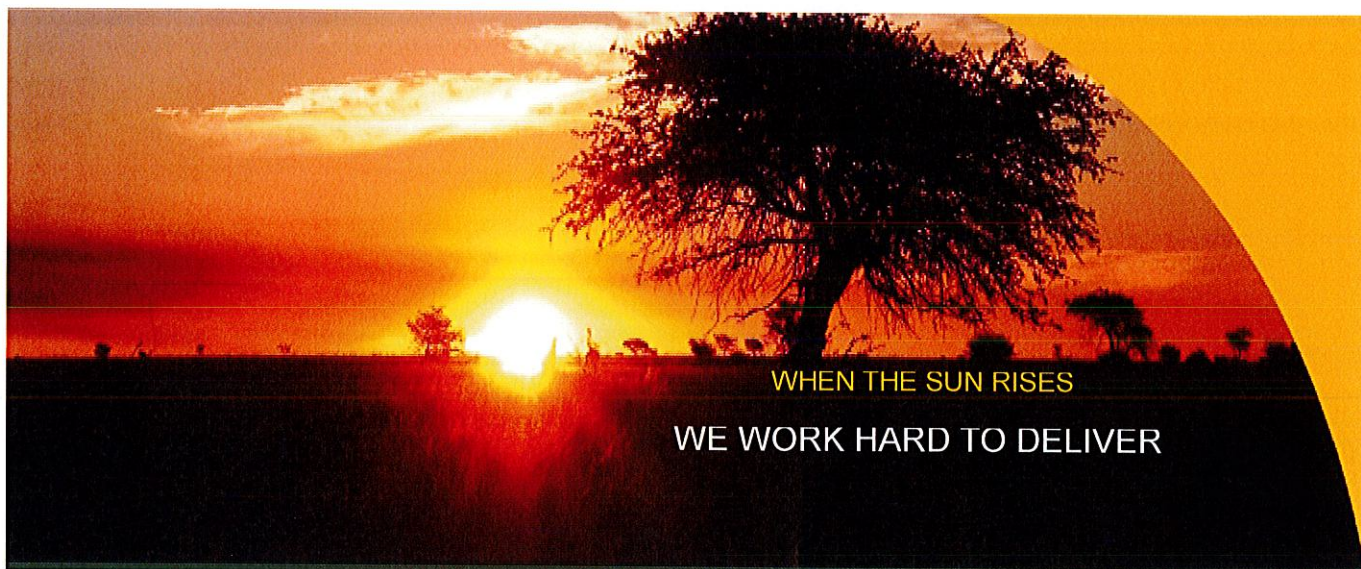




culture, sport & recreation

MPUMALANGA PROVINCE  
REPUBLIC OF SOUTH AFRICA



**SERVICE DELIVERY IMPROVEMENT PLAN (SDIP)  
DEPARTMENT OF CULTURE, SPORT AND RECREATION**

**2016/17 -2017/18**



## COVER LETTER TO DPSA

### 1. INTRODUCTION

The Service Delivery Improvement Plan (SDIP) 2016/17-2017/18 for the Department of Culture, Sport and Recreation is informed by the Strategic Plan 2015-2020 and is aligned to the Annual Performance Plan 2016-17.

### 2. PROCESS FOLLOWED

#### Step 1

The Department took a decision to review the SDIP 2015-2018 during the strategic planning session held on the 20<sup>th</sup> October 2015 upon realisation that the key services implemented in the SDIP will no longer be implemented in 2016-17.

The Departmental top management and Sport and Cultural Institutions agreed prioritise three new keys services namely: Transfers to Cultural Institutions, Transfers to Sports Structures and Provision of Library Materials as new projects for improvement that are correctly aligned to the Strategic Plan 2015-2020 and the Annual Performance Plan 2016/17 as well as the Medium Term Expenditure Framework (MTEF).

#### Step 2

A cross cutting team of Senior Managers, MMS and Assistant Managers met on the 18<sup>th</sup> of May 2016 to review the SDIP and align the new projects to the SDIP template and consolidate a draft plan

#### Step 3

The draft SDIP plan was presented to Top Management for inputs and endorsement

#### Step 4

SDIP plan was approved and authorised by the Executive Authority

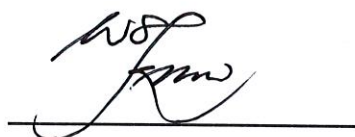
### 3. STAKEHOLDERS CONSULTED

This is a revised plan, all affected stakeholders were consulted

- ✓ Sport and Cultural Institutions
- ✓ Librarians
- ✓ Departmental Management

#### 4. SDIP Team members

1. Name & Surname	Title	Telephone
2. Mr AS Mkhwanazi	Deputy Director- Cultural Affairs	013 766 5007
3. Mr MS Zwane	Assistant Director- School Sports	013 766 5250
4. Ms N Mabhena	Communication Officer	013 766 5374
5. Ms JN Skosana	Assistant Director- Administration (Nkangala)	013 947 2880
6. Mr LD Mohlamonyane	Assistant Director: Administration Gert Sibande Region	017 811 6196
7. Ms X Tibane	Finance: Head Office	013 766 5363
8. Ms E Mkhombo	SCM: Head Office	013 766 5246
9. Ms SE Gondwe	HRD: Head Office	013 766 5509
10. Ms PN Masilela	Assistant Director: Evaluation	013 766 5262
11. Mr S Msimango	Manager: Programme Management	013 766 5016
12. Ms NH Hlatshwayo	SDIP Coordinator	013 766 5013
13. Mr EM Mahlangu	SDIP Champion	013 766 5201



