

APPENDIX B: STATE OF COMPLIANCE BY DEPARTMENTS

Notes:

1. The 2016 Delegation Standard was moderated based on the PSA only (Reason - in view of the new 2016 PSR coming into effect on 1 August 2016, departments were not be able to sign PSR, 2016 delegations in time for the MPAT process).
2. The 2017 MPAT considered both the PSA and PSR, 2016.
3. Moderation challenges by departments are responded to in red ink as indicated in the columns.

| National Departments | 2015 Rating | 2016 Rating | 2016 Re-Moderation Comments | 2017 Rating | 2017 Re-Moderation Comments |
|--|-------------|-------------|--|-------------|--|
| ND Agriculture Forestry and Fisheries | 4 | 4 | The department has been moderated at level 4 for the past two years | 4 | Fully compliant and delegated in terms of the minimum levels PSR, 2016 delegations signed September 2017 |
| ND Arts and Culture | 2 | 2 | No evidence of PSA delegations from EA to HOD and from HoD to other performer levels attached No evidence of PSR delegations from EA to HoD attached It is recommended that the delegations be reviewed using the prescribed format contained in the Directive | 4 | Fully compliant and delegated in terms of the minimum levels PSR, 2016 delegations signed June 2017 |
| ND Basic Education | 3 | 4 | Fully compliant and delegated in terms of the minimum levels | 4 | Fully compliant and delegated in terms of the minimum levels PSR, 2016 delegations signed August 2017 |
| ND Civilian Secretariat for the Police Service | - | - | Not assessed | - | Not assessed |

Report on the Status of Compliance with the Directive on Delegations

| National Departments | 2015 Rating | 2016 Rating | 2016 Re-Moderation Comments | 2017 Rating | 2017 Re-Moderation Comments |
|---------------------------|--------------|-------------------------|--|-------------|--|
| ND Communications | Not assessed | 4 | Fully compliant, minor amendments required to accommodate the latest amendments, e.g. Section 13 of the PSA Assessment based on delegations of the GCIS who renders human resource management services to DOC | 1 | As part of the 2014 NMOS process a Memorandum of Understanding has been prepared between the DOC and GCIS, which allows GCIS officials to continue to provide corporate services related support to DOC in managing and implementing key corporate services functions until such time as DOC is able to fully perform these functions No evidence of delegations submitted Email confirmation by DOC confirmed the Department does not have approved delegations |
| ND Cooperative Governance | 2 | 2 Change to 4 | Minister should delegate to HoD and not to employees There are no delegations from the HoD to other performer levels Delegation registers not updated with the latest amendments to the PSA The full text of PSA and PSR should be referenced Fully compliant and delegated in terms of the minimum levels. Delegations signed January 2017 | 4 | Fully compliant and delegated in terms of the minimum levels PSR, 2016 delegations signed January 2017 |
| ND Correctional Services | 2+ | 2+ | Various sections of the PSA e.g. appointments, probation, transfers have been omitted | 2 | Various sections of the PSA e.g. appointments, probation, transfers have been omitted No evidence of PSR 2016 delegations Delegations are not in the format set out in the Directive |

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| National Departments | 2015 Rating | 2016 Rating | 2016 Re-Moderation Comments | 2017 Rating | 2017 Re-Moderation Comments |
|-------------------------|-------------|-------------|---|-------------|--|
| ND Defense | 2 | 2 | <p>No evidence of PSA delegations from EA to HOD and from HoD to other performer levels attached</p> <p>The registers are outdated</p> <p>Logical flow of sections in the PSA and PSR as set out in the templates should be followed</p> <p>The delegations not initialed</p> | 2 | <p>No evidence of PSA delegation from the HOD to other performer level.</p> <p>No evidence of PSR 2016 delegations</p> |
| ND Economic Development | 3 | 3 | <p>Sections 9 and 13 of the PSA not delegated in line with the minimum levels of delegation</p> <p>Delegation registers not updated with the latest amendments to the PS</p> | 2 | <p>Delegations registers last approved in March 2012 before the Directive was issued in 2014</p> <p>Delegation registers not updated with the latest amendments to the PSA see section 13(1) of the PSA</p> <p>No evidence of PSR 2016 delegations</p> |
| ND Energy | 4 | 4 | <p>Fully compliant and delegated in terms of minimum levels of delegation</p> <p>It is recommended that the current delegations be reviewed using the format provided in the Directive</p> | 3 | <p>Fully compliant</p> <p>PSR, 2016 delegations signed May 2017</p> <p>The Department challenged the MPAT moderation rating and is of the view that delegations are fully compliant and a 4 rating should be considered. The Minister delegated appointments for levels 1 to 13 to the HOD in May 2017. The minimum levels of delegations provided for delegating levels 1 to 14 to HOD. Department does not comply fully with the minimum levels of delegation, hence a compliance 3 rating is maintained</p> |

Report on the Status of Compliance with the Directive on Delegations

| National Departments | 2015 Rating | 2016 Rating | 2016 Re-Moderation Comments | 2017 Rating | 2017 Re-Moderation Comments |
|--|-------------|-------------|--|-------------|---|
| ND Environmental Affairs | 2 | 2 | Delegations from HOD to other performer levels not attached Attached EA delegations not updated with the latest legislative amendments It is recommended that the current delegations be reviewed using the format provided in the Directive | 2 | Delegations last signed in 2012 No evidence of HOD delegations to other performer levels Delegations not updated with the latest legislative amendments and formulation of sections Delegations not in the format set out in the Directive No evidence of PSR 2016 delegations |
| ND Government Communication and Information System | 4 | 4 | Fully compliant and delegated in terms of minimum levels of delegation | 3 | Fully compliant PSR, 2016 delegations signed July 2017 |
| ND Health | 4 | 4 | Fully compliant and delegated in terms of minimum levels of delegation | 2 | Delegations last signed in June 2013 Delegation registers not updated with the latest amendments to the PSA see section 13(1) of the PSA Delegated in accordance with the minimum levels of delegation in respect of the PSA No evidence of PSR 2016 delegations The Department challenged the MPAT rating and is of the view that the rating is punitive and not focused on service delivery. The Department indicated it is undergoing restructuring based on implementing the National Health Insurance Policy The rating cannot be reviewed since there are no delegations for the PSR 2016, hence a non-compliance 2 rating |

2018 Report on the State of Compliance with the Directive on Delegations

| National Departments | 2015 Rating | 2016 Rating | 2016 Re-Moderation Comments | 2017 Rating | 2017 Re-Moderation Comments |
|---|-------------|-------------|---|-------------|--|
| ND Higher Education and Training | 3 | 3 | Fully compliant Sections 9 and 13 of the Act are not delegated in line with the minimum levels (DG approves 1-13) | 3 | Fully compliant Sections 9 and 13 of the Act are not delegated in line with the minimum levels (DG approves 1-13) PSR, 2016 delegations signed July 2017 During the MPAT moderation no evidence of PSR 2016 delegations were provided and a non-compliance 2 rating was awarded. The Department provided documented evidence of signed PSR 2016 delegations on 26 February 2018, hence the 3 rating |
| ND: Home Affairs | 3 | 4 | Fully compliant and delegated in terms of the minimum levels | 4 | Fully compliant and delegated in terms of the minimum levels PSR, 2016 delegations signed December 2016 |
| ND Human Settlements | 2 | 2 | No evidence of PSA delegations from EA to HOD and from HOD to other performer levels Only the repealed PSR, 2001 was submitted during MPAT moderation and the challenge period | 2 | No evidence of PSA delegations from HOD to other performer levels Delegations in terms of the PSA was last approved in 2009. These delegations are not updated with the latest amendments and formulation of sections of the PSA, and are not in the prescribed format PSR, 2016, delegations signed by the EA in April 2016 and by the HOD in March 2017 |
| ND Independent Police Investigative Directorate | 4 | 4 | Fully compliant and delegated in terms of minimum levels of delegation | 2 | Fully compliant and delegated in terms of the minimum levels of delegation in respect of the PSA No evidence of PSR 2016 delegations |

Report on the Status of Compliance with the Directive on Delegations

| National Departments | 2015 Rating | 2016 Rating | 2016 Re-Moderation Comments | 2017 Rating | 2017 Re-Moderation Comments |
|--|-------------|-------------|--|-------------|--|
| ND International Relations and Cooperation | 3 | 3 | Requirement of concurrence with the Minister for the HoD to appoint levels 13 & 14 to be followed up | 4 | Fully compliant and delegated in terms of the minimum levels PSR, 2016, delegations signed August 2017 |
| ND Justice and Constitutional Development | 4 | 4 | Fully compliant and delegated in terms of minimum levels of delegation | 4 | Fully compliant and delegated in terms of the minimum levels PSR, 2016, delegations signed July 2016 |
| ND Labour | 2 | 4 | Fully compliant and delegated in terms of the minimum levels of delegation | 2 | Fully compliant and delegated in terms of the minimum levels of delegation in respect of the PSA No evidence of PSR 2016 delegations |
| ND Military Veterans | 2 | 4 | Fully compliant and delegated in terms of the minimum levels of delegation | 4 | Fully compliant and delegated in terms of the minimum levels PSR, 2016, delegations signed January 2017 |
| ND Mineral Resources | 3 | 3 | Sections 9 and 13 of the PSA not delegated in line with the minimum levels of delegation Delegation registers not updated with the latest amendments to the PSA | 2 | Delegations last signed in February 2013 Delegation registers not updated with the latest amendments to the PSA see section 13(1) of the PSA No evidence of PSR 2016 delegations |
| ND National School of Government | 4 | 4 | Fully compliant and delegated in terms of minimum levels of delegation | 2 | EA signed PSA and PSR delegations on 22 February 2018 and delegated appointments for levels 1 to 12 to the HOD No evidence of PSA and PSR 2016 delegations by the HOD The Department challenged the MPAT rating and stated that incorrect/insufficient evidence previously uploaded has now been corrected The rating cannot be reviewed since there are no delegations for the PSR 2016, hence a non-compliance 2 rating |

2018 Report on the State of Compliance with the Directive on Delegations

| National Departments | 2015 Rating | 2016 Rating | 2016 Re-Moderation Comments | 2017 Rating | 2017 Re-Moderation Comments |
|---------------------------------------|--------------|------------------|--|-------------|--|
| ND National Treasury | 2 | 2 | No evidence of delegations from HoD to performer levels Various sections of the PSA omitted Delegations not updated with the latest legislative amendments It is also recommended that the current delegations be reviewed using the format in the Directive | 2 | Delegations last signed in 2010 No evidence of HOD delegations to other performer levels Delegations not updated with the latest legislative amendments and formulation of sections Delegations not in the format set out in the Directive No evidence of PSR 2016 delegations |
| ND Office of the Chief Justice | Not Assessed | 1 Change to 2 | Evidence of PSA Delegations from EA to HoD and from HoD to other performer levels not attached Delegations are not provided by utilizing the 4 prescribed templates Delegation registers not updated with the latest amendments to the PSA Delegation registers are not referencing the full text of the PSA It is suggested that the current delegations be reviewed using the format prescribed in the Directive | 4 | Fully compliant and delegated in terms of the minimum levels PSR, 2016, delegations signed November 2016 The Minister of Justice and Correctional Services delegated in writing all HR powers to the Secretary General in terms of the Superior Courts Act, 2013 and the Public Service Act, 1994 |
| ND Planning Monitoring and Evaluation | 4 | 2 | It is recommended that the delegations be reviewed using the format in the Directive Delegations are not in the prescribed format Delegation registers should be updated with the latest amendments of the PSA The Department was | 2 | Delegations last signed in 2012 Delegations are not in the prescribed format Delegations not updated with the latest legislative amendments and formulation of sections No evidence of PSR 2016 delegations |

