



NATIONAL HOUSE OF  
TRADITIONAL AND KHOI-SAN  
LEADERS



**ANNUAL  
PERFORMANCE  
PLAN  
2024/25**





**NHTKL**  
National House of Traditional & Khoi-San Leaders

**NATIONAL HOUSE OF TRADITIONAL AND KHOI-SAN LEADERS**

# **ANNUAL PERFORMANCE PLAN**

## **2024/25**

**PUBLISHED BY THE NATIONAL  
HOUSE OF TRADITIONAL AND  
KHOI-SAN LEADERS**

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## LIST OF ABBREVIATIONS/ACRONYMS

<b>APP</b>	Annual Performance Plan
<b>CBOs</b>	Community Based Organizations
<b>CD</b>	Chief Director
<b>CFS</b>	Corporate and Financial Services
<b>CFO</b>	Chief Financial Officer
<b>CIA</b>	Customary Initiation Act
<b>CoGTA</b>	Cooperative Governance and Traditional Affairs
<b>CRLRC</b>	Commission for the Promotion and Protection of the Rights of Cultural, Religious and Linguistic Communities
<b>CRDP</b>	Comprehensive Rural Development Programme
<b>DCoG</b>	Department of Cooperative Governance
<b>DDG</b>	Deputy Director-General
<b>DG</b>	Director-General
<b>DDM</b>	District Development Model
<b>DTA</b>	Department of Traditional Affairs
<b>FY</b>	Financial Year
<b>IDP</b>	Integrated Development Plan
<b>IGR</b>	Intergovernmental Relations
<b>ISC</b>	Institutional Support and Coordination
<b>ISRDP</b>	Integrated Sustainable Rural Development Programme
<b>LHTKLS</b>	Local Houses of Traditional and Khoi-San Leaders

<b>MEC</b>	Member of the Executive Council
<b>MINMEC</b>	Minister and Members of Executive Councils Committee
<b>MTEF</b>	Medium Term Expenditure Framework
<b>MTSF</b>	Medium Term Strategic Framework
<b>NARYSEC</b>	National Rural Youth Services Cooperative
<b>NCOP</b>	National Council of Provinces
<b>NDP</b>	National Development Plan
<b>NGOs</b>	Non-Governmental Organisations
<b>NHTKL</b>	National House of Traditional and Khoi-San Leaders
<b>PanSALB</b>	Pan South African Language Board
<b>PESTEL</b>	Political, Economic, Social, Technological, Environment, Legal
<b>PHTKL</b>	Provincial House of Traditional and Khoi-San Leaders
<b>SPLUMA</b>	Spatial Planning and Land Use Management Act
<b>SONA</b>	State of the Nation Address
<b>SP</b>	Strategic Plan
<b>SWOT</b>	Strengths, Weaknesses, Opportunities & Threats
<b>TC</b>	Traditional Council
<b>TCs</b>	Traditional Councils
<b>TCos</b>	Traditional Courts
<b>TKLA</b>	Traditional and Khoi-San Leadership Act



## EXECUTIVE AUTHORITY STATEMENT: MS THEMBI NKADIMENG, MP



**Ms Thembu Nkadimeng, MP**

### **Minister of Cooperative Governance and Traditional Affairs**

It is an honour for me as an Executive Authority of the National House of Traditional and Khoi-San Leaders (NHTKL) to accept and table before Parliament and the people of South Africa the Annual Performance Plan of the NHTKL for the 2024-2025 financial year. This year marks the last financial year for the 6<sup>th</sup> administration which started its term of office in 2019. The APP for the 2024-2025 financial year will squarely fall into the purview of the incoming 7<sup>th</sup> Administration regarding the Executive oversight role.

The current House is demonstrably committed to driving success in developing communities in rural areas. The zeal and eagerness displayed by the current leadership give all of us hope for a better future.

All the challenges we experienced over the past years have shaped us to look to the future with more understanding and resilience. The institution of traditional leadership has demonstrated that challenges facing communities ought to be internalized by the leadership as though they are their own. The outreach of the House to the Magadimane Ntweng Traditional Community was a clear indication of compassion for the plight of rural communities.

Chairperson, we indicated previously that the current House is not following change but leading and driving change itself. This is evident in the Annual Performance Plan that is being tabled today. We call upon government and private sector partners to roll up their sleeves and join the House in its development agenda. The plan of the NHTKL focuses on fighting poverty, Gender Violence, and Femicide, contributing to the law-making process, and improving communities' customs and cultures to align with the country's supreme law. The House is focused on ensuring that development in the areas of amaKhosi is not men-centric, leaving women and children in their economic vulnerability. Still, the House plans to encourage women to organize themselves into structures to drive projects that aim to push back poverty and address hunger challenges. The House intends to galvanize partners to ensure that all traditional leaders in the country play a critical role in development, thus contributing immensely to the District Development Plan. The One Plan for a District is the only vehicle that promotes working together, ensuring that all partners focus on development.

I am pleased to table before Parliament and the people of South Africa, the Annual Performance Plan of the National House of Traditional and Khoi-San Leaders for the 2024-2025 financial year.

**Ms Thembu Nkadimeng, MP**

### **Minister of Cooperative Governance and Traditional Affairs**

Date:

## DEPUTY MINISTER STATEMENT PRINCE ZOLILE BURNS-NCAMASHE, MP



**Prince Zolile Burns-Ncamashe, MP**

### **Deputy Minister of Cooperative Governance and Traditional Affairs**

The National House of Traditional and Khoi-San Leaders (NHTKL) has evolved over time, it is now fulfilling a more active role in leading various development projects. It is indeed encouraging and inspires hope, that the energy and the focus of the House is taking the institution forward. The leadership in the NHTKL represents the commitment and interest of all traditional and Khoi-San leadership in the country.

The NHTKL and the House at large will not be able to meet all the challenges that are facing the communities within rural areas unless they are assisted by both government and the private sector. The InvestRural Master Plan will not be realized unless resources are injected into it. The plan that the House has come up with under the current difficult financial situation is encouraging and brings hope to everybody. It brings hope in the sense that traditional leaders are planning to participate fully and actively in the processes of law making. The commitment to participate in the law-making process affirms that no laws should be made without the inputs from the custodians of culture, traditions, and customs.

It is common knowledge that culture and traditions are not the only key priorities for the institution, but the development of their communities is also a critical focal area that the House is planning to achieve on, in the coming financial year. The House is mindful of the reduction in its budget, however, working together with government and the private sector as partners, the House can achieve its plan.

As indicated before, the mining sector is one institution that the House is targeting to contribute to the development of their communities through Social Labour Plans. The House believes that a solid partnership with mining houses and traditional councils will make a difference in the lives of communities. This assertion by the NHTKL is influenced by its InvestRural Master plan. Mines that can extract minerals in areas of amaKhosi, should be able to leave a legacy of development in those communities within the mining area, including the rehabilitation of the area concerned.

Government is concerned by the killing of public office bearers which includes traditional leaders. This is more prevalent in KwaZulu-Natal. The Minister of Police has indicated that a team has been set up to investigate and bring the culprits to book. The House has approached the SAPS to speed up the threat analysis to traditional leaders, especially those holding positions within the Houses. This effort will assist in deploying the necessary resources to curb any of plans against the lives of traditional leaders.

In the same breath, the death of initiates in the province of the Eastern Cape is turning initiation into a harmful cultural practice. The Customary Initiation Act provides for several structures to be established to work on customary initiation. Therefore, the House in partnership with the National Initiation Oversight Committee will work together to make awareness campaigns on the culture of initiation. It is not only the culture of initiation that is becoming harmful, but other cultural practices like ukuthwala, ukungena/ukungenwa and many more, should be relooked, each community must identify cultural practices that



may be viewed as harmful and start a dialogue on them.

It is indeed encouraging to work with the leadership of the NHTKL that is focussed at changing the communities of amaKhosi. We are as government, proud to partner and work with such focussed leadership. Let development lead, as we celebrate 30 years of democracy, let us also celebrate the strides that have been achieved for and by the institution. We believe that the work of the Inter-Ministerial Task Team on matters of traditional leadership will be implemented without delay.

In conclusion, let us all support the NHTKL as it spearheads its developmental agenda of traditional communities.

**Prince Zolile Burns-Ncamashe, MP**

**Deputy Minister of Cooperative Governance and Traditional Affairs**

## OVERVIEW BY THE CHAIRPERSON OF THE NATIONAL HOUSE OF TRADITIONAL AND KHOI-SAN LEADERS KGOSI THABO MILTON SEATLHOLO



**Kgosi Thabo Milton Seatlholo**

### **Chairperson of the National House of Traditional and Khoi-San Leaders**

Hon. Members of the National House of Traditional and Khoi-San Leaders (NHTKL), Our Kings and Queens, Members of Parliament, Royal houses, and their communities: it is a pleasure for me to humble myself before you as your servant to table the plan of your structure, the National House of Traditional and Khoi-San Leaders (the House) for the year 2024-2025. The plan that is being tabled before you is a yardstick for you to measure the performance of the House.

The plan is an outcome of the robust engagements within the structures of the House to get a common understanding under this difficult economic situation of the country. We are still convinced that as a House we cannot achieve anything without working closer with our Provincial and Local Houses of Traditional and Khoi-San leadership, as well as with our Traditional Councils. It is on these grounds that the success of the House should not only be apportioned to it but to the entire sector. We are aware that there are prophets of doom who always want to divert us by always insisting that we must justify our existence, but we

are not going to fall into that trap. We have proven ourselves several times, yet they do not have eyes to see or are not interested in the positive work done.

