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CHEERS TO GOOD PERFORMERS-HOD FANI

By Siphokazi Nonyukela

Addressing members of the Senior Management Service (SMS) in Port Alfred recently, the Head of Department (HoD) Andile Fani (*right*) congratulated the Programmes that had performed well in the period under review. Mr Fani was speaking during the 4th Quarter and Annual departmental performance review session.

“Well done to those of us who have shined in their corners resulting in our overall annual performance of 84.5% of the total output indicators. Others must go back, conduct own assessments and let me know what is it they will do to improve their performance. Let us put our eyes on the ball and spend time on administrative issues,” said HoD Fani.

The Annual Performance Report per programme indicates achievements as follows; Administration 67%, Traditional Institutional Management 70%, House of Traditional Leaders 75%, Local Government 90%, Development and Planning 94%.

Mr Fani said the fact that Cogta had achieved a clean audit in the last financial year meant that “all of us we must raise the bar higher to maintain the status quo.”



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Outlining the objectives of the session the General Manager for Strategic Management Communication & Information Services, Mr Basil Mase said the department converged to review the implementation of its targets for the fourth quarter as per the annual performance plan and operational plan.

“We must further provide in this session an update on the implementation on the Policy Speech pronouncements that the MEC made at the legislature. By so doing, we will be able to account for our budget allocation to ensure that the performance of the branches is supported by credible portfolio of evidence,” said Mr Mase.

Mr Fani added that equally important was that CoGTA’s achievement must also ensure that the support provided to municipalities result in positive audit outcomes.

He had observed that the department remained “stagnant in addressing its challenges” in some areas and that needed serious attention.

The review session is the time to look at how we are doing our work both financially and non-financially and attend to matters that impact negatively to our performance. These sessions must not be about compliance with the relevant legislation, he added.

“We must work professionally to improve and preserve the credibility of our organisation. The outcome of our review sessions ought to come up with practical solutions to our challenges and improve our performance,” said Mr Fani.

He encouraged SMS members to share the outcomes of the review sessions with the rest of employees in the department. By so doing, our officials will not be left behind rather become better people through empowerment and proper guidance given to them.

“If that hope is destroyed the entire organisation will not function,” said Mr Fani.