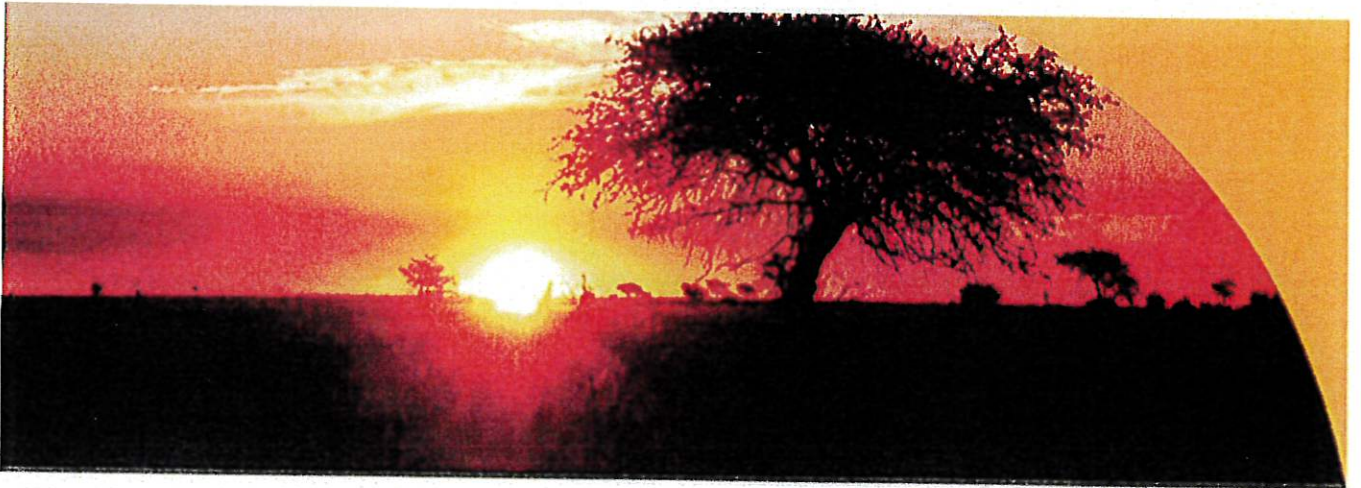




DCSR POLICY: COMPLIANCE UNIVERSE REGISTER

DOCUMENT INFORMATION AND LOG

File Name	Legislative, Regulatory, Policy and Governance Compliance Register
Original Author	Department of Culture, Sport and Recreation
Review Date	2029/30

INTRODUCTION

The Department of Culture, Sport and Recreation (DCSR) is mandated to promote cultural development, heritage preservation, language services, library and archive services, sport development and recreation in support of the constitutional objectives of social cohesion, nation-building, active citizenship and sustainable community development. In executing this mandate, the Department operates within a complex legislative, regulatory and governance environment that requires continuous monitoring and management of compliance obligations.

The Compliance Universe Register serves as the Department's official and comprehensive repository of all legislative, regulatory, policy, governance and strategic compliance requirements applicable to the operations of the Department. The Register establishes a structured compliance framework through which DCSR identifies, monitors, manages and reports on its compliance obligations and provides a consolidated view of the compliance environment across all programmes, functions and support services.

The Register is intended to provide assurance that the Department conducts its affairs in accordance with applicable legislation, regulations, Treasury prescripts, governance frameworks, approved policies and recognised standards of good governance. It further supports the Department's commitment to accountability, transparency, ethical leadership, effective internal controls, risk management and continuous improvement in service delivery.

The Register has been developed in alignment with the Constitution of the Republic of South Africa, the Public Finance Management Act, Treasury Regulations, Public Service legislative prescripts, governance frameworks and sector-specific legislation applicable to culture, heritage, language services, libraries, archives, sport and recreation. It further incorporates internal governance instruments, policies, frameworks, plans, charters and standards that support the effective implementation of legislative requirements and strengthen the Department's system of internal control.

The Compliance Universe Register applies to all programmes and sub-programmes of the Department, namely:

- Programme 1: Administration
- Programme 2: Cultural Affairs
- Programme 3: Library and Archive Services
- Programme 4: Sport and Recreation

The Register establishes a common compliance management approach across the Department and promotes accountability by assigning ownership and responsibility for the management of compliance obligations. It also provides a basis for monitoring compliance maturity, identifying emerging compliance risks and supporting oversight by Executive Management, the Risk Management Committee, Audit Committee, Internal Audit and other governance structures.