**Mr SW Mnisi**

**Head of Department**



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## 1. VISION

A patriotic socially cohesive society

## 2. MISSION

To promote social cohesion and nation building through culture, sport and information service to people of Mpumalanga

3. VALUES	BEHAVIOURAL STATEMENT
<b><i>Caring</i></b>	<p>We endeavour to understand the needs of our staff and the communities we serve.</p> <p>The importance of respect, empathy and value of staff will be paramount in creating positive work environment.</p> <p>We will provide honest and constructive criticism when needed.</p>
<b><i>Accountability</i></b>	<p>We pledge have a clear understanding of vision, mission and goals of the Department.</p> <p>We pledge to be conversant with individual role and responsibility towards the realisation of goals and objectives the Department.</p> <p>We commit to adhere to deadlines and delivery targets.</p> <p>We commit to remedial action in instances of underperformance and recognise good performance.</p>
<b><i>Teamwork</i></b>	<p>We pledge to adopt an integrated approach.</p> <p>We promote collaborative decision making and cooperation.</p> <p>We commit to team members afforded opportunities to excel.</p>
<b><i>Integrity</i></b>	<p>We embrace the positive values and good work ethics.</p> <p>We strive for a corruption free environment.</p> <p>We are reliable, trustworthy and honest as strive to achieve irreproachable character.</p>
<b><i>Creativity</i></b>	<p>We subscribe to innovation and creativity.</p> <p>We pledge to create an environment conducive for creative.</p>

#### 4. LEGAL MANDATES

- 4.1. Constitutional mandate:** The Department derives its Constitutional mandate from sections 6, 30 and 31 and schedule 5 of the Constitution of the Republic of South Africa, 1996.
- 4.2. Legislative mandates:** The Department derives its legislative mandates from National and Provincial Legislations, as well as from policy specifications of relevant National Departments (*Listed*). In addition, the Department is now aligned to lead Outcome 14 of the National Development Plan 2030: Nation Building and Social Cohesion as part of MTSF facilitation and implementation.

Name of the Act	Key Responsibilities
Library Ordinance no 20 of 1992	For proper management and administration of public libraries and maintenance
Mpumalanga Arts and Culture Council Act of 1999	It seeks to advance the development of Arts and Culture
White Paper on Sport and Recreation 1996	This document seeks to address the imbalances of the past on elite sport and infrastructure development and redress
White Paper on Arts, Culture and Heritage 1996	It seeks to preserve and conserve our diverse cultural heritage
National Arts Council Act, 56 (Act No. 56 of 1997)	It seeks to provide opportunities to co-ordinate arts programme and reducing exploitation of artists
Mpumalanga Archives Act, 394 (Act No. 394 of 1998)	It seeks to ensure sound and effective management of archival material
National Heritage Resources Act, 25 (Act No. 25 of 1999)	This document is about the preservation and protection of heritage
National Heritage Council Act, 11 (Act No. 11 of 1999)	To determine its objects, functions and method of work; to prescribe the manner in which it is to be managed and governed; to regulate its staff matters and financial affairs
Cultural Institutions Act, 119 (Act No. 119 of 1998)	To provide for the payment of subsidies to certain cultural



<b>119 of 1998), as amended</b>	institutions; to provide for the establishment of certain institutions as declared cultural institutions under the control of councils; to establish a National Museums Division
<b>Culture Promotion Act, 35 (Act No. 35 of 1983)</b>	To provide for the preservation, development, fostering and extension of culture in the Republic; the development and promotion of cultural relations with other countries; and for the establishment of regional councils for cultural affairs
<b>South African Geographical Names Council Act, 118 (Act No. 118 of 1998)</b>	Transformation and standardisation of geographical names in South Africa for official purposes
<b>Heraldry Act, 18 (Act No. 18 of 1962)</b>	To make provision for the establishment of a bureau of heraldry, a heraldry committee and a heraldry council; for the registration and protection of coats of arms, badges, other emblems, names and uniforms
<b>Legal Deposit Act, 54 (Act No. 54 of 1997)</b>	To provide for the preservation of the national documentary heritage through legal deposit of published documents
<b>National Film and Video Foundation Act, 73 (Act No. 73 of 1997)</b>	The objects of the Foundation are to develop and promote the film and video industry
<b>PAN South African Language Board Act, 59 (Act No. 59 of 1995)</b>	To promote multilingualism in South Africa and to develop the country's 11 official
<b>National Library of South Africa Act, 92 (Act No. 92 of 1998)</b>	For collecting, preserving, making available and promoting awareness of the national documentary heritage
<b>South African Library for the Blind Act, 91 (Act No. 91 of 1998)</b>	Provide for library and information services to blind and print-handicapped readers
<b>The National Sport and Recreation Act, 1998 (Act No. 110 of 1998)</b>	To provide for the promotion and development of sport and recreation and the co-ordination of the relationships between the Sports Commission, national and recreation federations and other agencies
<b>SA Institute for Drug Free Sport Act, 1997</b>	To promote the participation in sport free from the use of prohibited substances or methods intended to artificially



