



### FIVE YEAR INTER-DEPARTMENTAL PLAN FOR THE MANAGEMENT OF SEXUAL OFFENCES 2012-2016

#### 3.1 Introduction to the Five year Inter-Departmental Plan

The implementation of the Act and the NPF shall be guided by a five year inter-departmental plan which must be developed as part of the NPF. The various role player departments and institutions must therefore coordinate the development of the Inter-Departmental Plan every five years when the NPF is reviewed. This plan shall be the basis for reporting progress to Parliament on an annual basis and must be reviewed periodically. Such a review must be conducted at least twice during each five year cycle of the implementation of the NPF. NGOs must be consulted as part of the coordination of the development of the plan.

#### 3.2 Content of the Inter-Departmental Plan

The Inter-Departmental Plan below is based on the Specific Objectives NPF. It also includes a section relating to Monitoring and Evaluation Mechanisms. In addition to Specific Objectives it also includes Strategic Outcomes, Strategic Priorities, Activities, Annual Targets, Outputs and Indicators. The Indicators are divided into Indicators for Outputs and Indicators for Outcomes.

#### 3.3 Five (5) Year Inter-Departmental Plan for the Management Of Sexual Offences 2012-2016 Matrix

<b>Specific Objective 1: To Establish Uniform Norms, Standards and Mechanisms for the Coordination of the Implementation of the Act.</b>											
<b>Strategic Outcome: Responsive legislative and policy framework, as well as institutional mechanisms and integrated coordination of role players involved in the management of sexual offences.</b>											
Strategic Priorities	Activities	Annual Targets					Responsible Stakeholder	Output	Output indicators	Outcome Indicators	
		2012	2013	2014	2015	2016					
The review and amendment of the legal framework	Review the Act, as appropriate and amendable the amendment Bill in Parliament	5%	-	100%	45%	100%	DoJ&CD NOISC DGISC Parliament	100% completion of review and tabling of the Amendment Bill in Parliament	Percentage in the completion of the review and tabling of the Amendment Bill in Parliament	Responsive legislative framework; Improved court statistics. Improved judicial decisions.	
	Review and possible amendment of Guidelines for Services for Victims of Sexual Offences and the National Policy Guidelines for Victim Empowerment.	20%	60%	100%	-	-	DSD DoJ&CD NO ISC DG ISC	100% finalization of the Regulations by end March 2014	Percentage in the completion of the review and amendment of Guidelines by end March 2014	Responsive policy guidelines; Improved coordination in the intersectoral management of sexual offences	
	Finalize the Independent Police Investigation Directorate 2011 Regulations	-	50%	50%	-	-	IDC SAPS NO ISC DG ISC Parliament	100% finalization of the Regulations by end March 2014	Percentage in the finalization of the Regulations by end March 2014	Improved management of sexual offences; IPID complaints records kept; SAPS disciplinary enquiry records.	
	Develop Policy on the use of restorative justice and alternative dispute resolution mechanisms in sexual offences	-	-	50%	100%	-	DoJ&CD NO ISC	100% completion of Policy by end March 15	Percentage of completion of the policy by end March 2015	Responsive policy framework; Expanded legal relief; Improved management of sexual offences	



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Strategic Priorities	Activities	Annual Targets					Responsible Stakeholder	Output	Output indicators	Outcome Indicators
		2012	2013	2014	2015	2016				
The establishment of the DG ISC and supporting operational structures at national and provincial levels and development of guidelines setting out governance and coordinating mechanisms for the implementation of the Act.	Review and amendment of guidelines and procedures outlining the manner in which the DG ISC, NO ISC and POISCs conduct their affairs.	-	100%	-	-	-	DG ISC	100% completion of DG ISC guidelines	Percentage in the completion of guidelines	Improved monitoring of the Act
	Set up the office of the DG ISC secretariat.	25%	50%	100%	-	-	DoJ & CD DG ISC	1 x DG ISC Manager 1 x Data analyst 1 x Administrator	Percentage in the finalization of the secretariat office by end March 2014	Improved management of the affairs of the DG ISC  Improved coordination in the management of sexual offences by stakeholders
	Submit periodic progress reports to the PO ISC, NO ISC, DG ISC and Parliament on the implementation of the NPF	Bi-monthly	Bi-monthly	Bi-monthly	Bi-monthly	Bi-monthly	POISC	6 x bi-monthly reports per annum	Number of bi-monthly reports to the NO ISC	Improved monitoring of the intersectoral management of sexual offences
		Annual Report	Annual Report	Annual Report	Annual Report	Annual Report	Minister DG ISC	1 x Consolidated Annual progress tabled in Parliament	Number of reports tabled in Parliament	Annual Report
		Annual Report	Annual Report	Annual Report	Annual Report	Annual Report	Minister DG ISC	1 x Consolidated Annual progress tabled in Parliament	Number of reports tabled in Parliament	Annual Report

