



**PARLIAMENT**  
OF THE REPUBLIC OF SOUTH AFRICA

# **Civilian Secretariat for Police 2010/11 Annual Report – Overview of Programme Performance**

**20 October 2011**

**PATRICIA WHITTLE**

# SELECTED PERFORMANCE HIGHLIGHTS & ISSUES

- Strategic Plan covered a **one-year period** only = “**draft set of programmes and activities**”, some with no measurable targets – prioritised the development of a five-year Strategic Plan in 2010/11- completed
- **Insufficient reporting on financial performance**
- **Telephonic confirmation:** Adjusted allocation = R25 million; Spent R22. 806 million or 91.2%. under-expenditure = R2.475 million or 9.9%
- **In terms of AR:** Under-expenditure = R4. 299 million (20.16%) = lower compared to 2009/10 (22.71%)
- [R3 million = National Monitoring Evaluation Tool (not finalised by SITA).
- R1 million = for National Victims Perception Survey - taken over by STATS SA]
- **Over-expenditure = R1. 824 million** on personnel budget as a result of posts filled in addition to fixed establishment.

## FIVE PROGRAMMES

- **The Office of the Secretary-** provides support to Minister of Police
- **Chief Directorate: Policy and Research** – provide evidence-based strategic research and policy advice
- **Chief Directorate: Monitoring & Evaluation** – civilian oversight through active monitoring of SAPS systems, management performance and deployment of human capital and material resources
- **Chief Directorate: Partnerships** – facilitate community participation; enhance inter-governmental co-operation on safety & security
- **Chief Directorate: Support Services** – reorganisation and alignment of Secretariat; human resource management; performance management systems; procurement

# SELECTED PROGRAMME PERFORMANCE HIGHLIGHTS & ISSUES

- **The Office of the Secretary: Secretary for Police appointed 1 July 2010** on a five-year contract. Critical senior management posts filled from 1 January 2010
  - **Involvement in sector legislation and regulations:** Civilian Secretariat for Police Service Bill & Independent Police Investigative Directorate Bill enacted Firearms Control Amendment Act Regulations & enactment of certain provisions of Act; Private Security Training Regulations finalised
  - Restructuring: **Organogram submitted to Minister**
  - Task team established to **ensure functional ICD & Secretariat Forum** & feedback report on forum activities
  - Task team established to **ensure implementation of ICD recommendations**. Progress reports on implementation of recommendations
- **Chief Directorate: Policy and Research**
  - Discussion document finalised on Review of White Paper for Safety and Security
  - State of Policing Report - Terms of Reference (TORs) completed & discussed with Reference Group
  - Reports on sector policing: Metro Police draft policy; CSF policy
  - National Instructions on Child Justice Act regulations finalised
  - **Excluded from deliberations on National Instructions i.r.o Reservists – literature review conducted**
- **Chief Directorate: Monitoring & Evaluation** Leadership & staff capacity problems - **New Chief Director & five additional staff members appointed January 2011**. Unit did not perform as expected. Database system for M&E being developed.
- **No reports of SAPS performance monitoring against performance chart– access denied**

- **Chief Directorate: Partnerships**

- Met most targets – community outreach criteria developed; held community outreach programmes; facilitated resuscitation of CSFs – CSF policy to be finalised 2010/11; 12 CPF meetings held; 1 engagement guideline developed

- **Chief Directorate: Support Services**

- Organisational structure aligned and 1 HR Plan submitted; Compensation budget approved and included in 2010/12 Strategic Plan
- Vacancy levels reduced by 78% (target was 50%)
- Draft Risk Management Plan developed - no financial misconduct reported
- 100% compliance with supply chain management prescripts
- IT asset register

### **Human Resources (part of Support Services)**

- All vacant posts except for one administrative post filled
- **Draft Employment Equity Policy** developed; **performance management system**; **Workplace Skills Plan**
- **Performance rewards=** R9. 8 million i.ro services rendered in 2009/10. (*not reported by Secretariat* )