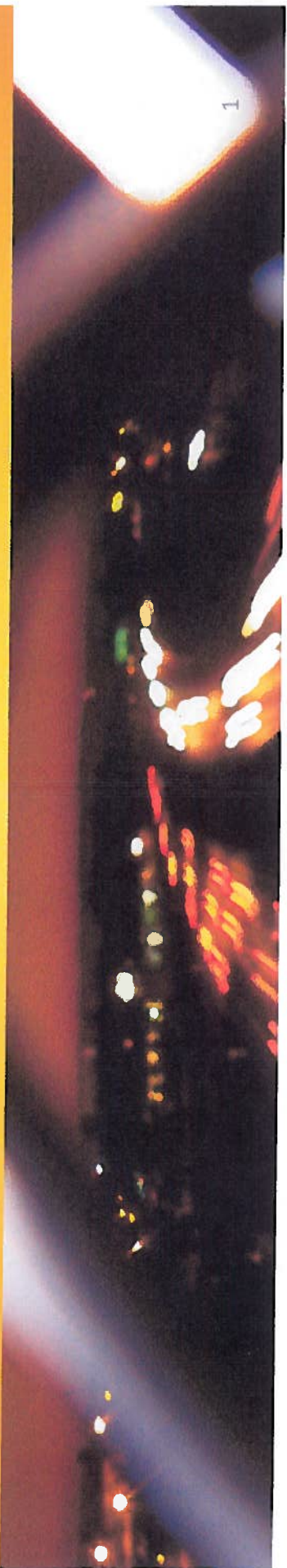




productivitysa

Inspiring a Competitive South Africa



**BRIEFING ON 2014/15
STRAT PLANS AND
BUDGETS
02/07/14**

PRESENTATION OUTLINE

- Who is Productivity SA?
- Vision/Mission/Mandate
- Structure and Governance
- Strategic thrust/Programmes
- Key Priority Sectors
- Programme Focus
- Finance
- Strategic Partnerships
- Future priority areas



WHO IS PRODUCTIVITY SA?

Productivity SA is an organisation for South African businesses, industries and general public, that advises, implements programs, monitors solutions and evaluates progress in order to promote a more competitive South Africa.



BACKGROUND

Productivity

Measure of how well resources
are used to produce outputs

Competitiveness

The ability of a nation or its enterprises
to gain global market share for inputs,
products and services

VISION / MISSION / MANDATE

Vision: To lead and inspire a productive and competitive South Africa.

Mission: Improving the productivity of South Africa by diagnosing, advising, implementing programs, monitoring solutions and evaluating progress aimed at.

Mandate: Tasked with the responsibility of improving productivity in South Africa; and to serve the interest of Government, Business and Labour



STRUCTURE AND GOVERNANCE

STRUCTURE

Schedule 3 organisation – reporting to Minister of Labour
Tripartite organization – board drawn from government, business & labour

ORGANIZATIONAL ARRANGEMENT

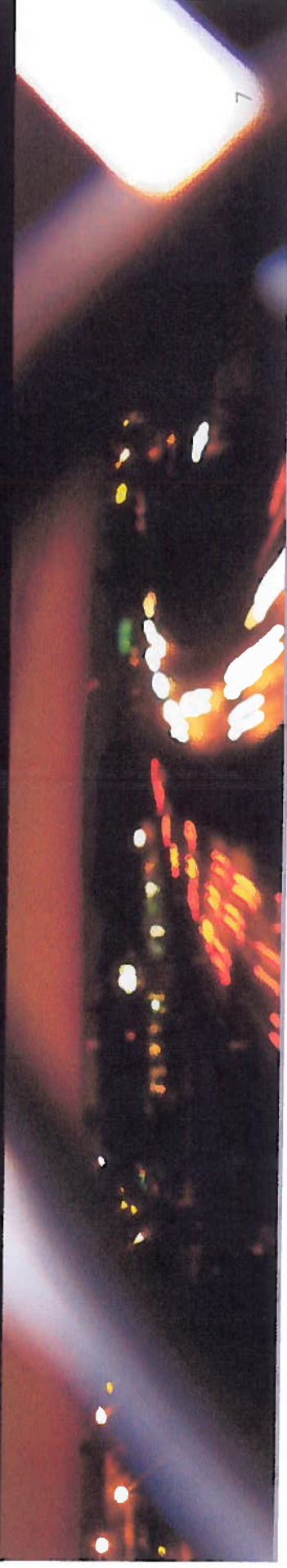
Head Office (Midrand)
2 regional offices (KZN, WC)

STRUCTURE AND GOVERNANCE



STRATEGIC THRUST

- Enterprise productivity and competitiveness
- Micro-small enterprises and cooperatives productivity capabilities
- Saving jobs and creating a conducive environment for economic growth
- Knowledge Management and research
- Creating awareness of Productivity in the economy