Hon. Members, leading a structure like the NHTKL is full of challenges as it is known to all, the financial constraints that are always a hamstring to the House remains one of such challenges. The reduction of the budget of the House is making our planning more difficult and yet our communities do not decrease instead they increase.

We must appreciate the fact that we are working close with the Inter-Ministerial Task Team established to deal with matters of traditional leadership. We have, however, raised our concerns that some members of the IMTT are not pulling their weight in addressing issues raised by traditional leaders on behalf of their communities. The President has undertaken to engage the relevant Ministers in respect of our concerns. The NHTKL is representing over Eight Hundred Senior Traditional Leaders (800) and over ten thousand (10 000) headmen and women and over twenty five million community (25 000 000) members, it therefore has the responsibility of standing firm for the development of those communities and traditional leadership.

It is a fact that some royalties are not stable, and the instability causes a lot of hardship within the communities which includes hampering of development and other imperatives. This challenge has led the NHTKL to resolve to have stronger partnership with other structures so that the little that we have should benefit the communities irrespective of the challenges facing the royal house. The research initiative that the House will undertake will guide the success of service delivery by government at all levels and the intervention required. Our monitoring of service delivery may not be seen to be making any mark now by our adversaries, but our communities are the ones which are going to feel the change in their lives.

We have partnered with organisations such as Alimdad Foundation to provide help to our needy communities, we will continue work with them to provide the much-needed assistance by our communities. Our partnership with Indoni and SANAC Men's Sector will go a long way in fighting the scourge of Gender Based Violence and Femicide. It is our belief that the engagements between the generations will significantly attend to the Gender Based Violence that is rampant in our communities. It is our assertion that the easy access of our young people to intoxicating substances as well as drugs contributes a lot in the Gender Based Violence. We believe that Ubuntu is key, but we cannot allow ubuntu bethu to be taken advantage of. We implore the government to ensure that only legally documented foreign nationals are in South Africa and are operating legal businesses. We have noticed that there are some foreign nationals who might take advantage of our Ubuntu spirit and do something illegal, we call upon law enforcement agencies to do everything in their legal power to arrest anybody irrespective of nationality who is involved in criminal activities. This is one of the reasons that we have implored the Minister of SAPS to speed up the recruitment and placement of traditional police in areas under traditional leaders. Gauteng Province has set a tone by recruiting and placing Crime Wardens in all areas of Gauteng, the Minister of Police may take lessons from Gauteng.

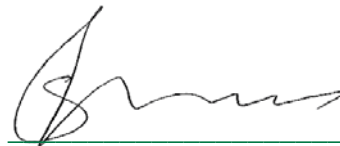
Our operations are going to change in the coming year as we will be working mostly with partners and houses of traditional leaders to bring about service delivery to our communities. We will as well be monitoring the work of government in improving the lives of our people. We will do all this work with the limited resources that we have.

The House and the institution are aware that there are some cultures and traditions that are wrongly applied to discriminate against other community members, we have pledged to work with our Provincial Houses and Local Houses to align them to the spirit of the Constitution. It is important to note that it is the people themselves who may change their cultures and as custodians, we will keep and protect those cultures and customs agreed upon by our communities.

I call upon all traditional leaders in the Republic of South Africa, Private Sector, Government, and any structure to work with us for a noble cause that we stand for as a sector. I further call upon all provincial and local houses to consider establishing and capacitating the structures of bomme Kgosi to be able to mother the communities. Our goal is developing and keeping good moral standards for our communities to have leaders of tomorrow that are morality upright.

I now call upon all people of South Africa to work together with the NHTKL and all Houses of traditional and Khoi-San leaders to bring about change in their lives. The Annual Performance Plan that we are going to utilize the following year is promising to cause change and make the institution more visible in helping the communities.

Pula!



**Kgosi Thabo Milton Seatlholo**

**Chairperson of the National House of Traditional and Khoi-San Leaders**

## REMARKS BY THE DEPUTY CHAIRPERSON OF THE NATIONAL HOUSE OF TRADITIONAL AND KHOI-SAN LEADERS NKOSI LANGA MAVUSO



**Nkosi Langa Mavuso**

### **Deputy Chairperson: National House of Traditional and Khoi-San Leaders**

The 2022-2027 House which is commonly known as the Sixth National House of Traditional and Khoi-San Leaders has started to realize its hard work. We committed ourselves not to be the House based in urban areas but the House that is making change in the communities of amaKhosi. We have conducted several outreaches in the previous financial year which include Magadimana Ntweng in Limpopo and several committee outreaches in Eastern Cape, Free State and KwaZulu-Natal. We are committed to continue where we left off in the previous financial year.

Our committees will work hard to ensure that the partnerships we have with other institutions are not only on paper but are yielding the necessary or expected results within the communities. The Interministerial Task Team established by the President will be closely monitored on its operations including visiting those achieved plans to confirm that indeed our communities benefited from the development. It is the duty of the House to bring about information to government, therefore, the committees of the House will not shy away from exercising such responsibilities.

Any country is successful when all the laws, policies and regulations are known and internalized by their citizens, therefore the NHTKL will ensure that the provincial flavour is obtained in all inputs made to the Bills referred to the House by Parliament. The House will ensure that the customs and culture are always key in making inputs to the Bills because some of our authors of laws were trained in the western style of writing a law not knowing or acknowledging that customary law is law as well. We are further looking forward at the coming into operation of the Traditional Courts Act so that disputes can be easily resolved by our traditional courts. It is important for the Office of the Chief Justice of the Republic of South Africa to be within reach of the NHTKL as part of preparing to disburse justice in a fair manner. The Office of the Chief Justice will assist a lot in the capacitation of our traditional courts. The effective operations of traditional courts will ease the pressure of the magistrates' courts and our correctional facilities that are overflowing by some offenders who may not have been incarcerated but another method of disbursing justice could have been used.

Our future is dependent on realising the developmental approach to our communities, the mobilisation of resources and mostly providing servant and humble leadership. The House has committed to the following for the next financial year:

- Holding of a successful opening and debate in a form of a dialogue of the NHTKL;
- Making the House more visible in developmental projects;
- Making informed inputs into the Bills referred to the House by Parliament;
- Usage of applicable platforms to promote culture, traditions, customs and socio-economic development;
- Effective utilization or implementation of partnerships with government and other stakeholders;



- Engagements of the NHTKL committees with provincial houses in preparation of the engagements with IMTT or government in general;
- Conduct research that will enable the House to understand and focus better on the implementation of its projects including monitoring of government developmental projects;
- Promote participation in District Development Agenda by amaKhosi;
- Mobilize all structures including churches to promote tolerance, nation building and development (Social Cohesion and development);
- Encourage agricultural activities in areas of amaKhosi as one means to end poverty.
- Ensure that traditional courts are functional in their present status as part of bringing about restorative justice; and

- Mobilize traditional leaders to ensure that deaths and any other inhuman practices in the initiations schools becomes the history and the custom regains its noble intention.

We call upon our partners and all traditional leaders to take advantage of this developmental approach of the institution by investing and getting involved in changing the lives of our communities through development.

**Nkosi Langa Mavuso**

**Deputy Chairperson: National House of Traditional and Khoi-San Leaders**

## ACCOUNTING OFFICER STATEMENT MR MASHWAHLE DIPHOFA



**Mr. M Diphofa**

### Director-General

The Annual Performance Plan of the National House of Traditional and Khoi-San Leaders has been developed after engagements of the structures of the NHTKL. The Traditional and Khoi-San Leadership Act, 2019 (Act No 3 of 2019) in section 38 (1) provides that the NHTKL must prepare a strategic plan for a period of five years and review it annually. In continues the same section that the House must prepare an annual performance plan. This annual performance plan is the result of robust engagement between the different committees of the NHTKL and the final adoption by the executive committee.

This plan is developed with the purpose of taking the institution of traditional leadership forward. The posture of the plan is developmental and community oriented. It is a plan that defines the actual role of the institution of traditional leadership. It is a plan that during its development, due regard was taken on the budgetary challenges facing both the Department of Traditional Affairs and by implication the National House of Traditional and Khoi-San Leaders and the entire government.

The Department of Traditional Affairs will do everything possible to support the realization of the plan by the NHTKL. The administration will provide all the support to ensure that the coming financial year is defined as the term of developmental institution of traditional and Khoi-San leadership.

The House has set up the following as its focus for the Multi Term Strategic Focus period:

- a) **Effective governance of the NHTKL:** This is about maintaining and improving on the provisions of the law regarding the holding of sittings of the House.
- b) **Functional institution of traditional and Khoi-San leadership:** The approach of the NHTKL as being developmental in nature intends to promote effective Socio-Economic Development, Social Cohesion, maintenance of peace and restorative justice and participation in the District Development initiatives.
- c) **Transformed institution of traditional and Khoi-San leadership:** The National House leading in the discussion with the aim of improvement and modernization of cultures and traditions deemed to be against the Constitution.

On behalf of the employees of the Department and the NHTKL, we commit to support members of the NHTKL in the implementation of the programmes and projects articulated in this APP.

I thank you.

A handwritten signature in black ink, appearing to read 'M Diphofa', written over a thin green horizontal line.

