

# Planning for the 7<sup>th</sup> Administration

## Towards the Medium-Term Development Plan 2024-2029

August 2024



planning, monitoring  
& evaluation

Department:  
Planning, Monitoring and Evaluation  
REPUBLIC OF SOUTH AFRICA



# Contents

- 1. Introduction and Background**
- 2. Transitioning to the 7<sup>th</sup> Administration**
- 3. Methodology and Approach to the MTDP 2024-2029**
  - a) Sol, NDP and MTDP alignment**
  - b) Scenarios**
  - c) Strategic Priorities**
  - d) Proposed Priority Interventions**
- 4. Way Forward**
- 5. Milestones and Timelines**
- 6. *Annexure A: Acronyms/Abbreviations***

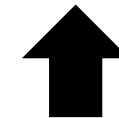
# Introduction and background

- The outcome of the **general elections** on 29 May 2024 saw the formation of the Government of National Unity (GNU).
- **A Statement of Intent (Sol)** bounds the GNU and lays the foundational principles and minimum programme of priorities.
- **FOSAD** on 10 June, and 1 & 11 July 2024 approved the draft **Medium Term Development Plan (MTDP)** which was a proposal for the first GNU Cabinet Lekgotla's consideration.
- **Cabinet Lekgotla** on 13 - 14 July 2024 agreed on a minimum Programme of Priorities and approved that this be translated into the draft **MTDP 2024-2029** as a more detailed plan.
- The MTDP will thus serve as the **5-year medium-term plan** for the **7<sup>th</sup> Administration of the Government**.
- It also serves as the implementation framework for the **National Development Plan (NDP): Vision 2030**, the existing long-term plan for South Africa towards 2030.
- The medium-term planning process for the development of the MTDP thus far has included:
  - A review of the approach and methodology, moving from the Medium Term Strategic Framework (MTSF) 2019-2024 to the MTDP 2024-2029;
  - An analysis of the development context, drawing from **evaluative reviews** such as the **DPME 30-Year Review, NDP 10-Year Review, and the Indlulamithi Scenarios 2035**, amongst others; and
  - Feedback from the **MTDP Steering Committee, Reference Group, sector workshops, National Planning Commission, and national and provincial strategic planning sessions**, amongst multiple other sources.
- Following the **Opening of Parliament Address** on 18 July 2024, the President announced and confirmed the Strategic Priorities and priorities for the 7<sup>th</sup> Administration of Government.
- The next steps are that the Strategic Priorities and priorities will be supported by detailed **interventions and targets** within the draft MTDP.

# Transitioning from the MTSF 2019-24 to the MTDP 2024-29

## Approach and objective

- The **Medium Term Strategic Framework (MTSF)** is renamed to the **Medium Term Development Plan (MTDP)**.
- This is to confirm the MTDP as the **implementation plan of the National Development Plan (NDP)** and to align to **international naming conventions**.
- The MTDP will continue to align to **the goals and objectives of the NDP and Programme of Priorities of the Government of National Unity**.
- The MTDP will however have a **greater emphasis on development outcomes** and will primarily be framed as an **economic plan** to address existing **socio-economic challenges**.
- The MTDP will also have greater focus, through a **reduction in number of interventions**, and will outline a **results framework** for the 7<sup>th</sup> Administration Government.

