

**Annual
Performance Plan**
Department of Labour
2014 - 2015

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labour

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REPUBLIC OF SOUTH AFRICA

Annual Performance Plan 2014 - 2015

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Organisational Structure

Top Leadership

Statutory Bodies

Advisory Council for Occupational Health and Safety | Commission for Conciliation Mediation and Arbitration (CCMA)
 Commission for Employment Equity (CEE) | Compensation Board | Employment Conditions Commission (ECC)
 National Economic Development and Labour Council (NEDLAC) | Productivity South Africa | Unemployment Insurance Board



Inspection and Enforcement Services
 Deputy Director-General
T Lamati

Labour Policy and Industrial Relations
 Acting Deputy Director-General
T Mkalipi

Public Employment Services
 Acting Deputy Director-General
E Tloane

Unemployment Insurance Fund
 (Commissioner)
 Deputy Director-General
TB Seruwe

Minister of Labour
MN Oliphant

Acting Director-General
S Morotoba

Chief Operations Officer
A Moiloa

Compensation Fund
 (Commissioner)
 Deputy Director-General
SS Mkhonto

Chief Financial Officer
BE Maduna

Official sign-off

It is hereby certified that this Annual Performance Plan:

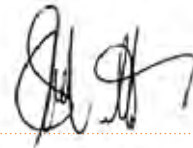
Was developed by the management of the Department of Labour under the guidance of MN Oliphant, MP

Was prepared in line with the current Strategic Plan of the Department of Labour

Accurately reflects the performance targets which the Department of Labour will endeavor to achieve given the resources made available in the budget for 2014 - 2015 financial year.



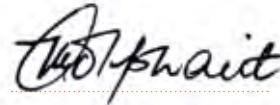
A Moiloa
Chief Operations Officer



S Morotoba
Acting Director-General



B Maduna
Chief Financial Officer



Minister MN Oliphant, MP
Executive Authority of the
Department of Labour

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Acronyms

Acronym	Description
AFS	Annual Financial Statements
AIA	Accredited Inspection Authorities
APP	Annual Performance Plan
APSO	Association for Professional Service Organisation
ARLAC	African Regional Labour Administration Centre
AU LSAC	African Union Labour and Social Affairs Commissions
BCEA	Basic Conditions of Employment Act
CAPES	Confederation of Associations of Personnel Employment Agencies
CCMA	Commission for Conciliation, Mediation and Arbitration
CD: PO	Chief Director: Provincial Office
CF	Compensation Fund
CFO	Chief Financial Officer
CIO	Chief Information Officer
COIDA	Compensation for Occupational Injuries and Diseases
COO	Chief Operations Officer

Acronym	Description
COSATU	Congress of South African Trade Unions
CRP	Contract Review Panel
CS	Corporate Services
DDG	Deputy Director-General
DEXCOM	Departmental Executive Committee
DG	Director-General
DHA	Department of Home Affairs
DIRCO	Department of International Relations and Cooperation
DITSELA	Development Institute for Training, Support and Education for Labour
DPSA	Department of Public Services and Administration
DWCP	Decent Work Country Programme
EAP	Economic Active Population
EC	Eastern Cape
ECC	Employment Conditions Commission
EEA	Employment Equity Act

Acronym	Description
EEC	Employment Equity Commission
ES	Employment Services
ESA/B	Employment Services Act or Bill
ESSA	Employment Services for South Africa
FEDUSA	Federation of Unions of South Africa
FS	Free State
GCIS	Government Communication and Information Services
GP	Gauteng Province
HO	Head Office
HRM	Human Resource Management
ICD	Integrated Client Database
ICT	Information and Communication Technology
IES	Inspection and Enforcement Services
IFS	Interim Financial Statements
ILO	International Labour Organisation

Acronym	Description
IT	Information Technology
JSE	Johannesburg Stock Exchange
KRA	Key Result Area
KZN	KwaZulu-Natal
LP	Limpopo
LP and IR	Labour Policy and Industrial Relations
LRA	Labour Relations Act
M and E	Monitoring and Evaluation
MOA	Memorandum of Agreement
MOU	Memorandum of Understanding
MP	Mpumalanga
MTEF	Medium Term Expenditure Framework
MTSF	Medium Term Strategic Framework
NACTU	National Council of Trade Unions
NC	Northern Cape

Acronym	Description
NDP	National Development Plan
NEDLAC	National Economic Development and Labour Council
NT	National Treasury
NW	North West Province
OHS	Occupational Health and Safety
OHSA	Occupational Health and Safety Act
PDP	Personal Development Plan
PEA	Private Employment Agencies
PES	Public Employment Services
PFMA	Public Finance Management Act
PPP	Public Private Partnership
PSA	Productivity South Africa
PwD	People with Disabilities
RAMP	Renovation and Maintenance Project
RME	Research Monitoring and Evaluation

Acronym	Description
SADC	Southern African Development Community
SADC - ELS	Southern African Development Community - Employment and Labour Sector
SD	Setoral Determinations
SDIP	Service Delivery Improvement Plan
SEF	Sheltered Employment Factories
SMME	Small Medium Macro Enterprises
SMS	Senior Management Service
SOP	Standard Operating Procedures
SP	Strategic Plan
TEA	Temporary Employment Agencies
UIA	Unemployment Insurance Act
UIF	Unemployment Insurance Fund
WSP	Workplace Skills Plan
WSS	Work-Seeker Services

Foreword by the Minister

The goal of striving for a labour market which is conducive to investment, economic growth, employment creation and decent work remain paramount in our work. The Department of Labour is enjoined by the Constitution of this country to protect workers in general and vulnerable workers in particular. It is precisely for these reasons that the policies we develop resonate with these noble objectives. The real test of our work is whether or not they complement the various government efforts to address the national challenges.

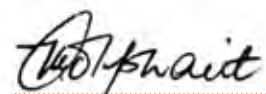
Our work is underpinned by our resolve to finding the balance between protecting the workers and providing sufficient flexibility for growth and development of our people. We do this through putting in place sound legislative and regulatory framework. It is a fact that the labour market environment is not static but changes from time to time and sometimes more rapidly than it was the case in the past. The strategic issues that inform our plan going forward include but not limited to:

- Promoting Decent Work
- Ramping up the operationalization of Public Employment Services
- Strengthening and enhancing the inspection and enforcement Services to effectively monitor and enforce compliance with legislation
- Enhancing social security for workers in distress
- Continuing to strengthen the institutional capacity of the Department
- Initiating and facilitation employment creation opportunities.

We have successfully reviewed the labour legislative environment in order to ensure that our laws are not out of sync with the international best practice; are in line with the South African jurisprudence and most importantly eliminate abusive practices in the labour market. The challenge going forward is to ensure effective observance and compliance with the new labour law requirements.

Sectoral Determinations are now very much part of the South African labour market landscape and provide an effective instrument to protect vulnerable workers. Changes to the Basic Conditions of Employment Act, Labour Relations Act, and Employment Equity Act provide the legal framework to enhance transformation in the world of work. The pending changes to the Unemployment Insurance Fund Act and the Compensation for Occupational Injuries and Diseases Act will further enhance the social benefits for workers in need.

The last five years of this administration has indeed been characterised by hard work and breaking new grounds in the labour market world of work and the period ahead will primarily be to consolidate the achievements and fine-tuning areas that remain a challenge for the Department. The plan that follows is an honest attempt to continue with our work focusing on key priority areas.



Honourable MN Oliphant, MP
Executive Authority of the Department of Labour

Minister of Labour
Mildred Oliphant



Our Vision, Mission and Values

Our Vision

The Department of Labour will strive for a labour market which is conducive to investment, economic growth, employment creation and decent work.

Our Mission

Regulate the South African labour market for sustainable economy through:

- Appropriate legislation and regulations
- Inspection, compliance monitoring and enforcement
- Protection of human rights
- Provision of employment services
- Promoting equity
- Social and income protection
- Social dialogue

Our Values

We treat employees with care, dignity and respect

- We respect and promote:
 - Client centred services
 - Accountability
 - Integrity and ethical behaviour
 - Learning and development
- We live the Batho Pele Principles
- We live the principles of the Department's Service Charter
- We inculcate these values through our performance management system





Part A: Strategic overview

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Part A: Strategic overview

1. Updated Situation Analysis

The South African economy was relatively stable but at a lower growth rate than projected at the time of the 2012 budget. South Africa's economic outlook is improving, but requires that we actively pursue a different trajectory if we are to address the challenges ahead. He noted in his budget speech that "a significant increase in private sector investment and competitiveness is needed in the wider economy: agriculture, manufacturing, tourism, and communications. This means every sector has to play its part in expanding trade, investment and job creation...¹". Without faster growth we cannot succeed in reducing unemployment, poverty and inequality...²"

Overall, the following challenges can be highlighted:

- The Department of Labour reported that the South African labour market was disrupted by labour unrest in the last quarter of 2012 which originated from the platinum mining sector before spreading to other mining sectors and subsequently to other sectors of the economy such as the road freight transportation and agricultural sectors in the Western Cape Province. Out of 99 strikes recorded in 2012, about 45% of strikes were "unprotected or un-procedural" with more than 17 million working days lost
- There is persistence of prolonged labour market underperformance which could sustain the long-term unemployment trends in future. Consequently, a large number of economically active people could be excluded from the labour force, in particular young people
- In line with the international trends, it is also noted that the deepening crisis in the Eurozone, slow growth in other advanced economies such as the United States and Japan could increase the risk of a slow economic growth in the South African economy in future. If so, it will also affect the projected economic growth of 2.7% in 2013 and therefore employment growth.

1 Minister of Finance, Budget speech, 7th February 2013, p. 6

2 President Zuma's argument, Business Day, 31st May, 2013

The National Development Plan (NDP) presents a new trajectory to move beyond the constraints of the present to the transformation imperatives of the next twenty and thirty years. Thus, the South African Government regards the NDP as the point of departure where it:

- Recognises that our medium-term plans are framed in the context of a long-term vision and strategy;
- Focuses on strengthening growth and employment creation;
- Prioritises improvements in education and expansion of training opportunities; and
- Promotes progress towards a more equal society and an inclusive growth path.

1.1 Performance environment

The first challenge facing us is unemployment and under-employment:

- By September 2013³, the total labour force was 18 638 000 with 14 029 000 employed and 4 609 000 (24.7%) unemployed. More than 2.2 million people were recorded as discouraged work seekers. Using the Unemployment Insurance Fund database, the number of people claiming for unemployment benefits increased to 168 662 in September 2013 from 159 655 in June 2013. This increase in UIF claims was mainly associated with a large number of ends of employment contracts in a number of industries
- The long-term unemployed (those who have been out of work for more than a year) now account for more than half (65%) of the unemployed. A worry is that this cohort may become unemployable because of skills atrophy and becoming increasingly detached from the informal networks that would lead them to new jobs
- A total of 69.3% people amongst the total unemployed persons (4.6 million) was in the age group 15-34 years in September 2013. In the same light, the Department of Labour recorded a total of 600 259 work seekers in the Employment Services Database in the financial year 2012/13. Only 16 171 work seekers were placed over the same period. In other words, the South African Government needs to give special attention to the young unemployed people as they formed a large number in the South African labour force

3 Statistics South Africa, Quarterly Labour Force Survey, third quarter 2013

- Despite a decline in unemployment rates between September 2012 and September 2013, the changes in the labour absorption rates on year-to-year were minimal at 0.6%. This does not create a strong basis to halve unemployment by 2020 as projected in the National Growth Path (NGP).
- The number of uneducated amongst the unemployed (52% of the unemployed did not complete secondary education) is a critical composition of the labour force to be considered. It (uneducated) is the most likely group to lose their jobs in periods of employment contraction
- The youth (15-34 years), who currently constitute more than 69% of the unemployed are the dominant, identifiable cohort within this group of long-term unemployed individuals in the country.

The second challenge relates to the changing nature of work:

- There has been a tendency amongst employers to switch away from permanent and full-time employment towards atypical forms of employment such as casual labour, part-time employment, temporary and seasonal work
- Externalisation in the form of outsourcing and subcontracting is also on the rise, as the pressures of greater international competitiveness is felt by domestic firms
- The increase in atypical forms of employment is contributing to instability in the labour market and a potential increase in the violation of labour standards and fair labour practices
- It is estimated that approximately 6% of total employment is made up of atypical work, that is, employees contracted directly to companies on fixed-term contracts, sub-contractors and employees employed through employment agencies.

The third challenge still facing the country relates to inequalities and unfair discrimination in the workplace:

- Black people, women and people with disabilities remain marginalised in relation to meaningful and influential participation in the economy.
- The Commission for Employment Equity reported in 2012 that:

- The representation of Blacks in top management and senior management levels is 24.2% and 35% respectively whereas they constitute over 88% of the Economically Active Population (EAP)
- White people in general, still dominate with 72.6% at the top management level, which is nearly six times their representation within the EAP and approximately three times the representation of the cumulative sum of Blacks combined at this level
- The representation of people with disabilities across all occupational levels was recorded at 1.4% an increase from 0.8% in 2010.

The fourth challenge relates to domestic as well as cross-border labour migration:

- The former describes a phenomenon whereby people from rural areas, some (though not all) of whom are unskilled, migrate to urban areas in search of employment
- The latter refers to economic refugees who have left their countries and settled in the urban areas of South Africa, hoping to find employment
- Both phenomena bear the risk of increasing the numbers of unemployed people in large urban centres, with the concomitant greater pressure on public services and utilities.

The fifth challenge relates to inadequate instruments for constant performance monitoring and evaluation of labour market policies and programmes to determine their impact on the economy:

- Stakeholder participation and strategic partnerships in programme delivery, monitoring and feedback is inadequate, despite our strong culture of social dialogue in policy development
- Planning processes are to some extent not well co-ordinated between strategic departments on related socio-economic development programmes
- Our appreciation and use of modern information and communication technology systems to manage data and information is inadequate. (The necessity to base policy and programme interventions on facts and evidence and to measure their impact is critical for any labour market system).

1.2 Organisational environment

To deliver on its core business of public employment services and inspection and enforcement services, the Department has a staff complement of 8 611. The Department will continue to transform the labour market and change the way we do business and transact with citizens by enhancing access to quality services and information aimed at improving the quality of life of all South African citizens. At the centre of our transformation agenda is ensuring that customer insight is driving our service design; optimising contact and making use of cheaper technology enabled channels and utilisation of government-wide infrastructure where appropriate.

Furthermore, we will reconfigure and reprioritise the department for efficient and effective service by developing ground breaking service delivery models aimed at improving the quality of service. Establishing key strategic partnerships for collaboration will be one of our ideals. We will continue to put in place measures to encourage continuous learning development and service delivery innovation.

2. Revisions to legislative and other mandates

2.1 Amendment of the Unemployment Insurance Act No. 63 of 2001

These changes relate to improvements of benefits and administrative changes regarding submission of information by employers to the Fund.

2.2 Promulgate the Employment Services Act

The new Employment Services Act aims to strengthen the provision of employment services within the Department and to repeal employment services provisions in the Skills Development Act.

2.3 Amendment of the Compensation for Occupational Injuries and Diseases Act

Develop a rehabilitation, re-integration and return-to-work policy for injured and diseased workers to ensure integration with other South African Policies and Programmes, which provide a framework for rehabilitation of people with disabilities which stresses the importance of vocational integration.

2.4 Amendment of the OHS Act, 85 of 1993

Although the OHS Act has placed responsibility of creating a health and safe working environment on the employers, the provisions compelling employers to do this are very vague. In order to address these shortcomings, it is necessary that the OHS Act in its current form be amended in order to ensure that:

Employers develop and implement a health and safety management system

Penalties issued to employers are increased

Inspectors are enabled to issue prescribed fines on the spot

2.5 Amendment of the Basic Conditions of Employment Act

The amendments has been approved by the National Assembly and the National Council of Provinces.

2.6 Amendment of the Employment Equity Act

The amendments has been approved by the National Assembly and the National Council of Provinces.

2.7 Amendment of the Labour Relations Act

The amendments has been approved by the National Assembly and the National Council of Provinces.