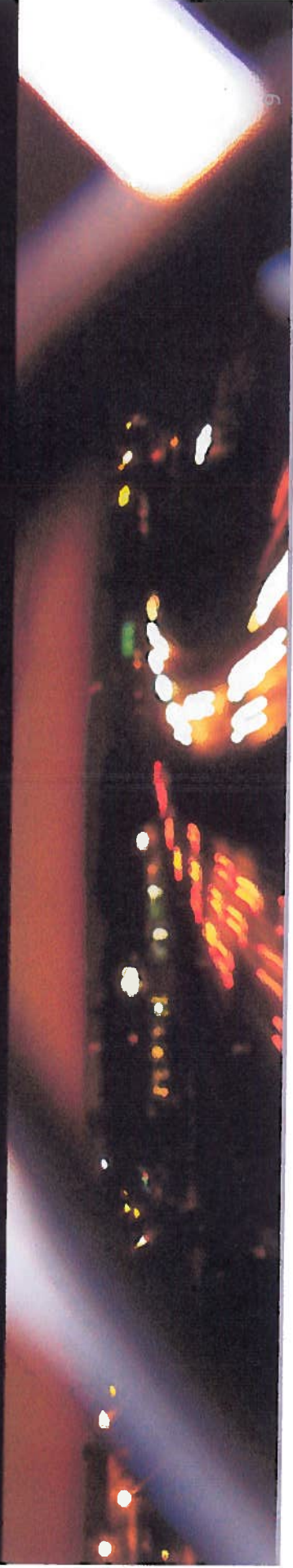
STRATEGIC PROGRAMMES

- Value Chain and Competitiveness
- Productivity Organisational Solutions
- Turnaround Solutions
- Productivity Awareness



KEY PRIORITY SECTORS

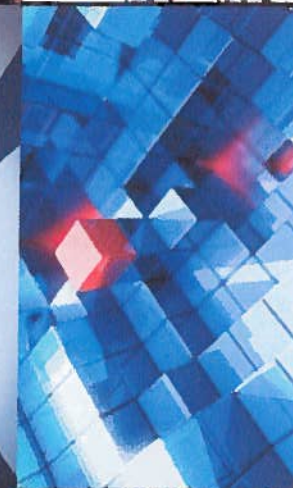
- Manufacturing Sector
- Agricultural Sector
- Mining Sector



