



Commission for Gender Equality

STRATEGIC PLAN

"Promoting Gender Equality"

**Five-year Strategic Plan
1 April 2013 - 31 March 2018**



Commission for Gender Equality

A society free from gender oppression and inequality

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CONTENT PAGE:

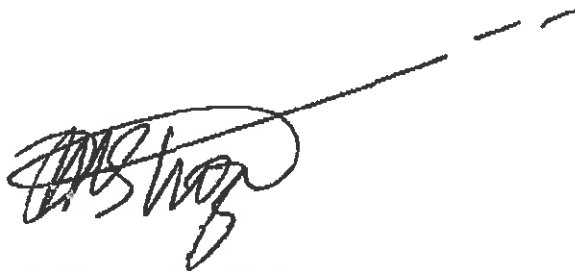
<u>Foreword by the Chairperson</u>	3
<u>Introduction by the CEO</u>	4
1. Preamble to the Strategic Plan 2013-2018.....	5
2. Introduction to the role of the Commission for Gender Equality.....	5
3. The Chairperson, Commissioners and CEO	5
4. Mandate of the Commission for Gender Equality	8
5. Vision.....	11
6. Mission.....	12
7. Values	12
8. Stakeholders	13
9. Strategic Objectives	13
10. Strategic objectives, sub-strategies, performance indicators and targets	14
11. Programme of Activities	23
12. Performance Management to attain Strategic Objectives.....	24
13. Budgets.....	26
14. Materiality and Significance Framework.....	29
15. Risk Analysis	31
16. Glossary of Terms	31

Foreword by the Chairperson

It gives me great pleasure to present this foreword with both the revised Strategic Plan 01 April 2013 to 31 March 2018 and the Annual Performance Plan of the Commission for Gender Equality for the period 1 April 2013 to 31 March 2018.

During the latter part of 2012, the Chairperson and 8 Commissioners were appointed by Parliament to fill some of the vacancies that existed. The Commissioners have since interrogated the Strategic Plan and have concurred with the Strategic objectives set therein. The Commission will focus improving and increasing its visibility through its national footprint.

It is imperative that Parliament is cognisant that the Annual APP only lists those activities that are possible within the confines of the limited resources. In this regard therefore, we urge Parliament to make additional resources available to the enable a more speedy attainment of the Constitutional objective of Gender Equality.




Mr Mfanozelwe Shozi
Chairperson

Introduction by the CEO

In presenting the April 2013 strategic plan of the Commission for Gender Equality in the midst of the economic challenges to the transformation of the historical social, economic and cultural imbalances in gender relations, I trust that the slogan 'from vision to action' will resonate with our stakeholders. We begin the new financial year with a dedicated commitment to the attainment of the strategic objectives, building on the existing organisation as we seek an outcome that over time will impact on the achievement of "a society free of gender violence and discrimination".

I thank all the stakeholders that participated in the formulation of this strategic plan. I am especially appreciative of the strategic guidance and oversight by the Commissioners, and by the enthusiastic engagement of Management and Staff in charting this course.



Keketso Maema

Chief Executive Officer

1. Preamble to the Strategic Plan 2013-2018

We are pleased to begin this 5-year strategic period with an enhanced complement of Commissioners. As these appointments occurred during the later part of the last financial year, there was limited scope for strategic changes to be made. The Commissioners have since done an in-depth review of the strategic plan, assessed the prevailing gender environment and the need to advance the attainment of equal gender rights. An important strategic enhancement has been the identification that the CGE needs to be more visible and accessible to the society at large. The sub-strategies and activities that underpin the strategic objectives have been amended and are re-prioritised to this end.

The Strategic Plan is aimed at the consolidation of the strategic activities over the next 5 years in pursuit of the vision for **a society free from gender oppression and inequality**. As stated in the last strategic plan, the limited financial allocations continue to hamper and restrain the planned activities. Thus certain activities have been either curtailed or placed on hold. It is imperative that Parliament and the National Treasury give careful consideration to augmenting the budget of the CGE, if the constitutional objective of gender equality is to be realised.

2. Introduction to the role of the Commission for Gender Equality

A framework for a new rights-based society is created under the Bill of Rights in Chapter 2 of the Constitution of South Africa. This is premised on the desire for a free and equal society in all fundamental and material aspects of life. Under Chapter 9, the CGE is established as a constitutional entity, relied upon to 'strengthen constitutional democracy'.

It is however internationally recognised that, notwithstanding the compounding effects of undemocratic political systems, society has suffered from millennia of patriarchy and male dominance in political, economic, social and cultural life. This requires a transformation in gender relations, to which end the Constitution has created the CGE to promote the substantive improvement in the quality and life experiences of the disadvantaged gender in society.