3 Overview of 2014 budget and MTEF estimates

3.1 Expenditure estimates

Programme	Audited outcomes			Adjusted appropriation	Revised estimate	Medium term expenditure estimate		
	R-thousand	2010/11	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17
1 Administration	682 480	704 270	687 695	840 449	840 449	787 694	829 888	956 764
2 Inspection and Enforcement Services	329 373	375 749	395 574	440 190	439 190	403 174	433 093	600 179
3 Public Employment Services	289 258	332 194	331 651	400 117	400 117	466 533	489 192	514 744
4 Labour Policy and Industrial Relations	525 199	594 909	619 652	764 491	765 444	869 891	926 218	976 363
Total	1 826 310	2 007 122	2 034 572	2 445 247	2 445 200	2 527 292	2 678 391	3 048 050
Economic classification								
Current payments	1 185 040	1 250 512	1 276 484	1 560 525	1 560 394	1 553 963	1 644 599	1 959 468
Compensation of employees	681 530	757 883	820 465	881 956	879 888	966 516	1 033 371	1 315 505
Goods and services	503 439	492 599	455 996	678 569	680 506	587 447	611 228	643 963
Of which:								

Programme	Audited outcomes			Adjusted appropriation	Revised estimate	Medium term expenditure estimate		
	R-thousand	2010/11	2011/12			2012/13	2013/14	2014/15
Advertising	10 901	21 863	10 868	24 161	24 588	21 773	23 910	25 425
Communication	47 127	43 237	44 633	40 624	40 614	38 094	42 865	45 386
Computer services	34 975	42 096	71 029	109 958	111 118	83 665	95 591	100 747
Consultants and professional services: business and advisory services	11 534	12 325	50 568	68 649	67 666	18 414	19 428	20 724
Fleet services	87	1 016	8 263	8 386	8 384	8 181	8 412	7 502
Inventory: Stationery and printing	20 499	14 763	9 838	22 799	25 229	25 282	24 134	25 703
Lease payments	143 530	115 147	47 790	161 340	162 110	139 350	145 425	153 072
Property payments	65 251	44 155	47 731	47 925	46 570	53 377	56 036	58 998
Travel and subsistence	106 164	126 978	102 564	88 879	90 354	94 782	91 220	94 964
Other goods and services	63 371	71 019	62 712	105 848	103 873	104 529	104 207	111 442
Interest and rent on land	71	30	23	-	-	-	-	-
Transfers and subsidies	561 038	640 952	658 425	824 164	824 265	942 351	1 001 456	1 054 533
Provinces and municipalities	54	51	227	239	239	2	2	2
Departmental agencies and accounts	457 948	542 183	554 070	676 206	676 206	774 940	826 394	870 193
Foreign governments and international organisations	10 703	14 211	13 692	15 594	15 695	16 461	17 344	18 264
Non-profit institutions	89 196	82 734	88 030	130 970	130 970	150 652	157 406	165 747
Households	3 137	1 773	2 406	1 155	1 155	296	310	327
Payments for capital assets	80 213	114 985	93 427	60 558	60 541	30 978	32 336	34 049
Buildings and other fixed structures	3 117	4 587	8 637	5 486	5 486	17	-	-
Machinery and equipment	77 086	110 398	84 790	55 072	55 055	30 961	32 336	34 049
Software and other intangible assets	10	-	-	-	-	-	-	-
Payments for financial assets	19	673	6 236	-	-	-	-	-
Total	1 826 310	2 007 122	2 034 572	2 445 247	2 445 200	2 527 292	2 678 391	3 048 050

3.2 Relating expenditure trends to strategic outcome oriented goals

The spending focus over the MTEF period will be on professionalising the inspectorate in the Inspection and Enforcement Services programme to ensure employers adhere to Decent Work principles and vulnerable workers are protected; building capacity in the Public Employment Services programme to implement the Employment Services Bill, which aims to provide free public employment services and regulate private employment agencies; and expanding access to the services provided by the Commission for Conciliation, Mediation and Arbitration to meet the increasing demand for dispute resolution services. As such, approximately 62.8 per cent of the Department's budget over the medium term has been allocated to spending on compensation of employees and goods and services, while 26.6 per cent constitutes the transfer payment to the Commission for Conciliation Mediation and Arbitration.

The Department receives Cabinet approved additional allocations of R64.5 million in 2016/17 for specialist labour inspector posts in the Inspection and Enforcement Services programme, and R35.5 million for IT posts in the Administration programme. The Department is to effect Cabinet approved reductions on compensation of employees of R106.3 million in 2014/15 and R107.2 million in 2015/16, and the reprioritisation of R537.8 million over the medium term. The reductions will be realised through vacant funded posts not being filled, and this will have a minimal impact on service delivery.

While filled posts are expected to remain at 3 289 and unfunded vacant posts at 82 for the first two years of the MTEF period, the additional allocations are expected to allow the department to increase the number of filled posts to 3 482 in 2016/17.

3.3 Infrastructure spending

Spending on the Department's various small infrastructure projects, which are at different stages of completion, decreased by 44.4 per cent, from R9 million in 2012/13 to R5 million in 2013/14. Spending on infrastructure over the medium term is expected to remain low as only fees for consultant and professional services on new projects will be paid.

In 2012/13, the Department appointed a new subcontractor to finalise the Rustenburg labour centre project, which was completed in November 2013 and will be occupied once the installation of IT and telephone cables is complete. The project had a total allocated budget of R5 million, of which R718 000 was spent in 2013/14.

Because of its urgency, the project to repair the air conditioning system at Laboria House will be implemented as a separate project funded by the Department. The Bloemfontein sheltered employment factory project was completed in 2013/14 and the Silverton sheltered employment factory repair and maintenance programme is in the repair phase and is still valid for one year. These projects are being funded by the Department of Public Works. The planning for repair and maintenance programmes for all sheltered employment factories has been completed and some will be put out to tender in 2014/15. All these factories and the Port Elizabeth sheltered employment factory project will be funded by the Department of Public Works and will run for three years.



Part B: Programme Strategic Objectives

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Part B: Programme Strategic Objectives

4. Service Delivery Outcomes and Strategic Goals

In the medium-term, the Department of Labour will contribute mainly on the following outcomes:

- **Outcome 4: Decent employment through inclusive economic growth**
- **Outcome 11: Create a better South Africa and contribute to a better and safer Africa and World**
- **Outcome 12: An efficient, effective and development-oriented public service and an empowered, fair and inclusive citizenship.**

The strategic goals are elaborated upon and translated in line with the three government service delivery outcomes assigned to the Department as follows:

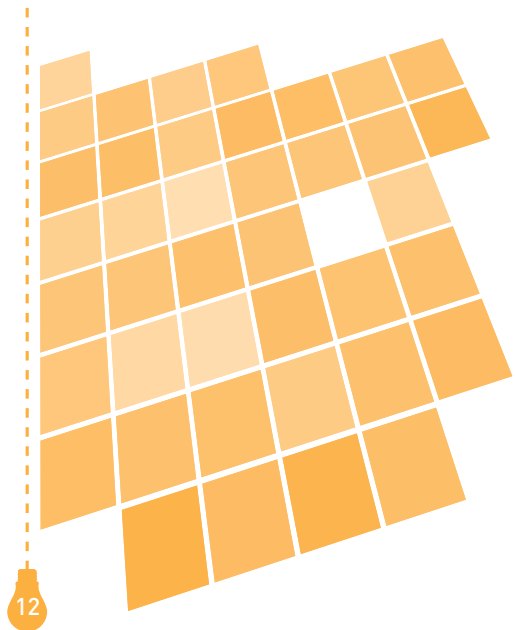
- 1: Contribute to decent employment creation (Outcome 4)
- 2: Promote equity in the labour market (Outcome 4)
- 3: Protect vulnerable workers (Outcome 4)
- 4: Strengthen multilateral and bilateral relations (Outcome 11)
- 5: Strengthen social protection (Outcome 4)
- 6: Promote sound labour relations (Outcome 4)
- 7: Monitor the impact of legislation (Outcome 4)
- 8: Strengthen the institutional capacity of the Department (Outcome 12)

Programmes

4.1 Programme 1: Administration

Purpose: Provide management, strategic and administrative support services to the Ministry and the Department.

There are no changes to the budget structure.



4.1.1 Strategic objective, programme performance indicators and medium-term targets

Strategic objectives		Programme performance indicator	Audited/actual performance			Estimated performance	Medium-term targets		
			2010/11	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17
8. Strengthen the institutional capacity of the Department (Outcome 12)									
1	Provide leadership and institutional management to the Department of Labour and Entities	1.1 Strategic leadership and guidance provided through Departmental governance structures	Strategic leadership and guidance provided	Strategic leadership and guidance provided	Strategic leadership and guidance provided	Quarterly, mid-term and annual performance reviews held	Quarterly, mid-term and annual performance reviews held	Quarterly, mid-term and annual performance reviews held	Quarterly, mid-term and annual performance reviews held
2	Planning, Monitoring and evaluation of organisational performance	2.1 Strategic Plan and Annual Performance Plan approved and tabled as per prescribed timeframes	Strategic Plan and Annual Performance Plan approved and tabled in Parliament by March 2011	Strategic Plan and Annual Performance Plan approved and tabled in Parliament by March 2012	Strategic Plan and Annual Performance Plan approved and tabled in Parliament on 26 February 2013	Strategic Plan and Annual Performance Plan approved by end of January for tabling in Parliament by 31 March	Strategic Plan and Annual Performance Plan approved by end of January for tabling in Parliament by 31 March	Strategic Plan and Annual Performance Plan approved by end of January for tabling in Parliament by 31 March	Strategic Plan and Annual Performance Plan approved by end of January for tabling in Parliament by 31 March
		2.2 Percentage of organisational performance improves per year	4 QPR's 1 APR	4 QPR's 1 APR	4 QPR's 1 APR	4 QPRs and 1 Annual Performance Information Report	65% of organisational performance	67% of organisational performance	70% of organisational performance
3	Risk Management Strategy implemented	3.1 Number of strategic risk reviews and monitoring compiled and submitted for the approval by the Accounting Officer within 30 days of each quarter	n/a	n/a	4	4	4	4	4

Strategic objectives		Programme performance indicator	Audited/actual performance			Estimated performance	Medium-term targets		
			2010/11	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17
4	Fraud Prevention & Security Strategy implemented	4.1 Percentage of fraud cases received or detected finalized per year.	92% (12)	86% (13)	57% (27)	90%	95%	95%	95%
		4.2 Number of fraud prevention awareness campaigns conducted				New	4	4	4
		4.3 Percentage reduction in security breaches/incidents				New	65%	75%	80%
5	Departmental interventions and initiatives communicated	5.1 Number of exhibitions held to profile the services of the Department per annum	-	-	New	8	10	12	12
		5.2 Number of service delivery points branded and signage displayed per selected province	-	-	New	New	Ten labour centres in two provinces	Ten labour centres in two provinces	Ten labour centres in two provinces
		5.3 Turnaround time to respond to media queries				Media queries responded to within 24 hours	Media queries responded to within 24 hours	Media queries responded to within 24 hours	Media queries responded to within 24 hours

Strategic objectives		Programme performance indicator	Audited/actual performance			Estimated performance	Medium-term targets		
			2010/11	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17
6	Integrated human resource strategy implemented	6.1 Percentage of (a) women in SMS, (b) youth and (c) people with disability (PWD) employed in line with the EE Plan by 31 March each year	(a) 34.6% (b) 42.8% (c) 2.7%	(a) 38.5% (32 of 83 SMS) (b) 40% (2830 of 7057 posts) (c) 2.6% (184 of 7057)	a) 39% b) 35.3% c) 2.5%	a) 45% b) 43% c) 3%	a) 45% b) 36% c) 3%	a) 50% b) 38% c) 3%	a) 50% b) 40% c) 3%
		6.2 Percentage of vacancy rate reduced by 31 March	8.59%	7.28% (554 posts)	7 % (567 posts)	6%	10%	8%	6%
		6.3 Percentage of staff trained in line with Workplace Skills Plan (WSP) by 31 March	91.3% (5 984 of 6 551)	85.1% (5927 of 6957)	82.47% (5 402 of the 6 550)	85%	87%	90%	90%
		6.4 Percentage of misconduct cases finalised in line with applicable prescripts by 31 March	n/a	79% (216)	78% (234 of 300)	77%	80%	80%	80%
		6.5 Percentage of employees (a) SMS and (b) MMS and lower entered into performance agreement and assessed within the time frames				95% for SR12 downwards. 95% for SMS	95%	95%	95%
7	Effective litigation support services	7.1 Percentage of Court Papers to resolve Litigation filed with the Court within 10 working days of receipt		New	77% (51 of 66)	80%	90%	90%	90%

Strategic objectives		Programme performance indicator	Audited/actual performance			Estimated performance	Medium-term targets		
			2010/11	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17
8	Effective information communication technology services	8.1 ICT services rendered as per ICT strategy and governance framework		New	50 % of strategic plan components implemented	75 %	Implementation of the government wide corporate governance ICT policy framework	Enhancement of priority business applications	Upgrade of organisational infrastructure
9	Effective financial management and governance	9.1 Number of financial statements compiled per year that comply with guidelines issued by the National Treasury	4	5	5	One Annual report by 31 May, and four interim reports 30 days after each quarter	One Annual report by 31 May, and four interim reports 30 days after each quarter	One Annual report by 31 May, and four interim reports 30 days after each quarter	One Annual report by 31 May, and four interim reports 30 days after each quarter
		9.2 Medium Term Expenditure Framework (MTEF) and Estimates of National Expenditure (ENE) prepared according to National Treasury (NT) prescripts				Departmental budget compiled and published	Departmental budget compiled and published	Departmental budget compiled and published	Departmental budget compiled and published
		9.3 Percentage reduction of audit findings	Unqualified report	Unqualified report	Unqualified audit report	New	50%	40%	30%
10	Effective supply chain management	10.1 Percentage of compliant invoices paid within 30 days of receipt	Achieved	All compliant invoices paid within 30 days of receipt	93% (3 051)	100%	100%	100%	100%
		10.2 Percentage reduction of transgression in irregular expenditure compared to previous year				40%	60%	70%	80%

4.1.2 Programme Performance indicators and quarterly targets for 2014-2015

Performance indicator		Reporting period	Annual target 2014-15	Quarterly targets				Budget
				1st	2nd	3rd	4th	R'000
1.1	Strategic leadership and guidance provided through departmental governance structures	Q	Quarterly, mid-term and annual performance reviews held	DEXCOM	Annual review	Mid-term review	DEXCOM	
2.1	Strategic Plan and Annual Performance Plan approved and tabled as per prescribed timeframes	Q	Strategic Plan and Annual Performance Plan approved by end of January for tabling in Parliament by 31 March		First draft of Strategic Plan and first draft Annual Performance Plan approved by end August 2014	Second draft of Strategic Plan and Second draft Annual Performance Plan approved by end November 2014	Final Strategic Plan and final Annual Performance Plan approved by end of March 2015	18 962
2.2	Percentage of organisational performance improves per year	A	65% improvement of the organisational performance				65% improvement of the organisational performance	63 039
3.1	Number of strategic risk reviews and monitoring compiled and submitted for the approval by the Accounting Officer within 30 days of each quarter	Q	4	2013/14 Q4- 30 April 2014	Q1 – 31 July 2014	Q2 – 31 October 2014	Q3 – 31 January 2015	14 362
4.1	Percentage of fraud cases received or detected finalised per year	Q	95%	95%	95%	95%	95%	6 975
4.2	Number of fraud prevention awareness campaigns conducted	Q	4	1	1	1	1	

Performance indicator		Reporting period	Annual target 2014-15	Quarterly targets				Budget
				1st	2nd	3rd	4th	R'000
4.3	Percentage reduction in security breaches or incidents per year	A	100%	100%	100%	100%	100%	9 318
5.1	Number of exhibitions held to profile the services of the Department per annum	Q	10	3	3	3	1	7 462
5.2	Number of service delivery points branded and signage displayed per selected province	Q	Ten labour centres in two provinces	2	3	3	2	
5.3	Turnaround time to respond to media queries	Q	Media queries responded to within 24 hours	24 hours	24 hours	24 hours	24 hours	7 462

Performance indicator		Reporting period	Annual target 2014-15	Quarterly targets				Budget
				1st	2nd	3rd	4th	R'000
6.1	Percentage of (a) women in SMS, (b) youth and (c) people with disability (PWD) employed in line with the EE Plan by 31 March each year	Q	a) 45% b) 36% c) 3%	a) 45% b) 36% c) 3%	a) 45% b) 36% c) 3%	a) 45% b) 36% c) 3%	a) 45% b) 36% c) 3%	36 919
6.2	Percentage of vacancy rate reduced by 31 March	Q	10%	10%	10%	10%	10%	36 919
6.3	Percentage of staff trained in line with Workplace Skills Plan (WSP) by 31 March	Q	87%	87%	87%	87%	87%	24 607
6.4	Percentage of misconduct cases finalised in line with applicable prescripts by 31 March	Q	80%	80%	80%	80%	80%	22 145
6.5	Percentage of employees (a) SMS and (b) MMS and lower entered into performance agreement and assessed within the time frames	Q	95%	95%	95%	95%	95%	22 145

Performance indicator		Reporting period	Annual target 2014-15	Quarterly targets				Budget
				1st	2nd	3rd	4th	R'000
7.1	Percentage of Court Papers to resolve Litigation filed with the Court within 10 working days of receipt	Q	90%	90%	90%	90%	90%	1 176
8.1	ICT services rendered as per ICT strategy and governance framework	Q	Implementation of the government wide corporate governance ICT policy framework	ICT Operational Plan finalised	ICT Charter finalised	ICT Policy finalised	The governance model fully implemented	119 182
9.1	Number of financial statements compiled per year that comply with guidelines issued by the National Treasury.	A & Q	One Annual report by 31 May, and four Interim reports 30 days after each quarter	Q4 - 30 April 2014 Annual report – 31 May 2014	Q1 -31 July 2014	Q2 - 31 October 2014	Q3 - 31 January 2015	290 342
9.2	MTEF and ENE compiled as per NT prescripts	Q	Departmental budget compiled and published	Roll over submission	MTEF submitted AENE	Draft ENE	Final ENE	
9.3	Percentage reduction of audit findings	A	50%	50%	50%	50%	50%	
10.1	Percentage of compliant invoices paid within 30 days of receipt	Q	100%	100%	100%	100%	100%	83 965
10.2	Percentage reduction in irregular expenditure compared to previous year	Q	60%	60%	60%	60%	60%	

