



**KWAZULU-NATAL PROVINCE**

**TREASURY**  
REPUBLIC OF SOUTH AFRICA

# PROVINCIAL TREASURY AT A GLANCE

*MAKING THE RAND GO AN EXTRA MILE*



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## PREFACE

This information brochure gives a brief account of the work carried out by Provincial Treasury. The brochure contains two sections, the first section gives an overview of the Provincial Treasury's five Programmes and the second section outlines various key initiatives provided to the public - these include but not limited to, learnerships, internships, community programmes etc. It is important that the public understands the role, function, and services that Provincial Treasury provides to the people of KwaZulu-Natal and how they can access information. This brochure is compiled for all stakeholders with a keen interest in the work of Provincial Treasury.

## ABOUT US

Provincial Treasury's mandate is to mobilise and disburse funds to all Provincial Government Departments. The respective Departments must ensure that public funds are used responsibly and effectively to improve the lives of the 11.5 million people living in KwaZulu-Natal.

Provincial Treasury has a legislated duty to provide the necessary support to other Provincial Departments, Municipalities and Public Entities to deliver on their priorities. Accountability, efficiency, service excellence, financial discipline, professionalism and support will always be the underlying features in the department's endeavours as these values have always defined the Department's support.

The Constitution of the Republic, the Public Finance Management Act, Treasury Regulations, Practice Notes and other relevant legislations guide Provincial Treasury's efforts towards ensuring improved corporate governance and enhanced service delivery.

**The Department is made up of five strategic programmes:**

- Programme 1: Administration**
- Programme 2: Sustainable Resource Management**
- Programme 3: Financial Governance**
- Programme 4: Internal Audit**
- Programme 5: Municipal Finance Management**



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## Programme 1: Administration

The purpose of this programme is to provide strategic leadership and administration support to the department. This programme is made up of 4 main sub-programmes, these are:

**Office of the Member of the Executive Council (MEC):** political oversight and policy direction, render advisory, secretarial, administrative support, public relations, communication and parliamentary support.

**Management Services (HOD):** policy formulation, overall leadership, management and administration support of the Department and the respective districts and institutions within the Department.

**Financial Management (CFO):** provides effective management of departmental finances in line with statutory requirements.

**Corporate Services:** provides optimal Human Resource, IT, Communications, Legal services, Auxiliary Services Strategic Planning support as well as Monitoring and Evaluations function to the department.

In addition to their administrative responsibilities, the MEC and HOD are actively involved in community outreach programmes in their respective Operation Sukuma Sakhe (OSS) / District Development Model (DDM) districts.

The main purpose of the outreach programmes and OSS/DDM is to identify the needs of the communities, refer them to respective line departments and track the delivery of services to the communities. The OSS/DDM also seeks to achieve a co-ordinated integrated planning of key infrastructure and socio-economic programmes across the three spheres of government to achieve maximum impact.

The MEC holds various community engagements to educate communities on the core function of the department and on provincial budget matters. In addition, the MEC and HOD, respectively, make substantial donations on a monthly basis flowing from the community engagements and include but are not limited to, school uniforms, electric appliances, sewing machines, water tanks, food supplies, etc.

## Programme 2: Sustainable Resource Management

**The purpose of this programme is to: manage, maintain and monitor the fiscal sustainability of the province, and Support Improved & Sustainable infrastructure delivery**

### **Economic Analysis:**

Determine and evaluate economic parameters and socio-economic imperative that informs provincial and local resource allocation, and provide infrastructure support through the Infrastructure Delivery Management System. The Socio-Economic Report (SERO) is published annually and can be accessed on **[www.kzntreasury.gov.za](http://www.kzntreasury.gov.za)**.

### **Public Finance:**

Promote effective and optimal financial resource allocation for provincial government (including public entities), and ensure that the province remains financially viable through effective budget management, monitoring and reporting.

### **Public Private Partnerships (PPP):**

To provide substantial technical, financial and legal advice in support of all provincial PPP projects in line with the PPP projects cycles as regulated by National Treasury guidelines.