	enhance performance
<b>Lotteries Act No. 57 of 1997</b>	To regulate and prohibit lotteries and sports pools to provide for matters connected therewith
<b>Non Profit Organizations Act No. 71 1997</b>	To provide for an environment in which non-profit organisations can flourish; to establish an administrative and regulatory framework within which non-profit organisations can conduct their affairs
<b>Safety of Sport and Recreational Events Bill 2006</b>	It recognises the promotion and protection of the physical well-being and safety of all persons attending sports and recreational
<b>SA Boxing Act No. 11 of 2001</b>	To ensure the effective and efficient administration of professional boxing in the Republic

## 5. LISTED SERVICES

- ✓ Improving and knowledge and upholding values enshrined in RSA Constitution by coordinating the celebration of our national commemorative days and rolled out of social cohesion campaigns in communities and schools.
- ✓ Promoting the identification, development and preservation of our heritage and resources.
- ✓ Facilitating the development, preservation and promotion of multilingualism.
- ✓ Promoting the development of sporting and artistic talent by providing opportunities for development from entry level through to high performance or professional level.
- ✓ Delivering community-based recreation programmes and mass participation in Sports, Arts, and Culture and encouraging community participation in such programmes to achieve social cohesion
- ✓ Promoting Arts and Culture industries through the coordination of EPWP linked projects.
- ✓ Facilitating the development and management of the Geographical Name System in the Province.

- ✓ Facilitating the provision of archival services to the Provincial and Local Government ensuring that systems are in place for sound record management and access to the community.
- ✓ Promote access to Library Service through establishment and support of municipal public libraries.

## 6. SITUATIONAL ANALYSIS

The Department has made remarkable success towards implementing its key services. This has been achieved through compilation of clear long term and short term plans that are continuously being monitored. The following achievements were recorded on each strategic outcome oriented goals of the Department in 2015/16 financial year.

- **Improved knowledge and upheld values enshrined in RSA Constitution**
  - Promoted human rights, reconciliation, cultural diversity and nation building through the host and support of 8 national commemorated days
  - Enhanced knowledge of the constitution through the roll out of 72 campaigns in all municipalities and 518 schools receiving preamble of the constitution to be recited at school assemblies.
- **Equalize opportunities, inclusion and redress:**
  - Promoted heritage and culture through variety of activities that included;
    - ✓ Supported of three (3) cultural preservation events, of projects that promote Culture and Heritage supported
    - ✓ Coordinated there (3) Indigenous Knowledge System session that benefited 287 youth on issues of life skills and cultural preservation
    - ✓ Created jobs through arts and craft where 30 cooperatives and 153 youth benefited supported to promote heritage and culture as part of investment in the cultural and creative industries
  - Initiated campaigns to improve utilization of currently marginalized languages by ensuring speeches of the Executive Authority are also available in Siswati and isiNdebele. In addition the Department conducted three (3) literary exhibitions to promote African literature benefiting more than 276 learners as well as rolled out 3 language awareness programmes in all districts.



- Facilitated the protection, conservation and promotion of heritage and museums in the Province through attraction of 40 718 visitors in the 3 museums who also got exposed to the temporary exhibitions staged
- Improved literacy level in the province through provision of access to library service that increased from 112 to 114 as well provision of necessary resources such as ICT and books to all of them.
- Taken the Province to the next level of having functional archive facility as it used to be counted amongst those that did not have their own archive repository. At least two government offices (Mbombela and Umjindi Local Municipalities) repatriated their documents as part of redress.
- Increased access to sport infrastructure by building three (3) new sport combo courts that will go a long way to redress inequality of previously disadvantaged to access of sport facilities
- **Social cohesion across society through increased interaction across race and class:**
  - Ensured that equal opportunities exist for all citizens of Mpumalanga to participate and excel in sport and recreation. The following are the activities that were achieved in this regard;
    - ✓ Coordinated 30 595 people who participated in recreation activities and events, some of the high profile events includes; Loskop marathon with approximately 4500 athletes and 89 upcoming athletes, Indigenous Games festival with 168 participants, Big Walk at Mbombela Stadium with 160 participants, Recreation Day at Mbombela Stadium with 342 participants and National Golden Game at Kimberly with 180 participants.
    - ✓ Coordinated 8 426 learners participation in school sport starting at district, provincial until national level. The competitiveness of Mpumalanga athletes improved since it moved from position 8 to 6 when compared with nine other Provinces
    - ✓ Capacity building was given to all athletes that includes learners and teams through training and involvement of 3 regional sport academies