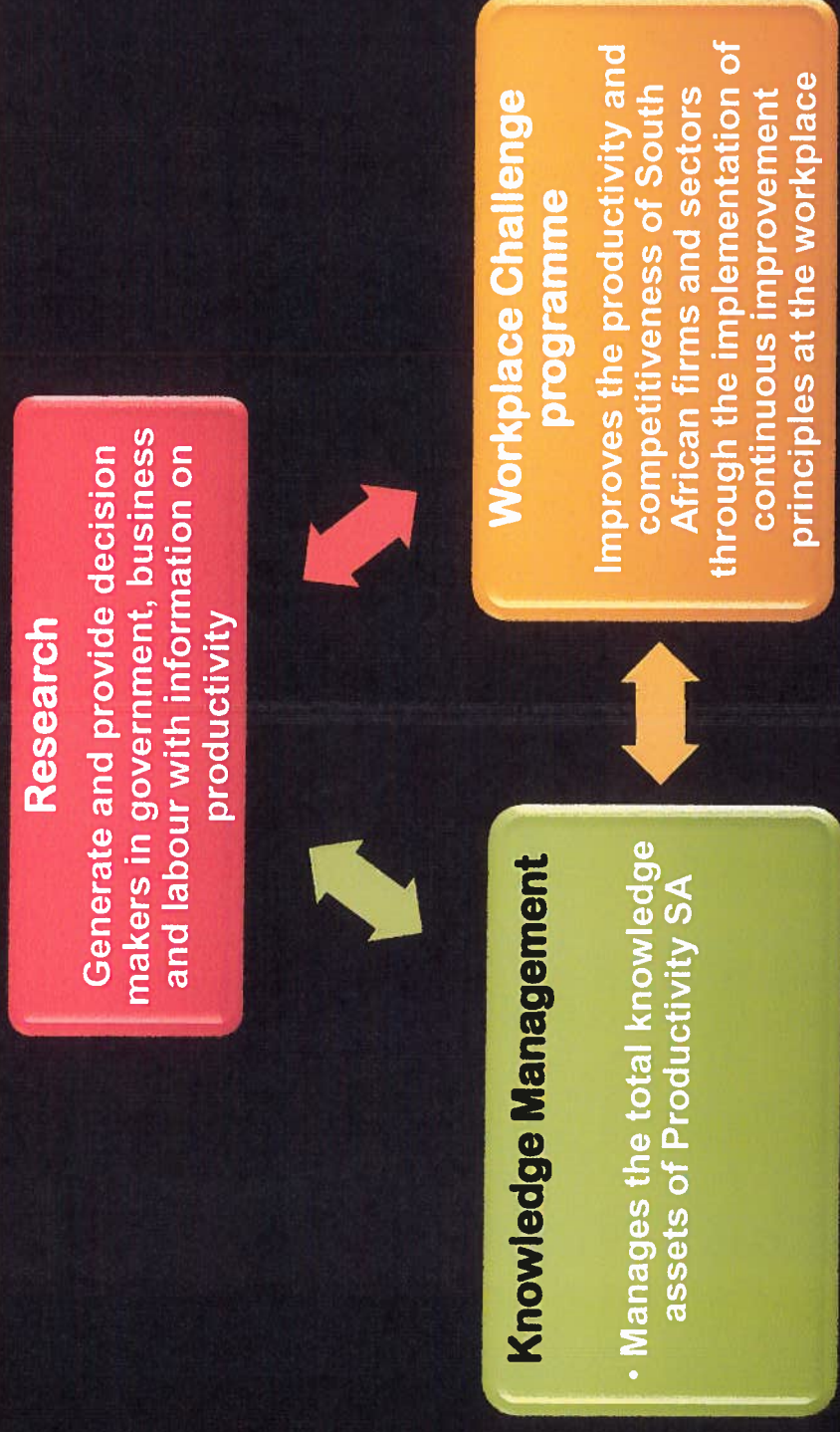
PROGRAMME FOCUS



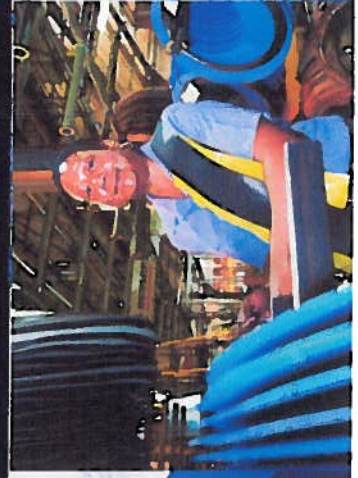
VALUE CHAIN COMPETITIVENESS



PROGRAMME STRATEGIC FOCAL AREAS



WORKPLACE CHALLENGE (WPC)



OBJECTIVES OF WPC

- Improvement of the Productivity and Competitiveness of Enterprises through:
 - Improved value chain efficiencies
 - Implementing clusters for Industrial Competitiveness
 - Collaborative Relations
 - Implementing Processes of Continuous Improvement
 - Establishment of model companies to disseminate processes and lessons

TARGETS 2014/15

Key Result Area

- Products and services of assisted companies to be world class and competitive

Indicators

- Number of capacity building workshops
- Number of facilitators and interns coached
- Number of enterprises participating in workplace challenge
- Number of quarterly newsletters
