



i-DEAL

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Compensation Fund holds its management committee meeting

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Nedlac hosts its management executive committee meeting

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EDITORIAL

The world learns to adapt in the strangest of ways.

It was not long ago that a person living with human immunodeficiency virus (HIV) was seen as a pariah – much the same as a leper. We were so obsessed about not wanting to contract this human immunodeficiency virus that we found ways of justifying untold discrimination to those living with it.

Perhaps one of the most haunting movies of the time was Philadelphia – a movie that depicted the discrimination that was visited on people who were sick. This was especially so because at the time, it was thought that this was a disease that afflicted the gay community. So, we managed to discriminate based on sexual preference and under the guise of wanting to stay healthy.

Fast forward to forty years later. We are dealing with other viruses now – but, the HIV is not yet gone. We have found ways to live with it and it has become an ordinary chronic illness. Not only that, we have moved from having those infected taking multiple pills a day to just one. Even better, it is not possible to manage it with an injection once every six months or so.

So, we moved from the desperation that resulted in people killing themselves as they identified HIV as a death sentence to the time when living with the virus as second nature. Not only that, all the activities that were deemed impossible for the infected are hardly an issue anymore.

People can get married, make children and when they maintain a certain level of lifestyle by taking their antiretroviral medication, will have a viral load that is undetectable which means that they can't infect each other. This means that the quality of life has improved drastically.

Because of Antiretrovirals (ARVs), people have normal lives, are able to breastfeed kids and generally partake in life's pleasures. That is a massive win for humanity. Off course in the early stages, the world panicked – as much as it is panicking today with the Covid-19 and especially with the Omicron variant. In its panic, the rich nations are closing in on themselves and driving away people from less developed nations.

Not only has the world closed us out, in the process, they have affected greatly the work done by the teams that discovered the variant because increasingly, materials cannot be transported as the travel bans take effect.

You would say it is a shortsighted; akin to chopping off your hand to spite your face. You would be correct but unfortunately, that is the way of the world.

What we know is, 40 years later, HIV and Aids are no longer the death sentence. It is still around. The trick is to stay uninfected. Condoms are everywhere.

True. We lost a lot of people – good and bad – to the disease. We lost mothers, fathers, brothers, sisters. Children were forced to assume duties beyond their capability and start heading households. Children took care of children. The elderly took care of the elderly as the strong succumbed.

Burials became the order of the day. Villages were devastated. Everyone became tired of death – literally and figuratively. Literal in the sense that they got tired of spending time away in other households helping with the process. They got tired because they got to level of forecasting on who was next. They got tired of crying. They got tired of everything associated with death.

A couple of months ago, we got to that state. We got tired of hearing how many people had died; of being bombarded with statistics of how many people had become infected; of the pictures and the stench of death that surrounded us. Social media became a burden as it seemed to only announce the next person who died. Rich and poor. Black and white. Female and Male. It had no discrimination.

But we are in a better space now. Even with the Omicron, the rate of death is a lot slower. If you read this, this means you have survived, Congratulations. From now on, we should make our lives meaningful. Tomorrow is truly not a given. And we have no idea what it has in store. To those who observe, happy Christmas. It has been swell.

NB: As you enjoy your holidays colleagues never forget to visit your departmental intranet to constantly familiarise yourselves with departmental guidelines and/or policies.

Musa Zondi

Editor-in-Chief



Department of Employment and Labour revamping its labour activation programme to address efficiency and assist integrate unemployed

Department of Employment and Labour Director-General, Thobile Lamati... revamped LAP should be agile and respond in the short possible time.

The Department of Employment and Labour seeks to revamp its labour activation programme (LAP) to deepen its impact in job creation initiatives and assisting to integrate the unemployed.

Department of Employment and Labour Director-General, Thobile Lamati said the goal of the revamp is to shorten the response time and make impact immediately. The Director-General told the departmental LAP's three-day workshop held at Saint George Hotel in Irene, Gauteng Province recently.

Mr Lamati said the objective of an effective activation policy was to give more people access to the labour market and provide good jobs. He said this requires enhancing motivation and incentives to seek employment; expand employment opportunities and improving job readiness and help in finding suitable employment.

He said LAP in the department has been implemented for sometimes – starting as a pilot back in 2010 to its current maturity levels.