Report on the Status of Compliance with the Directive on Delegations

| National Departments | 2015 Rating | 2016 Rating | 2016 Re-Moderation Comments | 2017 Rating | 2017 Re-Moderation Comments |
|--------------------------------------|-------------|-------------|--|-------------|--|
| | | | wrongly rated a 4 in 2015 | | |
| ND Police | 2 | 2 | No evidence of EA to HoD PSA Delegations Templates outdated and should logical flow in the PSA Registers should be updated with the latest amendments of the PSA | 2 | EA and HoD delegations in terms of the PSA not signed and initialed on each page Delegations are not in the prescribed format Delegations not updated with the latest legislative amendments and formulation of sections No evidence of PSR 2016 delegations |
| ND Public Enterprises | 4 | 4 | Fully compliant and delegated in terms of the minimum levels of delegation | 2 | Delegations last signed in 2015 (2016 draft delegation registers not approved) Delegated in terms of the minimum levels of delegation Delegation registers not updated with the latest amendments to the PSA see section 13(1) of the PSA No evidence of PSR 2016 delegations |
| ND Public Service and Administration | 2 | 4 | Fully Compliant and delegated in terms of the minimum levels of delegation | 2 | EA signed PSA delegations on 9 February 2018 and delegated appointments for levels 1 to 12 to the HOD No evidence of HOD delegations in respect of the PSA No evidence of EA and HOD, PSR 2016 delegations The Department challenged the MPAT rating and stated that documents submitted by department were not considered in moderation The documents submitted to the MPAT system could not be considered because the delegations were withdraws at the time of the MPAT moderation (January 2018) |

2018 Report on the State of Compliance with the Directive on Delegations

| National Departments | 2015 Rating | 2016 Rating | 2016 Re-Moderation Comments | 2017 Rating | 2017 Re-Moderation Comments |
|--|-------------|-------------|--|-------------|--|
| | | | | | The Department is not complying because the HOD has not delegated in respect of the PSA and the PSR 2016 delegations by the EA and HOD have not been approved, hence a 2 rating is awarded |
| ND Office of the Public Service Commission | 2 | 2 | <p>It is recommended that the delegations be reviewed using the format provided in the Directive</p> <p>Delegations last signed in 2010</p> <p>Delegations do not comply with the 2014 Directive on Delegations</p> <p>Correct templates are not used</p> <p>EA can only delegate to the HOD and there is no proof of HOD delegations in terms of the PSA</p> <p>Delegations should reference the text of the PSA</p> <p>New set of 4 templates submitted in April 2017, rating should be a 4, but it was too late for consideration during the MPAT process</p> | 4 | Fully compliant and delegated in terms of the minimum levels PSR, 2016, delegations signed April 2017 |
| ND Public Works | 2 | 3 | Sections 9 and 13 of the Act not delegated as contained in the Directive | 4 | Fully compliant and delegated in terms of the minimum levels PSR, 2016, delegations signed August 2017 |
| ND Rural Development and Land Reform | 3 | 3 | Sections 9 and 13 of the Act not delegated in terms of the minimum levels of delegation | 3 | Fully compliant PSR, 2016, delegations signed November 2016 |

Report on the Status of Compliance with the Directive on Delegations

| National Departments | 2015 Rating | 2016 Rating | 2016 Re-Moderation Comments | 2017 Rating | 2017 Re-Moderation Comments |
|-------------------------------|--------------------|--------------------|--|--------------------|---|
| ND Science and Technology | 3 | 3 | Sections 9,13 and 17 of the Act not delegated in compliance with the minimum levels | 3 | Fully compliant PSR, 2016, delegations signed August 2016 The Department challenged the MPAT rating and stated that the Department does not understand the 3 rating A 4 rating would have been justified if the EA delegated in accordance with the minimum levels of delegation A 3 rating is maintained |
| ND Small Business Development | Not Assessed | 4 | Fully compliant and delegated in terms of the minimum levels | 4 | Fully compliant and delegated in terms of the minimum levels PSR, 2016, delegations signed September 2016 |
| ND Social Development | 4 | 4 | Fully compliant and delegated in terms of the minimum levels The 4 rating was based on delegation registers that the Acting DG recommended in July 2017 for the EA to approve The delegations in the correct 4 template format was not approved by the EA and the wrong level 4 rating was awarded by the MPAT moderator This will be corrected in the MPAT 2017 process | 2 | Delegations for PSA last signed in 2010 (2017 draft delegation registers not approved) Delegation registers not updated with the latest amendments to the PSA see section 13(1) of the PSA No evidence of PSR 2016 delegations No evidence of HOD delegations in terms of the PSA |

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| National Departments | 2015 Rating | 2016 Rating | 2016 Re-Moderation Comments | 2017 Rating | 2017 Re-Moderation Comments |
|---|-------------|-------------|--|------------------|---|
| ND Sport and Recreation South Africa | 2 | 2 | It is recommended that the current delegations be reviewed using the format provided in the Directive | 2 | Delegations last signed in 2011 Delegations are not in the prescribed format Delegations not updated with the latest legislative amendments and formulation of sections No evidence of PSR 2016 delegations |
| ND State Security Agency | - | - | Not assessed | - | Not assessed |
| ND Statistics South Africa | 2 | 2 | No evidence of PSA delegations from HOD to other performer levels Registers should be updated with the latest amendments of the PSA Sections 9 and 13 of the Act not delegated in compliance with the minimum levels | 2 | Delegations for PSA last signed in 2014 Delegation registers not updated with the latest amendments to the PSA see section 13(1) of the PSA No evidence of PSR 2016 delegations No evidence of HOD delegations in terms of the PSA |
| ND Telecommunications and Postal Services | 2 | 2 | Evidence of PSA Delegations from EA to HoD provided in the 2015 MPAT period No evidence provided for PSA delegations by the HoD to other performer levels during the 2016 MPAT period Note new EA to HOD delegations has been signed on 28 March 2017 and new delegations for the PSR, 2016 should be considered in 2017 | 2 Change to 3 | Delegation registers are in the correct format PSR, 2016, delegations signed May 2017 There is little evidence that the HOD delegated powers and duties in terms of the PSA to lower performer levels (only section 16B(6) was delegated to supervisors The Department challenged the MPAT rating and disagrees with the moderation findings on content of submitted evidence The National Development Plan observed the importance of delegation and advocates greater delegation. The HOD |

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| National Departments | 2015 Rating | 2016 Rating | 2016 Re-Moderation Comments | 2017 Rating | 2017 Re-Moderation Comments |
|------------------------|-------------|------------------|---|-------------|--|
| | | | | | <p>should demonstrate commitment and delegate appropriately in respect of the PSA to lower performer levels e.g., appointments and appointments on probation</p> <p>On the basis of submitted evidence the Department is on the whole compliant and the rating is amended from a 2 to 3 rating</p> |
| ND The Presidency | 2 | 4 | Fully compliant and delegated in terms of the minimum levels | 4 | <p>Best practice example set by the Presidency</p> <p>Fully compliant and delegated in terms of the minimum levels PSR, 2016, delegations signed September 2016</p> |
| ND Tourism | 2 | 4 | Fully compliant and delegated in terms of the minimum levels | 4 | Fully compliant and delegated in terms of the minimum levels PSR, 2016, delegations signed February 2017 |
| ND Trade and Industry | 4 | 4 | Fully compliant and delegated in accordance with the Cabinet approved minimum levels | 4 | Fully compliant and delegated in terms of the minimum levels PSR, 2016, delegations signed July 2016 |
| ND Traditional Affairs | 2 | 1 Change to 2 | <p>No evidence of delegations attached</p> <p>Evidence of PSA Delegations from EA to HoD provided in the 2015 MPAT period</p> <p>No evidence provided for PSA delegations by the HoD to other performer levels during the 2016 MPAT period</p> <p>It is suggested that delegations be updated with the latest amendments to the PSA</p> | 2 | <p>Delegations for PSA last signed in 2014</p> <p>Delegations are not in the prescribed format</p> <p>Delegations not updated with the latest legislative amendments and formulation of sections</p> <p>No evidence of PSR 2016 delegations</p> <p>No evidence provided for PSA delegations by the HoD to other performer levels</p> |

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| National Departments | 2015 Rating | 2016 Rating | 2016 Re-Moderation Comments | 2017 Rating | 2017 Re-Moderation Comments |
|-------------------------|-------------|------------------|---|-------------|---|
| ND Transport | 4 | 4 | Fully compliant and delegated in accordance with the Cabinet approved minimum levels | 2 | Delegations for PSA last signed in June 2015 Delegated in terms of the minimum levels of delegation in terms of the PSA No evidence of PSR 2016 delegations |
| ND Water and Sanitation | 3 | 3 Change to 4 | Sections 9 and 13 of the PSA not delegated in line with the minimum levels of delegation as contained in the Directive The EA and HoD delegations on sections 9 and 13 of the Act are conflicting and should be corrected Fully compliant and delegated in accordance with the Cabinet approved minimum levels. Delegations signed May 2015 | 4 | Fully compliant and delegated in terms of the minimum levels PSR, 2016, delegations signed May 2017 |
| ND Women | - | 3 | Fully compliant, but not delegated in accordance with the Cabinet approved minimum levels | 3 | Fully compliant PSR, 2016, delegations signed October 2016 |

Report on the Status of Compliance with the Directive on Delegations

| Summary National Departments | 2015 Percentage Compliance | 2016 Percentage Compliance | 2017 No of Departments | 2017 Percentage Compliance |
|---|----------------------------------|----------------------------------|------------------------------|----------------------------------|
| A: Not Complying Total (Ratings 1, and 2) | 48 | 31.81 | 21 | 47.72 |
| Rating 1 No evidence of HR delegations: and delegations withdrawn | 0 | 0 | 1 | 2.27 |
| Rating 2 Not Complying: Delegations are in place in any format but do not comply with the Directive on Delegations | 47.50 | 31.81 | 20 | 45.45 |
| B: Complying Total (Ratings 3 and 4) | 52.50 | 68.18 | 23 | 52.27 |
| Rating 3 Fully compliant: All registers are in the prescribed format and duly authorised, registers are updated with the latest legislative amendments with evidence of discretionary delegation by EA and HOD. Minimum levels of delegation have not been implemented | 22.50 | 18.18 | 7 | 15.90 |
| Rating 4 Best Practice: Delegations comply with performance standards of a 3 rating including delegation in accordance with the Cabinet approved minimum levels of delegation | 30 | 50 | 16 | 36.36 |
| Total number of departments assessed | 40 | 44 | 44 | 44 |

| Eastern Cape Provincial Departments | 2015 Rating | 2016 Rating | 2016 Re-Moderation Comments | 2017 Rating | 2017 Re-Moderation Comments |
|--|-------------|-------------|--|-------------|--|
| EC Economic Development, Environmental Affairs and Tourism | 2 | 2 | <p>No PSA delegations from EA to HoD</p> <p>Delegations not updated with the latest amendments and referencing of text in line with PSA</p> <p>It is recommended that the current delegations be reviewed using the format provided in the Directive</p> | 2 | <p>Correct templates are used</p> <p>There is possible conflicting delegations for the PSA</p> <p>In respect of sections 9 and 13(1) of the PSA, dealing with appointments:</p> <p>(a) The EA delegated levels 1 to 12 to the HOD</p> <p>(b) The HOD delegations indicate that the HOD can appoint Levels 13 and 14 (Annex D3)</p> <p>PSR 2016, delegations signed August 2017</p> |
| EC Education | 1 | 2 | <p>Delegations are not in the prescribed format</p> <p>Delegations not updated with the latest legislative amendments</p> <p>It is recommended that the current delegations be reviewed using the format provided in the Directive</p> <p>Delegations are not provided by utilizing the 4 prescribed templates</p> <p>Delegation registers not updated with the latest amendments to the PSA</p> <p>Delegation registers are not referencing the full text of the PSA</p> <p>It is suggested that the current delegations be reviewed using the format prescribed in the Directive</p> | 2 | <p>Delegation registers by the HOD in terms of the PSA and 2016 PSR not provided</p> <p>PSR 2016, delegations by the EA signed February 2017</p> |