- Research and development
- Number of success stories

Targets

- 63
- 15 & 3
- 432
- 4
- 1 toolkit developed
- 12
- 9

PROGRAMME OUTCOME

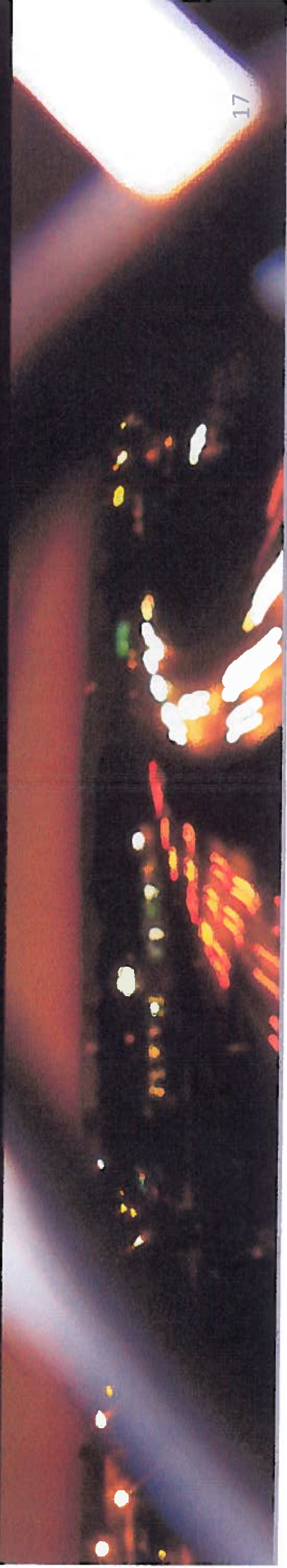
- The programme seeks to enable participating companies to compete in the global market and encourage employment security through growth.



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OBJECTIVE OF RESEARCH

To provide well-informed research and information on the productivity of priority economic sectors, and to contribute to national policy direction and debates, as well as influence decision-makers in the economy.



TARGETS 2014/15

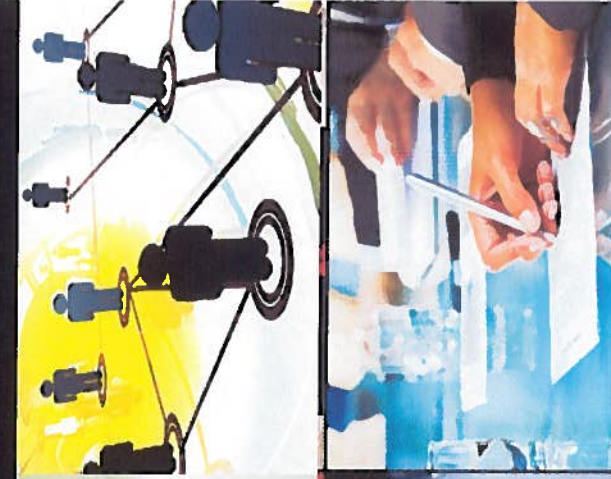
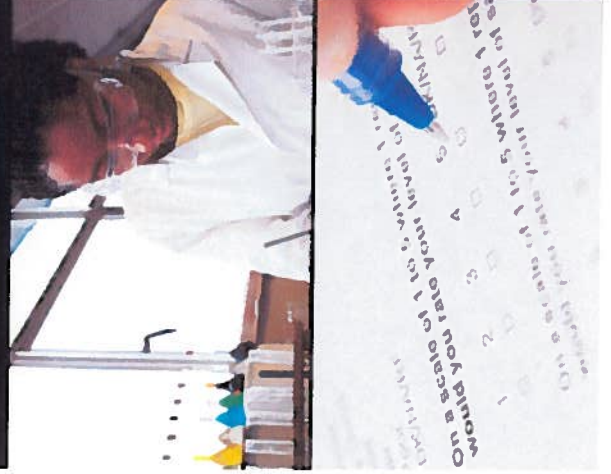
Key Result Area	
<ul style="list-style-type: none">• Publish Productivity Research reports for selected sectors	

