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WORLD CLASS MINERALS AND ENERGY THROUGH SUSTAINABLE DEVELOPMENT

DEPARTMENT OF MINERALS AND ENERGY  
PRESENTATION OF THE  
2008/9 MTEF STRATEGIC  
PLAN

the dme  
Department of Minerals and Energy  
REPUBLIC OF SOUTH AFRICA

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DME TEAM

DIRECTOR-GENERAL	Adv S Nogxina
DDG: MINE HEALTH AND SAFETY	Mr T Gazi
ACTING DDG: MINERAL REGULATION	Mr M Oberholzer
ACTING DDG: MINERAL POLICY & PROM	MR M Mabuzza
DDG: ELECTRICITY & NUCLEAR	Ms N Magubane
DDG: HYDROCARBONS & E. PLANNING	Mr N Gumede
DDG: CORPORATE SERVICES	Ms T Zungu
CHIEF FINANCIAL OFFICER	Mr S Simelane
CD: MANAGEMENT SERVICES	Mr G Mnguni

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DME TEAM

CHIEF DIRECTOR: ELECTRICITY	Mr O Aphone
CHIEF DIRECTOR: NUCLEAR	Mr T Maqubela
ACTING CHIEF DIRECTOR: COMMUNICATION	Mr B Khumalo

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### PRESENTATION OUTLINE

1. Introduction
2. The Balance Score Card approach
3. The Policy / Legislative Framework
4. Energy
5. Mining
6. Organisational environment
7. Youth and Women Empowerment
8. Budget implementation


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### THE BALANCE SCORE CARD STRATEGY MAPPING FOR THE DME

Which means the DME must ... [customer]

- Actively contribute towards sustainable development and growth
- Redress past imbalances
- Regulate the minerals and energy sectors to be healthier, cleaner and safer
- Create an enabling environment for effective and efficient service delivery


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### THE BALANCE SCORE CARD STRATEGY MAPPING FOR THE DME Cont....

To deliver on this, the DME must ... [internal processes we need to excel in]

- Be able to regulate the industry to achieve transformation
- Be able to measure the impact of our policies to the recipients
- Be able to adequately monitor the implementation of our legislation


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**THE BALANCE SCORE CARD STRATEGY MAPPING FOR THE DME**  
**Cont....**

The DME will achieve this if ...  
 ...  
 [learning and growth]

- We continuously stress the importance of being a learning organisation
- We commit to developing our staff members
- We implement projects to position the DME to be an employer of choice
- We appropriately capacitate the department for effective service delivery



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**THE BALANCE SCORE CARD STRATEGY MAPPING FOR THE DME**  
**Cont....**

In return the DME must manage its financial resources  
 .....  
 [financial]

- Effectively and efficiently
- Through appropriately matching resources and priorities



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**POLICY/LEGISLATIVE FRAMEWORK**

1. The Electricity Industry Restructuring Bill
2. The National Energy Bill
3. The Radioactive Waste Management Agency
4. The Mine Health and Safety Amendment Bill



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### ENERGY

1. Electricity Challenges
2. Energy Summit 2008
3. Electricity Pricing Policy
4. INEP
5. Security of energy supply
6. Energy efficiency and renewable energy
7. Nuclear Energy Policy and Strategy
8. Radioactive Waste Management Policy and Strategy
9. Petroleum licensing


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### ENERGY Cont...

3. Integrated National Electrification Plan (INEP)

2007/8 Planned	Planned	Actual	2008/9 Planned
Schools	700	876	2500
Houses	150 000	149 212	150 000
Clinics	All (187)	Completed	0
Infrastructure	10	9	10


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### MINING

1. Mine Health and Safety
  - Human Resources
  - Human Resource Development
  - The Mine Health and Safety Amendment Bill


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**MINING  
cont....**

2. Implementation of the MPRDA
  - Amendments
  - Licensing processes
3. Rehabilitation
4. Beneficiation



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**INTERNAL ENVIRONMENT  
INTEGRATED HR PLAN**

Programme	Number of posts	Number of posts filled	Vacancy rate	Number of posts filled additional to the establishment
Administration, permanent	397	342	13.9	22
Hydrocarbons and Energy, permanent	131	94	28.2	0
Electricity and Nuclear	88	77	12.5	2
Mine Health and Safety	327	242	26	11
Mineral Policy and Promotion	97	83	14.4	1
Mineral Regulation	365	300	17.8	9
<b>TOTAL</b>	<b>1405</b>	<b>1138</b>	<b>19</b>	<b>45</b>




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**INTERNAL ENVIRONMENT  
INTEGRATED HR PLAN cont...**

Salary Band	Number of posts	Number of posts filled	Vacancy rate	Number of posts filled additional to the establishment
Skilled (levels 3-5), permanent	332	292	12	4
Highly skilled production (levels 6-8), permanent	310	250	19.4	15
Highly skilled supervision (levels 9-12), permanent	602	459	23.8	7
Senior management (levels 13-16), permanent	117	93	20.5	1
Contract (levels 3-16)	44	44	0	18
<b>TOTAL</b>	<b>1405</b>	<b>1138</b>	<b>19</b>	<b>45</b>




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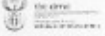
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## YOUTH AND WOMEN EMPOWERMENT

- Youth Empowerment Programmes
- Women Empowerment Programmes



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## BUDGET IMPLEMENTATION

N.B REFER TO THE 2<sup>ND</sup> PRESENTATION



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## THANK YOU



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