



# Wes-Kaapse Provinsiale Parlement

# Western Cape Provincial Parliament

# IPalamente yePhondo leNtshona Koloni

WCPP 11/7/2

## **REPORT OF THE PARLIAMENTARY OVERSIGHT COMMITTEE ON THE ANNUAL REPORT OF THE WESTERN CAPE PROVINCIAL PARLIAMENT FOR THE YEAR ENDED 31 MARCH 2025**

### **1. Introduction**

The Annual Report (AR) of the Western Cape Provincial Parliament (WCPP) for the 2024/25 financial year was tabled in accordance with Section 60(1) of the Financial Management of Parliament and Provincial Legislatures Act [Act No. 10 of 2009] (FMPPLA). This report serves as a comprehensive account of the WCPP's activities and performance, promoting accountability for decisions made during the financial year which marked the transition from the 6th to the 7th Parliamentary term.

The WCPP's performance was evaluated against the targets and budget outlined in its Strategic Plan and the Annual Performance Plan for 2024/25. In line with Section 4 of the FMPPLA, the Committee reviewed the AR to oversee performance indicators, financial management, governance, and human resource functions.

### **2. Overview**

The Committee convened on 29 October 2025 to deliberate on the AR. The meeting commenced with a briefing from the Auditor-General of South Africa (AGSA), which confirmed the WCPP's 12th consecutive unqualified audit outcome. The AGSA praised the institution's high standards and advised the Committee to improve oversight by regularly checking on the implementation of its decisions.

The Audit Committee Chairperson, Mr Davids, concurred with the AGSA's findings, reinforcing the positive audit outcome.

Subsequently, the Committee engaged with the WCPP's executive authority and management, led by the Speaker and the Secretary to Parliament. The leadership highlighted the successful management of the parliamentary transition and the achievement of an 86% performance target rate (19 out of 22 targets), the highest over the five-year strategic cycle, up from 74% in the first year.

### **3. Financial management**

The WCPP operated with a budget of R203 million for the 2024/25 financial year. The institution recorded an underspend, primarily due to the transitional period between parliamentary terms. Key factors contributing to the underspend included:

- R1,344 million on Compensation of Employees due to vacancies.
- R8,217 million on Goods and Services, largely due to reduced committee activity, lower demand for enabling allowances, and delayed projects.
- R476,000 on Transfers and Subsidies.
- R6,660 million on Capital Assets, mainly due to the Audio-Visual upgrade being planned for the 2025/26 financial year.

- Rollovers totalling R17,809 million were approved.

#### **4. Key issues discussed**

##### **4.1 Strategic performance and institutional impact**

The WCPP achieved 86% of its performance targets, the highest over the five-year strategic period. However, the Committee noted significant variations in performance across different programmes:

- Programme 1: Governance, Leadership and Administration achieved only 67% of its targets (6 out of 9), with specific concerns about internal audit follow-ups and security compliance.
- Programme 2: Parliamentary Support Services showed a particular concern - while it met 100% of its operational targets, it achieved only 33% of its strategic objectives (1 out of 3), indicating a disconnect between daily operations and long-term improvement goals.

The Committee questioned this disparity in Programme 2, seeking assurance that the high volume of daily work is leading to tangible, lasting improvements in parliamentary support services

##### **4.2 Member support and capacity building**

Member satisfaction was reported at a five-year high of 87%. However, the Committee provided feedback, suggesting that survey results may not always capture specific operational challenges faced by members, such as difficulties with digital systems for claims. The Administration committed to more direct, one-on-one engagements to diagnose and resolve individual Member support issues. The Speaker reinforced the strategic priority of "Strengthening Support to Legislators," ensuring that the push for digitisation and modernisation does not leave any Member behind.

##### **4.3 Organisational culture and staff retention**

The Committee expressed concern over the staff turnover rate of 15.2% and its impact on institutional knowledge and support to members. In response to questioning, management clarified that the figure was significantly influenced by the end of fixed-term contracts in the Speaker's office and for backlog work following the 6th Parliament. However, the Committee highlighted that exit interviews with staff who resigned, particularly newer employees, revealed underlying issues including a silo mentality, lack of integration, inconsistent policy implementation, and communication gaps.

The Committee requested a comparative analysis of the staff complement from the 5th to the 7th Parliament to understand the impact of these changes over time.

The Secretary confirmed that the recent culture audit identified a need to build trust, foster collaboration, and adapt leadership styles. In response, the WCPP is prioritising enhanced internal communication, a comprehensive review of HR policies in consultation with organised labour, and the development of a formal succession plan to address the lack of a promotion policy and an ageing workforce. The strategic focus is on empowering and recognising employees, breaking down silos, and creating a more enabling environment to retain staff.

##### **4.4 Financial sustainability**

The financial sustainability of the WCPP was discussed and it was noted that its budget constituted 0.24% of the provincial budget. The Secretary reported that the institution was addressing this challenge by engaging with the Financial and Fiscal Commission at the legislative sector level to develop a new, sustainable funding model for all provincial legislatures. Additionally, a concurrent spending review was

being conducted to determine the cost of delivering on its core constitutional mandates, including lawmaking, oversight, and public participation. In response, the Committee concluded that evidence-based requests are needed. Members were urged to substantiate any requests for additional funding by developing detailed, outcome-based committee work plans that show exactly how the current budget is limiting their ability to deliver impactful work.

#### **4.5 Security, infrastructure, and public perception**

The WCPP maintained a 98% compliance rate with the Critical Infrastructure Protection Act. Persistent challenges were noted, stemming from the WCPP's status as a tenant in a shared building. The Committee also raised the issue of public perception, questioning the combat-ready appearance of SAPS officers at the precinct and suggesting a more ceremonial dress code to align with the institution's public-facing role. Management confirmed this is a standing agenda item with SAPS through the Joint Planning Committee.

#### **5. Inputs received from the public**

A delegation from the Central Karoo district attended the meeting, and the Chairperson formally welcomed their presence. Mr Adams, a former Secretary of the WCPP, made an oral submission. He raised a concern regarding the non-payment of his pension benefits.

In response, the current Secretary to Parliament informed the Committee that this matter is the subject of an ongoing investigation by the Public Protector. The Secretary stated that the WCPP Administration is legally obliged to allow this independent constitutional process to run its course without interference and is therefore constrained in its ability to comment on or act upon the matter at this stage.

#### **6. Information requested**

The Committee requested that the WCPP provides a written response detailing a comparative analysis of the staff complement from the 5th to the 7th Parliament, and the impact of these changes.

#### **7. Conclusion**

The Committee commended the WCPP for achieving a 12th consecutive unqualified audit and for managing a complex parliamentary transition with notable efficiency, culminating in an 86% performance achievement. The Chairperson expressed gratitude to the Speaker, the Deputy Speaker, the Secretary, and the entire WCPP administration, as well as the AGSA, the Audit Committee, and all Members for their robust and constructive engagement.



MR G BOSMAN  
CHAIRPERSON: PARLIAMENTARY OVERSIGHT COMMITTEE  
DATE OF ADOPTION: 08 December 2025