

SITTING OF THE NATIONAL HOUSE OF TRADITIONAL LEADERS

<p>Sitting</p> 	<p>All Members</p>	<ul style="list-style-type: none"> o To pass resolutions that will affect the entire Traditional Leaders and their Communities o To consider the inputs from Provinces and other stakeholders in order to take a well informed resolution o To take decisions on any matter that affects traditional leadership and traditional communities o To oversee the work of Committees, Forums created by the NHTL, Provincial Houses and Traditional Councils.
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The success of the House is based on the effective functioning of the committees. The House adopted a strategic plan which guides committees and the House in achieving its objectives. The performance of the House is based on the said strategic plan which is hereunder reflected.

PERFORMANCE OF THE NATIONAL HOUSE OF TRADITIONAL LEADERS

STRATEGIC GOAL	OBJECTIVE	OUTPUT	PERFORMANCE MEASURE/INDICATOR	Actual Performance against target	
				Target	Actual

Advancement of Service Delivery	To facilitate the Implementation of Laws and Policies	Clarification of roles for the successful implementation of the White Paper on Traditional Leadership and the Traditional Leadership and Governance Framework Act, 2003	<ul style="list-style-type: none"> o Stakeholder meeting to discuss and clarify roles in the implementation of the Framework Act and the White Paper on Traditional Leadership 	Four meetings	Two stakeholder meetings held
	Develop partnerships with stakeholders to advance service delivery and promote development	Developed Partnerships with stakeholders	A partnership established with the National Prosecuting Authority (NPA) and a partnership with Heritage resource agency to be established	<ul style="list-style-type: none"> o Two partnerships 	<ul style="list-style-type: none"> o One partnership entered into with NPA
	Human Immune Deficiency Syndrome (HIV and AIDS)	Creation of awareness and non-discrimination against those infected	<ul style="list-style-type: none"> o Meetings to evaluate the successes of the Traditional Leaders HIV and AIDS chapter o Number of meetings held to create awareness and de-stigmatization of the disease 	<ul style="list-style-type: none"> o Three meetings of Social Development Committees 	<ul style="list-style-type: none"> o One meeting held

	Enabling Traditional Leaders to participate in development programmes	To create an atmosphere for Traditional Leaders to participate in the development programs aimed at poverty alleviation	<ul style="list-style-type: none"> o Traditional Leaders to actively participate in the IDP, PGDS and National Program of action (conference resolutions) 	<ul style="list-style-type: none"> o 60% 	<ul style="list-style-type: none"> o 20% achieved
	To facilitate the establishment of the Continental House of Traditional Leaders (COHTLA)	Development of a plan for the establishment of the COHTLA	<ul style="list-style-type: none"> o Countries visited on the establishment of the COHTLA o Development of Draft Constitution/Guidelines for the operation of the COHTLA o Plan for the establishment of the SADC regional House of COHTLA 	<ul style="list-style-type: none"> o 09 Countries o Constitution of COHTLA developed 	<ul style="list-style-type: none"> o 05 Counties visited
Custodianship of Culture, Custom, Tradition and values	Strategy and plan	Development of a strategy and plan on preserving the Indigenous Knowledge System	<ul style="list-style-type: none"> o A meeting of Chairpersons of TCC committees was held to discuss the strategy 	<ul style="list-style-type: none"> o Three Meetings 	Two meetings held
	Development of partnership on culture with Institutions of higher learning	Establishment of a working relationships with Institutions of higher learning with the intention to develop a partnership	<ul style="list-style-type: none"> o Communication with Institutions of higher learning is in progress 	<ul style="list-style-type: none"> o One University identified 	Meetings held with UNISA

	Facilitate the development of educational programmes	Facilitation of the development of an IKS curriculum	o IKS curriculum developed	Curriculum to be developed	Meeting still to be held
	Ensure the use of indigenous languages across South Africa and the inculcation of values	Improved use of indigenous languages	o Improved usage of indigenous languages by Public representatives during their debates and gatherings	o 20%	o 10%
Proactive Communication	To develop and implement communication strategy	Improved communication between the National House and stakeholders	o Communication Strategy of the National House of Traditional Leaders developed	o 100%	o 40%
	To raise the profile of the NHTL	Improvement of the image of the NHTL	o Relationship is being established with Government Department and NGO's o Sharing of ideas and cooperation on matters of common interest	Five organizations	Three SACC, SALGA, Heritage Council
	Information dissemination	Distribution of NHTL Annual and other reports to stakeholders and organizations	o Improved communication and relationships organizations and Government	o 20 organizations	o 35 organizations

Targeted Capacity Building to NHTL and Institutions of Traditional Leadership	Development of the Performance Management and Human Resources Systems	Performance Management and HR's Systems developed	<ul style="list-style-type: none"> o Performance management, HRM and HRD Systems is available from the Government and is used by the NHTL 	<ul style="list-style-type: none"> o Existing policies 	<ul style="list-style-type: none"> o Existing policies
	Research	Research capacity to support the NHTL in the execution of its duties established	<ul style="list-style-type: none"> o A research unit has been established in the NHTL 	<ul style="list-style-type: none"> o 50% 	<ul style="list-style-type: none"> o 10%
	Management Systems	Financial and Human Resource Management systems established	<ul style="list-style-type: none"> o Financial and Human Resource Management systems of the Government are available and utilized by the NHTL o 	<ul style="list-style-type: none"> o 100% 	<ul style="list-style-type: none"> o 100%
Autonomous HTL	Recognition of the NHTL as an autonomous entity	Recognition of the NHTL as an Autonomous entity	<ul style="list-style-type: none"> o Plan to realize the NHTL as a National Public Entity is in progress o 	<ul style="list-style-type: none"> o 30% 	<ul style="list-style-type: none"> o 10%

