



PERFORMANCE AGREEMENT

BETWEEN

THE PRESIDENT OF THE REPUBLIC OF SOUTH AFRICA

AND

THE MINISTER IN THE PRESIDENCY

PERIOD OF AGREEMENT

JUNE 2019 TO APRIL 2024

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 apply

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 – 2024¹

3. Priority 1: A Capable, Ethical and Developmental State

Outcome Interventions	Improved leadership, governance and accountability				Minister's Responsibility	Department
	Indicators	Baseline	Targets			
Capacitate Cabinet to develop, periodically review and address policy gaps in the MTSF alignment to the NDP and specifically to the Mandate of the sixth Administration	Aligned 2019-2024 MTSF to NDP and submitted for Cabinet approval by target date	NDP and mandate of the sixth Administration established	March 2020		Lead the development of the 2019-2024 MTSF alignment to NDP and mandate of the 6 th Administration	Presidency DPME
	Revised 2019-2024 MTSF based on performance and other objective factors submitted to Cabinet for approval by target date	2019-2024 MTSF	Coinciding with Mid-term of sixth administration by November 2022		Lead the development of the Revised 2019-2024 MTSF alignment to NDP and mandate of the 6 th Administration	DPME
	Schedule of Policy and Regulatory Plan approved by target date	New Indicator	Within 6 months of MTSF/Revised MTSF approval by March 2022			Presidency
	Cabinet system strategically aligned and responsive to policy and MTSF priorities as approved by Cabinet by target date	New Indicator	Strategically aligned and responsive Cabinet system approved by June 2022		Lead the development of the Cabinet System and ensure the effective the implementation thereof	Presidency
Develop Government-wide Annual Strategic Plans aligned to Cabinet outcomes, for Makgotla Cabinet Approval	Government-wide Annual Strategic Plans approved by Cabinet by target date	New Indicator	Government-wide Annual Strategic Plans approved by Cabinet by May 2022		Lead the development and submission of the Govern-wide Annual Strategic Plan Evidence: Ministerial Circular 1	DPME
	Biannual progress reports submitted by target date	December 2020	Biannual progress reports submitted to Cabinet on the		Lead the development and submission of the MTSF bi-annual reports to	DPME

¹ 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.

Improved leadership, governance and accountability				
Outcome	Indicators	Baseline	Targets	Minister's Responsibility
Interventions				Department
Integrated Monitoring System for public sector accountability		April 2021	implementation of the MTSF 6 months after the period of assessment.	Cabinet during the Programme of Action Weeks Collaborate with the Minister of Finance in terms of ensuring alignment of budget to government priorities (Mandate Paper and NDP/MTSF review processes)
	Master observatory established with MTSF priorities related data updates issued quarterly from March 2022	New Indicator Observatory was only for COVID and proof of concept	A Master observatory established with government-wide, sectoral and spatial updates completed	Establish the meta/master observatory and host the database for the digital monitoring of Performance against the MTSF and specifically the NASP and Departmental APPs
	Sectoral and District Based Dashboards updated quarterly from March 2022	New Indicator	4 District Based Quarterly Dashboard reports completed by March 2022	Publish the Quarterly District Performance Reports and Host the Presidential Excellence Awards to coincide with SONA
	Bi-Annual performance score card reports for Ministers and Deputy Ministers (3) submitted to the President by target date	Ministerial Performance Agreements signed in October 2020.	Annual performance score card reports for Ministers and Deputy Ministers (3) submitted to the President 9 months after the close of the period of assessment.	Develop the Ministerial performance management system and support the President in terms of conducting evaluations through the scorecard reports
Management of the political-administrative interface	Establishment of the Head of Public Service by target date	Policy framework approved by end of 2020 (be more specific on the actual timeline)	Head of Public Service established by March 2022	Collaborate with the Minister of Public Service and Administration with regard to the establishment of Head of Public Service
A Plan for the implementation of the participatory governance in Public Service	A Plan for the implementation of the participatory governance in Public Service developed by target date	New Indicator	Development of the implementation plan for participatory governance in Public Service by March 2022	The Minister would oversee the drafting of the plan and put in place a mechanism to monitor the implementation of the plan.
Implementation of localised governance in the Public Service	Percentage (number) of departments/institutions implementing the localized	Spatial referencing of government work for input into	Institutionalize the spatial referencing of all relevant NDP, MTSF and NASP	Lead and oversee implementation of the localized participatory governance mechanisms across the state