- ✓ Enabled effective participation through the provision of sport equipment's to 200 schools, 60 clubs and 18 hubs which included an outside gym at Msukaliwa
- ✓ Increased participation of athletes from 63 498 to 416 804 in Community Sport and Recreation events
- ✓ Staged 8 tournaments and leagues to foster club development in the following priority codes; Women Basketball , Hockey, Netball, DEAFSA tournament, Boxing, Handball, Boxing and Football
- **Promoting active citizenry and broad-based leadership:**
  - Improved participation of community based structures in the roll out of Departmental projects and programmes that as follows:
    - ✓ 25 Arts and Culture structures that based in all municipalities
    - ✓ Four (4) structures for the development of Languages in the province (Mpumalanga Provincial Language Committee, Silulu National Lexicography Unit, Iziko lesiHlathululi-mezwi sesiNdebele and Mpumalanga Writers Association
    - ✓ Three (3) museum structures supported to keep museums open during weekend and holidays and host of coordination of national and international gold panning tournaments
    - ✓ Four (4) sport structures (Cycling tournament, Loskop marathon, MP School Sport Organization and MP Sport Confederation

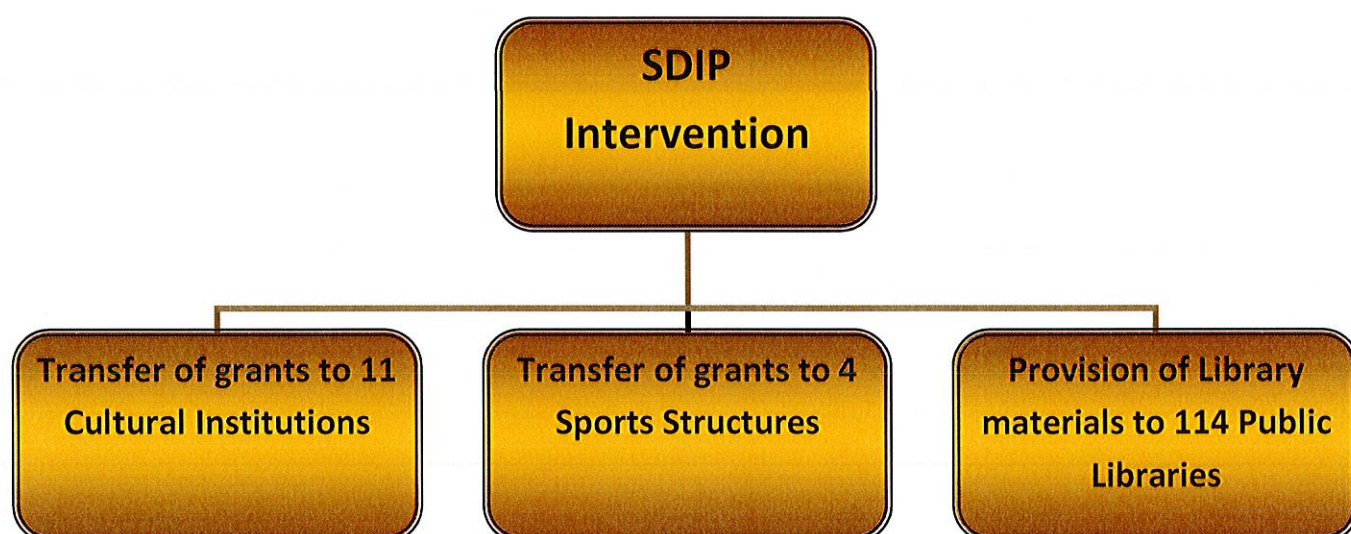
While there were number of successes recorded, there were also some few activities / services that could not be optimally rendered to communities due to varying circumstances.

- *The Grants issued to develop culture and sport is not optimally utilized. There are delays to dispatch the grants and some especially in sport end up not receiving it due to non-compliance with funding criteria.*

- There is a slow progress in establishing anchor projects such as Cultural Hub and High Altitude Training Center due to inadequate cash flow from Treasury coffers. The project has since been elevated to Public Private Partnership.
- The renaming of Riverside government buildings could not be concluded due to prolonged consultation process
- 2 of 7 planned new Libraries facilities were completed. 3 Libraries could not be completed due to inadequate capacity of contractors and 2 Libraries were put on hold to complete due process on land availability and close proximity to existing library.
- ***Books not delivered on time due to delays in the procurement of library materials, cataloguing process and dispatch to Public Libraries.***
- 1380 of 1810 planned schools registered for school sport programme. This function has since been shifted to the Department of Education.

The Batho Pele principles are the pre-requisite in implementing all the Departmental projects.