**Mr. M Diphofa**

### Director-General

## OFFICIAL SIGN-OFF

It is hereby certified that this Annual Performance Plan for 2024-2025:

Was developed by the National House of Traditional and Khoi-San Leaders under the guidance of the Minister for Cooperative Governance and Traditional Affairs, Ms Thembi Nkadimeng.



Signature:

**MR AM SITHOLE**

SECRETARY Secretary: NHTKL



Signature:

**Ms TZL Shandu HAN DU**

Deputy Director-General: ISC



Signature:

**MR JM MASHISHI**

HEAD OF OFFICE RESPONSIBLE FOR PLANNING



Signature:

**MR O APHANE**

CD: CFS



Signature:

**MR MJ DIPHOZA**

Considers all the relevant policies, legislation, and other mandates for which the National House of Traditional and Khoi-San Leaders is responsible. It accurately reflects performance targets which the National House of Traditional and Khoi-San Leaders will endeavour to achieve, given the resources made available in the budget for 2024-2025.

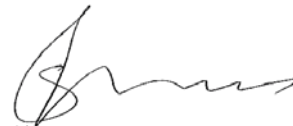
Accounting Officer



Signature:

**NKOSI L MAVUSO**

DEPUTY CHAIRPERSON: NHTKL



Signature:

**KGOSI TM SEATLHOLO**

Chairperson: NHTKL



Signature:

**PRINCE Z BURNS-NCAMASHE, MP**

Deputy Minister

Approved by:



Signature:

**MS T NKADIMENG, MP**

Minister for Cooperative Governance and Traditional Affairs





# PART A: OUR MANDATE

## 1. Constitutional Mandate

NO	LEGISLATION	DESCRIPTION
1	<b>Constitution of South Africa</b>	<p>The NHTKL's mandate includes overseeing a full range of tasks inherent in dealing with all issues of traditional affairs; and it is informed by the following legislative framework:</p> <p><b>Chapter 1 of the Constitution dealing with the founding provisions as follows:</b></p> <p>“The official languages of the Republic are Sepedi, Sesotho, Setswana, siSwati, Tshivenda, Xitsonga, Afrikaans, English, isiNdebele, isiXhosa, isiZulu and Sign Language . Recognising the historically diminished use and status of the indigenous languages of our people, the state must take practical and positive measures to elevate the status and advance the use of these languages.</p> <p>3(a) Municipalities must consider the language usage and preferences of their residents.</p> <p>(b) The national government and provincial governments may use any official languages for the purposes of government, considering usage, practicality, expense, regional circumstances and the balance of the needs and preferences of the population as a whole or in the province concerned; but the national government and each provincial government must use at least two official languages.</p> <p>4. The national government and provincial governments, by legislative and other measures, must regulate and monitor their use of official languages. Without detracting from the provisions of subsection (2). all official languages must enjoy parity of esteem and must be treated equitably.</p> <p>5. A Pan South African Language Board established by national legislation must (a) promote, and create conditions for, the development and use of</p> <p>(l) all official languages.</p> <p>(ii) the Khoi, Nama and San languages; and</p> <p>(iii) sign language; and</p> <p>(b) promote and ensure respect for</p> <p>(l) all languages commonly used by communities in South Africa, including German, Greek, Gujarati, Hindi, Portuguese, Tamil, Telegu and Urdu; and (ii) Arabic, Hebrew, Sanskrit, and other languages used for religious purposes in South Africa.</p>

NO	LEGISLATION	DESCRIPTION
		<p><b>Chapter 2: Bill of Rights</b></p> <p>Section 15 (3)(a) Freedom of religion, belief, and opinion</p> <p>3(a) This section does not prevent legislation recognizing.</p> <p>(l) marriages concluded under any tradition, or a system of religious, personal or family law; or</p> <p>(ii) systems of personal and family law under any tradition or adhered to by persons professing a particular religion. (b) Recognition in terms of paragraph (a) must be consistent with this section and the other provisions of the Constitution.</p> <p><b>Section 31 of the Constitution: Cultural, religious and linguistic communities</b></p> <p>1. Persons belonging to a cultural, religious or linguistic community may not be denied the right, with other members of that community (a) to enjoy their culture, practise their religion and use their language; and (b) to form, join and maintain cultural, religious and linguistic associations and other organs of civil society.</p> <p>2. The rights in subsection (1) may not be exercised in a manner inconsistent with any provision of the Bill of Rights.</p> <p>The work of the NHTKL is also informed by Chapter 7 of the Constitution on Local Government, Section 151(3) which stipulate that “a municipality has the right to govern, on its own initiative, the local government affairs of its community, subject to national and provincial legislation as provided in the constitution”.</p> <p>Chapter 8: The courts are –(e) any other court established or recognised in terms of an Act of Parliament, including any court of a status like either the High Court of South Africa or the Magistrates’ Courts.</p> <p>The work of the NHTKL is further informed by Chapter 12 of the Constitution, relevant policies, the legislation administered by the Department of Traditional Affairs, national policies and laws relating to the public service, and those pieces of legislation that promote constitutional goals such as equality and accountability.</p>

NO	LEGISLATION	DESCRIPTION
		<p>The NHTKL's mandate is particularly derived from Section 211 of the Constitution of the Republic of South Africa, 1996, which states that "the institution, status, and role of traditional leadership, according to customary law, are recognized, subject to the Constitution. A traditional authority that observes a system of customary law may function subject to any applicable legislation and customs, which includes amendments to, or repeal of, that legislation or those customs. The courts must apply customary law when that law is applicable, subject to the Constitution and any legislation that specifically deals with customary law".</p> <p>Section 212 of the Constitution stipulates that "national legislation may provide for a role for traditional leadership as an institution at local level on matters affecting local communities. To deal with matters relating to traditional leadership, the role of traditional leaders, customary law and the customs of communities observing a system of customary law. National or provincial legislation may provide for the establishment of houses of traditional leaders; and national legislation may establish a council of traditional leaders".</p> <p>Part A of Schedule 4 of the Constitution, states "indigenous law, customary law and traditional leadership are both functional areas of concurrent national and provincial legislative competence, subject to the provisions of Chapter 12 of the Constitution".</p> <p>Furthermore, the NHTKL's mandate is informed by Section 30 of the Constitution- Language and Culture and it states that "everyone has the right to use the language and participate in the cultural life of their choice, but no-one exercising these rights may do so in a manner inconsistent with any provision of the Bill of Rights".</p> <p>In addition, Section 31 of the Constitution on Cultural, Religious and Linguistic Communities, which states that "persons belonging to a cultural, religious, or linguistic community may not be denied the right, with other members of that community to enjoy their culture, practice their religion and use their language; to form, join or maintain cultural, religious, and linguistic associations and other organs of civil society. It further states that the rights in this section may not be exercised in a manner inconsistent with any provision of the Bill of Rights".</p>

## 2. Updates to the Relevant Legislative and Policy Mandates

NO	LEGISLATION	DESCRIPTION
1	<b>Traditional and Khoi-San Leadership Act, 2019 (Act No. 3 of 2019) (TKLA)</b>	<p>The TKLA was assented to on 20 November 2019 and published in the Government Gazette on 28 November 2019 as Act No. 3 of 2019.</p> <p>The TKLA consolidates the existing legislation (the TLGFA and the National House Act) and subsequently repealed those laws. It also addresses shortcomings that were identified during the implementation of those two pieces of legislation. Of historic value is that the TKLA, for the first time ever, makes provision for the statutory recognition of Khoi-San communities and leaders. For this purpose, a Commission on Khoi-San Matters must be established which Commission will operate at national level.</p> <p>The TKLA also provides an enabling provision for monitoring the implementation of this new law.</p> <p>Schedule 4 of the Constitution: Functional areas of concurrent national and provincial legislative competence: Traditional leadership, subject to Chapter 12 of the Constitution.</p>
2	<b>Customary Initiation Act (Act No. 02 of 2021)</b>	<p>The objectives of the CIA are:</p> <ul style="list-style-type: none"> <li>(a) To protect, promote and regulate initiation and for this purpose to- <ul style="list-style-type: none"> <li>(i) provide acceptable norms and standards; and</li> <li>(ii) provide for structures at national and provincial levels with a view to ensure that initiation takes place in a controlled and safe environment.</li> </ul> </li> <li>(b) To provide for the protection of life and the prevention of any abuse.</li> <li>(c) To provide clarity on the various responsibilities, roles, and functions of the key role-players in customary initiation.</li> <li>(d) To make provision for the effective regulation of initiation schools.</li> </ul>
3	<b>Commission for the Promotion and Protection of the Rights of Cultural, Religious and Linguistic Communities Act (Act 19 of 2002)</b>	<p>This Act provides for the promotion and protection of the rights of cultural, religious and Linguistic Communities, inclusive of traditional communities, Khoi, and San and Interfaith.</p>
4	<b>Local Government: Municipal Structures Act (Act 117 of 1998)</b>	<p>The Municipal Structures Act in section 81 lays down the procedure for the participation of traditional councils through their leaders in the proceedings of municipal councils.</p>