4.1.3 Reconciling performance targets with the budget and MTEF

Expenditure estimates

Programme Administration R-thousand	Audited outcomes			Adjusted appropriation	Revised estimate	Medium-term expenditure estimate		
	2010/11	2011/12	2012/13	2013/14		2014/15	2015/16	2016/17
Ministry	13 871	17 116	16 798	15 150	15 150	14 299	16 033	16 883
Management	383 813	409 019	450 746	427 925	427 925	395 191	415 258	520 479
Corporate Services	40 109	54 142	47 439	62 074	62 074	62 993	66 202	66 241
Office of the Chief Financial Officer	63 213	62 881	101 656	138 482	138 482	136 043	145 004	155 838
Office Accommodation	181 474	161 112	71 056	196 818	196 818	179 168	187 391	197 323
Total	682 480	704 270	687 695	840 449	840 449	787 694	829 888	956 764
Economic classification								
Current payments	600 146	589 977	587 672	779 311	779 311	756 538	797 366	922 519
Compensation of employees	239 465	267 115	284 618	272 100	272 100	332 814	356 221	457 654
Goods and services	360 610	322 832	303 031	507 211	507 211	423 724	441 145	464 865
Of which:								
Advertising	7 398	16 192	7 877	14 633	14 633	13 492	13 982	14 713
Communication	23 635	16 904	10 936	20 169	20 311	17 830	20 867	22 200
Computer services	33 088	39 568	68 503	107 918	108 531	81 880	93 814	98 887
Consultants and professional services: business and advisory services	3 015	5 607	43 541	60 405	59 405	10 970	11 456	12 064
Fleet Services	87	78	5 469	5 736	5 700	1 063	1 289	1 358
Inventory: Stationery and printing	10 014	8 841	3 904	10 714	10 714	11 260	11 662	12 574
Lease payments	142 717	113 479	46 306	157 169	157 973	132 972	139 251	146 633
Property payments	58 175	34 012	37 587	41 885	41 602	46 701	49 357	51 973
Travel and subsistence	36 327	42 765	36 228	28 894	29 866	39 254	30 855	31 883
Other goods and services	46 154	45 524	45 846	59 688	58 476	68 302	68 612	72 580
Interest and rent on land	71	30	23					

Programme Administration R-thousand	Audited outcomes			Adjusted appropriation	Revised estimate	Medium-term expenditure estimate		
	2010/11	2011/12	2012/13	2013/14		2014/15	2015/16	2016/17
Transfers and subsidies	2 684	770	1 435	1 173	1 173	199	208	219
Provinces and municipalities	54	50	213	239	239			
Departmental agencies and accounts			28	35	35			
Households	2 630	720	1 194	899	899	199	208	219
Payments for capital assets	79 631	112 850	92 352	59 965	59 965	30 957	32 314	34 026
Buildings and other fixed structures	3 117	4 557	8 637	5 486	5 486	17	-	-
Machinery and equipment	76 504	108 293	83 715	54 479	54 479	30 940	32 314	34 026
Software and other intangible assets	10							
Payments for financial assets	19	673	6 236					
Total	682 480	704 270	687 695	840 449	840 449	787 694	829 888	956 764

Performance and expenditure trends

The spending focus over the medium term will be on building capacity in the office of the chief information officer in order to establish and enhance the IT operating model. This is funded in part by an additional allocation for IT personnel of R35.5 million in 2016/17, which allows for an increase in the total number of filled posts to 1 305 in that year. The significant growth in spending on computer services between 2010/11 and 2013/14 was driven by the department taking over the provision of IT services at the end of the public private partnership contract in 2012/13. Spending on consultants was equivalent to 22.9 per cent of total spending on compensation of employees in 2013/14, and is projected to constitute 3.4 per cent of spending on compensation of employees over the medium term. Consultants funded through this allocation will be used mainly for specific technical tasks such as the implementation of the new IT operating model, the organisational review and redesign project, and business advisory services to the Chief Financial Officer.

However, the total number of filled posts is expected to remain unchanged in 2014/15 and 2015/16 as the department reduces spending on compensation of employees by R77.4 million over this period. This is to give effect to part of the Cabinet approved reductions to the department's budget. The reductions are not expected to have an impact on service

delivery as they are effected on vacant funded posts in 2014/15 and 2015/16. The posts will be reinstated and filled in 2016/17.

The spending focus will also be on implementing the organisational review and redesign project, which aims to improve service delivery by ensuring that all strategic positions are filled, overlaps and duplication of functions are minimised, and reliance on consultants is reduced. The organisational review project aims to ensure that the department works as a single efficient unit optimally positioned for enhanced service delivery. Expenditure on the organisational review and design is reflected in spending on consultants and professional services in the Management subprogramme.

The R215 million available for reprioritisation comes from the revision to the cost sharing arrangements for services delivered by the department, the Unemployment Insurance Fund and the Compensation Fund. The revised arrangement sees the department's share being reduced as the two funds are expanding their services at provincial offices, with fewer staff now required for these functions in the department. The reprioritised amount was thus taken from compensation of employees, and earmarked for spending in

2013/14 and over the medium term to fund strategic priorities elsewhere in the programme and department. These include the creation of posts to manage the departmental fleet, which accounts for the significant growth in spending in the Office of the Chief Financial Officer subprogramme in 2013/14; and the implementation of the occupation specific dispensation for registered career counsellors in the Public Employment Services programme.

4.2 Programme 2: Inspection and Enforcement Services

Programme purpose: To realise decent work by regulating non-employment and employment conditions through inspection and enforcement in order to achieve compliance with all labour market policies.

There are no changes to the budget structure.

4.2.1 Strategic objective, programme performance indicators and medium term targets

Strategic objectives	Programme performance indicator	Audited/actual performance			Estimated performance	Medium term targets			
		2010/11	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17	
2: Promote equity in the labour market (Outcome 4)									
1.	Promotion of employment equity in the labour market	1.1 Number of designated employers reviewed per year to determine compliance with employment equity legislation	a) 96 Public b) 170 Private	a) 65 Public b) 218 Private	a) 87 Public b) 182 Private	a)120 Public b)220 Private Companies	517	517	517
		1.2 Percentage of non-compliant employers of those reviewed dealt with in terms of the enforcement regime link to the EEA			New Indicator	100%	100%	100%	100%

Strategic objectives	Programme performance indicator	Audited/actual performance			Estimated performance	Medium term targets		
		2010/11	2011/12	2012/13		2013/14	2014/15	2015/16
3: Protect vulnerable workers (Outcome 4)								
2. Workers protected through inspection and enforcement of labour legislation	2.1 Number of workplaces inspected per year to determine compliance with labour legislation	77% of 192 129 complied	74% of 172 300 complied	54% of 101 792 complied	90 000	149 154	149 154	149 154
	2.2 Percentage of non-complying workplaces inspected per year dealt with in terms of the relevant labour legislation		New	23% or 10 880 were followed-up	100%	100%	100%	100%
	2.3 Number of advocacy and educational sessions conducted per year in identified sectors	Conducted one in: <ul style="list-style-type: none"> • Iron and Steel • Construction • Forestry - Sawmills 	One Seminar per year in- Private Security and Agriculture 1 021 Shop stewards	Seminars for Forestry, Hospitality, Construction and Major Hazard Installation conducted Construction Accord signed 283 Shop stewards	Four 100 Shop stewards	6 sessions <ul style="list-style-type: none"> • 4 Seminars • 1 International OHS Conference • 1 Training programme (400 Shop stewards trained) 	6 sessions <ul style="list-style-type: none"> • 4 Seminars • 1 Inspectors Conference • 1 Training programme (600 Shop stewards trained) 	6 sessions <ul style="list-style-type: none"> • 4 Seminars • 1 International OHS Conference • 1 Training programme (700 Shop stewards trained)

Strategic objectives	Programme performance indicator	Audited/actual performance			Estimated performance	Medium term targets		
		2010/11	2011/12	2012/13		2013/14	2014/15	2015/16
5: Strengthen social protection (Outcome 4)								
3. Health and safety of workers protected through inspection and enforcement of the Occupational Health and Safety Act	3.1 Number of workplaces inspected per year to determine their compliance with the OHS legislation	24 013 (60% complied)	21 394	26 333 (52% compliance)	59 700	20 609	20 609	20 609
	3.2 Percentage of non-complying workplaces inspected dealt with in terms of the OHS legislation		new	18% (2 270 follow-up inspections)	100%	100%	100%	100%
	3.3. Number of employer audits conducted per year to determine compliance with the UI Act	new	new	new	new	13 440	13 440	13 440
	3.4 Number of entities audited per year in terms of the OHSA	new	new	new	new	150	200	300
	3.5 Percentage of entities registered per year in terms of the OHSA	new	new			2 000	3 000	4 000
	3.6 Occupational Health and Safety legislation amended		OHS Bill developed and referred to Legal State Advisors for legal opinion	OHS Act was submitted to the Advisory Council and its constituents for approval and will be submitted in Q4 to State Law Advisors	Amend the General Administrative Alignment	OHS Amendment Bill submitted to NEDLAC Amend two regulations	Amend two regulations	Amend two regulations

4.2.2 Programme performance indicators and quarterly targets for 2014-2015

	Performance indicator	Reporting period	Annual target 2014-15	Quarterly targets				Budget
				1st	2nd	3rd	4th	R'000
1.1	Number of designated employers reviewed per year to determine compliance with employment equity legislation	Q	517	103	207	103	103	16 137
1.2	Percentage of non-compliant employers of those reviewed dealt with in terms of the enforcement regime link to the EEA	Q	100%	100%	100%	100%	100%	3 227
2.1	Number of workplaces inspected per year to determine compliance with labour legislation	Q	149 154	29 831	59 661	29 831	29 831	255 305
2.2	Percentage of non-complying workplaces inspected per year dealt with in terms of the relevant labour legislation	Q	100%	100%	100%	100%	100%	16 137
2.3	Number of advocacy and educational sessions conducted per year in identified sectors	Q	6	1	2	2	1	15 960
3.1	Number of workplaces inspected per year to determine their compliance with the OHS legislation	Q	20 609	4 122	8 244	4 122	4 122	80 812
3.2	Percentage of non-complying workplaces inspected dealt with in terms of the OHS legislation	Q	100%	100%	100%	100%	100%	16 976
3.3.	Number of employer audits conducted per year to determine compliance with the UI Act	Q	13 440	2 688	5 376	2 688	2 688	Funded by UIF
3.4	Number of entities audited per year in terms of the OHSA	Q	150	25	75	25	25	3 354
3.5	Percentage of entities registered per year in terms of the OHSA	Q	100%	100%	100%	100%	100%	7 547
3.6	Occupational Health and Safety Amendment Bill submitted to NEDLAC by March 2015.	A	OHS Amendment Bill submitted to NEDLAC Amend two regulations		OHS Amendment Bill submitted to NEDLAC		a) Hazardous Chemical Substance Regulation amended b) Major Hazardous Installation Regulations amended	9 318

4.2.3 Reconciling performance targets with the budget and MTEF

Expenditure estimates

Programme Inspection and Enforcement Services R-thousand	Audited outcomes			Adjusted appropriation	Revised estimate	Medium term expenditure estimate		
	2010/11	2011/12	2012/13	2013/14		2014/15	2015/16	2016/17
Management and Support Services: IES	8 455	13 364	14 365	15 117	15 117	15 281	16 006	17 003
Occupational Health and Safety	15 851	19 923	17 4623	21 514	21 514	22 650	24 325	26 126
Registration: IES	61 328	80 219	84 685	102 143	102 143	61 659	64 846	68 931
Compliance Monitoring and Enforcement Services	240 942	257 746	274 604	283 210	282 210	293 947	317 874	477 509
Training of Staff: IES	2 797	4 497	4 457	16 347	16 347	4 926	5 153	5 426
Statutory and Advocacy	-	-	-	1 859	1 859	4 711	4 889	5 184
Total	329 373	375 749	395 574	440 190	439 190	403 174	433 093	600 179

Economic classification

	2010/11	2011/12	2012/13	2013/14	2013/14	2014/15	2015/16	2016/17
Current payments	328 588	375 077	394 520	440 134	439 134	403 115	433 031	600 114
Compensation of employees	248 785	275 972	305 243	342 601	341 601	317 431	343 406	505 739
Goods and services	79 803	99 105	89 277	97 533	97 533	85 684	89 625	94 375
Of which:								
Advertising	144	385	708	499	499	505	522	550
Communication	14 119	18 194	16 329	15 200	15 270	14 923	16 313	17 177
Computer services	278	7	67	-	-	-	-	-
Consultants and professional services: business and advisory services	1 242	333	437	680	660	750	770	811
Fleet services	-	853	2 802	2 498	2 488	5 655	5 711	4 620
Inventory: Stationery and printing	2 737	2 320	2 418	5 415	5 415	6 145	5 980	6 297
Lease payments	98	590	279	1 813	1 813	1 910	1 979	2 084

Programme Inspection and Enforcement Services R-thousand	Audited outcomes			Adjusted appropriation	Revised estimate	Medium term expenditure estimate		
	2010/11	2011/12	2012/13	2013/14		2014/15	2015/16	2016/17
Property payments	3 931	5 514	7 407	4 359	4 359	4 759	4 644	4 891
Travel and subsistence	47 031	55 662	45 914	37 951	38 151	33 220	35 075	36 932
Other goods and services	10 223	15 247	12 916	29 798	28 878	17 817	18 631	21 013
Interest and rent on land								
Transfers and subsidies	429	583	925	56	56	59	62	65
Provinces and municipalities		1	10	-				
Departmental agencies and accounts			1					
Households	429	582	914	56	56	59	62	65
Payments for capital assets	356	89	129	-	-	-	-	-
Machinery and equipment	356	89	129	-	-			
Payments for financial assets								
Total	329 373	375 749	395 574	440 190	439 190	403 174	433 093	600 179

Performance and expenditure trends

The spending focus over the MTEF period will be on conducting occupational health and safety inspections, enforcing labour legislation, and registering labour relations and occupational health and safety incidents as reported by members of the public. Spending on compensation of the employees who perform these functions thus constitutes the bulk of expenditure in this programme and is also the main contributor to increases in spending across the seven-year period. The strong growth in spending in the Training of Staff: Inspection and Enforcement Services subprogramme arises from the intensive training of labour inspectors on amendments to the labour laws in 2013/14, with a resultant decrease in spending by this subprogramme over the medium term, as the training tapers off. The training will enable the labour inspectors to effectively inspect compliance with labour laws.

Spending in the Registration: Inspection and Enforcement Services subprogramme increased significantly between 2010/11 and 2013/14 as the department increased capacity to provide efficient registration services for labour relations and occupational health and safety obligations. The decrease in spending in this subprogramme over the medium term is due to the reprioritisation of funds from spending on compensation of employees to the Public Employment Services programme. Approximately two-thirds of spending on compensation of employees relates to staff employed in the Compliance, Monitoring and Enforcement subprogramme, ensures that employers and employees comply with labour legislation. This is done through regular inspections and follow-ups on reported incidents. In 2012/13, an estimated 141 731 workplace inspections were conducted to ensure compliance with labour legislation. Of these, 240 were employment equity inspections and 87 795 were workplace inspections, compared to 90 000 workplace inspections and 340 employment equity inspections in 2013/14. The department plans to conduct 150 audits on entities to ensure compliance with the Occupational Health and Safety Act (1993) in 2014/15. These entities include diving training schools, asbestos contractors and first aid training organisations.

The spending focus over the medium term will be on strengthening the department's capacity to conduct inspections and enforce compliance with labour regulations. This explains the projected increase in the number of filled labour inspector posts and travel expenses related to workplace inspections. This, in turn, explains the expected increase in spending on compensation of employees, fleet services and travel and subsistence over the medium term. In focusing spending this way, the department expects to increase the number of workplace inspections from 150 040 in 2013/14 to 183 870 in each year of the MTEF period. Rising fuel prices and the introduction of the e-tolling

system are expected to increase travel related expenditure over the medium term, which is expected to reduce the number of inspections the department can perform within the constraints of the allocated budget.

The decrease in spending on travel and subsistence between 2010/11 and 2013/13 is mainly a result of fewer workplace inspections conducted in 2012/13 as 31 labour inspector posts were vacant. In an effort to strengthen capacity to enforce compliance with labour regulations, 14 vacant posts were filled in 2013/14, which increased spending on compensation of employees in that year. To give effect to Cabinet approved budget reductions, the department has cut the allocation for spending on compensation of employees by R69.6 million in 2014/15 and R67.6 million in 2015/16. As the cuts have been made on vacant funded positions, inspections will continue as planned. An additional R69 million in 2016/17 will allow for these posts to be reinstated and filled.

4.3 Programme 3: Public Employment Services

Purpose: To provide Public Employment Services to assist companies and workers to adjust to changing labour market conditions and to regulate private employment agencies.

There are no changes to the budget structure.

