

Audit Report

- The department received an unqualified audit report with the following matter of emphasis:
 - Assets: It relates to classification of assets costing less than
 - R5 000 as capital assets.
- Other matters raised by the Auditor-General were as follows:
 - Material corrections;
 - Human resources plan;
 - Internal control issues on asset management and information systems;
 - South African Housing Trust investigation by the SIU;
 - Special audit into the N2 Gateway Project.

**BREAKING NEW GROUND IN HOUSING DELIVERY
HOUSES, SECURITY & COMFORT**



housing

Department:
Housing
REPUBLIC OF SOUTH AFRICA

PROGRAMME 1: CORPORATE SERVICES

*VISION: A NATION HOUSED IN SUSTAINABLE HUMAN SETTLEMENTS
WITH ACCESS TO SOCIO-ECONOMIC INFRASTRUCTURE*

*MISSION: TO ESTABLISH & FACILITATE A SUSTAINABLE PROCESS
THAT PROVIDES EQUITABLE ACCESS TO ADEQUATE HOUSING FOR ALL
WITHIN THE CONTEXT OF AFFORDABILITY OF HOUSING & SERVICES
& ACCESS TO SOCIAL AMENITIES & ECONOMIC OPPORTUNITIES*

- **Chief Directorate: Corporate Support**
- **Chief Directorate: Human Resource Management**

PURPOSE

To manage Corporate Support functions of the Department.

Measurable Objectives

- Manage and Implementation of registry services
- Management of switchboard and reception services
- Management and enforcement of OHSA in the Department
- Rendering of secretariat and administrative support to policy and corporate decision making structures.
- Promotion of the energy efficiency requirements in the Department
- Management of building facilities
- Management and co-ordination of physical security functions
- Management and co-ordination of Personnel and Information security functions

Planned Activities 2007/08

- Centralized filling system
- Development of Departmental Policy and Procedures according to NIA and National Archives
- Enforcement of OHSA in the Department
- Promotion of energy efficiency in the Department
- Refurbishment of 1st floor of Govan Mbeki House
- Review Security Operational Procedures
- Conduct Threat and Risk Assessment
- Conduct physical security awareness sessions
- Conduct Emergency/Disaster awareness sessions
- Co-ordinate protection services during departmental events
- Manage the vetting process of officials dealing with classified information.
- Co-coordinating and rendering of secretariat support to all policy and corporate decision making structures.
- Manage the process of security checks of service providers
- Conduct document security awareness session

ACHIEVEMENTS 2006/07

- Functional Desktop Management and Support solution
- Network Management and Performance Plan
- Successfully Deployed Identity Management
- Upgraded switchboard and reception area.
- All major functions co-ordinated successfully
- Document classification
- Coordinated and serviced 112 meetings of both policy and corporate decision making structures.

Human Resource Management

PURPOSE

To manage and provide strategic human resources management, organisation and human resources development, Labour Relations, talent management and job evaluation.

Strategic Objectives

- To manage and co-ordinate strategic human resource management and support required by the Department
- To manage and co-ordinate programmes and services which promote sound human capital management processes within the Department
- To manage and co-ordinate organisational design, work study and Job Evaluation, HR Planning, HR Development and skills Development within the Department of Housing
- To manage and co-ordinate sound Labour Relations within the Department of Housing

Planned Activities For 2007/08

- Implemented Training Plan
- Manage study aid
- Place internships
- Manage job evaluation and organisational design.
- Manage and administer the Performance Management System in the Department
- Implement and administer Conditions of Service
- Manage grievances in the Department
- Manage disciplinary cases within the Department
- Render secretariat support to the Departmental Bargaining Chamber (DBC)
- Develop and review HR Policies
- Manage recruitment and selection process within the Department

Achievements 2006/07

- Appointed 1% of interns based on filled posts in the department
- Implemented learner ship programme
- Approved Job Evaluation Policy
- 95% of posts on establishment filled
- Implemented conditions of service as determined by DPSA
- Implemented training on labour relations
- Rendered secretariat services to the DBC
- Department Performance System managed (levels 1 2)
- SMS PMDS managed and submitted to Minister for approval
- Posts on of DDG on approved macro structure Job Evaluated.
- Posts in Office of the DG and Minister Jon Evaluated



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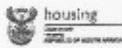
housing

Department:
Housing
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PROGRAMME 2: POLICY PLANNING AND RESEARCH

*VISION: A NATION HOUSED IN SUSTAINABLE HUMAN SETTLEMENTS
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PROGRAMME 2: POLICY PLANNING AND RESEARCH

PURPOSE

To develop sound national human settlement and housing policies, supported by research and underpinned by an appropriate legislative framework.