NO	LEGISLATION	DESCRIPTION
5	<b>Local Government: Municipal Systems Act (Act 32 of 2000)</b>	<p>The Municipal Systems Act in sections 16, 17, 29, 42 and 76 provide a role for traditional councils and traditional leaders in development including consultation of traditional councils in the compilation of integrated development plans (IDPs). This includes consultation in development and service delivery initiatives in traditional areas. The specific sections provide as follows:</p> <ul style="list-style-type: none"> <li>a) Sections 4(2)(c), 16 and 17: public participation to include traditional leaders and their councils.</li> <li>b) Section 29: involvement of traditional councils in the compilation of integrated development plans.</li> <li>c) Section 42: involvement of community to include traditional communities in the development, implementation, and review of a municipality's performance management system.</li> <li>d) Section 76: entering into service delivery agreements between municipalities and the traditional councils for the performance of certain services by the traditional councils.</li> </ul>
6	<b>Interim Protection of Land Rights Act (IPLRA) (Act 31 of 1996)</b>	Provides for the temporary protection of certain rights to and interests in land which are not otherwise adequately protected by law; and to other matters.
7	<b>Spatial Planning and Land Use Management Act (SPLUMA) (Act 16 of 2013).</b>	SPLUMA aims to develop a new framework to govern planning permissions and approvals, sets parameters for new developments and provides for different lawful land uses in South Africa. SPLUMA is a framework law, which means that the law provides broad principles for a set of provincial laws that will regulate planning. SPLUMA also provides clarity on how planning law interacts with other laws and policies.
8	<b>Extension of Security of Tenure Act, 1997 (Act No. 62 of 1997)</b>	To provide for measures with State assistance to facilitate long-term security of land tenure; to regulate the conditions of residence on certain land; to regulate the conditions on and circumstances under which the right of persons to reside on land may be terminated; and to regulate the conditions and circumstances under which persons, whose right of residence has been terminated, may be evicted from land; and to provide for matters connected therewith.
9	<b>Traditional Courts Act (Act No. 09 of 2022)</b>	The Traditional Courts Act was developed to replace Sections 12 and 20 of the Black Administration Act of 1927, colonial-era provisions that empower traditional leaders to decide civil disputes and try certain offences in traditional courts. The TCA's stated aim is to advance South Africans' access to justice by recognizing the traditional justice system in a way that upholds the values in customary law and the Constitution.



PART B:  
OUR  
STRATEGIC  
FOCUS

### 3. Vision

To be a House of Traditional and Khoi-San Leaders that strives for good cooperative governance in Traditional Communities.

### 4. Mission

Betterment of the lives of traditional communities by upholding, promoting, and enhancing culture, customs and traditions through effective intergovernmental relations, partnership with progressive stakeholders and building an inclusive rural economy.

### 5. Values

- Integrity
- Accountability
- Unity
- Transformative
- Gender parity
- Cooperative

### 6. SWOT Analysis

The NHTKL conducted a SWOT (Strengths, Weaknesses, Opportunities and Threats) analysis and the results were that the NHTKL should focus more on:

Strengths	Weaknesses
<b>Traditional affairs legislative framework</b> <ul style="list-style-type: none"><li>• Legislative framework development</li><li>• Research / knowledge / information management creation</li></ul> <b>Traditional leadership institution</b> <ul style="list-style-type: none"><li>• Complaints / disputes / claims handling</li></ul> <b>Stakeholder relations management</b> <ul style="list-style-type: none"><li>• Inter- / intra-governmental coordination</li><li>• Partnership management</li></ul> <b>Business management / leadership</b> <ul style="list-style-type: none"><li>• Corporate governance</li><li>• Business performance management</li></ul> <b>Resource management</b> <ul style="list-style-type: none"><li>• Financial management</li></ul>	<b>Traditional affairs legislative framework</b> <ul style="list-style-type: none"><li>• Monitoring</li></ul> <b>Traditional leadership institution</b> <ul style="list-style-type: none"><li>• Programme implementation facilitation</li><li>• Institution performance monitoring</li></ul> <b>Business management / leadership</b> <ul style="list-style-type: none"><li>• Strategic leveraging of management/ leadership at provincial level</li><li>• Strategic positioning</li></ul> <b>Resource management</b> <ul style="list-style-type: none"><li>• HR management</li><li>• ICT management</li><li>• Infrastructure / facilities management</li><li>• Budget constraints</li></ul>

Opportunities	Threats
<ul style="list-style-type: none"> <li>• Fighting gender-based violence</li> <li>• Political support</li> <li>• Supportive constitution</li> <li>• Lessons from experience</li> <li>• Resilience of traditional leadership institution</li> <li>• Supportive stakeholders</li> <li>• Existing structures of traditional leadership</li> <li>• Traditional leadership institution transformation opportunities</li> <li>• Societal belief in the traditional leadership institution</li> <li>• Conducive partnerships on programmes and implementation</li> <li>• Alternative sources of funding</li> <li>• Supportiveness of traditional leadership institution</li> </ul>	<ul style="list-style-type: none"> <li>• Gender based violence.</li> <li>• Financial constraints</li> <li>• Inadequate involvement of traditional leadership in socio-economic development</li> <li>• Harmful cultural practices</li> <li>• Ability constraints within provinces</li> <li>• Modernization requiring adaptation.</li> <li>• Negative media reporting on traditional affairs</li> <li>• Perpetual litigation</li> <li>• Conflicts within royal families</li> <li>• Community protests</li> <li>• Cultural / religious intolerance</li> <li>• Societal distance with the traditional leadership system</li> <li>• Perpetual claims</li> <li>• Prolonged parliamentary processes</li> </ul>



## 7. Stakeholder analysis

(l) Stakeholder identification

Internal Stakeholder Analysis			
Stakeholder	Characteristics	Influence	Interest
Political Leadership	Executive Authority of the Department providing political direction.	Political Head of the Cooperative Governance and Traditional Affairs (CoGTA) Ministry Provides direction on the policies and programmes of the Department.	High-level interest for achievement of Government Programme of Action and a better life for all
Traditional Leadership	Provide Executive guidance and leadership to the NHTKL and the entire sector.	Provide direction to the entire sector and provide advice to government as a whole	High-level interest for realization of objectives of the NHTKL and the entire sector
Senior Management	Qualified public servants responsible for converting political, executive and policy objectives into measurable programmes and projects	High level of influence in the determination of goals for short-, medium- and long-term attainment Oversees the implementation of programmes and projects	High level of interest in shaping programmes and projects Linkage is with the employees to convert policy into implementable programmes.
Employees	Qualified administrators with specialized fields who provide services to the public	Operational influence on services rendered. High level influence as the face of development and service delivery.	Interest is on availing skills and knowledge in return for remuneration. Linkage is with the senior management to provide feedback on service provision

External Stakeholder Analysis		
Stakeholder	Characteristics	Influence
Political Leadership	They are elected political representatives and leaders in society.	Political influence through interface with stakeholders and society at large

External Stakeholder Analysis				
Stakeholder	Characteristics	Influence	Interest	Linkage with other stakeholders
Traditional Leaders	Represent the best interest of Traditional Councils and Communities	Cultural influence through engagements with key stakeholders Influence is on community members.	Aim for promoting livelihoods of traditional communities	Linkage is with the Community, Departments, political leadership, Parliament, Chapter 9 Institutions
Community Members	Belongs to a particular traditional community	Influence is through traditional leaders, councils, ward committees and direct engagements with the Department	Individual and group interest	Linkage is with traditional leaders, councils, ward committees and direct engagements with the Department
Experts	Formations such as Universities, Non-Governmental Organisations (NGOs), Community Based Organisations (CBOs), Foundations, etc.	High level of influence owing to standing in society.	Purport to represent the best interest of society – social justice	Linkage is with traditional leaders, councils, ward committees and direct engagements with the Department
Provincial Departments of Traditional Affairs	Part of Provincial Governments and forms the basis for the concurrent function of traditional affairs to implement policies and legislation in a Province	High-level influence on effect implementation.	Provincial interests and dynamics	Linkage is with traditional leaders, political leadership, communities, experts, and chapter 9 institutions
Parliament Portfolio and Select Committees	Oversight committees of the National Assembly and the National Council of Provinces (NCOP)	High level legislative influence	Best interest of society and country	Linkage is with traditional leaders, councils, ward committees and direct engagements with the Department
Chapter 9 Institutions	Established in terms of the Constitutional provisions and vested with powers and functions for the protection of certain rights	High level legislative influence	Best interest of society and country	Linkage is with traditional leaders, councils, ward committees and direct engagements with the Department
Media	Different media houses promoting different interests	High level of influence	Informing and influencing society, and improving ratings and sales	Linkage is with other media houses, traditional leaders, political leadership, communities, experts, and chapter 9 institutions

(ii) Narrative on Stakeholder Analysis

## Internal Stakeholders

### Political Leadership

The interest of political leadership is about the implementation of the Government's Programme of Action, which has been converted into the Medium Terms Strategic Framework (MTSF), for implementation during the 2024-2025 financial year. The NHTKL programmes contribute to the implementation of the MTSF, for example, the release of land by traditional leaders for socio-economic development.

### Executive Leadership

The interest of the Executive Leadership of the House is about leading the different programs and projects of the NHTKL, to ensure that the PHTKL, LHTKL and all other structures subscribe to the programs and have a sense of ownership over them for effective implementation.

### Senior Management

The primary task of senior management is to convert policies into programmes and to oversee the implementation of the programmes and projects. The NHTKL's annual performance plan has been developed to implement policies, programmes, and projects of the sector.