3. The Chairperson, Commissioners and CEO

The Commissioners consists of a chairperson and seven to eleven members, appointed by the President of the Republic. The Commissioners appoint the Chief Executive Officer to assist the Commission with the performance of its functions. The Commission may assign functions to the CEO and to sub-committees in order to achieve its objectives.

The Commission has an express responsibility to be independent, where all Commissioners and staff "shall perform his or her functions in good faith and without fear, favour, bias or prejudice".

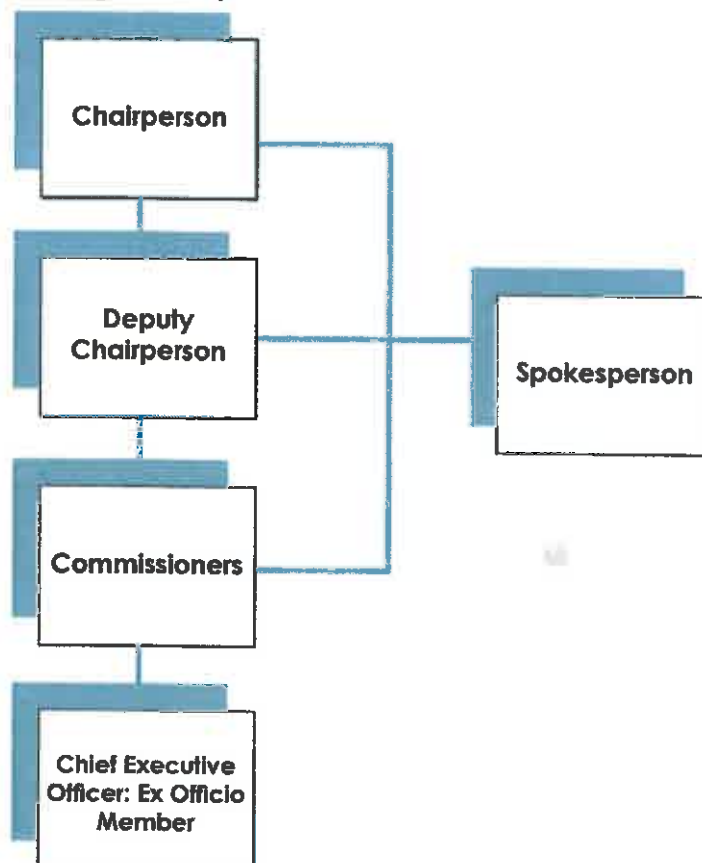
The Commissioners are:

- Mr M Shozi – Chairperson and full-time commissioner
- Ms T Mpumwana – Deputy Chairperson and full-time commissioner

- Ms J Hicks – full-time commissioner
- Ms N Loyilane - full-time commissioner
- Ms N Maphazi – full-time commissioner
- Dr W Mgoqi – full-time commissioner
- Ms Stevens-Maziya – full-time commissioner
- Prof A Gouws – part-time commissioner
- Ms L Nare – part-time commissioner