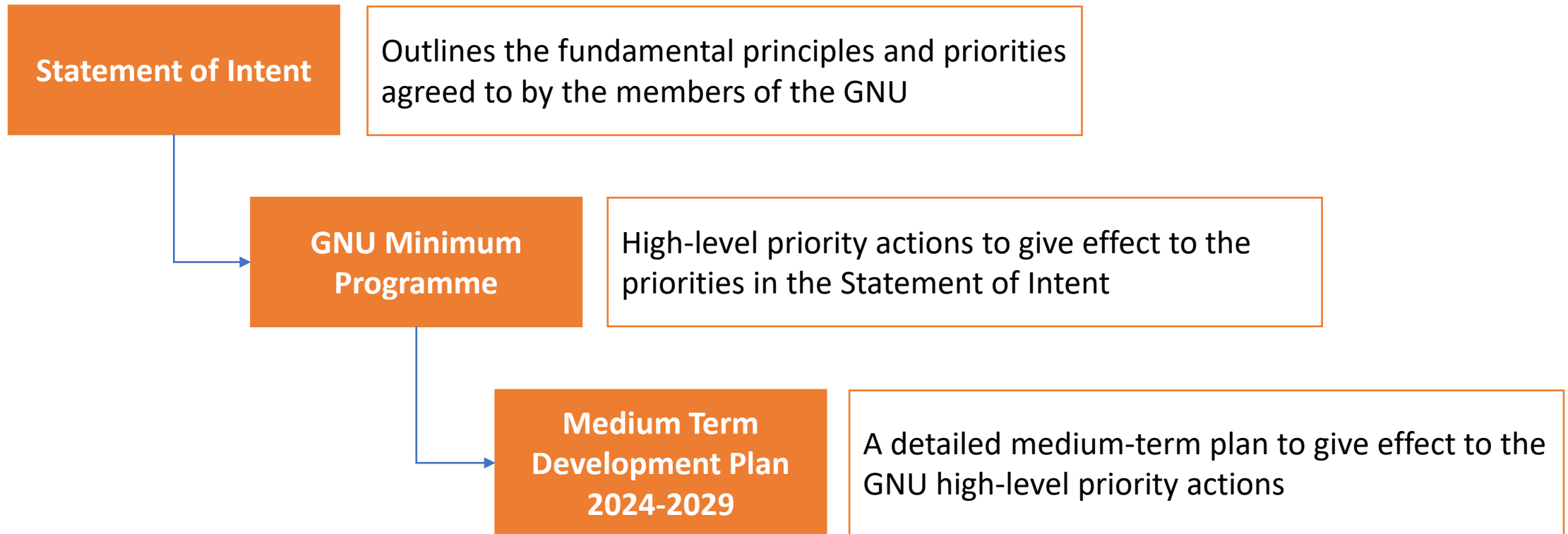


# Methodology and approach

# Overview of process

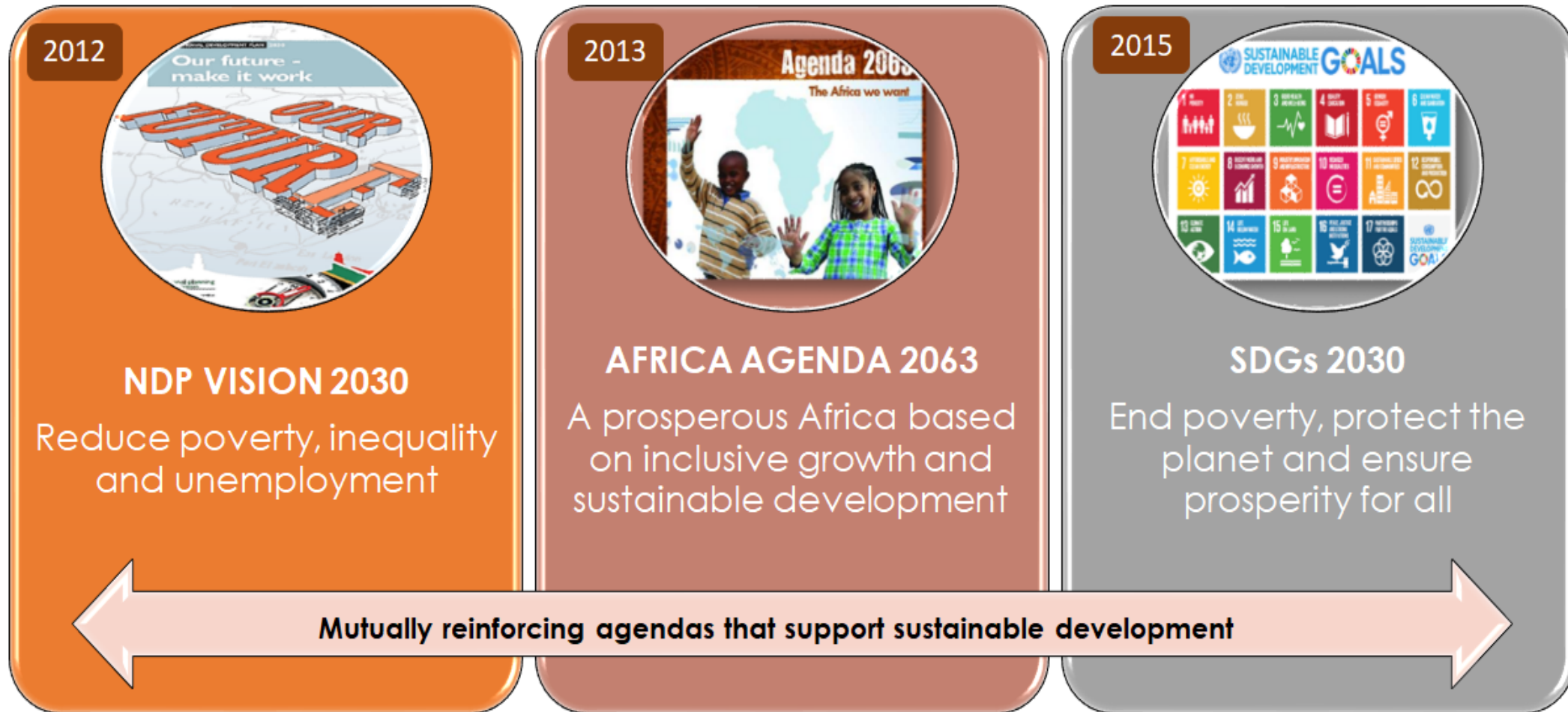


**National Development Plan 2030 continues to guide all in terms of development goals**



# National Development Plan (NDP): Vision 2030

The NDP 2030 remains our long term country plan towards 2030 and is aligned to our international commitments on the continent and globally



# Approach: Statement of Intent (Sol) & the MTDP 2024-29

**Announcing the Members of the National Executive, the President reiterated the following GNU Fundamental Principles and Minimum Programme of Priorities inform the draft MTDP 2024-29**

