2. Report of the Portfolio Committee on Agriculture, Forestry and Fisheries on the Strategic Plan, 2017/18 Annual Performance Plan and the Budget of the Department of Agriculture, Forestry and Fisheries (Vote 24) and its Entities, dated 19 May 2017.

The Portfolio Committee on Agriculture, Forestry and Fisheries examined Budget Vote 24: Agriculture, Forestry and Fisheries including the Annual Performance Plan of the Department of Agriculture, Forestry and Fisheries (hereinafter referred to as DAFF or the Department) for the 2017/18 financial year and budget projections for the Medium Term Expenditure Framework (MTEF) period (the 3-year period from 2017/18 to 2019/20).

During the process, the Portfolio Committee also examined the Strategic Plans, associated 2017/18 Annual Performance Plans (APPs) and Budgets for the MTEF period, of the following DAFF Public Entities:

- Marine Living Resources Fund (MLRF)
- Onderstepoort Biological Products (OBP)
- Agricultural Research Council (ARC)
- National Agricultural Marketing Council (NAMC)
- Perishable Products Export Control Board (PPECB)

In preparation for the briefings by the Department and entities on their Strategic and Annual Performance Plans, the Committee engaged with the Department of Planning, Monitoring and Evaluation (DPME) and the Financial and Fiscal Commission (FFC). The APP of the MLRF was considered in conjunction with that of the Department (DAFF) as the MLRF is responsible for funding operational activities of the Department's Programme 6, Fisheries Management.

Having considered the Strategic Plans, APPs and Budget Vote 24 (includes the Department and its entities), the Committee reports as follows:

1. Introduction

The Strategic Plans, APPs and Budgets of DAFF and its Entities were tabled in Parliament as required in terms of the Public Finance Management Act (PFMA), 1999 (Act No. 1 of 1999), on 10 March 2017. All the tabled plans were referred to the Portfolio Committee on Agriculture, Forestry and Fisheries for consideration and report on 15 March 2017. In performing its constitutional mandate, the Committee considered the revised Strategic Plans and 2017/18 APPs of DAFF and its Entities on 04 and 09 May 2017, taking into account their alignment with the objectives of the National Development Plan (NDP) and the Medium Term Strategic Framework (MTSF) 2014-2019.

The Committee, in considering the Department and its Entities' Strategic Plan-based APPs, and Budget Vote, wanted to determine whether the funds that are allocated to the Department and its entities through different programmes translate to actual service delivery, particularly in rural and underserviced areas. In this regard, the Money Bills Amendment Procedure and Related Matters Act, 2009 (Act No. 9 of 2009), grants Parliament the power to reject, recommend or amend budgets of departments and entities.

2. Consideration of the Strategic Plans, Annual Performance Plans (APPs) and Budgets of the Department of Agriculture, Forestry and Fisheries and its Entities

The strategic goals and objectives of the Department, which were revised in 2014/15 to align with the MTSF Outcomes (Outcomes 4, 7 and 10), remain the same. Over the medium term, the Department of Agriculture, Forestry and Fisheries (hereinafter referred to as the Department) will focus on improving food security, creating decent jobs, and sustainably increasing the contribution of the agriculture, forestry and fisheries sectors to the Gross Domestic Product (GDP). In pursing these objectives, the Department contributes to the realisation of the goal of the National Development Plan (NDP) to eliminate poverty and reduce inequality by 2030; and Outcome 4 (decent employment through inclusive growth), Outcome 7 (comprehensive rural development and land reform) and Outcome 10 (protect

and enhance the environmental assets and natural resources) of government's 2014 – 2019 Medium Term Strategic Framework (MTSF).

The budget allocation of the Department (Budget Vote 24) for the 2017/18 financial year is R6.8 billion, a slight increase of R292 million from 2016/17. The budget has been allocated according to the six programmes of the Department, namely, Programme 1: Administration, Programme 2: Agricultural Production, Health and Food Safety, Programme 3: Food Security and Agrarian Reform, Programme 4: Trade Promotion and Market Access, Programme 5: Forestry and Natural Resources Management and Programme 6: Fisheries Management.

Approximately 75% of the Department's total budget for 2017/18 will be allocated to three Programmes, namely, Programmes 2, 3 and 5. As indicated on Table 1, the largest share is allocated to Programme 2 (Agricultural Production, Health and Food Safety), which constitute 32.3 per cent of the total budget, followed by Programme 3 (Food Security and Agrarian Reform) with 28.6 per cent and then Programme 5 (Forestry and Natural Resources Management) with 14.9 per cent.