To ensure comprehensive coverage of the Department's compliance environment, the Compliance Universe Register is divided into a number of integrated sections, each addressing a specific category of compliance requirements.

Section A: Legislative and Regulatory Compliance Universe

This section identifies all applicable national and provincial legislation, regulations, Treasury Regulations, Treasury Instructions, directives and statutory prescripts governing the operations of the Department. The section provides a structured view of the Department's legal and regulatory obligations and serves as the foundation for legislative compliance monitoring and reporting.

The legislative compliance component seeks to ensure that the Department remains compliant with statutory requirements relating to financial management, supply chain management, human resource management, ethics, risk management, information governance, records management, occupational health and safety, heritage management, language services, libraries, archives, sport and recreation.

Section B: Governance Framework Register

This section contains governance frameworks, management frameworks and organisational governance instruments approved by the Department to support the implementation of legislative requirements and best practice governance principles. These frameworks provide guidance on governance structures, risk management, compliance management, ethics management, business continuity management, information governance and assurance activities.

Section C: Policy Register

The Policy Register forms an integral component of the Compliance Universe and provides a consolidated repository of all departmental policies applicable to the operations of the Department.

Policies translate legislative and regulatory requirements into practical operational procedures, standards and controls that guide decision-making, service delivery and administration. Effective policy management is therefore critical to ensuring consistent application of legislation, strengthening internal controls and reducing governance and compliance risks.

The Policy Register identifies departmental policies, assigns ownership and establishes review cycles to ensure that policies remain current, relevant and aligned with legislative developments, organisational changes and emerging risks. The Register further supports the monitoring of policy implementation and facilitates the timely review and updating of governance instruments.

The inclusion of the Policy Register within the Compliance Universe ensures that legislative compliance and policy governance are managed through a single integrated compliance management system.

Section D: Strategic Plans, Programmes and Compliance Instruments

This section includes strategic, operational and compliance-related plans that support the implementation of the Department's mandate and governance objectives. These instruments include the Strategic Plan, Annual Performance Plan, Workplace Skills Plan, Employment Equity Plan, Risk Management Plan, Compliance Monitoring Plan, Fraud Prevention Plan and Business Continuity Plan.

Section E: Charters, Committees and Assurance Structures

This section identifies governance charters, committee terms of reference and assurance structures that support oversight, accountability and governance within the Department. These instruments provide the

governance mechanisms through which compliance, risk management, internal audit, ethics management and oversight activities are coordinated and monitored.

SECTION A: LEGISLATIVE AND REGULATORY COMPLIANCE UNIVERSE:

PROGRAMME 1: ADMINISTRATION

Legislation / Regulatory Instrument	Key Compliance Obligations	Responsible Official	Frequency	Evidence Required	Risk Rating
Constitution of the Republic of South Africa, 1996	Ensure lawful, transparent and accountable administration	HOD	Continuous	Policies, Reports	High
Public Finance Management Act, 1999 (Act 1 of 1999)	Financial management, internal controls, expenditure management, reporting	CFO	Monthly / Quarterly	Financial Reports	High
Treasury Regulations	Budget control, SCM, reporting, payments within 30 days	CFO / Deputy Director: SCM	Monthly	Compliance Reports	High
Treasury Instruction Notes	Compliance with SCM and financial instructions	CFO / Deputy Director: SCM	Quarterly	SCM Compliance Reports	High
Public Service Act, 1994	Human resource administration	Deputy Director HRM	Quarterly	HR Compliance Reports	High
Public Service Regulations, 2016	Recruitment, performance management, ethics, discipline	Deputy Director HRM	Quarterly	HR Reports	High

