they are planned for and properly resourced. Moreover, I also expect that you will enter into a performance agreement with your Director-General that will reflect the priority actions and targets contained in this agreement, in addition to the other key performance areas of the Department.

I expect that you will formally delegate specific areas of responsibility to your Deputy Minister(s) to provide some support to you regarding the priority actions and targets in this agreement, in addition to the other key performance areas of the Department.

7. PERFORMANCE MONITORING AND REVIEW

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The process of performance monitoring, evaluation and reporting against the targets will be as follows:

- i. The DPME will prepare a report card on progress with the targets in the respective agreements for the benefit of the President
- ii. In preparation of the scorecard, DPME will obtain initial progress reports with supporting evidence from your department.
- iii. The progress report should provide a succinct summary of progress, current and emerging issues, key actions required, or key actions taken, early warning of risks as well as decisions or recommendations to be taken forward and any other comment on progress.
- iv. The report and data will be analysed and validated, and a draft scorecard will be produced by DPME. This will be discussed with your department to resolve queries before finalisation. Validation will also include random onsite visits by DPME to verify if delivery took place and within the specifications as set out in the agreement.

The DPME will prepare the scorecard which includes key issues affecting delivery, early warning risks and emerging policy issues for the President a copy of which will be sent to you prior.

In the instance where performance is sub-optimal, a meeting between the President and Minister will be convened. The outcome of the dialogue will be an agreement between the President and Minister on areas of improvement (the remedial actions). These will be incorporated in the performance score-card of the next performance review. It is only in the case of persistent under-performance that the President may take any action he deems necessary.

Over and above this Cabinet will closely monitor the overall implementation of the 2019 - 24 MTSF. In this regard you are expected to table bi-annual progress reports to Cabinet on progress with regards to your commitments in the MTSF. It will not be enough to state in these reports that a particular action has been implemented. What must also be reported on is what the implementation of the action led to in terms of a result or the likely value it would create for society.

Your officials will need to collect administrative data that will allow oversight on progress and make these available to DPME when requested. DPME will triangulate this data with budget expenditure data and output level indicators, where available, and provide its own progress reports to Cabinet. The bi-annual progress reports will also form the basis of the meetings between the President and Ministers to identify and tackle obstacles to implementation.

8. POLITICAL OVERSIGHT OF THE DEPARTMENT

Beyond the priority actions and targets that you will be responsible for (which is the subject of this agreement), your Ministerial responsibilities also extend to:

1. Ensuring an optimal political – administrative interface;
2. Political leadership and oversight: providing strategic leadership to the department for the implementation of the relevant aspects of the electoral mandate/ oversee implementation of MTSF priorities relevant to the sector;

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3. Support international and regional integration programmes and commitments (where applicable);
and
4. Support good governance in the department by providing institutional oversight of the HOD and
Department

9. SPIRIT AND INTENT

There is no question that given the prevailing social, political and economic dynamics and environment, our actions require greater urgency and focus. While (and as I have stated before) there are no short-cuts and quick fixes, it is within our grasp to do the important things, to do them well and to do them without delay.

We have a duty to follow-through on our policy promises to the nation and make greater advances in terms of closing the gap between our development vision and the realities on the ground. The spirit and intent of the MPAs is to keep us focused on achieving our important targets.

10. PROFESSIONAL DEVELOPMENT

While the MPAs seek to promote results-oriented performance and accountability, the aim of the performance agreements is also to facilitate the professional development of all Ministers as leaders in government tasked with driving the development agenda of the country. In this regard you are encouraged to pursue programmes and initiatives that will provide you with the necessary competencies and tools to carry out your tasks and responsibilities. The Presidency and DPME will endeavour to provide Ministers with support and technical advice should the need exist.



MINISTRY
AGRICULTURE, LAND REFORM AND RURAL DEVELOPMENT
REPUBLIC OF SOUTH AFRICA

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Ms NZH Mpofu
Director General
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0001
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Dear Colleague,

SUBJECT: DELEGATIONS FROM MINISTER TO DEPUTY MINISTERS

Your correspondence dated 20 November 2019 on the above mentioned matter refers.

Attached please find a copy of the delegated responsibilities for the Deputy Minister of Land Reform and Deputy Minister of Rural Development within the Ministry of Agriculture, Land Reform and Rural Development.

Yours sincerely,


MR M SHABANE
DIRECTOR GENERAL
DATE 2019.2019



MINISTRY
AGRICULTURE, LAND REFORM AND RURAL
DEVELOPMENT REPUBLIC OF SOUTH AFRICA

**DELEGATION OF RESPONSIBILITIES FROM MINISTER TO DEPUTY
MINISTERS IN THE MINISTRY OF LAND REFORM AND RURAL
DEVELOPMENT**

2019-2024

DEPUTY MINISTER SKWATSHA – LAND REFORM	DEPUTY MINISTER DLAMINI – RURAL DEVELOPMENT
Political oversight over the following functions: 1. Land Distribution 2. Proactive Land Acquisition strategy and financial support (PLAS) 3. Commission on Restitution of Land Rights 4. Service Delivery Co-ordination	Political oversight over the following functions: 1. Technology Research and Development 2. Rural Enterprise and Industry Development 3. Rural Infrastructure Development 4. Service Delivery Co-ordination

DEPARTMENT OF AGRICULTURE, LAND REFORM AND RURAL DEVELOPMENT SOE's

1. Perishable Product Export
2. Agriculture Research Council
3. National Agriculture Marketing Council
4. Onderspoort Biological Products
5. Ingonyama Trust Board
6. Office of the Valuer General



PERFORMANCE AGREEMENT

BETWEEN

THE PRESIDENT OF THE REPUBLIC OF SOUTH AFRICA

AND

**THE MINISTER OF AGRICULTURE, LAND REFORM AND RURAL
DEVELOPMENT**

PERIOD OF AGREEMENT

APRIL 2020 TO MARCH 2021

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A. J.