The Department's budget allocation to these Programmes is aligned with its stated priority foci for the MTEF period, which are, increasing food security, creating jobs and improving the contribution of agriculture to the GDP. In addition, the three Programmes are responsible for Parliamentary Grant transfers to Entities and disbursement of conditional grants to provinces e.g. CASP through Programmes 3; Ilima/Letsema through Programme 2; and CASP (flood-damaged infrastructure) and LandCare through Programme 5. Budget allocation to Programmes 2 and 3, which are priority programmes in terms of the Department's focus for the MTEF, will increase at an average of 8 per cent and 6.9 per cent, respectively, over the MTEF period.

The bulk of the Department's financial resources are allocated to transfers and subsidies in the form of conditional grants to provinces and transfers to public entities. In the 2017/18 financial year, 55 per cent of the Department's total allocation (approximately R3.8 billion)

will be spent on transfers and subsidies. However, in terms of proportion, this is a decline from the previous financial year's 60 per cent allocation for transfers and subsidies. The high proportion of transfers requires strengthened oversight by the Department through regular monitoring and evaluation (M & E) of Entities and conditional grants spending by provinces.

Table 1. Budget Allocation per Programme for the MTEF Period (2017/18 – 2019/20)

Programme	2017/18 allocation	2018/19 allocation	2019/20 allocation	Proportion of the total Vote for 2017/18
R Million				
1. Administration	R 902.5	R 945.7	R 954.3	13.3 %
2. Agricultural Production, Health & Food Safety	R2 197.2	R2 305.9	R2 446.4	32.3%
3. Food Security & Agrarian Reform	R1 946.8	R2 035.8	R2 302.8	28.6%
4. Trade Promotion & Market Access	R 261.7	R 274.2	R 291.7	3.8%
5. Forestry & Natural Resources Management	R1 016.7	R1 073.4	R1 044.2	14.9%
6. Fisheries Management	R 482.2	R 504.5	R 537.3	7.1%
Total	R6 807.0	R7 139.4	R7 576.8	100%

Adapted from National Treasury (Estimates of National Expenditure, 2017)

Conditional grants receive more than a third of the Department's total budget and more than two thirds of the total grant funding goes to the Comprehensive Agriculture Support Programme (CASP). For the medium term expenditure framework (MTEF) period ending in 2019/20, approximately R7.23 billion will be allocated to the Department's 3 conditional grants, namely, CASP, Ilima/Letsema and LandCare. Approximately R5.3 billion (73%) of the total R7.23 billion for conditional grants will be allocated to CASP over the MTEF period. For the 2017/18 financial year, R1.6 billion, R522.1 million and R73.6 million will be allocated to CASP, Ilima/Letsema and LandCare, respectively.

Table 2. Budget Allocation to Entities for the MTEF Period

Entity	2017/18 allocation	2018/19 allocation	2019/20 allocation
R Million			
1. Agricultural Research Council	R974.8	R1 031.3	R1 089.1
2. Onderstepoort Biological Products	-	-	-
3. Marine Living Resources Fund	R262	R276.4	R291.9
4. National Agricultural Marketing Council	R41.9	R44.3	R46.8
5. Perishable Products Export Control Board	R0.6	R0.6	R0.6
6. Ncera Farms (Pty) Ltd	R6.2	R6.6	R7.0
Total	R1 285.5	R1 359.2	R1 435.4

Adapted from National Treasury (Estimates of National Expenditure, 2017)

In terms of Public Entities, which account for 19% of the Department's budget in the 2017/18 financial year, R974.8 million will be allocated to the Agricultural Research Council (ARC) through Programme 2; R262 million to the Marine Living Resources Fund (MLRF), which is responsible for all operational activities for Programme 6; R140.2 million to the Land and Agricultural Development Bank of South Africa (Land Bank) through Programme 3 (R100 million) and Programme 4 (R40.2 million); R41.9 million to the National Agricultural Marketing Council (NAMC) through Programme 4; R6.2 million to Ncera Farms (Pty) Ltd through Programme 3 and R600 000 to the Perishable Products Export Control Board (PPECB) specifically for skills development and training for smallholder farmers.