Report on the Status of Compliance with the Directive on Delegations

| Eastern Cape Provincial Departments | 2015 Rating | 2016 Rating | 2016 Re-Moderation Comments | 2017 Rating | 2017 Re-Moderation Comments |
|-------------------------------------|-------------|------------------|---|-------------|---|
| EC Health | 3 | 2 Change to 3 | <p>No PSA EA to HOD</p> <p>EA to HOD delegations was submitted during MPAT 2016 challenge period</p> <p>Fully compliant, but not delegated in accordance with the Cabinet approved minimum levels. Delegations signed October 2016</p> <p>Delegations updated with latest amendments to the PSA</p> | 3 | <p>Fully compliant</p> <p>PSR, 2016, delegations signed October 2016</p> <p>The Department challenged the MPAT rating and disagrees with moderation findings on content of submitted evidence</p> <p>The EA delegated appointments in respect of levels 1 to 12 to the HOD</p> <p>A 4 rating would have been justified if the EA delegated in accordance with the minimum levels of delegation, i.e., EA delegated appointments of levels 1 to 14 to the HOD</p> <p>The 3 rating is maintained</p> |
| EC Human Settlements | 2+ | 3 | <p>Fully compliant, but not delegated in accordance with the Cabinet approved minimum levels. Delegations signed September 2016</p> <p>Minor amendments are required to align to the latest amendments to the PSA</p> <p>Delegations on sections 9 and 13 of the Act not in line with the Directive</p> | 2 | <p>Delegation registers are in the correct format</p> <p>There is no evidence that the HOD delegated powers and duties in terms of the PSA to lower performer levels</p> <p>The National Development Plan observed the importance of delegation and advocates greater delegation. The HOD should demonstrate commitment and delegate appropriately in respect of the PSA to lower performer levels e.g., appointments and appointments on probation</p> <p>PSR, 2016, delegations signed December 2016 and April 2017</p> |

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| Eastern Cape Provincial Departments | 2015 Rating | 2016 Rating | 2016 Re-Moderation Comments | 2017 Rating | 2017 Re-Moderation Comments |
|---|-------------|-------------|---|-------------|--|
| EC Cooperative Governance and Traditional Affairs | 1 | 3 | Delegation of sections 9,13,17 of the Act not line with the Directive | 3 | Fully compliant PSR, 2016, delegations signed January 2017 |
| EC Office of the Premier | 3 | 3 | Delegation of sections 9,13,17 of the Act not line with the Directive | 2 | Delegation registers not updated with the latest amendments to the PSA see section 13(1) of the PSA No evidence of PSR 2016 delegations |
| EC Public Works | 2 | 2 | No PSA delegations from EA to HoD Delegations not updated with the latest amendments and referencing of text in line with PSA It is recommended that the current delegations be reviewed using the format provided in the Directive | 3 | Fully compliant PSR, 2016, delegations signed April 2017 The Department challenged the MPAT moderation rating and is of the view that delegations are fully compliant and a 4 rating should be considered The EA delegated appointments for levels 1 to 13 to the HOD. The minimum levels of delegations provided for delegating levels 1 to 14 to HOD. Department does not comply fully with the minimum levels of delegation, hence a compliance 3 rating is maintained |
| EC Rural Development and Agrarian Reform | 2 | 2 | EA to HOD delegations compliant and signed October 2016 Evidence of HoD to other performer levels not attached | 3 | Fully compliant PSR, 2016, delegations signed August 2017 |

Report on the Status of Compliance with the Directive on Delegations

| Eastern Cape Provincial Departments | 2015 Rating | 2016 Rating | 2016 Re-Moderation Comments | 2017 Rating | 2017 Re-Moderation Comments |
|--|-------------|------------------|--|-------------|--|
| EC Safety and Liaison | 3 | 2 Change to 3 | No evidence of PSA delegations from EA to HOD attached Evidence was emailed on 27 October as part of MPAT 2015 Fully compliant, but not delegated in accordance with the Cabinet approved minimum levels | 3 | Fully compliant PSR, 2016, delegations signed September 2017 |
| EC Social Development | 2 | 2 | Delegations vests only with the EA and evidence of EA to HoD delegations is not attached Amendments are required to align to the latest amendments to the PSA | 2 | Evidence of EA to HoD delegations not provided Delegation registers not updated with the latest amendments to the PSA see section 13(1) of the PSA No evidence of PSR 2016 delegations |
| EC Sport, Recreation, Arts and Culture | 2 | 2 | Delegations on section 9 of the Act not in line with the Directive Evidence of delegations from HoD to other performer levels not attached | 3 | Fully compliant PSR, 2016, delegations signed August 2016 |

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| Eastern Cape Provincial Departments | 2015 Rating | 2016 Rating | 2016 Re-Moderation Comments | 2017 Rating | 2017 Re-Moderation Comments |
|-------------------------------------|-------------|------------------|--|-------------|---|
| EC Transport | 3 | 2 Change to 3 | <p>PSA delegations from EA to HOD not signed by the EA</p> <p>Delegations on sections 9 or 13 of the Act not in line with the Directive</p> <p>Delegations not updated with the latest amendments and referencing of text in line with PSA</p> <p>Fully compliant, but not delegated in accordance with the Cabinet approved minimum levels</p> <p>Evidence was provided during MPAT 2015</p> <p>It is suggested that delegations be updated with the latest amendments to the PSA</p> | 2 | <p>PSA delegations by the EA last approved in December 2016</p> <p>No evidence of HOD delegations for the PSA signed in or after December 2016 (HOD last signed in 2015)</p> <p>No evidence of PSR 2016 delegations</p> |
| EC Treasury | 2 | 2 | <p>EA to HOD delegations compliant and signed October 2016</p> <p>Evidence of PSA delegations from HOD to other performer levels not provided"</p> | 2 | <p>PSR, 2016, delegations by EA signed November 2016</p> <p>No evidence of PSR 2016 HOD delegations</p> <p>Compliant in respect of the PSA</p> |

Report on the Status of Compliance with the Directive on Delegations

| Summary Eastern Cape Departments | 2015 Percentage Compliance | 2016 Percentage Compliance | 2017 No of Departments | 2017 Percentage Compliance |
|---|----------------------------|----------------------------|------------------------|----------------------------|
| A: Not Complying Total (Ratings 1, and 2) | 69.23 | 53.84 | 7 | 53.84 |
| Rating 1 No evidence of HR delegations: and delegations withdrawn | 15.38 | 0 | 0 | 0 |
| Rating 2 Not Complying: Delegations are in place in any format but do not comply with the Directive on Delegations | 53.85 | 53.84 | 7 | 53.84 |
| B: Complying Total (Ratings 3 and 4) | 30.76 | 46.15 | 6 | 46.15 |
| Rating 3 Fully compliant: All registers are in the prescribed format and duly authorised, registers are updated with the latest legislative amendments with evidence of discretionary delegation by EA and HOD. Minimum levels of delegation have not been implemented | 30.76 | 46.15 | 6 | 46.15 |
| Rating 4 Best Practice: Delegations comply with performance standards of a 3 rating including delegation in accordance with the Cabinet approved minimum levels of delegation | 0 | 0 | 0 | 0 |
| Total number of departments assessed | 13 | 13 | 13 | 13 |

2018 Report on the State of Compliance with the Directive on Delegations

| Free State Provincial Departments | 2015 Rating | 2016 Rating | 2016 Re-Moderation Comments | 2017 Rating | 2017 Re-Moderation Comments |
|---|-------------|-------------|--|-------------|---|
| FS Agriculture and Rural Development | 3 | 3 | Fully compliant, but not delegated in accordance with the Cabinet approved minimum levels It is suggested that delegations be updated with the latest amendments to the PSA | 2 | Delegations for PSA last signed in 2015 Delegations are not in the prescribed four template format Delegations not updated with the latest legislative amendments and formulation of sections No evidence of PSR 2016 delegations The Department challenged the MPAT moderation rating and states the delegation documents were uploaded The PSR 2016 delegation evidence could not be located as stated, hence a 2 rating is maintained |
| FS Cooperative Governance and Traditional Affairs | 2 | 2 | Approved delegation documents are not in the prescribed format Delegations not updated with the latest amendments of the PSA Delegations not initialed on every page | 2 | Delegations for PSA last signed in 2014 Delegations are not in the prescribed four templates format Delegations not updated with the latest legislative amendments and formulation of sections No evidence of PSR 2016 delegations |

Report on the Status of Compliance with the Directive on Delegations

| Free State Provincial Departments | 2015 Rating | 2016 Rating | 2016 Re-Moderation Comments | 2017 Rating | 2017 Re-Moderation Comments |
|--|-------------|-------------|---|-------------|--|
| FS Economic Development, Tourism and Environmental Affairs | 2 | 2 | <p>The pages of EA delegations not initialed</p> <p>EA delegations not updated with the latest amendment to the PSA and PSR</p> <p>No evidence of HoD delegations to performer levels attached</p> | 3 | <p>Fully compliant</p> <p>PSR, 2016, delegations signed April 2017</p> <p>Delegation by HOD in terms of the PSA not updated with the latest amendments to the PSA see section 13(1) of the PSA</p> <p>The Department disagrees with moderation findings on content of submitted evidence. It is stated the department utilized the templates as provided by DPSA and is not responsible to ensure delegations are updated with the latest amendments</p> <p>The templates on the DPSA website are correctly updated with the latest amendments</p> <p>A 4 rating would have been justified if the EA delegated in accordance with the minimum levels of delegation, i.e., EA delegated appointments of levels 1 to 14 to the HOD</p> <p>A 3 rating is maintained</p> |
| FS Education | 2 | 2 | <p>Approved delegation documents are not in the prescribed format</p> <p>Delegations not updated with the latest amendments of the PSA</p> <p>It is recommended that the current delegations be reviewed using the format provided in the Directive</p> | 2 | <p>PSR, 2016, delegations signed May 2017</p> <p>In respect of sections 9 and 13(1) of the PSA, dealing with appointments there is conflicting delegations by the EA and HOD:</p> <p>1. Under section 9 (D1), the HOD can appoint L1to14, but the conditions column indicates HOD can approve L1-12</p> <p>2. Under section 13(1),</p> |

| Free State Provincial Departments | 2015 Rating | 2016 Rating | 2016 Re-Moderation Comments | 2017 Rating | 2017 Re-Moderation Comments |
|-----------------------------------|-------------|------------------|---|-------------|---|
| | | | | | there is also not alignment with section 9 It is not clear from registers D1 and D3 what levels the HOD can appoint. |
| FS Health | 2 | 1 Change to 2 | Only the first page of the signed delegations attached Evidence not submitted during the 2015 and 2016 MPAT process It is recommended that the HR Delegations be reviewed using the format provided in the Directive | 4 | Fully compliant and delegated in terms of the minimum levels PSR, 2016, delegations signed August 2017 |
| FS Human Settlements | 3 | 1 Change to 2 | Insufficient evidence attached. Only 5 pages of the delegations attached and end with glossary Evidence of PSA delegations from HOD to other performer levels not provided. There should be different templates for the EA to delegate to HoD only and a another template for the HOD to delegate to other performer levels in respect of the PSA Delegation documents not updated with the latest legislative amendments Delegations does not correctly reference the latest amendments to the PSA (e.g. see section 13 of the PSA) | 2 | Delegations for PSA last signed in 2015 Delegations are not in the prescribed format Delegations not updated with the latest legislative amendments see section 13(1) of the PSA No evidence of PSR 2016 delegations |