Legislation / Regulatory Instrument	Key Compliance Obligations	Responsible Official	Frequency	Evidence Required	Risk Rating
Public Administration Management Act (PAMA)	Ethics, lifestyle audits, integrity management	Ethics Officer	Quarterly	Ethics Reports	High
Labour Relations Act, 1995	Labour relations and disciplinary processes	Assistant Director: Labour Relations	Quarterly	Case Registers	Medium
Basic Conditions of Employment Act	Leave and employment conditions	Deputy Director: HRM	Quarterly	Leave Reports	Medium
Employment Equity Act	Employment Equity Plan implementation	Deputy Director: HRM	Quarterly	EE Reports	High
Skills Development Act	WSP and ATR implementation	Skills Development Facilitator/ Deputy Director: HRM	Quarterly	Training Reports	Medium
Occupational Health and Safety Act	Safe workplace and OHS Committees	OHS Officer	Monthly	Inspection Reports	High
Promotion of Access to Information Act (PAIA)	PAIA Manual and information access	Deputy Information Officer/Manager: Legal Services	Annual	PAIA Manual	Medium
Protection of Personal Information Act (POPIA)	Information security and privacy management	Information Officer/ Manager: Legal Services	Quarterly	POPIA Reports	High
Electronic Communications and Transactions Act	Information security controls	GITO	Quarterly	ICT Reports	Medium
Protected Disclosures Act	Whistle-blowing management	Ethics Officer	Quarterly	Case Register	High

Legislation / Regulatory Instrument	Key Compliance Obligations	Responsible Official	Frequency	Evidence Required	Risk Rating
Prevention and Combating of Corrupt Activities Act (PRECCA)	Fraud and corruption prevention	Ethics & Risk Manager	Quarterly	Fraud Reports	High
State Information Technology Agency Act	ICT governance compliance	GITO	Quarterly	ICT Governance Reports	Medium
National Archives and Records Service Act	Records management	Records Manager	Quarterly	Records Reports	High
Disaster Management Act	Business continuity planning	BCM Coordinator	Annual	BCP Test Reports	High
King IV Report on Corporate Governance	Governance and combined assurance	Director: Internal Audit/Risk Manager	Quarterly	Governance Reports	Medium
Public Sector Risk Management Framework	Enterprise Risk Management	Risk Manager	Quarterly	Risk Reports	High
Framework for Strategic Plans and APPs	Strategic planning compliance	Director: Planning	Quarterly	APP Reports	High
Framework for Managing Programme Performance Information (FMPPPI)	Performance information management	Director: Planning	Quarterly	Verification Reports	High

PROGRAMME 2: CULTURAL AFFAIRS

Legislation / Regulatory Instrument	Key Compliance Obligations	Responsible Official	Frequency	Evidence Required	Risk Rating
National Heritage Resources Act, 1999	Protection and management of heritage resources	Heritage Officer	Quarterly	Inspection Reports	High
National Heritage Council Act	Governance and support of heritage programmes	Director: Heritage Services	Quarterly	Monitoring Reports	Medium
Cultural Institutions Act	Governance of cultural institutions	Programme Manager: Cultural Affairs	Quarterly	Governance Reports	Medium
National Arts Council Act	Monitoring funded cultural projects	Assistant Director Arts & Culture	Quarterly	Monitoring Reports	Medium
South African Geographical Names Council Act	Geographical naming compliance	Assistant Director: MPGNC	Quarterly	Assessment Reports	Medium
Mpumalanga Provincial Languages Act	Language services compliance	Manager Language Services	Quarterly	Language Reports	Medium
Pan South African Language Board Act	Promotion of multilingualism	Manager Language Services	Quarterly	Compliance Reports	Medium
White Paper on Arts, Culture and Heritage	Implementation of cultural programmes	Programme Manager: Cultural Affairs	Quarterly	Programme Reports	Medium

PROGRAMME 3: LIBRARY AND ARCHIVE SERVICES

Legislation / Regulatory Instrument	Key Compliance Obligations	Responsible Official	Frequency	Evidence Required	Risk Rating
National Library of South Africa Act	Library governance and services	Director: Library Services	Quarterly	Monitoring Reports	High
Legal Deposit Act	Collection and preservation of publications	Director: Library Services	Quarterly	Collection Reports	Medium
National Archives and Records Service Act	Records and archives management	Manager: Archives Services	Quarterly	Assessment Reports	High
Mpumalanga Archives Act	Provincial archives compliance	Manager: Archives Services	Quarterly	Inspection Reports	High
Division of Revenue Act (DORA)	Conditional grant management	Programme Manager: Library and Archives Services	Monthly	Grant Reports	High
Government Immovable Asset Management Act (GIAMA)	Infrastructure planning and maintenance	Infrastructure Manager	Quarterly	Infrastructure Reports	High

PROGRAMME 4: SPORT AND RECREATION

Legislation / Regulatory Instrument	Key Compliance Obligations	Responsible Official	Frequency	Evidence Required	Risk Rating
National Sport and Recreation Act	Delivery of sport and recreation programmes	Programme Manager: Sports and Recreation	Quarterly	Programme Reports	High