The Onderstepoort Biological Products does not get any transfer from the Department. It received a once-off allocation of R492 million for the 2013/14 to 2015/16 MTEF period from National Treasury for revamping of its aged vaccine manufacturing plant. The allocation, which it was highlighted even then that it was not sufficient for the revamp as OBP buildings were built in the 1960's, has since been depleted.

Overview of Committee Deliberations and Observations on the Strategic Plan, 2017/18 APP and MTEF Budget of DAFF including the MLRF

The Committee welcomed the presentations that were made by the DPME and FFC on DAFF's Strategic Plan and APP and budget over the MTEF. Both the DPME and FFC commended DAFF for the improvement in the layout and information that is provided in its APP but also highlighted that there is still room for improvement in the following areas inter alia:

- Ensuring that indicators and targets follow the SMART principle and are well-defined for ease of monitoring and measuring impact. As an example, an indicator on enabling environment for smallholder access to markets is not explicit. This is a concern as market access is one of the major challenges for smallholder producers.
- In terms of smallholder development, DAFF needs to put greater emphasis on the quality of expenditure outcomes (service delivery and impact of interventions) rather than number of individuals supported.
- Lack of emphasis on creating a credible database of grant beneficiaries to ensure effective monitoring of farmer support and planning.
- Monitoring and evaluation of DAFF Entities and interventions in respect of
 conditional grants that are transferred to provinces. The FFC emphasised the
 monitoring of the grants, which constitute slightly more than a third of the
 Department's budget, as some provinces do not prioritise agricultural funding in
 their equitable share but rely on conditional grants.
- A need for a better alignment of conditional grant objectives and allocation. For example, if the purpose of a grant is to address poverty, then the grant may not necessarily address declining agricultural productivity.

The Committee thanked the DPME and FFC for assisting the Committee on its oversight function over DAFF through the information that they provide. The Committee however, raised a concern that there are no commitments and a clear role of DAFF in the newly developed Operation Phakisa on Agriculture, Rural Development and Land Reform that are reflected in the APP. The Operation Phakisa is believed to be essential in addressing

DAFF and the Department of Rural Development and Land Reform (DRDLR) and capacity constraints that impact the implementation of sectoral programmes and the fulfillment of the NDP objectives for the sector. The Committee further encouraged the FFC to ensure that on its submissions to the National Treasury on the Division of Revenue Act (DORA), it should highlight the need for Agriculture to receive adequate funding from the national fiscus to enable the sector to meet its NDP objectives.

Committee Observations

The Committee further welcomed the presentation by DAFF, which included the MLRF, on the Department's strategic goals and objectives in relation to its 2017/18 APP and budget. The Committee acknowledged the improvement in the Department's Annual Performance Plan but emphasised key sectoral matters that are not reflected in the 2017/18 APP in addition to some discrepancies, which were also highlighted by the DPME and FFC on the Department's Plans. During the engagements and discussions with the Department, the Committee made comments and raised the following for the Department's attention:

- 3.1 Notwithstanding the Cabinet-wide budget cuts and the economic climate, the Committee registered its dissatisfaction with the inadequate budget allocation to the Department given the contribution of agriculture to the economy and its untapped potential for job creation, which is also outlined in the NDP. The current allocation of R6.8 billion is still very minimal and the Department is not likely to meet some of its mandated targets. The budgetary challenges will also be compounded by the impact of climate change related natural disasters on the sector, e.g. the recent drought and outbreaks of diseases/pests. The Committee highlighted the need for more discussions on the Department's insufficient funding.
- 3.2 The 2017/18 APP's lack of alignment with the objectives of the NDP and priority Outcomes and/or Sub-outcomes that are outlined in the Medium Term Strategic Framework (MTSF) 2014-2019 remains a major concern. Some of the Department's

targets in the APP are not aligned with the MTSF and the Department was not prioritising MTSF targets relating to Comprehensive Africa Agriculture Development Programme (CAADP); expansion of irrigated agriculture; market access for smallholder producers and fast-tracking of the Preservation and Development of Agricultural Land Framework (PDALF) Bill to ensure that its implementation by 2019. The Committee was concerned that these specific targets have either been revised or are not reflected (e.g. CAADP and PDALF Bill) in the 2017/18 APP.

