

Standardized Oversight, Accountability and Reporting for Gauteng Province
(SOAR-GP)

Quarterly Performance Report of Gauteng Film Commission for:
Quarter 4 of the 2021 / 2022 Financial Year

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[i] EXECUTIVE SUMMARY

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Performance Information Summary: Q4

In this reporting period (Q4) GFC set 18 targets for the quarter under review, of these, 15 (89%) were achieved and 2 (11%) were not achieved.

- Industry Support and Development achieved 11 (92%) targets and 1 (8%) were not achieved.
- Marketing and Communication 1 (100%) achieved targets and 0 (0%) were not achieved.
- Support and Administration 4 (80%) achieved targets and 1 (40%) were not achieved.

	Programme 1 - Industry Support and Development	Programme 2 – Marketing and Communication	Programme 3: Support and Administration	Total
Set Target	12	1	5	18
Targets achieved	11	1	4	16
Targets not achieved	1	0	1	2

General financial review of the public GFC.

[1.1] GFC ACHIEVEMENT OF STRATEGIC PRIORITIES			
STRATEGIC LINKAGES		STRATEGIC PLANNING	STRATEGIC REPORTING
NDP/MTSF Priority	GGT Priority	Outcome as per approved Strat Plan	Summarised Performance during Q4
Priority 2: Economic transformation and job creation:	Priority 1: Economy, jobs and infrastructure:	Outcome 1: Enhanced contribution of Gauteng's audio-visual industry to socio-economic development	<p>The Gauteng Film Commission facilitated 128 permits utilised for a variety of projects like commercials, documentaries, TV content, videos, films, and short films across the Gauteng City Region, at an estimated production value of over R 83 166 000 million for the sector as follows:</p> <ul style="list-style-type: none"> • January 2022: 33 permits were facilitated, • February 2022: 55 permits were facilitated, • March 2022: 40 permits were facilitated, <p>The permit fees are paid directly to the local authorities.</p>
Priority 6: Social cohesion and safe communities:	Priority 3: Safety, social cohesion and food security:	Outcome 2: Increased support for regional content and the telling of South African stories	<ul style="list-style-type: none"> • Documentaries support - <i>The Little Teaspoons of Sugar</i> was a 12-minute animated film about a sports-active schoolgirl whose dreams had to come to halt after realising she had sugar diabetes type 1. <p>Two (2) emerging productions and talents in the industry namely:</p> <ul style="list-style-type: none"> • Omowale a short film with a focus on people experiencing one another for who they are; as human versus the antagonistic xenophobic ideology. • The Black Ballerina story short film that is black women owned production. The Black ballerina is about a young ballet dancer who fall in love with an abusive partner. The film aims to highlight the impact of abuse suffered mostly in silence by our favourite personalities <p>Two (2) Heritage and Historic productions supported:</p> <ul style="list-style-type: none"> • Exiled is a 5-part documentary series that follows the lives of 5 liberation struggle war veterans. Based on true stories from liberation struggle war veterans (LSWV); the documentary aims to inform/educate the millennials and generation X about the lives of the LSWVs in exile. • City of Gold & Culture is a 24min short documentary under the heritage and historic content category. Tells a story about the rich the history of gold mining in Johannesburg Aims to highlight the beautiful things that emanated from gold mining :language used; gum boots and fashion name a few.

