

NOW YOU KNOW

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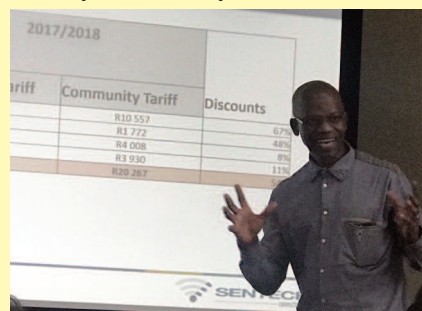
Thank You and Farewell

■ Phelisa Nkomo, MDDA Board Member and Chairperson, whose term expired on 22 January 2018.

■ Ronald Lamolo, MDDA Board Member, who resigned as a result of being elected to the ANC's National Executive Committee.

BOARD STRATEGIC PLANNING

The MDDA submitted its 3rd draft of its Annual Performance Plan for 2018/2019 on 31 January, following a 2-day Board strategic planning session on 25 and 26 January, attended by its stakeholders.



KNOW YOUR POLICIES - Family responsibility leave

Family responsibility leave is granted:
3 days leave per annual leave cycle when:

■ Your spouse or life partner gives birth to a child; or

■ Your child, spouse or life partner is sick.
5 days leave per annual leave cycle when:

■ Your child, spouse or life partner dies; or
■ An immediate family member (parent, adoptive parent, grandparent, child, adopted child, grandchild or sibling) dies.

What if I require additional family responsibility leave?

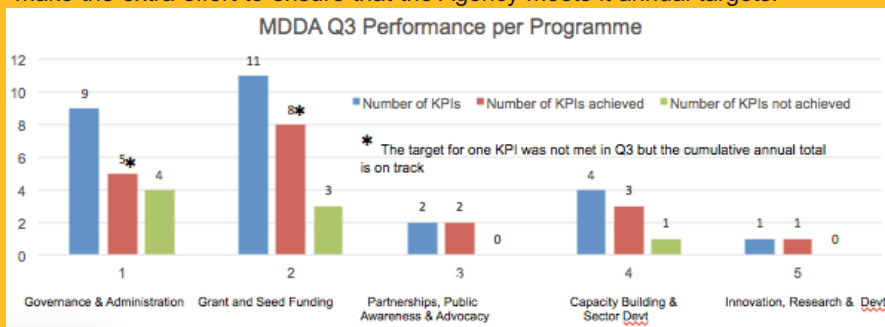
■ If circumstances warrant further leave, this is at the discretion of the Head of Department.

■ Employees who have used all their family responsibility leave may also apply to use available annual leave.

The granting of family responsibility leave must be taken with due consideration of the employee's cultural responsibilities, and, where this is approved, Heads of Departments must limit the total period of family responsibility leave to a maximum of 5 days.

QUARTER 3 PERFORMANCE INFORMATION REPORT

The MDDA's Q3 Report shows an improvement over previous quarters – largely as a result of Board project funding approvals impacting positively on Programme 2 – Grant and Seed Funding. The MDDA had 27 key performance indicators (KPIs) applicable to Q3 and achieved its Q3 targets for 17 of these (63%). However, of those KPIs for which the targets were not achieved, 2 had exceeded their targets in Q1 and Q2 and are on track in terms of the cumulative total to meet the annual target. Including these two KPIs results in the MDDA achieving (19) 70% of its targets for Q3. As the MDDA is in its final quarter for 2017/2018, staff are urged to make the extra effort to ensure that the Agency meets its annual targets.



GET TO KNOW YOUR MDDA COLLEAGUES

What better way to get to know your colleagues than to check on their New Year Resolutions? Despite being well into 2018, *Now You Know* collected the New Year's Resolutions of our MDDA Colleagues and they certainly make for interesting insights. We have no doubt that, come December 2018, they will all have been achieved!

■ **Desiree:** "Get into closer touch with my spiritual self and take better care of myself (health wise)."

■ **Noxolo:** "Mine is a goal - I want to cut down on sugar as an abundance of sugar can lead to type 2 diabetes. I'm also planning to read more and live a little this year."

■ **Margaret:** "Take better care of my health by losing 20kg. Keep a warm home for my kids. Sharpen my focus in life, work and my studies."

■ **Singo:** "Accept constructive criticism in my personal and professional life - to help me be well equipped in work related matters, personal skills development and relationships."

■ **Trevor:** "Praying for 365 new days, 365 new chances to live, laugh and do better. Always stay positive."

■ **Sediroa:** "Manage my stress level as this is affecting my health."

■ **Thebeetsile:** "Ensure that the Internal Audit Structure has sufficient staff members for it to carry out all its functions without co-sourcing its engagements."

■ **Mokgaetji:** "Live a healthier lifestyle. Read a lot. Cut my expenses so can invest more. Pay tithe. Take cooking lessons (Wish). Expand my team in my business."

■ **Motsamai:** "Transform the paper trail environment in MDDA to a digital environment."

■ **Vuyelwa:** "Commence my Master's Degree. Simplify the process in our community broadcast unit for the betterment of our projects. Love my family."

■ **Jimmy:** "Stay stress free for the whole year and give my all to my work."

■ **Nompumelelo:** "Commence my Master's Degree."

■ **Fuzakazi:** "Strength unity within MDDA."

■ **Ouma:** "Work towards achieving unity at MDDA"

■ **Sfiso:** "Commence my Honours degree in Media Studies."

■ **Derrick:** "Introduce value adding programmes that will demonstrate how much MDDA values its employees and the work that they do."

■ **Sibongile:** "Invest in myself by finishing my MBA studies."

■ **Michael:** "Sharpening my skills in IT."

■ **Mmathabo:** "I have signed up to go to the gym to build back my fitness levels"