### **The Provincial Budget**

The provincial budget consists of three sources of funding, namely the:  
Provincial Equitable Share,  
Conditional Grants and  
Provincial Own Revenue.

The bulk of the funding comes from the National Treasury, who transfer the Provincial Equitable Share and Conditional Grant allocations to provinces, while the Provincial Own Revenue is funding that the province collects from things such as motor vehicle licences, health patient fees, and so on.

The Provincial Equitable Share amount allocated to provinces is determined through a complex formula, the largest aspect of which is population driven data (e.g. the number of learners in schools, as well as health patient data).

The funds received by the province are allocated to various departments for spending. The largest share of the budget goes toward:

**Education:** to ensure that learners have educators, learner material, as well as suitable schools and classrooms;

**Health:** to ensure that there is funding for health care in clinics and hospitals and;

**Social Development:** for assisting the vulnerable members of society.

These three departments make up the social sector and they receive the lion's share of the provincial budget.



When the budget has been set for the year, all government departments must report to Provincial Treasury on how they are spending their budget. These reports have to be prepared every month and are submitted to National Treasury as well.

The National Treasury publishes these reports for all 9 provinces in a Government Gazette and these are referred to as Section 32 reports. This allows the man on the street to hold government accountable for the allocated budget and the spending incurred.

The Finance Portfolio Committee of the Provincial Legislature is also briefed on the mid-year budget performance and the end-of-year budget performance and these engagements are open to the public and are also streamed on various government social media platforms such as Facebook, X and YouTube.

### Provincial Budget Process and Oversight

- Budget planning for the next financial year starts in June – Provincial Treasury holds the Provincial Budget Guidelines Workshop with all provincial departments and provincial public entities;
- Departments receive indicative/1st draft allocation letters – departments prepare their Strategic Plans and Annual Performance Plans;
- Departments engage their respective Portfolio Committees;
- 1st draft budgets submitted to Provincial Treasury in July, 2nd draft in November, 3rd draft in January/February;
- Budget proposals presented to Ministers' Committee on the Budget (MinComBud) (Chaired by the MEC of Finance);
- MinComBud recommendations presented to Provincial Executive Council for approval;
- Provincial Budget Day;
- Briefing of the Finance Portfolio Committee on the Provincial Budget;
- Debate and voting on the provincial budget;
- At the end of each month, departments prepare In-Year Monitoring budget performance reports;
- Provincial Treasury consolidates all reports and submits to National Treasury;
- Provincial Treasury reports to the Provincial Executive Council on the provincial budget performance;
- Provincial Treasury prepares Quarter 1, mid-year and end-of year budget performance reports;
- Engagements with the Finance Portfolio Committee on these reports;
- Provincial Treasury has continuous engagements with departments and public entities on their budget performance.

## Programme 3: Financial Governance

The main purpose of this programme is to provide audit readiness support to provincial departments and public entities with the objective of improving audit outcomes in the province, as well as conduct SCM compliance assessments, policy and contract support services to provincial institutions. The main services undertaken by this programme are to:

- Improve efficiency of cash management and to minimise the adverse liquidity through effective liabilities management.
- Support and monitor adherence of departments, public entities and municipalities on SCM prescripts.
- Realise the effective and efficient acquisition of goods and services for provincial government and to secure sound SCM for local government.
- Provide financial and asset management audit readiness support to provincial departments and public entities in the attainment of improved audit outcomes in the Province.
- Manage the training and capacity building for the public sector financial management.
- Develop, facilitate implementation and monitor compliance with financial norms and standards in provincial departments and public entities.
- Provide reliable, efficient and effective financial systems.
- Provide technical and functional support to supporting and interlinked financial systems.