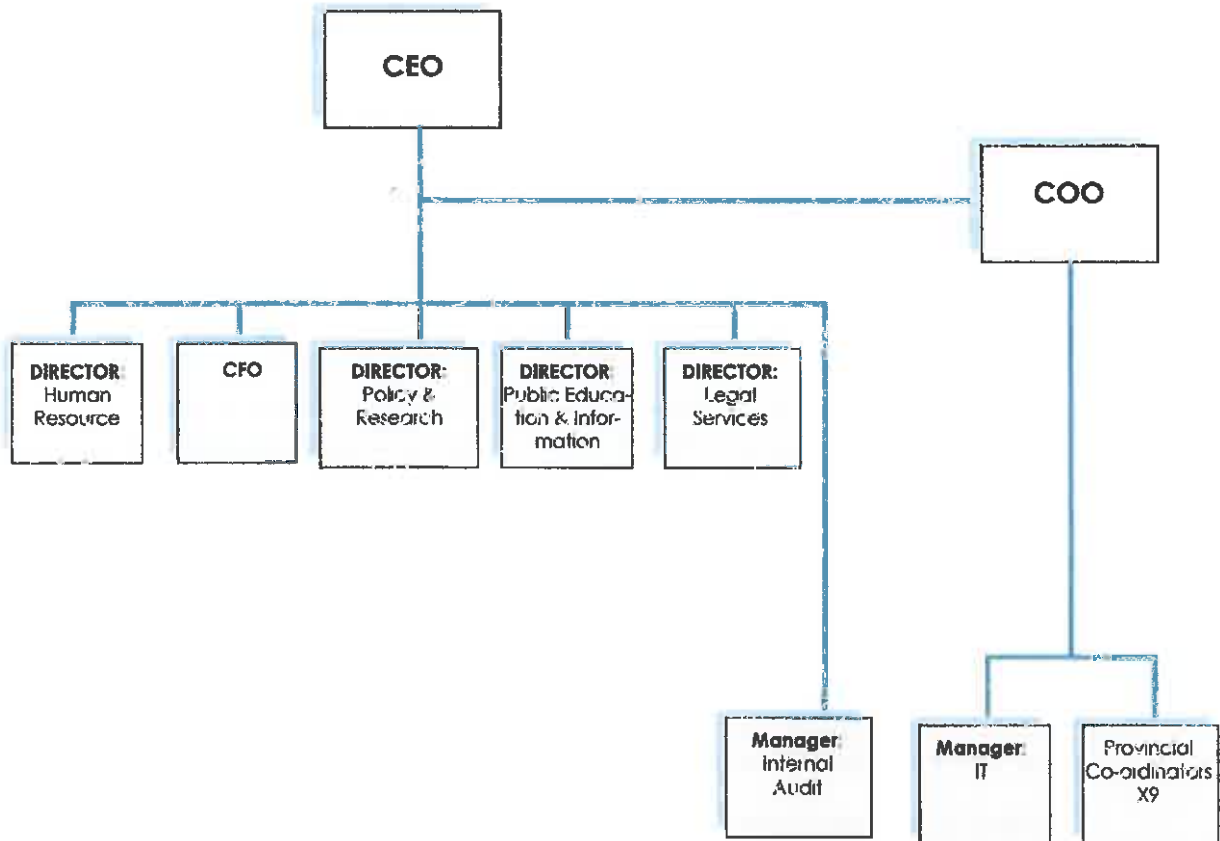
3. Organogram

3.1. The Accounting Authority



The Commission is composed of commissioners who according to the CGE Act are made up of The Chairperson, The deputy Chairperson, Full Time and Part Time Members. The Chief Executive Officer of the Commission is invited into the Plenary meetings of the Commission as an ex Officio member. In addition, staff is appointed to support the day to day operations within the Accounting Authority as an organ of governance within the Commission.

3.2. Management



NB: The COO vacancy is not filled but some of the roles to the position are undertaken by an incumbent in a non-permanent arrangement. This temporary position is titled: **"Acting National Coordinator of Provinces"** at level 13.

4. Mandate of the Commission for Gender Equality

1. Establishment and Governing Principles

The Commission for Gender Equality is a state institution which together with five similar institutions, is established to "strengthen constitutional democracy in the Republic". The Commission is an independent institution that is subject only to the Constitution and the Law of South Africa, and is accountable to the National Assembly.

There is a positive constitutional duty placed upon all "other organs of state, through legislative and other measures" to "ensure" that the CGE is "effective".

2. Constitutional obligation – Gender Equality

The Constitution expressly states that the Bill of Rights is a cornerstone of democracy which enshrines the rights of all people to the democratic values of human dignity, equality and freedom, and that the state must respect, protect, promote and fulfil these rights.

The CGE's obligation to strengthen constitutional democracy is focused on the attainment of gender equality. This recognises the present status of gender inequality in the Republic. This necessitates positive discrimination in favour of the disadvantaged gender in both the state and private sector to attain gender equality. Establishing a constitutional institution with the sole purpose of attaining gender equality implies the recognition that gender equality would not be achieved if treated as a generalised human right. This ensures that the attainment of gender equality is given urgency by its separate identification.

Section 187(1) of the Constitution of SA reads: "The Commission for Gender Equality must promote respect for gender equality and the protection, development and attainment of gender equality."

The CGE is a catalyst for the attainment of gender equality. Section 187(2) grants the CGE "the power, as regulated by national legislation, necessary to perform its functions, including the power to monitor, investigate, research, educate, lobby, advise and report on issues concerning gender equality."

In addition, the CGE has the power in S20(1)(f) to institute proceedings in terms of the Promotion of Equality and Prevention of Unfair Discrimination Act 4, 2000 (PEPUDA)

3. Commission on Gender Equality Act 39 of 1996

Section 11 of the Act on Powers and functions of the Commission state:

1. In order to achieve its object referred to in section 119(3) of the Interim Constitution, the Commission:
 - a. shall monitor and evaluate policies and practices of organs of state at any level; statutory bodies or functionaries; public bodies and authorities; and private businesses, enterprises and institutions, in order to promote gender equality and may make any recommendations that the Commission deems necessary;
 - b. shall develop, conduct or manage information programmes; and education programmes, to foster public understanding of matters pertaining to the promotion of gender equality and the role and activities of the Commission;
 - c. shall evaluate any Act of Parliament; any system of personal and family law or custom; any system of indigenous law, customs or practices; or any other law, in force at the commencement of this Act or any law proposed by Parliament or any other legislature after the commencement of this Act, affecting or likely to affect gender equality or the status of women and make recommendations to Parliament or such other legislature with regard thereto;
 - d. may recommend to Parliament or any other legislature the adoption of new legislation which would promote gender equality and the status of women;
 - e. shall investigate any gender-related issues of its own accord or on receipt of a complaint, and shall endeavour to resolve any dispute; or rectify any act or omission, by mediation, conciliation or negotiation: Provided that the Commission may at any stage refer any matter to-
 - A. the Human Rights Commission to deal with it in accordance with the provisions of the Constitution and the law;
 - B. the Public Protector to deal with it in accordance with the provisions of the Constitution and the law; or
 - C. any other authority, whichever is appropriate;
 - f. shall as far as is practicable maintain close liaison with institutions, bodies or authorities with similar objectives to the Commission, in order to foster common policies and practices and to promote co-operation in relation to the handling of complaints in cases of overlapping jurisdiction or other appropriate instances;
 - g. shall liaise and interact with any organisation which actively promotes gender equality and other sectors of civil society to further the object of the Commission;

- h. shall monitor the compliance with international conventions, international covenants and international charters, acceded to or ratified by the Republic, relating to the object of the Commission;
- i. shall prepare and submit reports to Parliament pertaining to any such convention, covenant or charter relating to the object of the Commission;
- j. may conduct research or cause research to be conducted to further the object of the Commission;
- k. may consider such recommendations, suggestions and requests concerning the promotion of gender equality as it may receive from any source.

4. Regional and International conventions, covenants and charters

The SA government has acceded to or ratified international conventions, covenants and charters and hence, the obligations of the state on gender equality and the rights of women as contained therein, serve to expand the mandate of the CGE. These presently include:

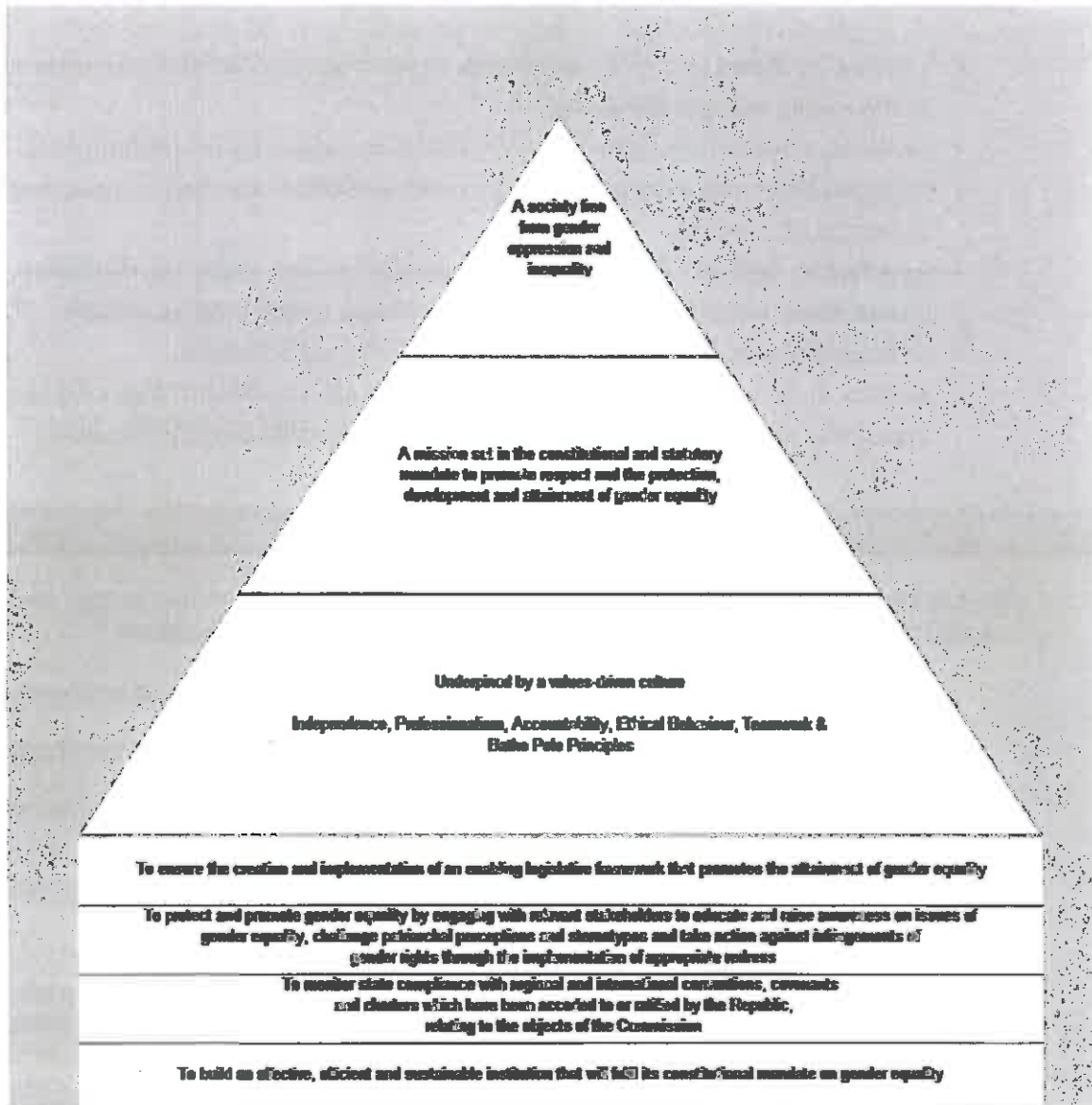
1. Beijing Declaration and Platform of Action
2. The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)
3. Millennium Development Goals (MDGs)
4. Protocol to the African Charter on Human and People's Rights on the Rights of Women in Africa
5. African Union Solemn Declaration on Gender Equality in Africa
6. Commonwealth Plan of Action for Gender Equality
7. SADC Protocol on Gender and Development