- 3.3 Some of the Department's Strategic Objectives do not have planned targets for the medium term while some are not reflected in the APP. For example, under Administration, Strategic Objective 1.3 "Strengthen institutional mechanisms for integrated policy, planning, monitoring and evaluation in the sector" is included in the five-year Strategic Plan but not explicitly in the APP. This was raised as a concern given the challenges that DAFF has with timeous development and implementation of policies and weak M & E particularly of conditional grants.
- 3.4 Monitoring and evaluation (M & E) of conditional grants and other Department's interventions remains a challenge that is not addressed in the 2017/18 APP. This is notwithstanding the R60 million that was reportedly put aside for the medium term period beginning in 2016/17 to 2018/19 for monitoring of CASP in provinces. Progress in this regard is not reflected and there is no related M & E target that is reflected in the APP for the remaining MTEF period.
- 3.5 The Committee highlighted that the 2017/18 APP has no explicit targets on how the Department will capacitate communities with climate change mitigation and adaptation. Instead, the Department for 2017/18 still plans to get approval for a Climate Change Adaptation and Mitigation Plan that has been under development since 2013/14; and to develop a Draft Climate-Smart Agriculture (CSA) Framework. Addressing climate change is very essential as it has a major impact on the agricultural sector, which is still recovering from a recent drought that severely impacted sector

performance particularly smallholder producers, most of whom have no means of recovery after a climatic disaster.

- 3.6 The APP did not clearly reflect the alignment of the Agricultural Policy Action Plan (APAP) priority commodities, revitalisation of agriculture and agroprocessing value chain (RAAVC), Agri-Parks and the newly established Operation Phakisa for Agriculture, Rural Development and Land Reform including coordinated implementation of these programmes with the Department of Rural Development and Land Reform (DRDLR), Entities and other relevant departments. Therefore, monitoring implementation of these will be a challenge. The Committee expects Operation Phakisa to address duplication and overlapping activities between Departments but this is not reflected in the APP.
- 3.7 The Committee was concerned that the Department of Rural Development and Land Reform (DRDLR)'s Recapitalisation and Development Programme (commonly known as Recap) was transferred to DAFF as of April 2017 but with no funding commitment. Therefore, without a budget, the Programme is not going to fulfil its mandate.
- 3.8 The APP does not provide any details on the commercialisation of 450 smallholder farmers as was pronounced in the 2017 State of the Nation Address (SONA 2017).
- 3.9 The poultry industry in the country is in a crisis resulting in numerous job losses as some of the big companies are scaling or closing down. However, there is no mention of the Department's plans to address the crisis in order to save jobs and the industry in its APP.
- 3.10 The Committee raised as a concern that despite its continued emphasis on strengthening intergovernmental relations (IGR), the Department reported water licensing as one of the challenges that constrain Forestry development when the country has a shortage of timber.

- 3.11 The APP does not clearly articulate the Department's plans to radically transform the agriculture, forestry and fisheries industries. For 2017/18, the Department plans to report on the implementation of Agriculture and Forestry Sector Transformation Codes, which the Committee felt this was business as usual and was not an indication of how the Departments actively promotes transformation.
- 3.12 The Fisheries sector never had a Sector Transformation Charter and the Department used fishing rights allocation as a tool to address transformation. The Committee was concerned that despite DAFF reporting to the Committee last year that they were going to conduct a study to determine the structure, employment and economics of the fisheries sector as the data they used was not reflecting any change since the early 2000s, the current APP does not reflect such a study and DAFF has not reported progress in this regard including an audit of successful fishing right owners.
- 3.13 The rationale for allocating fishing rights for abalone and the West Coast rock lobster (WCRL) as reflected in the APP when DAFF's own reports on stock recovery showed that the two species' stocks have been declining and red-listed.
- 3.14 The Committee was concerned that the Marine Living Resources Amendment Bill, which DAFF reported during Annual Report briefings that it will be tabled in 2017/18, is not reflected in the current APP. The Amendment Bill was supposed to reflect recent developments such as the ratified Tuna International Agreements and the Port State Measures Agreement.
- 3.15 Notwithstanding the aquaculture farms that have been developed through Operation Phakisa: Oceans Economy, the APP does not reflect support plans for smallscale aquaculture development despite aquaculture's potential to address fisheries needs and to relieve pressure from the ocean.