[1.1] GFC ACHIEVEMENT OF STRATEGIC PRIORITIES			
STRATEGIC LINKAGES		STRATEGIC PLANNING	STRATEGIC REPORTING
NDP/MTSF Priority	GGT Priority	Outcome as per approved Strat Plan	Summarised Performance during Q4
<p>Priority 2: Economic transformation and job creation:</p>	<p>Priority 1: Economy, jobs and infrastructure:</p>	<p>Outcome 3: Enhanced market penetration of Gauteng produced content</p>	<p>Audience development interventions supported to instil a culture of local content appreciation through the following film festivals and community screenings:</p> <p>Total of 432 individuals reached through audience development projects:</p> <ul style="list-style-type: none"> • Alexandra Arts Academy hosted discussions on theatre performance and film screening which showcased films such as Letters of hope at the Alex San Kopano up to 31 March. • Lesedi Film Screening - 173 • 16 Days of Activism – 158 individuals (82 female; male 76)
<p>Priority 2: Economic transformation and job creation: (Skills needed for the economy.)</p> <p>Priority 3: Education, skills and health:</p>	<p>Priority 1: Economy, jobs and infrastructure: (Growing and nurturing emerging filmmakers to become financially sustainable through owning effective and profitable enterprises.)</p> <p>Priority 2: Education, skills revolution and health:</p>	<p>Outcome 4: Industry transformed through training, mentorship and enterprise development</p>	<p>In partnership with</p> <p>Thirteen (13) Individuals trained through accredited training National Youth Skills Foundation individuals 13 trained. The programme provides a platform for local talent & film makers that exist in the country to advance and participate in the creative economy. It is covering skills training, promotion of social cohesion through story telling. learners started the year with street storms, which included location scouting and visits to conferencing facilities in Gauteng to solicit business opportunities. A commercial advert training which included areas like : making , shooting & marketing TV adverts was presented. The learners from Gauteng visited Alpha drones cameras in wonderboom , Tshwane . whereby they were trained in drone manufacturing and were explained in aviation programmes.</p> <p>Three (3) Non-accredited training projects: Animation SA; Actors Spaces and Dipopai 2D animation to educate youth in schools on taking their artist talent that reached over 106 individuals.</p> <p>Nineteen (19) Individuals accessing editing facilities for the following productions supported: Mncedisi Buthelezi; Sphumelele Mzolo; Sipiwe Somniso; Khumoetsile Masokoane; Kagiso Keebine; Tshgefatsa Thobela; Moeketsi Ntladi; Wam Selana; Sithembiso Mpehle; Shata Shaiyee; Kira Davids; Phumudzo; Thandile Kera; Sarah Akello Oming; PontshoFame Phori; Keitumetse Moiloa; Lamokuhle Mtimkulu; Thamsanqa Sinxezi Tinashe Ndikudze; from Anxious creatives, Isintu Films; Evolution Motion pictures; Tshimologong; Vizion Communications; and BNT Media.</p>

[1.1] GFC ACHIEVEMENT OF STRATEGIC PRIORITIES			
STRATEGIC LINKAGES		STRATEGIC PLANNING	STRATEGIC REPORTING
NDP/MTSF Priority	GGT Priority	Outcome as per approved Strat Plan	Summarised Performance during Q4
<p>Priority 1: A capable, ethical and developmental State: Rehabilitation and restructuring of SOEs and public entities Honest and capable State with professional and meritocratic public servants.</p>	<p>Priority 5: A capable, ethical and developmental State:</p> <ul style="list-style-type: none"> Compliant and responsive governance. A capable GPG, with ethical, capable, professional and meritocratic public servants 	<p>Outcome 6: Sound governance, operational excellence and high-performance</p>	<ul style="list-style-type: none"> Improved internal control environment and financial management. Compliance with legislation and policy. Protection of information systems from unauthorised access, and harm and misuse. Business integration and optimisation and ICT support. Effective legal and contract management. Human capital management and development. Employee relations and wellness. Performance management and development. Facilities management and tools of trade. Occupational health and safety.

1.1 DEPARTMENT / GFC ACHIEVEMENT OF STRATEGIC PRIORITIES

1.2 PERFORMANCE AS PER APP TARGETS

1.2 PERFORMANCE AS PER APP ANNUAL AND QUARTER TARGETS							
Programme Nr	1		Programme Name	Industry Support and Development (ISD)			
Purpose of the Programme	To develop and support the audio- visual industry in Gauteng by creating an enabling environment. Supporting initiatives aimed at required skills development and mentorship programs in the industry focusing on the previously marginalized individuals. Supporting audio visual industries initiatives with an emphasis on the whole value chain.						
PLANNING				REPORTING			
Outcome (as per approved Dept Strat Plan)	Output	Output Indicator	Annual Target	Q4 Target	Q4 Actual Achievement	Reason for Deviation	Mitigating measure (with timeframe)
1. Enhanced contribution of Gauteng's audio-visual industry to socio-economic development	Gauteng location advantage optimised	Number of permits and locations facilitated with municipalities	440	100	Total of 128 permits were supported as follows: <ul style="list-style-type: none"> January 2022 – 33 permits February 2022 – 55 permits March 2022 - 40 permits 	Due to an increased requests from production companies requiring permits	N/A
2. Increased support for regional content and the telling of South African stories	Support to Audio visual content productions	Number of Emerging filmmakers' productions supported	8	2	2 Emerging filmmakers production supported: <ul style="list-style-type: none"> Omwale The Black Ballerina 	N/A	N/A
		Number of Heritage and Historic productions	4	0	2 Heritage and Historic productions supported: <ul style="list-style-type: none"> Exiled City of Gold & Culture 	Projects were not implemented in Q3 No Additional budget	N/A
		Number of job opportunities created through projects supported	800	200	163 Job opportunities Omwale- 23 Exiled- 10 City of Gold and Culture – 9 Black Ballerina – 17 16 Days of Activism – 26 National Youth Skills Foundation- 20	Annual target cumulatively achieved 863	N/A

