

PRESENTATION TO PC OF HOME AFFAIRS

Update on FPB vacancy rate

21 February 2012





- 1. Background and overview
- 2. FPB Turn Around Project
- 3. New Organizational Structure
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- Public entity established in term of Films and Publications Act 65, 1996; amended in 2004 (amended in 2009)
- Formerly the Censorship Board under the Apartheid era, and transformed to a Classification Authority
- Executive Authority is the Department of Home Affairs
- Concerned with classification, not censorship "We inform, You choose"

Reasons for Turn-Around

 On approval of the FPB Strategic Plan 2009 – 2014, Council mandated management to develop a Turnaround Strategy which would ensure the alignment of structure to the approved strategy

Some of the issues highlighted in new strategy included:

- technological advancement at a high speed impacting on FPB's ability to respond to new trends
- child pornography fastest growing crime through online and digital platforms – obtain clarity on the role of FPB in the fight against pornography
- convergence of platforms/ implications to classification and monitoring function – impacting on regulatory tools used by FPB





The following were agreed as objectives of the Turnaround Project:

- 1) Improve organisational performance, in particular within operations division
- 2) Review organisational structure
- 3) Develop a sustainability model for the organisation





- lack of integration of roles and responsibilities in the structure
- organisational structure provides no room for delegation & succession
- no clear business processes and flow of functions
- limited IT capability to deal with the online/ digital platforms; limited project management skill
- no audit and investigation capability
- data management and reporting done manually
- no effective and auditable distributor/ consumer complaints system in place





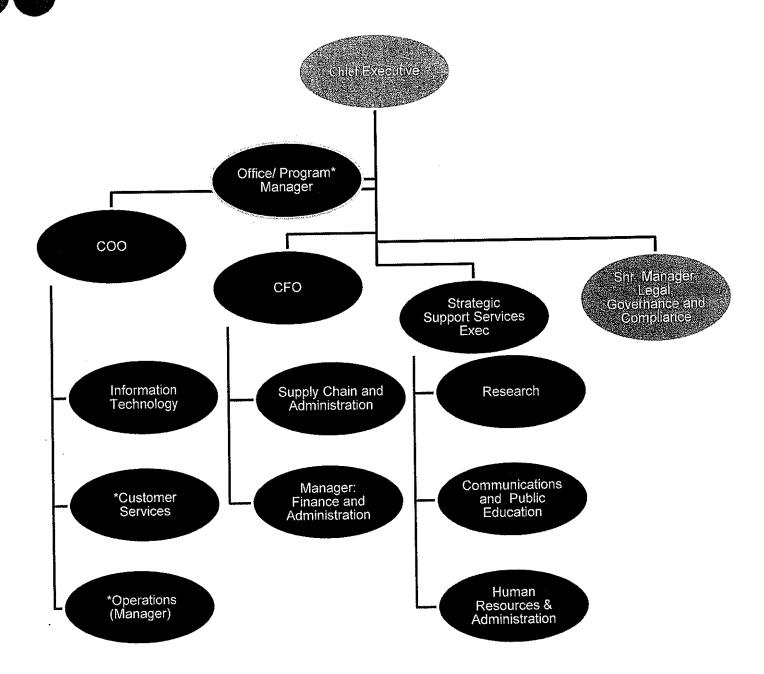
Key successes identified through TA:

- Integration of administrative processes within operations division into a client services centre
- Co-ordination of strategic partnerships that have an impact to the revenue of the organisation and execution of the mandate.
- Integration of functions (e.g child protection function integrated to compliance monitoring).
- Client focus (e.g establishment of a customer services unit)
- Knowledge creation (e.g capacity for IT, Research and Legal)
- Comprehensive status quo analysis and good baseline information about industry generated.



What informs the new structure?

- Leaner management structure and introduction of complexity to management and other portfolios
- Integration of similar roles and responsibilities in order to ensure efficiency
- Identification, alignment and enhancement of FPB competencies
- Elimination of redundancy throughout the organisations
- Close gaps identified in the current structure as well as identified organisational competencies.
- Facilitate effective delegation and succession through introduction of the middle management layer.







	Tionelle orate	Proxice Filled	Posis Vacenii
Executive	4	3	1
Management	11	11	0
Non -	47	38	9
Management Total	62	52	10 funded posts
			(16% Vacancy rate)

Turn Around Structure Vacancies

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Current contracts that could be transferred to new structure (Same posts)	20	
Current contracts that could be transferred to New Structure (different posts or more current incumbents than posts available)	18	
Totals Posts	46	
Vacancy rate	New Structure = 76 Posts filled internally = 46 Vacant Posts = 27	
	Vacancy Rate = 37%	



Migration to new structure

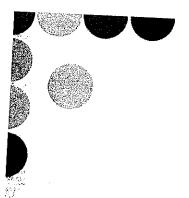
- Non-replacement of vacant posts in old structure pending finalisation of TA
- No staff retrenchments envisaged in migration process, allowing current contracts to expire (73% of staff on fixed term contracts)
- Job profiling and grading completed
- Remuneration structure under review





- Recruitment of priority posts to commence in Q1 of 2012/13 FY
- Full implementation of structure by 31
 March 2013
- All posts included in the budget for 2012 /13 FY





THE END THANK YOU!!!!!

