

Explanatory notes on the performance of the Department of Labour in the third quarter

The synopsis will show the performance of the DoL in quarter 3. For ease of reference the report will show the performance per Branch.

PROGRAMME 1: ADMINISTRATION

Number of reported key performance indicators: 12

Number of Achieved : 8 (67%)

Key performance indicators that are on track:

- Strategic and Annual Performance Plan approved and tabled within prescribed time frames.
- Number of fraud prevention awareness campaigns conducted.
- Percentage reduction in security breaches/incidents
- Percentage of vacancy rate reduction by March.
- Percentage of staff trained in line with workplace skills plan.
- Approval of Service Delivery Improvement Plan by March.
- Implementation of the approved DoL communication strategy.
- Percentage reduction of irregular expenditure compared to previous year.

Key performance indicators that have not been achieved:

- 65% of fraud cases received or detected were finalized instead of 92%.
- Employment Equity targets in terms of women in SMS, youth and people with disability were not achieved. Please note the breakdown below:
 - 41.44% achieved for women instead of 45%.
 - 32.1% of youth achieved instead of 34%.
 - 2.6% of people with disabilities achieved instead of 2.8%.
- 75% of disciplinary cases were resolved instead of 100%.
- 99.6% of compliant invoices were paid out within 30 days of receipt instead of 100%.

PROGRAMME 2: INSPECTION AND ENFORCEMENT SERVICES (IES)

Number of reported key performance indicators: 6

Number Achieved : 2 (33%)

Indicators that are on track:

- Number of workplaces inspected to determine compliance with legislation.
- Number of workplaces inspected per year to determine their compliance with OHS legislation.

Indicators that were not achieved:

- 90% of non complying workplaces inspected were dealt with instead of 100%.
- 81% inspections were conducted on request, for work permits instead of 90% (within 5 days).
- 80% of non complying workplaces inspected were dealt with in terms of the OHS legislation instead of 100%.
- 24% of reported incidents were investigated within 90 days instead of 60%.

PROGRAMME 3:PUBLIC EMPLOYMENTSERVICES (PES)

Number of reported key performance indicatorsindicators: 6

Number achieved : 2 (33%)

Indicators that are on track:

- Development of Employment Services regulations.
- Number of vacancies and opportunities registered on ESSA

Indicators that were not achieved:

- 129 534 work seekers were registered on ESSA instead of 187 500.
- 50 027 work seekers were provided with employment counselling instead of 55 000.
- 2 612 work seekers were placed in registered work opportunities instead of 5 000.
- 88% of applications for foreign nationals corporate and individuals work visa were processed within 60 days instead of 30 days.

PROGRAMME 4: LABOUR POLICY AND INDUSTRIAL RELATIONS (LP&IR)

Number of reported key performance indicators: 6

Number of achieved : 3 (50%)

Indicators that are on track:

- Number of existing and new sectoral determinations reviewed and investigated (24 public hearing on Garden Services were conducted. A draft report on the investigation on Building construction is completed)
- 12 collective agreements were attended to upon receipt against a target of 4.
- 100% of competent and completed labour organisations applications were processed within 90 days of receipts.

Indicators that were not achieved:

- 99% of non compliant employers were issued with recommendations in terms of Employment Equity reports instead of 100%.
- On the implementation and evaluation of the amended EEA, the report on the code on Equal pay has not been compiled.
- Two final research reports on labour market trends were submitted instead of three.