1.2 PERFORMANCE AS PER APP ANNUAL AND QUARTER TARGETS							
Programme Nr	1		Programme Name	Industry Support and Development (ISD)			
Purpose of the Programme	To develop and support the audio- visual industry in Gauteng by creating an enabling environment. Supporting initiatives aimed at required skills development and mentorship programs in the industry focusing on the previously marginalized individuals. Supporting audio visual industries initiatives with an emphasis on the whole value chain.						
PLANNING				REPORTING			
Outcome (as per approved Dept Strat Plan)	Output	Output Indicator	Annual Target	Q4 Target	Q4 Actual Achievement	Reason for Deviation	Mitigating measure (with timeframe)
					Alex Arts Academy - 23 Dipopaai - 19 Hip-hop museum – 10 Lesedi screening – 6 Nyandeni House Media - 20		
3. Enhanced market penetration of Gauteng produced content	Enhanced audience development and awareness of local content	Number of audience development initiatives supported	18	3	3 Audience development initiatives supported: <ul style="list-style-type: none"> Alexandra Arts Academy Lesedi Film Screening Kedibone and Thando (Alone) 	N/A	N/A
		Number of individuals/views, reached through audience development projects	18 000	3000	432 individuals reached through audience development projects: <ul style="list-style-type: none"> Alexandra Arts Academy - 101 individuals Lesedi Film Screening - 173 16 Days of Activism – 158 individuals (82 female; male 76) 	Under achievement due to postponed Kedibone and Thando (Alone)	
4. Industry transformed through training, mentorship and	Film as a career and master classes	Number of non-accredited training projects supported	10	2	3 Non-accredited training projects: <ul style="list-style-type: none"> Animation SA Actors Spaces Dipopaai 	Over achievement to reach annual target	N/A

1.2 PERFORMANCE AS PER APP ANNUAL AND QUARTER TARGETS							
Programme Nr	1	Programme Name	Industry Support and Development (ISD)				
Purpose of the Programme	To develop and support the audio- visual industry in Gauteng by creating an enabling environment. Supporting initiatives aimed at required skills development and mentorship programs in the industry focusing on the previously marginalized individuals. Supporting audio visual industries initiatives with an emphasis on the whole value chain.						
PLANNING				REPORTING			
Outcome (as per approved Dept Strat Plan)	Output	Output Indicator	Annual Target	Q4 Target	Q4 Actual Achievement	Reason for Deviation	Mitigating measure (with timeframe)
enterprise development							
		Number of individuals trained through non-accredited programmes	410	85	106 Individuals trained through non-accredited training: <ul style="list-style-type: none"> Dipopaa- 106 attendees 	Over achievement due to positive number of youth attending workshop	N/A
	Emerging content creators support – towards sustainability and participation in the industry, through partnerships	Number of accredited training projects supported	5	0	1 Accredited training projects supported: <ul style="list-style-type: none"> National Youth Skills Foundation 	Projects were not implemented in Q3 No additional costs were incurred	N/A
		Number of individuals trained through accredited programmes	170	0	13 Individuals trained through accredited training: <ul style="list-style-type: none"> National Youth Skills Foundation individuals 13 trained 	Projects were not implemented in Q3 No additional costs were incurred	N/A
	Emerging Film Production Mentorship Programme	Number of emerging filmmakers mentored through 48Hrs project	25	0	23 Filmmakers mentored through Skills Workshop by Nyandeni House Media	Projects were not implemented in Q3 No additional costs were incurred	Annual target 92% achieved.
	AV resource centres in monuments and libraries, in partnership with DSACR	Number of individuals accessing production, editing and research facilities (Monuments and Libraries)	55	10	19 Individuals accessing editing facilities for the following productions supported:	Over achievement due to No additional costs were incurred	N/A