### OPERATION PAY ON TIME/ SIKHOKHA NGESIKHATHI

The programme manages the “Pay-On-Time Call Centre” to work in a trilateral collaboration between Supplier-Department-Provincial Treasury to resolve pay-on-time-payment disputes. The mandate of the Special unit, among others, includes investigating cases of late or non-payment of legitimate invoices within 30 days, identifying the causes/reasons for delays and non-payment in aforementioned cases, and facilitating the resolution of disputes between Provincial Departments and Suppliers. KZN Provincial Government is committed to paying suppliers within 30 days from receipt of a valid invoice, according to the terms of a valid contract or order.

#### **Channels available to suppliers to follow up on late payments:**

First point of call: department to whom service and/or goods were provided, If payment is not made within 30 days by the department concerned: log a query with **PAYMENT QUERIES HELPLINE ON 0800 201 049 OR [paymentqueries@kzntreasury.gov.za](mailto:paymentqueries@kzntreasury.gov.za)**

The query will be allocated to a dedicated query team for follow-up with the relevant department.

#### **DOCUMENTS REQUIRED TO FACILITATE RESOLUTION OF THE QUERY:**

- Copy of an order/ appointment letter issued by the Organ of State;
- Proof of delivery of goods/services;
- Copy of invoice submitted for payment;any
- Correspondence with the relevant Department;
- Contact details of official at the Organ of State.

## RIGHT TO PAYMENTS:

- Register on CSD;
- Obtain a valid official order from the Department;
- When goods and/or services are delivered, obtain acknowledgement of receipt from the Department;
- Make sure that your invoice is valid, accurate and complete;
- Submit your invoice on time;
- Make sure that your entity is registered on BAS for payment timeously;
- Make sure that your banking details on BAS are correct and updated if there are any changes.
- ***Within 7 working days you should receive an update outlining the way forward in resolving your query.***

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## CENTRAL SUPPLIER DATABASE

### WHAT IS CENTRAL SUPPLIER DATABASE?

The Central Supplier Database (CSD) maintains a database of organisations, institutions and individuals who can provide goods and services to government. The CSD will serve as the single source of key supplier information for organs of state providing consolidated, accurate, up-to-date, complete and verified supplier information to procuring Organs of State.

Prospective suppliers interested in pursuing opportunities within the South African government are encouraged to self-register on the CSD. This self-registration application represents an expression of interest from the supplier to conduct business with the South African government.

### WHAT DO I NEED TO REGISTER ON THE CSD?

- A valid cell-phone number to receive a One Time Pin (OTP);
- A valid email address;
- Company registration document;
- Industry classification information;
- Commodities the supplier can provide;
- Supplier contact information and physical / postal address;
- Bank account information;
- Tax information;
- Accreditations the supplier is associated with.

**To register on the CSD visit: [www.kzntreasury.gov.za](http://www.kzntreasury.gov.za)**



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## KZN BID APPEALS TRIBUNAL

### IMPORTANCE OF THE EXISTENCE OF THE TRIBUNALS

- The Tribunals promote effective service delivery and good governance through:
- Attending to the lodged complaints and assessing appeals in a speedy manner to ensure that the award of the bid is made in a fair, equitable, transparent, competitive and cost-effective manner;
- Being convenient first mediator for KZN business and government and significantly reducing the number of appeals in court;
- Procedural simplicity in the filing of appeals and speedy justice. This reduces the loads of the courts which may only be involved in dealing with reviews and appeals where one party is not happy with the decision of the Tribunal;
- Cost effective mechanism in lodging of an appeal compared to the costs involved in court proceedings. This allows service providers from disadvantaged background to have access to justice without paying the exorbitant legal fees.
- Improves the SCM processes and provides good fiscal management at Provincial level.

Establishment of Appeals Tribunal KZN Treasury identified the need to implement its constitutional obligation to provide administrative assistance to municipalities. MEC for Finance established the Provincial and Municipal Bid Appeals Tribunals.

### What is the Bid Appeal Tribunals?

- These are *quasi-judicial* structures that hear appeals against the award of bids at the provincial and municipal level.
- Established in terms of Policy.