4.3.1 Strategic objective, programme performance indicators and medium term targets

Strategic objectives	Programme performance indicator	Audited/actual performance			Estimated performance	Medium term targets			
		2010/11	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17	
1: Contribute to decent employment creation (Outcome 4)									
1	Provision of public employment services	1.1. Employment Services Bill/ Act regulations developed and implementation monitored; percentage of work completed	20% ES draft Bill approved within the Department	40% ES Bill approved by Cabinet for public comment. Public hearings conducted	PES Branch tabled the Bill to the Portfolio Committee on Labour in March 2013. Private Employment Agencies (PEA) and Career Guidance Regulations and guidelines in place	80% of work completed on Employment Services Bill and its regulations and guidelines	100% of work completed on Employment Services Bill and its regulations and guidelines	Monitor the implementation of the ES Act, promulgated provisions, and report quarterly and annually	Monitor the implementation of the ES Act, promulgated provisions, and report quarterly and annually
		1.2 Number of PES provincial and local advocacy campaigns conducted	2 318 Major advocacy campaigns held	99 Major advocacy campaigns and four national exhibitions	44 major campaigns and 3 306 minor campaigns were held	At least two major and five local advocacy campaigns conducted per province annually	At least 18 provincial and 126 local advocacy campaigns conducted	At least 27 provincial and 252 local advocacy campaigns conducted	At least 36 provincial and 378 local advocacy campaigns conducted
		1.3. Number of work-seekers registered on ESSA system per year	483 038	553 883	600 259	500 000	550 000	600 000	600 000

Strategic objectives	Programme performance indicator	Audited/actual performance			Estimated performance	Medium term targets			
		2010/11	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17	
1: Contribute to decent employment creation (Outcome 4)									
1	Provision of public employment services	1.4 Number of targeted registered work-seekers provided with employment counselling		40% (222 956)	44% (264 068)	50% of the targeted work-seekers registered provided with employment counselling	275 000 targeted registered work-seekers provided with employment counselling	300 000 targeted registered work-seekers provided with employment counselling	330 000 targeted registered work-seekers provided with employment counselling
		1.5 Number of work-seekers placed in registered employment opportunities			16 171	19 000	20 000	25 000	30 000
		1.6. Number of opportunities registered on ESSA				New	50 000	55 000	60 000
		1.7 Number of Private Employment Agencies and Temporary Employment Agencies registered	675	1 162	350	100%	All PEA and TEA applications processed within 60 days of receipt	All PEA and TEA applications processed within 60 days of receipt	All PEA and TEA applications processed within 60 days of receipt
2	Foreign nationals individual and cooperate work visas regulated	2.1 All Applications for foreign nationals corporate and individual work visas processed within 30 working days		100% (200)	100% (153)	100%	All applications for foreign nationals corporate and individual work visa processed within 30 working days	All applications for foreign nationals corporate and individual work visa processed within 30 working days	All applications for foreign nationals corporate and individual work visa processed within 30 working days

Strategic objectives	Programme performance indicator	Audited/actual performance			Estimated performance	Medium term targets			
		2010/11	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17	
3	MoAs concluded with eligible designated organizations, performance monitored and funding transferred	4.1 MoAs concluded with eligible designated organizations, performance monitored and funding transferred			New	MoAs concluded with 7 organizations, performance reports submitted quarterly, and financial transfers effected	MoAs concluded with 7 organizations, performance reports submitted quarterly, and financial transfers effected	MoAs concluded with 8 organizations, performance reports submitted quarterly, and financial transfers effected	MoAs concluded with 10 organizations, performance reports submitted quarterly, and financial transfers effected
4	MoA concluded by 31st March each year, with supported employment enterprises performance reports submitted, quarterly and funding transfers effected (SEF)	5.1 MoA concluded by 31st March, with supported employment enterprises, performance reports submitted quarterly and funding transferred quarterly			New	MoAs concluded, with supported employment enterprises, performance reports submitted quarterly and funding transferred quarterly	MoAs concluded, with supported employment enterprises, performance reports submitted quarterly and funding transferred quarterly	MoAs concluded, with supported employment enterprises, performance reports submitted quarterly and funding transferred quarterly	MoAs concluded, with supported employment enterprises, performance reports submitted quarterly and funding transferred quarterly
5	MoA concluded by 31st March each year, with Productivity SA, performance reports submitted and funding transfers effected (Productivity SA)	6.1 MoA concluded by 31st March, with Productivity SA, performance reports submitted quarterly and funding transferred quarterly			New	MoAs concluded, with Productivity SA, performance reports submitted quarterly and funding transferred quarterly	MoAs concluded by 31st March, with Productivity SA, performance reports submitted quarterly and funding transferred quarterly	MoAs concluded by 31st March, with Productivity SA, performance reports submitted quarterly and funding transferred quarterly	MoAs concluded by 31st March, with Productivity SA, performance reports submitted quarterly and funding transferred quarterly

4.3.2 Programme performance indicators and quarterly targets for 2014-2015

Performance indicator		Reporting period	Annual target 2014-15	Quarterly targets				Budget
				1st	2nd	3rd	4th	R'000
1.1	Employment Services Bill regulations developed and implementation monitored; percentage of work completed	Q	100% of work completed on Employment Services Bill and its regulations and guidelines	25% (Parliament supported to pass ES Bill)	50% Two Draft regulations published shed	75% Two Regulations finalised	100% Two Draft regulations published	1 647
1.2	Number of PES provincial and local advocacy campaigns conducted	Q	At least 18 provincial and 126 local advocacy campaigns conducted	Five Provincial 32 Local	Five Provincial 32 Local	Four Provincial 32 Local	Four Provincial 30 Local	Mss: 3 295 ES: 11 696 WS: 10 617 Total: 25 609
1.3	Number of work-seekers registered on ESSA system per year	Q	550 000	137 500	137 500	137 500	137 500	53 398
1.4	Number of targeted registered work-seekers provided with employment counselling	Q	275 000 targeted registered work-seekers provided with employment counselling	68 750	68 750	68 750	68 750	31 853
1.5	Number of work-seekers placed in registered employment opportunities	Q	20 000	5 000	5 000	5 000	5 000	23 393
1.6	Number of opportunities registered on ESSA	Q	50 000 employment opportunities registered on ESSA	12 500	12 500	12 500	12 500	35 090
1.7	Number of Private Employment Agencies and Temporary Employment Agencies registered	Q	All PEA and TEA applications processed within 60 days of receipt	All PEA and TEA applications processed within 60 days of receipt	All PEA and TEA applications processed within 60 days of receipt	All PEA and TEA applications processed within 60 days of receipt	All PEA and TEA applications processed within 60 days of receipt	11 696

Performance indicator		Reporting period	Annual target 2014-15	Quarterly targets				Budget
				1st	2nd	3rd	4th	R'000
2.1	Applications for foreign nationals corporate and individual work visa processed within 30 working days	Q	All applications for foreign nationals corporate and individual work visa processed within 30 working days	All applications for foreign nationals corporate and individual work visa processed within 30 working days	All applications for foreign nationals corporate and individual work visa processed within 30 working days	All applications for foreign nationals corporate and individual work visa processed within 30 working days	All applications for foreign nationals corporate and individual work visa processed within 30 working days	11 696
3.1	MoAs concluded with eligible designated organizations, performance monitored and funding transferred	Q	MoAs concluded with 7 organizations, by 31st March, performance reports submitted quarterly, and financial transfers effected	Quarterly Reports consolidated, analysed, and funding transferred	Quarterly Reports consolidated, analysed, and funding transferred	Quarterly Reports consolidated, analysed, and funding transferred	Quarterly Reports consolidated, analysed, and funding transferred	850
4.1	MoAs concluded by 31st March each year, with supported employment enterprises, performance reports submitted, quarterly and funding transfers effected (SEF)	Q	MoA concluded by 31st March, performance reports submitted quarterly and funding transferred quarterly	Quarterly Reports consolidated, analysed, and funding transferred	Quarterly Reports consolidated, analysed, and funding transferred	Quarterly Reports consolidated, analysed, and funding transferred	Quarterly Reports consolidated, analysed, and funding transferred	138 573
5.1	MoAs concluded by 31st March each year, with Productivity SA, performance reports submitted and funding transfers effected (Productivity SA)	Q	MoA concluded by 31st March, performance reports submitted quarterly and funding transferred quarterly	Quarterly Reports consolidated, analysed, and funding transferred	Quarterly Reports consolidated, analysed, and funding transferred	Quarterly Reports consolidated, analysed, and funding transferred	Quarterly Reports consolidated, analysed, and funding transferred	43 119

4.3.3 Reconciling performance targets with the budget and MTEF

Expenditure estimates

Programme Public Employment Services R-thousand	Audited outcomes			Adjusted appropriation	Revised estimate	Medium term expenditure estimate		
	2010/11	2011/12	2012/13	2013/14		2014/15	2015/16	2016/17
Management and Support Services: PES	19 220	21 001	21 812	31 098	31 098	32 952	34 731	36 571
Employer Services	128 688	143 673	148 517	91 382	91 382	116 968	123 285	129 820
Work-Seeker Services	22 927	23 523	32 763	99 645	99 645	114 179	119 944	125 926
Designated Groups Special Services	482	198	77	801	801	850	889	936
Sheltered Employment Factories and Subsidies to Designated Workshops	76 943	72 407	76 229	119 290	119 290	139 164	145 669	153 389
Productivity South Africa	31 155	34 059	37 052	40 285	40 285	43 119	45 531	47 944
Unemployment Insurance Fund	-	-	-	1	1	1	1	1
Compensation Fund	8 908	36 105	14 085	15 640	15 640	17 278	18 073	19 031
Training of Staff: PES	935	1 228	1 116	1 975	1 975	2 022	1 069	1 126
Total	289 258	332 194	331 651	400 117	400 117	466 533	489 192	514 744
Economic classification								
Current payments	174 138	192 031	207 237	229 440	229 440	272 764	286 071	300 858
Compensation of employees	138 703	154 514	169 064	196 250	196 250	237 378	250 103	262 983
Goods and services	35 435	37 517	38 173	33 190	33 190	35 386	35 968	37 875
Of which:								
Advertising	88	263	263	759	759	567	601	627
Communication	7 585	6 625	6 620	4 099	3 999	3 810	4 037	4 267
Computer services	93	1 365	1 363	1 217	1 817	822	802	843
Consultants and professional services: business and advisory services	-	-	86	86	86	-	-	-
Fleet services	-	70	70	-	-	1 154	1 230	1 331
Inventory: Stationery and printing	4 951	1 277	1 250	3 893	5 543	3 653	3 628	3 820
Lease payments	208	217	216	1 955	1 955	2 577	2 710	2 851

Programme Public Employment Services R-thousand	Audited outcomes			Adjusted appropriation	Revised estimate	Medium term expenditure estimate		
	2010/11	2011/12	2012/13	2013/14		2014/15	2015/16	2016/17
Property payments	2 751	4 077	4 077	1 107	57	1 313	1 378	1 448
Travel and subsistence	15 164	17 278	18 586	9 964	9 614	10 761	11 529	12 169
Other goods and services	4 595	6 345	5 642	10 110	9 360	10 729	10 053	10 519
Interest and rent on land								
Transfers and subsidies	114 958	138 158	123 625	170 427	170 427	193 769	203 121	213 886
Provinces and municipalities			3					
Departmental agencies and accounts	40 063	70 164	51 137	55 925	55 925	60 397	63 604	66 975
Non-profit institutions	74 817	67 671	72 228	114 466	114 466	133 334	139 477	146 868
Households	78	323	257	36	36	38	40	43
Payments for capital assets	162	2 005	789	250	250	-	-	-
Machinery and equipment	162	2 005	789	250	250			
Payments for financial assets								
Total	289 258	332 194	331 651	400 117	400 117	466 533	489 192	514 744

Performance and expenditure trends

The spending focus over the medium term will be on enhancing the department's capacity to implement the Employment Services Bill once it is promulgated and on managing the implementation of the turnaround strategy for sheltered employment factories. To this end, spending in the Sheltered Employment Factories and Subsidies to Designated Workshops subprogramme grew significantly between 2010/11 and 2013/14 due to additional funding allocated in the 2013 Budget for the turnaround strategy for sheltered employment factories. In addition, the employment services system was improved to include online registration for employers, work seekers and mobile self-registration centres. The mobile self-registration centres intervention is aimed at increasing job creation and facilitating placements in decent employment. The number of work seekers placed in registered employment opportunities per year increased from 16 171 in 2012/13 to 19 000 in 2013/14.

The Management and Support Services: Public Employment Services subprogramme

increased the department's capacity to provide employer, registration and placement services. This subprogramme accounts for the increased spending on compensation of employees between 2010/11 and 2013/14. Over the seven-year period, spending on transfers to non-profit institutions is set to grow substantially as the department implements its approved 2013 policy on transfers to non-profit institutions in an effort to facilitate access to employment for people with disabilities.

Over the medium term, this programme receives additional funds of R83.4 million through a reprioritisation of funds from spending on compensation of employees in the Inspection and Enforcement Services programme to spending on compensation of employees in this programme. The reprioritisation is to fund the occupation specific dispensation for career counsellors from 1 April 2014 and improved conditions of service. This will lead to increased spending on compensation of employees over this period. R15.9 million over the medium term also been reprioritised within spending on goods and services, from communication, property payments and travel and subsistence to provide employment services projects.

The spending focus of the subprogramme Work Seeker Services is on increasing the number of work seekers registered and facilitating access to employment and income generating opportunities. The aim is to reduce unemployment and contribute to the national employment target of 11 million jobs created by 2030. Spending on compensation of employees between 2010/11 and 2013/14 grew at an average annual rate of 60%, due to the transfer of staff to this subprogramme from the Employer Services subprogramme to enhance the effectiveness of this subprogramme. Spending on compensation of employees is expected to stabilise at 8.6% over the medium term due to salary adjustments for career counsellors. Increased spending on advertising, travel and the hiring of venues and facilities in respect of roadshows for the registration of work seekers accounts for the 97.3% growth in spending on goods and services between 2010/11 and 2013/14, and is expected to moderate to 4.9% over the MTEF period. The subprogramme's expenditure, which includes items such as communication, travelling and subsistence, is expected to increase to R125.9 million in 2016/17 to provide for the implementation of projects emanating from the Employment Services Bill. These include the development of systems and regulations for private employment agencies responsible for job matching and placing work seekers, enhancements to the Employment Services of South Africa system to facilitate an increase in the number of employment opportunities registered, and the rollout of employment schemes to enhance work seekers' employment opportunities and their employability. The targets for the number of work seekers registered on the Employment Services of South Africa system is expected to increase from 500 000 in 2013/14 to 600 000 in 2016/17.

The subprogramme receives R24 million for improved conditions of service over the medium term, from the reprioritisation from spending on compensation of employees in the Administration programme. As at 31 March 2013, the programme had a funded and filled establishment of 316 posts, which increased to 327 posts in 2013/14 and is expected to remain stable over the medium term.

4.4 Programme 4: Labour Policy and Industrial Relations

Purpose: Establishment of an equitable and sound labour relations environment and the promotion of South Africa's interests in international labour matters through research, analysing and evaluating labour policy, and providing statistical data on the labour market, including providing support to institutions that promote social dialogue.

There are no changes to the budget structure.