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		2012	2013	2014	2015	2016				
		Annual Report	Annual Report	Annual Report	Annual Report	Annual Report	Minister DG ISC	1 x Consolidated Annual progress tabled in Parliament	Number of reports tabled in Parliament	Improved monitoring of the intersectoral management of sexual offences
	Hold periodic meetings	Bi-monthly meetings	Bi-monthly meetings	Bi-monthly meetings	Bi-monthly meetings	Bi-monthly meetings	POISC	6 x meetings per annum	Number of meetings held per annum	
Establish institutional mechanisms to engage civil society in the implementation of the Act and management of sexual offences.		Quarterly meetings	Quarterly meetings	Quarterly meetings	Quarterly meetings	Quarterly meetings	NOISC	4 x meetings per annum	Number of meeting held per annum	Improved monitoring of the intersectoral management of sexual offences
		2 meetings p.a.	2 meetings p.a.	2 meetings p.a.	2 meetings p.a.	2 meetings p.a.	DG ISC	At least 2 DG ISC meetings held per annum.	Number of Meetings held per annum	
	Set up the National NGO-OISC that has combined representation of NO ISC and NGO's	-	100%	-	-	-	NOISC; DG ISC	100% establishment of the NGO- OISC	Percentage in the establishment of the structure	Improved monitoring of the intersectoral management of sexual offences
	Hold periodical meetings	Bi-annual	Bi-annual	Bi-annual	Bi-annual	Bi-annual	NGO & NOISC	At least 2 meetings per annum	Number of meeting per annum	



<b>Specific Objective 2:</b> Develop and Strengthen integrated and coordinated Services.		<b>Annual Targets</b>				<b>Responsible Stakeholder</b>	<b>Output</b>	<b>Output indicators</b>	<b>Outcome Indicators</b>
<b>Strategic outcomes:</b> 1. Improved provision of integrated specialized services to victims of sexual offences. 2. Adequately skilled personnel manage sexual offences cases effectively and efficiently. 3. Increased conviction rates. 4. Positive criminal justice experiences of victims of sexual offence.									
<b>Strategic Priorities</b> Development and implementation of court reform initiatives to ensure improved provision of integrated specialized services for victims of sexual offences.	<b>Activities</b> Finalize the Interdepartmental Framework on Specialization of Services for the JCPS Cluster	20%	70%	100%	-	DoJ&CD NO ISC All role player departments.	100% completion of the framework by end March 2014	Percentage in the completion of the framework	Improved provision of integrated specialized services to victims of crime;
	Cost the approved Framework on Specialized Services			100%	-	Costing Units of all departments led by DoJ&CD	100% finalization of the Costing report	Percentage in the finalization of Costing	Increased conviction rate Positive criminal justice experiences of victims of sexual offence
	Implement the Interdepartmental Framework on Specialization of Services for the JCPS Cluster	-	-	25%	25%	DoJ&CD NOISC	25% implementation of the framework per annum by 2015	Percentage implementation of the framework	
	Conduct research of available victim-support services in rural areas.	-	20%	100%	-	DoJ&CD DG-ISC NOISC	100% finalization of the research by end 2014	Percentage in the finalization of the research	Improved provision of integrated specialized services to victims of crime; Increased conviction rate Positive criminal justice experiences of victims of sexual offence