² Refers to all Ministers

³ Refers to Deputy Minister Kekana, Deputy Minister and Deputy Minister Kodwa

Improved leadership, governance and accountability					
Outcome Interventions	Indicators	Baseline	Targets	Minister's Responsibility	Department
	planning and governance mechanisms that engage citizens	the District Development Forums programs	government work for the District Development Programs	machinery and society leveraging the District Development Model (Presidential social compacting, NPC dialogues, DPME Frontline Monitoring, GCIS developmental communication programmes)	SSA
Improve coordination between national, provincial and local government for efficient delivery of services	Finalisation of institutional arrangements for the District Development Model by target date	District Development Model piloted in 2 districts and 1 metro in 2019/20	Institutional arrangements for the District Development Model finalised by March 2022	Collaborate with Minister of COGTA in terms of ensuring institutionalisation of the DDM	Presidency DPME
	Development of M&E Framework for the DDM by target date	New Indicator	Development of the M&E Framework for the District Development Model finalised by March 2022		
	Reports on the implementation and immediate outcomes/impact of the District Development Model	New Indicator	Quarterly reports on outcomes / impact of the District Development Model		
An informed and empowered citizenry	% targets met in the Communication Policy	Government Segmentation and Model Government Communications Policy	100% targets met in the Communication Policy by 2024	Support Presidential oversight on the implementation of the DDM through government communication, planning, monitoring, evaluation and championship initiatives. Provide political leadership on the implementation of the national communication strategy and act as Cabinet Spokesperson (GCIS)	Presidency DPME GCIS
Building a better Africa and a Better World	Monitor the domestication of Africa Agenda 2063 and UN 2030 SDGs related commitments and agreements	New indicator	Annual progress update report on the domestication of the Africa Agenda 2063 and the UN 2030 SDGs commitments and agreements	Lead the government-wide monitoring system	Presidency DPME
	Annually report to cabinet on the progress in implementing Africa Agenda 2063 and UN 2030 SDGs related	New Indicator	Annual reports to cabinet submitted as per the Cabinet calendar	Submit annual cabinet reports	Presidency DPME

Outcome		Improved leadership, governance and accountability			
Interventions	Indicators	Baseline	Targets	Minister's Responsibility	Department
Restructure civilian intelligence service	commitments and agreements submitted by target date Development of the Action Plan of the HLRP by target date Percentage implementation of the HLRP Action Plan	New Indicator	Development of the Action Plan of the HLRP by 30 June 2022 30% of HLRP Action Plan targets achieved 100% compliance	Review progress against the HLRP Action Plan The Minister to provide executive support to the DG	SSA
Improved compliance with the regulatory framework through planning, reporting, legal, policy and communication	Level of State Security Agency compliance with regulatory framework	New Indicator		Minister to monitor compliance level of SSA to the regulatory frameworks.	SSA