Legislation / Regulatory Instrument	Key Compliance Obligations	Responsible Official	Frequency	Evidence Required	Risk Rating
Safety at Sports and Recreational Events Act	Event safety planning and compliance	Programme Manager: Sports and Recreation/ Event Safety Officer	Before Events	Safety Reports	High
South African Institute for Drug-Free Sport Act	Anti-doping awareness and compliance	Manager: Sport Development	Quarterly	Awareness Reports	Medium
White Paper on Sport and Recreation	Transformation and sport development	Manager: Sport Development	Quarterly	Monitoring Reports	Medium
Division of Revenue Act (DORA)	Conditional grant compliance	Programme Manager: Sport and Recreation	Monthly	Grant Reports	High

CROSS-CUTTING GOVERNANCE INSTRUMENTS

Instrument	Compliance Requirement	Responsible Official
Internal Audit Charter	Internal audit Execution	Director: Internal Audit
Audit Committee Charter	Audit Committee effectiveness	Audit Committee Secretariat
Ethics and Risk Management Framework	Ethics and Risk management implementation	Chief Risk Officer
Compliance Framework	Compliance management implementation	Chief Risk Officer
Fraud Prevention Plan	Fraud prevention implementation	Chief Risk Officer

Instrument	Compliance Requirement	Responsible Official
Corporate Governance of ICT (CGICT) Framework	DPSA Corporate Governance of ICT Framework	GITO
Provincial Geographical Names Committee Terms of Reference	SAGNC Act, 1998	Secretariat: Provincial Geographical Names Committee

SECTION B: GOVERNANCE FRAMEWORK REGISTER

Framework	Owner	Review Frequency
Governance Framework	HOD	Every 3 Years
Ethics and Risk Management Framework	Risk Manager	Every 3 Years
Compliance Management Framework	Compliance Officer	Every 3 Years
ICT Governance Framework (CGICT)	GITO	Every 3 Years
Internal Control Framework	CFO	Every 3 Years
Strategic Planning Framework	Director: Planning, Monitoring and Evaluation	Annual
Annual Performance Plan (APP) Framework	Director: Planning, Monitoring and Evaluation	Annual
Service Delivery Improvement Plan (SDIP) Framework	Director: Planning, Monitoring and Evaluation	Annual
Financials Delegations Framework	CFO	Annual
Hazard Identification and Risk Assessment (HIRA) Framework	OHS Officer	Every 3 Years

SECTION C: POLICY REGISTER

ADMINISTRATION

Policy	Legislative Driver	Policy Owner	Approving Authority	Review Frequency
Policy of Policies	Public Service Act, 1994; Public Service Regulations, 2016; PFMA, 1999	Legal Manager	Accounting Officer	Every 3 years
Monitoring and Evaluation Policy	National Evaluation Policy Framework	Director: Planning, Monitoring and Evaluation	Accounting Officer	Annual

Policy	Legislative Driver	Policy Owner	Approving Authority	Review Frequency
Organisational Performance Management Policy	Framework for Managing Programme Performance Information (FMPPI)	Director: Planning, Monitoring and Evaluation	Accounting Officer	Annual
Service Delivery Improvement Plan (SDIP) Framework	Public Service Regulations; Batho Pele	Director: Planning, Monitoring and Evaluation	Accounting Officer	Annual
Communications Policy	Public Service Regulations, 2016; Promotion of Access to Information Act (PAIA), 2000; Protection of Personal Information Act (POPIA), 2013	Director: Communications	Accounting Officer	Every 3 Years
Financial Management Policy	PFMA; Treasury Regulations	Chief Financial Officer	Accounting Officer	Every 3 Years
Budget Management Policy	PFMA	Chief Financial Officer	Accounting Officer	Every 3 Years
Revenue Management Policy	PFMA; Treasury Regulations	Chief Financial Officer	Accounting Officer	Every 3 Years
Debtors Management Policy	PFMA; Treasury Regulations	Chief Financial Officer	Accounting Officer	Every 3 Years
Cash Management and Banking Policy	PFMA; Treasury Regulations	Chief Financial Officer	Accounting Officer	Every 3 Years
Payment Management Policy	PFMA; Treasury Regulations	Chief Financial Officer	Accounting Officer	Every 3 Years
Bookkeeping Policy	PFMA	Chief Financial Officer	Accounting Officer	Every 2 Years
Financial Reporting Policy	PFMA; Modified Cash Standard	Chief Financial Officer	Accounting Officer	Annual