Indicators	
	<ul style="list-style-type: none">• Research study conducted on the contribution of municipal land in SA economy• Study on the impact of the municipal programmes on SMMEs in relation to productivity and jobs• Study on Competitiveness Indicators for South Africa (IMD)• Productivity Statistics report• Study on public sector productivity• Study for UIF on the improvement of its performance management system• Workshops and seminars conducted in regions• Best Practices in Public Employment Services

Targets	
	<ul style="list-style-type: none">• 1 report• 1 Report• 1 Report• 1 Report• 1 Report•• 1 Report• 9• 1 Report

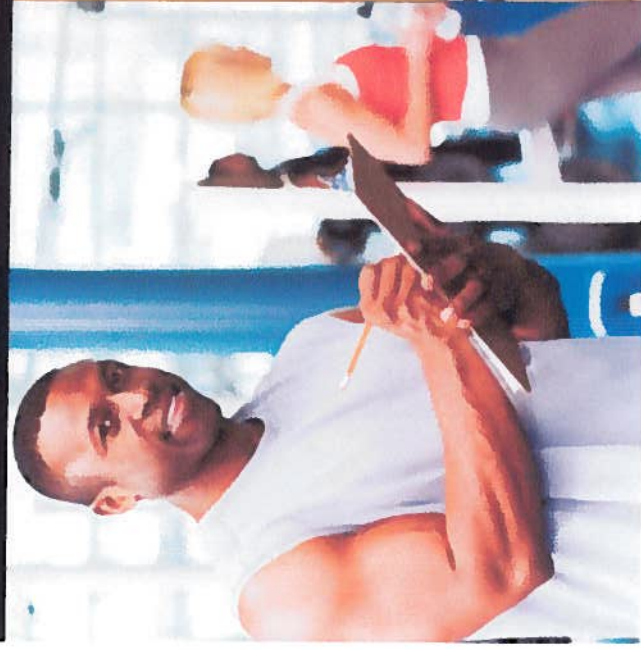


PRODUCTIVITY ORGANISATIONAL SOLUTIONS

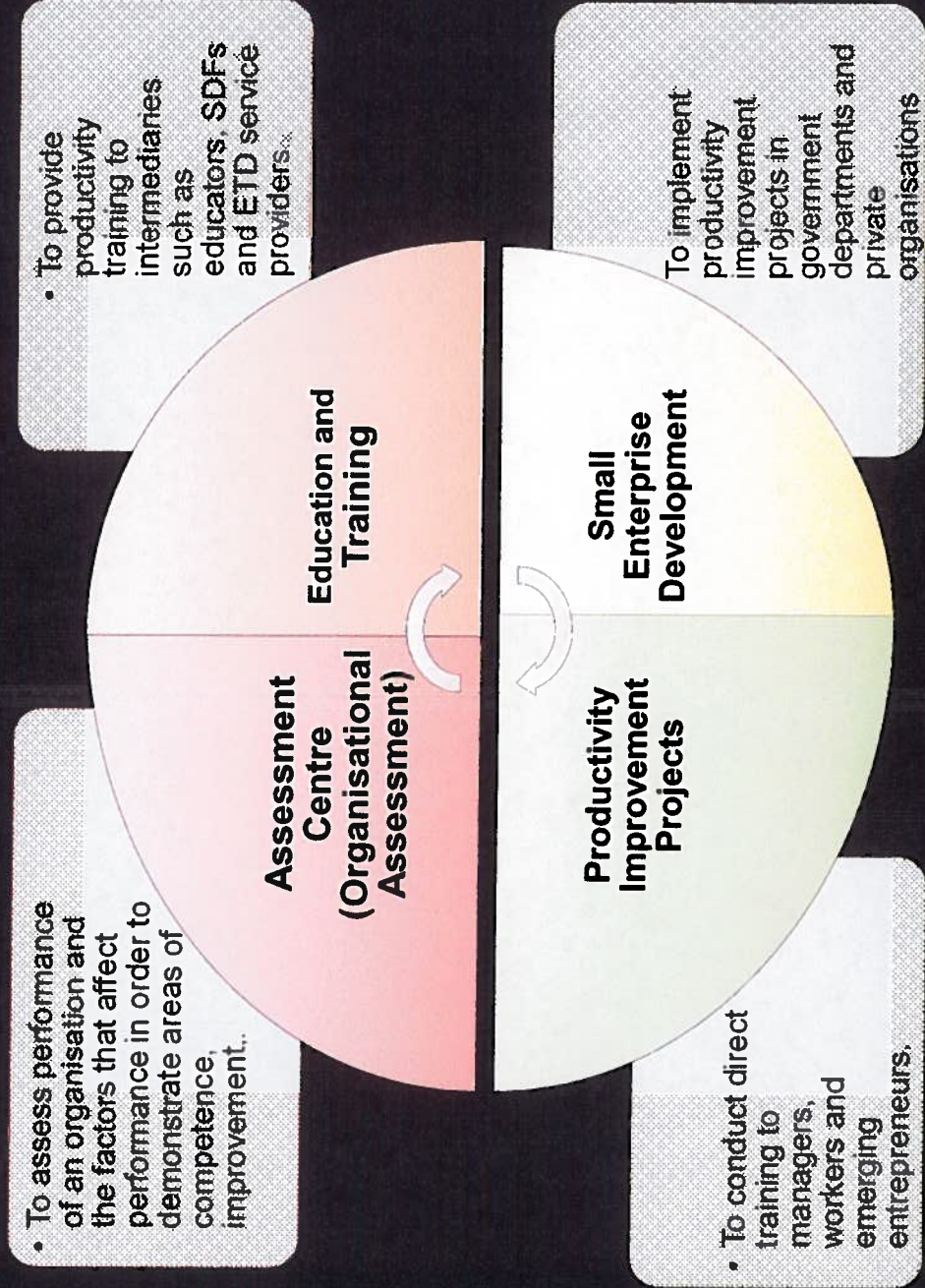


OBJECTIVE OF THE PROGRAMME

Productivity Organisational Solutions is an assessment and productivity training programme that gives individuals the right attitude, knowledge and skill capacity to become a more competent asset to their organisation. It is also a short term intervention program for productivity projects.

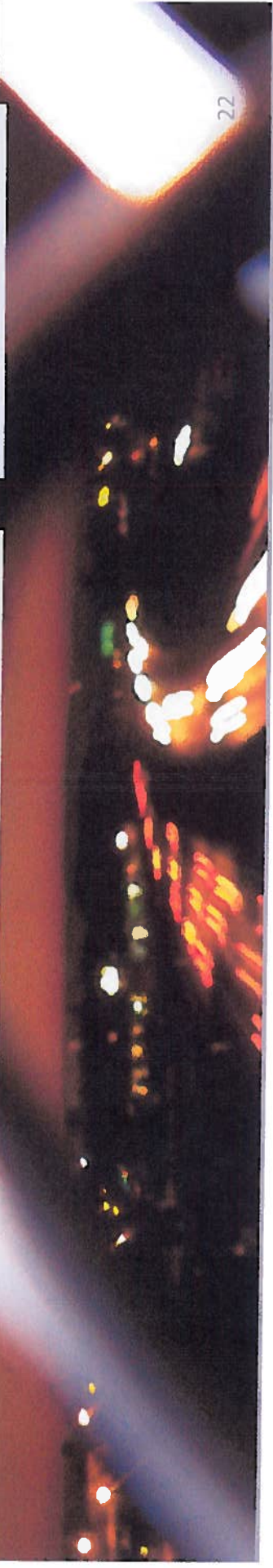


PROGRAMME STRATEGIC FOCAL AREAS



TARGETS 2014/15

Outcomes	Indicators	Targets
<ul style="list-style-type: none">• National Awareness campaign• Productivity related knowledge at a strategic level to support the national productivity campaign• Productivity month campaign	<ul style="list-style-type: none">• Media articles published• Monthly Electronic newsletters published• Quarterly productivity magazine published• Annual report• Productivity awards• Workshops and seminars conducted in regions• Partnerships with major stakeholders• Print and electronic campaign	<ul style="list-style-type: none">• 90• 12• 4• 1• 9• 12• 9• National campaign



PROGRAMME OUTCOMES

- Increased number of intermediaries facilitating the spread of productivity competencies and mindsets
- Generate and disseminate knowledge and key productivity drivers and challenges
- Increased number of educators, learners, ETD service providers and SDFs with enhanced productivity competencies and mindsets.
- Increased number of public sector organisations, including municipalities managing their resources efficiently and effectively
- Enhance public sector efficiency and effectiveness resulting in improved service delivery
- Increase productivity levels amongst a number of small enterprises
- Build the productive capabilities of micro-small enterprises