4.4.1 Strategic objective, programme performance indicators and medium term targets

Strategic objectives	Programme performance indicator	Audited/actual performance			Estimated performance	Medium term targets			
		2010/11	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17	
2: Promote equity in the labour market (Outcome 4)									
1	Employment equity in the labour market ensured	1.1 Employment Equity Amendment Act implemented and evaluated within set time frame	Bill Published for comments. NEDLAC negotiations started	Amended EE Bill still under discussion in NEDLAC	NEDLAC negotiations on the Bill finalised in July 2012. EE Amendment Bill, 2012 tabled in Parliament	Employment Equity Amendment Act, 2013 published. Draft Amended EE Regulations published for public comment	Amended EE Regulations published.	Conduct nine workshops on amended EEA and regulations	Conduct nine workshops on amended EEA and regulations
					2012-2013 Annual Employment Equity Report developed	2013-2014 Annual Employment Equity Report and Public Register developed by 31 March 2014	2013-2014 Annual Employment Equity Report and Public Register published by 30 June 2014	2014-2015 Annual Employment Equity Report published by 30 June 2015	2015-2016 Annual Employment Equity Report published by 30 June 2016
							2014-2015 Annual Employment Equity Report and Public Register developed by 31 March 2015	2015-2016 Annual Employment Equity Report and Public Register developed by 31 March 2016	2016-2017 Annual Employment Equity Report developed by 31 March 2017
			61 Income differentials assessed	58 Income differentials assessed	31 Income differentials assessed	30 Income differentials assessed	30 Income differentials assessed	30 Income differentials assessed	30 Income differentials assessed

Strategic objectives		Programme performance indicator	Audited/actual performance			Estimated performance	Medium term targets		
			2010/11	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17
3: Protect vulnerable workers (Outcome 4)									
2.	Basic conditions of employment in the labour market ensured	2.1 Applications for variation assessed within 60 days of receipt					Application for variation on BCEA processed within 60 days	Application for variation on BCEA processed within 60 days	Application for variation on BCEA processed within 60 days
3.	Sectoral determinations (SD) published for residual and emerging vulnerable workers	3.1 Number of existing and new sectoral determinations reviewed and investigated	4	6 Taxi, Contract Cleaning, Domestic Workers, Farm Workers, Forestry	6 Contract Cleaning Taxi sector, Civil Engineering, Private Security, Farm Workers, Wholesale and Retail	Review two Sectoral Determinations by March 2014	Review two Sectoral Determinations by March 2015	Review four Sectoral Determinations by March 2016	Review two Sectoral Determinations by March 2017
					Investigation to establish provident funds for domestic and farm workers sector delayed	One new sector investigated for possible setting of minimum wages and conditions of employment	One new sector investigated for possible setting of minimum wages and conditions of employment	One new sector investigated for possible setting of minimum wages and conditions of employment	One new sector investigated for possible setting of minimum wages and conditions of employment
							Start investigation for domestic and farm workers Provident Fund by 2015	Introduce Provident Fund for domestic workers and farm workers	Forestry and Hospitality sectors covered by pension fund by March 2017

Strategic objectives	Programme performance indicator	Audited/actual performance			Estimated performance	Medium term targets			
		2010/11	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17	
4 Strengthen multilateral and bilateral relations (Outcome 11)									
4	Ensure compliance with the country's international obligation	4.1 A number of reports submitted and Memoranda of Understanding signed		Review signed Memorandum with Lesotho by June 2011	Review of China MOU finalised and ready for signing. Brazil MOU signed. Lesotho- changes in the areas of cooperation. Namibia - There was a change in administration which delayed the finalisation of the MOU. Cuba -Indicated that they were not yet ready. Zimbabwe - Discussions on the issue of Zimbabwean migrant labour are still continuing	Review signed Memoranda with China, Lesotho, Namibia, Zimbabwe and Cuba by end of March 2014	Monitor implementation of four signed MOUs and submit quarterly reports	Monitor implementation of five signed MOUs and submit quarterly reports	Monitor implementation of five signed MOUs and submit quarterly reports
				South Africa's position documents on the agenda items of the ILO GB and ILC developed	South Africa's position documents on the agenda items for the International Labour Conference developed and submitted by May 2013				

Strategic objectives		Programme performance indicator	Audited/actual performance			Estimated performance	Medium term targets		
			2010/11	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17
				6	4 One article 19 report, three Article 22 reports)	6 One article 19 Report five Article 22 report	8 Reports One article 19 and seven Article 22 reports	5 Reports One Article 19 and four Article 22 reports	8 Reports One Article 19 and seven Article 22 reports
				South Africa's position on issues for discussion in the SADC ELS and AU LSAC developed and a report submitted	Briefing documents developed and submitted to Minister for approval	South Africa's position on issues for discussion in the SADC ELS and AU LSAC developed and a report produced	One SADC report on implementation of adopted codes	One AU report on Ouagadougou Plan of Action	One SADC report on implementation of adopted codes
						Briefing notes on issues for discussion developed and a report of the meeting produced by August 2013	Three G20 Reports developed	Three G20 Reports developed	Three G20 Reports developed
6: Promote sound labour relations [Outcome 4]									
5.	Promoting sound labour relations	5.1 Number of collective agreements extended within 60 days of receipt	11	18	25	17	17	18	18
		5.2 Percentage of competent and completed labour organisation applications processed within 90 days of receipt	38 (100%)		130 (100%)	100%	100%	100%	100%

Strategic objectives	Programme performance indicator	Audited/actual performance			Estimated performance	Medium term targets			
		2010/11	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17	
7: Monitor the impact of legislation (Outcome 4)									
6	Impact of legislation and labour market trends monitored and evaluated	6.1 A number of labour market trends and research reports produced	8	8	8	8	8 (Four Annual Labour Market Trend reports and four Internal Statistical Trend Labour Legislations report compiled)	8 (Four Annual Labour Market Trend reports and four Internal Statistical Trend Labour Legislations report compiled)	8 (Four Annual Labour Market Trend reports and four Internal Statistical Trend Labour Legislations report compiled)

4.4.2 Programme performance indicators and quarterly targets for 2014-2015

Performance indicator		Reporting period	Annual target 2014-15	Quarterly targets				Budget
				1st	2nd	3rd	4th	R
1.1	Employment Equity Amendment Act implemented and evaluated within set time frame	Q	Amended EE regulations implemented	Finalise the NEDLAC negotiations and publish Amended EE regulations	Draft Code on Equal pay for work of equal value published for public comment Conduct nine workshops with stakeholders in provinces on amended EEA and regulations	Consolidate public comments on the Code Equal pay for work of equal value	Finalise and publish Code on Equal pay for work of equal value	R250 000
		A	Annual Employment Equity Report and Public Register	2013-2014 Employment Equity Annual Report and Public Register published by 30 June 2014	-	-	2014-2015 Employment Equity Annual Report and Public Register developed by end March 2015	R4 900 000
		A	30 Income Differentials assessed	8	8	7	7	R850 000
2.1	Applications for variation assessed within 60 days of receipt	Q	Applications for variation on the BCEA processed within 60 days of receipt	2	All received applications processed within 60 days	All received applications processed within 60 days	All received applications processed within 60 days	R200 000

Performance indicator		Reporting period	Annual target 2014-15	Quarterly targets				Budget
				1st	2nd	3rd	4th	R
3.1	Number of existing and new sectoral determinations reviewed and investigated	A	Review two sectoral determinations by March 2015	Conduct investigation into existing Sectoral Determinations: Contract Cleaning and Domestic Workers	Investigation of the sector	Finalise the report on the investigation		R440 000
		Q	Start investigation for Domestic and Farm Workers Provident Fund by 2015		Conduct consultations with stakeholders in the Domestic and the Farming sectors on Social Security	Report compiled	Domestic and Farm workers covered by pension fund	R486 000
		Q	One new sector investigated for possible setting of minimum wages and conditions	Investigate a new Sectoral Determination: Garden Services	Investigation into sector	Investigation into sector	Finalise the report on the investigation	
4.1	A number of reports submitted and Memoranda of Understanding signed	A	8		Seven reports in terms of Article 22 of the ILO Constitution submitted by September 2014		One report in terms of Article 19 of the ILO Constitution submitted by February 2015	R4 000 (Courier services in respect of Article 19 and 22)
		Q	4	1 Quarterly implementation report submitted	1 Quarterly implementation report submitted	1 Quarterly implementation report submitted	1 Quarterly implementation report submitted	CoE
		Q	3	1 G20 report submitted	2 G20 reports submitted			R125 000
		Q	1 Report		1 SADC implementation report submitted on adopted codes			CoE

Performance indicator		Reporting period	Annual target 2014-15	Quarterly targets				Budget
				1st	2nd	3rd	4th	R
5.1	Number of Collective agreements extended within 60 days of receipt	Q	17	3	5	4	5	R6 502 000
5.2	Percentage of competent and completed labour organisation applications processed within 90 days of receipt	Q	100%	100%	100%	100%	100%	R6 502 000
6.1	A number of Annual Labour Market Trends and Research reports produced	A and Q	Four Quarter and four Annual	One internal statistical trend on labour legislations report compiled by May 2014. Produce two Annual Labour Market reports	One internal statistical trend labour legislations report compiled by August 2014. Publish four annual labour market reports by Sept 2014	One internal statistical trend labour legislations report compiled by Nov 2014	One internal statistical trend labour legislations report compile by Feb 2015. Produce two Annual Labour Market reports	R 160 000

4.4.3 Reconciling performance targets with the budget and MTEF

Expenditure estimates

Programme Labour Policy and Industrial Relations R-thousand	Audited outcomes			Adjusted appropriation	Revised estimate	Medium term expenditure estimate		
	2010/11	2011/12	2012/13	2013/14		2014/15	2015/16	2016/17
Management and Support Services: LP and IR	8 467	9 561	12 320	13 406	12 930	13 585	13 691	14 269
Strengthen Civil Society	14 379	15 063	15 802	16 504	16 504	17 318	17 929	18 879
Collective Bargaining	9 746	10 216	11 234	13 356	13 963	14 504	14 549	15 477
Employment Equity	9 656	10 999	9 907	12 849	12 770	14 484	15 247	16 148
Employment Standards	6 506	9 758	8 422	13 297	14 093	12 706	14 906	16 054
Commission for Conciliation Mediation and Arbitration	402 017	448 104	478 745	594 418	594 418	687 096	733 999	772 901
Research Policy and Planning	12 345	10 598	5 262	12 668	12 669	11 736	12 625	13 696
Labour Market Information and Statistics	26 403	29 307	30 291	34 301	33 633	36 466	38 562	41 001
International Labour Matters	19 338	26 870	22 962	27 414	28 239	33 907	35 238	36 895
National Economic Development and Labour Council	16 342	24 433	24 707	26 278	26 225	28 089	29 472	31 043
Total	525 199	594 909	619 652	764 491	765 444	869 891	926 218	976 363
Economic classification								
Current payments	82 168	93 427	87 055	111 640	112 509	121 546	128 131	135 977
Compensation of employees	54 577	60 282	61 540	71 005	69 937	78 893	83 641	89 129
Goods and services	27 591	33 145	25 515	40 635	42 572	42 653	44 490	46 848
Of which:								
Advertising	3 271	5 023	2 342	8 270	8 697	7 209	8 805	9 535
Communication	1 788	1 514	1 538	1 156	1 034	1 531	1 648	1 742
Computer services	1 516	1 156	1 156	823	770	963	975	1 017
Consultants and professional services: business and advisory services	7 277	6 385	6 608	7 478	7 515	6 694	7 202	7 849

Programme Labour Policy and Industrial Relations R-thousand	Audited outcomes			Adjusted appropriation	Revised estimate	Medium term expenditure estimate		
	2010/11	2011/12	2012/13	2013/14		2014/15	2015/16	2016/17
Fleet services	-	15	17	152	196	309	182	193
Inventory: Stationery and printing	2 797	2 325	2 363	2 777	3 557	4 224	2 864	3 012
Lease payments	507	861	869	403	369	1 891	1 485	1 504
Property payments	394	552	552	574	552	604	657	686
Travel and subsistence	7 642	11 273	6 477	12 070	12 723	11 547	13 761	13 980
Other goods and services	2 399	4 042	3 593	6 932	7 159	7 681	6 911	7 330
Interest and rent on land								
Transfers and subsidies	442 967	501 441	532 440	652 508	652 609	748 324	798 065	840 363
Provinces and municipalities			1	-	-	2	2	2
Departmental agencies and accounts	417 885	472 019	502 904	620 246	620 246	714 543	762 790	803 218
Foreign governments and international organisations	10 703	14 211	13 692	15 594	15 695	16 461	17 344	18 264
Non-profit institutions	14 379	15 063	15 802	16 504	16 504	17 318	17 929	18 879
Households	-	148	41	164	164			
Payments for capital assets	64	41	157	343	326	21	22	23
Machinery and equipment	64	41	157	343	326	21	22	23
Payments for financial assets								
Total	525 199	594 909	619 652	764 491	765 444	869 891	926 218	976 363

Performance and expenditure trends

The spending focus over the medium term will be on protecting vulnerable workers by reviewing and making sectoral determinations, promoting sound labour relations and equity in the labour market, as well as enforcing and monitoring the Employment Equity Act (1998). This focus is reflected in the transfers to the Commission for Conciliation, Mediation and Arbitration and the National Economic and Labour Council, as well as under goods and services in travel, advertising and venues and facilities. The focus on promoting sound labour relations will continue, with a particular emphasis on the resolution of industrial action and the reduction of tension and violence in the labour market. The bulk of the programme's budget continues to be transferred to the Commission for Conciliation, Mediation and Arbitration for dispute prevention and resolution services. In the 2013 Budget, the commission was allocated additional funds to address increasing caseloads arising from amendments to the labour laws; the rollout of a web based case management system; expansion of access to dispute resolution services as well as a job saving unit and the aforementioned accounts for the increased spending on the transfer to the Commission between 2010/11 and 2013/14.

R16 million over the medium term has been reprioritised from goods and services in the Research, Policy and Planning subprogramme due to the overlap of research projects, which reduced the number of planned projects in a year. Of the R16 million, R14.3 million will be used in the International Labour Matters subprogramme to provide for the rising affiliation fees for the International Labour Organisation subprogramme, to cover the cost of implementing amendments to the Labour Relations Act (1995) and work relating to labour tenants in terms of amendments to the Basic Conditions of Employment Act (1997) in the Employment Standards subprogramme. Of the 27 conventions ratified by South Africa, 25 are in force, two have been denounced, and three have been ratified in the past 12 months. In addition, R7.5 million over the medium term is reprioritised from the Inspection and Enforcement Services programme to this programme for four additional posts, of which three will be in the International Labour Matters subprogramme.

The total number of personnel in this programme is expected to increase from 173 posts in 2012/13 to 194 filled posts in 2016/17, with a corresponding increase in spending on compensation of employees. This forms part of the effort to capacitate the programme to promote sound labour relations and equity in the labour market.

Spending on consultants was equivalent to 10.6% of total expenditure on compensation of employees in 2013/14, and is expected to grow from R6.7 million in 2014/15 to R7.8 million in 2016/17 due to the commissioning of six research reports. As research topics and requirements vary from year to year, it is more cost-efficient for the department to engage external research specialists as consultants than to employ permanent staff. In 2013/14, this programme contracted three consulting companies to undertake three research projects.





Part C: Links to other plans

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Part C: Links to other plans

5. Links to the long-term infrastructure and other capital plans

Project Name	Service delivery output	Current project stage	Total cost	Audited outcomes			Adjusted appropriation	Revised estimate		
				2010/11	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17
Rustenburg Labour Centre: Construction of building	New labour centre	Construction	15 461	1 592	1 889	7 477	4 871			
Mount Ayliff : Site clearance	New labour centre	Design	15 216	292	81	-	234			
Garankuwa: Site clearance	New labour centre	Design	279	31	-	-	131			
Middelburg: Site clearance	New labour centre	Design	512	-	-	121				
Athlone: Site Clearance	New labour centre	Design	1 602	-	-	-				
Cape Town: Site clearance	New labour centre	Design	13 029	-	-	66				
Swellendam: Site clearance	New labour centre	Design	533	-	-	-				
Vredenburg: Site Clearance	New labour centre	Design	1 596	-	-	-				
Somerset West: Site clearance	New labour centre	Design	2 129	-	-	-				
Knysna: Site clearance	New labour centre	Design	1 497	-	-	-				
Bellville: Site clearance	New labour centre	Design	445	-	-	-				
Vredendal: Site clearance	New labour centre	Design	445	-	-	-				
Ceres: Site clearance	New labour centre	Design	540	-	-	-				
Volksrust: Site clearance	New labour centre	Design	445	-	-	93				
Carltonville: Site Clearance	New labour centre	Design	37	-	-	-				
Secunda: Site clearance	New labour centre	Design	1 959	-	-	220				
Taung: Site clearance	New labour centre	Design	186	186	260	-				
Security: Wendy houses	Labour centres security Wendy houses	Various	62	12	-	-	16	17		
Security: Wendy houses	Security: Wendy houses at minister's parking at Laboria House	Various	17	17	-	-				

Project Name	Service delivery output	Current project stage	Total cost	Audited outcomes			Adjusted appropriation	Revised estimate		
				2010/11	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17
Bronkhorstspuit: Site clearance	New labour centre	Design	200	200	-	81				
Lusikisiki: Site clearance	New labour centre	Design	66	66	185	-				
Lebowakgomo: Site clearance	New labour centre	Design	148	148	231	382				
Sabie: Site clearance	New labour centre	Design	191	191	254	21				
Carolina: Site clearance	New labour centre	Design	191	191	256	38				
Kwamhlanga: Site clearance	New labour centre	Design	191	191	261	69				
Durban Labour Centre: Repairs	Electrical and mechanical repairs	Various	2 690	-	-	69				
Other labour centres	Various construction such as electrical repairs	Various	225	-	1 155	-				
Temba Labour Centre: Site clearance	New labour centre	Design	434	-	-	-	234			
Total			60 326	3 117	4 572	8 637	5 486	17		

6. Conditional grants

Not applicable to the Department of Labour.