### Employees

The task of employees relates to the implementation of programmes and projects. The NHTKL's annual performance plan has been developed to implement policies, programmes, and projects of the sector. All employees are required to support the plan.

## External Stakeholders

### Political Leadership

The interest of political leadership is in realising a better life for South Africans. The NHTKL's programmes contribute to the implementation of the MTSF.

## Traditional Leaders

Traditional Leaders aim to promote livelihoods in communities under traditional leadership. The NHTKL consults regularly with the PHTKLs to ensure that there is adequate influence of plans at provincial and local level.

### Provincial Departments of Traditional Affairs.

The Provincial Houses of traditional leaders and Departments of Traditional Affairs are an implementing arm of the NHTKL and National Government on traditional affairs matters. National is bestowed with the responsibility to develop national legislation, guidelines as well as norms and standards for traditional affairs matters, whilst the provincial Departments are tasked with the responsibility to implement national legislation by customising national frameworks into provincial policies and programmes. The implementation of national frameworks by provinces gives effect to national legislation.

### Experts

This group of stakeholders purports to represent the best interests of society for the attainment of social justice. Their views are expressed as inputs during the development of legislation that has a bearing on society at large and traditional communities. The duty of the NHTKL and the DTA is to convert the said legislation into implementable programmes, for example, programmes related to the implementation of the TKLA have been developed and incorporated as part of the strategic and annual performance plans.

### Portfolio and Select Committees

The mandate of these committees is to play oversight to the work of the NHTKL, the Department and to also facilitate the development and passing of legislation for traditional leadership. The NHTKL and the Department provides regular reports before these committees to give an account on the work of the Department and to provide technical assistance during the development of legislation.

## Chapter 9 Institutions

The mandate of chapter 9 institutions extends to the work of the NHTKL in so far as the rights of people in traditional communities are concerned. The inputs of chapter 9 institutions assist the NHTKL to comply with the Bill of Rights as enshrined in the Constitution. These inputs culminate in policies that are developed for the sector to protect the rights of vulnerable people, for instance, the Customary Initiation Act has been developed to protect the right to live of initiates.

## 8. COMPOSITION OF THE NHTKL

The Traditional and Khoi-San Leaders, 2019 (Act No 3 of 2019) [TKLA]. provides that membership of the NHTKL is composed of 23 delegates elected by Provincial Houses of Eastern Cape, Free State, Limpopo, Mpumalanga, Northern Cape, Northwest and Kwa-Zulu Natal. Two members of the House are from the two traditional councils in Gauteng since the province does not have a Provincial House. The membership will increase as and when Khoi-San leadership are recognised. The Leadership of the NHTKL comprise the Chairperson and Deputy Chairperson, both of whom are elected through a ballot by other members. Both the Chairperson and Deputy Chairperson serve on a full-time basis and serve in the Executive Committee of the House. The other five members who serve in the Executive Committee are the leaders of their respective provincial delegations.



## 8.1 MEMBERS OF THE NHTKL

### Eastern Cape representatives



**Nkosi L Mavuso**



**Nkosi N Sandile**



**Nkosi M Joyi**

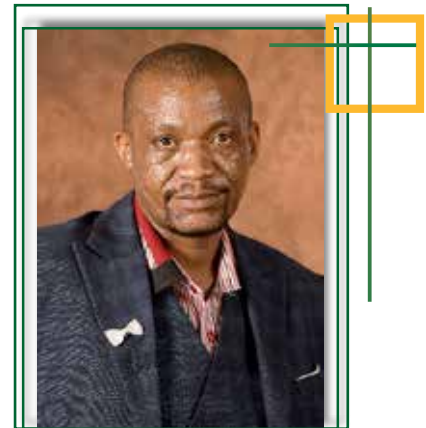
### Free State representatives



**Morena LLM Mopeli**

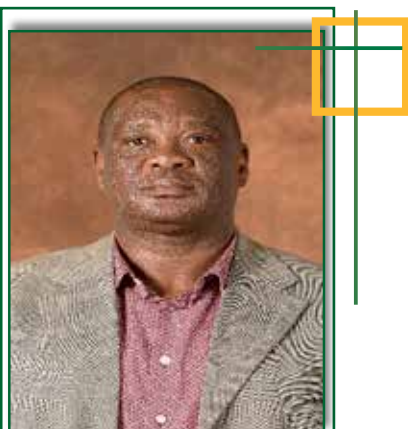


**Morena R S Molefe**

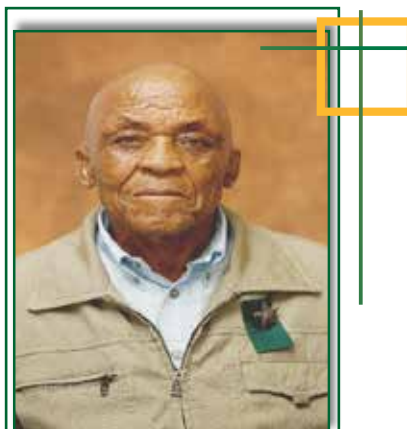


**Morena R Mopeli**

### Gauteng representatives



**Kgosi KC Kekana**

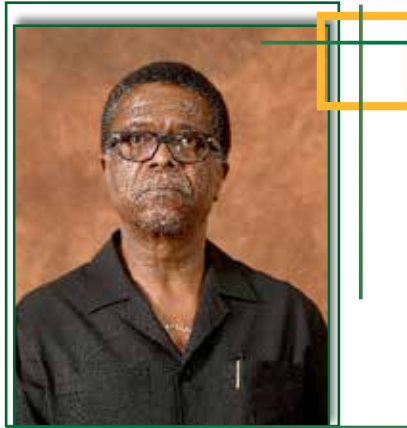


**Ikosi MP Mahlangu**

Limpopo representatives



**Kgoshigadi AD Ntwampe**



**Hosi M Ntsanwisi**

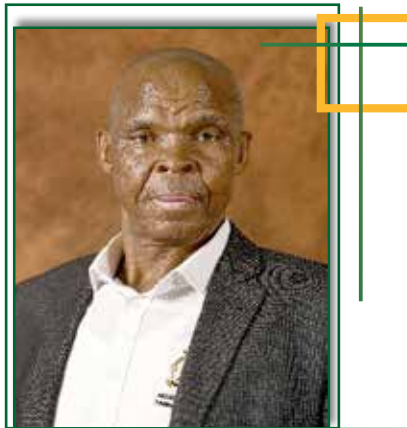


**Khosi A Rambuda**

Mpumalanga Representatives



**Inkosi KN Mkhathswa**

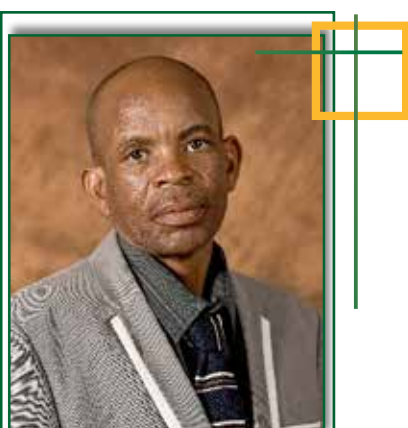


**Ikosi VW Mahlangu**



**Nkosi BV Yende**

Northern Cape representatives



**Kgosi GE Thaganyane**



**Kgosi VB Mahura**



**Kgosi KS Motshwarakgole**

Northernwest representatives



**Kgosi TM Seatlholo**



**Kgosigadi KB Sedumedi**



**Kgosi M A Mabe**

Kwa-Zulu Natal representatives



**Inkosi PDH Chiliza**



**Morena B Molefe**



## 8.2 COMMITTEES OF THE NHTKL

The NHTKL is organised into eight Committees to carry out its work effectively and efficiently. Each Committee conducts its work in line with its functions and aims outlined in the Rules and Orders of the House. Each Committee holds an ordinary meeting once a month. A Committee can arrange special meetings to discuss specific matters. Committees are also at liberty to arrange joint committee meetings to discuss cross-cutting issues of common interest. The following are the Committees of the NHTKL:

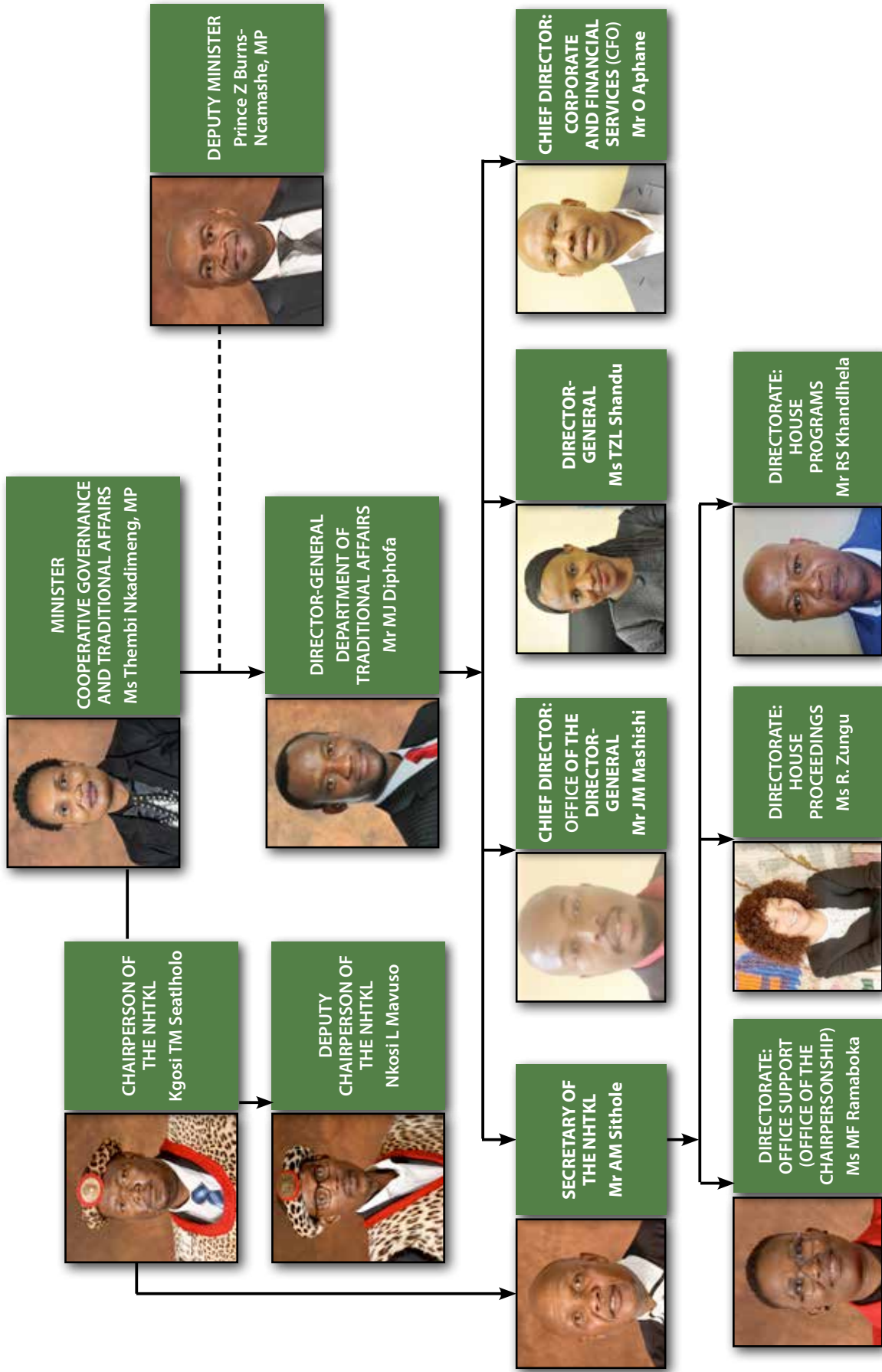
- (a) Executive Committee (EXCO).
- (b) Committee of Chairpersons (COCHA).
- (c) Justice, Crime Prevention and Security Committee (JCPSC).
- (d) Gender and Social Development Committee (GSDC).
- (e) Internal Arrangements, Planning and Cooperative Governance Committee (IPCGC).
- (f) Land, Rural Development Committee (LRDTC).
- (g) Economic Development, Tourism and Minerals Resources committee (EDETREC); and
- (h) Tradition, Heritage and Culture Committee (THC).
- (i) Ethics Committee

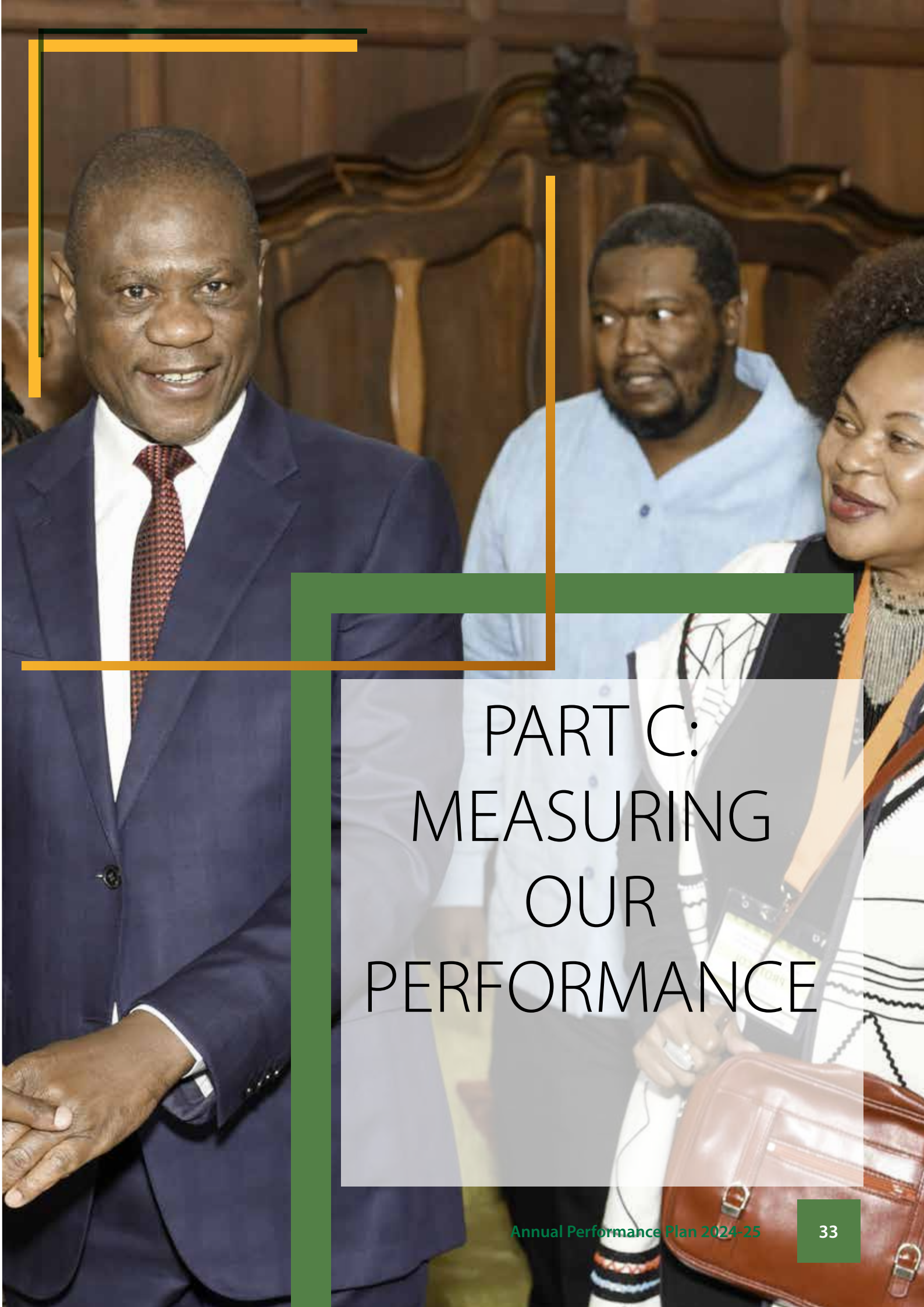
### Chairpersons of Committees

- a) The Executive Committee (EXCO) is chaired by the Chairperson of the NHTKL,
- b) Committee of Chairpersons (COCHA) is chaired by the Deputy Chairperson of the NHTKL,
- c) Justice, Crime Prevention and Security Committee (JCPSC) is chaired by Khosi Rambuda
- d) Gender and Social Development Committee (GSDC) is chaired by Kgosi Sedumedi
- e) Internal Arrangements, Planning and Cooperative Governance Committee (IPCGC) is chaired by Hosi M Ntsanwisi
- f) Land, Rural Development Committee (LRDTC) is chaired by Kgosi Mabe
- g) Economic Development, Tourism and Minerals Resources committee (EDETREC) is chaired by Nkosi Joyi
- h) Tradition, Heritage and Culture Committee (THC) is chaired by Nkosi Mahlangu
- i) Ethics Committee



## 9. Organisational structure





# PART C: MEASURING OUR PERFORMANCE

## 10. Institutional Programme Performance Information

### 10.1 Programme 3: Institutional Support & Coordination

#### Purpose

**Secretariat of the NHTKL:** To provide secretariat, administrative and research support to the NHTKL. In collaboration with the NHTKL and the Department, the Secretariat provides support to planning by the House, performance reporting services to the House and provide support to enable the House to implement its Strategic Plans and APPs. The Secretariat also supports the House to comply with financial, planning, performance, reporting and corporate governance prescripts.