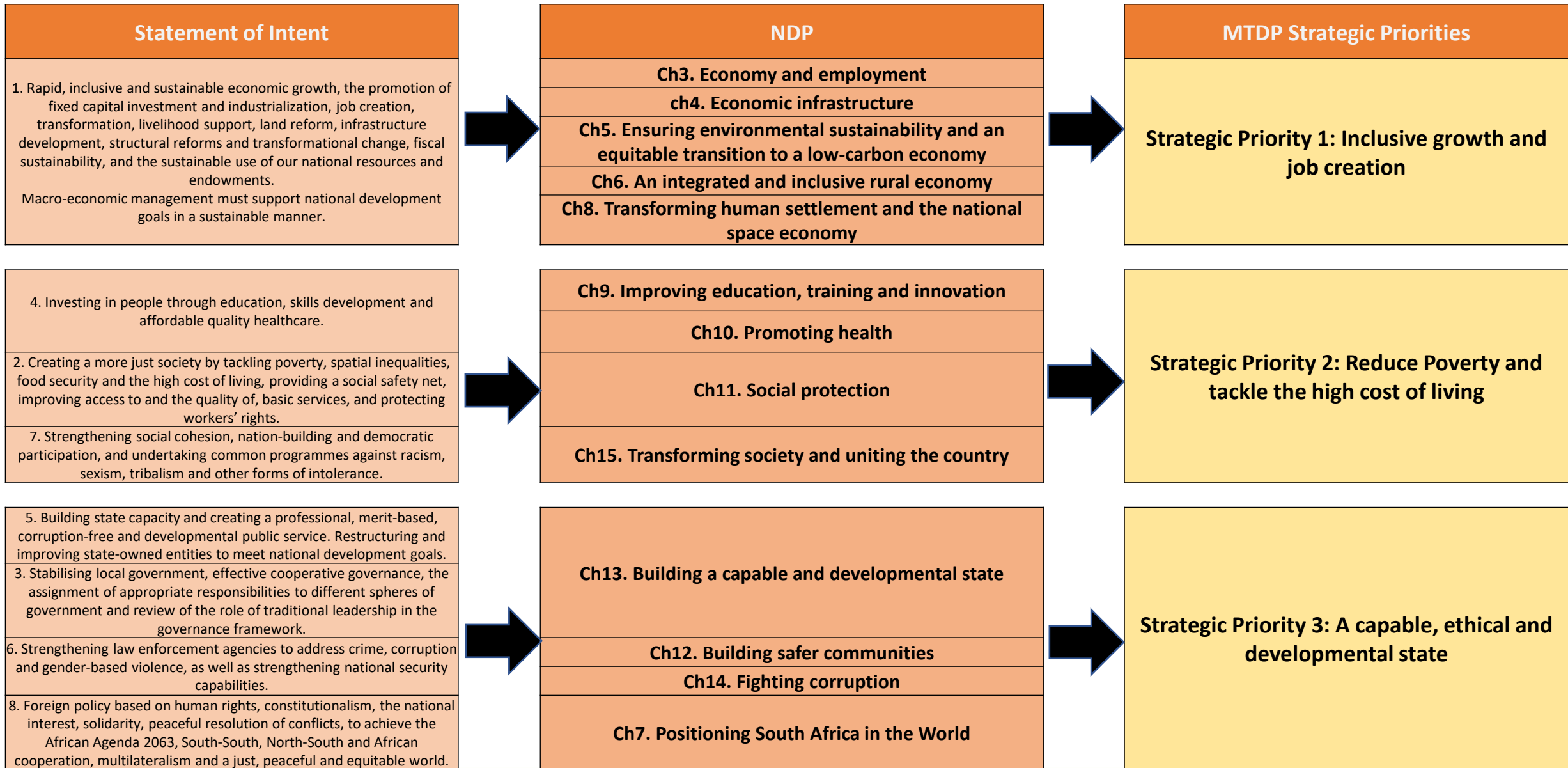
## **Fundamental Principles**

- Respect for the Constitution and the Rule of Law.
- Promote non-racialism and non-sexism.
- Promote social justice, redress, and equity, and alleviate poverty.
- Human dignity and progressive realisation of socio-economic rights.
- Accountability, transparency, and community participation.
- Integrity and good governance.
- Evidence-based policy and decision-making.

## **Minimum Programme of Priorities**

- Rapid, inclusive and sustainable economic growth and job creation (infrastructure, industrialisation, land reform, structural reforms, transformation, fiscal sustainability, macroeconomic management).
- Reduce poverty and tackle the high cost of living (reduce spatial inequality, enhance food security and nutrition, social safety net, basic services).
- Improve the delivery of basic services and bring stability to local government.
- Investing in people through quality education and healthcare.
- Rebuild the capability of the state and create a professional public service (metric based, restructuring SOEs).
- Strengthen law enforcement agencies to address crime, corruption and GBVF.
- Social cohesion and nation building.
- Foreign policy based on human rights, constitutionalism, and national interest.

# Aligning the SOI, NDP & the MTDP Strategic Priorities



# Scenario planning & key driving forces

- Key Driving Forces (KDFs) are dynamic factors that help determine the trajectory of a nation towards its desired or planned-for future.
- Scenario planning exercises, such as the Indlulamithi Scenarios, use KDFs to sketch possibilities for numerous interconnected possible futures.
- These KDFs were carefully considered in the development of the 2024-2029 MTDP.

## Indlulamithi Scenarios 2030 (based on 25 variables)



## Indlulamithi Scenarios 2035 (based on 26 variables)



# Scenarios 2035

**Indlulamithi Scenarios 2035** (developed in 2023 after global context-shift; accounts for climate change, food security, pandemics, technological advances, and geopolitical shifts)



## Hadedu Home

### **The recrimination nation.**

This scenario shows a South Africa where the state and society are in slow decline. No decisive action is taken to improve matters and, instead, blaming everyone for South Africa's ills has become common practice. Deep structural constraints in the economy and slow economic growth remain unresolved, and 70% of South Africans say they do not trust politicians.



## Vulture Culture

### **The desperation nation.**

In this scenario, by 2030, and on to 2035, South Africa is governed by a populist coalition whose main objective is self-enrichment and patronage. Investor confidence has been eroded; the growth rate is low, unemployment is high (44% with youth unemployment at 63%), and poverty and inequality are extremely serious.



## Weaver Work

### **The cooperation nation.**

This is a scenario where, after disruptions and protests, there is a coming together of the political parties, the state, private sector, and civil society in order to jointly identify priorities and, leveraging the strengths of each, change the forms of governance and reform the economy in a way that attracts greater investment and helps to reduce unemployment, inequality and poverty.

# Critical success factors (1)

A number of factors affected the pace of government's reform programme within the 6<sup>th</sup> administration. This section provides a **summary of critical success factors**, to be unpacked within the MTDP and implementation plans for clusters and departments