TURNAROUND SOLUTIONS

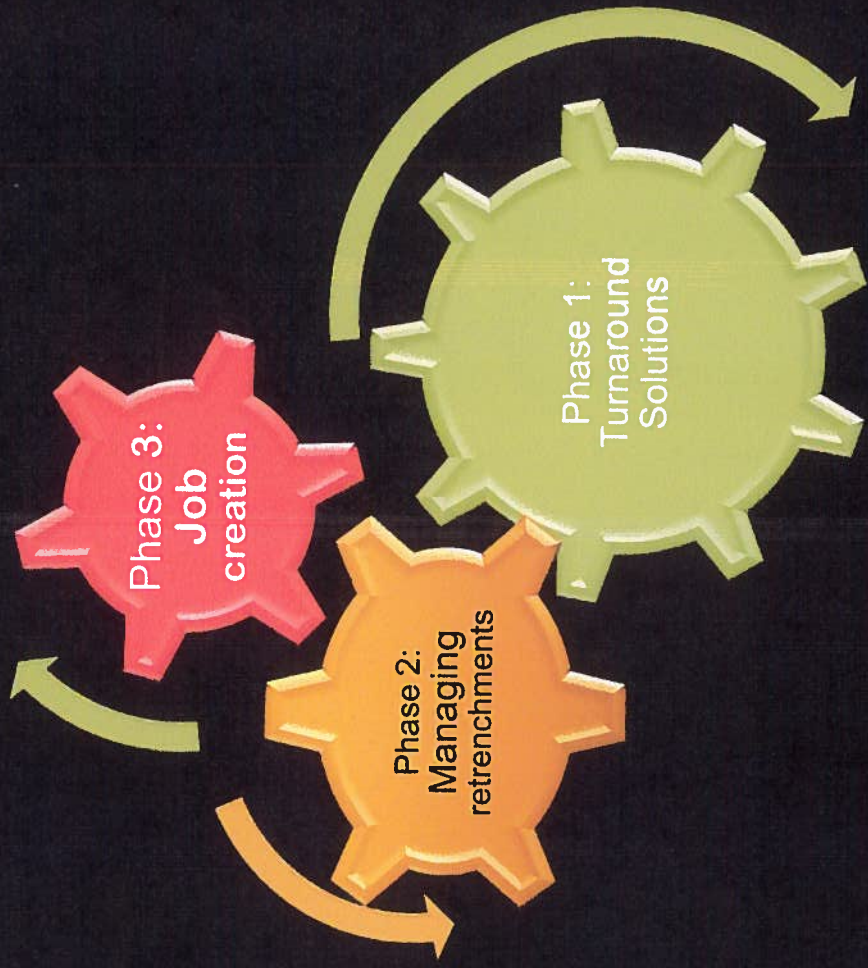


OBJECTIVE OF THE PROGRAMME

- Turnaround Solutions is an intervention which delivers turnaround and contingency plans for companies that are faced with the risk of financial ruin, extensive job loss and sustainability challenges.
- Off the enterprises signed up for Turnaround strategies 24% of them fall under manufacturing and sub-sectors of manufacturing and 15% of the enterprises in the agriculture sector



PROGRAMME PHASES



TARGETS 2014/15

Key Result Area

- Jobs saved in distressed companies through Turnaround Solutions

Indicators

- Number of future Forums established
- Number of work-plans developed
- Number of close out reports
- Number of impact assessment
- Number of early warning systems
- Estimated number of jobs impacted upon

Targets

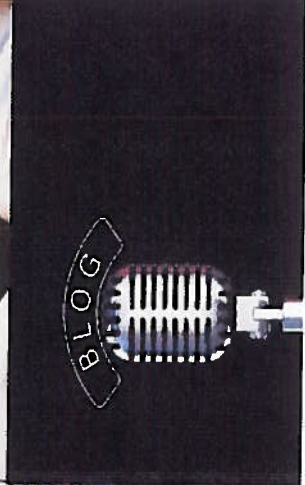
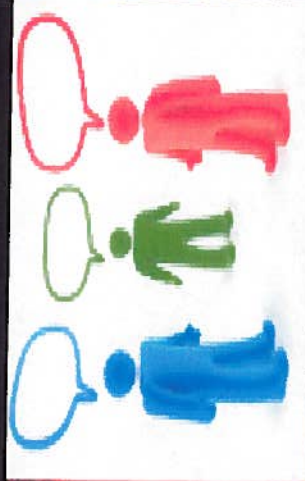
- 130
- 130
- 130
- 50
- 50
- 10400

PROGRAMME OUTCOMES

- Improves Productivity
- Improves profitability
- Improves company performance through better marketing, financial strategies, management, HR and Operations
- Effective communication between employees and management
- Job security
- Early Warning systems to detect signs of decline



PRODUCTIVITY AWARENESS



PROGRAMME OBJECTIVES

To inspire SA towards greater productivity achievements

- To raise the urgency and the importance with which productivity has to be given in the face of world competitiveness
- To highlight the role of every South African in achieving this
- To create a universal understanding of productivity

To build the legacy for the Productivity SA

Give Productivity SA ownership of productivity related issues (to be supported by various comm. platforms)

- Raise the profile of events as they happen (Productivity Month, Research Reports etc)

To build appropriate relationships between Productivity SA and stakeholders

Initiate own and participate in relevant discussion forums

- Invitations to lectures, seminars
- Partnership or co-sponsorship of productivity or labour related issues

TARGETS 2014/15

Key Result Area

- National Awareness campaign
- Productivity related knowledge at a strategic level to support the national productivity campaign
- Productivity month campaign

Indicators

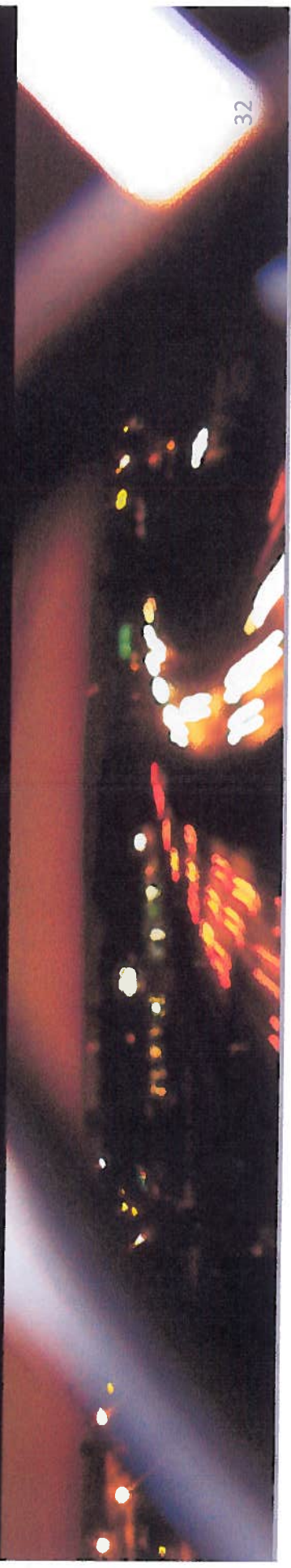
- Media articles published
- Monthly Electronic newsletters published
- Quarterly productivity magazine published
- Annual report
- Productivity awards
- Workshops and seminars conducted in regions
- Partnerships with major stakeholders
- Print and electronic campaign

