

## **TRANSFORMATION MEETING ON 21 MAY 2016: SUMMARY OF DELIBERATIONS, COMMENTS AND DECISIONS**

### **CRICKET SA:**

- Delighted to engage Ministry with current developments;
- Indaba: 43 resolutions in 2013 have been implemented by CSA
- Was shocked by Minister's decision as CSA's systems were on track
- Data provided, however, not accurate. CSA admitted it made mistakes
- Different outcomes will be reached if correct data is submitted
- Problem areas: schools and clubs in process of being evaluated with new system/more accurate/ 8 areas scorecard submitted = total of 28%. Result would have been different namely 51%
- CSA Need to find accurate assessment to close gaps
- Detail must be corrected
- Different scoring system will be implemented: six or nix
- What should be in barometer should be for 2017 and not for 2016
- We address transformation at each board meeting
- Barometer must be sports specific
- Support staff is controlled by contracts entered into
- Other countries do not have these age groups (u. 11/13/17/19)
- CSA accepts punishment

### **DG:**

- We used what CSA gave us
- Data without targets are wrong
- We confirmed in letter that targets must be set as there is no justice if not set
- We had no option but to score you zeros
- Set targets will have picture look differently
- Another option is that we set targets (we did not do that)
- We knew targets cannot be too high
- Context is important (90% of what). We therefore must be impatient
- Data should be from your actual performance, not to reveal thumb sucked discrepancies
- Wrong measure sticks must be investigated

### **EPG:**

- Transformation in boardrooms are not high priority
- No accountability amongst executive
- SARU and CSA however made huge leaps
- Barometer will signal progress or not
- Inputs received with insufficient understanding and insight
- Commitment at provincial level is not there
- Government and NF's do not coordinate sufficiently enough
- Old model C schools and private schools are problematic
- High performance groups are not populated enough we need programmes to nurture this
- MOA's must be entered into with provincial rugby structures with necessary punitive measures
- Danger of inflated and tweaked targets as a result of other punitive measures in MOA's

### **MINISTER:**

- Punitive measures are not disasterous
  - CSA must internalize outcome as indicated by Dr. BASSON
  - Problem is the narrative behind the numbers
  - National team is merit of what? (best is system provided as targets by CSA)
  - March next year your targets must be reviewed
  - We must keep public informed about progress in this instance
  - Scientific approach for transformation is necessitated
  - EPG needs more support
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### **SOCCER:**

- Made power point presentation
- 96 % compliant
- Trying to address the red numbers
- Must get middle column right

### **DG:**

- Level of targets are pitched too low
- Our target is 20 years in 5 year fragments
- White schools are problematic and need to be addressed
- Soccer's target scores are fairly adequate
- Academies: funds must utilized to built up Academies

### EPG:

- High scores must be taken notice of
- Areas to addressed: coloured representation is too high compared to whites and Indians
- Schools are problem: target is not achievable. New programme must be put in place with high priority
- Primary schools also problematic. Black kids do not participate
- Transformation in boardrooms are not high priority
- No accountability amongst executive
- SARU and CSA however made huge leaps in this regard
- Barometer will signal whether there has been progress or not
- Inputs received reveals insufficient understanding and insight
- Commitment at provincial level is not there
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### MINISTER

- There is no functional soccer academy even though its optional with professional money
  - We must have a big soccer academy
  - Women football and salaries of BAJANA BABJANA must be raised
  - Franchise clubs for women must initiated
  - Independent scientific analyses why BAFANA BAFANA underperforms
  - **SAFA must be imposed to have football development academies (DG proposed to Legal Services of SRSA that Minister issues a Ministerial directive debarring SAFA and clubs unless these academies are established and developed)**
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### NETBALL:

- We signed for targets, but we did not fully focus our response with clarity
- Male netball and schools are shortcomings
- NSA not offering u. 17,18 and 19 which must be addressed
- Addressed the board representivity by co-opted members of 4 generic black and 1 black
- Sent out instructions to provinces to adopt same approach

- New established committees are as follows:
- **EPG committee:** consists also of members of NSA
- Also to get independent members and researcher by July 2016
- Finance committee: comprise independent member plus co-opted 1 member from Free State by July 2016
- **Independent audit committee**
- **Transformation committee** (directors to serve on it)
- Allow opportunity for all to perform audit with regard to male participation at schools
- Introduced mixed netball teams at schools
- Schools netball to be trained by netball personnel
- NSA to oversee training of officials
- Clubs in area must adopt a school of its choice
- NSA to identify competition pathways
- U. 17/18: NSA to invite schools to bring participants in those categories
- U. 16: competition played at certain schools
- Program for incentives to be devised for teachers and coaches
- NSA to oversee rural sport development
- **Umpires committee:** 1 person as director
- Umpires to be graded and mentored at all levels
- Must get more black umpires
- Must be demographic representations
- To appoint coach developer to deal with coach administration
- Provincial buy in to be finalized at 21/6/16 meeting with presidents to sign MOA
- Medical team identified to work with universities. End of July even the provinces will have a couple of those teams
- 20 best players to be coached by black coaches in terms of plan
- Extra support to be given to black players
- Work closely with 3 universities to identify talent and award bursaries
- 2016 to appoint high performance manager to take care of players
- To evaluate Board by means of evaluation forms to be completed
- Must create more opportunities for u. 20 via other African countries
- 2017 players to be prepared for test series