### Functions of Bid Appeal Tribunals

- To hear and finalise an appeal within five working days of the date of hearing;
  - Make a binding decision affecting interested parties affected by the appeal;
  - To improve transparency and accountability at Municipal level;
  - To improve the acceleration of service delivery at local government level;
  - To improve SCM processes and good fiscal management at local government level;
- Provincial Treasury has established tribunals in all the districts within KZN.

### Tribunal Benefits

- The Tribunals provide an alternate and cost effective platform for appellants who cannot afford the costs of litigation to table concerns regarding procurement irregularities.
- The judgements serve as early warning indicators of inefficiencies in the procurement system within a department, which then allows the Provincial SCM Unit to provide the necessary support. We have analysed some of the judgments and issued circulars and incorporated or amended Instructions to bidders in the Bid Documents to address some of the non-compliance issues.



## Programme 4: Internal Audit

The Provincial Internal Audit Unit, under the direction and guidance of the Provincial Audit and Risk Committee, provides internal audit services, advice and recommendations to departments on their areas of risk management, internal control and governance.

Internal audit therefore assists departments to ensure that they in turn are offering services to the public in an efficient, effective and economical manner. Provincial Internal Audit Services (PIAS) provides assurance that departments are complying to laws, regulations and policies in the delivery of their mandates. Where any weaknesses are identified, recommendations are made for departments to make improvements.

The unit also supports departments and municipalities with building Risk Management capabilities as this is a key line of defense in the Combined Assurance Model. Risk Management is a tool that assists Departments and municipalities to identify and deal with any threats that may hamper them in delivering services and in meeting their strategic objectives. The unit operates in terms of the Cabinet approved Provincial Risk Management Framework.

### **The unit performs various audits based on the risk areas of each Department. Some of the audits conducted are:**

- Supply Chain Management, including the implementation of the new Preferential Procurement Regulations.
- Performance management reviews, where evidence is verified to confirm achievement against targets.
- Value for money performance audits on areas such as the use of consultants, and infrastructure projects being implemented in the Province.
- IT audits focus on emerging IT risk areas, reviews of IT systems, IT governance and IT project management.
- Specials audits are also conducted, such as reviews of Departments prioritisation of vulnerable groups in planning and implementing service delivery programmes; reviews on the implementation of the Provincial Consequence Management Framework by the Departments to enhance accountability.

Follow-up reviews are also conducted on previous matters raised with Departments to track if Departments have actually implemented recommendations and action plans to deal with weaknesses identified. The Audit & Risk Committee, which is an independent committee, tracks these matters with Departments to ensure that they are accountable for improving these weaknesses. Matters are also reported to respective MECs and other oversight bodies.

One of the key focus areas relating to risk management is the formal establishment of the Provincial Risk Management Committee which comprises of all Heads of Departments in the Province to deal with transversal and provincial risks, the development of the provincial risk profile, and the development of the provincial internal control framework.

The Internal Audit unit operates in terms of the International Standards of Internal Audit and is staffed by a team of auditors, including Internal Audit Technicians (IAT). The unit uses the IAT programme to contribute towards developing the profession by training and providing experience to unemployed graduates with internal auditing qualifications and experience. The unit will be contracting-in IAT learners each year via the Departments Human Resource Management processes.

## Programme 5: Municipal Finance Management

The programme is responsible to provide oversight, technical support and guidance to delegated municipalities as well as to monitor compliance by municipalities in terms of Section 5(4) of the Municipal Finance Management Act, No. 56 of 2003 (MFMA).

The support provided to the delegated municipalities is aimed at strengthening the financial management capability of municipalities thereby contributing to the National Priority of building a capable, ethical and developmental state and to ultimately improve on service delivery capability through financial sustainability and accountability.

The sub-programmes under this programme include:

- Municipal Budget Management;
- Municipal Accounting and Reporting;
- Municipal Support Programme;
- Municipal Revenue and Debt Management.