CONSTITUTION AND LEGISLATION

The Constitution of the Republic of South Africa, 1996, stipulates in section 91 (2) that the President appoints the Deputy President and Ministers, assigns their powers and functions, and may dismiss them.

The Constitution of the Republic of South Africa, 1996, stipulates in section 92 (1) that the Deputy President and Ministers are responsible for the powers and functions of the executive assigned to them by the President.

Executive Members' Ethics Act (No. 82 of 1998) state that members of the Cabinet must act according to a code of ethics, created by the President pursuant to the principles and framework established by the Executive Members' Ethics Act of 1998.

The principles of natural justice applies.

MINISTERIAL KEY RESPONSIBILITY AREAS

The constitutional imperatives and obligations contained in Chapter 5 of the Constitutions including but not limited to sections 92, 93, 96, 97, 98, 99, are applicable.

The contents of this agreement set out the powers and functions assigned to you by the President in accordance with Section 91(2).

KEY RESPONSIBILITY AREA 1: POLITICAL LEADERSHIP CONTRIBUTING TO THE COUNTRY'S TRIPLE CHALLENGES, NDP PRIORITIES AND MEDIUM-TERM STRATEGIC FRAMEWORK (MTSF) 2019 – 2024

As Minister in the Cabinet you will contribute individually and collectively to addressing the triple challenges of poverty, inequality and unemployment and the MTSF 2019 - 2024.

Priority 2: Economic transformation and job creation

Target: Unemployment reduced to 20-24% with 2 million new jobs especially for youth; economic growth of 2-3% and growth in levels of investment to 23% of GDP

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A.J.

INVESTING IN ACCELERATED INCLUSIVE GROWTH						
Outcome						
Interventions	Indicators	Baseline	Targets		Minister's Responsibility	
			MTSF country target by 2024	2020-2021 target		
Create jobs through Job Summit Commitments and other public sector employment programmes	No of Jobs created	0 jobs created	500 000 by 2024	14980 Jobs created	Ensure collaboration with different key Ministries and spheres to ensure their contribution	

RE-INDUSTRIALISATION OF THE ECONOMY AND EMERGENCE OF GLOBALLY COMPETITIVE SECTORS - National priority sectors grow contribution to GDP growth of 3% and exports increase by 4%							
Outcome	Interventions	Indicators	Baseline	Targets	2020-2021 target	DALRRD	Minister's Responsibility
				MTSF country target by 2024			
Create a conducive environment that enables national priority sectors to support industrialisation and localisation, leading to increased exports, employment, and youth- and women-owned SMME participation	Agriculture and Agro-processing Masterplan developed and aligned to identified commodities per district	New indicator	Masterplan developed and implemented		Agriculture and agro-processing Master plan developed by March 2021		Ensure integrated development and implementation of the Agriculture and agro-processing master plan across sectors, spheres and industry partners in line with identified commodities
	Cannabis Master Plan approved				Cannabis Master Plan approved 2021		Ensure the finalisation of the Cannabis master plan in collaboration with relevant sectors and industry partners
	New entrants to Agri-business supported in production schemes (grain, oilseed, industrial crop, red meat, white meat, fruit and wine, vegetables, fibre)		20 new entrants to Agri-business supported (grain, oilseed, industrial crop, red meat, white meat, fruit and wine, vegetables, fibre)		4 new entrants to Agri-business supported (grain, red meat, cotton and citrus producers)		Mobilise industry partners and commodity groups to partner with the departments in supporting new entrants to agribusinesses.
	Revitalisation of State Land to release to		9 Million hectares of state land assessed and released		250 thousand hectares that have been assessed		Oversee the revitalisation and rapid release of state land to support the implementation of the

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Extension policy reviewed to support the implementation of the agriculture and agro-processing master plan and provide advisory services commodity groups	Number of extension officers supporting commodity groups	New	10000 officers providing advisory services	135 extension officers	Enter into partnerships with provinces towards policy review and deployment of extension officers to commodity groups.
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SIGNATURES

I Angela Thokozile Didiza hereby declare that the information provided in this performance agreement has been agreed upon by myself and the President of South Africa. This is a legal and binding performance agreement that will be used for assessment purposes.


Hon. Ms. Angela Thokozile Didiza, MP

Minister of Agriculture, Land Reform and Rural Development

_____ 2020

His Excellency Mr MC Ramaphosa

President of the Republic of South Africa

_____ 2020

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