1.2 PERFORMANCE AS PER APP ANNUAL AND QUARTER TARGETS							
Programme Nr		2	Programme Name		Marketing and Communication		
Purpose of the Programme		To deliver integrated marketing and communication interventions to both internal and external stakeholders of the organizations, by position Gauteng as an audio-visual content hub and enhance the GFC brand locally and internationally. To promote Gauteng as a film destination of choice. Build strategic collaborations with key industry stakeholders.					
PLANNING				REPORTING			
Outcome (as per approved Dept Strat Plan)	Output	Output Indicator	Annual Target	Q4 Target	Q4 Actual Achievement	Reason for Deviation	Mitigating measure (with timeframe)
3. Enhanced market penetration of Gauteng produced content	Enhanced audience development and awareness of local content	Number of Digital and Social Media support for GFC supported productions	8	2	<ul style="list-style-type: none"> Q3 four (4) productions assisted with digital and social media Q2 twelve (12) productions assisted with digital and social media 	Annual target cumulatively achieved in Q2 and Q3 performances	N/A

1.2 PERFORMANCE AS PER APP ANNUAL AND QUARTER TARGETS							
Programme Nr	3	Programme Name	Support and Administration Services				
Purpose of the Programme	To provide strategic support through Research, Financial management, Legal services, Human capital and Information Communication Technology. To develop and implement performance excellence systems and processes that will ensure the GFC adheres to good corporate governance						
PLANNING				REPORTING			
Outcome (as per approved Dept Strat Plan)	Output	Output Indicator	Annual Target	Q4 Target	Q4 Actual Achievement	Reason for Deviation	Mitigating measure (with timeframe)
1. Enhanced contribution of Gauteng's audio-visual industry to socio-economic development	Preferential packages to attract foreign investment into the AV industry	Number of strategic partnerships/ collaborations between investors and local audio-visual businesses facilitated	10	2	1 Strategic partnerships facilitated in this reporting period: <ul style="list-style-type: none"> Empoworx for the YouthWeek programme 	Gauteng Tourism contract concluded for next financial year	N/A
6. Sound governance, operational excellence and high-performance	Internal control environment and financial management	Core to Programme Operations budget expenditure ratio	1:0,38	1:0,38	1:0,67	During the current quarter under review GFC managed to reach its targets, actual expenditure to the ratio of core business is 1:0,676 which means that GFC spent 64% on core business, which is encouraging.	Not Applicable
	External audit outcome	Unqualified audit outcome	Unqualified audit outcome	Submission of annual financial statement	Internal Audit and report delivered	Not Applicable	Not Applicable
	Business integration and optimisation	ICT Master plan approved and implemented	ICT Strategy implemented and reviewed	<ul style="list-style-type: none"> % of projects contributing to digital transformation 	<ul style="list-style-type: none"> 15% of projects contributing to digital transformation 	Not Applicable	Not Applicable

	and ICT support			<ul style="list-style-type: none"> % of system interface implemented to support digital transformation 	<p>(Annual target is 20%)</p> <ul style="list-style-type: none"> 2% of system interface implemented to support digital transformation (Annual target is 10%) 		
	Promote good governance	% Implementation of King IV Governance and Leadership principles	100%	<ul style="list-style-type: none"> 100% 	<ul style="list-style-type: none"> The fully constituted Board was appointed in October 2021. All meetings were held as per the calendar date. Training was done with IODSA. 	<ul style="list-style-type: none"> Additional meetings because of the OD process and additional board members as per the appointment of more directors for the fully constituted Board. Legal cost have increased because of the litigation matters. 	

1.3 EMERGING PRIORITIES

1.3 GFC UNPLANNED / EMERGING PRIORITIES							
<i>These are those projects / priorities that the Department / GFC has had to action, but were not part of the APP [e.g. unforeseen, unplanned, urgent]</i>							
Nr	Name of Project	Detail of Project	Projected end date	Progress to date / current Status	Challenges / Risks / Requests for intervention	Why was this not planned for	How is it being funded?
	N/A	N/A	N/A	N/A	N/A	N/A	N/A

1.4 PERFORMANCE VERIFICATION AND EVIDENCE

1.4 PERFORMANCE VERIFICATION AND EVIDENCE
How does the GFC maintain portfolios of evidence to verify its reported performance information
<p>Evidence to be provided against TID's for the following projects:</p> <ul style="list-style-type: none"> • Permits facilitation and process formalization. • Production support: <ul style="list-style-type: none"> - Emerging productions • Audience development • Jobs created • Skills development & Training initiatives <ul style="list-style-type: none"> - Accredited and non-accredited training • Communications <ul style="list-style-type: none"> - film awards supported <p>c partnerships/collaborations Programme Operations budget expenditure ratio T master plan Evidence data securely stored on the GFC online SharePoint portal.</p>