Report on the Status of Compliance with the Directive on Delegations

| Free State Provincial Departments | 2015 Rating | 2016 Rating | 2016 Re-Moderation Comments | 2017 Rating | 2017 Re-Moderation Comments |
|-----------------------------------|-------------|-------------|--|------------------|---|
| FS Police, Roads and Transport | 3 | 3 | Fully compliant, but not delegated in accordance with the Cabinet approved minimum levels EA delegations should be updated with the latest amendment to the PSA and PSR | 2 | Delegations for PSA last signed in 2015 Delegations should be updated with the latest amendment to the PSA No evidence of PSR 2016 delegations |
| FS Office of the Premier | 4 | 4 | Fully compliant, and delegated in accordance with the Cabinet approved minimum levels | 2 Change to 4 | Delegation registers are in the correct format PSR, 2016, delegations signed September 2016 There is little evidence that the HOD delegated powers and duties in terms of the PSA to lower performer levels The Department disagrees with moderation findings on content of submitted evidence. The Department states that given the size of the department, functionality does not suffer at all based on the current state of delegations. Also, in the interest of accountability, sound financial and budget management the Accounting Officer decided not to delegate further The National Development Plan observed the importance of delegation and advocates greater delegation. The HOD should demonstrate commitment and delegate appropriately in respect of the PSA to lower performer levels e.g., appointments and appointments on probation On the basis of submitted evidence the Department |

2018 Report on the State of Compliance with the Directive on Delegations

| Free State Provincial Departments | 2015 Rating | 2016 Rating | 2016 Re-Moderation Comments | 2017 Rating | 2017 Re-Moderation Comments |
|--|-------------|-------------|---|-------------|--|
| | | | | | is on the whole fully compliant and has delegated in accordance with the minimum levels of delegation The rating is amended from a 2 to 4 |
| FS Public Works | 2+ | 3 | Fully compliant, but not delegated in accordance with the Cabinet approved minimum levels PSR 2016 Delegations in place | 3 | Fully compliant PSR, 2016, delegations signed August 2016 The Department disagrees with moderation findings on content of submitted evidence and proposes a 4 rating A 4 rating would have been justified if the EA delegated in accordance with the minimum levels of delegation, i.e., EA delegated appointments of levels 1 to 14 to the HOD |
| FS Social Development | 2 | 2 | Sections 9, 13 and 17 of the Act not delegated in line with the Directive. No HoD to other performer levels delegations attached EA delegations not updated with the latest amendment to the PSA and PSR It is recommended that the HR Delegations be reviewed using the format provided in the Directive | 2 | Delegations for PSA last signed in 2010 Delegations are not in the prescribed format Delegations not updated with the latest legislative amendments and formulation of sections No evidence of PSR 2016 delegations |
| FS Sport, Arts, Culture and Recreation | 2 | 2 | Delegation registers not updated with the latest amendments to the PSA It is recommended that the HR Delegations be reviewed using the format provided in the Directive | 2 | Delegations for PSA last signed in 2011 Delegations are not in the prescribed format Delegations not updated with the latest legislative amendments and formulation of sections |

Report on the Status of Compliance with the Directive on Delegations

| Free State Provincial Departments | 2015 Rating | 2016 Rating | 2016 Re-Moderation Comments | 2017 Rating | 2017 Re-Moderation Comments |
|-----------------------------------|-------------|-------------|---|------------------|--|
| | | | | | No evidence of PSR 2016 delegations |
| FS Treasury | 3 | 3 | The EA has not delegated any appointment of employees (sections 9 and 13 of the PSA) to the HOD | 2 Change to 3 | PSR, 2016, EA delegations signed November 2016 No evidence of PSR 2016 HOD delegations The Department disagrees with moderation findings on content of submitted evidence Fully compliant based on submitted evidence PSR, 2016, delegations by the EA and HOD signed November 2016 Moderation rating is amended from a 2 to a 3 rating |

| Summary Free State Departments | 2015 Percentage Compliance | 2016 Percentage Compliance | 2017 No of Departments | 2017 Percentage Compliance |
|---|----------------------------|----------------------------|------------------------|----------------------------|
| A: Not Complying Total (Ratings 1, and 2) | 66.66 | 58.33 | 7 | 58.33 |
| Rating 1 No evidence of HR delegations: and delegations withdrawn | 0 | 0 | 0 | 0 |
| Rating 2 Not Complying: Delegations are in place in any format but do not comply with the Directive on Delegations | 66.66 | 58.33 | 7 | 58.33 |
| B: Complying Total (Ratings 3 and 4) | 33.33 | 41.66 | 5 | 41.66 |
| Rating 3 Fully compliant: All registers are in the prescribed format and duly authorised, registers are updated with the latest legislative amendments with evidence of discretionary delegation by EA and HOD. Minimum levels of delegation have not been implemented | 33.33 | 33.33 | 3 | 25 |
| Rating 4 Best Practice: Delegations comply with performance standards of a 3 rating including delegation in accordance with the Cabinet approved minimum levels of delegation | 0 | 8.33 | 2 | 16.66 |
| Total number of departments assessed | 12 | 12 | 12 | 12 |

Report on the Status of Compliance with the Directive on Delegations

| Gauteng Provincial Departments | 2015 Rating | 2016 Rating | 2016 Re-Moderation Comments | 2017 Rating | 2017 Re-Moderation Comments |
|---|-------------|------------------|---|-------------|--|
| GP Agriculture and Rural Development | 3 | 3 | Fully compliant, but not delegated in accordance with the Cabinet approved minimum levels | 3 | Fully compliant EA delegations for 2016 PSR not provided PSR, 2016, delegations signed February 2017 |
| GP Community Safety | 2 | 2 Change to 4 | Fully compliant and delegated in accordance with the Cabinet approved minimum levels | 2 | There are conflicting delegations for the PSA In respect of sections 9 and 13(1) of the PSA, dealing with appointments: (a) The EA delegated (dated October 2017) levels 1 to 14 to the HOD (Annex D1) (b) The HOD delegated (dated October 2017) to other performer levels, but the conditions column indicates that the EA approved the appointment of Levels 13 and 14 (Annex D3). PSR, 2016, delegations signed October 2017 |
| GP Cooperative Governance and Traditional Affairs | 3 | 3 | Fully compliant, but not delegated in accordance with the Cabinet approved minimum levels | 3 | Fully compliant PSR, 2016, delegations signed May 2017 The Department disagrees with moderation findings on content of submitted evidence A 4 rating would have been justified if the EA delegated levels 1 to 14 to the HOD in accordance with the minimum levels of delegation The EA delegated levels 1 to 12 to the HOD, hence a compliance 3 rating is maintained |

| Gauteng Provincial Departments | 2015 Rating | 2016 Rating | 2016 Re-Moderation Comments | 2017 Rating | 2017 Re-Moderation Comments |
|--------------------------------|-------------|-------------|--|-------------|--|
| GP Economic Development | 3 | 3 | Fully compliant, but not delegated in accordance with the Cabinet approved minimum levels PSR 2016 Delegations in place | 3 | Fully compliant PSR, 2016, delegations signed July 2017 The Department disagrees with moderation findings on content of submitted evidence A 4 rating would have been justified if the EA delegated levels 1 to 14 to the HOD in accordance with the minimum levels of delegation The EA delegated levels 1 to 12 to the HOD, hence a compliance 3 rating is maintained |
| GP Education | 3 | 4 | Fully compliant and delegated in accordance with the Cabinet approved minimum levels | 3 | Fully compliant PSR, 2016, delegations signed September 2016 The Department disagrees with moderation findings on content of submitted evidence A 4 rating would have been justified if the EA delegated levels 1 to 14 to the HOD in accordance with the minimum levels of delegation The EA delegated levels 1 to 12 to the HOD, hence a compliance 3 rating is maintained |

Report on the Status of Compliance with the Directive on Delegations

| Gauteng Provincial Departments | 2015 Rating | 2016 Rating | 2016 Re-Moderation Comments | 2017 Rating | 2017 Re-Moderation Comments |
|--------------------------------|-------------|------------------|---|-------------|---|
| GP E-Government | 3 | 3 | Fully compliant, but not delegated in accordance with the Cabinet approved minimum levels | 3 | Fully compliant PSR, 2016, delegations signed September 2016 Department disagrees with moderation findings on content of submitted evidence A 4 rating would have been justified if the EA delegated levels 1 to 14 to the HOD in accordance with the minimum levels of delegation The EA delegated appointments for levels 1 to 12 to the HOD, hence a compliance 3 rating is maintained |
| GP Health | 2 | 3 | Fully compliant, but not delegated in accordance with the Cabinet approved minimum levels | 3 | Fully compliant PSR, 2016, delegations signed April 2017 |
| GP Human Settlements | 2 | 2 Change to 3 | Delegations not initialed on every page Delegation documents not updated with the latest legislative amendment Clear separation of Delegations from EA to HOD and from HoD to other performer levels not attached It is recommended that the current delegations be reviewed using the format contained in the Directive Fully compliant, but not delegated in accordance with the Cabinet approved minimum levels. Delegations signed September 2016 | 3 | Fully compliant PSR, 2016, delegations signed September 2016 |

2018 Report on the State of Compliance with the Directive on Delegations

| Gauteng Provincial Departments | 2015 Rating | 2016 Rating | 2016 Re-Moderation Comments | 2017 Rating | 2017 Re-Moderation Comments |
|--------------------------------|-------------|------------------|--|-------------|---|
| GP Infrastructure Development | 4 | 4 | Fully compliant | 4 | Fully compliant and delegated in accordance with the minimum levels PSR, 2016, delegations signed February 2016 |
| GP Office of the Premier | 3 | 3 | Fully compliant, and the Premier delegated to the DG in accordance with the Cabinet approved minimum levels. However the DG has decided not to delegate to other performer levels (sections 9, 13 and 17). Hence, there is not acceptable evidence of delegation by the DG to other performer levels | 4 | Fully compliant and delegated in accordance with the minimum levels PSR, 2016, delegations signed December 2016 |
| GP Roads and Transport | 3 | 1 Change to 4 | No evidence of delegations attached Fully compliant and delegated in accordance with the Cabinet approved minimum levels | 4 | Fully compliant and delegated in accordance with the minimum levels PSR, 2016, delegations signed January 2017 |
| GP Social Development | 2 | 4 | Fully compliant and delegated in accordance with the Cabinet approved minimum levels | 4 | Fully compliant and delegated in accordance with the minimum levels PSR, 2016, delegations signed August 2016 |

Report on the Status of Compliance with the Directive on Delegations

| Gauteng Provincial Departments | 2015 Rating | 2016 Rating | 2016 Re-Moderation Comments | 2017 Rating | 2017 Re-Moderation Comments |
|---------------------------------------|-------------|-------------|--|-------------|--|
| GP Sports Arts Culture and Recreation | 3 | 3 | Sections 9 and 13 of the Act not delegated in line with the minimum levels of delegation | 3 | <p>Fully compliant PSR, 2016, delegations signed October 2016</p> <p>The Department requests consideration for moderating score of 4</p> <p>A 4 rating would have been justified if the EA delegated levels 1 to 14 to the HOD in accordance with the minimum levels of delegation</p> <p>The EA delegated appointments for levels 1 to 12 to the HOD, hence a compliance 3 rating is maintained</p> |
| GP Treasury | 3 | 3 | Sections 9 and 13 of the Act not delegated in line with the minimum levels of delegation | 3 | <p>Fully compliant PSR, 2016, delegations signed October 2016</p> |

| Summary Gauteng Departments | 2015 Percentage Compliance | 2016 Percentage Compliance | 2017 No of Departments | 2017 Percentage Compliance |
|---|----------------------------|----------------------------|------------------------|----------------------------|
| A: Not Complying Total (Ratings 1, and 2) | 28.57 | 0 | 1 | 7.14 |
| Rating 1 No evidence of HR delegations: and delegations withdrawn | 0 | 0 | 0 | 0 |
| Rating 2 Not Complying: Delegations are in place in any format but do not comply with the Directive on Delegations | 28.57 | 0 | 1 | 7.14 |
| B: Complying Total (Ratings 3 and 4) | 71.42 | 100 | 13 | 92.85 |
| Rating 3 Fully compliant: All registers are in the prescribed format and duly authorised, registers are updated with the latest legislative amendments with evidence of discretionary delegation by EA and HOD. Minimum levels of delegation have not been implemented | 64.28 | 64.28 | 9 | 64.28 |
| Rating 4 Best Practice: Delegations comply with performance standards of a 3 rating including delegation in accordance with the Cabinet approved minimum levels of delegation | 7.14 | 35.71 | 4 | 28.57 |
| Total number of departments assessed | 14 | 14 | 14 | 14 |