## 10.2 OUTCOMES, OUTPUTS, PERFORMANCE INDICATORS AND TARGETS

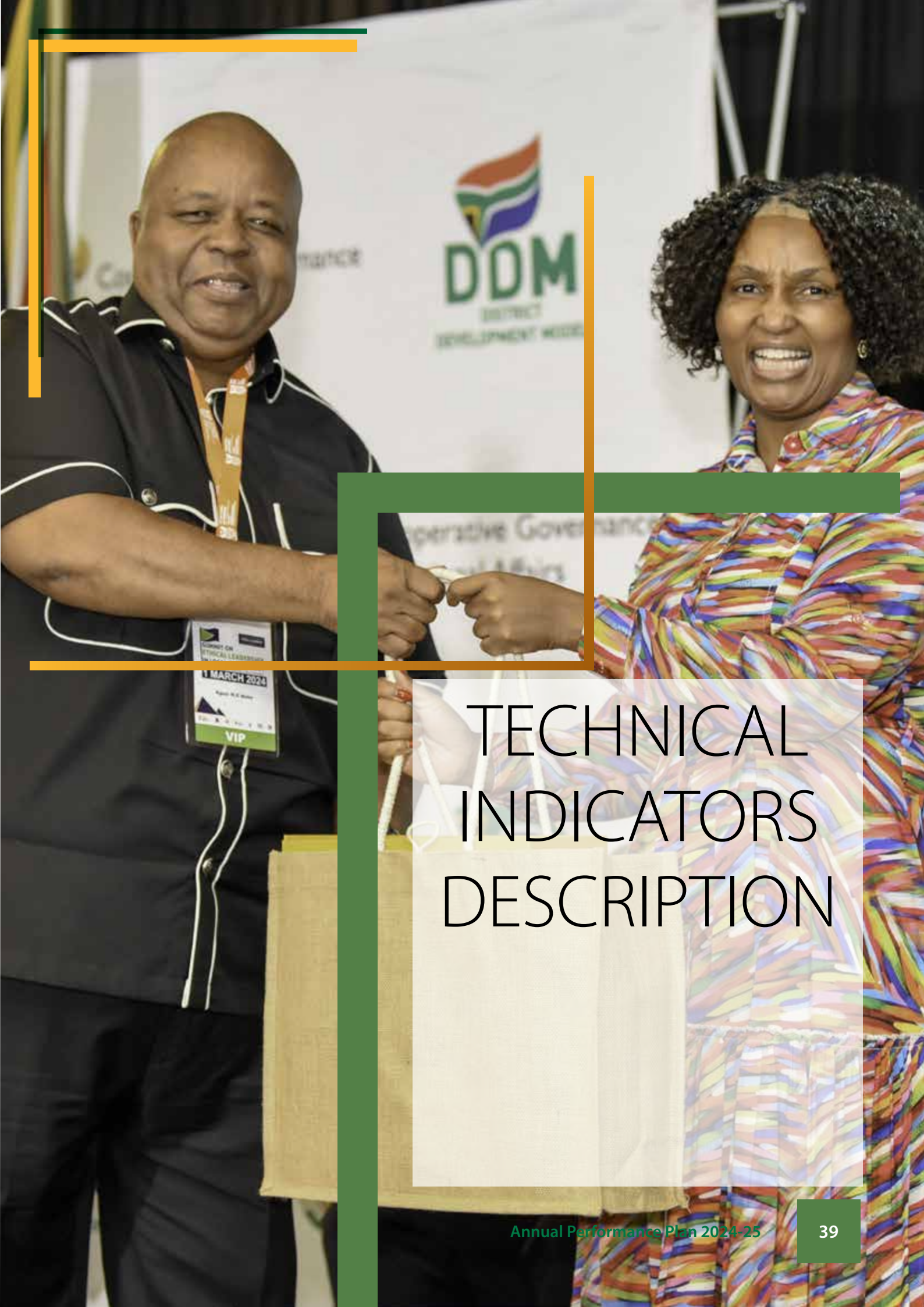
Outcomes	Outputs	Output indicators	Audited actual performance				Estimated performance	Medium-term targets					
			2020/21	2021/22	2022/23	2023/24		2024/25	2025/26	2026/2027			
Functional institution of traditional and Khoi-San leadership	Presidential addresses to the NHTKL coordinated	No											
		1	Number of Presidential addresses to the NHTKL coordinated	2	2	2	2	1 Annual Official Opening of the NHTKL	1 Annual Official Opening of the NHTKL	1 Annual Official Opening of the NHTKL			
	Sittings of the NHTKL convened in line with TKLA and the Rules and Orders of the House	2	Number of Sittings of the NHTKL convened in line with TKLA and the Rules and Orders of the House	4	4	4	4	1 Dialogue with Traditional Leaders	1 Dialogue with Traditional Leaders	1 Dialogue with Traditional Leaders			
			3	Visibility of the NHTKL in traditional and Khoi-San communities promoted	-	-	-	-	4	5	6		
Transformed institution of traditional and Khoi-San leadership	Inputs provided by the NHTKL on Bills, policies, or regulations	4	Number of Inputs by the NHTKL on Bills, policies, or regulations coordinated.	-	-	-	-	4	4	4			

Outcomes	Outputs	Output indicators		Audited actual performance					Estimated performance	Medium-term targets		
		No		2020/21	2021/22	2022/23	2023/24	2024/25		2025/26	2026/2027	
	Platforms at which the NHTKL promotes culture, traditions, customs, and socio-economic development of traditional communities	5	Number of Platforms at which the NHTKL promotes culture, traditions, customs, and socio-economic development of traditional communities coordinated	-	-	-	-	7	10	10		
Developed Communities in areas of traditional and Khoi-San Leaders	Effective relationships between the House and partners monitored	6	Number of Effective relationships between the House and partners monitored	-	-	-	-	4	6	7		
	Research studies on the work of the House coordinated	7	Number of research studies on the work of the House coordinated	-	-	-	-	2	3	4		
	Participation of the NHTKL Committees/ Forums in the discussion of the IMTT Workstreams coordinated	8	Number of Committee/ Committee Forums Meetings to discuss Progress on the work of the IMTT Workstreams coordinated	-	-	-	-	4	5	5		

### 10.3 INDICATORS, ANNUAL AND QUARTERLY TARGETS FOR 2024/25 FY

No	Output indicators	Annual target 2024/25	Quarterly targets				Means of Verification
			Quarter 1	Quarter 2	Quarter 3	Quarter 4	
1	Number of Presidential addresses to the NHTKL coordinated	2 -Annual Opening of the NHTKL -Dialogue with Traditional Leaders	-	-	-	1 Annual Official Opening of the NHTKL 1 Dialogue with Traditional Leaders	Speech of the President or his delegate and report of the function
2	Number of Sittings/ meetings of the NHTKL convened in line with TKLA and the Rules and Orders of the House	4	1	1	1	1	<ul style="list-style-type: none"> <li>Attendance Registers for the Sittings</li> <li>Order Papers for the Sittings</li> <li>4 Reports</li> </ul>
3	Number of visibility/ awareness campaigns on projects of the NHTKL implemented	4	-	2	2	-	Reports
4	Number of Inputs provided by the NHTKL on Bills, policies, or regulations coordinated.	4	1	1	1	1	Inputs made by the NHTKL on a policy, Bill, and regulations
5	Number of Platforms at which the NHTKL promotes culture, traditions, customs, and socio-economic development of traditional communities coordinated	7	-	4	3	-	Speeches and reports

No	Output indicators	Annual target 2024/25	Quarterly targets				Means of Verification
			Quarter 1	Quarter 2	Quarter 3	Quarter 4	
6	Number of Effective relationships between the House and partners monitored	4	-	2	2	-	Decision Matrixes Reports
7	Number of research studies on the work of the House coordinated	2	-	1	-	1	Research paper developed and used by the House
8	Number of Committee/ Committee Forums Meetings to discuss Progress on the work of the IMTT Workstreams coordinated.	4		2		2	Attendance Registers



# TECHNICAL INDICATORS DESCRIPTION

<b>Indicator title 1</b>	<b>Number of Presidential addresses to the NHTKL coordinated</b>
<b>Definition</b>	The Annual Official opening of the NHTKL is in terms of section 33 of the TKLA and must be addressed by the President or his/her delegate
<b>Source of data/Collection of data</b>	NHTKL quarterly and annual reports
<b>Method of calculation/assessment</b>	Simple count
<b>Means of verification</b>	Speech of the President or his delegate and report of the function
<b>Assumptions</b>	The President will adhere to the Provisions of the Law
<b>Disaggregation of beneficiaries (where applicable, for Women, Youth and PWD)</b>	Not applicable
<b>Spatial transformation (where applicable, reflecting which Districts/ Metros as per DDM)</b>	Not applicable
<b>Calculation Type</b>	Non-Cumulative
<b>Reporting cycle</b>	Annual
<b>Desired performance</b>	Ensure that the NHTKL implement the provisions of the Act
<b>Indicator responsibility</b>	Directorate Office Support

<b>Indicator title 2</b>	<b>Number of Sitzings of the NHTKL convened in line with TKLA and the Rules and Orders of the House</b>
<b>Definition</b>	The sitting and meetings of the House has the same definition and thus all meetings of the House constitute a sitting. The quarterly and special sittings constitute the execution of the business of the House
<b>Source of data/Collection of data</b>	NHTKL quarterly reports
<b>Method of calculation/assessment</b>	Simple count
<b>Means of verification</b>	Attendance Registers for the Sitzings <ul style="list-style-type: none"> <li>• Order Papers for the Sitzings</li> <li>• 4 Reports</li> </ul>
<b>Assumptions</b>	NHTKL to engage on issues affecting the institution of traditional leadership
<b>Disaggregation of beneficiaries (where applicable, for Women, Youth and PWD)</b>	Not applicable
<b>Spatial transformation (where applicable, reflecting which Districts/ Metros as per DDM)</b>	Not applicable

<b>Indicator title 2</b>	<b>Number of Sitzings of the NHTKL convened in line with TKLA and the Rules and Orders of the House</b>
<b>Calculation Type</b>	Cumulative
<b>Reporting cycle</b>	Quarterly
<b>Desired performance</b>	Ensuring that the NHTKL engages on issues affecting the communities in line with the TKLA
<b>Indicator responsibility</b>	Directorate Office Support