Targets

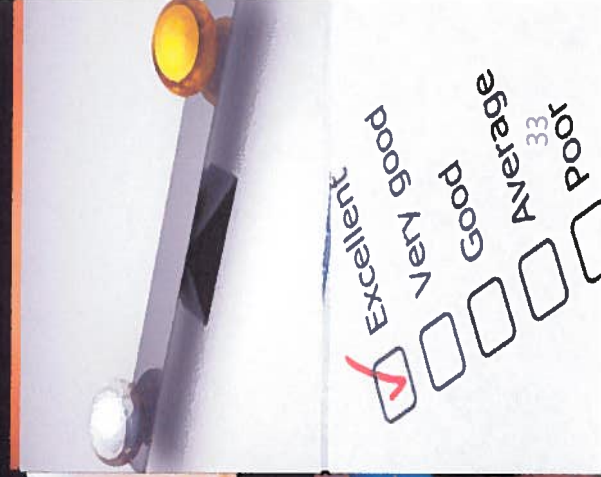
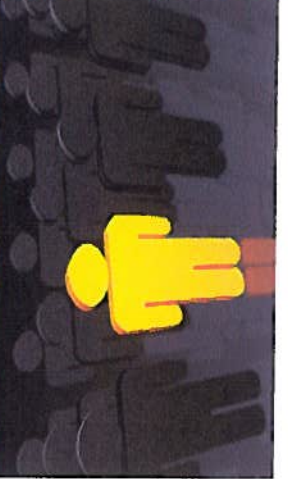
- 90
- 12
- 4
- 1
- 9
- 12
- 9
- National campaign

PROGRAMME OUTCOMES

- Create awareness of the importance of productivity and competitiveness (eg productivity seminars)
- Create association of productivity concepts with Productivity SA
- South Africans embrace the concepts of productivity that lead to changed behaviour
- An entrenched brand awareness that lead to a strong brand equity
- Forefront of Productivity thinking and discourse



HUMAN RESOURC DEPARTMENT



TARGETS 2014/15

Key Result Area

- Identify critical required skills and behavioral attributes
- Identify people for assessment
- Categorise talent groups
- Generate career paths
- List of development areas
- Identify development (IDP)
- System process for assessing performance in a fair and equitable manner (scorecards)
- Salary surveys to determine market relatedness of remuneration
- Culture survey and interview to check change conducted to improve culture shift

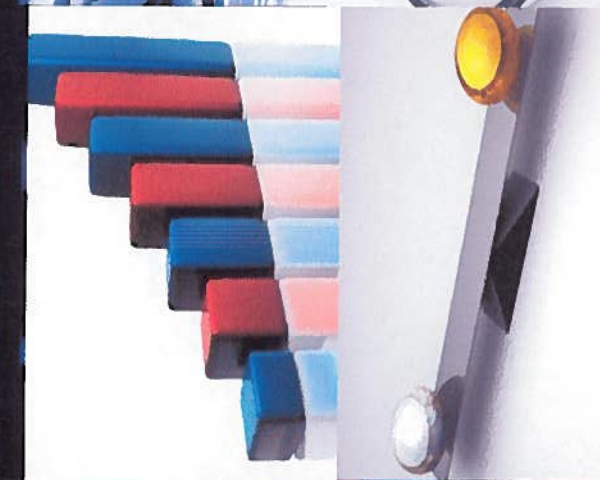
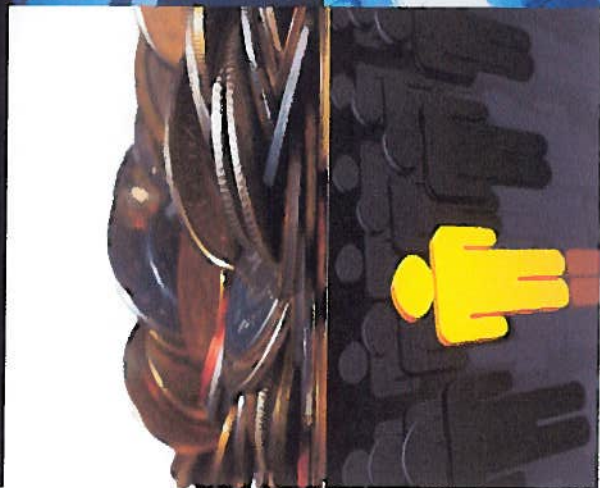
Indicators

- Skills audit
- Level 2/3
- All levels
- All levels
- Strategy
- Reviewed IDPs
- Best practice performance management systems and PMS driven culture
- Improved incentive scheme: Recognition scheme
- Annual survey

Targets

- Skills audit
- Level 2/3
- All levels
- All levels
- Implemented engagement and strategy
- Reviewed IDPs
- Best practice performance management systems and PMS driven culture
- Improved incentive scheme: Recognition scheme
- Annual survey