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Strategic Priorities	Activities	Annual Targets				Responsible Stakeholder	Output	Output indicators	Outcome Indicators
Capacity building of Criminal Justice Personnel to undertake effective preventative and responsive sexual offences initiatives.	Implement research recommendations.	-	-	25%	25%	DoJ&CD National OISC All role player departments	25% implementation of recommendation per annum	Percentage implementation of recommendations	Improved provision of integrated specialized services to victims of crime;
	Develop and implement a five (5) year Action Plan to improve timeous case preparation for evidence collection, court preparation, prosecution, case management, case reporting, and conviction rate	30%	100%	-	-	NPA SAPS	100% development of plan	Percentage of the development of Plan	Improved conviction rate; Improved turnaround time in case management and disposition of cases; Improved case management; etc.
	Conduct a research analysis of the Act to determine specialized services and resource needs, as well as audit the existing services and resources.	-	20%	100%	-	DoJ&CD; NOISC; NGO POISC; DG-ISC;	100% finalization of the study by end of 2014	Resources analysis search report.	Adequately skilled personnel to manage sexual offences effectively and efficiently
	Conduct skills audit in the cluster to address identified gaps	-	-	100%	-	NOISC; Cluster HR Units; All role player Departments.	100% finalization of the audit by the end of 2014	Percentage of finalization of the audit	Adequately skilled personnel to manage sexual offences effectively and efficiently



<b>Specific Objective 2:</b> Develop and Strengthen integrated and coordinated Services.		<b>Strategic outcomes:</b> 1. Improved provision of integrated specialized services to victims of sexual offences. 2. Adequately skilled personnel manage sexual offences cases effectively and efficiently. 3. Increased conviction rates. 4. Positive criminal justice experiences of victims of sexual offence.		<b>Annual Targets</b>		<b>Responsible Stakeholder</b>	<b>Output</b>	<b>Output indicators</b>	<b>Outcome Indicators</b>
<b>Strategic Priorities</b>	Progressively implement the HR Skills Plan.	-	-	15%	15%	NOISC Cluster HR units	15% progressive implementation per annum	Percentage implementation of the Plan	
	Develop SAQA accredited integrated skills training programmes for personnel managing sexual offences within the JCPS Cluster	-	20%	70%	100%	NOISC All role player Departments.	100% finalization of SAQA accredited skills programme	SAQA accredited integrated skills training programmes Percentage in the finalization of the programme	
	Amend the existing Integrated Training Programme on the management of sexual offences to align it with the unit standards.	-	-	-	50%	NOISC All role player Departments.	50% amendment of material	Percentage of finalization of amendment of material to comply with SAQA	Adequately skilled personnel to manage sexual offences effectively and efficiently
	Conduct Integrated Training of Master Trainers in all CJPS clusters	200	200	200	200	All role player Departments.	1000 JCPS Cluster Master Trainers trained	Number of JCPS Cluster Master trainers trained per annum	Adequately skilled personnel to manage sexual offences effectively and efficiently

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<b>Strategic Priorities</b>		20%	20%	20%	20%	Deliver integrated training for JCPS cluster personnel involved in the management of sexual offences.	NPA; JPSC Cluster	20% of Cluster personnel trained per annum	Percentage of personnel trained	Court statistics. Adequately skilled personnel to manage sexual offences effectively and efficiently
		-	-	100%	-	Develop NRSO training programme to increase the use of ICMS NRSO.	NRSO; NOISC; DG-ISC	100% Completion of training programme by end March 2014	Percentage in the finalization of programme	Increased conviction rate Positive criminal justice experiences of victims of sexual offences
		-	-	20% of relevant officials.	20% of relevant officials.	Implement NRSO training.	NRSO	60% of personnel trained involved in the management of the NRSO trained.	Percentage implementation	Adequately skilled personnel to manage the operational functions relating to the registration of convicted sex offenders in the NRSO
		Annually	Annually	Annually	Annually	Collaborate with the South African Judicial Education Institute (SAJE) to develop training programmes to improve judicial role in the adjudication of sexual offences.	SAJE; DG-ISC	Annual judicial training programmes and curricular include training on sexual offences.	Periodical training	Adequately skilled personnel to manage sexual offences effectively and efficiently