Key responsibility area 2: Priority 1: Capable, Ethical and Developmental State

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

Outcome Interventions	FUNCTIONAL, EFFICIENT AND INTEGRATED GOVERNMENT			Minister's Responsibility
	Indicators	Baseline	Targets	
Measures taken to eliminate wasteful, fruitless and irregular expenditure in the public sector	Elimination of wasteful and fruitless expenditure in institutions under the Ministry public sector institutions	Presidency; DPME; STATSSA; GCIS; DDMA BRANDSA; SSA	At least a 30% year on year decrease from of 2021 to 2024 for DPME, PRS, STATSSA, BRANDSA, GCIS, MDDA, SSA	Eliminate wasteful and fruitless expenditure
	Percentage decrease in irregular expenditure in entities under the Ministry	Presidency; DPME; STATSSA; GCIS; DDMA BRANDSA; SSA	At least a 30% year on year decrease from of 2021 to 2024 for DPME, PRS, STATSSA, BRANDSA, GCIS, MDDA, SSA	Ensure irregular expenditure is reduced and where it occurs make sure action is taken
	Improvement in the category of audit outcomes by a least one level or maintaining of an unqualified audit for entities under the Ministry	Presidency; DPME; STATSSA; GCIS; DDMA BRANDSA; SSA	Report A year-on-year improvement of at least one category of the AG Audit outcome if the department/s is not on a unqualified category. for DPME, PRS, STATSSA, BRANDSA, GCIS, MDDA, SSA	To maintain at least an unqualified audit opinion in your department/s and entities
Monitor and report on Programme to prevent and fight corruption in government	Establishment of a system for reporting with respect to life style audits and financial disclosures	New indicator	Percentage of ministers and executives that follow financial disclosure requirements	Adopt the same method used as the public service
	Development of reports on the life-style audit	New indicator	Reports on the life-style audit	Adopt the same method used as the public service
Programme to prevent and fight corruption in government Monitoring	% of corruption cases finalised by departments through investigations	Trends from the Anti-corruption Hotline and Crime Statistics	75% of cases of corruption cases finalised during the MTSF period	Play the role of the Executive Authority in relation to the PSC reports and interface within own portfolio.
	Compliance with the Financial Disclosure Framework to manage Conflict of Interest in the Public Service	New indicator	100% of Financial Disclosure completed by various categories of public servants in the presidency	Play the role of the Executive Authority in relation to the Financial Disclosure Framework within own portfolio.

FUNCTIONAL, EFFICIENT AND INTEGRATED GOVERNMENT				
Outcome Interventions	Indicators	Baseline	Targets	Minister's Responsibility
Modernisation and digitalisation of the public sector	% of departments implementing the lifestyle audits framework	Lifestyle Audit Framework approved in 2020	100% of departments implementing Lifestyle Audits Framework by 2022/23	Play the role of the Executive Authority in relation to the implementation of the Lifestyle Audit Framework within own portfolio.
	Business Modernisation Programme in the public sector approved and implemented	Programme conceptualised in 2020	Business Processes Modernisation Programme in the public sector implemented by 2023	Presidency
	Digitalisation of government services	An audit of departments implementing the National e-Government Strategy conducted in May 2020	National e-Government Strategy and Roadmap implemented by 2022 towards digitalisation of government services and delivery on SA Connect targets	Presidency
Quality and quantum of infrastructure investment to support growth and job creation improved	Investment in infrastructure secured and implemented	18.2% (2018)	8% public sector contribution; 15% private sector contribution	Presidency DPME
A diverse socially cohesive society with a common national identity	Social cohesion index	51% (2018)	90%	GCIS; Brand SA
Implement the national infrastructure plan by leveraging blended financing and building planning, procurement and delivery capacity with a focus on network sectors	Infrastructure Fund established and operationalised	Infrastructure established operational	R100 billion Infrastructure Fund established and operationalised, with R5 billion leveraged by 2022/23	Presidency
	Capacity building programme	New indicator	Design and implement a capacity building programme for the procurement and delivery of infrastructure by 2021/22	Presidency
Full compliance by SSA with Public Financial Management laws and regulations	% compliance with reporting accountability and oversight systems, and policies, legislation and regulations	New indicator	100% compliance with reporting accountability and oversight systems, and policies, legislation and regulations	SSA
Complete the development of the risk based internal plan:for SSA	Risk based internal audit plan for SSA completed by target date	New Indicator	30 June 2022	SSA
			Update the Audit Risk Plan on a quarterly basis	