Report on the Status of Compliance with the Directive on Delegations

| KwaZulu-Natal Provincial Departments | 2015 Rating | 2016 Rating | 2016 Re-Moderation Comments | 2017 Rating | 2017 Re-Moderation Comments |
|--|-------------|------------------|---|-------------|--|
| KZN Agriculture and Rural Development | 2 | 2 | Delegations not updated with the latest legislative amendments It is recommended that the current delegations be reviewed using the format provided in the Directive | 3 | Fully compliant PSR, 2016, delegations signed April 2017 |
| KZN Arts and Culture | 3 | 3 | Sections 9, 13 and 17 of the PSA not delegated in line with the minimum levels of delegation It is recommended that the current delegations be reviewed using the format provided in the Directive | 2 | Delegations not updated with the latest legislative amendments and formulation of sections No evidence of PSR 2016 delegations |
| KZN Community Safety and Liaison | 3 | 1 Change to 3 | No evidence of delegations attached Fully compliant, but not delegated in accordance with the Cabinet approved minimum levels. Delegations signed November 2016 | 3 | Fully compliant PSR, 2016, delegations signed November 2016 The Department requested reasons as to why a score of 3 and not 4 was provided A 4 rating would have been justified if the EA delegated levels 1 to 14 to the HOD in accordance with the minimum levels of delegation The EA delegated appointments for levels 1 to 12 to the HOD, hence a compliance 3 rating is maintained |
| KZN Cooperative Governance and Traditional Affairs | 2 | 2 | Evidence of delegations from EA to HOD not attached Various sections of the PSA not referenced | 2 | Delegations for PSA last signed in 2015 Delegations are not in the prescribed four templates format Delegations not updated with the latest legislative amendments and formulation of sections No evidence of PSR 2016 |

2018 Report on the State of Compliance with the Directive on Delegations

| KwaZulu-Natal Provincial Departments | 2015 Rating | 2016 Rating | 2016 Re-Moderation Comments | 2017 Rating | 2017 Re-Moderation Comments |
|---|-------------|-------------|--|-------------|--|
| | | | | | delegations |
| KZN Economic Development, Tourism and Environmental Affairs | 1 | 2 | <p>Delegations provided are not utilizing the four prescribed templates. There should be different templates for the EA to delegate to HoD only and another template for the HOD to delegate to other performer levels in respect of the PSA</p> <p>Delegation registers not updated with the latest amendments to the PSA</p> <p>Delegation registers are not referencing the full text of the PSA</p> <p>It is suggested that the current delegations be reviewed using format prescribed in the Directive</p> | 2 | <p>Delegations for PSA last signed in 2009</p> <p>Delegations are not in the prescribed four templates format</p> <p>Delegations not updated with the latest legislative amendments and formulation of sections</p> <p>No evidence of PSR 2016 delegations</p> |
| KZN Education | 2 | 3 | Fully compliant, but not delegated in accordance with the Cabinet approved minimum levels | 2 | <p>Delegations for the PSA are in the correct format</p> <p>No evidence of PSR 2016 delegations</p> |
| KZN Health | 2+ | 2 | <p>The EA should delegate to the HoD and not to other levels</p> <p>The HoD delegations should reference the PSA and the PSR and not only the PSCBC</p> <p>Sections 9 and 13 of the Act not delegated in line with the minimum levels of delegation</p> <p>It is recommended that the current delegations be reviewed using the format provided in the Directive</p> <p>Delegations provided are not utilizing the four prescribed templates.</p> | 4 | <p>Fully compliant and delegated in accordance with the minimum levels</p> <p>PSR, 2016, delegations signed November 2016</p> |

Report on the Status of Compliance with the Directive on Delegations

| KwaZulu-Natal Provincial Departments | 2015 Rating | 2016 Rating | 2016 Re-Moderation Comments | 2017 Rating | 2017 Re-Moderation Comments |
|--|----------------|----------------|--|----------------|---|
| | | | <p>There should be different templates for the EA to delegate to HoD only and another template for the HOD to delegate to other performer levels in respect of the PSA</p> <p>Delegation registers not updated with the latest amendments to the PSA</p> <p>Delegation registers are not referencing the full text of the PSA</p> <p>It is suggested that the current delegations be reviewed using format prescribed in the Directive</p> | | |
| KZN Human Settlements | 2 | 4 | Fully compliant and delegated in accordance with the Cabinet approved minimum levels | 4 | Fully compliant and delegated in accordance with the minimum levels PSR, 2016, delegations signed September 2016 |
| KZN Office of the Premier | 4 | 4 | Fully compliant and delegated in accordance with the Cabinet approved minimum levels | 4 | Fully compliant and delegated in accordance with the minimum levels PSR, 2016, Premier delegations signed November 2017 PSR, 2016 delegations by DG not yet signed |

| KwaZulu-Natal Provincial Departments | 2015 Rating | 2016 Rating | 2016 Re-Moderation Comments | 2017 Rating | 2017 Re-Moderation Comments |
|--|----------------|----------------|--|----------------|--|
| KZN Public Works | 2 | 2 | <p>EA to HOD delegations not approved/signed</p> <p>No evidence of HoD delegations to other performer levels</p> <p>It is recommended that the HR Delegations be reviewed using the format provided in the Directive</p> | 2 | <p>Delegations for PSA last signed in 2012</p> <p>Delegations are not in the prescribed four templates format</p> <p>Delegations not updated with the latest legislative amendments and formulation of sections</p> <p>No evidence of PSR 2016 delegations</p> <p>The Department states that the Delegations which comply with the minimum levels of delegation have been uploaded.</p> <p>The MPAT moderator could not find the documented evidence on the MPAT system that the Department claimed was uploaded.</p> <p>A non-compliance rating 2 is therefore maintained</p> |
| KZN Social Development | 2 | 2 | <p>It is recommended that the current delegations be reviewed using the format provided in the Directive</p> | 3 | <p>Fully compliant</p> <p>PSR, 2016, delegations signed February 2017</p> <p>A 4 rating would have been justified if the EA delegated levels 1 to 14 to the HOD in accordance with the minimum levels of delegation</p> <p>The EA delegated appointments for levels 1 to 10 to the HOD, hence a compliance 3 rating is maintained</p> |

Report on the Status of Compliance with the Directive on Delegations

| KwaZulu-Natal Provincial Departments | 2015 Rating | 2016 Rating | 2016 Re-Moderation Comments | 2017 Rating | 2017 Re-Moderation Comments |
|--------------------------------------|-------------|-------------|---|-------------|---|
| KZN Sport and Recreation | 1 | 1 | No evidence of delegations attached. All delegations are with the EA | 2 | <p>PSR, 2016, EA delegations signed September 2017</p> <p>No evidence of HOD delegations in terms of the PSA and PSR</p> <p>The Department states that evidence submitted by department was not considered in moderation</p> <p>The Department submitted the delegations by the EA in terms of the PSA and PSR 2016</p> <p>Delegations are not in the prescribed four templates format, which provides for delegation by both the EA and the HOD</p> <p>A non-compliance rating 2 is therefore maintained</p> |
| KZN Transport | 2 | 2 | It is recommended that the current delegations be reviewed using the format provided in the Directive | 4 | <p>Fully compliant and delegated in accordance with the minimum levels PSR, 2016, delegations signed November 2017</p> <p>Delegations an example of best practice</p> <p>Incorrect/insufficient evidence previously uploaded now corrected and delegation registers were uploaded.</p> <p>Moderation rating changed from a 2 to a 4 rating</p> |
| KZN Treasury | 4 | 4 | Fully compliant and delegated in accordance with the minimum levels | 4 | Fully compliant and delegated in accordance with the minimum levels PSR, 2016, delegations signed August 2016 |

| Summary KwaZulu-Natal Departments | 2015 Percentage Compliance | 2016 Percentage Compliance | 2017 No of Departments | 2017 Percentage Compliance |
|---|----------------------------|----------------------------|------------------------|----------------------------|
| A: Not Complying Total (Ratings 1, and 2) | 71.42 | 57.14 | 6 | 42.85 |
| Rating 1 No evidence of HR delegations: and delegations withdrawn | 14.28 | 7.14 | 0 | 0 |
| Rating 2 Not Complying: Delegations are in place in any format but do not comply with the Directive on Delegations | 57.14 | 50 | 6 | 42.85 |
| B: Complying Total (Ratings 3 and 4) | 28.57 | 42.85 | 8 | 57.14 |
| Rating 3 Fully compliant: All registers are in the prescribed format and duly authorised, registers are updated with the latest legislative amendments with evidence of discretionary delegation by EA and HOD. Minimum levels of delegation have not been implemented | 14.28 | 21.42 | 3 | 21.42 |
| Rating 4 Best Practice: Delegations comply with performance standards of a 3 rating including delegation in accordance with the Cabinet approved minimum levels of delegation | 14.28 | 21.42 | 5 | 35.71 |
| Total number of departments assessed | 14 | 14 | 14 | 14 |

Report on the Status of Compliance with the Directive on Delegations

| Limpopo Provincial Departments | 2015 Rating | 2016 Rating | 2016 Re-Moderation Comments | 2017 Rating | 2017 Re-Moderation Comments |
|--|-------------|------------------|--|------------------|--|
| LP Agriculture and Rural Development | 3 | 3 | Fully compliant, but not delegated in accordance with the Cabinet approved minimum levels PSR 2016 Delegations in place | 3 | Fully compliant PSR, 2016, delegations signed June 2017 |
| LP Cooperative Governance, Human Settlements and Traditional Affairs | 3 | 3 | Fully compliant, but not delegated in accordance with the Cabinet approved minimum levels | 2 | Delegations are in the correct format No evidence of PSR 2016 delegations |
| LP Economic Development, Environment and Tourism | 3 | 1 Change to 3 | No evidence of delegations attached Fully compliant, but not delegated in accordance with the Cabinet approved minimum levels. Evidence submitted to 2015 MPAT Revised Delegations signed on 31 March 2017 submitted for the PSA and PSR 2016 Fully compliant, but not delegated in accordance with the Cabinet approved minimum levels There is little evidence that the HOD delegated any powers and duties in terms of the PSA to lower performer levels | 2 Change to 3 | Delegation registers are in the correct format PSR, 2016, delegations signed March 2017 There is little evidence that the HOD delegated powers and duties in terms of the PSA to lower performer levels The National Development Plan observed the importance of delegation and advocates greater delegation. The HOD should demonstrate commitment and delegate appropriately in respect of the PSA to lower performer levels e.g., appointments and appointments on probation On the basis of submitted evidence the Department is on the whole fully compliant The rating is amended from a 2 to 3 |

| | | | | | |
|--------------------------|---|------------------|--|---|---|
| LP Education | 2 | 2 | <p>Sections 9, 13 and 17 of the Public Service Act not delegated in line with the minimum levels of delegation</p> <p>Evidence of delegations from HOD to other performer levels not attached</p> <p>It is recommended that the current delegations be reviewed using the format provided in the Directive</p> | 2 | <p>Delegations are in the correct format</p> <p>No evidence of PSR 2016 delegations</p> <p>The Department states that evidence submitted by the Department was not considered in moderation and that the PSR delegations were uploaded onto the MPAT system.</p> <p>The PSR delegation evidence could not be found on the MPAT system, hence the 2 rating is maintained</p> |
| LP Health | 2 | 2 | <p>Evidence of delegations from HOD to other performer levels not attached</p> <p>Sections 9, 13 and 17 of the Act not delegated in line with the minimum levels of delegation</p> | 2 | <p>Evidence of delegations from HOD to other performer levels not provided</p> <p>No evidence of PSR 2016 delegations</p> |
| LP Office of the Premier | 2 | 2 Change to 3 | <p>PSA delegations from EA to HOD not signed by EA</p> <p>Sections 9, 13 and 17 of the Act not delegated in line with the minimum levels of delegation</p> <p>Fully compliant, but not delegated in accordance with the Cabinet approved minimum levels</p> | 3 | <p>Fully compliant PSR, 2016, delegations signed July 2016</p> |