<b>Indicator title 3</b>	<b>Number of visibility/awareness campaigns on projects of the NHTKL implemented</b>
<b>Definition</b>	NHTKL to conduct committee, House outreach and or partner with other government departments to amongst others conduct awareness on GBVF and promote the work of the institution of traditional leadership
<b>Source of data/Collection of data</b>	NHTKL quarterly and Annual Report
<b>Method of calculation/ assessment</b>	Simple count
<b>Means of verification</b>	Reports
<b>Assumptions</b>	The NHTKL will conduct committee outreach, House outreach and partners with any government department to ensure visibility to the communities
<b>Disaggregation of beneficiaries (where applicable, for Women, Youth and PWD)</b>	Not applicable
<b>Spatial transformation (where applicable, reflecting which Districts/ Metros as per DDM)</b>	Not applicable
<b>Calculation Type</b>	Cumulative
<b>Reporting cycle</b>	Quarterly
<b>Desired performance</b>	All visibility/awareness campaigns on projects of the NHTKL implemented
<b>Indicator responsibility</b>	Directorate Proceedings

<b>Indicator title 4</b>	<b>Number of Inputs provided by the NHTKL on Bills, policies, or regulations coordinated</b>
<b>Definition</b>	To make inputs to the bills, policies and regulations referred or identified by the House
<b>Source of data/Collection of data</b>	NHTKL quarterly and Annual Reports
<b>Method of calculation/ assessment</b>	Simple count
<b>Means of verification</b>	Inputs made by the NHTKL on the policy, bill, and regulations
<b>Assumptions</b>	NHTKL will receive bills, policies, and regulations from Parliament and or government departments

<b>Indicator title 4</b>	<b>Number of Inputs provided by the NHTKL on Bills, policies, or regulations coordinated</b>
<b>Disaggregation of beneficiaries (where applicable, for Women, Youth and PWD)</b>	Not applicable
<b>Spatial transformation (where applicable, reflecting which Districts/ Metros as per DDM)</b>	Not applicable
<b>Calculation Type</b>	Cumulative
<b>Reporting cycle</b>	Quarterly
<b>Desired performance</b>	NHTKL to ensure inputs are made to the bills, policies, and regulations in line with the TKLA (Custom and customary law gets including in the bills, policies, and regulations of government)
<b>Indicator responsibility</b>	Directorate Program Support

<b>Indicator title 5</b>	<b>Number of Platforms at which the NHTKL promotes culture, traditions, customs, and socio-economic development of traditional communities coordinated</b>
<b>Definition</b>	The indicator is about the opportunities that the NHTKL obtain to participate in any outreach organised by itself, government, or any partner. The promotion of economic development projects of the community as well as cultures and customs.
<b>Source of data/Collection of data</b>	NHTKL quarterly and annual report.
<b>Method of calculation/ assessment</b>	Number of outreaches organised by the NHTKL or partners including PHTKL and LHTKL
<b>Means of verification</b>	Speeches and reports
<b>Assumptions</b>	Economic development is key in ensuring cohesive communities
<b>Disaggregation of beneficiaries (where applicable, for Women, Youth and PWD)</b>	Not applicable
<b>Spatial transformation (where applicable, reflecting which Districts/ Metros as per DDM)</b>	Not applicable
<b>Calculation Type</b>	Cumulative
<b>Reporting cycle</b>	Quarterly
<b>Desired performance</b>	NHTKL to improve the lives of communities
<b>Indicator responsibility</b>	Directorate Program Support

<b>Indicator title 6</b>	<b>Number of effective relationships between the House and partners monitored</b>
<b>Definition</b>	This target is about the relationship that the NHTKL has with other stakeholders including government departments. The relationship aimed at improvement of the lives of communities through information dissemination and development projects/programmes
<b>Source of data/Collection of data</b>	DTA, PHTKL and LHTKL
<b>Method of calculation/assessment</b>	Simple count
<b>Means of verification</b>	Decision Matrixes Reports
<b>Assumptions</b>	NHTKL will establish and promote the relationship with various stakeholders for the sake of development in communities
<b>Disaggregation of beneficiaries (where applicable, for Women, Youth and PWD)</b>	Promotion of women structures of traditional leaders as well as young people
<b>Spatial transformation (where applicable, reflecting which Districts/ Metros as per DDM)</b>	Not applicable
<b>Calculation Type</b>	Cumulative
<b>Reporting cycle</b>	Quarterly
<b>Desired performance</b>	To improve the lives of rural communities through establishment of partnership that benefits communities
<b>Indicator responsibility</b>	Directorate Office Support

<b>Indicator title 7</b>	<b>Number of research studies on the work of the House coordinated</b>
<b>Definition</b>	To conduct research required by Tthe NHTKL to input into bills, policies, and regulations as well as developmental needs of the communities
<b>Source of data/Collection of data</b>	DTA, Research papers from universities and information from PHTKL and LHTKL
<b>Method of calculation/assessment</b>	Simple count
<b>Means of verification</b>	Research paper developed and used by the House
<b>Assumptions</b>	NHTKL's woks on information acquired to assist in the development of their communities
<b>Disaggregation of beneficiaries (where applicable, for Women, Youth and PWD)</b>	Note applicable

<b>Indicator title 7</b>	<b>Number of research studies on the work of the House coordinated</b>
<b>Spatial transformation (where applicable, reflecting which Districts/ Metros as per DDM)</b>	Not applicable
<b>Calculation Type</b>	Cumulative
<b>Reporting cycle</b>	Quarterly
<b>Desired performance</b>	To change for the better the lives of communities
<b>Indicator responsibility</b>	Directorate Program Support

<b>Indicator title 8</b>	<b>Number of Committee/Committee Forums Meeting to discuss the IMTT Workstreams agenda coordinated</b>
<b>Definition</b>	The target refers to the meetings of the Committees of the NHTKL meeting with relevant committees of the PHTKL to discuss the work of the IMTT
<b>Source of data/Collection of data</b>	DTA, Research papers from universities and information from PHTKL and LHTKL
<b>Method of calculation/ assessment</b>	Simple count
<b>Means of verification</b>	Attendance Registers
<b>Assumptions</b>	The NHTKL will lead in the coordination of the meetings to prepare for any IMTT meeting with ministers
<b>Disaggregation of beneficiaries (where applicable, for Women, Youth and PWD)</b>	Not applicable
<b>Spatial transformation (where applicable, reflecting which Districts/ Metros as per DDM)</b>	Not applicable
<b>Calculation Type</b>	Cumulative
<b>Reporting cycle</b>	Quarterly
<b>Desired performance</b>	Effectively coordinate the preparatory meetings of the IMTT Workstreams
<b>Indicator responsibility</b>	Directorate Proceedings

## 11. RESOURCE CONSIDERATION

Description	Audited Outcomes			Main Appropriation	Medium Term Estimates		
	2020/21	2021/22	2022/23	2023/24	2024/25	2025/26	2026/27
	R'000	R'000	R'000	R'000	R'000	R'000	R'000
<b>Total NHTKL</b>	<b>20 224</b>	<b>22 356</b>	<b>22 848</b>	<b>24 839</b>	<b>23 254</b>	<b>23 300</b>	<b>24 706</b>
<b>Economic Classification</b>							
* Compensation of Employees	13 803	13 013	12 916	14 129	14 280	14 353	15 011
* Goods & Services	6 421	9 343	9 932	10 710	8 974	8 947	9 695
* Transfer & Subsidies	-	-	-	-	-	-	-
* Payment for Capital Assets	-	-	-	-	-	-	-
* Payment for Financial Assets	-	-	-	-	-	-	-
<b>Total</b>	<b>20 224</b>	<b>22 356</b>	<b>22 848</b>	<b>24 839</b>	<b>23 254</b>	<b>23 300</b>	<b>24 706</b>

### 11.1 Narrative on Planned Expenditure

For 2024/25 financial year the bulk of the budget for the NHTKL will be utilized for the following programmes and projects

- Conduct outreach programmes on GBVF, teenage pregnancy, substance, and albinism in traditional communities
- Conduct meetings on the work of the IMTT
- Outreach on Cultural practices, socio economic development
- Visit provinces to engage on variety of issues that are of mutual consent.

## 12. KEY RISKS AND MITIGATION

OUTCOME	KEY RISKS	TREATMENT PLAN
Functional institution of traditional and Khoi-San Leadership	Provisions of the TKLA not being implemented appropriately	Workshops on the relevant provisions of the TKLA Constant adherence monitoring
Transformed institution of traditional and Khoi-San leadership	Structures of traditional and Khoi-San Leaders not properly or correctly reconstituted	Conduct awareness on the relevant provisions of the TKLA Conduct meetings with partners in order to ensure that all provisions in the partnerships are implemented
Transformed institution of traditional and Khoi-San leadership	Inadequate and or ineffective platforms usage to promote cultures and socio-economic development to communities	Monitor the utilization of platforms by members of the House and influence effective messaging in line with programmes of the House
Developed communities in areas of traditional and Khoi-San leadership	Traditional Leaders not able to give feedback on community issues raised with government	Engagement with the IMTT Chairperson and Workstream Convenors for feedback







## NOTES

A series of horizontal dashed lines for taking notes.



**Published by**  
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and Khoi-San Leaders

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**RP74/2024**  
**ISBN: 978-0-621-51918-1**

