



Annual Performance Plan 2020/2021

Addendum

Programme 3: Ethical Standards

Purpose: The purpose of this programme is to promote and maintain ethical standards in the profession.

This programme is divided into three sub-programmes.

Sub-programme 3.1: Investigations

Purpose: To effectively conduct investigations into allegations of misconduct.

Outcomes, Outputs, Performance Indicators and Targets

Outcome	Outputs	Output Indicators	Annual Targets						
			Audited/Actual Performance		Estimated Performance		MTEF Period		
			2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23
Maintained ethical standards	Register of reported cases	Percentage of investigations on new cases finalised	.	.	.	.	50%	60%	70%
		Percentage of investigations on roll-over cases finalised	.	.	.	.	50%	60%	70%



Indicators, Annual and Quarterly Targets

No.	Output Indicators	Annual Target	Quarter 1	Quarter 2	Quarter 3	Quarter 4
3.1.1	Percentage of investigations on new cases finalised	50%	.	.	.	50%
3.1.2	Percentage of investigations on roll-over cases finalised	50%	.	.	.	50%

Sub-programme 3.2: Disciplinary Hearings

Purpose: To effectively and efficiently manage the resolution of misconduct cases.

Outcomes, Outputs, Performance Indicators and Targets

Outcome	Outputs	Output Indicators	Annual Targets						
			Audited/Actual Performance			Estimated Performance	MTEF Period		
			2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23
Maintained ethical standards	Report on disciplinary hearings finalised	Percentage of disciplinary hearings on new cases finalised	.	.	.	.	30%	40%	50%
		Percentage of disciplinary hearings on roll-over cases finalised	.	.	.	.	40%	50%	60%



Indicators, Annual and Quarterly Targets

No.	Output Indicators	Annual Target	Quarter 1	Quarter 2	Quarter 3	Quarter 4
3.2.1	Percentage of disciplinary hearings on new cases finalised	30%	-	-	-	30%
3.2.2	Percentage of disciplinary hearings on roll-over cases finalised	40%	-	-	-	40%



Programme 4: Professional Development

Purpose: To ensure that educators engage in life-long learning to improve their professional competence. This programme is divided into three sub-programmes.

Sub-programme 4.1: Continuing Professional Teacher Development Management System Purpose: To ensure that educators' lifelong learning contribute to their professional practice and competence

Sub-programme 4.2: Member Support

Purpose: To provide assistance to members to ensure their participation in professional matters.

Outcomes, Outputs, Performance Indicators and Targets

Outcome	Outputs	Output Indicators	Annual Targets						
			Audited/Actual Performance			Estimated Performance	MTEF Period		
			2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23
Improved teacher competence	Attendance registers of type of support that educators were provided with	Number of educators supported on professional matters	.	.	.	10 000	36 000	40 000	50 000

Indicators, Annual and Quarterly Targets

No.	Output Indicators	Annual Target	Quarter 1	Quarter 2	Quarter 3	Quarter 4
4.2.1	Number of educators supported on professional matters	36 000	15 000	9 000	3 000	9 000



Sub-programme 4.3: Quality Management

Purpose: To ensure that all professional development programmes offered to educators are fit for purpose.

Outcomes, Outputs, Performance Indicators and Targets

Outcome	Outputs	Output Indicators	Annual Targets						
			Audited/Actual Performance			Estimated Performance	MTEF Period		
			2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23
Improved teacher competence	Approved providers and endorsed activities list	Percentage of endorsed activities monitored	.	.	.	.	10%	20%	30%

No.	Output Indicators	Annual Target	Quarter 1	Quarter 2	Quarter 3	Quarter 4
4.3.3	Percentage of endorsed activities monitored	10%	.	.	.	10%



Programme Resource Considerations

Table: Budget allocation for programme and sub-programmes as per the ENE and/or EPRE

Audited Outcomes			Adjusted appropriation	Medium-term expenditure estimates		
2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23
13 162	12 999	19 005	27 669	13 000	29 590	31 077