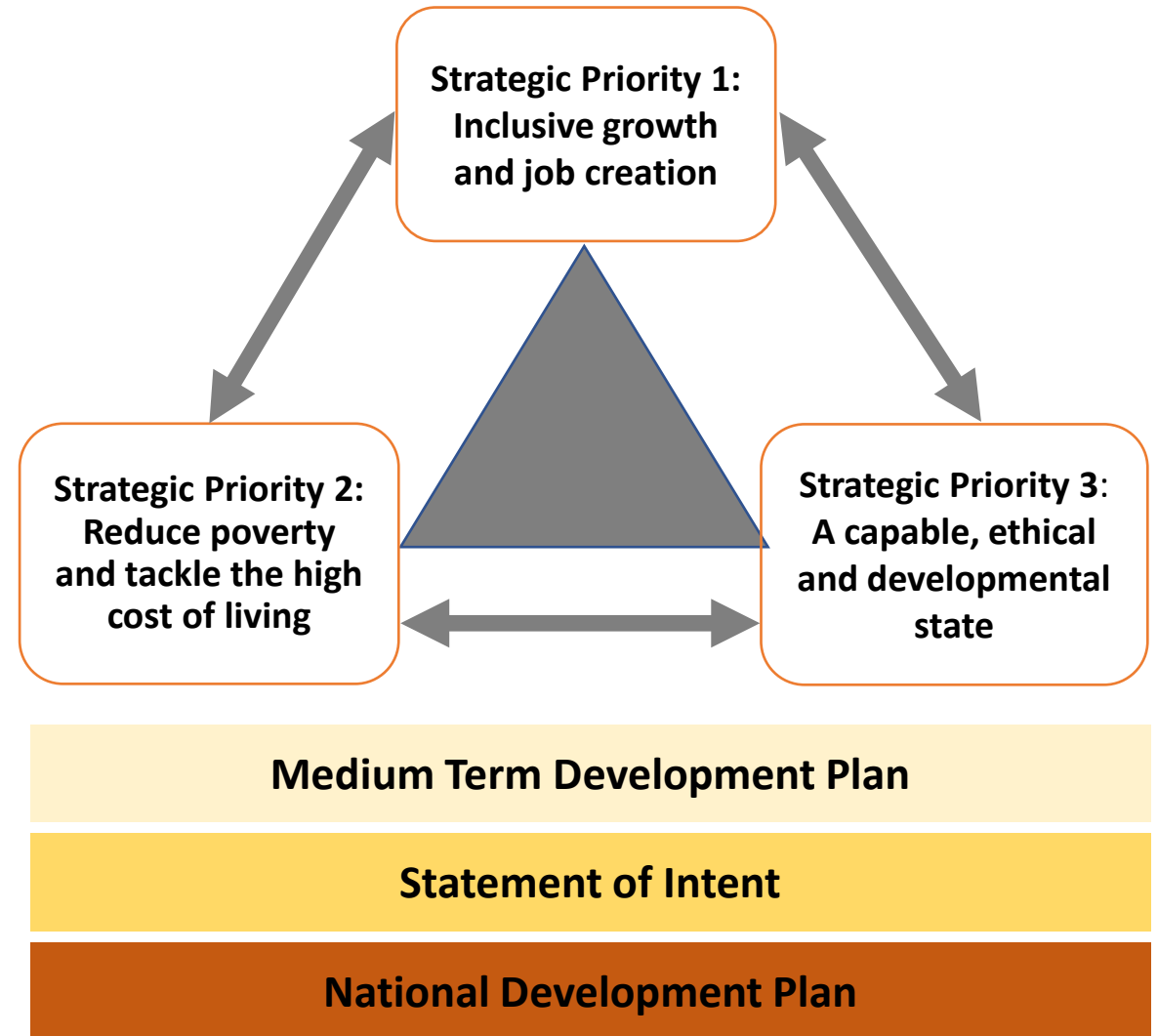
Critical success factor	Description
<b>Whole of government approach</b>	A “whole of government approach” is required to support the implementation of the MTDP – improving coordination and implementation will be vital.
<b>Strengthened Presidency for coordination</b>	The Presidency will be strengthened to ensure that there is <b>effective coordination of policy, planning and implementation</b> from the centre of government. This includes managing agenda setting and <b>reform of the cluster system</b> to improve its effectiveness. The centre also needs to ensure that there is effective intergovernmental coordination.
<b>Effective organisational structures</b>	Organisational structures of institutions need to be reformed to <b>improve delivery and execution and remove duplication</b> . This includes ensuring a clear delineation of roles and responsibilities, rationalising and <b>streamlining public entities, and re-engineering business processes</b> .
<b>Economic structural reforms</b>	<b>Continue the economic structural reform programme</b> across the network sectors to support inclusive growth, increased competition, creating conditions to ramp up private and public investment and creating conditions for employment growth.
<b>Stable local government</b>	The delivery performance of <b>local government needs to be strengthened</b> . This will require a review of the policy and legislative framework with the aim of strengthening local government and enabling it to play its role.
<b>Improved SOE performance</b>	The performance of State Owned Enterprises (SOEs) needs to be improved, including dealing with governance, funding and delivery challenges. Oversight departments should ensure alignment with policy objectives. <b>SOEs should be reformed to fulfil their developmental mandate</b> and strategic purpose.

## Critical success factors (2)

Critical success factor	Description
<b>Integrated crime and violence strategy</b>	Accelerating the integrated strategy is needed to <b>deal with crime and violence</b> that continue to impact community safety and business confidence. This requires strong coordination across the criminal justice value chain, from investigation to prosecution and correctional services.
<b>Mainstream red tape reduction</b>	Departments need to <b>prioritise red tape reduction</b> , including removing unnecessary administrative requirements, improving processes and reducing duplication to enhance efficiency.
<b>Digital transformation and innovation</b>	Digital transformation and innovation across government should be a <b>key enabler to improve efficiency and effectiveness</b> , with interdepartmental coordination supported by the Presidency.
<b>Explicit trade-offs and resourcing</b>	Given current fiscal constraints, there must be explicit trade-offs to ensure that available resources are directed towards maintaining and <b>optimising the social wage</b> (which amounts to 60% of the existing budget) and supporting inclusive economic growth and job creation. This will require difficult decisions to be made, including the closure of underperforming programmes, as opposed to arbitrary across-the-board spending cuts.
<b>Leverage private sector financing</b>	Fiscal constraints also mean that there is a need to <b>leverage private sector support and financing</b> wherever possible. This includes ensuring that the PPP framework is fit-for-purpose, and introducing new and innovative models for private sector participation in network industries through Operation Vulindlela.
<b>Enabling environment for private sector</b>	If government undertakes all the necessary reforms successfully, this will <b>create an enabling environment for private sector investment</b> to improve inclusive growth.
<b>Focus on impact and results</b>	To ensure focus on critical challenges and avoid dissipating effort across too many objectives, the GNU Minimum Programme should <b>prioritise the most important and impactful actions</b> using a programmatic approach.

# Approach to the draft MTDP: Three Strategic Priority Areas

- The draft MTDP 2024-29 proposes **three strategic priorities** which are: i) Inclusive growth & job creation; ii) Reduce poverty and tackle the high cost of living; iii) Build a capable, ethical & developmental state.
- **Inclusive growth and job creation will be viewed as an Apex priority.** All spheres of government, clusters and sectors will prioritise relevant economic interventions.
- The **three strategic priorities are interrelated and interlinked.**
- A capable state plays a key role (direct and indirect) within the economy through regulation, network industries and by creating an enabling environment, and that law and order are maintained.
- The social wage is a key instrument for poverty reduction and is a safety net for the vulnerable. It also ensures that we have a skilled and healthy workforce, enabling infrastructure and basic services.



# Prioritisation criteria: Towards interventions

- Inclusive growth and job creation

Prioritisation Criteria	Description
<b>Sectors in distress</b>	Prioritise sectors that are currently vulnerable but have a large employment base, such as mining, construction, and manufacturing.
	Promote diversification within these industries to reduce dependency on a single sector.
<b>Scalability</b>	Prioritise programmes that have the potential to create a significant number of jobs, especially in sectors that are labour-intensive.
	Focus of projects that can drive growth through increased productivity and economic output.
<b>Infrastructure</b>	Prioritise the investment in infrastructure projects that can provide long-term benefits and support other sectors (e.g., transportation, energy, telecommunications).
	Engage in PPPs to leverage private sector expertise and investment.
<b>Industrialisation</b>	Prioritise industries that can scale rapidly and have extensive reach, like agriculture and tourism, which can have widespread economic benefits.
	Focus on projects that can drive GDP growth through increased productivity and economic output.
<b>Enabler</b>	
<b>Research and Development</b>	Prioritise the investment in R&D with a focus on practical applications that SMEs can adopt.
	Facilitate the transfer of technology from research institutions to the market, ensuring that innovations lead to new business opportunities.