MEASURABLE OBJECTIVE

Adequate housing for all South Africans by 2014, through policy, legislation and research that enables housing delivery in sustainable human settlements.



Objectives Policy Planning

- Develop and manage sustainable human settlement policy and promote and maintain human settlement integration
- Establish effective national housing policy and strategy
- Develop, coordinate and monitor the implementation of housing framework legislation



Planned Activities For 2006 / 2007

HUMAN SETTLEMENT POLICY AND INTEGRATION:

- Policy for farm-worker & dweller housing
- Housing land policy
- Framework for environmentally sound housing
- Guide lines for youth in housing
- Gender mainstreaming guidelines
- Programme for aligning IDPs and housing sector plans

NATIONAL HOUSING POLICY AND STRATEGY

- Special Housing needs assistance policy (HIV/AIDS)
- A new Variation manual
- Back yard rental programme
- Developing guidelines for sustainable housing development – by revising the National Housing Code
- Revisit the Rural Subsidy Programme
- New housing typologies and designs
- A multi year planning dispensation
- A higher density housing development programme
- Insurance cover for subsidy houses
- Labour tenants aligned strategy

FRAMEWORK LEGISLATION :

- **Social Housing Act**
- **Regulations to the Social Housing Act**
- **Review of national, provincial and local legislation impacting on the Comprehensive Plan, with specific reference to the Sectional Titles Act and the Estate Agency Affairs Act.**

Planned Activities For 2006 / 2007

- Amendments to various acts administered by the Department in accordance with need
 - Including An efficient and implementable Housing Act that complies with DORA and PFMA
 - An equitable PIE Act that is constitutional and unambiguous and allows for the orderly eviction of unlawful occupiers
 - An efficient Housing Consumers Protection Measures Act that is unambiguous and serves the interests of housing consumers
 - An efficient and implementable Rental Housing Act that gives Rental Housing tribunals the power to enforce their rulings
 - An efficient and implementable Less Formal Township Establishment Act.

Achievements 2006/2007

Human Settlement Policy and Integration

- A policy and programme to assist farm workers and occupiers in accessing adequate housing has been completed and at the request of the Minister held over for discussion at the Rural Housing Indaba. Minmec has approved that provinces commence with a number of pilot projects to test the programme and refine the policy in the mean time.
- A housing land acquisition and release strategy will serve to prioritise the release of public land and the acquisition of private land for low cost housing projects. A special purpose vehicle for land acquisition is currently being established. This project now vests in another programme.

Human Settlement Policy and Integration

- National Programme for Housing Chapters of Integrated Development Plans has been approved by MINMEC and is being implemented. This is expected to improve municipal and provincial planning.
- Framework for environmentally sound housing has been completed approved and included in the New National Housing Code 2007

Human Settlement Policy and Integration

- Guidelines for mainstreaming gender in housing and human settlements have been completed and were launched by the Minister as part of the women's build celebrations

National Housing Policy and Strategy

- The National Housing Code (2007) was comprehensively revised to align it with the Comprehensive Plan for Sustainable Human settlement ("Breaking New Ground") and to provide for far greater flexibility to cater for specific local development conditions. It was also subjected to a comprehensive consultation process.

National Housing Policy and Strategy

- The Code features:
 - A new project linked subsidy programme to promote integrated quality housing environments catering for a variety of income groups and land uses.
 - A revised Rural Subsidy: Informal Land Rights aligned with the latest legislation.
 - A comprehensive manual for the adjustment of the subsidy amount to cater for extraordinary development conditions.

National Housing Policy and Strategy

The Code features:

- A new minimum standard 40 sqm subsidy house. The unit provides more privacy than the previous 30sqm unit and consists of :
 - 2x bedrooms
 - Separate bathroom with shower, toilet and hand basin
 - A combined kitchen/living area with kitchen basin;
 - An electrical board to connect to the grid is also new.

National Housing Policy and Strategy

- The higher density housing development programme was developed and held in abeyance subject to the findings the rental market research project
- The housing subsidy programme was aligned with the Government's Labour Tenant Programme, aimed at providing housing subsidy assistance to these beneficiaries on their farms.

National Housing Policy and Strategy

- Housing assistance to persons who lost both guardians has been investigated and will be taken further through the policy consultation structures.
- A model to assist provinces in developing provincial housing policy has been developed and will be placed with the appropriate unit in the restructured NDOH.

Research

Purpose

Mainstreaming the benefits of research to enable the Department to play a leading role in the dialogue on Housing and Human Settlements, through building and aligning research networks with the objectives of the Department.

Objectives

- To undertake and manage research projects
- Building external and internal research networks to expedite the research needs for the Department of Housing
- Fostering research culture within the Department to progressively improve the relevance, alignment, quality and usefulness of research activities