



Strategic Plan for the Department of Labour

2012-2017

2012 - 2017



labour

Department:
Labour
REPUBLIC OF SOUTH AFRICA

Strategic Plan for the Department of Labour 2012 - 2017

Publisher

Department of Labour
Chief Directorate of Communication
Private Bag X17
Pretoria
0001

Editing, Layout and Design, Photography and Distribution

Subdirectorates of Media Production
Design Studio (Jozann Germishuys),
Directorate of Communication, Department of Labour

Printer

Government Printer

RP No

79/2012

ISBN No

978-0-621-40714-3

Organisational Structure

Top Leadership



Minister of Labour
MN Oliphant, MP



Director-General
NPT Nhleko

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



Labour Policy and Industrial Relations
Deputy Director-General
L Kettledas



Public Employment Services
Deputy Director-General
S Morotoba



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



Chief Operations Officer
C.D.M. Mutloane



Inspection and Enforcement Services
Deputy Director-General
PS Nxawe



Compensation Fund (Commissioner)
Deputy Director-General
SS Mkhonto



Corporate Services
Deputy Director-General
L Molebatsi



Chief Financial Officer
BE Maduna

Official sign-off

It is hereby certified that this Strategic Plan:

Was developed by the management of the Department of Labour under the guidance of Minister MN Oliphant, MP, takes into account all the relevant policies, legislation and other mandates for which the Department of Labour is responsible and accurately reflects the strategic outcome oriented goals and objectives which the Department of Labour will endeavour to achieve over the period 2012 to 2017.



Bheki Maduna:
Chief Financial Officer



Nkosinathi Nhleko:
Director-General



Approved by:
MN Oliphant, MP
Executive Authority

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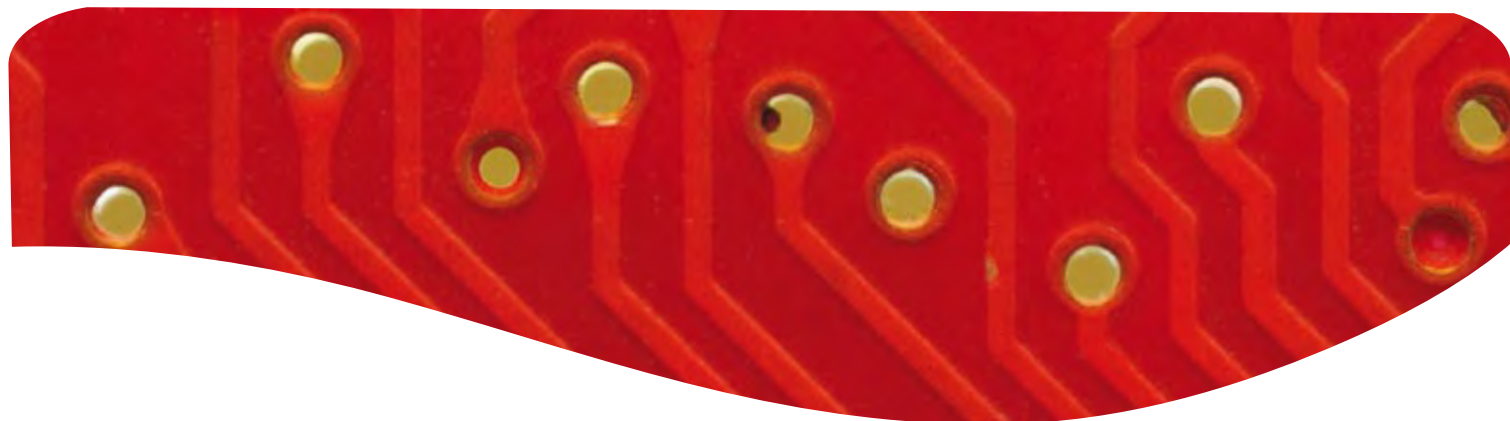
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Acronyms