Policy	Legislative Driver	Policy Owner	Approving Authority	Review Frequency
Cost Containment Policy	National Treasury Cost Containment Measures	Chief Financial Officer	Accounting Officer	Annual
Irregular Expenditure Management Policy	PFMA; Public Audit Act	Chief Financial Officer	Accounting Officer	Annual
Fruitless and Wasteful Expenditure Policy	PFMA	Chief Financial Officer	Accounting Officer	Annual
Unauthorised Expenditure Management Policy	PFMA	Chief Financial Officer	Accounting Officer	Annual
Loss Control Policy	PFMA	Chief Financial Officer	Accounting Officer	Annual
Travel and Subsistence Policy	Treasury Regulations	Chief Financial Officer	Accounting Officer	Annual
Financial Systems Procedure Manual	National Treasury	Chief Financial Officer	Accounting Officer	Annual
BAS Procedure Manual	National Treasury	Chief Financial Officer	Accounting Officer	Annual
LOGIS Procedure Manual	National Treasury	Chief Financial Officer	Accounting Officer	Annual
Supply Chain Management Policy	PFMA; Treasury Regulations; PPPFA	Deputy Director: SCM	Accounting Officer	3 years
Asset Management Policy	PFMA; GIAMA	Deputy Director: SCM	Accounting Officer	3 years
Contract Management Policy	PFMA; Treasury Regulations	Deputy Director: SCM	Accounting Officer	3 years
Procurement of Goods and Services Policy	PFMA; Treasury Regulations; PPPFA	Deputy Director: SCM	Accounting Officer	3 years

Policy	Legislative Driver	Policy Owner	Approving Authority	Review Frequency
Inventory Management Policy	PFMA; Treasury Regulations	Deputy Director: SCM	Accounting Officer	3 years
Fleet Management Policy (formerly Government Motor Transport Policy)	Treasury Regulations	Deputy Director: SCM	Accounting Officer	3 years
Assets Disposal Policy	PFMA; Treasury Regulations	Deputy Director: SCM	Accounting Officer	3 years
Recruitment and Selection Policy	Public Service Act, Public Service Regulations, Employment Equity Act	Deputy Director: Human Resource Management	Accounting Officer	Every 3 Years
Employment Equity Plan	Employment Equity Act	Deputy Director: Human Resource Management	Accounting Officer	Every 5 Years
Mpumalanga Provincial Employment Equity Policy	Employment Equity Act	Deputy Director: Human Resource Management	Accounting Officer	As determined by HRP & EE Provincial Forum
Leave Management Policy	Public Service Regulations, BCEA	Deputy Director: Human Resource Management	Accounting Officer	Every 3 Years
Special Leave Policy	Public Service Regulations	Deputy Director: Human Resource Management	Accounting Officer	Every 3 Years
Retention Policy	Public Service Regulations	Deputy Director: Human Resource Management	Accounting Officer	Every 3 Years
Resettlement Policy	Public Service Regulations	Deputy Director: Human Resource Management	Accounting Officer	Every 3 Years

Policy	Legislative Driver	Policy Owner	Approving Authority	Review Frequency
Mpumalanga Provincial PMDS Policy	Public Service Regulations	Deputy Director: Human Resource Management	Accounting Officer	As determined by PMDS Provincial Forum
Framework for Workplace Learning Accessibility for Graduates, Diplomas and TVET Learners	Skills Development Act	Assistant Director: HRD	Accounting Officer	Every 3 Years
Skills Development Policy	Skills Development Act	Assistant Director: HRD	Accounting Officer	Every 3 Years
Workplace Skills Plan (WSP)	Skills Development Act	Skills Development Facilitator (SDF)	Accounting Officer	Annual
Sexual Harassment Policy	Employment Equity Act, Labour Relations Act	Assistant Director: Labour Relations	Accounting Officer	Every 3 Years
Discipline Processes and Procedures	Labour Relations Act, DPSA Directives	Assistant Director: Labour Relations	Accounting Officer	Annual
Grievance Processes and Procedures	Labour Relations Act, DPSA Directives	Assistant Director: Labour Relations	Accounting Officer	Annual
Records Management Policy	National Archives and Records Service of South Africa Act, 1996	Assistant Director: Auxiliary and Records Management	Accounting Officer	Annual
Security Management Policy	Minimum Information Security Standards (MISS); Public Service Regulations, 2016	Security Manager	Accounting Officer	Annual
Occupational Health and Safety Policy	Occupational Health and Safety Act, 1993	OHS Officer	Accounting Officer	Annual