- A capable, ethical and developmental state

Prioritisation criteria	Description
<b>Local Government</b>	Prioritise the functions and capabilities of local government.
	Prioritise the efficiency and effectiveness of the service delivery and bulk infrastructure.
<b>SOE infrastructure</b>	Prioritise energy infrastructure that will enable growth and employment.
	Prioritise network infrastructure that will enable growth and employment.
<b>Safety and Security</b>	Prioritise safety and security of communities and business.
	Prioritise the security of national economic and socio-economic assets.
<b>Enabler</b>	
<b>Professionalisation of the state</b>	Prioritise interventions to ensure a modern, technology driven, and capable state.
	Prioritise interventions to ensure an ethical, accountable and transparent public service.

**MTDP Strategic Priority 1:  
Inclusive growth and job creation**

# Achieve more rapid, inclusive and sustainable economic growth and job creation

## ***Outcome: Increased employment opportunities***

Work with the private sector and labour to protect existing jobs and investments in vulnerable sectors.

Continue to implement and optimise public employment programmes (including the Presidential Employment Stimulus, the National Youth Service, Expanded Public Works) and prioritise work experience for young people.

## ***Outcome: Re-industrialisation, localisation and beneficiation***

Drive growth in labour-intensive sectors such as services, agriculture, manufacturing, mining and tourism, including the finalisation & implementation of master plans.

Strengthen industrial policy incentives to ensure that these are results-based to support exports and job creation.

Implement a modern and transparent mining rights system to enable greater investment in exploration and expand mining production.

Focus on processing our minerals so that we export finished products rather than raw commodities.

Increase access to blended finance for emerging farmers in export crops, and expand access to key markets through trade agreements.

## ***Outcome: Enabling environment for investment and improved competitiveness through structural reforms***

Mainstream red tape reduction across every department and public entity to reduce the undue regulatory burdens that hold back businesses from creating jobs.

Cut red tape and streamline support for small enterprises, entrepreneurs and cooperatives, especially in townships and villages, to thrive.

Strengthen the implementation of the visa regime for critical skills, remote working and start-ups.

Continue the structural economic reforms underway through Operation Vulindlela and initiate a second wave of reforms, including to strengthen local government, address spatial inequality, and digital transformation.

Continue to implement the Freight Logistics Roadmap to enable private sector investment and participation in port and rail, increasing competition and efficiency, while ensuring infrastructure remains state-owned.

Continue with institutional reforms in the water sector to enable greater investment in bulk water infrastructure and better regulation of water services across the country.

# Achieve more rapid, inclusive and sustainable economic growth and job creation

## ***Outcome: Increased infrastructure investment and job creation***

Invest in infrastructure development in key sectors of energy, communications, water and transport infrastructure, and focus on underserved areas.

Simplifying the regulations on public-private partnerships to enable greater investment in both social and economic infrastructure development.

Maintenance of public infrastructure through dedicated programmes and establish systems to support this.

## ***Outcome: Energy security and a just energy transition***

Continue to implement the Energy Action Plan and achieve long-term energy security.

Expedite the rollout of the Transmission Development Plan and focus on expanding and strengthening the transmission network.

Implement the Just Energy Transition Investment Plan (JET-IP) and ensure that South Africa's transition to a low-carbon economy supports communities and workers in Mpumalanga and other affected areas.

Set up the special economic zone in Boegoebaai to drive investment in green hydrogen energy projects.

## ***Outcome: Supportive and sustainable economic policy environment***

Ensure that macroeconomic policy and a sustainable fiscal trajectory in support of growth and employment.

Development an integrated economic strategy that aligns fiscal policy, monetary policy, competition policy, industrial policy, innovation policy and trade policy.

## ***Outcome: Increased investment, trade and tourism***

Prioritise the implementation of the African Continental Free Trade Area to increase our exports to the rest of the continent.

Strengthen economic diplomacy with our largest trading partners and potential trading partners.

## ***Outcome: Science, technology and innovation for growth***

Grow and transform SA's science, technology and innovation capabilities, human resources and research infrastructure.

Invest in digital identity and payments, expand access to affordable broadband, and increase training for young people in digital skills.

**MTDP Strategic Priority 2:  
Reduce poverty and tackle the high cost of living**

# Create a more just society by tackling poverty

## ***Outcome: Reduced poverty and improved livelihoods***

Maintain and optimise subsidised basic services, such as electricity and water, for the poor.

Expand the basket of essential food items exempt from VAT and introduce a basket of high protein basic foods affordable to all through a partnership with the food industry and civil society.

Ensure that the National Minimum Wage increases in line with inflation and enforce compliance.

Ensure that local governments properly implement the indigent policy so that the old, the infirm and the poor are able to get assistance with the payment of basic services.

Undertake a comprehensive review of administered prices (including the fuel price formula) to identify areas where prices can be reduced.

Return all passenger rail corridors to service to provide a low-cost transport option for the poor, and ensure we implement an integrated transport network through a managed approach in line with the National Rail Policy.

Accelerate the release of public land for social housing and redirecting our housing policy to enable people to find affordable homes in areas of their choice.

The provision of title deeds for land and subsidised housing provides people with assets that they can use to improve their economic position.

Accelerate land reform, prioritising the transfer of state land, and improve post settlement support.

## ***Outcome: Optimised social protection and coverage***

Optimise social protection within available fiscal resources (including support to the unemployed). Protect the value of social grants for children, the elderly and persons with disability.

Use the Social Relief of Distress (SRD) grant as a basis for the introduction of a sustainable form of income support for unemployed people to address the challenge of income poverty.

An effective, integrated and comprehensive poverty alleviation strategy is necessary to provide protection and support to the most vulnerable in society.

Strengthen the implementation of the National Drug Master Plan to ensure a South Africa free of substance abuse.

Link social assistance with other forms of support to lift people out of poverty.

# Develop and empower South Africans

## ***Outcome: Improved access to affordable and quality healthcare***

Pursue progressive achievement of universal health coverage through the implementation of the National Health Insurance to address inequity and financial hardship in accessing quality health care.

Strengthen the primary health care (PHC) system by ensuring that home and community-based services, as well as clinics and community health centres are well resourced and appropriately staffed to provide the promotive, preventive, curative, rehabilitative and palliative care services required for South Africa's burden of disease.

Improve the quality of health care at all levels of the health establishments, inclusive of private and public facilities.