The dimensions identified in these international conventions that require intervention cluster around:

1. Social – education and health,
2. Cultural – harmful religious and traditional practices,
3. Political – women in politics, decision-making, governance,
4. Economic – poverty, economic development, labour and employment,
5. Security – Gender Based Violence, xenophobia and women in armed conflict,
6. Human rights – rights of women and the girl child, and
7. Sustainable development – woman and the environment.

5. Vision

A society free from gender oppression and inequality



6. Mission

In service to the Republic consistent with our constitutional and statutory mandate to promote respect and the protection, development and attainment of gender equality, we:

- Monitor, evaluate and make recommendations on the policies and practices of the public and private sector,
- Develop, conduct and manage information and educational programmes,
- Evaluate and make recommendations on all legislation affecting or impacting the status of women,
- Investigate, resolve and rectify any gender related issues by mediation, conciliation, negotiation, litigation or by referring to any other authorities,
- Collaborate with governmental and civil society organizations,
- Monitor and report on international conventions, covenants and charters impacting directly or indirectly on gender equality ratified by the Republic,

7. Values

We anchor our values in the supremacy of the Constitution and the rule of law, and we perform all our functions with an ethos grounded in the following values:

1. Independence – *we impartially perform our duties without fear or favour, mindful of the independence of our office*
2. Professionalism – *we timeously execute our responsibilities with utmost care and diligence, responsive to the society we serve*
3. Accountability – *we always give an account of our actions and decisions*
4. Ethical behaviour – *we maintain high standards of*
 - *Trustworthiness and Honesty,*
 - *Respect and Empathy, and*
 - *Integrity.*
5. Teamwork – *we support and work in collaboration with our colleagues, state organs and civil society to maximise the attainment of our objectives.*

In addition to these values, the work of the Commission for Gender Equality is anchored in the eight Batho Pele Principles that were developed to serve as an acceptable policy and legislative framework regarding service delivery in the Public Service, namely:

1. Consultation
2. Setting Service Standards
3. Increasing Access
4. Ensuring Courtesy
5. Providing Information
6. Openness and transparency
7. Redress
8. Value for money

8. Stakeholders

In addition to our staff, we identify below our many stakeholders. We will consult and engage our stakeholders, for in so doing we strive to serve our principal customer – all persons and communities of South Africa.

1. The SA public and the disadvantaged gender in particular
2. The National Assembly of SA
3. The Ministry for Women, Children and People with Disabilities
4. Constitutional institutions
5. All state organs impacting on gender equality
6. Non-governmental and civil society organisations
7. International organisations on gender equality.

9. Strategic Objectives

The CGE has identified four strategic objectives that would form the roadmap for the organisation over the forthcoming years as it charts a course in fulfilling its mandate to attain gender equality.