Policy	Legislative Driver	Policy Owner	Approving Authority	Review Frequency
SHEQ Policy (Safety, Health, Environment and Quality)	OHS Act; ISO Standards	OHS Officer	Accounting Officer	Annual
Emergency Preparedness and Response Policy	OHS Act; Disaster Management Act	OHS Officer	Accounting Officer	Annual
Incident Reporting and Investigation Policy	OHS Act; Compensation for Occupational Injuries and Diseases Act (COIDA)	OHS Officer	Accounting Officer	Annual
Workplace Inspections Policy	OHS Act	OHS Officer	Accounting Officer	Annual
Environmental Management Policy	National Environmental Management Act	OHS Officer	Accounting Officer	Annual

ETHICS, RISK, COMPLIANCE AND BCM

Policy	Legislative Driver	Policy Owner	Approving Authority	Review Frequency
Ethics Management Policy	Ethics and Risk Management Framework	Ethics Officer/Risk Manager	Accounting Officer	Every 3 years
Whistle-blowing Policy	Protected Disclosures Act	Risk Manager	Accounting Officer	Every 3 years
Risk Management Policy	PFMA; Treasury Regulations	Risk Manager	Accounting Officer	Every 3 years
Compliance Management Policy	PFMA; Public Service Act	Compliance Officer	Accounting Officer	Every 3 years
Business Continuity Management Policy	Disaster Management Act; Treasury Regulations	BCM Coordinator	Accounting Officer	Every 3 years

ICT

Policy	Legislative Driver	Policy Owner	Approving Authority	Review Frequency
ICT Strategic Plan	CGICT Framework; DPSA Directives	GITO	Accounting Officer	Annual
ICT Policy	Public Service Act; CGICT Framework	GITO	Accounting Officer	Every 3 Years
Information Security Policy	POPIA; MISS; Cybersecurity Frameworks	GITO/Security Manager	Accounting Officer	Every 3 Years
Cybersecurity Framework	National Cybersecurity Policy Framework	GITO	Accounting Officer	Every 3 Years
ICT Disaster Recovery Plan	CGICT Framework; Disaster Management Act	GITO	Accounting Officer	Every 3 Years
ICT Business Continuity Management Policy	Disaster Management Act; CGICT Framework	GITO	Accounting Officer	Every 3 Years
Backup and Recovery Policy	CGICT Framework	GITO	Accounting Officer	Every 3 Years
Email and Internet Usage Policy	DPSA ICT Directives	GITO	Accounting Officer	Every 2 Years
Mobile Device Management Policy	CGICT Framework	GITO	Accounting Officer	Every 2 Years

CULTURAL AFFAIRS

Policy	Legislative Driver	Policy Owner	Approving Authority	Review Frequency
Cultural Affairs Policy	Constitution; White Paper on Arts, Culture and Heritage	Programme Manager: Cultural Affairs	Accounting Officer	Every 3 Years

Policy	Legislative Driver	Policy Owner	Approving Authority	Review Frequency
Social Cohesion Strategy	Constitution Sections 30 & 31; National Social Cohesion Strategy	Manager: Social Cohesion	Accounting Officer	Annual
Heritage Management Policy	National Heritage Resources Act, 1999	Manager: Heritage Services	Accounting Officer	Every 3 Years
Museum Management Policy	Cultural Institutions Act, 1998	Manager: Museum Services	Accounting Officer	Every 3 Years
Language Services Policy	Mpumalanga Provincial Languages Act, 2014	Manager: Language Services	Accounting Officer	Every 3 Years
Geographical Names Policy	South African Geographical Names Council Act, 1998	Manager: Heritage Services	Accounting Officer	Every 3 Years
Provincial Geographical Names Committee Terms of Reference	SAGNC Act, 1998	Secretariat: Provincial Geographical Names Committee	Accounting Officer	Annual
Cultural Events Management Policy	PFMA; OHS Act; Events Legislation	Events Manager	Accounting Officer	Every 2 Years
Stakeholder Engagement Framework	Public Service Act	Programme Manager: Cultural Affairs	Accounting Officer	Every 3 Years
Community Arts Development Framework	National Arts Council Act, 1997	Manager: Arts and Culture Development	Accounting Officer	Every 3 Years