## 7. KEY PRIORITY AREAS FOR SDIP

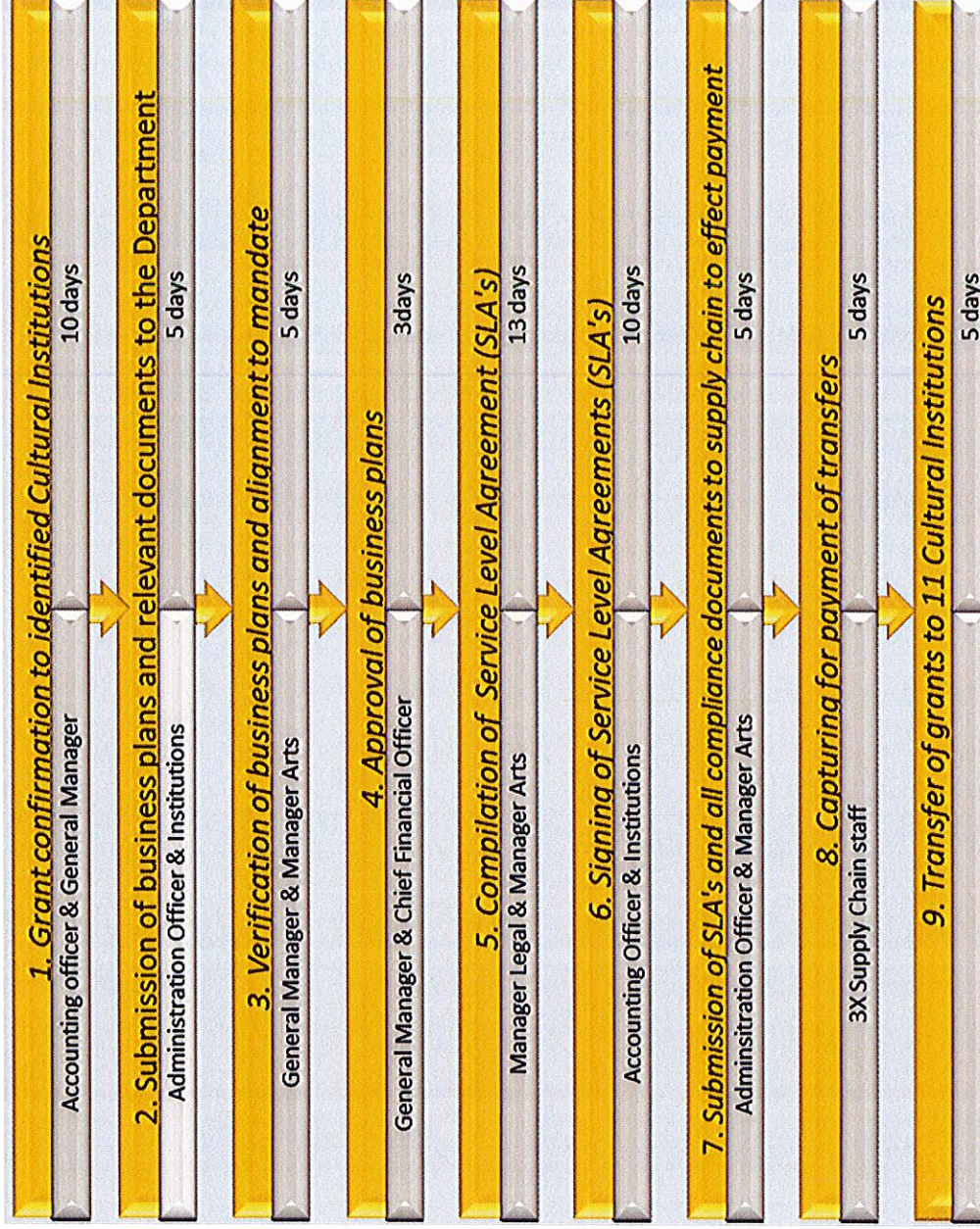


## 8. PROBLEM STATEMENT

1. The Department issued grants for sustenance of Cultural Institutions and Sport Structures in the Province to maximise coverage in development and promotion of active citizenry and broad-based leadership. The process to transfer the funds to the structures took over 11 months to effect instead of the desired (3 months). The delays in the transfer of the grant has a negative effect to the beneficiaries because they are not afforded enough time (with 1 month left) within the financial year to implement projects and programmes as per their business plans and the opportunity to account on the usage of grant before the financial year end.
2. The Department, through the Conditional Grant Community Library has a responsibility to support and transform community libraries, this including the Provision of library materials to 114 Public Libraries. However for the Department to facilitate and conclude the procurement and dispatch of 32 639 library materials took over 11 months than the targeted actual 09 months due to delays internal processes and delivery of books. This greatly affects the functioning of Public Libraries with regards to the availability of relevant and up to date library materials.