7. Public Entities reporting to the Minister of Labour:

Name of public entity	Mandate	Outputs	Current annual budget (R thousand)	Date of next evaluation
Unemployment Insurance Fund	The Unemployment Insurance Fund (UIF) contributes to the alleviation of poverty in South Africa by providing short-term unemployment insurance to all workers who qualify for unemployment related benefits. The Fund is financed by a dedicated tax on the Wage Bill	Collection of unemployment insurance contributions and payment of benefits to qualifying contributors	R18 930 858	1 April 2014
Compensation Fund	The Compensation Fund's (CF) main objective is to provide compensation for disability, illness and death resulting from occupational injuries and diseases	Collection of contributions and payment of medical, compensation and pension benefits.	R8 420 343	1 April 2014
Productivity South Africa	Productivity SA is mandated by government, organised labour and organised business to improve the productive capacity of the economy and thus contribute to South Africa's socio-economic development and competitiveness	<ul style="list-style-type: none"> • Products and services of assisted companies world class and competitive • Productivity and competitiveness awareness is high and embraced in South Africa • Capacitated SMMEs contribute to sustainable employment creation • Jobs saved in distressed companies • Productivity research reports for selected sectors produced. 	R43 119	15 April 2014
Commission for Conciliation, Mediation and Arbitration	The Commission for Conciliation, Mediation and Arbitration (CCMA) was established in terms of the Labour Relations Act, 1995 as amended. It is mandated to promote social justice and fairness in the workplace by delivering ethical, qualitative, innovative and cost effective dispute management and resolution services, institution building services, education, training and development, and efficient administration	<p>The CCMA's compulsory statutory functions are to:</p> <ul style="list-style-type: none"> • Consolidate workplace disputes • Arbitrate certain categories of disputes that remain unresolved after conciliation, establish picketing rules • Facilitate the establishment of workplace forums and statutory councils • Compile and publish information and statistics about CCMA activities • Accredited and consider applications for subsidy by bargaining councils and private agencies • Provide support for the Essential Services Committee. 	R687 096	1 April 2014

Name of public entity	Mandate	Outputs	Current annual budget (R thousand)	Date of next evaluation
National Economic Development and Labour Council (NEDLAC)	The National Economic Development and Labour Council was established in terms of the National Economic Development and Labour Council Act, 1994. The Act requires Organised Labour, Organised Business, Community Based Organisations And Government, as a collective, to promote the goals of economic growth; participate in economic decision making and social equity; seek to reach consensus and conclude agreements on matters pertaining to social and economic policy; consider all proposed labour legislation relating to labour market policy and all significant changes to social and economic policy before these are introduced in Parliament; and encourage and promote the formulation of coordinated policy on social and economic matters.	The NEDLAC Act requires the institution to: <ul style="list-style-type: none"> • Strive to promote the goals of economic growth • Participation in economic decision-making and social equity • Seek to reach consensus and conclude agreements on matters pertaining to social and economic policy • Consider all proposed labour legislation relating to labour market policy before it is introduced in Parliament • Encourage and promote the formulation of coordinated policy on social and economic matters • Consider all significant changes to social and economic policy before it is implemented or introduced in Parliament • Consider Social Economic Disputes in terms of Section 77 of the Labour Relations Act. 	R27 447	1 April 2014

8. Public-Private Partnerships

None



Part D: Technical Indicators

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Part D: Technical Indicators

Definitions of the technical indicator

Area	Description
Indicator title	Identifies the title of the strategic outcome oriented goal, objective or programme performance indicator
Short definition	Provides a brief explanation of what the indicator is, with enough detail to give a general understanding of the indicator
Purpose/importance	Explains what the indicator is intended to show and why it is important
Source/collection of data	Describes where the information comes from and how it is collected
Method of calculation	Describes clearly and specifically how the indicator is calculated
Data limitations	Identifies any limitation with the indicator data, including factors that might be beyond the department's control
Type of indicator	Identifies whether the indicator is measuring inputs, activities, outputs, outcomes or impact, or some other dimension of performance such as efficiency, economy or equity
Calculation type	Identifies whether the reported performance is cumulative, or non-cumulative
Reporting cycle	Identifies if an indicator is reported quarterly, annually or at longer time intervals
New indicator	Identifies whether the indicator is new, has significantly changed, or continues without change from the previous year
Desired performance	Identifies whether actual performance that is higher or lower than targeted performance is desirable
Indicator responsibility	Identifies who is responsible for managing and reporting the indicator

Programme 1: Administration

Area	Description
Indicator title	1.1 Strategic leadership and guidance provided through departmental governance structures
Short definition	Strategic leadership and guidance provided by the executing authority and the accounting officer
Purpose/importance	To set the tone overall, for the effectual running of the Department
Source/collection of data	Performance reports. Minutes of strategic workshops and meetings. Service level agreements and Memoranda of understanding
Method of calculation	N/A
Data limitations	N/A
Type of indicator	Qualitative and quantitative indicator
Calculation type	N/A
Reporting cycle	Quarterly, mid-term and annually
New indicator	New
Desired performance	100% performance
Indicator responsibility	Minister and Director-General

Area	Description
Indicator title	2.1 Strategic Plan and Annual Performance Plan approved and tabled as per prescribed timeframes
Short definition	Strategic Plan (SP) and Annual Performance Plan (APP) approved by end of January for tabling in Parliament by 31 March
Purpose/importance	The Department must have an approved Strategic Plan and Annual Performance Plan
Source/collection of data	APP compiled with information from the SP as well as Branch inputs
Method of calculation	Annual tabling of the APP (official printed document)
Data limitations	Inputs from Branches
Type of indicator	Output
Calculation type	Quarterly milestones with submission of first and second drafts
Reporting cycle	Quarterly as there are certain milestones in the development of the APP
New indicator	No
Desired performance	Approved APP (in line with the National Treasury Framework for managing performance information) to be tabled in Parliament
Indicator responsibility	COO

Area	Description
Indicator title	2.2 Percentage of organisational performance improves per year
Short definition	4 QPRs and 1 Annual Performance Information Report within 60 days of period ending
Purpose/importance	Increase compliance levels with Performance Information Management prescripts and to report on progress made to achieve the targets set in the Annual Performance Plan
Source/collection of data	Labour Centres and Provincial Offices reports consolidated into Branch reports
Method of calculation	4 Quarterly reports and 1 Annual report
Data limitations	The accuracy of quarterly, annual and mid-term reports depend on reports received from Branches, lack of the reliable data capturing (human errors), monitoring and evaluation system
Type of indicator	Output
Calculation type	Non-accumulative (only statistics/performance for that quarter)
Reporting cycle	Quarter, Annual and mid-term
New indicator	No, but adjusted
Desired performance	Planning, monitoring and evaluation performance to ensure compliance with the National Treasury Framework for managing performance information and inform the department's performance in relation to desired goals as set out in the APP
Indicator responsibility	COO

Area	Description
Indicator title	3.1 Number of strategic risk reviews and monitoring compiled and submitted for the approval by the Accounting Officer within 30 days of each quarter
Short definition	The indicator addresses the number of updated Strategic Risk Matrix that should be submitted to the accounting officer
Purpose/importance	The updated Strategic Risk Matrix to ensure continuous monitoring of progress on strategic risks identified
Source/collection of data	The information comes from the quarterly updates of the Strategic Risk Matrix
Method of calculation	Strategic Risk Matrix monitored quarterly
Data limitations	Approval of the Strategic Risk Matrix by the Accounting Officer
Type of indicator	Output
Calculation type	Non-cumulative
Reporting cycle	Quarterly
New indicator	No
Desired performance	Higher performance
Indicator responsibility	Director – Risk Management

Area	Description
Indicator title	4.1 Percentage of fraud cases received or detected finalised per year
Short definition	A requirement in terms of Fraud Prevention Plan , Risk Management Policy, Whistleblowing Policy and PFM
Purpose/importance	To investigate and detect cases in protecting its revenue, expenditure, assets and reputation from any attempt of unlawful interception
Source/collection of data	Whistleblowing through anonymous tips off, fraud and corruption hotline and through fraud email account
Method of calculation	Quarterly
Data limitations	Approval for hotline software
Type of indicator	Output
Calculation type	Non-cumulative
Reporting cycle	Annual
New indicator	No
Desired performance	Higher performance
Indicator responsibility	Director – Risk Management

Area	Description
Indicator title	4.2 Number of fraud prevention awareness campaigns conducted
Short definition	A requirement in terms the PFMA, Treasury Regulations
Purpose/importance	Educate and prevent fraudulent activities in the Department
Source/collection of data	Provincial Offices and Head Office
Method of calculation	Quarterly
Data limitations	Financial Budget
Type of indicator	4 Awareness campaigns per annum
Calculation type	Non-cumulative
Reporting cycle	Quarterly
New indicator	Yes
Desired performance	Higher performance
Indicator responsibility	Director – Risk Management

Area	Description
Indicator title	4.3 Fraud prevention and security strategies implemented
Short definition	Prevent and detect security breaches and instigate legal action.
Purpose/importance	Percentage reduction of security breaches / incidents.
Source/collection of data	Manual.
Method of calculation	Previous year quarterly report (Q-1) minus Current year quarterly report (Q-!) divided by previous year quarterly report (Q-1) multiply by 100.
Data limitations	None.
Type of indicator	Quantitative. (Percentage %)
Calculation type	Cumulative
Reporting cycle	Quarterly
New indicator	New
Desired performance	To prevent and detect security breaches and implement security measures as per prescripts and guidelines
Indicator responsibility	Director: Security Services.

Area	Description
Indicator title	5.1 Number of exhibitions held to profile the services of the Department per annum
Short definition	Showcasing Departmental services
Purpose/importance	To inform the public of the services of the Department
Source/collection of data	Branches and current publications
Method of calculation	Records of exhibitions participated in
Data limitations	N/A
Type of indicator	It measures an activity
Calculation type	The reported performance is cumulative.
Reporting cycle	The indicator is reported quarterly, annually.
New indicator	No
Desired performance	actual performance is desirable
Indicator responsibility	CD: Communication

Area	Description
Indicator title	5.2 Number of service delivery points branded and signage displayed per selected province
Short definition	Ensuring the visibility of Departmental Labour Centres
Purpose/importance	To enable stakeholders and beneficiaries to easily identify service points of the Department
Source/collection of data	Visits will be undertaken to collect data on the different labour centre buildings.
Method of calculation	Records of labour centres branded
Data limitations	N/A
Type of indicator	The indicator measures outcome
Calculation type	Cumulative
Reporting cycle	Quarterly
New indicator	No
Desired performance	Actual performance desired
Indicator responsibility	Director : Communication

Area	Description
Indicator title	5.3 Turnaround time to respond to media queries
Short definition	Ensuring that media queries are responded to and information is made available to the public
Purpose/importance	To ensure that information about the work and initiatives of the Department is disseminated to stakeholders and members of the public
Source/collection of data	Reporters from the various media houses
Method of calculation	Determined by the time the query was received and responded to
Data limitations	N/A
Type of indicator	It measures inputs outputs
Calculation type	The reported performance is non-cumulative
Reporting cycle	The indicator is reported both quarterly and annually.
New indicator	It continues from the previous year
Desired performance	The desired performance is to respond timeously to media queries.
Indicator responsibility	Director Media Liaison

Area	Description
Indicator title	6.1 Percentage of (a) women in SMS, (b) youth and (c) people with disability (PwD) employed in line with the EE Plan by 31 March each year
Short definition	Appointments done according to set EE targets
Purpose/importance	Adherence to EE targets
Source/collection of data	EE PERSAL reports
Method of calculation	<ul style="list-style-type: none"> Total number of SMS women employed against the total number of filled SMS posts multiply by 100 Total number of youth employed against the total number of filled posts in the Department multiply by 100 Total number of people with disabilities against the total number of filled posts in the Department multiply by 100
Data limitations	Non adherence to EE targets
Type of indicator	Output
Calculation type	Cumulative
Reporting cycle	Quarterly
New indicator	No
Desired performance	<ul style="list-style-type: none"> 45% of SMS women 36% of youth 3% of disability
Indicator responsibility	CD:HRM

Area	Description
Indicator title	6.2 Percentage of vacancy rates reduced by 31 March
Short definition	Posts filled
Purpose/importance	Capacitate the Department for service delivery by filling vacancies
Source/collection of data	PERSAL establishment reports
Method of calculation	Number of vacant posts divide by total number of posts/establishment multiply by 100
Data limitations	Non adherence to the time frames of Recruitment and selection process by line managers
Type of indicator	Output
Calculation type	Cumulative
Reporting cycle	Quarterly
New indicator	No
Desired performance	6%
Indicator responsibility	CD:HRM

Area	Description
Indicator title	6.3 Percentage of staff trained in line with Workplace Skills Plan (WSP) by 31 March
Short definition	Staff trained
Purpose/importance	<ul style="list-style-type: none"> • Compliance with Skills Development legislation • To train and develop the staff of the Department
Source/collection of data	Quarterly and annual reports
Method of calculation	Number of trained staff against number of staff planned for training as per approved WSP
Data limitations	Non submission of reports by contributing offices
Type of indicator	Output
Calculation type	Cumulative
Reporting cycle	Quarterly
New indicator	No
Desired performance	87%
Indicator responsibility	CD:HRM

Area	Description
Indicator title	6.4 Percentage of misconduct cases finalised in line with applicable prescripts by 31 March
Short definition	The indicator address the timely completion of misconduct cases as by measuring the percentage rate of disciplinary processes finalised within specified timelines
Purpose/importance	Promote sound labour relations in the Department
Source/collection of data	Disciplinary requests and submissions/register
Method of calculation	The ER has timeline for misconduct cases and the cases finalised are measure against the timelines planned
Data limitations	Late submission of investigation and presiding officers reports
Type of indicator	Output
Calculation type	Non-cumulative
Reporting cycle	Quarterly
New indicator	No
Desired performance	80%
Indicator responsibility	CD:HRM

Area	Description
Indicator title	6.5 Percentage of employees (a) SMS and (b) MMS and lower entered into performance agreement and assessed within the time frames
Short definition	The indicator addresses the timely completion of performance agreements and assessments by measuring the compliance rate of submission within specific timelines.
Purpose/importance	Facilitation of individual performance management in the Department
Source/collection of data	Agreements/Assessments documents and Score sheets
Method of calculation	The PM&CS has timelines for submission of performance documents and they are measured against the timelines planned
Data limitations	Late submission of performance agreements/assessments
Type of indicator	Output
Calculation type	Cumulative
Reporting cycle	Quarterly
New indicator	No
Desired performance	95%
Indicator responsibility	CD:HRM

Area	Description
Indicator title	7.1 Percentage of court papers to resolve litigation filed with court increased
Short definition	Necessary investigation with the relevant programme done to establish the facts relating to the litigation and determine the best approach on the matter prior to instructing the State Attorney and to determine what documents must be filed.
Purpose/importance	Ensure that the required documents are filed timeously in order to facilitate the speedy finalisation of litigation matters.
Source/collection of data	Case management register and physical files
Method of calculation	Check the register against the date received and the date submitted to State Attorney
Data limitations	Unavailability of relevant functionaries to provide information
Type of indicator	Is an activity assisting the State Attorney in finalising litigation on behalf of the Department.
Calculation type	The performance is non-cumulative
Reporting cycle	Quarterly
New indicator	Significantly changed
Desired performance	90% or more of court papers to resolve litigation submitted to State Attorney within 10 working days of receipt
Indicator responsibility	Acting Chief Legal Admin Officer

Area	Description
Indicator title	8.1 ICT services rendered as per ICT strategy and governance framework
Short definition	Implementation of the ICT strategy elements
Purpose/importance	Provision of ICT solutions and services
Source/collection of data	ICT strategy
Method of calculation	Number of planned deliverables against number of deliverables implemented
Data limitations	None
Type of indicator	Output
Calculation type	Cumulative
Reporting cycle	Quarterly
New indicator	No
Desired performance	100%
Indicator responsibility	CD: ICT

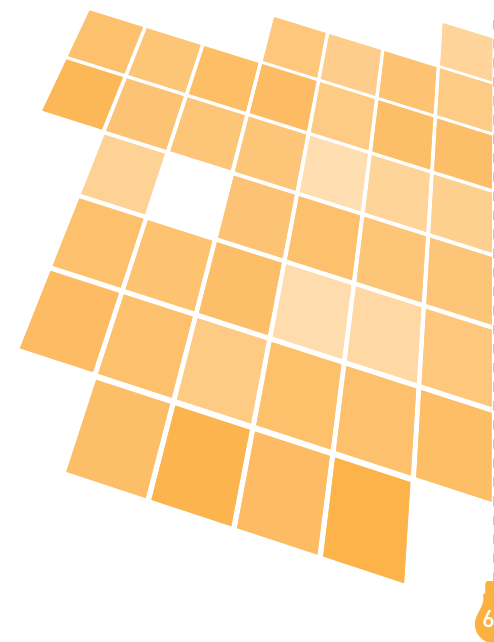
Area	Description
Indicator title	9.1 Number of financial statements compiled per year that comply with guidelines issued by the National Treasury.
Short definition	Compilation and submission of the Interim and Annual Financial Statements to National Treasury (NT) and Auditor-General as well as the publication of the AFS in the Annual Report.
Purpose/importance	Reporting to National Treasury and Parliament regarding the department's financial position.
Source/collection of data	Transversal systems, Provincial Offices and Programmes at Head Office.
Method of calculation	Due dates determined by National Treasury and compiled according to National Treasury prescripts (AFS guidelines and template)
Data limitations	Transversal systems implemented and maintained by National Treasury.
Type of indicator	Financial Performance of the Department. Appropriation statement indicating the budget verses expenditure i.e. budget over or under spend.
Calculation type	Performance is cumulative – due to NT introducing new reporting requirements both quarterly and annually.
Reporting cycle	Quarterly and Annually as prescribed by NT.
New indicator	Amended indicator – occurred in previous cycle.
Desired performance	Must be performed / achieved according to dates prescribed by National Treasury
Indicator responsibility	Director: Financial Management

Area	Description
Indicator title	9.2 Medium Term Expenditure Framework (MTEF) and Estimates of National Expenditure (ENE) prepared according to National Treasury Prescripts
Short definition	Consolidation and submission of the departments MTEF, ENE and AENE documents.
Purpose/importance	Reporting to National Treasury and Parliament regarding the department's financial requirements.
Source/collection of data	Provincial Offices and Programmes at Head Office.
Method of calculation	Due dates determined by National Treasury and compiled according to National Treasury prescripts (Budgeting System of the State guidelines and template)
Data limitations	Transversal systems implemented and maintained by National Treasury.
Type of indicator	Financial Performance of the Department. ENE, AENE, MTEF.
Calculation type	Performance is cumulative due to activities taking place in various quarters.
Reporting cycle	Quarterly and Annually as prescribed by NT.
New indicator	Amended indicator – occurred in previous cycle.
Desired performance	Must be performed / achieved according to dates prescribed by National Treasury
Indicator responsibility	Director: Financial Management