LIBRARY AND ARCHIVE SERVICES

Policy	Legislative Driver	Policy Owner	Approving Authority	Review Frequency
Library Services Policy	National Library of South Africa Act, 1998	Programme Manager: Library Services	Accounting Officer	Every 3 Years
Accessibility and Inclusive Library Services Policy	Constitution; PEPUDA	Senior Manager: Library Services	Accounting Officer	Every 3 Years

Policy	Legislative Driver	Policy Owner	Approving Authority	Review Frequency
Library ICT and Connectivity Policy	POPIA; CGICT Framework	ICT Assistant Manager	Accounting Officer	Annual
Archives Management Policy	Mpumalanga Archives Act, 1998	Programme Manager: Archives Services	Accounting Officer	Every 3 Years

SPORT AND RECREATION

Policy / Framework	Legislative Driver	Policy Owner	Approving Authority	Review Frequency
Sport Development Policy	National Sport and Recreation Act, 1998	Programme Manager: Sport and Recreation	Accounting Officer	Every 3 Years
Recreation Development Policy	White Paper on Sport and Recreation	Programme Manager: Sport and Recreation	Accounting Officer	Every 3 Years
School Sport Framework	National Sport and Recreation Act; DoE–DSAC Protocol	Manager: School Sport	Accounting Officer	Annual
Athlete Development and Support Policy	National Sport and Recreation Act	Deputy Director: Sport Development	Accounting Officer	Every 3 Years
Sport Federation Funding Policy	PFMA; Treasury Regulations	Deputy Director: Sport Development	Accounting Officer	Annual
Conditional Grant Management Policy	PFMA; Division of Revenue Act (DORA)	Programme Manager: Sport and Recreation	Accounting Officer	Annual

SECTION D: STRATEGIC PLANS, PROGRAMMES AND COMPLIANCE INSTRUMENTS

Instrument	Owner	Review Frequency
Strategic Plan	Director PM&E	5 Years
Annual Performance Plan (APP)	Director PM&E	Annual

Operational Plans	Programme Managers	Annual
Workplace Skills Plan	Director HRD	Annual
Employment Equity Plan	Director HRM	Annual
Fraud Prevention Plan	Risk Manager	Annual
Compliance Monitoring Plan (Compliance Dashboard)	Compliance Officer	Annual
Risk Management Implementation Plan	Risk Manager	Annual
ICT Strategic Plan	GITO	Annual
Business Continuity Plan	BCM Coordinator	Annual
IT Disaster Recovery Plan	GITO	Annual

SECTION E: CHARTERS, COMMITTEES AND ASSURANCE STRUCTURES

Charter / Committee Instrument	Owner	Review Frequency
Internal Audit Charter	Director Internal Audit	Annual
Audit Committee Charter	Audit Committee Secretariat	Annual
Risk Management Committee Charter	Risk Manager	Annual
Ethics Committee Charter	Ethics Officer	Annual
ICT Steering Committee Charter	ICT Steering Committee	Annual
Combined Assurance Charter	Risk Manager/Director: Internal Audit	Annual
OHS Committee Charter	OHS Officer	Annual

COMPLIANCE GOVERNANCE, MONITORING AND REPORTING

The Register shall be submitted to:

- Executive Management Committee (EXCO)
- Risk Management Committee
- Audit Committee
- Internal Audit
- Head of Department

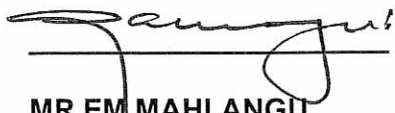
The **Compliance Dashboard** shall be developed from this Compliance Universe Register and used to monitor compliance implementation, non-compliance incidents, corrective actions and assurance activities. The Department seeks to strengthen governance maturity, enhance regulatory compliance, improve accountability, support clean administration and contribute towards improved audit outcomes and sustainable service delivery.

REVIEWAL

The Compliance Universe Register shall be reviewed every three (3) years or as legislative, governance best practices and organisational priorities change.

APPROVAL

This Compliance Universe Register is approved for implementation for the 2026/27 financial year and shall apply across all programmes and sub-programmes of the Department of Culture, Sport and Recreation.



MR EM MAHLANGU
HEAD: CULTURE, SPORT AND RECREATION

DATE: 29 / 06 / 2026