Improve resource management by optimizing human resources and healthcare infrastructure and implementing a single electronic health record.

## ***Outcome: Improved education outcomes and skills***

Put in place a clear and measurable plan to achieve universal access to early childhood development (ECD) by 2030. Implement reforms to modernise management systems and reduce red tape for the mass registration of ECD facilities.

Implement best practices such as lesson plans, graded reading books, individualised coaching of teachers and other innovations to ensure that all learners can read for meaning by Grade 4.

Expand vocational and technical training in schools and post-school institutions.

## ***Outcome: Skills for the economy***

Produce the skills that the economy needs, we will expand vocational and technical training in schools and post-school institutions, and take a demand-led approach to skills development.

Strengthen the partnership with the private sector to unlock the deployment of artisans and TVET graduates through workplace based placements and work integrated learning opportunities.

## Promote social cohesion and nation-building

### ***Outcome: Social cohesion and nation-building***

Promote and protect South Africa's diverse languages and cultures.

Implement a national civic education campaign on the Constitution, including at all public and private schools.

Ensure the sustainability of the public broadcaster to fulfil its mandate and develop funding mechanisms to support local content and the creative industry.

Invest in shared public spaces such as parks and cultural institutions.

Promote media diversity and independence.

Promote programmes to combat racism, sexism and other forms of intolerance.

Promote the involvement of all key stakeholders in the life of our country, representing civil society, traditional leaders, the faith-based sector, labour, business, cultural workers, sports people and other formations representing the diverse interests and voices of our citizens.

Promote the rights of women, youth, children and persons with disabilities and remove the social, economic, cultural and other barriers to full participation in the economy.

**MTDP Strategic Priority 3:  
Build a capable, ethical and developmental state**

# Improve the delivery of basic services and bring stability to local government

## ***Outcome: Improved service delivery at local government***

Bring stability to governance in metros and restore the delivery of services.

Strengthen the ability of national and provincial government to intervene in municipalities which fail to meet minimum norms and standards.

Implement reforms to the local government system to improve governance, institutional structures and fit-for-purpose funding models to achieve financial sustainability.

Standardise and professionalise the appointment of municipal managers and CFOs, and ensure independent regulation and oversight of the appointment process.

Fast-track the development and maintenance of water treatment and distribution infrastructure and waste water treatment systems.

Strengthen the regulation of municipal water functions and separate water services authorities from water service providers to enable improved oversight and greater efficiency.

Simplify and speed up planning and regulatory processes that can make it easier for businesses to invest and operate in a municipality.

Collaborate with traditional & Khoi-San leadership on local development and land management.

Strengthen disaster management capabilities at local government to respond effectively to any unforeseen events.

## ***Outcome: Improve governance and performance of public entities***

Implement recommendations of the Presidential State-Owned Enterprises Council (PSEC), including the establishment of a centralised ownership model.

Undertake a comprehensive review of public entities to enable rationalisation, streamlining and implementation of shared services models.

Strengthen the South African Revenue Services (SARS) to maximise resource mobilisation.

# Rebuild the capability of the state and create a professional public service

## ***Outcome: A capable and professional public service***

Strengthen the role of the Presidency (incl. DPME & DWYPD) to improve planning, policy coordination and management of the cluster system.

Finalise the Public Service Amendment Bill, Public Administration and Management Amendment Bill, and Public Service Commission Amendment Bill.

Implement the National Framework towards the Professionalisation of the Public Sector and establish the Office of the Head of the Public Administration to manage career progression and oversight of the senior management service.

Strengthen the role of the Public Service Commission in the appointment of Directors-General, SOE board directors and key positions such as the National Director of Public Prosecutions to shield them from political interference.

Reposition the National School of Government as a premier public sector academy and roll-out a Nyukela Programme for Middle Management Service (MMS).

Conduct Institutional Reviews and Skills Audit to ensure that state institutions are execution driven in line with mandates and public value.

Develop and implement a roadmap for digital transformation of public services.

Strengthen the public procurement system, in line with the Public Procurement Act, for efficiencies and effectiveness and to stimulate demand.

Implement the recommendations of the Personnel Expenditure Review in order to manage the Wage Bill.

Improve efficiency and productivity of the public sector by mainstreaming red tape reduction across departments and entities.

# Strengthen law enforcement agencies to address crime and corruption

## ***Outcome: Safer communities and increased business confidence***

Continue implementation of the Integrated Crime and Violence Prevention Strategy.

Continue to strengthen and build the capacity of prosecution and law enforcement agencies to effectively combat crime and corruption.

Strengthen whistleblower protections through stronger legislation and implement the National Anti-Corruption Strategy.

Strengthen accountability and consequence management in the public service and conduct lifestyle audits for elected officials and senior public servants.

Strengthen the capacity of the Hawks to tackle organised crime. Combat infrastructure crime by securing electricity, logistics, water, and other critical infrastructure.

Tackle priority crimes like the illicit economy crimes, gang violence, cash-in-transit heists, farm crimes, and the construction mafia through specialised police units.

Move towards evidence-based policing and increase the use of proven technologies, including the modernisation of 10111. Implement a data-driven approach to target violent crime hotspots and direct police resources and personnel to the police stations where crime is most prevalent.

Work with communities to end crime by working closely with community policing forums and providing safe channels for citizens to report criminal activity.

Implement the National Strategic Plan on Gender-Based Violence and Femicide, and expand victim support services, like the Thuthuzela Centres and GBV desks in police stations.

Strengthen anti-money laundering and terrorism financing efforts and secure South Africa's removal from the Financial Action Task Force (FATF) list of jurisdictions under increased monitoring.

# Pursue peace, stability and development in Africa and globally

## ***Outcome: Effective border management and development in Africa***

Ensure effective border management to limit transnational crime and promote regional trade and the legal movement of people.

Use South Africa's Presidency of the G20 to tackle global inequality and poverty and advance sustainable development.

Promote peace, security, democracy and socioeconomic development in SADC and other parts of the continent. Strengthen the AU Peace and Security and Governance architecture.