FINANCE AND ADMINISTRATION



BUDGET – 2014/2015

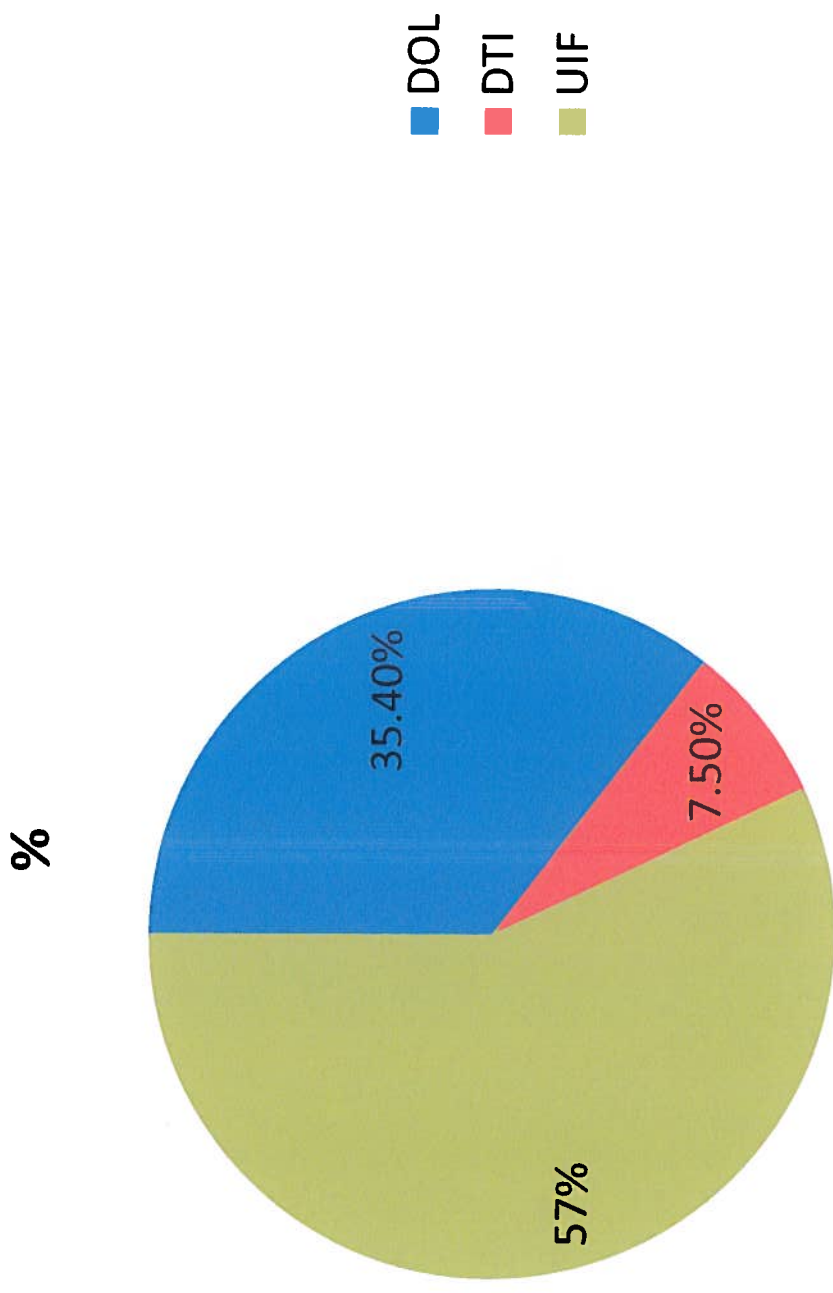
Statement of financial performance - 2014/15

	R'000
Revenue	
Total other income	7 829
Income from sources other than grant funding	6 419
Interest received and other income	1 410
Transfers and grants received	121,689
Total revenue	129 518
Expenses	
Compensation of employees	41,036
Goods and services	87 826
Depreciation	594
Interest	63
Total expenses	129 518
Surplus / (Deficit)	-

TRANSFERS RECEIVED

INSTITUTION	PROGRAMME	R'000	%
DOL	PRODUCTIVITY SA	43 119	35.4
DTI	WORKPLACE CHALLENGE	9 170	7.5
UIF	TURNAROUND STRATEGY	69 400	57.0
TOTAL TRANSFERS		121 689	100

TOTAL REVENUE



TOTAL REVENUE

DESCRIPTION	R'000	%
TOTAL TRANSFERS(GRANTS)	121 689	94.0
OTHER NON-TAX REVENUE	7 829	6.0
TOTAL REVENUE	129 518	100

HIGHLIGHTS

- Increase in self-generated (own) revenue.
- Strategic partnership with various institutions enabling Productivity SA to carry out its mandate.
- Raising the profile of Productivity SA brand by being in media discussions on productivity discourse, resulting in significant media coverage.
- Capacitation program in the Mining sector that ensured the setting up of the future forum as per the mining regulation aimed at bringing about amiable relations between labor and management .
- Implementation of the Green Productivity Toolkit through Workplace Challenge

FUTURE KEY PRIORITY AREAS

1. Establish new and foster existing partnerships and measure the impact of these partnerships
2. Evaluate, design, developed new and existing products and services and demonstrate the impact of these
3. Assess, monitor and evaluate organisational performance
4. Assess, measure, monitor and improve public presence and demonstrate impact
5. Determine, assess, measure, monitor and improve processes and demonstrate impact
6. Design, implement and monitor an employee value proposition strategy.



THANK YOU

