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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 |
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| 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 | Revive civil societies coordination structure, SAFCD <ul style="list-style-type: none"> • Set up meeting with DPSA in order to consult with DPSA for finalization of delegates • Convene a 2 day meeting of SAFCD • Create terms of reference for SAFCD and NDM set at meetings • Revive as per new role and functioning | 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 |
| | | Revive Government Co-ordination Structures: <ul style="list-style-type: none"> • Convene meetings with IDCCD, IPF and municipal focal point people to consolidate into one co-ordination structure – Government Disability Co-ordinating Committee (GDCC) • Provide Secretarial services at the meeting • Consolidated Report for political principles | ????? | Joanna, Zola, Ria and (Benny) Joanna, Zola Ria (Benny) |

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

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| <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 |

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| | | 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 nd 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 |
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| 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 | Ensure the economic employment targets set for PWD have been reached | May 2007 | Zain, Jean |
| | | <ul style="list-style-type: none"> • Plan visit to each dept. • Meet disability and HR , procurement unit, • Printout of details of PWD (grading, job function etc data) • Report (consolidated analysis) • Submission • Above apply to all activities (BEE, public sector and employment) | | |
| | | Ensure the 4% skills development targets set for PWDS have been reached | June to August 2007 | Zain, Jean |
| | | <ul style="list-style-type: none"> • Meet with Setas and FETs • Do status quo analysis to identify challenges to meeting targets • Develop a strategy to address challenges • SETA to implement strategy • OSDP to monitor achievement of target | | |

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| | <p>Pilot (lisation of v (Dani:</p> <ul style="list-style-type: none"> • Mparticipate in • Pre • Rek to donor • Mivaluate • Fit |
| | <p>Asgi-ability const</p> <ul style="list-style-type: none"> • N/ • Flet • To • Ret plans, iden cor inclusion of teamentatic |
| | <p>JIPSA t – skills)</p> <ul style="list-style-type: none"> • As, program to i rec • Idates to match • Ress annually |
| | <p>Youth:g access to</p> <ul style="list-style-type: none"> • Prce and supp • Coopportunities of raising progr |

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| | | <ul style="list-style-type: none"> • Finalization of Employment Agency recruitment process project, • Incorporate into NAP depending on outcome • Provide generic concept/guiding doc | | |
| 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"> • OSDP participates in izimbizo planning and event • Analyse, record queries and concerns and commitments and ref to relevant line departments for implementation of commitment and resolution of queries • Development of action plan and brochure | | 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"> • Continuously assess training content developed by SAMDI • Advise SAMDI on possible participants for training courses • Advise civil servants on training offered by SAMDI | Ongoing | Benny, Zain, Joanna |

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

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| 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"> • Briefing and consultation with Minister • Review NAP Project • Audit of expenditure and outcomes • Concept doc on way forward • Submit to Minister | Mid June 2007 | Ria, Zola |
| | | Infrastructure based on Universal design - Input into Reviewed National Building Regulation | End of April 2007 | Ria; Zain |

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