2. GFC PROJECT MANAGEMENT

2. [DEPARTMENT / GFC INFRASTRUCTURE / CAPITAL PROJECTS]						
Name of Project	Brief description of project	Start Date	End Date	Current Status	Challenges	Requests for Intervention
N/A	N/A	N/A	N/A	N/A	N/A	N/A

3. GFC FINANCIAL PERFORMANCE

3.1 GFC BUDGET EXPENDITURE FIGURES

GFC BUDGET EXPENDITURE FIGURES						
PROGRAMME	Final Appropriation	Projected Budget for Q4	Actual Expenditure Q4	Percentage of Expenditure Q4	Actual Expenditure (YTD)	Percentage Expenditure (YTD)
	R'000	R'000	R'000	%	R'000	R'000
Business Unit 1: Industry Support and Development	R16 570	6 532	5 752	88%	15 842	96%
Business Unit 2: Marketing and Communication	R4 214	1 991	782	39%	4 155	99%
Business Unit 3: Information Technology	R1 215	519	520	100%	1 113	92%
Business Unit 4: Human Resources	R457	123	213	173%	567	124%
Business Unit 5: Legal and Governance	R1 365	919	535	58%	1 387	102%
Business Unit 6: Advocacy and Strategy Development	R540	150	362	241%	362	67%
Business Unit 7: Management of GFC	R18 636	4 731	4 652	98%	19 048	102%
TOTAL	42 997	14 965	12 816	86%	42 474	99%

3.2 GFC KEY FINANCIAL INDICATORS

3.2 GFC KEY FINANCIAL INDICATORS
If there was over / under spending of greater than 3% of projection, what were the main challenges that led to the over / under spending
The under expenditure during the fourth quarter is way less than 14%, this is as the result of under expenditure in core programmes in overall Industry Support & Development and Marketing and Communications.
What are the mitigating measures to remedy over / under expenditure
Management should ensure that Industry Development commitments as at year end is paid accordingly in line with contractual obligations
What is the GFC's achievement with respect to GEYODI responsive budgeting / procurement for the period under review
During the current quarter under review procurement expenditure amounted to R2,4 million, which equates to 32%.
What is the Department / GFC's achievement with respect to township economy / SMME / Local procurement for the period under review
During the current quarter under review township expenses amounted to R3,7 million (50%), SMME R2,3 million (45%).

3.2 GFC KEY FINANCIAL INDICATORS

A summary for the period under review with respect to overspending / underspending against projections

The under expenditure during the quarter is largely as the result of under spending under Industry Development, Marketing and Communication.

A summary for the period under review with respect to payment of service providers within 15-30 days

- Total of 22 January invoices was paid as follows 22 within 15 days, and no invoices was paid within 30 days.
- Total of 47 November invoices was paid as follows 47 within 15 days, and no invoice was paid within 30 days.
- Total of 149 December invoices was paid as follows 85 within 15 days and 64 within 30 days,

Overall during this quarter, a total of 218 invoice was processed and paid, 403 (71%) invoices paid within 15 days period and 281 (29%) invoices paid within 30 days.

A summary for the period under review with respect to fruitless, wasteful, and irregular expenditure

GFC did not have any fruitless, wasteful, and irregular expenditure during the current quarter under review.

A summary for the period under review with respect to spending on conditional grants

GFC did not receive any conditional grant during the quarter under review.

4. RESOLUTIONS AND PETITIONS MANAGEMENT

4.1 RESOLUTIONS MANAGEMENT

4.1 RESOLUTION MANAGEMENT (for Resolutions received during the period under review)					
Ref Nr	Date Received	Due Date	Detail / Title of Resolution	Progress to Date / Current Status	Date submitted to GPL
N/A	N/A	N/A	N/A	N/A	N/A
Total number of Resolutions received from GPL during this Quarter					None
Total number of Resolutions responses due to GPL during this Quarter					Not applicable
Total number of Resolutions responded to and submitted back to GPL during this Quarter					Not applicable

4.2 PETITIONS MANAGEMENT

4.2 PETITIONS MANAGEMENT [for Petitions referred by the GPL during the period under review]					
Ref Nr	Date Received	Due Date	Detail / Title of Petition	Progress to Date / Current Status	Date submitted to GPL
N/A	N/A	N/A	N/A	N/A	N/A
Total number of Petitions received from GPL during this Quarter					None
Total number of Petitions responses due to GPL during this Quarter					Not applicable
Total number of Petitions responded to and submitted back to GPL during this Quarter					Not applicable