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<b>Strategic Priorities</b>	<b>Activities</b>	Collaborate with the COGTA and the National House of Traditional Leaders (NHTL) to develop and implement training programmes to improve the role of traditional leaders in the management of sexual offences.	50%	50%	-	DoJ & CD NOISC COGTA NHTL	100% finalization of programme	Percentage in the finalization of programme	Adequately skilled personnel to manage sexual offences effectively and efficiently
		Profile service champions in the cluster	-	-	30%	NPA, DoJ&CD; NOISC	60% of traditional leaders trained	Percentage of trained personnel	Adequately skilled personnel to manage sexual offences effectively and efficiently
						GCIS DoJ&CD NOISC Role player departments.	Quarterly publication	Periodical publications	Media reports. Improved provision of services; Positive criminal justice experiences of victims of sexual offences

<p><b>Specific Objective 2:</b> Develop and Strengthen integrated and coordinated Services.</p> <p><b>Strategic outcomes:</b></p> <ol style="list-style-type: none"> <li>1. Improved provision of integrated specialized services to victims of sexual offences.</li> <li>2. Adequately skilled personnel manage sexual offences cases effectively and efficiently.</li> <li>3. Increased conviction rates.</li> <li>4. Positive criminal justice experiences of victims of sexual offence.</li> </ol>									
Strategic Priorities	Activities	Annual Targets				Responsible Stakeholder	Output	Output indicators	Outcome Indicators
Implement public education and outreach programmes to empower communities to use the Act to prevent sexual offences incidents and where such incidents have occurred, to ensure recourse through the criminal justice system.	Develop and implement a public education and outreach strategy to educate the public on the Act and on services available to victims of sexual offences	-	100%	-	-	GCIS NOISC DG-ISC Role player departments	100% finalization of the strategy by end March 2013	Percentage in finalization of strategy by end March 2013	Improved service delivery
		-	-	100% implementation of Annual Plan	100% implementation of Annual Plan		100% implementation of Annual Plan	Percentage implementation of Annual Plan	Positive criminal justice experiences of victims of sexual offences



<b>Specific Objective 3: Provide resources for the effective implementation of the Act and the National Policy Framework.</b>									
<b>Strategic Outcomes: Progressive implementation of initiatives, projects, and programmes within available limited resources.</b>									
Strategic Priorities	Activities	Annual Targets	Responsible Stakeholder	Output	Output indicators	Outcome Indicators			
Coordinated planning and costing of a 5-year NPF Strategic Plan.	Conduct costing of 5 year plan and annual plans	100%	Costing Units of the Cluster led by DoJ&CD	100% Completion of the Costing	Percentage finalization	Implementation of initiatives, projects and programmes within available limited resources			
	Joint planning and budgeting by role player Departments for all initiatives and interventions aimed at implementing the Act and the NPF.	100%	NOISC; POISC; DG-ISC	100% finalization of the Plan	Percentage in the finalization of Plan				
Provide Resources for the effective implementation of the Act	Develop and enhance mechanisms and processes to ensure the appropriate allocation and efficient use of resources.	-	All role players' Departmental reports. Departmental budgets. NOISC Reports.	100% development of Annual Integrated financial resource plans and budget.	Percentage finalization of plan development	Implementation of initiatives, projects and programmes within available limited resources			

<b>Specific Objective 3: Provide resources for the effective implementation of the Act and the National Policy Framework.</b>									
<b>Strategic Outcomes: Progressive implementation of initiatives, projects, and programmes within available limited resources.</b>									
Strategic Priorities	Activities	Annual Targets				Responsible Stakeholder	Output	Output indicators	Outcome Indicators
Source donor funding to supplement existing available financial resources	Develop and implement a donor funding strategy.	-	100%	-	-	NOISC DG-ISC Role player departments (cluster Chief Financial Organisations and donor units)	100% finalization of Donor funding strategy	Percentage finalization of strategy	Implementation of initiatives, projects and programmes within available limited resources