Report on the Status of Compliance with the Directive on Delegations

| | | | | | |
|---|---|------------------|---|------------------|--|
| LP Public Works, Roads and Infrastructure | 2 | 3 | Sections 9, 13 and 17 of the Act not delegated in line with the minimum levels of delegation | 2 | EA signed PSA delegations in April 2017 No evidence of HOD delegations for the PSA on or after April 2017 PSR, 2016, delegations EA signed April 2017 No evidence of PSR 2016 HOD delegations |
| LP Transport | 2 | 2 Change to 3 | Evidence of PSA delegations from EA to HOD not attached Sections 9, 13 and 17 of the Act not delegated in line with the minimum levels of delegation as contained in the Directive Fully compliant, but not delegated in accordance with the Cabinet approved minimum levels. Evidence submitted | 2 Change to 3 | Delegation registers are in the correct format PSR, 2016, delegations signed October 2016 and March 2017 There is little evidence that the HOD delegated powers and duties in terms of the PSA to lower performer levels The National Development Plan observed the importance of delegation and advocates greater delegation. The HOD should demonstrate commitment and delegate appropriately in respect of the PSA to lower performer levels e.g., appointments and appointments on probation On the basis of submitted evidence the Department is on the whole fully compliant The rating is amended from a 2 to 3 |
| LP Community Safety | 3 | 3 | Sections 9, 13 and 17 of the Act not delegated in line with the minimum levels of delegation | 3 | Fully compliant PSR, 2016, delegations signed September 2016 The Department disagrees with moderation findings on content of submitted evidence and is of the view that delegations are fully compliant and a 4 |

| | | | | | |
|-----------------------------|---|------------------|--|------------------|---|
| | | | | | rating should be considered A 4 rating would have been justified if the EA delegated in accordance with the minimum levels of delegation, i.e., EA delegated appointments of levels 1 to 13 to the HOD (HOD post at level 15) |
| LP Social Development | 3 | 3 | Sections 9, 13 and 17 of the Act not delegated in line with the minimum levels of delegation | 2 Change to 3 | Delegations are in the correct format No evidence of PSR 2016 delegations The Department disagrees with moderation findings on content of submitted evidence Delegation from the EA to HOD in terms of PSR 2016 has been uploaded onto the MPAT system Fully compliant and rating amended from a 2 to a 3 rating PSR, 2016, delegations signed by the EA in November 2017 The Department is reminded to also submit delegation from the HOD in terms of PSR 2016 |
| LP Sports, Arts and Culture | 3 | 3 | Sections 9, 13 and 17 of the Act not delegated in line with the minimum levels of delegation PSR 2016 Delegations in place | 3 | Fully compliant PSR, 2016, delegations signed September 2016 |
| LP Treasury | 2 | 2 Change to 4 | Evidence of PSA delegations from HOD to other performer levels not attached Sections 9, 13 and 17 of the Act not delegated in line with the minimum levels of delegation Fully compliant and | 4 | Fully compliant and delegated in accordance with the minimum levels PSR, 2016, delegations signed February 2017 |

Report on the Status of Compliance with the Directive on Delegations

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|--|--|--|--|--|--|
| | | | delegated in accordance with the Cabinet approved minimum levels. Delegations approved February 2017 | | |
|--|--|--|--|--|--|

| Summary Limpopo Departments | 2015 Percentage Compliance | 2016 Percentage Compliance | 2017 No of Departments | 2017 Percentage Compliance |
|---|----------------------------|----------------------------|------------------------|----------------------------|
| A: Not Complying Total (Ratings 1, and 2) | 50 | 16.67 | 4 | 33.33 |
| Rating 1 No evidence of HR delegations: and delegations withdrawn | 0 | 0 | 0 | 0 |
| Rating 2 Not Complying: Delegations are in place in any format but do not comply with the Directive on Delegations | 50 | 16.67 | 4 | 33.33 |
| B: Complying Total (Ratings 3 and 4) | 50 | 83.33 | 8 | 66.66 |
| Rating 3 Fully compliant: All registers are in the prescribed format and duly authorised, registers are updated with the latest legislative amendments with evidence of discretionary delegation by EA and HOD. Minimum levels of delegation have not been implemented | 50 | 75 | 7 | 58.33 |
| Rating 4 Best Practice: Delegations comply with performance standards of a 3 rating including delegation in accordance with the Cabinet approved minimum levels of delegation | 0 | 8.33 | 1 | 8.33 |
| Total number of departments assessed | 12 | 12 | 12 | 12 |

2018 Report on the State of Compliance with the Directive on Delegations

| Mpumalanga Provincial Departments | 2015 Rating | 2016 Rating | 2016 Re-Moderation Comments | 2017 Rating | 2017 Re-Moderation Comments |
|---|-------------|------------------|---|------------------|---|
| MP Agriculture, Rural Development, Land and Environmental Affairs | 2 | 2 | Evidence of PSA delegations from HOD to other performer levels not attached It is recommended that the current PSA delegations from HOD to other performer levels be reviewed using the format provided in the Directive | 3 Change to 4 | Fully compliant PSR, 2016, delegations signed February 2017 The Department disagrees with moderation findings on content of submitted evidence and is of the view that delegations are fully compliant and a 4 rating should be considered Based on the evidence submitted the department is fully compliant and delegated in accordance with the minimum levels PSR, 2016, delegations signed February 2017 The moderation rating is amended from a 3 to a 4 rating |
| MP Cooperative Governance and Traditional Affairs | 4 | 4 | Fully compliant and delegated in accordance with the minimum levels | 4 | Fully compliant and delegated in accordance with the minimum levels PSR, 2016, delegations signed September 2016 |
| MP Culture Sport and Recreation | 2 | 1 Change to 2 | Evidence of PSA delegations from EA to HOD not attached Evidence of PSA delegations from HOD to other performer levels not attached | 2 | Delegations are not in the prescribed format Delegations not updated with the latest legislative amendments and formulation of sections Evidence of HOD delegations for the PSA not provided PSR, 2016, EA delegations signed April 2017 Evidence of PSR 2016 HOD delegations not provided |

Report on the Status of Compliance with the Directive on Delegations

| Mpumalanga Provincial Departments | 2015 Rating | 2016 Rating | 2016 Re-Moderation Comments | 2017 Rating | 2017 Re-Moderation Comments |
|-------------------------------------|-------------|-------------|---|-------------|---|
| MP Economic Development and Tourism | 2 | 2 | Evidence of PSA delegations from HOD to other performer levels not attached It is recommended that the current PSA delegations from HOD to other performer levels be reviewed using the format provided in the Directive | 2 | PSR, 2016, EA delegations signed March 2017 but incomplete for regulations 5 to 23 Evidence of HOD delegations for the PSA not provided Evidence of PSR 2016 HOD delegations not provided |
| MP Education | 2 | 4 | Fully compliant and delegated in accordance with the minimum levels | 2 | Delegations are in the correct format Evidence of PSR 2016 delegations not provided The Department disagrees with moderation findings on content of submitted evidence. The 2001 PSR, signed in September 2015 was submitted Evidence of PSR, 2016 delegations not provided, hence the 2 rating is maintained |
| MP Treasury | 2 | 2 | Evidence of PSA delegations from EA to HOD not attached It is recommended that the current PSA delegations from HOD to other performer levels be reviewed using the format provided in the Directive | 2 | Delegations last signed in 2013 and 2014 Delegations are not in the prescribed format Delegations not updated with the latest legislative amendments and formulation of sections Levels of delegation not clearly stated Evidence of PSA delegations from EA to HOD not provided Evidence of PSR 2016 delegations not provided |
| MP Health | 2 | 2 | Evidence of PSA delegations from EA to HOD not attached | 2 | Delegations are in the correct format Evidence of PSR 2016 |

| Mpumalanga Provincial Departments | 2015 Rating | 2016 Rating | 2016 Re-Moderation Comments | 2017 Rating | 2017 Re-Moderation Comments |
|---|-------------|-------------|--|-------------|---|
| | | | | | delegations not provided |
| MP Human Settlements | 2 | 2 | Evidence of PSA delegations from HOD to other performer levels not attached Sections 9 and 13 of the PSA not delegated in line with the minimum levels of delegation Delegations not updated with the latest legislative amendments | 2 | Evidence of HOD delegations for the PSA not provided Evidence of PSR 2016 HOD delegations not provided PSR, 2016, EA delegations signed April 2017 |
| MP Office of the Premier | 2 | 2 | Evidence of PSA delegations from EA to HOD not attached Evidence of PSA delegations from HOD to other performer levels not attached. The 2016 Delegation Standard is moderated based on the PSA only (Reason - in view of the new 2016 PSR coming into effect on 1 August 2016, departments will not be able to sign PSR delegations in time for the MPAT process) | 2 | Evidence of HOD delegations for the PSA not provided Evidence of PSR 2016 HOD delegations not provided PSR, 2016, Premier delegations signed June 2017 The delegation approach set out in the Directive specifies 4 delegation registers EA to the HoD for the PSA and PSR (EA can only delegate to HoD) and delegation registers by the HoD to other performer levels for the PSA and PSR |
| MP Public Works, Roads and Transport | 3 | 3 | Sections 9 and 13 of the PSA not delegated in line with the minimum levels of delegation Delegation document not updated with the latest legislative amendments | 3 | Fully compliant PSR, 2016, delegations signed January 2017 Delegation registers not updated with the latest amendments to the PSA see section 13(1) of the PSA |
| MP Community Safety, Security and Liaison | 2 | 2 | Evidence of PSA delegations from HOD to other performer levels not attached Section 9 of the PSA | 3 | Fully compliant PSR, 2016, delegations signed September 2016 |

Report on the Status of Compliance with the Directive on Delegations

| Mpumalanga Provincial Departments | 2015 Rating | 2016 Rating | 2016 Re-Moderation Comments | 2017 Rating | 2017 Re-Moderation Comments |
|-----------------------------------|-------------|------------------|--|-------------|---|
| | | | not delegated in line with the minimum levels of delegation | | |
| MP Social Development | 3 | 2 Change to 3 | <p>Evidence of PSA delegations from EA to HOD not attached</p> <p>Fully compliant, but not delegated in accordance with the Cabinet approved minimum levels</p> <p>Evidence of EA to HOD delegations provided during the 2015 MPAT process</p> | 2 | <p>Delegations are in the correct format</p> <p>Evidence of HOD delegations for the PSA not provided. The HOD should delegate on or after the date of delegation by the EA</p> <p>The HOD should have signed delegations for the PSA on or after the June 2017 date on which the EA delegated to the HOD (This would have replaced the delegations by the HOD dated July 2016)</p> <p>PSR, 2016, delegations signed June 2017</p> |

| Summary Mpumalanga Departments | 2015 Percentage Compliance | 2016 Percentage Compliance | 2017 No of Departments | 2017 Percentage Compliance |
|---|----------------------------|----------------------------|------------------------|----------------------------|
| A: Not Complying Total (Ratings 1, and 2) | 75 | 66.66 | 8 | 66.66 |
| Rating 1 No evidence of HR delegations: and delegations withdrawn | 0 | 0 | 0 | 0 |
| Rating 2 Not Complying: Delegations are in place in any format but do not comply with the Directive on Delegations | 75 | 66.66 | 8 | 66.66 |
| B: Complying Total (Ratings 3 and 4) | 25 | 33.33 | 4 | 33.33 |
| Rating 3 Fully compliant: All registers are in the prescribed format and duly authorised, registers are updated with the latest legislative amendments with evidence of discretionary delegation by EA and HOD. Minimum levels of delegation have not been implemented | 25 | 16.66 | 2 | 16.66 |
| Rating 4 Best Practice: Delegations comply with performance standards of a 3 rating including delegation in accordance with the Cabinet approved minimum levels of delegation | 0 | 16.66 | 2 | 16.66 |
| Total number of departments assessed | 12 | 12 | 12 | 12 |

