



The Presidency
 Republic of South Africa
 Department: Planning, Monitoring and Evaluation

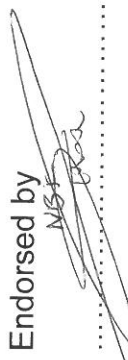
Recommendations and Management response on the Implementation Evaluation of the Management Performance Assessment Tool (MPAT)

Recommendations from the Implementation Evaluation of MPAT	Record of Agreement or Disagreement	Reasons for Disagreement
1. Clarify the nature of MPAT as a programme, together with its ownership and key role-players.	Agree	
2. Clarify the distinction between management practice and management performance.	Agree	
3. Clarify and define the purpose of MPAT as supporting learning and improvement within departments and across government.	Agree	
4. The focus areas and standards of MPAT should be reviewed, with an intention to include asset management and information management.	Agree with the review of the Key performance but we should not pre-empt the new KPA's	

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5. The MPAT design and programme theory should emphasise horizontal learning and knowledge sharing as a key mechanism of change.	Agree	
6. The support roles and responsibilities that partner departments play in terms of the development and implementation of departmental improvement plans should be clarified.	Agree	
7. MPAT programme design should explicitly cater for the on-going review of standards and underlying policy.	Agree	
8. The MPAT intervention should be augmented to include a monitoring system on management performance indicators.	Agree	
9. The current KPAs and standards should be scrutinised and refined, mainly to separate management practice and performance and to specify the results chain for each.	Agree	
10. The scheduling of MPAT processes should be predictable and allow departments' adequate time for self-assessment, uploading and submission and for results to most effectively inform improvement planning.	Agree	
11. The MPAT website should be improved in terms of ease of access, duration of availability and capacity of traffic volumes before the next round.	Agree	
12. The moderation process should be revised to ensure a commonly agreed level of moderator expertise or experience.	Agree	

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13. A formal procedure and tracking system for handling all moderation challenges received should be implemented with provisions for direct engagement where feasible and appropriate.	Agree	
14. A mechanism should be put in place for the regular review or evaluation of policies included in MPAT, triggered by an analysis of MPAT scores.	Agree	
15. A longitudinal impact study should be undertaken to evaluate the relationship between MPAT standards, management performance and service delivery performance.	Agree	
16. A new charter or MOU should be developed between the partners, based on a review of partnership arrangements.	Agree	
17. A structure to co-ordinate the partnership that manages MPAT should be formalised, with a terms of reference.	Agree	
18. Partner departments should take on the role of providing improvement support.	Agree	
19. Multi-departmental, multi-sphere funding for resourcing cross-cutting programme across partner departments should be considered.	Agree	

Endorsed by


Ms Nolwazi Gasa**Acting Director General: DPME****Date:** 12 August 2015