Strategic Objective No. 1

- *To ensure the creation and implementation of an enabling legislative framework that promotes the attainment of gender equality.*

Strategic Objective No. 2

- *To protect and promote gender equality by engaging with relevant stakeholders to educate and raise awareness on issues of gender equality, challenge patriarchal perceptions and stereotypes and take action against infringements of gender rights through the implementation of appropriate redress*

Strategic Objective No. 3

- To monitor state compliance with regional and international conventions, covenants and charters which have been acceded to or ratified by the Republic, relating to the objects of the Commission

Strategic Objective No. 4

- To build an effective, efficient and sustainable institution that will fulfil its constitutional mandate on gender equality

10. Strategic objectives, sub-strategies, performance indicators and targets for the five year period

The sub-strategies reflected below have been developed after due consideration of the matters identified in the strategic review, and have in some instances been reworded to avoid any ambiguity. In addition, the measurements and targets have been improved upon. The sub-strategies are initially output orientated and are expected to promote behavioural changes in society over the medium to long-term time horizon, as we move towards an envisioned 'society free from gender oppression and inequality'.

Our sub-strategies will be interlinked with the various components and departments of the CGE, working in harmony towards the achievement of the organisational strategic objectives. This will be encoded into the performance management systems and contracts of all personnel, and regularly evaluated.

A baseline for performance represents the present level achieved. Where no past performance measure exists, the baseline is set at a norm or desired level. The annual targets are designed to promote incremental improvements in organisational performance, as we build a robust institution for gender equality.

Strategic Objective No. 4

To build an effective, efficient and sustainable institution that will fulfil its constitutional mandate on gender equality

Sub-strategies	Performance Indicator	Baseline	Annual Targets				
			2014	2015	2016	2017	2018
1. To create and annually review a well-defined governance structure for effective oversight by the Commissioners over the Chief Executive Officer, with clear roles and responsibilities and supported by a delegation framework	Approved Governance structure, supported by specific KPA's, fully aligned to the organisational strategy	2010/2011 governance structure	Review and approve governance structure	Review and approve governance structure	Review and approve governance structure	Review and approve governance structure	Review and approve governance structure
2. To develop and annually review a financial management strategy and priorities that consistently delivers an unqualified audit report	Audit report by the AGSA	2010/2011 audit report	Un-qualified audit report	Un-qualified audit report	Un-qualified audit report	Un-qualified audit report	Un-qualified audit report

Sub-strategies	Performance Indicator	Baseline	Annual Targets				
			2014	2015	2016	2017	2018
3. To develop and maintain an IT infrastructure that supports and promotes the organisational objectives of the CGE	Organisational survey of internal and external stakeholders on the effectiveness and efficiency of the IT infrastructure	internal stakeholder perception of IT infrastructure	75% score on in-dependent survey	85% score on desktop survey	95% score on desktop survey	95% score on in-dependent survey	95% score on desktop survey
	Staff satisfaction survey	Internal staff perception of HR policies, procedures and practices	75% score on in-dependent survey	85% score on desktop survey	95% score on desktop survey	95% score on in-dependent survey	95% score on desktop survey
4. To develop and implement comprehensive HR policies, procedures and practices							

Substrategies	Performance Indicator	Baseline	Annual Targets				
			2014	2015	2016	2017	2018
5. To develop and implement an effective communications strategy that promotes and enhances a positive public image of the CGE	Communications survey of the national and provincial gender machinery	Present perceptions	75% score on in-dependent survey	85% score on desktop survey	95% score on desktop survey	95% score on in-dependent survey	95% score on desktop survey

13. Budgets

13.1. Summary of expenditure budget, past performance and projections

Objectives/Program <i>in thousand Rands</i>		Past outcomes			Estimated Outcome 2012/13	Medium-term estimate			Projections	
		2009/10	2010/11	2011/12		2013/14	2014/15	2015/16	2016/17	2017/18
CORE Service Delivery		19 616	20 985	27 387	33 627	33 442	36 762	37 908	39 902	41 906
Strategic Objective 1	Creation of enabling gender equality legislation			12 952	16 577	15 650	16 868	17 746	18 700	19 822
Strategic Objective 2	Protection and Promotion of gender rights			8 450	9 810	10 328	11 216	11 907	12 571	13 126
Strategic Objective 3	Monitoring compliance to treaties			6 095	7 240	7 484	7 660	8 255	8 631	8 980
Strategic Objective 4	Commissioners and Corporate Support	37 164	30 651	23 423	24 903	29 638	31 473	32 879	34 626	36 193
	Commissioners office	19 066	10 340	6 125	6 612	10 086	10 615	10 777	11 323	11 891
	Chief executive Officers office	2 016	4 774	3 732	3 968	5 184	5 533	6 857	6 168	6 282
	Finance and administration	7 784	11 100	7 164	7 617	7 129	7 607	8 063	8 502	8 939
	Human Resources Department	1 488	1 610	2 589	2 753	2 650	2 833	3 003	3 162	3 322
	Information Technology	1 503	1 985	2 251	2 393	2 258	2 405	2 550	2 682	2 831
	Communication Department	3 231	751	1 451	1 543	836	895	948	998	1 048
	Capital Expenditure	2 066	91	111	118	1 495	1 685	1 681	1 781	1 870
Total		56 982	51 636	60 820	68 530	63 060	67 236	70 787	74 628	78 101