Report on the Status of Compliance with the Directive on Delegations

| Northern Cape Provincial Departments | 2015 Rating | 2016 Rating | 2016 Re-Moderation Comments | 2017 Rating | 2017 Re-Moderation Comments |
|--|-------------|-------------|---|-------------------------|--|
| NC Agriculture, Land Reform and Rural Development | 3 | 3 | Fully compliant, but not delegated in accordance with the Cabinet approved minimum levels | 2 Change to 3 | Delegations are in the correct format Evidence of PSR 2016 delegations not provided The Department challenged the MPAT rating and stated that incorrect/insufficient evidence previously uploaded has now been corrected Full set of delegations which were signed in December 2017 were uploaded onto the MPAT system on 3 February 2018 Fully compliant PSR, 2016, delegations signed December 2017 Rating amended from a 2 to a 3 rating |
| NC Cooperative Governance, Human Settlements and Traditional Affairs | 1 | 3 | Fully compliant, but not delegated in accordance with the Cabinet approved minimum levels | 3 | Fully compliant PSR, 2016, delegations signed April 2017 |
| NC Economic Development and Tourism | 3 | 3 | Fully compliant, but not delegated in accordance with the Cabinet approved minimum levels | 2 | Delegations are in the correct format Evidence of PSR 2016 delegations not provided |
| NC Education | 3 | 3 | Fully compliant, but not delegated in accordance with the Cabinet approved minimum levels | 3 | Fully compliant PSR, 2016, delegations signed May 2017 |
| NC Environment and Nature Conservation | 3 | 3 | Fully compliant, but not delegated in accordance with the Cabinet approved minimum levels | 3 | Fully compliant PSR, 2016, delegations signed January 2017 |

| Northern Cape Provincial Departments | 2015 Rating | 2016 Rating | 2016 Re-Moderation Comments | 2017 Rating | 2017 Re-Moderation Comments |
|--------------------------------------|-------------|------------------|--|-------------|--|
| NC Health | 2 | 2 | Evidence of PSA delegations from HOD to other performer levels not attached Sections 9, 13 and 17 of the PSA not delegated in line with the minimum levels of delegation Appointments not delegated at all Amendments are required to align to the latest amendments to the PSA | 2 | Delegations for the PSA was last signed in 2014 Amendments are required to align to the latest amendments to the PSA, see section 13(1) There is no evidence that the EA delegated powers and duties in respect of appointments in terms of the PSA to the HOD Evidence of PSA delegations by the HOD not provided Evidence of PSR 2016 delegations not provided |
| NC Office of the Premier | 3 | 3 | Fully compliant, but not delegated in accordance with the Cabinet approved minimum levels | 3 | Fully compliant PSR, 2016, delegations signed January 2017 |
| NC Roads and Public Works | 2 | 1 Change to 2 | No evidence of delegations attached Delegations are not provided by utilizing the four prescribed templates. The EA should delegate to the HOD only Evidence of HOD delegations to other performer levels in respect of the PSA not provided | 2 | Delegations for PSA last signed in 2013 Delegations are not in the prescribed format Delegations not updated with the latest legislative amendments and formulation of sections No evidence of PSR 2016 delegations |
| NC Social Development | 2 | 2 | PSA delegations from HOD to other performer levels not approved Sections 9, 13 and 17 of the PSA not delegated in line with the minimum levels of delegation | 2 | Delegations are in the correct format Evidence of PSA delegations by the HOD not provided Evidence of PSR 2016 HOD delegations not provided |

Report on the Status of Compliance with the Directive on Delegations

| Northern Cape Provincial Departments | 2015 Rating | 2016 Rating | 2016 Re-Moderation Comments | 2017 Rating | 2017 Re-Moderation Comments |
|--------------------------------------|-------------|------------------|--|-------------|--|
| NC Sports Arts and Culture | 2 | 2 | PSA delegations from HOD to other performer levels not approved Sections 9, 13 and 17 of the PSA not delegated in line with the minimum levels of delegation | 3 | Fully compliant PSR, 2016, delegations signed June 2017 |
| NC Transport, Safety and Liaison | 2 | 1 Change to 2 | Delegations withdrawn by EA Evidence submitted during MPAT 2015 process Delegations are not provided by utilizing the four prescribed templates The EA should delegate to the HOD only Evidence of HOD delegations to other performer levels in respect of the PSA not provided It is recommended that the delegations be reviewed using the format provided in the Directive | 2 | Delegations for PSA last signed in 2014 Delegations are not in the prescribed four template format Delegations not updated with the latest legislative amendments and formulation of sections No evidence of PSR 2016 delegations |
| NC Treasury | 2 | 3 | Fully compliant, but not delegated in accordance with the Cabinet approved minimum levels | 2 | Delegations are in the correct format Evidence of PSR 2016 delegations not provided Delegations by the EA in terms of the PSA are not aligned to the latest amendments to the PSA, see section 13(1) |

| Summary Northern Cape Departments | 2015 Percentage Compliance | 2016 Percentage Compliance | 2017 No of Departments | 2017 Percentage Compliance |
|---|----------------------------------|----------------------------------|------------------------------|----------------------------------|
| A: Not Complying Total (Ratings 1, and 2) | 58.33 | 41.66 | 6 | 50 |
| Rating 1 No evidence of HR delegations: and delegations withdrawn | 8.33 | 0 | 0 | 0 |
| Rating 2 Not Complying: Delegations are in place in any format but do not comply with the Directive on Delegations | 50 | 41.66 | 6 | 50 |
| B: Complying Total (Ratings 3 and 4) | 41.66 | 58.33 | 6 | 50 |
| Rating 3 Fully compliant: All registers are in the prescribed format and duly authorised, registers are updated with the latest legislative amendments with evidence of discretionary delegation by EA and HOD. Minimum levels of delegation have not been implemented | 41.66 | 58.33 | 6 | 50 |
| Rating 4 Best Practice: Delegations comply with performance standards of a 3 rating including delegation in accordance with the Cabinet approved minimum levels of delegation | 0 | 0 | 0 | 0 |
| Total number of departments assessed | 12 | 12 | 12 | 12 |

Report on the Status of Compliance with the Directive on Delegations

| North West Provincial Departments | 2015 Rating | 2016 Rating | 2016 Re-Moderation Comments | 2017 Rating | 2017 Re-Moderation Comments |
|---|-------------|------------------|---|------------------|---|
| NW Rural, Environment and Agriculture Development | 3 | 2 Change to 3 | <p>PSA EA to HoD Delegations not updated with the latest amendments to the Act</p> <p>Evidence of PSA delegations from HOD to other performer levels not attached</p> <p>Sections 9, 13 and 17 of the PSA not delegated in line with the minimum levels of delegation</p> <p>Fully compliant, but not delegated in accordance with the Cabinet approved minimum levels</p> <p>Minor amendments required to incorporate latest amendments to the PSA</p> | 3 | Fully compliant PSR, 2016, delegations signed September 2016 |
| NW Education and Sport Development | 3 | 2 Change to 3 | <p>Evidence of PSA delegations from HOD to other performer levels not attached</p> <p>It is recommended that the current delegations be reviewed using the format provided in the Directive</p> <p>Although the PSA delegations, which was approved in September 2013 are overall compliant in respect of the PSA, the delegations should be updated with the latest amendments and referencing the full text of the PSA</p> | 2 Change to 3 | <p>Delegations for PSA last signed in 2013</p> <p>Delegations not updated with the latest legislative amendments and formulation of sections. Various sections of the PSA not referenced</p> <p>No evidence of PSR 2016 delegations</p> <p>The Department challenged the MPAT rating and stated that incorrect/insufficient evidence previously uploaded has now been corrected</p> <p>Full set of PSR delegations which were signed in June 2017 were uploaded onto the MPAT system on 3 February 2018</p> <p>Fully compliant PSR, 2016, delegations</p> |

2018 Report on the State of Compliance with the Directive on Delegations

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|--|---|---|---|---|---|
| | | | | | <p>signed June 2017</p> <p>Although the PSA delegations, which was approved in September 2013 are overall compliant in respect of the PSA, the delegations should be updated with the latest amendments and referencing the full text of the PSA</p> <p>Rating amended from a 2 to a 3 rating</p> |
| NW Community Safety and Transport Management | 3 | 3 | <p>Sections 9, 13 and 17 of the PSA not delegated in line with the minimum levels of delegation</p> <p>PSR 2016 Delegations in place</p> | 3 | <p>Fully compliant</p> <p>PSR, 2016, delegations signed July 2017</p> |
| NW Culture, Arts and Traditional Affairs | 1 | 1 | <p>The delegation document is not approved/signed.</p> <p>It is recommended that the unsigned document be reviewed using the format provided in the Directive</p> | 2 | <p>Delegations are in the correct format</p> <p>Evidence of PSA delegations by the HOD not provided</p> <p>Evidence of PSR 2016 HOD delegations not provided</p> |
| NW Economy and Enterprise Development | 1 | 2 | <p>Only few pages of all sets of delegation documents attached</p> <p>Full sets of delegations should be attached</p> <p>Only few pages of all sets of delegation documents attached</p> <p>Full sets of delegations should be attached to assess comprehensively</p> | 3 | <p>Fully compliant</p> <p>PSR, 2016, delegations signed May 2017</p> |

Report on the Status of Compliance with the Directive on Delegations

| | | | | | |
|---|---|------------------|--|---|---|
| NW Finance | 3 | 3 | Fully compliant, but not delegated in accordance with the Cabinet approved minimum levels PSR 2016 Delegations in place | 3 | Fully compliant PSR, 2016, delegations signed August 2017 The Department challenged the MPAT moderation rating and is of the view that delegations uploaded were not considered and that a 4 rating should be considered. The EA delegated appointments for levels 1 to 12 to the HOD. The minimum levels of delegations provides for delegating levels 1 to 14 to HOD. The Department does not comply with the minimum levels of delegation, hence a compliance 3 rating is maintained |
| NW Health | 2 | 1 Change to 2 | No evidence of HOD delegations in respect of the PSA provided | 2 | Delegations are in the correct format Evidence of PSR 2016 delegations not provided |
| NW Local Government and Human Settlements | 3 | 3 | Sections 9 and 13 of the PSA not delegated in line with the minimum levels of delegation. | 3 | Fully compliant PSR, 2016, delegations signed May 2017 |
| NW Office the Premier | 2 | 2 | It is recommended that the current delegations be reviewed using the format provided in the Directive | 3 | Fully compliant PSR, 2016, delegations signed May 2017 |