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	2023/24
Executive Authority oversight over the deputy minister							
Executive Authority oversight over the deputy ministers (3)	Delegation of powers and functions to the deputy ministers in the Presidency (3)	Delegations of powers to the deputy ministers (3) updated annually	Updated delegations for Deputy Ministers (3) by March 2020	Updated delegations for Deputy Ministers (3) by March 2021	Updated delegations for Deputy Ministers (3) by March 2022	Updated delegations for Deputy Ministers (3) by March 2023	Updated delegations for Deputy Ministers (3) by March 2024
Executive Authority oversight over the Accounting Officer							
Executive Authority oversight over the Accounting Officer	Management of the performance of the Director Generals	Level of Compliance to the requirements of the Head of Department Performance Management and Development System HOD PMDS.	100% Compliance with the conclusion of the Performance Agreement, Implementations of the mid-term review and Annual Assessment of the DG on the specified due dates.	100% Compliance with the conclusion of the Performance Agreement, Implementations of the mid-term review and Annual Assessment of the DG on the specified due dates.	100% Compliance with the conclusion of the Performance Agreement, Implementations of the mid-term review and Annual Assessment of the DG on the specified due dates.	100% Compliance with the conclusion of the Performance Agreement, Implementations of the mid-term review and Annual Assessment of the DG on the specified due dates.	100% Compliance with the conclusion of the Performance Agreement, Implementations of the mid-term review and Annual Assessment of the DG on the specified due dates.
	Delegation of Public Service Act powers of the Minister to DG	Annual updated delegations of Public Service Act powers of the Minister to DG	Updated delegation registers by March 2020	Updated delegation registers by March 2021	Updated delegation registers by March 2022	Updated delegation registers by March 2023	Updated delegation registers by March 2024
	Monitor compliance to 30-day payments requirement	Monitoring report with corrective measures	Annual 30 day payment report with corrective measures	Annual 30-day report with corrective measures	Annual 30-day payment report with corrective measures	Annual 30-day report with corrective measures	Annual 30-day payment report with corrective measures

Management Area	Key activities	Performance indicators	Targets				
			2019/20	2020/21	2021/22	2022/23	2023/24
		measures where applicable	implemented where applicable	measures implemented where applicable	measures implemented where applicable	measures implemented where applicable	measures implemented where applicable
The oversight and achievement of departmental strategic goals and annual performance plans and budget							
Political oversight on strategic planning and reporting	Oversee the alignment of departmental Strategic and Annual Performance Plans with the MTSF and the Annual Strategic Plan and monitor the implementation thereof.	Approval of Strategic Plans, Annual Performance Plans by target date	Approved Strategic Plans and Annual Performance Plans	Approved Annual Performance Plans	Approved Annual Performance Plans	Approved Annual Performance Plans	Approved Annual Performance Plans
		Approval of Quarterly Performance Reports and Annual report by target date	4 Quarterly and Annual Report approved	4 Quarterly and Annual Report approved	4 Quarterly and Annual Report approved	4 Quarterly and Annual Report approved	4 Quarterly and Annual Report approved
The oversight and achievement of gender responsive departmental strategic goals and annual performance plans and budget as per the Gender responsive planning, budgeting, monitoring, evaluation and auditing framework.							
Political oversight on gender responsive strategic planning and reporting	Oversee the development of gender responsive departmental Strategic Annual Performance Plans and monitor the implementation thereof.	Approval of engendered Strategic Plan, Annual Performance Plans	Approved engendered Strategic Plan and Annual Performance Plan	Approved Annual engendered Performance Plan	Approved engendered Annual Performance Plan	Approved Annual engendered Performance Plan	Approved Annual engendered Performance Plan
		Consideration and approval of gender responsive Quarterly Performance Reports and Annual report	4 Quarterly and Annual responsive report(s) approved	4 Quarterly and Annual responsive report(s) approved	4 Quarterly and Annual responsive report(s) approved	4 Quarterly and Annual responsive report(s) approved	4 Quarterly and Annual responsive report(s) approved
National Department facilitates public involvement, participation and service delivery improvement initiatives							
Support good governance through leading	Ensure optimal functioning of sectoral participatory	Development and implementation of a departmental	80% implementation of Public/Stakeholder Participatory Plan	80% implementation of Public	80% implementation of	80% implementation of	80% implementation of

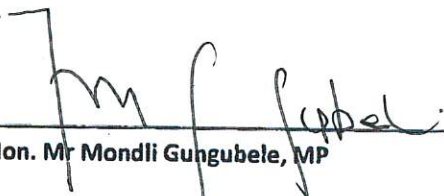
Management Area	Key activities	Performance indicators	Targets				
			2019/20	2020/21	2021/22	2022/23	2023/24
participatory and governance social compacts with stakeholders	governance mechanisms	Public/ Stakeholder Participatory Strategies and Plan		Participatory/Stakeholder Plan	Public/Stakeholder Participatory Plan	Public/Stakeholder Participatory Plan	Public Participatory Plan
National Departments' and entities' involvement and contribution to the District Development Model							
Contribution to the District Development Model (DDM)	Ensure that the Ministries commitments in the One Plan is achieved	Percentage of Ministries commitments in the "One Plan" achieved	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"	80% achievement of own commitments in the "One Plan"
	Participation in the DDM where applicable						

