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OSDP OPERATIONAL PLAN  
FOR THE 2007/8 FINANCIAL YEAR

(DERIVED FROM 2007-2010 STRATEGIC PLAN DEVELOPED IN FEBRUARY 2007)

TO BE REVISED IN 2008



ACTIVITY AS PER STRATEGIC PLAN	KEY ACTIVITY	TASK	TIMEFRAME	WHO
Attend a national Indaba/seminar with Minister In Presidency involving national and provincial government departments, local, municipalities, joint monitoring committee in Parliament and civil society	Establish appropriate Disability Coordination structures that involve all sectors of society	<b>Revive civil societies coordination structure, SAFCD</b> <ul style="list-style-type: none"> <li>• Set up meeting with DPSA in order to consult with DPSA for finalization of delegates</li> <li>• Convene a 2 day meeting of SAFCD</li> <li>• Create terms of reference for SAFCD and NDM set at meetings</li> <li>• Revive as per new role and functioning</li> </ul>	End of April  15 April  Date dependent on availability of Minister  31 March 2007  End of May 2007	Benny – OSDP staff  Jean, Joanna, Zola  Joanna, Ria, (Benny)  Ria and task team from SAFCD meeting  OSDP & task team
		<b>Revive Government Co-ordination Structures:</b> <ul style="list-style-type: none"> <li>• Convene meetings with IDCCD, IPF and municipal focal point people to consolidate into one co-ordination structure – Government Disability Co-ordinating Committee (GDCC)</li> <li>• Provide Secretarial services at the meeting</li> <li>• Consolidated Report for political principles</li> </ul>	?????	Joanna, Zola, Ria and (Benny)  Joanna, Zola  Ria (Benny)

		<p><b>Establish a Multi-Sectoral National Disability Machinery (NDM)</b></p> <ul style="list-style-type: none"> <li>• Convene indaba</li> <li>• Attend Indaba</li> <li>• Establish NDM committee</li> <li>• Provide Secretariat services</li> </ul>	????	All OSDP staff
		<p><b>African Decade:</b></p> <ul style="list-style-type: none"> <li>• Set up task team from SAFCD and GDCC to serve as SA steering Committee for African Decade</li> <li>• Draw up terms of reference for task team</li> <li>• Participate in Decade Board Meetings</li> <li>• Host 2 board meetings annually</li> </ul>	June 2007	<p>Shuaib, Benny, Joanna, Zain</p> <p>Zain, Joanna</p> <p>Benny</p> <p>Benny, Joanna</p>

<p>Creation of an enabling environment for accessible public transport and inclusion of disability codes in the taxi recap programme through Engagement of local DPO's and stakeholders And implementation of policy changes with regard to rail, road and freight transport</p>	<p>In conjunction with DoT and NDM ensure the provision of accessible transport for People with Disability</p>	Set up mini task team with DoT and NDM	August 2007	Zain, Jean (Benny)
		Do status quo analysis on current accessibility of transport	End of September 2007	Zain (monitor outsourcing)
		Consolidate research info on international best practice re accessible transport for PWD	September 2007	Zain (monitor outsourcing)
		Develop strategic framework for making transport accessible	15 October 2007	Zain (Monitor outsourcing)
		DoT to implement framework and OSDP to monitor	November 2007 onwards	Zain (Benny)
<p>UN Convention Develop implementation plan of UN text. Utilising stakeholder. Signing and ratification of convention</p>	<p>Finalisation (Ratification) and implementation of signed UN Convention</p>	Submission for Parliament	End of September (dependent on parliamentary processes)	Ria, Jean
		Table at Parliament for Ratification	Dates dependent on parliamentary processes	Benny, Ria
		Submit Ratification Report to UN	End of June 2008	Ria, Jean
		Assess alignment of current national policy and legislation to UN Convention	End August 2008	Ria, Joanna
		Develop recommendations to address policy and legislation gaps	October 2008	Benny, Ria, Joanna

		Submit recommendations to relevant cluster committees	End February 2009	Benny, Ria, Jean
		Monitor further UN Convention processes	2009 onwards	Ria, (Benny)
		Develop UN Convention implementation guidelines for line function departments (guidelines part generic, part specific)	End March 2009	Benny
		Facilitate and advise gaps, monitor and evaluate implementation of guidelines by departments	March 2009 onwards	Ria, Joanna, Jean
	In conjunction with SAFCD, GDCC & GCIS organize awareness program around UN Convention	Establish working task team with SAFCD/GDCC and GCIS by February 2009	Feb 2009	Ria, Joanna
		Develop awareness strategy and programme by 2 <sup>nd</sup> quarter 2009	2009	Ria, task team
		Roll out programme	April 2009	GCIS, Ria, Zain
		Monitor implementation of programme	June 2009	Ria, Zain
		Monitor impact of above mentioned programmes	2009	SAFCD, GDCC, GCIS, Ria, Zain

Renegotiate and sign bilateral agreements with Donors	Pilot special projects that mainstream disability in terms of socio-economic development	Develop Project Proposals	October 2007	Ria, Joanna (Benny)
		Secure resources (donor funding)	May 2008	Ria, Joanna, Benny
		Implement Projects	June 2008	As above
		Asses impact of Projects	End 2008	As above
		Draw out best practices, lessons learnt ad re-design	End of 2008	As above
		Transfer project to responsible implementer	End of 2009	As above
Reach 2% employment in public service; 4% skills development; 10% BEE; 5% public sector procurement	Facilitate inclusion of PWD and disability mainstreaming in all Economic Growth and Development programmes	<b>Ensure the economic employment targets set for PWD have been reached</b>	May 2007	Zain, Jean
		<ul style="list-style-type: none"> <li>• Plan visit to each dept.</li> <li>• Meet disability and HR , procurement unit,</li> <li>• Printout of details of PWD (grading, job function etc data)</li> <li>• Report (consolidated analysis)</li> <li>• Submission</li> <li>• Above apply to all activities (BEE, public sector and employment)</li> </ul>		
		<b>Ensure the 4% skills development targets set for PWDS have been reached</b>	June to August 2007	Zain, Jean
		<ul style="list-style-type: none"> <li>• Meet with Setas and FETs</li> <li>• Do status quo analysis to identify challenges to meeting targets</li> <li>• Develop a strategy to address challenges</li> <li>• SETA to implement strategy</li> <li>• OSDP to monitor achievement of target</li> </ul>		