AG	- Auditor-General
APP	- Annual Performance Plan
BAS	- Basic Accounting System
BCEA	- Basic Conditions of Employment Act
BUMS	- Business Unit Managers (Provincial Deputy Directors for various business units)
CCMA	- Commission for Conciliation, Mediation and Arbitration
CF	- Compensation Fund
CS	- Corporate Services
CFO	- Chief Financial Officer
C00	- Chief Operations Officer
CIO	- Chief Information Officer
COIDA	- Compensation for Occupational Injuries and Diseases Act
Act DG	- Acting Director-General
DG	- Director-General
DDG	- Deputy Director-General
DEXCOM	- Departmental Executive Committee
DPSA	- Department of Public Services and Administration
DWCP	- Decent Work Country Programme
EC	- Eastern Cape
ECC	- Employment Conditions Commission
EEA	- Employment Equity Act
EEC	- Employment Equity Commission
ES	- Employment Services
EPWP	- Expanded Public Works Programme
ESSA	- Employment Services for South Africa
FS	- Free State
GCIS	- Government Communication and Information Services
HO	- Head Office
HRM	- Human Resource Management
ICD	- Integrated Client Database
ICT	- Information and Communications Technology
IES	- Inspection and Enforcement Services



ILO	- International Labour Organisation
IT	- Information Technology
JSE	- Johannesburg Stock Exchange
KZN	- KwaZulu-Natal
LMISandP	- Labour Market Information and Statistics
LP	- Limpopo
LP and IR	- Labour Policy and Industrial Relations
LRA	- Labour Relations Act
KRA	- Key Result Area
MandE	- Monitoring and Evaluation
MOU	- Memorandum of Understanding
MPU	- Mpumalanga
MTSF	- Medium-Term Strategic Framework
MTEF	- Medium-Term Expenditure Framework
NC	- Northern Cape
NT	- National Treasury
OHS	- Occupational Health and Safety
PDP	- Personal Development Plan
PES	- Public Employment Services
PFMA	- Public Finance Management Act
PPP	- Public Private Partnership
PwD	- People with Disabilities
RME	- Research Monitoring and Evaluation
SA	- South Africa
SCM	- Supply Chain Management
SDIP	- Service Delivery Improvement Plan
SEF	- Sheltered Employment Factories
SMS	- Senior Management Services
SOE	- State Owned Enterprises
UIF	- Unemployment Insurance Fund
WC	- Western Cape
WSP	- Work Place Skills Plan

Foreword by the Minister

The Department of Labour has, over the years developed and implemented policies and programmes to transform the labour market to achieve the objectives of full and productive employment and decent work for all. Central to the Department's strategic objectives and programmes in the Medium Term Strategic Framework will be contribution to the creation of decent employment through inclusive economic growth. To respond to the strategic priorities of Government, the Department will over the next five years, focus on the following strategic goals:

- Decent work
- Public Employment Services
- Enhancing Inspection and Enforcement Services to effectively monitor and enforce compliance with legislation
- Strengthening Social Security
- Strengthening the institutional capacity of the Department.

To achieve these goals, we will promulgate amendments to the LRA, BCEA, EEA, UIA, OHSA, COIDA and the Employment Services Bill. The proposed amendments are aimed at promoting sound and responsive legislation and policies to attain labour market flexibility for competitiveness of enterprises which is balanced with the promotion of decent employment. In the formulation of these amendments, we acknowledge that fair and speedy labour justice is indispensable to sound industrial peace and favourable climate for investment. Our resolve to recognise and give value to social dialogue towards formulating these sound and responsive policies to attain inclusive growth will not be compromised.

Most importantly, competence, integrity, transparency and accountability remain to be the hallmarks of good labour market governance and the successful implementation of labour market transformative programmes. The Department will put in place the institutional framework and systems to ensure effective monitoring and evaluation of policies and programmes to provide a better life for all our people. We will further ensure that the allocated funds are spent as planned to achieve value for money and doing more with less in the best interest of our targeted beneficiaries.

I therefore commit my Department and all Public Entities reporting to the Ministry to work closely with our sister-Departments, social partners and all Parliamentary oversight bodies to ensure creation of decent work and sustainable livelihoods for our citizens.



Minister of Labour
Mildred Oliphant

A handwritten signature in black ink, which appears to read 'MN Oliphant'.

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