13.2. Expenditure per main programme

Programme	Sum of 2013/14	Sum of 2014/15	Sum of 2015/16	Sum of 2016/17	Sum of 2017/18
COMMISSIONERS: GOVERNANCE & SUPPORT	10 086 316	10 615 345	10 777 619	11 323 168	11 891 446
CORPORATE SUPPORT SERVICES	19 552 177	20 858 116	22 101 420	23 302 769	24 302 472
SERVICE DELIVERY PROGRAM	33 441 506	35 761 539	37 907 953	39 902 462	41 907 728
Grand Total	63 080 000	67 235 000	70 786 993	74 528 399	78 101 646

13.2.1. Commissioners Governance programme

Ch:	Data				
	2013/14	2014/15	2015/16	2016/17	2017/18
Compensation of Employees	8 891 195	9 538 301	10 110 860	10 616 403	11 147 223
Courier Services	11 077	11 741	12 445	13 192	13 891
Office Cleaning, Maintenance, Plants & Security	-	-	-	-	-
Office Consumables	11 077	11 741	12 445	13 192	13 891
Printing & Stationery	49 848	52 833	56 003	59 363	62 510
Professional Services	110 774	117 407	124 451	131 918	138 910
Telecommunication Expenses	170 925	181 159	192 028	203 550	214 338
Travel, Accommodation and Related Expenditure	841 419	702 163	269 386	285 549	300 683
Grand Total	10 086 316	10 615 345	10 777 619	11 323 168	11 891 446

13.2.2. Chief Executive Officer and Corporate Support Services

	2013/14	2014/15	2015/16	2016/17	2017/18
Bank Charges	53 974	57 206	60 638	64 277	67 683
CAPEX	1 495 454	1 584 993	1 680 093	1 780 898	1 869 943
Compensation of Employees	10 969 260	11 767 609	12 473 987	13 097 686	13 752 571
Computer Servicing, Internet & Website	958 290	1 015 668	1 076 601	1 141 200	1 201 683
Courier Services	105 236	111 537	118 229	125 322	131 965
Employee Assistance Program	332 323	345 914	358 172	379 662	209 076
Office Cleaning, Maintenance, Plants & Security	426 814	452 369	479 511	508 282	535 220
Office Consumables	33 232	35 222	37 335	39 576	41 673
Printing & Stationery	230 300	244 089	258 734	274 258	288 794
Professional Services	3 666 632	3 886 168	4 119 338	4 366 499	4 597 923
Telecommunication Expenses	948 339	1 005 120	1 065 428	1 129 353	1 189 209
Travel, Accommodation and Related Expenditure	332 323	352 221	373 354	395 755	416 730
Grand Total	19 552 177	20 858 116	22 101 420	23 302 769	24 302 472

13.2.3. CORE Service Delivery programme

	2015/16	2016/17	2017/18	2018/19	2019/20
Compensation of Employees	24 619 545	26 411 370	27 996 774	29 396 613	30 866 443
Computer Servicing, Internet & Website	149 545	158 499	168 009	178 090	187 529
Courier Services	127 392	135 019	143 120	151 707	159 748
Media Outreach	221 549	234 814	248 903	263 837	277 029
Office Cleaning, Maintenance, Plants & Security	311 387	330 031	349 833	370 823	390 476
Office Consumables	29 909	31 700	33 602	35 618	37 506
Printing & Stationery	384 498	407 519	431 971	457 889	482 157
Professional Services	553 872	587 034	622 257	659 592	692 572
Report writing & Printing Materials	1 168 670	1 238 643	1 312 961	1 391 739	1 461 326
Telecommunication Expenses	1 315 667	1 394 442	1 478 108	1 566 795	1 649 835
Travel, Accommodation and Related Expenditure	4 264 813	4 520 166	4 791 375	5 078 858	5 334 661
Venues, Catering & Event Management	294 660	312 302	331 040	350 903	368 448
Grand Total	33 441 506	35 761 539	37 907 953	39 902 462	41 907 728