4. Overview of Committee Deliberations and Observations on the 2017/18 APPs and Budgets of DAFF Entities

The Committee acknowledged the budgetary challenges that are faced by the Entities, which are directly linked to the inadequate national budget allocation to the Department of Agriculture, Forestry and Fisheries. While the Committee recognised the budgetary constraints and its impact on the work of the Entities, it also emphasised that some of their APPs do not show a clear alignment between the Entities' activities and those of the Department including resource allocation. The examples of overlap include the Kaonafatso ya Dikgomo (KyD) programme, which is implemented by both the ARC and DAFF; and smallholder support for market access, which is implemented by both the NAMC and DAFF.

Having examined and discussed the revised Strategic Plans, 2017/18 APPs and budgets of the Entities, the Committee raised the following:

- 4.1 The Onderstepoort Biological Products (OBP) was commended on the manner in which they effectively addressed challenges associated with the distribution of their animal vaccines and strategies to increase their income to ensure that the entity can sustain itself. The Committee welcomed the entity's efforts to solicit additional funding from the National Treasury for the establishment of a Vaccine Bank and increased production of orphan vaccines, which are particularly important for the health of the national herd.
- 4.2 Given the numerous challenges that the agricultural sector face, up to date research and innovation cannot be overemphasised and the Committee raised a concern about the impact that the ARC's continuing budget cut (Parliamentary Grant) will have on its research activities and ability to raise external revenue; and on possible retrenchments and closure of some research facilities.

- 4.3 It was further noted that the ARC's budget cut will also impact the completion of the foot-and-mouth disease (FMD) Vaccine Production Facility, which is expected to play a significant role in the prevention of FMD, a disease of economic importance that severely affects livestock farmers and can cost the red meat industry billions of rands in lost export revenue.
- 4.4 The Perishable Products Export Control Board (PPECB) was commended for its continued good work that saw a financial recovery from the losses that happened five years ago notwithstanding climatic challenges that affect export volumes and therefore, the entity's revenue generation. A concern was raised by the Committee on the delays from DAFF regarding the finalisation of the Perishable Export Control Amendment Bill and the Agricultural Product Standards (APS) Amendment Bill that relate to exports and how the PPECB carries out its activities. It was reported that the Bills, which were expected to be tabled in Parliament in 2016/17, went to the National Economic Development and Labour Council (NEDLAC) on 08 May 2017.

5. Committee Recommendations

After discussions and deliberations on the Department and the Entities' Strategic Plans, 2017/18 Annual Performance Plans (APPs) and Budget Vote 24, the Portfolio Committee on Agriculture, Forestry and Fisheries makes the following recommendations to the National Assembly (NA) for the attention of the Minister of Agriculture, Forestry and Fisheries regarding Budget Vote 24:

Funding related matters

5.1 Ensure that the Minister engages with the National Treasury for additional funding to address the continuing underfunding of DAFF. In the engagements with National Treasury, the Minister should highlight the African Union (AU) commitments that the country is a signatory to, such as the 2014 Malabo Declaration on Accelerated

Agricultural Growth and Transformation for Shared Prosperity and Improved Livelihoods; the impact of the budget cuts to the sector, which has been identified in the NDP and the New Growth Path as one of the key sectors through which increased employment and poverty alleviation can be achieved; as well as the limitations that are imposed by underfunding on DAFF's Public Entities. Report on progress on the engagements to Parliament by the end of August 2017.

- 5.2 DAFF should submit a funding motivation to National Treasury for OBP for the establishment of a Vaccine Reserve/Bank to ensure the availability of vaccines in sufficient quantities at all times to effectively address animal disease outbreaks and for manufacturing public good vaccines (orphan vaccines). Report on the submission to Parliament by the end of September 2017.
- 5.3 DAFF should submit a motivation to National Treasury for additional funding for the ARC to ensure timeous completion of the FMD Facility and other research activities that are responsive to inter alia climate change, disease outbreaks, food security and sector competitiveness as well as promotion of indigenous knowledge. DAFF should report on the submission to Parliament by the end of September 2017.
- 5.4 Strengthen intergovernmental relations for aligned activities between DAFF, provinces and other departments such as the DRDLR, Department of Trade and Industry (the dti), the Department of Small Business Development (DSBD) and the Department of Water and Sanitation (DWS) to ensure containment of costs, avoid duplication of activities and to maximise service delivery. In this regard, the Minister should continue engagements with the relevant Ministries including the National Treasury while ensuring that the Integrated Agricultural Development Finance Policy that aims to consolidate agricultural development funding into one comprehensive fund, is finalised. A detailed progress report in this regard should be submitted and presented to joint Parliamentary Committees by the end of September 2017.