## 9. PROCESS MAPPING- TRANSFER OF GRANTS TO CULTURAL INSTITUTIONS





## 10. SDIP IMPROVEMENT PROCESS (CULTURAL INSTITUTIONS)

KEY SERVICES	SERVICE BENEFICIARY	CURRENT STANDARD		DESIRED STANDARD	
		01/04/2015-01/03/2016		01/04/2016 - 01/03/2017	01/04/2017 - 31/03/2018
Transfer of grants to 11 Cultural Institutions	Cultural Institutions	Quantity:	09 Provincial Cultural Institutions received grant after 09 months	11 Cultural Institutions received grant within 3 months(April -June)	11 Cultural Institutions received grant within 3 months(April -June)
		Quality:	Sustained grant transfer to Cultural Institutions to deliver on arts and culture mandate	Sustained grant transfer to 11 Cultural Institutions to deliver on arts and culture mandate	Sustained grant transfer to 11 Cultural Institutions to deliver on arts and culture mandate
		Legal standards	Ensured compliance Regulations & PFMA	Ensure compliance Treasury Regulations & PFMA	Ensure compliance Treasury Regulations & PFMA
		Professionals standards	Ensured compliance with Corporate Governance and King II report and standard operating procedures	Ensure compliance with Corporate Governance and King II report and standard operating procedures	Ensure compliance with Corporate Governance and King II report and standard operating procedures
		Consultation	1 consultation meeting with each institution before the grant transfer	Coordinate 2 meetings per annum with Cultural Institutions for consultation and monitoring	Coordinate 2 meetings per annum with Cultural Institutions for consultation and monitoring
		Access	Institutions have access to a designated responsible Administration officer for support and 2 standing meeting with Institutions per annum	All institutions will have access to Head Office, decentralised regional offices and designated administration officer for administrative support and 2 standing meeting with Institutions per annum	All institutions will have access to Head Office, decentralised regional offices and designated administration officer for administrative support and 2 standing meeting with Institutions per annum
		Courtesy	Quarterly feedbacks on the processing of the grant	Provide weekly feedback on the status of the grant transfer to effect customer care and consideration	Provide weekly feedback on the status of the grant transfer to effect customer care and consideration

KEY SERVICES	SERVICE BENEFICIARY	CURRENT STANDARD	DESIRED STANDARD	
			01/04/2016 - 01/03/2017	01/04/2017 - 31/03/2018
		01/04/2015-01/03/2016		
		Open & Transparency	Annual Performance Plan, MEC's Budget Speech and Departmental Reports Display of Departmental service standards and charter	Annual Performance Plan, MEC's Budget Speech and Departmental Reports Display of Departmental service standards and charter
		Information	One Standing meeting before grant transfer to provide information on the amounts and time frames for transfer of grants	Coordinate 2 meetings per annum to provide information on the amounts and time frames for transfer of grants,
		Redress	Provision of feedback on registered complaints	Departmental Complaints/suggestion boxes in all Departmental service points Complaints registered All registered complaints resolved within 21 days
		Value for Money	Sustained 09 Cultural Institutions and delivery on arts and culture mandates	Sustained 11 Cultural Institutions and delivery on arts and culture mandates
		Time:	09 Months	3 Months
		Cost: '000	R2,5000	R3,4500
		Human Resources:	09	09



## 11. PROCESS MAPPING- TRANSFER OF GRANTS TO SPORTS STRUCTURES





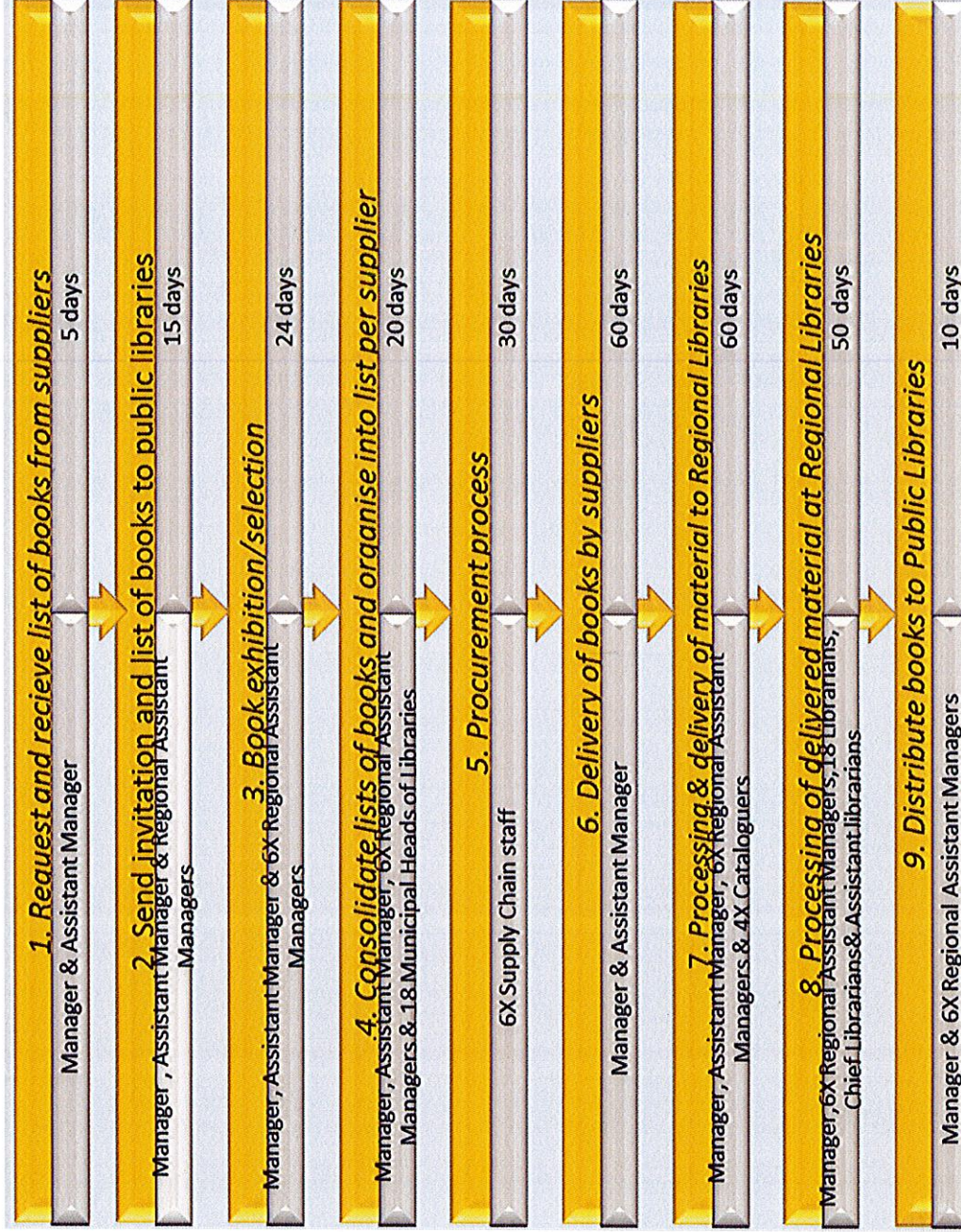
## 12. SDIP IMPROVEMENT PROCESS (SPORTS STRUCTURES)