	<p><b>Pilot (lisation of v (Dani:</b></p> <ul style="list-style-type: none"> <li>• Mparticipate in</li> <li>• Pre</li> <li>• Rek to donor</li> <li>• Mivaluate</li> <li>• Fit</li> </ul>
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	<p><b>JIPSA t – skills)</b></p> <ul style="list-style-type: none"> <li>• As, program to i rec</li> <li>• Idates to match</li> <li>• Ress annually</li> </ul>
	<p><b>Youth:g access to</b></p> <ul style="list-style-type: none"> <li>• Prce and supp</li> <li>• Coopportunities of raising progr</li> </ul>

		<ul style="list-style-type: none"> <li>• Finalization of Employment Agency recruitment process project,</li> <li>• Incorporate into NAP depending on outcome</li> <li>• Provide generic concept/guiding doc</li> </ul>		
Develop internal and external communication strategy	Ensuring that PWD and their families are aware of existing government programmes for PWD	Contribute to the GDC communication strategy that has been planned providing relevant information	June 2007	Joanna, Zola
		Disability mainstreaming in izimbizo <ul style="list-style-type: none"> <li>• OSDP participates in izimbizo planning and event</li> <li>• Analyse, record queries and concerns and commitments and ref to relevant line departments for implementation of commitment and resolution of queries</li> <li>• Development of action plan and brochure</li> </ul>		Benny, Ria, Joanna, Jean
Capacitate focal points in terms of disability strategy	Training of civil servants on mainstreaming disability in partnership with SAMDI	<ul style="list-style-type: none"> <li>• Continuously assess training content developed by SAMDI</li> <li>• Advise SAMDI on possible participants for training courses</li> <li>• Advise civil servants on training offered by SAMDI</li> </ul>	Ongoing	Benny, Zain, Joanna



<p>Prepnd accto staid politictures</p>	<ul style="list-style-type: none"> <li>• Participate in</li> <li>• Do reports</li> <li>• Attend stanc</li> <li>• Participate in meetings, M</li> <li>• Compile wee schedule to</li> <li>• Compile mor meeting</li> </ul>
<p>s thaciblusio and rlyisabinstrea all entocilopmer gerogs d e</p>	<p>Facilitate inclusic ECD</p> <ul style="list-style-type: none"> <li>• Discussion/c topic to DoE.</li> <li>• Monitor intak with disabili</li> </ul> <p>Continue facilitat and Aids program</p> <p>Monitoring and e improving lives of</p>

National disability stats and Indicators Disaggregate disability statistics and develop indicators Conducting surveys on women and children with disabilities	Development of baseline data	In conjunction with Stats SA ensure development and availability of baseline data on disability	October 2007	Ria, Zola, Jean
		Use baseline data to disaggregate disability statistics and develop indicators	April 2007	Ria
		Incorporate indicators into all M & E that OSDP does	May 2007	Ria, Zola, Jean
		Finalise survey project with Youth desk	April 2007	Zain, Jean
		Facilitate and ensure that disability focal point people from national, provincial etc are trained in M & E. (with ORC and M & E Deputy Director)	End of 2007	Ria
		Continuously revise indicators based on delivery	Annually	Ria, Jean, Zola
Working with CSIR on NAP project	Short Term Interventions	Clarify future of NAP Project <ul style="list-style-type: none"> <li>• Briefing and consultation with Minister</li> <li>• Review NAP Project</li> <li>• Audit of expenditure and outcomes</li> <li>• Concept doc on way forward</li> <li>• Submit to Minister</li> </ul>	Mid June 2007	Ria, Zola
		Infrastructure based on Universal design - Input into Reviewed National Building Regulation	End of April 2007	Ria; Zain

NOT IN STRATEGIC PLAN BUT ADDED	Development of concept paper : 2010 for all – including PWD Flemish Project	<ul style="list-style-type: none"> <li>• Development of Concept paper</li> <li>• Liaise with LOC re: OSDP Representation on Technical task team</li> <li>• Serve in advisory capacity to LOC individual line departments on aspects where PWD can be included.</li> <li>• Identify additional opportunities for mainstreaming disability in period leading up to 2010</li> </ul>	June 2007	Ria, Zain, Joanna, Jean
	Inclusion and disability mainstreaming in EPWP	<ul style="list-style-type: none"> <li>• Review current frameworks,</li> <li>• review implementation strategy,</li> <li>• review initial concept document,</li> <li>• Increasing job creation within EPWP (look and review key documents relating to EPWP)</li> <li>• Make submission to Minister of Public Works</li> </ul>	July 2007	Ria, Zola, Jean
	Enhancing OSDP capacity to deliver	<ul style="list-style-type: none"> <li>• Revise and develop new approaches to work including creating more synergies between individual's workplans</li> <li>• Establishing a uniform administrative and internal procedures system</li> <li>• Develop and implement a referral system for all queries and other forms requests</li> <li>• Organisational review to ensure that structure and functions are aligned to current mandate and role</li> </ul>	April 2007	OSDP Team