

## OUTCOMES OF COMMISSION NUMBER ONE (1)

### **A. CONSTRAINTS**

#### *A.1 POLICY*

- PPPFA is against set-asides thereby defeating end of preferential procurement
- CIDB Grading & Contractor Registration systems are stumbling blocks to empowerment
- Fragmentation of empowerment programmes. Government departments have disparate programmes and often do not share database
- Shortage of scarce skills
- Inconsistencies between BBBEE & PPPFA with regard to empowerment hence a need for Charters
- Image problem coupled with identity problem with regard to mandate – policy versus service provision role

#### *A. 2 ASSET MANAGEMENT & OPERATIONS*

- Discrepancies of salaries and competition for critical skills with private sector
- Role of organizational culture in staff attrition
- Budget constraints and impact on maintenance backlog
- Incomplete asset register hampering strategic decision-making due to lack of information

#### *A. 3 RE KGABISA TSHWANE*

- Budgetary/Finance issues and impact on roll out. Success of RKTP depends on future allocations

#### *A. 4 HUMAN RESOURCES*

- Ageing scarce skills
- Impact of HIV & Aids
- Shortage of skills
- High staff turnover/Retention strategy

#### **A. 5 INFORMATION TECHNOLOGY & SYSTEMS**

- Archaic non-integrated systems
- Treasury instructions against acquisition of new systems

#### **B. RECOMMENDATIONS**

- Contractor Incubator Programme & Emerging Contractor Development Programme to push for set-asides. Support of Portfolio Committee and Parliament sought in lobbying for the reform /amendment of PPPFA. However, affected departments must lead the mobilization citing impact on ASGI-SA
- Systems integration- National Treasury to be asked to recognize that departments have individual needs therefore need to be permitted to source own unique systems
- Scarce skills- external bursaries to be encouraged to build own pool. Scarce skills allowance to be pursued mindful of DPSA inputs/objections. Robust retention strategy conscious of industry dynamics
- Re Kgabisa Tshwane constraints not grave enough. After all National Treasury is involve with the funding of the project
- Image problem- to delve into the root causes of the problem. Will improvement of service delivery take away these perceptions? Mobilize provincial departments of public works to work on the comprehensive communication/marketing strategy. Improve Media Relations Management
- Asset Management- devolution of budgets is good/positive step. True cost of providing accommodation will be absorbed into service delivery areas instead of being seen as stand alone and thus a wasteful gesture by government
- Fragmented Empowerment Programmes- these to be aligned including database sharing. DPW to take the initiative and re-assert its leadership role
- Our communication and other relevant strategies to position the role and mandate of department to get rid of this double vision about the department
- Once the department/s has/have done the necessary groundwork, the Portfolio Committee is willing to assist with lobbying other policy/lawmakers. Timeframes are important