KEY SERVICES	SERVICE BENEFICIARY	CURRENT STANDARD	DESIRED STANDARD
Grant transfers to 4 Sport structures	<b>Community Sports Structures</b> <ul style="list-style-type: none"> <li>Loskop marathon</li> <li>Cycling tournament</li> <li>Mpumalanga School Sports Organisation</li> <li>Mpumalanga Sport Confederation</li> </ul>	01/04/2015-01/13/2016	01/04/2016 - 01/03/2017
		Quantity: 4 Community based structures received grant after 09 months	4 Community based structures received grant within 3 months(April -June)
		Quality: Sustained grant transfer to 4 Community Sport Structures to develop and enhance sporting and recreation capabilities of the Mpumalanga sporting communities	Sustained grant transfer to 4 Community Sport Structures to develop and enhance sporting and recreation capabilities of the Mpumalanga sporting communities
		<b>Legal standards</b>	Ensure compliance Treasury Regulations & PFMA
		<b>Professionals standards</b>	Ensure compliance with Corporate Governance and King II report and standard operating procedures
		<b>Consultation</b>	Coordinate 2 meetings per annum with Sport Structures for consultation and programme management
		<b>Access</b>	Sport structures will have access to Head Office, decentralised regional offices and designated administration officer for administrative support and 2 standing meeting per annum

KEY SERVICES	SERVICE BENEFICIARY	CURRENT STANDARD		DESIRED STANDARD	
		01/04/2015-01/13/2016		01/04/2016 - 01/03/2017	
		Courtesy	Quarterly feedbacks on the processing of the grant	Provide weekly feedback on the status of the grant transfer to effect customer care and consideration	Provide weekly feedback on the status of the grant transfer to effect customer care and consideration
		Open & Transparency	Annual Performance Plan, MEC's Budget Speech and Departmental Reports	Annual Performance Plan, MEC's Budget Speech and Departmental Reports	Annual Performance Plan, MEC's Budget Speech and Departmental Reports
		Information	One Standing meeting before grant transfer to provide information on the amounts and time frames for transfer of grants	Coordinate 2 meetings per annum to provide information on the amounts and time frames for transfer of grants	Coordinate 2 meetings per annum to provide information on the amounts and time frames for transfer of grants
		Redress	Provision of feedback on registered complaints	Departmental Complaints/suggestion boxes in all Departmental service points Complaints registers All registered complaints resolved within 21 days	Departmental Complaints/suggestion boxes in all Departmental service points Complaints registers All registered complaints resolved within 21 days
		Value for Money	Sustained and supported 4 Community Sport and recreation Structures	Sustained and supported 4 Community Sport and recreation Structures	Sustained and supported 4 Community Sport and recreation Structures
		Time:	11 Months	3 Months	3 Months
		Cost: '000	R1,800	R4,984	R4,984
		Human Resources:	09	09	09