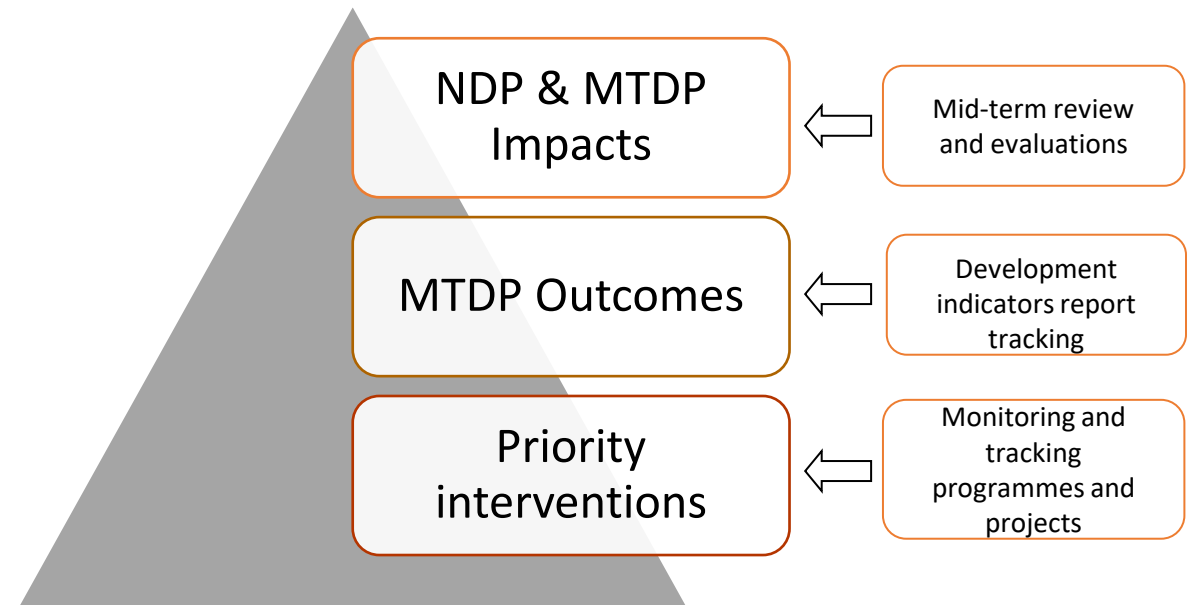
Increase the voice of developing countries in the UN and other multilateral institutions, promoting peace, security and development, South-South and North-South cooperation through BRICS, the G20, the Non-Aligned Movement and other forums.

Build state capacity through established global public and private partnerships focused on knowledge and people-to-people exchanges.

# Assessing outcomes and impact towards performance

- Achieving **outcomes and impact** is critical in the implementation of the MTDP.
- Selected **high impact priority interventions** (i.e. programmes & projects) should be subjected to rigorous outcome or impact evaluations in line with the DPME guidelines for evaluations.
- DPME will **realign** the national evaluation framework and the annual development indicators report with the MTDP.
- **Targeted data improvement activities** will be ongoing to better track results, identify challenges and direct corrective actions.
- **Impact evaluations** will take place mindful of the time lag before impact can be realised.

## 2024- 2029 MTDP performance approach



# Managing performance

## Integration

- Integrates the management of individual performance with the organisation performance.

## Strategic focus

- Links to the departments strategic plan, government mandate and priorities.

## Alignment

- Services as a tool to monitor, evaluation, correct and align the individual performance outcomes with organisational performance results.
- Establishes a direct relationship in the alignment of the performance agreement of the HODs with that of DDGs and other senior management.

## Validation

- Establishes and institutionalises management control tools to validate the performance outcomes of employees.

## Proactive

- Periodic review and assessment of performance progress against the predetermined standard and taking appropriate corrective action, where deviations have been identified.

## Performance dialogue

- Create and nature a culture of performance dialogue.

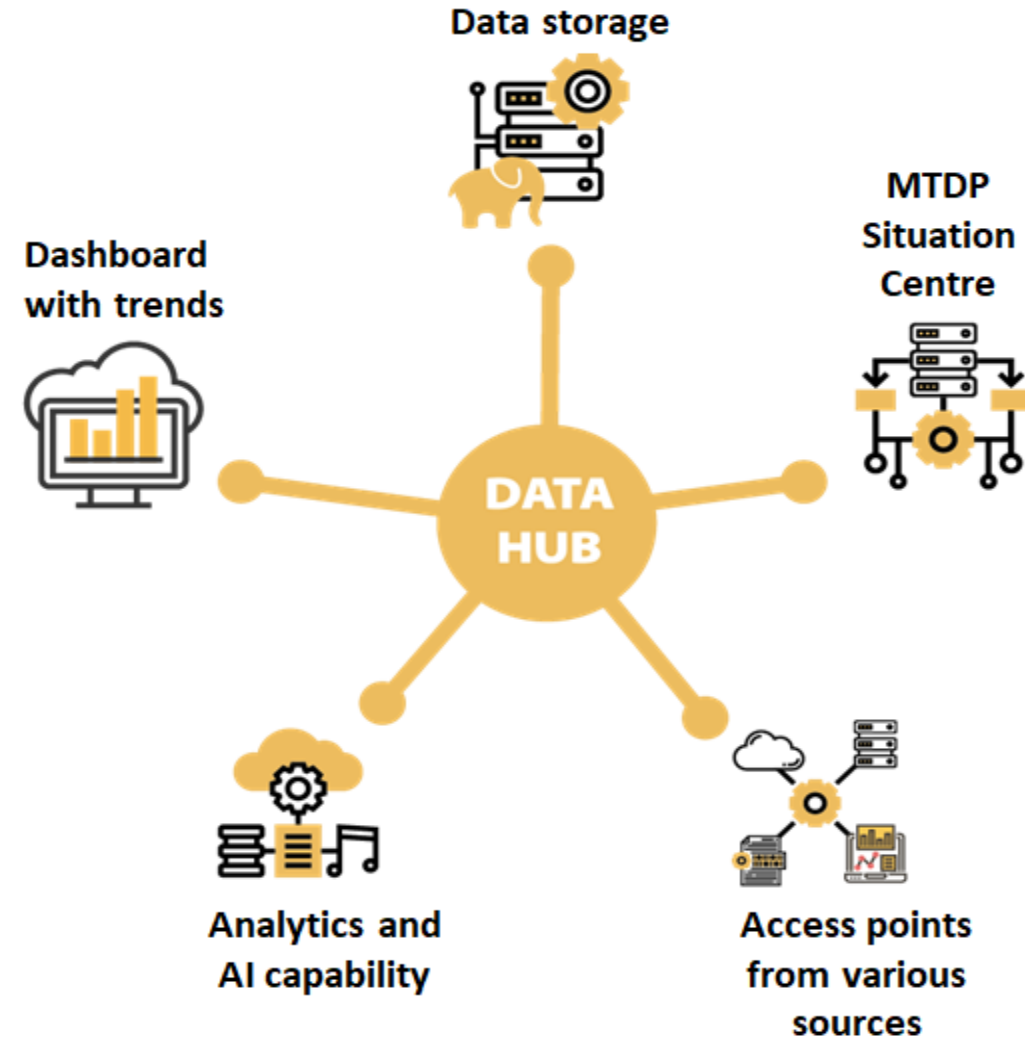
## Performance outcome

- Separation of performance management, performance outcomes, consequences, development and incentives.