### The key priorities of each sub-programme are as follows:

Municipal Budget Management provides support to all the delegated KZN municipalities to assist them with optimal and sustainable budget management, including:

- Monitoring the implementation of the budgeting framework;
- Providing guidance on budget planning and implementation;
- Monitoring, evaluating and reporting on budget implementation (In-year Monitoring); and
- Monitoring and reporting on compliance by municipalities.

The Municipal Accounting and Reporting unit provides technical support to selected municipalities to promote compliance by municipalities with the Generally Recognised Accounting Practice (GRAP). The fundamental objective of the support initiatives is to assist municipalities to improve financial management, accounting and reporting processes and controls. The support is aimed at assisting the municipalities to improve the quality of the Annual Financial Statements prior to submission to the Auditor-General of South Africa as well as assisting municipalities in addressing audit findings during audit process.

The Municipal Support Program (MSP) was established to provide technical support to selected municipalities to promote sound financial management and sustainability. The MSP assists with improving financial management at municipalities that are experiencing serious financial problems as well as providing support on specialist technical areas, such as supporting municipalities with the implementation of the Municipal Standard Chart of Accounts (mSCOA).

The Municipal Revenue and Debt Management sub-programme aims to improve financial management capability through the assessment of the selected municipalities' revenue and debt management policies, processes, procedures and controls as well as the provision of suitable recommendations for improvement thereof. The unit further assists municipalities with the implementation of Revenue Management tools such as the cost-reflective tariff setting tool, the valuation roll to billing system reconciliation tool as well as assistance with Cash Management and Grant Management.

## YOUTH AND OUTREACH FOCUSED PROGRAMMES

The Department prioritises youth empowerment and development at various levels.

### Internship Programme

- The Internship programme is a 24 month programme, which targets previously disadvantaged graduates who are in possession of predominantly financial related tertiary qualifications.
- The objective of the programme is to provide an opportunity for unemployed graduates to use the workplace as an active learning environment; to acquire skills that would make them more marketable and thus improving their employment opportunities.
- An advert for Provincial Treasury's 24 month Internship Programme can be located every 24 months in January in the iLanga, iSolezwe and The Natal Witness.
- The Department recruits approximately 30 Interns per intake cycle who are placed throughout the Department in order to ensure that they receive appropriate work place exposure and maximum hands-on experience relevant to their qualification.
- Since the inception in 2006, a total of 462 graduates have been through this programme.
- Graduates on this programme are in receipt of a generous stipend.

### WORK INTEGRATED LEARNING (WIL) PROGRAMME

- Students that require experiential training as part of their formal qualification are given work place exposure in line with the requirements of their Academic Institutions.
- In respect of In-Service Trainees (WIL Learners) the Department has a signed Memorandum of Agreement (MOA) with FETs within KZN. An advert is sent out annually during October to all FETs within KZN for students to apply for this programme.
- The in service training programme varies between 12 to 18 months.
- Upon completion of the programme, these students are awarded their formal qualifications and the bulk of them apply for the Departments Internship Program with the next intake.
- The Department recruits approximately 20 students per annum on this programme.
- Since the inception in 2009, a total of 173 students have been through this programme.
- Students on this programme receive a stipend in line with the DPSA guidelines.

## INTERNAL AUDIT LEARNERSHIP PROGRAMME

The purpose of the Internal Auditing Learnership is :-

To build a relationship between structured learning and structured workplace experience which equips unemployed graduates with new competencies leading to better opportunity for learners to access employment within the open labour market.

To transform learners into productive, confident and independent workers who will be useful to employers.

To reduce unemployment rate formed by unemployed youth and unemployed graduates. The learnership program within Internal Audit (IAT learnership) is a three year structured learning program in partnership with the Institute of Internal Auditors. Experiential training is provided by the Department and theoretical modules and workshops are provided by the Institute of Internal Auditors.

The Department Recruits approximately 25 Learners per intake cycle.

Since the inception in 2007, a total of 173 graduates have been through this programme.

Graduates on this program are in receipt of a generous stipend.