Area	Description
Indicator title	9.3 Percentage reduction of audit findings
Short definition	To indicate the reduction of audit findings between two financial years.
Purpose/importance	To indicate the compliance / non-compliance and to indicate if the Department improved regarding adherence to prescripts.
Source/collection of data	Management reports as issued by the Auditor-General.
Method of calculation	Comparison if number of audit findings in management reports between two financial years.
Data limitations	Information as indicated by the Auditor-General.
Type of indicator	Impact
Calculation type	Cumulative
Reporting cycle	Annually
New indicator	Yes
Desired performance	Decrease in audit findings to ensure adherence to prescripts.
Indicator responsibility	CFO

Area	Description
Indicator title	10.1 Percentage of compliant invoices paid within 30 days of receipt
Short definition	To ensure that all compliant invoices are paid within 30 days, as required by the PFMA
Purpose/importance	To show that Suppliers must be paid within 30 days of receipt of an invoice
Source/collection of data	From PFMA, as accessible on National Treasury website
Method of calculation	Analysis of payments made
Data limitations	Supplier's changing banking details after the order has been created, without informing the Department. Banking details of new / existing suppliers rejected on Safety Net by National Treasury. System errors when processing payments on LOGIS system whereby sometimes it takes more time to get a solution from National Treasury/LOGIK depending on the complexity of the problem
Type of indicator	Measuring activities, outcomes, efficiency and economy
Calculation type	Cumulative
Reporting cycle	Quarterly
New indicator	Continues without change from previous year
Desired performance	Compliance with PFMA
Indicator responsibility	Deputy Director: SCM

Area	Description
Indicator title	10.2 Percentage reduction of transgression in irregular expenditure compared to previous year.
Short definition	Reduction in number of irregular expenditure cases by 10% year-on-year
Purpose/importance	Develop strategy to prevent irregular expenditure pro-actively
Source/collection of data	Payments processed on transversal systems
Method of calculation	The indicator is calculated in relation to PFMA and other National Treasury prescripts governing SCM with a benchmark of 100% compliance, as most of the outputs are guided by legislations
Data limitations	No limitations
Type of indicator	The indicator is measuring inputs, activities, outcomes and efficiency
Calculation type	Cumulative
Reporting cycle	Quarterly
New indicator	Continues without change from previous year
Desired performance	Actual performance is desirable – i.e. 100% - neither higher nor lower
Indicator responsibility	Deputy Director: SCM



Programme 2: Inspection and Enforcement Services

Area	Description
Indicator title	1.1 Number of designated employers reviewed per year to determine compliance with employment equity legislation
Short definition	Subject 517 designated companies(in terms of sec. 1 of the EEA)to a DG review (sec. 43 of the EEA) to establish whether they comply with employment equity legislation (sec. 43 of the EEA)
Purpose/importance	Review the companies to establish whether they are implementing employment equity measures as outlined in their employment equity plans submitted to the Department of Labour
Source/collection of data	IES Manual Registers and Quarterly Monitoring Reports
Method of calculation	Based on the number of company reports withdrawn for review
Data limitations	Not applicable
Type of indicator	Output and Activity
Calculation type	Cumulative
Reporting cycle	Quarterly and Annually
New indicator	No - amended to align with the EEA
Desired performance	517 designated companies to be subjected under DG Review processes.
Indicator responsibility	DDG – IES

Area	Description
Indicator title	1.2 Percentage of non-compliant employers of those reviewed dealt with in terms of the enforcement regime link to the EEA
Short definition	All (100%) non –compliant workplaces of those inspected in 1.1 for the year must be issued with the legal instruments as provided for in the EEA (undertakings, compliance orders, DG recommendations (sec. 36; 37) and court referrals (sec. 45 of the EEA))
Purpose/importance	To ensure that all non-compliant workplaces are issued with legal notices and also referred to courts for failure to comply labour law
Source/collection of data	IES Manual Registers and QPR Reports
Method of calculation	Number of notices issued and cases referred to courts (labour court and magisterial court)
Data limitations	Not applicable
Type of indicator	Output, Activity, Outcome
Calculation type	Accumulative for the year
Reporting cycle	Quarterly and annually
New indicator	No
Desired performance	All (100%) non –compliant workplaces must be issued with the legal instruments as provided for in the legislation (undertakings, compliance orders and court referrals)
Indicator responsibility	DDG : IES

Area	Description
Indicator title	2.1 Number of workplaces inspected per year to determine compliance with labour legislation
Short definition	149 154 workplaces across all sectors inspected to determine compliance with the labour legislation
Purpose/importance	To establish compliance levels in problematic sectors
Source/collection of data	IES Manual Registers and Quarterly Performance Reports
Method of calculation	a) Number of checklists/inspectors reports used during the inspection b) Number of employer Auditor inspections conducted
Data limitations	Not applicable
Type of indicator	Output/activity
Calculation type	Accumulative to a year
Reporting cycle	Quarterly and annually
New indicator	No
Desired performance	To inspect 149 154 workplaces to determine the level of compliance with labour legislation
Indicator responsibility	DDG : IES

Area	Description
Indicator title	2.2 Percentage of non-complying workplaces of those inspected i.t.o. indicator 2.1 per year dealt with in terms of the relevant labour legislation
Short definition	100% of non-compliant workplaces of those inspected dealt with in terms of the relevant labour legislation: See: BCEA sections 64;65; 66; 68; 69; 70 UI sections 38; 39 SDA sec 17
Purpose/importance	To ensure that all non-compliant workplaces are issued with legal notices and also referred to courts for failure to comply labour law
Source/collection of data	IES Manual Registers and Provincial Quarterly Reports
Method of calculation	Number of notices issued and cases referred to courts (labour court and magisterial court)
Data limitations	Not applicable
Type of indicator	Output
Calculation type	Accumulative
Reporting cycle	Quarterly
New indicator	Yes
Desired performance	All (100%) none compliant companies are issued with relevant legal notices, are referred to courts (labour court)
Indicator responsibility	DDG : IES

Area	Description
Indicator title	2.3 Number of advocacy and educational sessions conducted per year in identified sectors
Short definition	Six advocacy and educational sessions conducted per year
Purpose/importance	To educate in order to improve the awareness with the legislation (both employers and employees)
Source/collection of data	National Report, attendance registers,
Method of calculation	<p>Adding the events :</p> <ul style="list-style-type: none"> • Four seminars <ul style="list-style-type: none"> 1 Contract Cleaning Sector 1 Children in Performing Arts 1 Major Biological Agents 1 Taxi sector • One conference • 400 shop stewards trained
Data limitations	Depend on the accuracy of the registers, and documents generated in the sessions
Type of indicator	Output and activity
Calculation type	Cumulative for the year
Reporting cycle	Quarterly and annually
New indicator	No
Desired performance	<ul style="list-style-type: none"> • Conduct training and awareness sessions such as seminars, workshops • To training and awareness sessions such as seminars, workshops and conferences to improve the awareness with the legislation • The indicator aimed at improving the knowledge and understanding of the labour and their legislative responsibilities in improving compliance at the workplace
Indicator responsibility	DDG : IES

Area	Description
Indicator title	3.1 Number of workplaces inspected per year to determine their compliance with the OHS legislation
Short definition	20 609 workplaces inspected to determine compliance level in terms of Occupational Health and Safety Legislation (See OHSA sec 29; 30; 31)
Purpose/importance	To establish whether the workplaces comply with provisions and prescripts of Occupational Health and Safety Act and its regulations
Source/collection of data	Provincial Inspection reports
Method of calculation	20 609 workplaces inspected to determine compliance level in terms of Occupational Health and Safety Legislation per annum
Data limitations	Not applicable
Type of indicator	Output
Calculation type	Accumulative
Reporting cycle	Quarterly and Annually
New indicator	No
Desired performance	To inspect 20 609 workplaces to establish compliance with the OHS Act
Indicator responsibility	DDG: IES

Area	Description
Indicator title	3.2 Percentage of non-complying workplaces inspected dealt with in terms of the OHS legislation
Short definition	100% of non-compliant workplaces of those inspected dealt with in terms of the relevant labour legislation
Purpose/importance	To ensure that all non-compliant workplaces are issued with legal notices and also referred to courts for failure to comply labour law
Source/collection of data	Provincial Quarterly Reports
Method of calculation	Number of notices issued and cases referred to courts are counted individually
Data limitations	Not applicable
Type of indicator	Output and activity
Calculation type	Accumulative
Reporting cycle	Quarterly and annually
New indicator	No
Desired performance	All (100%) none compliant companies are issued with relevant legal notices, are referred to courts (magisterial courts)
Indicator responsibility	DDG: IES

Area	Description
Indicator title	3.3 Number of employer audits conducted per year to determine compliance with the UI Act
Short definition	13 440 employers audited to determine compliance with the UI Act
Purpose/importance	To ensure employers deduct employees UIF contribution and transfer the deducted amounts together with the employer contributions to UIF
Source/collection of data	IES Manual Registers and QPR Reports
Method of calculation	Each audit is counted
Data limitations	Not applicable
Type of indicator	Output/activity
Calculation type	Accumulative to a year
Reporting cycle	Quarterly and annually
New indicator	No
Desired performance	To audit 13 440 workplaces to determine the level of compliance with UI Act
Indicator responsibility	DDG : IES

Area	Description
Indicator title	3.4 Number of entities audited per year in terms of the OHS Act
Short definition	150 Entities audited per year in terms of the OHS Act to determine compliance
Purpose/importance	To determine compliance in terms of the OHS Act
Source/collection of data	Manual Register
Method of calculation	Each audit is counted
Data limitations	Not applicable
Type of indicator	Output and activity
Calculation type	Cumulative for a year
Reporting cycle	Quarterly and Annually
New indicator	Yes
Desired performance	The indicator is aimed at ensuring that relevant employers are duly registered in terms of the OHS Act
Indicator responsibility	DDG: IES

Area	Description
Indicator title	3.5 Percentage of entities registered per year in terms of the OHSA
Short definition	2 000 entities registered for: <ul style="list-style-type: none"> • Registration of Asbestos Contractors • Registration of the Diving Training Schools • Registration of Divers • Registration of First Aid Training Organisations • Registration Health and Hygiene Approved Inspectors Authorities • Registration of Audiometrists • Registration of Hearing Protectors Providers • Registration Diving Instructors
Purpose/importance	To determine compliance in terms of the OHS Act
Source/collection of data	Manual Register
Method of calculation	Each registration is counted
Data limitations	Not applicable
Type of indicator	Output and activity
Calculation type	Cumulative for a year
Reporting cycle	Quarterly and Annually
New indicator	Yes
Desired performance	The indicator is aimed at ensuring that relevant employers are duly registered in terms of the OHS Act
Indicator responsibility	DDG: IES

Programme 3: Public Employment Services

Area	Description
Indicator title:	1.1 Employment Services Bill, draft regulations and guidelines developed .
Short definition	Develop and implement Employment Services Act regulations as prescribed
Purpose/importance	The Employment Services regulations should be finalised, so that public Employment Services are effectively implemented
Source/collection of data	ES Bill reports and Branch implementation and monitoring reports
Method of calculation	The Employment Services regulations as provided for in the ES Bill, should be developed, finalised and signed
Data limitations	Not applicable
Type of indicator	Output
Calculation type	Cumulative
Reporting cycle	Quarterly and Annually
New indicator	No
Desired performance	Percentage of the work on the PES Bill, complete at year end
Indicator responsibility	DDG: PES

Area	Description
Indicator title	1.2 Number of PES provincial and local advocacy campaigns conducted
Short definition	18 provincial and 126 local advocacy campaigns. Campaigns: action taken to market and disseminate information on PES based on the need identified by Provinces and Labour Centres, for work seekers, employers, and general public.. Campaigns: include: Employer and/or work seeker sessions; Exhibitions and Community outreach.
Purpose/importance	It is intended for work seekers, employers, and general public, to have sufficient knowledge about services offered by the Branch Public Employment Services
Source/collection of data	Attendance registers are compiled at all campaigns conducted. Reports are produced for each campaign, and compiled at Labour Centres. All Labour Centres submit reports to Provincial Offices. These check, verify, and consolidate Report which submitted to Head Office. Final Reports are consolidated at Head Office, all source documents are retained by Provincial Offices and Labour Centres
Method of calculation	Total 144 campaigns (45% Employer/work seeker sessions; 35% Exhibitions and 20% Community Outreach) Major campaigns are the events managed or arranged by provincial Office, targeting provincial stakeholders. Local campaigns are events managed or arranged by Labour Centres Office, targeting local stakeholders.
Data limitations	Accuracy of the attendance registers,
Type of indicator	Output
Calculation type	Non-cumulative quarterly, and cumulative on annual basis
Reporting cycle	Quarterly and annually
New indicator	No
Desired performance	Increasing awareness of PES
Indicator responsibility	PES coordinators at Labour centres, Employment Service Practitioners and PES Managers at Provincial Offices, Deputy Director, Director and Chief Director – Employment Services at Head Office

Area	Description
Indicator title	1.3 Number of work-seekers registered on ESSA per year
Short definition	550 000 Unemployed or under-employed work seekers are registered on the Department of Labour database (ESSA)
Purpose/importance	The total number of work seekers registered per year at delivery points of the Department
Source/collection of data	LC Productivity Report from ESSA, requested for reporting period
Method of calculation	The system counts only first registration of individual – irrespective of updates been done on their profile
Data limitations	Manual registration – work seekers not registered on ESSA system, is excluded. Modification/update to work seeker profile is not counted as a registration.
Type of indicator	Output
Calculation type	Cumulative for the financial year
Reporting cycle	Quarterly and Annually
New indicator	No
Desired performance	Increase the number of registered work seekers for possible referral to opportunities
Indicator responsibility	Registration officers at Labour Centres, PES Managers at Provincial Offices, Deputy Director and Director – Work seeker services and Chief Director Work Seeker services at Head Office

Area	Description
Indicator title	1.4 Number of targeted registered work-seekers provided with employment counselling
Short definition	275 00 of targeted registered work seekers provided with employment counselling, careers information and employability enhancement., as defined in ES Bill and Career Guidance SOP. Provide employability life skills and career information to individuals and groups. (General unemployed)
Purpose/importance	Improve the employability of work seekers
Source/collection of data	Attendance registers for group sessions and individual counselling profiles; Individual 5% of target and group 95% of target
Method of calculation	Every client who received employment counselling counted once for every session attended. Reports are produced for each session, and compiled at Labour Centres. All Labour Centres submit reports to Provincial Offices. These are checked, verified, and consolidated and a report submitted to Head Office. Final Reports are consolidated at Head Office, all source documents are retained by Provincial Offices and Labour Centres
Data limitations	Accuracy of the attendance records and the individual profiles. The ESSA system still cannot update Work seeker profile to reflect that work seekers received counselling – to eliminate double counting. Enhancement on this function is still being discussed.
Type of indicator	Output
Calculation type	Cumulative
Reporting cycle	Quarterly and annually
New indicator	No
Desired performance	Increase employability of work-seekers
Indicator responsibility	Career Counsellors at Labour Centres, PES Managers at Provincial Offices Deputy Director – Employment Counselling and Chief Director at Head Office

Area	Description
Indicator title	1.5 Number of work-seekers placed in registered employment opportunities
Short definition	20 000 registered work seekers absorbed into registered employment opportunities through the process identified in the SOP: Recruitment, Selection and Placement and ES Bill.
Purpose/importance	To place registered work seekers into registered employment opportunities, as listed in SOP and ES Bill. (Formal jobs – temporary or permanent; Learnerships; Apprenticeships; Internships and Training opportunities depending on availability of opportunities in the labour market.
Source/collection of data	Opportunity Register until BW reports are available from ESSA. Registered Opportunity (ESSA report), Placement report (ESSA report indicating placed work seekers), Confirmation of placement from the employers (copies of employment contracts, Copy of appointment letter) etc.
Method of calculation	The number of registered work seekers that were placed against the number of vacancies registered on ESSA and manual approved opportunities
Data limitations	Non approved manual opportunities are excluded; and incorrect reporting from the LCs
Type of indicator	Output
Calculation type	Cumulative for the financial year
Reporting cycle	Quarterly and Annually
New indicator	No
Desired performance	Registered work-seekers placed in employment opportunities
Indicator responsibility	PES coordinators at Labour centres, Employment Service Practitioners and PES Managers at Provincial Offices, Deputy Director, Director and Chief Director – Employment Services at Head Office

Area	Description
Indicator title	1.6 Number of opportunities registered on ESSA
Short definition	Employment opportunities registered on ESSA for referral and placement of work-seekers. Process of registering opportunities outlined on SOP – Registration, Selection and Recruitment.
Purpose/importance	Employment opportunities should be registered on ESSA so that the Department can refer the registered work seekers for placement.
Source/collection of data	Opportunities register until Black and White reports are available from ESSA
Method of calculation	50 000 opportunities. Vacancies and Registered opportunities as per the system
Data limitations	Manual reported vacancies without CD: PO approval is excluded.
Type of indicator	Output.
Calculation type	Cumulative.
Reporting cycle	Quarterly and annual reporting.
New indicator	Yes
Desired performance	Increase of number of employment opportunities on ESSA.
Indicator responsibility	Employment Service Practitioners and PES Managers at Provincial Offices, Deputy Director, Director and Chief Director – Employment Services at Head Office