### 13. PROCESS MAPPING- PROVISION OF LIBRARY MATERIALS







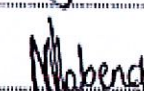
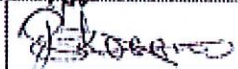
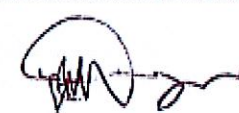
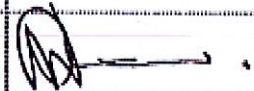
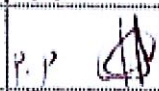




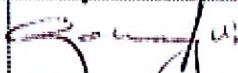
#### 14. SDIP IMPROVEMENT PROCESS – PROVISION OF LIBRARY MATERIALS

KEY SERVICES	SERVICE BENEFICIARY	CURRENT STANDARD	DESIRED STANDARD
Provision of Library Materials to 114 Public Libraries	114 Public Libraries	01/04/2015-01/13/2016	01/04/2016 - 01/03/2017
		Quantity:	112 Public Libraries provided with library materials after 11 months
		Quality:	112 Public Libraries provided with relevant and updated library materials to deliver on library and information services
		Legal standards	Ensured compliance Treasury Regulations & PFMA
		Professionals standards	Ensured compliance with Corporate Governance and King II report and standard operating procedures
		Consultation	6 quality circles meetings per quarter & 4 quarterly IGR meetings for consultation
		Access	112 Public Libraries have access to 6 regional Libraries and designated Librarians, Regional & Head Office
		Courtesy	Provided constant feedback during consultation meetings
		Open & Transparency	Annual Performance Plan, MEC's Budget Speech and Departmental Reports
			114 Public Libraries provided with library materials within 9 months
			01/04/2017 - 31/03/2018
			120 Public Libraries provided with library materials within 9 months
			120 Public Libraries provided with relevant and updated library materials to deliver on library and information services
			Ensure compliance Treasury Regulations & PFMA
			Ensure compliance with Corporate Governance and King II report and standard operating procedures
			Coordinate 6 quality circles meetings per quarter & 4 quarterly IGR meetings for consultation
			120 114 Public Libraries will have access to 6 regional Libraries and designated Librarians, Regional & Head Office
			Provide quarterly feedback and update on the provision of Library materials, conduct customer satisfaction surveys during quality circles meetings
			Annual Performance Plan, MEC's Budget Speech and Departmental Reports
			Display of Departmental service standards and charter

KEY SERVICES	SERVICE BENEFICIARY	CURRENT STANDARD	DESIRED STANDARD	
		01/04/2015-01/13/2016	01/04/2016 - 01/03/2017	01/04/2017 - 31/03/2018
		<b>Information</b> 6 quality circles meetings per quarter & 4 quarterly IGR meetings coordinated to provide information on the budget , status of the process of providing libraries and programme management	6 quality circles meetings per quarter & 4 quarterly IGR meetings coordinated to provide information on the budget , status of the process of providing libraries and programme management	6 quality circles meetings per quarter & 4 quarterly IGR meetings coordinated to provide information on the budget , status of the process of providing libraries and programme management
		<b>Redress</b> Provision of feedback on registered complaints	Departmental Complaints/suggestion boxes in all Departmental service points Complaints registers All registered complaints resolved within 21 days	Departmental Complaints/suggestion boxes in all Departmental service points Complaints registers All registered complaints resolved within 21 days
		<b>Value for Money</b> 112 Public Libraries provided with library materials after 11 months	114 Public Libraries provided with cost effective, efficient, relevant and accessible library materials within 9 months	120 Public Libraries provided with cost effective, efficient, relevant and accessible library materials within 9 months
		<b>Time:</b> 11 Months	09 Months	09 Months
		<b>Cost: '000</b> R11,050	R15,000	R15,000
		<b>Human Resources:</b> 18	18	18



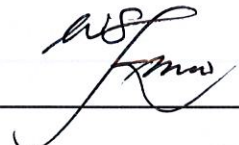
# 15. PARTICULARS OF CHAMPION/TEAM

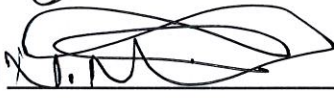
1. Name & Surname	Title	Telephone	Signature
2. Mr AS Mkhwanazi	Deputy Director- Cultural Affairs	013 766 5007	
3. Mr MS Zwane	Assistant Director- School Sports	013 766 5250	
4. Ms N Mabhena	Communication Officer	013 766 5374	
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11. Mr S Msimango	Manager: Programme Management	013 766 5016	
12. Ms NH Hlatshwayo	SDIP Coordinator	013 766 5013	
13. Mr EM Mahlangu	SDIP Champion	013 766 5201	

## OFFICIAL SIGN- OFF

It is hereby certified that this SDIP:

- ✓ was prepared in line with the current Strategic Plan (2015-2020) and the Annual Performance Plan 2016/17 of the Department of Culture, Sport and Recreation
- ✓ will be monitored and assessed quarterly over a period of two years (2016/17-2017/18)
- ✓ performance information results will be used to inform strategic planning process every year.

Signed  Date 27/06/2016 HOD: Mr SW Mnisi

Signed  Date 28/06/2016 MEC: Ms N Mahlangu