VISITS TO OTHER COUNTRIES

N0	Country visited	Purpose of the visit	Achievements (successes)	Challenges
01	Zambia	To explain the idea of the establishment of the Continental House and to get the Traditional Leaders to buy into and to participate in the program	<ul style="list-style-type: none"> • The Idea was accepted and a further proposal of establishing a SADC Continental House was agreed to 	To visit other remaining Countries on the same idea for the establishment of the SADC Continental House before the end of the calendar year 2006

02	Namibia	To explain the idea of establishment of the Continental House and to get the Traditional Leaders to buy into and to participate in the program	<ul style="list-style-type: none"> The Namibian traditional Leaders agreed to the idea. 	To establish the SADC regional House
03	Zimbabwe	To explain the idea of establishment of the Continental House and to get the Traditional Leaders to buy into and to participate in the program	The Zimbabwe Traditional Leaders welcomed the idea even the President indicated that those Countries which are in support may start and the rest will join	Organizing and establishing an interim organizing structure
05	Cameroon	Attending Conference of Traditional Rulers of Africa and a briefing on the Continental House of Traditional Leaders was presented	The conference was successful and Traditional Leaders welcomed the progress made by South Africa and promised to sell the idea to other countries	To organize the launching of the SADC COHTLA
06	Lesotho	To brief Traditional Leaders of Lesotho about the Continental House of Traditional Leaders and to establish a relationship with them.	The Lesotho Traditional Leaders welcomed the idea and commit themselves to participate and that South Africa should continue to lead the establishment of the Regional and Continental Houses.	To set up the Steering Committees to prepare for the Launch of the SADC House.

Administration of the National House of Traditional Leaders

The Administration of the House is composed of the following staff members as at 31 March 2006

01	Staff members	Position	Gender
02	Mr AM Sithole	Secretary (CEO)	Male
03	Mr S. Khandhlela	Senior Manager Planning and Policy	Male

04	Ms M Tshabalala	Manager: Legal Services	Female
05	Mr Z Matebese	Researcher	Male
06	Mr H. Chiloane	Secretary to the Deputy Chairperson	Male
07	Ms J Molapong	(Secretary to the Chairperson	Female
08	Mrs F Seete	Admin Assistant	Female
09	Mr C Nemalela	Admin Assistant	Male
10	Ms N. Sibanyoni	Administrative Assistant	Female
11	Mr J Sibanda	Transport Officer/Driver	Male

Staff members who resigned during 2005-6 financial year

No	Staff member	Position held in the NHTL	Reasons for termination	Date of termination
01	Mr Sibusiso Nkosi	Communication Officer	Appointed in a more senior position in another institution	30 December 2005
02	Mr Edwin Machabaphala	Communication's Manager	Appointed in a more senior position in another institutoon	29 February 2006

FINANCIAL IMPLIC/

Traditional hrs

BUEF 2006/0708/

Item	2005/06	207 /08	2
	R'000	00'000	
Compensation of E	2,145	189,674	
Goods and Service	5,657	765,020	

	<i>Communication</i>	220	200	211	221
	<i>Consultants</i>	1,400	500	527	798
	<i>Printing and publications</i>	200	220	232	243
	<i>Travel and subsistence</i>	3,300	3,359	3,539	3,716
	<i>Inventory</i>	50	110	115	122
	<i>Advertising</i>	200	100	105	111
	<i>Other</i>	287	276	291	305
	Transfers	5	4	-	-
	Capital	-	-	-	-
	Total	7,807	8,258	8,694	9,373

The budget increases annually over the MTEF period with 5,78%, 5,28% and 7,8% which reflects a limited real growth. The main change to the budget allocation is to allow for the employment of suitably graded staff to support the NHTL in carrying out its mandate,

National House of Traditional Leaders

Expenditure Report: 2005/06 Financial Year

	A	B	C	(B - C)
Item	Original Budget	Adjusted Budget	Revised Estimates	Variance
	R'000	R'000	R'000	R'000
Compensation of Employees	2,145	1,745	1,745	-

Goods and Services	5,657	6,556	6,556	-
Communication	220	220	220	-
Consultants	1,400	1,400	1,087	313
Printing and publications	200	220	240	(20)
Travel and subsistence	3,300	4,200	4,074	126
Inventory	50	30	110	(80)
Advertising	200	200	150	50
Other	287	286	675	(389)
Transfers	5	6	6	(0)
Capital	-	-	-	-
Total	7,807	8,307	8,307	(0)

The original budget of the NHTL was supplemented in the Adjustment Estimates by means of a virement from another programme within **dplg**. This was to cater for the increased travel, particularly in Africa in support of the formation of a Continental House of Traditional Leaders and to further matters of common interest within the SADC region.

The provision for the compensation of employees could also be reduced as the position of Secretary was vacant for some time and the new posts were filled late in the financial year. In view of the fact that members must travel considerable distance to attend meetings and functions, the provision for travel and subsistence is under pressure and will have to be further supplemented before the end of the financial year.