2018 Report on the State of Compliance with the Directive on Delegations

| | | | | | |
|---------------------------|---|------------------|--|---|--|
| NW Public Works and Roads | 2 | 3 | Sections 9, 13 and 17 of the PSA not delegated in line with the minimum levels of delegation PSR 2016 Delegations in place | 3 | Fully compliant PSR, 2016, delegations signed September 2016 and February 2017 The Department challenged the MPAT rating and disagrees with moderation findings on content of submitted evidence. Clarity is requested why the self-assessment rating 4 was reduced to 3 The EA delegated appointments for levels 1 to 12 to the HOD. The minimum levels of delegations (in respect of a HOD post at level 15) provides for delegating levels 1 to 13 to the HOD The Department does not comply with the minimum levels of delegation, hence a compliance 3 rating is maintained |
| NW Social Development | 2 | 3 Change to 4 | Sections 9 and 13 of the PSA not delegated in line with the minimum levels of delegation. Fully compliant and delegated in accordance with the Cabinet approved minimum levels The delegations comply with the minimum levels of delegation for a HOD post at level 15 | 4 | Fully compliant and delegated in accordance with the minimum levels of delegation for a HOD post at level 15 (HOD appoints levels 1 to 13) PSR, 2016, delegations signed January 2017 |
| NW Tourism | 1 | 1 | No self-assessment done and no evidence found | 3 | Fully compliant PSR, 2016, delegations signed August 2016 |

Report on the Status of Compliance with the Directive on Delegations

| Summary North West Departments | 2015 Percentage Compliance | 2016 Percentage Compliance | 2017 No of Departments | 2017 Percentage Compliance |
|---|----------------------------|----------------------------|------------------------|----------------------------|
| A: Not Complying Total (Ratings 1, and 2) | 58.33 | 41.66 | 2 | 16.66 |
| Rating 1 No evidence of HR delegations: and delegations withdrawn | 25 | 16.66 | 0 | 0 |
| Rating 2 Not Complying: Delegations are in place in any format but do not comply with the Directive on Delegations | 33.33 | 25 | 2 | 16.66 |
| B: Complying Total (Ratings 3 and 4) | 41.66 | 58.33 | 10 | 83.33 |
| Rating 3 Fully compliant: All registers are in the prescribed format and duly authorised, registers are updated with the latest legislative amendments with evidence of discretionary delegation by EA and HOD. Minimum levels of delegation have not been implemented | 41.66 | 50 | 9 | 75 |
| Rating 4 Best Practice: Delegations comply with performance standards of a 3 rating including delegation in accordance with the Cabinet approved minimum levels of delegation | 0 | 8.33 | 1 | 8.33 |
| Total number of departments assessed | 12 | 12 | 12 | 12 |

2018 Report on the State of Compliance with the Directive on Delegations

| Western Cape Provincial Departments | 2015 Rating | 2016 Rating | 2016 Re-Moderation Comments | 2017 Rating | 2017 Re-Moderation Comments |
|-------------------------------------|-------------|-------------|--|------------------|---|
| WC Agriculture | 3 | 3 | Fully compliant, but not delegated in accordance with the Cabinet approved minimum levels | 3 Change to 4 | Fully compliant PSR, 2016, delegations signed October 2017 The Department challenged the MPAT moderation findings based on content of submitted evidence and is of the view that a 4 rating should be considered The EA delegated appointments on probation (s13(1) and (2) of the PSA) for levels 1 to 15 to the HOD The Department is fully compliant and delegated in accordance with the minimum levels The rating is amended from a 3 to 4 rating |
| WC Community Safety | 3 | 3 | Fully compliant, but not delegated in accordance with the Cabinet approved minimum levels HoD to consider delegating sections 9 and 13 of the PSA Has PSR 2016 delegations | 3 | Fully compliant HoD should consider delegating sections 9 and 13 of the PSA PSR, 2016, delegations signed August 2016 |

Report on the Status of Compliance with the Directive on Delegations

| Western Cape Provincial Departments | 2015 Rating | 2016 Rating | 2016 Re-Moderation Comments | 2017 Rating | 2017 Re-Moderation Comments |
|-------------------------------------|-------------|-------------|--|-------------|--|
| WC Cultural Affairs and Sport | 3 | 3 | Fully compliant, but not delegated in accordance with the Cabinet approved minimum levels HoD to consider delegating sections 9 and 13 of the PSA | 3 | Fully compliant HoD should consider delegating sections 9 and 13 of the PSA PSR, 2016, delegations signed August 2016 The Department challenged the MPAT moderation findings on the basis of the PSA clearly stating that it is the prerogative of the EA/HOD to determine the levels of delegation The discretion of EAs and HODs to determine the levels of delegation is acknowledged by a MPAT compliance, 3 rating. The MPAT performance standards since 2015 provides that compliance is exceeded with a 4 rating if EAs delegates in accordance with the Cabinet approved minimum levels of delegation, i.e. HODs should be able to appoint levels 1 to 14 for a HOD post at level 16 and appoint levels 1 to 13 for a HOD post at level 13 The compliance 3 rating is maintained |
| WC Economic Development and Tourism | 3 | 3 | Fully compliant, but not delegated in accordance with the Cabinet approved minimum levels | 3 | Fully compliant PSR, 2016, delegations signed May 2017 |
| WC Education | 2 | 3 | Sections 9 and 13 of the PSA not delegated in line with the minimum levels of delegation | 3 | Fully compliant PSR, 2016, delegations signed September 2016 |

| Western Cape Provincial Departments | 2015 Rating | 2016 Rating | 2016 Re-Moderation Comments | 2017 Rating | 2017 Re-Moderation Comments |
|---|-------------|-------------|--|-------------|---|
| WC Environmental Affairs and Development Planning | 2 | 3 | <p>Fully compliant, but not delegated in accordance with the Cabinet approved minimum levels</p> <p>It is suggested that HOD to other performer levels delegations include full reference to sections 9,13,14,15 and 16 of the PSA</p> | 3 | <p>Fully compliant PSR, 2016, delegations signed August 2016</p> <p>It is suggested that HOD to other performer levels delegations include full reference to sections 9,13,14,15 and 16 of the PSA</p> <p>The Department challenged the MPAT moderation findings based on content of submitted evidence and is of the view that a 4 rating should be considered</p> <p>The EA delegated appointments for levels 1 to 12 to the HOD. The minimum levels of delegations (in respect of a HOD post at level 15) provides for delegating levels 1 to 13 to the HOD</p> <p>There is little evidence that the HOD delegated powers and duties in terms of the PSA to lower performer levels</p> <p>The National Development Plan observed the importance of delegation and advocates greater delegation. The HOD should demonstrate commitment and delegate appropriately in respect of the PSA to lower performer levels e.g., appointments and appointments on probation</p> <p>The Department does not comply with the minimum levels of delegation, hence a compliance 3 rating is maintained</p> |

Report on the Status of Compliance with the Directive on Delegations

| Western Cape Provincial Departments | 2015 Rating | 2016 Rating | 2016 Re-Moderation Comments | 2017 Rating | 2017 Re-Moderation Comments |
|-------------------------------------|-------------|-------------|---|-------------|---|
| WC Health | 3 | 3 | Fully compliant, but not delegated in accordance with the Cabinet approved minimum levels | 3 | <p>Fully compliant PSR, 2016, delegations signed September 2017</p> <p>The Department challenged the MPAT moderation findings on the basis of the PSA clearly stating that it is the prerogative of the EA/HOD to determine the levels of delegation</p> <p>The discretion of EAs and HODs to determine the levels of delegation is acknowledged by a MPAT compliance, 3 rating. The MPAT performance standards since 2015 provides that compliance is exceeded with a 4 rating if EAs delegates in accordance with the Cabinet approved minimum levels of delegation, i.e. HODs should be able to appoint levels 1 to 14 for a HOD post at level 16 and appoint levels 1 to 13 for a HOD post at level 13</p> <p>The compliance 3 rating is maintained</p> |
| WC Human Settlements | 2 | 3 | Fully compliant, but not delegated in accordance with the Cabinet approved minimum levels | 3 | <p>Fully compliant PSR, 2016, delegations signed February 2017</p> |

| Western Cape Provincial Departments | 2015 Rating | 2016 Rating | 2016 Re-Moderation Comments | 2017 Rating | 2017 Re-Moderation Comments |
|-------------------------------------|-------------|------------------|---|-------------|---|
| WC Local Government | 2 | 2 change to 3 | <p>Evidence of PSA delegations from HOD to other performer levels not provided. There should be different templates for the EA to delegate to HoD only and a another template for the HOD to delegate to other performer levels in respect of the PSA</p> <p>Delegation documents not updated with the latest legislative amendments. The EA to HOD delegations in terms of the PSA signed in September 2013 does not correctly reference the latest amendments to the PSA (e.g. see section 13 of the PSA)</p> <p>Evidence of HoD delegations in terms of the PSA submitted to the DPSA on 24 April 2017. Evidence of delegation by HoD to other performer levels in terms of section 17 of the PSA. Fully compliant, but not delegated in accordance with the Cabinet approved minimum levels</p> | 3 | Fully compliant PSR, 2016, delegations signed May 2017 |

Report on the Status of Compliance with the Directive on Delegations

| Western Cape Provincial Departments | 2015 Rating | 2016 Rating | 2016 Re-Moderation Comments | 2017 Rating | 2017 Re-Moderation Comments |
|-------------------------------------|-------------|-------------|--|------------------|---|
| WC Office of the Premier | 2 | 3 | Sections 9, 13 and 17 of the PSA not delegated in line with the minimum levels of delegation | 3 Change to 4 | <p>Fully compliant</p> <p>PSR, 2016, delegations signed August 2016</p> <p>The Department challenged the MPAT rating and stated that incorrect/insufficient evidence previously uploaded has now been corrected</p> <p>Full set of PSA and PSR delegations which were signed in November 2017 were uploaded onto the MPAT system on 27 February 2018</p> <p>The EA delegated appointments for levels 1 to 14 to the HOD</p> <p>The Department is fully compliant and delegated in accordance with the minimum levels</p> <p>PSR, 2016, delegations signed November 2017</p> <p>The rating is amended from a 3 to 4 rating</p> |
| WC Social Development | 3 | 3 | Sections 9, 13 and 17 of the PSA not delegated in line with the minimum levels of delegation | 3 | <p>Fully compliant</p> <p>PSR, 2016, delegations signed September 2016</p> |

2018 Report on the State of Compliance with the Directive on Delegations

| Western Cape Provincial Departments | 2015 Rating | 2016 Rating | 2016 Re-Moderation Comments | 2017 Rating | 2017 Re-Moderation Comments |
|-------------------------------------|-------------|-------------|--|-------------|--|
| WC Transport and Public Works | 2 | 4 | Fully compliant and delegated in accordance with the Cabinet approved minimum levels Delegations approved August 2016 PSR 2016 Delegations in place Full set of delegations submitted February 2017 | 4 | Fully compliant and delegated in accordance with minimum levels PSR, 2016, delegations signed February 2017 |
| WC Treasury | 3 | 3 | Fully compliant, but not delegated in accordance with the Cabinet approved minimum levels | 3 | Fully compliant PSR, 2016, delegations signed August 2017 |

Report on the Status of Compliance with the Directive on Delegations

| Summary Western Cape Departments | 2015 Percentage Compliance | 2016 Percentage Compliance | 2017 No of Departments | 2017 Percentage Compliance |
|---|----------------------------------|----------------------------------|------------------------------|----------------------------------|
| A: Not Complying Total (Ratings 1, and 2) | 46.15 | 7.69 | 0 | 0 |
| Rating 1 No evidence of HR delegations: and delegations withdrawn | 0 | 0 | 0 | 0 |
| Rating 2 Not Complying: Delegations are in place in any format but do not comply with the Directive on Delegations | 46.15 | 7.69 | 0 | 0 |
| B: Complying Total (Ratings 3 and 4) | 53.85 | 100 | 13 | 100 |
| Rating 3 Fully compliant: All registers are in the prescribed format and duly authorised, registers are updated with the latest legislative amendments with evidence of discretionary delegation by EA and HOD. Minimum levels of delegation have not been implemented | 53.85 | 92.30 | 10 | 76.92 |
| Rating 4 Best Practice: Delegations comply with performance standards of a 3 rating including delegation in accordance with the Cabinet approved minimum levels of delegation | 0 | 7.69 | 3 | 23.08 |
| Total number of departments assessed | 13 | 13 | 13 | 13 |

End Appendix B