5. PUBLIC ENGAGEMENT BY THE GFC

5. PUBLIC ENGAGEMENT BY GFC
The steps / measures the Department / GFC has taken to meaningfully involve the public / stakeholders in the course of its work / service delivery during the period under review
The Industry Film Industry Engagement session hosted by MEC Mbali Hlophe and the GFC was held 25 February 2022. It featured 150 Plus Guest; a Panel Included: IDC – Mr M Mpherwane SABC – Mr D Makubane Gauteng Tourism – Mr B Gaogamediwe Key stakeholders from MICT Seta, DTIC and other industry players to engage of funding and opportunities within the sector.
Public Education programmes of the GFC during the period under review
None
Feedback sessions conducted by the GFC during the period under review
No sessions were conducted during the quarter under review.

6. INTERNATIONAL RELATIONS

6. INTERNATIONAL RELATIONS			
<i>Only applicable to Office of the Premier (OoP)</i>			
All International treaties / Agreements that the Department / GFC has entered	Extent to which Department / GFC is implementing the Treatise / Agreements during the Quarter under Review	Challenges	Mitigating Measures
N/A	N/A	N/A	N/A

7. GEYODI EMPOWERMENT

7. GEYODI EMPOWERMENT	
What has been the Department / GFC achievement on actual GEYODI Empowerment in communities during the period under review. Temporary jobs were created from productions supported; enterprise development and awards prizes:	
GENDER	
YOUTH	
DISABLED	
SENIOR CITIZENS	

8. REQUESTS FOR INFORMATION

8.1 AGSA REQUESTS FOR INFORMATION

8.1 Auditor – General REQUESTS FOR INFORMATION RECEIVED DURING THE PERIOD UNDER REVIEW	
Total number of AGSA Requests for Information received from AGSA during this Quarter	0
Total number of AGSA Requests for Information due during this Quarter	0
Total number of AGSA Requests for Information responded to and submitted back to AGSA during this Quarter	0

8.2 PSC REQUESTS FOR INFORMATION

8.2 Public Service Commission REQUESTS FOR INFORMATION RECEIVED DURING THE PERIOD UNDER REVIEW	
Total number of PSC Requests for Information received from the PSC during this Quarter	None
Total number of PSC Requests for Information due during this Quarter	None
Total number of PSC Requests for Information responded to and submitted back to the PSC during this Quarter	None

9. GFC CAPACITY

9.1 HUMAN RESOURCE CAPACITY		
During the period under review: Q4		
Total number of posts on the Dept Structure as at the last day of the period under review	Total number of posts currently filled as at the last day of the period under review	Total number of vacant posts as at the last day of period under review
23	17	7
Total number of acting positions as at the last day of the period under review	Total number of terminations during the period under review	Total number of new appointments during the period under review
3	4	3
Total number of suspensions during the period under review	Summarized information on the GEYODI / HDI compliance for the period under review	
0		

10. CHALLENGES / REQUESTS FOR INTERVENTION

10.1 CHALLENGES

10.1 CHALLENGES		
Challenge	Consequence	Recommendation
<i>What is the challenge?</i>	<i>What consequence is it having</i>	<i>How the challenge can be resolved</i>
As the organization is still undergoing the Organizational Re-design. Therefore, it has resulted in vacant posts not being filled.	The organization is not adequately capacitated	Once the OD process is complete and approved, all the vacant positions will be filled
The HR Unit did not have an HR Manager which caused delays on the OD Process	Not having an HR Personnel to champion the process	The ACEO recommended having an interim HR Manager to lead the process

10.2 REQUESTS FOR INTERVENTION

10.2 REQUESTS FOR INTERVENTION		
What area / subject does this relate to	What intervention is sought from the Legislature?	Why is this intervention sought
N/A	N/A	N/A

11. ADOPTION

The Department / GFC hereby presents this Quarter Performance Report to the Gauteng Provincial Legislature as a true and accurate representation of its work during the period under review.

Department / GFC Approval		Sign Off
Name of Department / GFC	Gauteng Film Commission	
Which Financial Year	2021/22	
Which Quarter	Quarter 4	
Head of Department / GFC	Ms Keitumetse Lebaka	
MEC	Ms Mbali Hlophe	