



NATIONAL ARTS COUNCIL  
OF SOUTH AFRICA

an agency of the  
Department of Arts and Culture

<b>TO:</b>	<b>Department of Arts and Culture</b>
<b>FROM:</b>	<b>Chief Executive Officer</b>
<b>DATE:</b>	<b>16 October 2015</b>
<b>DEPARTMENT:</b>	<b>CEO's office</b>

## **Second Quarter Performance Information Report 2015/2016**

### **1. Purpose**

The purpose of this submission is to provide the Department of Arts and Culture with an overview of the NAC's performance against Quarter 2 targets as stated in the Annual Performance Plan for 2015/2016.

### **2. Background**

The second quarter performance information contained herein needs to be viewed against the following background:

The implementation of the Enhanced Strategy approved in 2013 is continuing to take effect. The NAC team is working in a proactive, collaborative and smarter way to make more impact on service delivery and to achieve improved turnaround times. Plans are underway to improve performance in the current financial year. Significant strides have already been made in the previous financial year. The intension is to see more impact evident going forward. New ICT systems have been introduced, namely, the Electronic Integrated Financial and Non-Financial Systems inclusive of Human Resources Software which allows for Employee Self Service. Technology has been embraced to help us improve and streamline our myriad processes in a seamless manner.

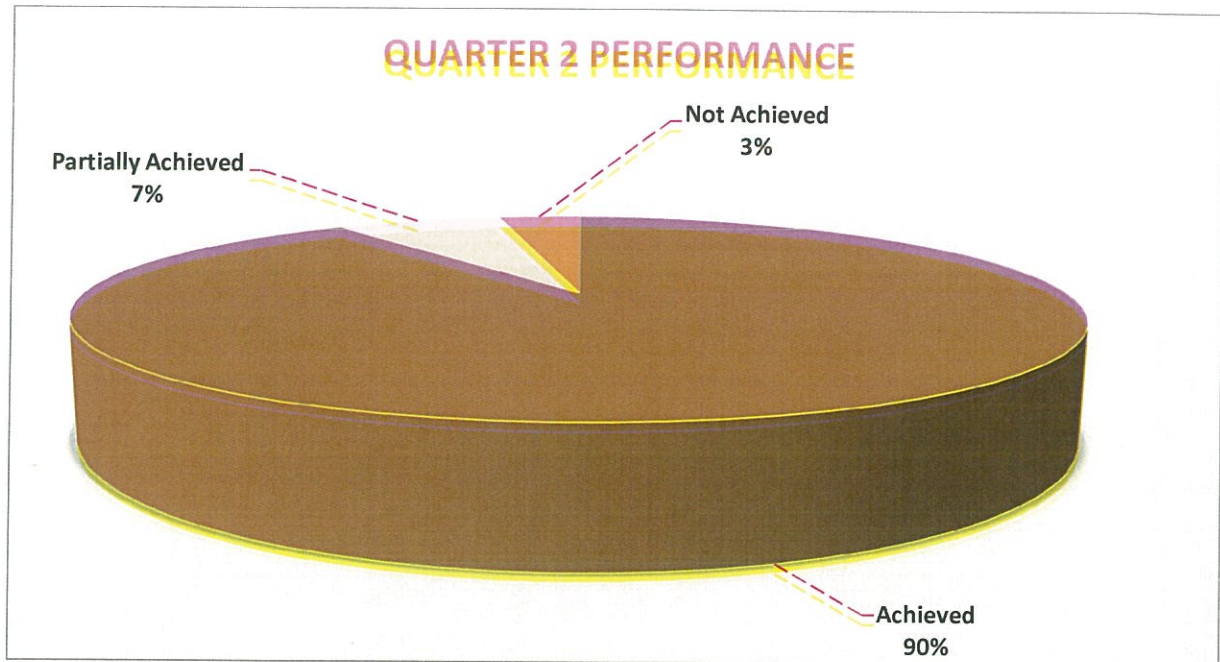
### 3. Performance Information

The key performance requirements have been entrenched in staff to facilitate shared understanding of key performance areas to be addressed, and ensuring that each member understands their role and how it affects organisational performance. Organisational performance has been made a standing agenda item during staff meetings. Each unit manager makes a presentation on their unit's performance and shares challenges experienced. This enables all staff to understand the roles they play and how their individual roles impact on overall organisational performance.

The table below outlines the actual performance of non-financial targets, supported by a detailed report on performance information for the second quarter of 2015/2016 as an annexure. In this quarter the NAC is reporting on 30 indicators whose status is outlined below:

Annual Target(s) 2015-2016	2 <sup>nd</sup> Quarter Target	Actual Performance for Q2	Status & Interventions
Develop HR Strategy and Annual HR Plan	Develop HR Strategy and Annual HR Plan	Partially Achieved	The HR Service Provider has been appointed and the HR Strategy will be concluded by the end of Quarter 3.
Roll out knowledge portal in two other provinces	Roll out the knowledge portal in 1 province	Partially Achieved	Administrative delays in receiving money from the IFCD. The money has now been received and the final phase of project is being implemented.
Review and improve the functionality of the online database	Develop system specifications to improve the functionality of the online database	Not Achieved	The database had technical issues that needed to be resolved before functionality could be approved. Specifications are being developed to utilise information on the old NAC database.

The diagram below illustrates the percentage of targets achieved; not achieved as well as those that were partially achieved.



#### 4. Challenges

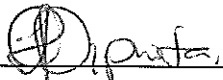
One of the NAC's challenges is the lack of a solid human resources capacity that will play a meaningful role in the achievement of the Enhanced Five Year Strategy. The NAC has consistently been under resourced in its Human Resources (HR) Function to support the human resources capacity of the organisation. The HR Service Provider has been appointed to ameliorate this shortcoming. One of the tasks of the HR Service Provider will be to develop the HR Strategy and the Annual HR Plan for the organisation as well as to build capacity within the HR Unit.

The NAC Act no 56 of 1997 expresses that the NAC should have a database of the arts in South Africa. The NAC is making a concerted effort to improve the functionality of the online database. Specifications are being developed to utilise and include the information on the old NAC database to the consolidated new database.

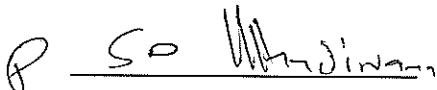
## 5. Conclusion

Challenges notwithstanding, the NAC is clear on how to achieve its full mandate. Effort is being made to identify requisite resources, capacity and support to ensure that all deliverables are met satisfactorily.

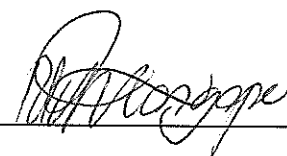
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