Key Responsibility Area 4: Political leadership and oversight

Management Area		Key activities	Performance indicators		Targets				
Government structures					2019/20	2020/21	2021/22	2022/23	2023/24
Active participation in Inter-Ministerial Committees, MINMEC's, Cabinet Clusters and other Executive Structures	Attendance of Executive structure meeting performing the tasks related to the structures	Participation in Executive Structures	Attend and implement 80% of tasks	Attend and implement 80% of tasks	Attend and implement 80% of tasks	Attend and implement 80% of tasks	Attend and implement 80% of tasks	Attend and implement 80% of tasks	
Parliamentary Accountability									
Accountability to the Parliament	Responding to Parliamentary Questions ensuring accountability of own departments and entities to Parliament	Turn-around time to respond to Parliamentary Questions	100% of Parliamentary Questions responded to	100% of Parliamentary Questions responded	100% of Parliamentary Questions responded	100% of Parliamentary Questions responded	100% of Parliamentary Questions responded	100% of Parliamentary Questions responded	
			Percentage of public institutions Budget and Reports as per the requirements	100% of public institution Plans, Budget and Reports tabled on time	100% of public institution Plans, Budget and Reports tabled on time	100% of public institution Plans, Budget and Reports tabled on time	100% of public institution Plans, Budget and Reports tabled on time		
Oversight on State Owned Companies and Public Entities/Agencies									
Oversight over Public Entities	Perform oversight over the governance and performance of entities	Compliance by departments/entities with the Annual Plans framework	100% compliance with the updated APP framework	100% compliance with the updated APP framework	100% compliance with the updated APP framework	100% compliance with the updated APP framework	100% compliance with the updated APP framework	100% compliance with the updated APP framework	
		Percentage of departments/entities whose governance and performance has been reviewed	100% of departments/en-tities whose performance has been monitored	100% of departments/en-tities whose performance has been monitored	100% of departments/en-tities whose performance has been monitored	100% of departments/en-tities whose performance has been monitored	100% of departments/en-tities whose performance has been monitored		

Signatures

Mondli Gungubele 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. Mr Mondli Gungubele, MP

Minister in the Presidency

29 June 2022



His Excellency Mr C Ramaphosa

President of the Republic of South Africa

29 June 2022

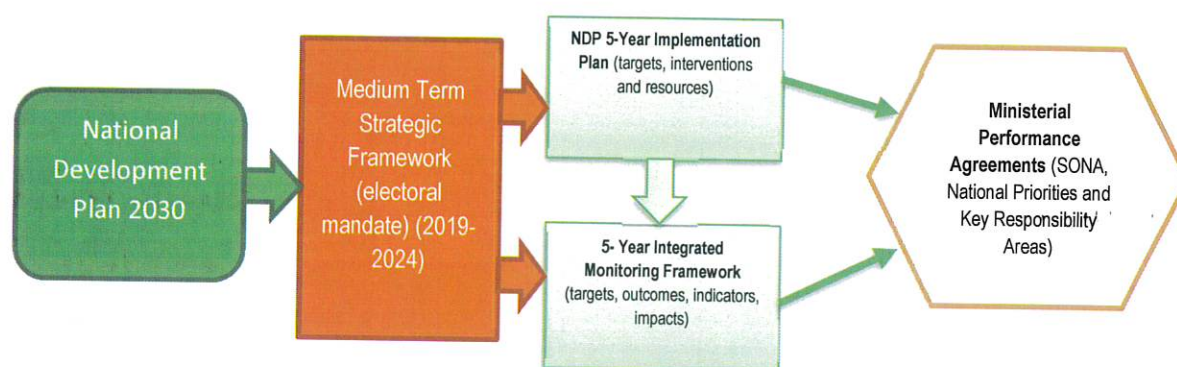
ANNEXURE 1: EXPLANATORY GUIDELINE

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.

3. 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 particular 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 implementation of a particular 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.