# Conceptual design of the MTDP Integrated Monitoring and Reporting System

## Building blocks:

- i. The DPME Data Integration and Analysis unit will house the **MTDP Situation Centre**, which will coordinate the Data Hub and to host the System. A dedicated space in the DPME Hatfield Office is being converted for this purpose.
- ii. **Dashboard to monitor trends.** Addressing the MTDP Strategic Priorities and their cascading components, reported on a quarterly basis.
- iii. **Analytics and AI** capabilities for enhanced data analysis
- iv. **Access points** for departments and entities to upload information.
- v. Staffing must include **data scientists**.
- vi. **Potential partnerships** are being explored to support the abovementioned processes, e.g. existing blueprint system to customize; team of IT personnel to customize the system; staff training and additional staff to administer the platform; Additional computers and data storage infrastructure.



## Way forward

# Way Forward

- The **draft MTDP** supporting results framework will be developed in coordination with the **clusters** over August 2024. The **final draft MTDP** will be presented to Cabinet Lekgotla's strategic session in **September 2024**. The **final MTDP** will be submitted to Cabinet in **October 2024** for final approval.
- Clusters to submit inputs on the draft **Results Framework** within two (2) weeks for consolidation in the draft MTDP.
- The inputs should focus on the **interventions/programmes, indicators, baselines, mid and end-of-term targets and responsible institutions**.
- The MTDP 2024-2029 will outline **mid-term and end-term targets**. These will be captured within the results framework as annexures to the MTDP. **Progress on targets will be subject to a mid-term review to inform corrective action and course correction**.
- Clusters will develop **cluster implementation plans (with annual targets)** to support the implementation of the MTDP.
- Provinces will develop **five-year provincial medium-term plans** that incorporate key relevant interventions from the MTDP and provincial specific interventions.
- DPME will **review the institutional structure of departments** and entities to better coordinate the work of the GNU. This will include strengthening the Presidency family for **effective coordination**.
- Interventions and targets should be **cascaded in the Strategic Plans (SPs) and Annual Performance Plans (APPs)** of departments. DPME will issue a **Circular** on the preparation of draft SPs and APPs.
- An **integrated reporting system** will **allow for the monitoring of financial and service delivery performance** through the MTDP data hub.
- DPME will integrate the **development indicators** to measure outcomes and impact and collaborate with StatsSA on the Integrated Indicator Framework which includes the SDGs and draft work on provincial indicators.

# Draft MTDP Result Framework Template

## DRAFT MTDP 2024-2029 RESULTS FRAMEWORK

### PRIORITY 1: INCLUSIVE GROWTH AND EMPLOYMENT

**DESIRED IMPACT:** Eradication of poverty; Reduced inequality; Increased household incomes

Desired Outcome	Outcome Indicators	Outcome Baseline	Outcome Target 2029/30	Interventions/ Programmes	Intervention Indicators	Intervention Baseline	Mid-Term Target	End-Term Target	Lead Institution

# Timelines and key milestones for 2024/25

Milestones	Date
<b>Draft 0 MTDP</b>	<b>Mar 24</b>
FOSAD	10 Jun 24
Presidency	8 Jul 24
NPC meeting	11 Jul 24
FOSAD	11 Jul 24
Cabinet Lekgotla	13-14 July 24
<b>Opening of Parliament Address</b>	<b>18 July 2024</b>
FOSAD Cluster Engagements	July – Aug 24
Provincial Engagements	Aug 24
SALGA Engagement	Aug 24
<b>Draft 1 MTDP</b>	Aug 24
Cabinet Lekgotla	Sep 2024
Final Cluster Engagements	Sep 24
<b>Draft 2 MTDP</b>	<b>Oct 24</b>
<b>Cabinet submission for approval of MTDP 2024-2029</b>	<b>Oct 2024</b>
Development of draft SPs and Annual Performance Plans	Oct 24
Final SPs and Annual Performance Plans submitted to Parliament	Mar 25



**THANK YOU**

# Annexure A: Acronyms/Abbreviations

**AfCFTA** - Africa Continental Free Trade Area

**BER** - Bureau for Economic Research

**BMA** - Border Management Authority

**COVID-19** - CoronaVirus Disease 2019

**DCOG** - Department of Cooperative Governance

**DDG** - Deputy Director-General

**DDM** - District Development Model

**DG** - Director-General

**DEL** - Department of Employment and Labour

**DTIC** - Department of Trade, Industry and Competition

**ECD** - Early Childhood Development

**ERRP** - Economic Reconstruction & Recovery Plan

**FATF** - Financial Action Task Force

**FOSAD** - Forum of South African Directors-General

**GDP** - Gross Domestic Product

**GFCF** - Gross Fixed Capital formation

**GNU** - Government of National Unity

**ICT** - Information, communications, and technology

**ICTS** - International Cooperation, Trade and Security

**IGR** - Inter Governmental Relations

**IRP** - Intergrated Resource Plan

**JCPS** - Justice, Crime Prevention and Security

**LG** - Local Government

**MTDP** - Medium Term Development Plan

**MTSF** - Medium Term Strategic framework

**NACAC** - National Anti-Corruption Advisory Council

**NDP** - National Development Plan

**NHI** - National Health Insurance

**NPA** - National Prosecuting Authority

**NSFAS** - National Student Financial Aid Scheme

**NSDF** - National Spatial Development Framework

**NT** - National Treasury

**PCC** - President's Co-ordinating Council

**PHC** - Primary Health Care

**PPP** - Public-Private Partnerships

**PSEC** - Presidential State-Owned Enterprises Council

**TVET** - Technical and Vocational Education and Training

**SDG** - Sustainable Development Goals

**SETA** - Sector Education and Training Authority

**SITA** - State Information Technology Agency

**SMMEs** - Small, Medium, and Micro Enterprises

**SOE** - State Owned Entity

**SP** - Strategic Priority

**STI** - Science, Technology and Innovation