Area	Description
Indicator title	1.7 Private Employment Agencies and Temporary Employment Agencies registered
Short definition	All PEA's and TEA's applications processed within 60 days of receipt. Applications are processed when PEAs and TEAs are registered. Process as defined in draft ES Regulations and SOP. Process is from when an application is submitted at the labour centre until it is finalised.
Purpose/importance	To reduce levels of exploitation/abuse of work-seekers by Private Employment Agencies
Source/collection of data	PEA's and TEA's applications with date stamps indicating receipt date. Registers of PEA's and TEA's agencies Certificates of registration, etc.
Method of calculation	All operational PEA's and TEA's must be registered at the nearest Labour Centre. Calculation is done through the system
Data limitations	Lack of control on referrals
Type of indicator	Output
Calculation type	Cumulative for the financial year
Reporting cycle	Quarterly and Annually
New indicator	No
Desired performance	Work seekers access other services
Indicator responsibility	Programme Managers and Provincial and Head Office

Area	Description
Indicator title	2.1 Applications for foreign nationals corporate and individual work visas applications processed within 30 working days
Short definition	All complete migrant work visa application processed within 30 working days. Process is from when the application is received by the labour centre until recommendations are made to Department of Home Affairs.
Purpose/importance	To regulate foreign labour migration inflows into the SA labour market.
Source/collection of data	Applications with date stamps indicating receipt dates., Registers, Copies of work permits
Method of calculation	All applications received at the local Labour Centres will be adjudicated at Head Office. Calculated on the basis of the number of recommendations made to the Department of Home Affairs.
Data limitations	The number of application recommendations referred to Home Affairs might not necessarily be equal to the number of permits issued by the department.
Type of indicator	Output
Calculation type	Cumulative
Reporting cycle	Quarterly, mid-term and annual reporting
New indicator	No
Desired performance	All applications for work visas should ideally be routed through DoL for effective regulation of the labour market.
Indicator responsibility	Chief Directors at Provincial, Deputy Director – Labour Migration, and Chief Director – Employer Services

Area	Description
Indicator title	3.1 MoAs concluded with eligible designated organizations, performance monitored and funding transferred
Short definition	Fund disability organization to place people with disabilities in employment
Purpose/importance	Provide Access to employment opportunities by people with disabilities
Source/collection of data	MoAs, Work plans and Performance Monitoring report
Method of calculation	Number of people with disabilities placed in employment by National Councils
Data limitations	Skills levels of potential participants on employment schemes
Type of indicator	Output
Calculation type	Cumulative for the financial year.
Reporting cycle	Quarterly and Annually
New indicator	No
Desired performance	People with disabilities placed in employment opportunities
Indicator responsibility	Chief Director: WSS at Head Office

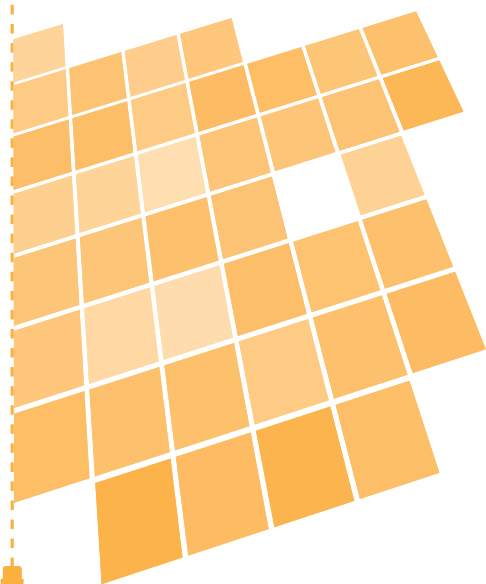
Area	Description
Indicator title	4.1 MoA concluded by 31 March each year, performance reports submitted, quarterly and funding transfers effected for supported employment enterprises
Short definition	Funding supported employment enterprises to perform in line with their strategic plan
Purpose/importance	Provide financial assistance to entities reporting to PES to achieve their targets
Source/collection of data	Performance monitoring report
Method of calculation	Performance report
Data limitations	Implementation of the PSEE business case still at initial stage
Type of indicator	Output
Calculation type	Cumulative for the financial year.
Reporting cycle	Quarterly and Annually
New indicator	No
Desired performance	People with disabilities placed in employment opportunities
Indicator responsibility	DDG: PES

Area	Description
Indicator title	5.1 MoA concluded by 31 March each year, performance reports submitted (Productivity SA)
Short definition	Funding Productivity SA to perform in line with their strategic plan
Purpose/importance	Provide financial assistance to entities reporting to PES to achieve their targets
Source/collection of data	Performance monitoring report
Method of calculation	Performance report
Data limitations	Inadequate productivity and competitiveness information in SA
Type of indicator	Output
Calculation type	Cumulative for the financial year
Reporting cycle	Quarterly and Annually
New indicator	No
Desired performance	People with disabilities placed in employment opportunities
Indicator responsibility	DDG: PES

Programme 4: Labour Policy and Industrial Relations

Promote equity in the labour market (Outcome 4)

Area	Description
Indicator title	1.1 Employment Equity Amendment Act, 2013 (available on www.labour.gov.za) implemented and evaluated within set time frame
Short definition	Employment equity implemented
Purpose/importance	Improve employment equity compliance and enforcement in the labour market
Source/collection of data	Information gathered through Employment Equity Reports submitted by employers annually
Method of calculation	Not applicable
Data limitations	Dependent on the quality of EE data submitted by employers on progress made on the implementation of employment equity
Type of indicator	Output
Calculation type	Non-cumulative
Reporting cycle	Annually
New indicator	Yes
Desired performance	Higher levels of compliance from employers
Indicator responsibility	Director: Employment Equity



Area	Description
Indicator title	Annual Employment Equity Report and Public Register developed
Short definition	CEE Annual Report and EE Public Register
Purpose/importance	To monitor the progress made by designated employers (i.e. those employers that employ 50 or more employees or those that are designated due to their annual turnover threshold as per Schedule 4 of the Act) in the implementation of employment equity in their workplaces.
Source/collection of data	Employment Equity Reports (i.e. EEA2 & EEA4 forms) are regulated and submitted by designated employers on an annual basis or every second year on the first working day of October if submitted manually or by the 15th of January if submitted through the EE Online facility depending on the size of the employer as per section 21 of the Act.
Method of calculation	Each designated employer in both Private and Public Sectors are required by section 21 of the Act to submit EE Report to the Director General of Labour.
Data limitations	Analysis of EE data contained in the Annual Report is only done on EE reports that are fully and accurately completed by employers. Employers could become designated or non-designated at any pointing time depending on the number of employees employed or their turnover threshold.
Type of indicator	Output
Calculation type	Non-cumulative
Reporting cycle	Annually
New indicator	Yes, as it was not included in previous Strategic Plans
Desired performance	Communicate the status of Employment Equity in the country so that stakeholders, including government, are able to develop appropriate responses and strategies to transform their organisations.
Indicator responsibility	Director: Employment Equity

Area	Description
Indicator title	Number of Income Differentials assessed to determine race and gender disparities in salaries per year.
Short definition	Determination of pay inequalities in workers' salaries
Purpose/importance	Elimination of unfair discrimination and promotion of pay equity
Source/collection of data	Employers provide information through the Department's income differential assessment tool
Method of calculation	Each employer who is identified for income differential review is assessed once a year
Data limitations	Assessment conducted only on data provided by each identified employer
Type of indicator	Output
Calculation type	Non-cumulative
Reporting cycle	Annually
New indicator	No
Desired performance	Reduction and elimination of salary inequalities based on any prohibited grounds in terms of Employment Equity legislation
Indicator responsibility	Director: Employment Equity

Protect vulnerable workers (Outcome 4)

Area	Description
Indicator title	2.1 Applications for variation on BCEA assessed within 60 days of receipt (in terms of section 50 of the Basic Conditions of Employment Act (BCEA))
Short definition	Applications for variations finalised
Purpose/importance	Lessen a burden on employers for sustainability of their business
Source/collection of data	Employers provide information through their applications for variations.
Method of calculation	Number of variations applications finalised
Data limitations	Incomplete variation applications submitted by the employers
Type of indicator	Output
Calculation type	Non-cumulative
Reporting cycle	Annually
New indicator	No
Desired performance	Retention of employment opportunities and sustainability of business
Indicator responsibility	Director: Employment Standard

Area	Description
3.1 Indicator title	3.1 Number of new and existing sectoral determinations reviewed and investigated (as per section 54 of the Basic Conditions of Employment Act, as amended)
Short definition	Existing sectoral determinations reviewed and published, available on the website: www.labour.gov.za
Purpose/importance	To review and amend minimum wages and conditions of employment for specific sectors in extending protection to vulnerable workers
Source/collection of data	Information collected through the desktop, submissions by relevant stakeholders and information received through public consultation process.
Method of calculation	Sectoral determinations are published for a three-year period and reviewed within 12 months before the minimum wages expired
Data limitations	Due to the nature of the vulnerable sectors, poor attendance of stakeholders during the consultation process
Type of indicator	Output
Calculation type	Non-cumulative
Reporting cycle	Annually
New indicator	No
Desired performance	The indicator is for reviewing existing sectoral determinations – promulgate minimum wage levels which respond to poverty alleviation and improve the standards of living for vulnerable workers. If sectoral determinations are not reviewed it will result in increased vulnerability
Indicator responsibility	Director: Employment Standards

Strengthen multilateral and bilateral relations (Outcome 11)

Area	Description
4.1 Indicator title	4.1 A number of reports submitted and Memoranda of Understanding signed
Short definition	Compile and submit reports in consultation with programmes and other Government departments based on SA's compliance in law and practice with those ILO Conventions ratified as well as bilateral meetings held with various countries in the Continent. www.ilo.gov.za , www.arlac.co.za
Purpose/importance	Ensure compliance with the ILO's constitutional requirements in terms of Article 19 and 22 of the Constitution of the ILO. Bilateral meetings held and areas of cooperation monitored and implemented.
Source/collection of data	Government departments, internal programmes and relevant foreign ministries
Method of calculation	Reports compiled based on information received from various government departments, relevant foreign ministries and programmes
Data limitations	Information is based on government legislation and policy
Type of indicator	Output
Calculation type	Cumulative
Reporting cycle	Annually and very six months in the case of Memoranda of Understanding
New indicator	Yes
Desired performance	To comply 100 per cent with the requirements of the ILO Constitution as it relates to Article 19 and 22 thereof as well as with the implementation and monitoring of agreed areas of cooperation.
Indicator responsibility	Chief Director: International Relations

Promote Sound Labour Relations (Outcome 4)

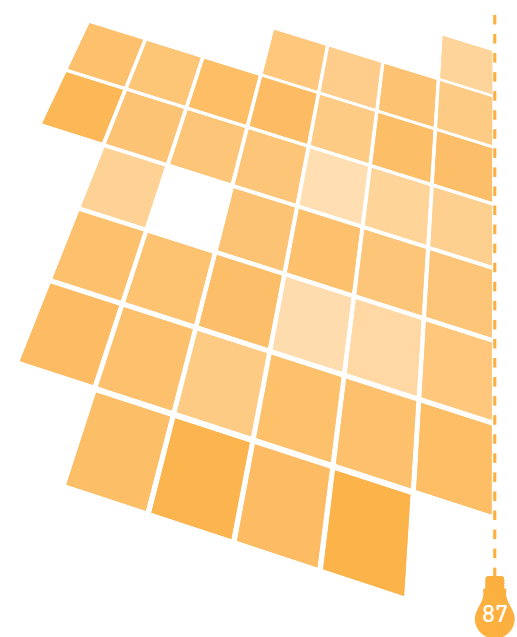
Area	Description
5.1 Indicator title	5.1 Number of Collective agreements extended within 60 days of receipt
Short definition	Collective agreements are concluded by registered trade unions and employers' organisations who are party to bargaining councils in demarcated sectors. Trade unions and employer organisations' negotiate conditions of employment for specific sectors periodically and the bargaining council requests the Minister to extend the collective agreement concluded to non- parties in those specific sectors
Purpose/importance	To promote fair competition in specific sectors and to provide improved conditions of employment and decent work
Source/collection of data	Notice in the Government Gazette Negotiated conditions of employment in terms of the Labour Relations Act (LRA) Manual collective agreements registers Guided by Procedure Manual Record of decisions made by the Minister pertaining to the extension of collective agreements
Method of calculation	The 60 days for extending collective agreements is a requirement in terms of section 32 of the LRA
Data limitations	Industry figures and party membership figures are not always adequate
Type of indicator	Efficiency of the Directorate
Calculation type	Non-cumulative
Reporting cycle	Monthly, quarterly and annually
New indicator	No
Desired performance	To ensure that 100% of collective agreements are extended by the Minister within 60 days of receipt
Indicator responsibility	Director: Collective Bargaining

Area	Description
5.2 Indicator title	5.2 Percentage of competent and completed labour organisation applications processed within 90 days of receipt
Short definition	Registration of new labour organisations: <ul style="list-style-type: none"> • Association of employers or employees come together to form a trade union or employers' organisation (labour organisations) • Unregistered trade unions or employers' organisations cannot fully participate in collective bargaining system as provided in the LRA • To become a registered trade union or employers' organisation, such organisations will apply for registration to the Registrar of Labour Relations • Upon registration, the trade union or employers' organisation become a body corporate with full rights to participate in the collective bargaining system as provided for in the LRA
Purpose/importance	Registration of new labour organisations: <ul style="list-style-type: none"> • To ensure accountability to the Department in terms of the LRA, to the members and to the public • To regulate and monitor the operations of registered trade unions and employers' organisations • To ensure full participation in the collective bargaining system
Source/collection of data	Registration of new labour organisations: <ul style="list-style-type: none"> • Electronic system (Magic) • Guided by Procedure Manual • Keep record of all decisions made by the Registrar pertaining to the applications of trade unions and employers' organisations
Method of calculation	Registration of new labour organisations: <ul style="list-style-type: none"> • The 90 days for processing new labour organisations (trade unions and employers' organisations) starts on date of receipt of application and ends on the date when a final decision is made
Data limitations	Registration of new labour organisations: <ul style="list-style-type: none"> • Insufficient records of data and processes of start-up labour organisations (trade unions and employers' organisations) • Reliability of Magic system as basis for recording and monitoring applications and decisions
Type of indicator	Efficiency of the Directorate
Calculation type	Non-cumulative
Reporting cycle	Monthly, quarterly and annually
New indicator	Partly
Desired performance	The aim is to ensure that 100 per cent of applications for registration by trade unions and employers' organisation are processed within 90 days of receipt
Indicator responsibility	Director: Collective Bargaining

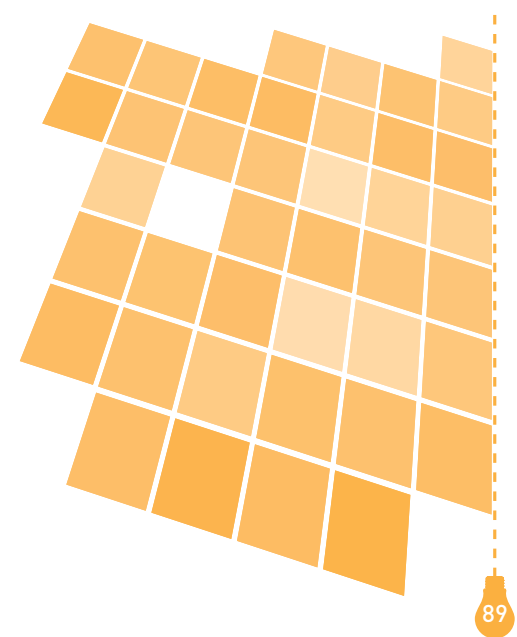
Monitor the impact of legislation (Outcome 4)

Area	Description
Indicator title	6.1 A number of annual labour market trends and research reports produced
Short definition	To provide up to date information on selected indicators in the economy and labour market as a whole
Purpose/importance	To provide a general perspective on the performance of the South African economy and labour market to inform policy makers on the changes that happened in the South African labour market over time in order to take action where it is needed
Source/collection of data	Administrative internal and external survey data are used such as newspapers, Unemployment Insurance Fund, CCMA, Compensation Funds, Employment Services, Collective Bargaining, Reserve Bank and Statistics SA
Method of calculation	Different methods specified by international bodies and academics (strikes, unemployment rate etc.) are used as defined in the publication reports
Data limitations	Limited coverage in particular with newspapers, data identification and lack of effective internal data integration system
Type of indicator	Efficiency of the internal data systems in terms of data collection
Calculation type	Actuals
Reporting cycle	Quarterly and annual
New indicator	No
Desired performance	The aim is to ensure 100% data quality and more labour market indicators coverage in order to better inform policy makers
Indicator responsibility	Director: Labour Market Information and Statistics

Area	Description
Indicator title	6.1 A number of labour market trends and research reports produced
Short definition	Research on the impact of legislation conducted
Purpose/importance	To provide research findings for evidence-based policy intervention
Source/collection of data	Research data collected according to approved research methodologies
Method of calculation	Research reports based on the Research Monitoring and Evaluation Agenda
Data limitations	It is an internal decision based on research projects undertaken
Type of indicator	Output
Calculation type	Cumulative
Reporting cycle	Annually
New indicator	No
Desired performance	The indicator is for conducting research on the labour market policies and legislation. Conducting more research projects and uptake of research results is desired
Indicator responsibility	Director: Research, Policy and Planning









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