Performance and operational matters

- 5.5 Ensure that DAFF's next Strategic Plan and APP are fully aligned with the MTSF and the discrepancies and areas that need improvement that were reported by the DPME and FFC on the 2017/18 APP, are addressed. The MTSF commitments should be clearly reflected in the Strategic Plan and the APP; and the Department should work closely with DPME in ensuring that the alignment and the Department sets up SMART annual targets. A progress report in this regard should be submitted to Parliament by the end of November 2017.
- 5.6 Each Quarterly and Annual Performance Report of the Department including briefings to Parliament, should clearly reflect alignment with the MTSF including the contribution of the Department's planned activities towards achieving MTSF targets and financial resource allocation for each target.
- 5.7 Develop an Action Plan to fast-track policy development and legislative review as these have negative impact on the pace at which DAFF execute its mandate. Submit a progress report in this regard and an updated and detailed Policy and Legislative Programmes of the Department with time frames by the end of July 2017.
- 5.8 While still developing the Comprehensive Producer Development Support Policy, DAFF should strengthen the monitoring of all conditional grants including Comprehensive Agriculture Support Programme (CASP), Ilima/Letsema and LandCare to avoid wasteful expenditure and underspending; and to ensure optimal support is provided to smallholder farmers. In this regard, a detailed Action Plan with time frames should be submitted to Parliament on how DAFF plans to monitor the use of conditional grants in provinces, also indicating shortfalls in areas where these grants will be redirected to other services such as Fetsa Tlala, drought relief and Operation Phakisa. The report should be submitted to Parliament by the end of August 2017.

- 5.9 Ensure that DAFF's early-warning systems adequately respond to natural disasters in light of climate change-induced droughts, veld fires and floods. The Department should also ring-fence disaster funding for the sector in order to speed up the disaster relief and compensation process. Additionally, ensure that all farmers fully understand and are prepared for climate change impact on the agricultural, forestry and fisheries sectors, through effective dissemination of climate change information, capacity building and implementable climate change response strategies for each sector. Submit a report to Parliament in this regard by the end of September 2017.
- 5.10 Engage the Department of Rural Development and Land Reform (DRDLR) to develop an Implementation Plan for Agri-Parks and Operation Phakisa for Agriculture, Rural Development and Land Reform and other overlapping mandates between the two Departments. A report on progress, highlighting commitments and each Department's responsibilities should be submitted to Parliament during the 2017/18 First Quarter Performance briefings i.e. September 2017.
- 5.11 Submit a Plan with time frames on how DAFF will ensure the commercialisation of 450 smallholder producers; and a Plan on how DAFF is addressing the poultry industry crisis particularly the prevention of job losses. Submit both Plans to Parliament by the end of August 2017.
- 5.12 Submit to Parliament a progress report on transformation activities and their impact in all three sectors including how the Department is addressing slow progress in some sub-sectors and the challenges that are associated with implementation of sector transformation codes. Progress report should be presented to the Committee by the end of August 2017.
- 5.13 DAFF should prioritise and speed up the processing and tabling of the Preservation and Development of Agricultural Land Framework (PDALF) Bill, the Marine Living Resources Amendment (MLRA) Bill and the PPECB and the

NAMC Amendment Bills. The Bills are important for among other things, the protection of high-value agricultural land and sector transformation. The Minister should also engage the National Treasury for additional funding for the implementation of the Bills once they are enacted into law. Report on progress by October 2017.

- 5.14 Submit a report to Parliament on the results of stock recovery plans for abalone and West Coast rock lobster (WCRL) and a detailed progress report on aquaculture development including the Operation Phakisa farms, by the end of July 2017.
- 5.15 Ensure that DAFF fast-tracks the incorporation of Ncera Farms (Pty) Ltd into the ARC and finalises the activity by the end of the 2017/18 financial year. DAFF should report on progress with time frames, by the end of September 2017.
- 5.16 Submit to Parliament the latest full Organogram of the Department inclusive of all personnel levels and indicating filled, abolished and vacant positions to show its alignment with the Department's mandate and strategic goals, by the end of July 2017.

Report to be considered.