13.3. Expenditure by location and department

Department	Data		Location		
	2013/14	2014/15	2015/16	2016/17	2017/18
	Head Office	Head Office	Head Office	Head Office	Head Office
CAPITAL EXPENDITURE	1 495 454	1 584 993	1 680 093	1 780 898	1 869 945
CHIEF EXECUTIVE OFFICER	5 183 929	5 533 311	5 856 915	6 168 413	6 292 056
CHIEF OPERATIONS OFFICER	248 249	265 654	281 599	296 256	311 252
COMMISSIONERS	10 086 316	10 615 345	10 777 619	11 323 166	11 891 446
COMMUNICATIONS	836 389	894 730	948 426	995 054	1 048 657
FINANCE & ADMINISTRATION	7 139 062	7 606 856	8 063 383	8 502 296	8 938 778
HUMAN RESOURCES	2 648 732	2 835 003	3 003 039	3 161 529	3 322 257
INFORMATION TECHNOLOGY	2 257 611	2 405 223	2 549 565	2 691 579	2 830 780
LEGAL	3 171 857	3 399 678	3 603 745	3 786 568	3 976 735
PROJECTS-CORE SUBSTRATEGIES	5 982 924	6 341 147	6 721 615	7 124 912	7 481 158
PUBLIC EDUCATION & INFORMATION	1 522 375	1 631 702	1 729 645	1 817 409	1 908 687
RESEARCH	2 575 028	2 760 817	2 926 598	3 074 277	3 228 440
Grand Total	41 116 925	43 877 458	46 147 182	48 772 300	51 100 901

Province	Data		Location		
	2013/14	2014/15	2015/16	2016/17	2017/18
	Provincial Office	Provincial Office	Provincial Office	Provincial Office	Provincial Office
EASTERN CAPE	2 400 479	2 571 366	2 725 710	2 865 322	3 009 646
FREE STATE	1 961 489	2 101 164	2 227 284	2 341 333	2 459 253
GAUTENG	1 943 032	2 080 763	2 205 657	2 319 147	2 436 124
KWAZULU NATAL	2 369 130	2 538 493	2 690 865	2 828 075	2 970 327
LIMPOPO	2 147 940	2 301 344	2 439 481	2 564 000	2 693 010
MPUMALANGA	2 320 689	2 486 670	2 635 932	2 770 270	2 909 591
NORTH WEST	2 331 065	2 497 789	2 647 718	2 782 657	2 922 601
NORTHERN CAPE	2 020 068	2 164 320	2 294 232	2 411 355	2 532 689
WESTERN CAPE	2 447 182	2 620 633	2 777 932	2 920 882	3 068 215
Grand Total	19 941 074	21 362 542	22 644 811	23 803 039	25 001 455

13.4. Expenditure by economic classification

Programme	Data				
	2013/14	2014/15	2015/16	2016/17	2017/18
COMMISSIONERS: GOVERNANCE & SUPPORT	1 195 121	1 077 043	666 759	706 765	744 223
CORPORATE SUPPORT SERVICES	8 582 917	9 090 507	9 627 433	10 205 082	10 549 901
SERVICE DELIVERY PROGRAM	8 821 961	9 350 169	9 911 179	10 505 850	11 041 285
Total on goods & services	18 599 999	19 517 719	20 205 372	21 417 697	22 335 409

Programme	Data				
	2013/14	2014/15	2015/16	2016/17	2017/18
COMMISSIONERS: GOVERNANCE & SUPPORT	8 891 195	9 538 301	10 110 860	10 616 403	11 147 223
CORPORATE SUPPORT SERVICES	10 969 260	11 767 609	12 473 987	13 097 686	13 752 571
SERVICE DELIVERY PROGRAM	24 619 545	26 411 370	27 996 774	29 396 613	30 866 443
Total on salaries	44 480 000	47 717 280	50 581 621	53 110 702	55 766 237
Grand total of the allocated funds	63 080 000	67 235 000	70 786 993	74 528 399	78 101 646

14. Materiality and Significance Framework

1. Legislative background

- a. Regulation 28.3.1 of the Treasury Regulations – “For purposes of material [sections 55(2) of the PFMA] and significant [section 54(2) of the PFMA] transactions, the (Commissioners) must develop and agree a framework of acceptable levels of materiality and significance with the relevant executive authority.”
- b. Section 55(2) (b) (i) of the PFMA – “The annual report and financial statements referred to in subsection (1) (d) must include particulars of any material losses through criminal conduct and any irregular expenditure and fruitless and wasteful expenditure that occurred during the year.

2. Definitions

- a. The Financial Accounting Standards Boards defines materiality as “the magnitude of an omission or misstatement in the financial statements, which individually or collectively, makes it probable that a reasonable person relying on those statements would have been influenced by the information or made a different judgement if the correct information had been known”. Materiality depends on the size of the item or error judged in the particular circumstances of its omission or misstatement. Thus, materiality provides a threshold or cut-off point (quantitative), rather than being a primary qualitative characteristic which information must have if it is to be useful.
- b. Significant is defined as “extensive or important enough to merit attention” and may therefore be interpreted as of relative importance to as a whole. Transactions may be significant based on the monetary value of the transactions or due to the nature of the transactions.