## EXTERNAL BURSARY SCHEME

- The objective of the external bursary scheme is to grant financial assistance to prospective employees who undertake studies at recognized academic institutions for a recognized qualification, in specifically identified areas that are relevant and are to the advantage of this Department.

- The targeted groups are matriculants/recently matriculated youth and youth with disabilities in rural impoverished municipal areas.

- The Department meets with different targeted Local Municipalities regularly briefing them on the Bursary Initiative and career opportunities within the Department in order for relevant youth within those Communities to be engaged.

- The Department is currently supporting 11 students registered towards attaining predominantly financial related tertiary qualifications.

- Assistance includes the costs related to tuition, accommodation, meal allowance, text books and if applicable a laptop.

- A total of 25 students have been assisted to attain formal 3 year tertiary qualifications since 2010 through this programme.

## SAICA Trainee Accountant Programme (TAP)

In an attempt to address the scarcity of qualified Chartered Accountants (CAs) in the Province, KZN Provincial Treasury embarked on an initiative with the South African Institute of Chartered Accountants (SAICA) to assist with funding students via the Thuthuka Education Upliftment Fund and started the process of becoming a SAICA Training office.



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In 2015, the department successfully obtained SAICA accreditation and became one of the first Provincial Treasuries in South Africa to train future CAs in the Public Sector.

Since 2014, the Department has sponsored the Thuthuka Education Upliftment Fund (TEUF), administered by SAICA, to transform the CA profession through providing funding to African and Coloured students seeking a career as a Chartered Accountant for a period of four years, 2014 to 2017 in the amount of R16m. The Department initially sponsored 100 Chartered Accountants and now has a life-long commitment to sponsor 4 students per annum.

The programme consists of three years of SAICA articles and once discharged, the beneficiaries are eligible to enter into a five-year Management Development Programme (MDP) to develop management skills and improve trainee's employability.

The programme empowers the beneficiaries with scarce skillsets in the areas of financial and fiscal management, financial accounting and reporting, risk management and internal auditing across the public sector sphere. This forms one of the key instruments that can be used by the province in building a capable, ethical and developmental state while empowering the vulnerable groups given the fact that, all the beneficiaries of the programme are youth of which the majority are women.

Since its inception, the programme has benefited 22 trainees from the Province of KwaZulu-Natal, with the department receiving its first intake of trainees in 2016, and managing the process annually. Through the programme, the department has since produced twelve (12) CAs who all serve within various directorates under the MDP, and four of whom have been placed permanently in various Public Sector Institutions.

The minimum requirements for university admission to a CA-stream Bachelor of Commerce degree are a Level 5 pass in Mathematics, together with a National Senior Certificate with matriculation exemption. You need to take pure Mathematics (not Mathematical Literacy) as a subject and you need to pass it well. That means achieving 60% or more. If you want to be a CA(SA), you need to ensure that the university you're applying to offers a BCom qualification/ programme that is accredited by the South African Institute of Chartered Accountants (SAICA).

The success of the programme is largely based on building a professional and competent group of financial management experts to understand the dynamics of public sector and implement best practises across both provincial and local government. We aim to grow the programme so that we are able to deploy qualified accountants into various institutions that do have inadequacies so as to not just provide a quick fix, but to ensure a sustained improvement. The incumbents today are viewed as our future Heads of institutions and finance teams having understood the intricacies of public sector financial management across every element and having had the practical experience to deliver with technical competence but also with a high level of professionalism and integrity.

Ultimately, KZNPT is building a foundation of ethical leadership which will stem throughout the sector.





## IT COMPUTER TRAINING PROGRAMME IN EDENDALE

The Edendale Lay Ecumenical Centre is a non-profit organisation founded in 1965. It depend on outside donations. The organisation is controlled by a Board of Trustees.

The Centre mainly focuses on leadership training and community development. The purpose of the programme grew out of the dire need to train the community in computer and financial management.

Discussions were held with the Head of Department of KZN Provincial Treasury and this led to the adoption of this program starting with computer skills.