#### **DG:**

- Key targets are set very low and must be revised, especially at school level. Relationship between NSA and schools is not clear and does not reveal a pipeline
- Schools are great concern to us
- Not so much worried about male players at the moment, but it will be problematic in the near future
- Technical and medical support staff: NSA needs to do something drastic
- Procurement of services in terms of BEE is a big concern

**EPG:**

- NSA only federation that responded and liaised with EPG after Minister's decision
- Subsequently everything and even more as required have been incorporated after workshop with NSA as result of interaction and they are on track
- Transformation in boardrooms are not high priority
- No accountability amongst executive
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- Old Model C schools and private schools are problematic
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**MINISTER:**

- We said 60/40%. Weighed against that backdrop, I am happy
  - NSA's response are very encouraging
  - Numbers tell a story but must be transparent and clear
  - Scientific research is necessary (e.g. high performance training centre, nutrition, etc.)
  - Looking at gaps will tell us story that theory has matched practice
  - NSA does not have stumbling blocks as other NF's
  - Next year only can we review our punitive decision
  - School sport is king hence netball is very important
  - Male issue is not priority
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## **RUGBY:**

- Target numbers are not pleasing and must improve
- SARU made power point presentation
- End of this year will reflect far better results
- Challenge to collate data, but SARU has improved in this regard
- Proper data base must be employed
- New online management systems track and monitor process. Also track demographics
- President and Deputy President to verify information provided by management systems
- SARU then send information and shortcomings to clubs
- SARU is in this instance ahead of other NF's
- **Access: primary and high schools**
- Programmes utilized to for rugby development at schools
- Provide for new coaches, players, new schools, amongst others
- Target 150 000 players eventually
- 2016 target is 40 000 players
- Long term development programme: R 6 million per annum
- Toolkits distributed at schools
- Girls do play rugby at schools
- High schools programmes in place to develop township leagues and cascaded to provincial departments
- Vuka proramme in place for rural areas
- Clubs are biggest challenge: SARU must support more clubs
- Capacity building: various training programmes for coaches and technical officials are in place
- Targets for Super Rugby and Springbok have not been met
- Springbok A team are currently 51% generic black
- Junior Boks are 50 % black
- U.19 numbers will also increase
- Craven Week are also improving
- Regional Academies via lotteries are also successful
- Women's competitions also pose no problem
- Currie Cup is also on track
- Super Rugby is still problematic
- Junior teams however are ok
- Elite player development programme for u.16 and 18 to be activated
- Ighawe u.15 is 92% generic black
- SARU has selected 40 schools that demonstrate that they can be schools of excellence
- Players are monitored on a monthly basis by our scouts
- Mobile training systems are provided which feed into 4 Regional Academy systems

- New community rugby training centre has been established
- BEE procurement with regard to services are adequately exercised by SARU
- SARU needs to have access to schools. Difficult to enter Model C schools for instance

**DG:**

- Some targets look good, but demographic profile is problematic. African black schools must be considered
- Birthrate amongst Africans have increased in 20 years meaning there will be huge number of African blacks entering the market
- Future is with African black schools

**EPG:**

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**MINISTER:**

- Encouraged and impressed by SARU report
  - DBE is problem as school sport is not important for them
  - We must have strategy and vision reviewed every 5 years
  - SARU must engage in talks with DG and Dr. BASSON
  - Seven's team is not affected by the punitive measure stemming from the Transformation MOA's
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### ASA:

- ASA noticed a number of gaps before we submitted
- Information furnished by us was incorrect
- Unity, transformation and development are the pillars of ASA
- Areas of improvement: ASA has appointed a new person as the acting CEO to sort out EPG requirements, amongst others. ASA to recruit persons who will do our statistics. Great detail is available. Last year's team on merit was more black than to the contrary
- Next submission by ASA of targets will be quite different
- Transformation information not trustworthy and needs to come from independent persons from outside
- Schools are quite difficult: data includes the athletes, but not the number of schools
- Club system numbers were not properly submitted
- University sport has not been reported on in the Barometer
- Problem: difference between generic black and African (e.g. white surname VISSER, but he is Khoza)

### DG:

- Problem is ASA's competency to effectively reach out to schools
- No credible data were submitted by ASA
- ASA is not paying sufficient attention
- School sport is not a standing item on agenda of ASA Board
- Transformation forms and documents have been clearly and adequately drafted
- ASA must give us proper and duly completed data and scorecards
- Example of problem: generic black and African black: VISSER: ASA will know who he is (e.g. ID) so there is no problem
- Pace is too slow in respect of information furnished for high schools
- Number of clubs are also questionable
- Person who compiled and submitted data by ASA has been incorrect
- We will test the data provided on an *ad hoc* basis as and where deemed appropriate
- School sport must be looked at by ASA very urgently
- Pipeline is very important to reveal correct data and you need to report thereon with integrity
- If ASA does not get school sport right, it is going to draw ASA down severely meaning additional punitive measures will be enforced

### EPG:

- Little progress by ASA
- Things get passed around to persons who cannot execute
- Glad to hear of new CEO



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**MINISTER:**

- Seriously worried that ASA is not taking this seriously
  - Want to meet with ASA Board as a whole to repeat same exercise
  - Meeting with ASA scheduled for Monday of week following next week
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