The Edendale Lay Ecumenical Centre has been used for the training of unemployed adults from Edendale and surrounding area. They are trained in the use of MS Office. This programme has been in existence for more than 5 years and is a joint social responsibility initiative with the Ecumenical Centre providing the venue and Treasury providing the tutors and learner resource material.

The training provided valuable skills to the

unemployed and contributes to employment opportunities and the improvement in the quality of life of the trainees and their families.

The age group targeted is mainly from 18 – 45 years. The training is held every Saturday for 7 weeks and thereafter trainees are issued a certificate of completion. The Training centre is in Edendale and accessible to the community. The centre is also equipped with a training room and computers.

This Program has helped with bridging the gap in the following areas: Bridging the digital divide by bringing technical skills close to communities; Provision of access to training for the youth with no community and other transport related costs; Raising awareness among the community of the need for technological advancement; Nurturing of a long-term partnership between government and the people. This programme has beneficial to many within the community because computer skills are a requirement when one applies for a job. We are inundated with requests for training and hope to expand on the programme in months or years-to-come.

## PROVINCIAL TREASURY IMPORTANT INITIATIVES

### **Gender-Based Violence (GBV) initiatives:**

Provincial Treasury has a fully effective Employee Wellness Programme to render safe and confidential counselling, support, and professional referral services to all GBV victims and their families. Provincial Treasury has a dedicated confidential email address for the reporting of any form of harassment and abuse which is:

**[NO-MEANS-NO@kzntreasury.gov.za](mailto:NO-MEANS-NO@kzntreasury.gov.za)**



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## VACANCIES

Vacancies in the Department are advertised to the public via print media where they can be accessed locally through The Natal Witness, The Mercury, iLanga newspapers and Nationally through The Sunday Times. Provincial Treasury's core units predominantly require NQF level 7 or higher qualifications in the fields of Commerce (Financial Related); Accounting; Supply Chain Management; Auditing; Economics & Financial Management.

### TREASURY'S SUPPORT AND RECRUITMENT OF PEOPLE WITH DISABILITIES

- All advertised posts within the Department, irrespective of levels are advertised targeting People with disabilities.
- In addition, all youth development programme target people with disabilities, where Disability Focal persons of Higher Education Institutions partner with the Department to reach students with disabilities to apply for such programme.
- The Department also maintains an updated disability database of applicants and youth development programme beneficiaries to head-hunt when posts become available.
- All buildings occupied and accessed by Provincial Treasury staff and stakeholders are conducive to people with disabilities where wheelchair ramps, disability parking, disability friendly elevators and ablution facilities are available.
- The Department has a dedicated forum for People with disabilities, chaired by a staff member with a disability, where their needs are addressed and the progress of the Department is openly discussed and where suggestions of improvement are deliberated upon.
- All staff with disabilities have been assisted through the provision of reasonable accommodation either with assistive devices or building reconfiguration.
- Assistive devices include specialised computer programmes for visually impaired staff; hearing aids; motorized wheelchairs; and the maintenance of the same.
- The Department currently employs 7 staff with disabilities at various levels and in various Business Units

### PROVINCIAL TREASURY ANTI-FRAUD CAMPAIGN:

Provincial Treasury takes a strong stand against fraud and corruption and is committed to enforce a culture of zero tolerance towards fraud and corruption. The implemented province wide campaign: "I do Right even when nobody is watching", extends to the public to report suspicious fraud and corruption activities that may involve public servants.

#### Reporting channels of fraud and corruption

**The National Anti-Corruption Fraud Hot-line (PSC) toll-free number: 0800 701 701 or SMS to 39772.**

**Crime Stop, a toll-free hotline run by the SAPS: 08600 10111 /10 111.**

**The Public Protector toll-free: 0800 11 20 40**

**Special Investigations Unit: [siu@thehotline.co.za](mailto:siu@thehotline.co.za) or 0800 037 774 or SMS 30916**



## CONTACT DETAILS

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