“Since its inception, LAP has remained one of those programs with huge potential to be a game changer in as far as providing employment pathway to not only UIF beneficiaries but to the work seekers in general.

“We will take the disjointed program and link it with the UIF benefit scheme, Public Employment Services (PES) registration regime and PES vocational program. This program should be able to respond to the labour market needs in a shortest time. The focus therefore should not be about the institutional arrangement (structure) but rather how best we can make this important program efficient,” he said.

The workshop was attended by departmental senior officials from various branches such as Public Employment Services and those of its entities such as the Unemployment Insurance Fund, the Compensation Fund, Commission for Conciliation Mediation and Arbitration and Productivity SA.

Lamati said the workshop needed to ask the question what type of LAP “we want to see”?

The department has in the main historically managing its LAP via the Unemployment Insurance Fund. Labour Activation Programmes refers to deliberate interventions designed to integrate or re-integrate the unemployed into the labour market. Some of the LAP programmes that have been undertaken by the department includes the Training of the Unemployed (TOU), Enterprise Development (ED) Training Layoffs Scheme (TLS) and Turnaround Solutions (TAS).

LAP was introduced in 2010 as a stop gap labour market intervention to assist UIF contributors to reintegrate in the labour market. The objective of LAP is to enhance employability, enable entrepreneurship and preserve jobs.

The Director-General said South Africa's broad unemployment rate currently sitting at 42 percent was concerning and that was high by any standard.

“Faced with this reality like any country South Africa has adopted active labour

market policy interventions. Active labour market policies are our shield. This means that we need to stimulate the demand and supply. LAP is part of our active labour market intervention policies to deal with unemployment,” he said.

Lamati said some of models that will be considered will include - the flexiculture; mutual obligation and active inclusion for all.

Mr Thobile Lamati said the key focus of the revamped departmental LAP programme was to respond with agility to the labour market needs in a shortest possible time.

“The focus therefore, should not be about the institutional arrangement (structure) but rather how best we can make this important program efficient.

UIF LAP programme Acting Chief Director Teboho Thejane said currently: “we are reactive in terms of proposals. We need to be proactive and respond with speed to proposals”. Mr Thejane emphasised the need for building of internal capacity, drawing from past experiences, the need to be process driven.

PES Chief Director: Work-Seeker Services and Technical Support, Sagren Govender said the success of a revamped LAP was dependent on cementing of partnerships. Mr Govender said the problem LAP was trying to solve was not a future one, but was already here and needed to be solved immediately. He said the time for vacillation was over as the problem of unemployment and marginalisation was increasing and continuing.

Mr Govender said one of the challenges facing a revamped LAP was taking advantage of opportunities emerging in various industries but there was no activation. He said the new programme should be inclusive and cater for all those in need.

Work on the reshaping of the Labour Activation Programme has already begun in earnest.

The department has decided to go for what it calls a **Flexi secure model**: where when the people become unemployed and they come to apply for benefits, before their benefits pay-out they will be matched to the available job opportunities. The model will seek to retain jobs, facilitate entry into the labour market, re-integration support to the labour market, skills upliftment, stimulate self-employment and fund employment schemes

The current LAP is identified as having a number of problems ranging from inadequate human capital nationally; funding agreement managed manually which poses a risk, absence of project management system and contract management system is a serious challenge, problem of absence of electronic TERS calculation system.

The new structure of LAP once finalized is expected to be decentralized. This will be preceded by the development of an organogram and adoption of a strategy.

By Shadrack Mashalaba

DEPARTMENT'S LABOUR ACTIVATION PROGRAMME WORKSHOP – SAINT GEORGE HOTEL, IRENE IN GAUTENG PROVINCE

Senior managers from the Department of Employment and Labour and entities such as the Unemployment Insurance Fund, the Compensation Fund and Productivity SA converged in a three-day workshop to crunch strategies designed to revamp the labour activation programme.

The objective of the workshop was to redesign an agile and efficient LAP that will improve efficiency and deepen impact in job creation initiatives. LAP is focused on enhancing employability, enable entrepreneurship and preserve jobs.

Models considered included - the flexiculture; mutual obligation and active inclusion for all.



DEPARTMENT OF EMPLOYMENT AND LABOUR CONDUCT JOINT INTER-DEPARTMENTAL INSPECTION – GQEBERHA, EASTERN CAPE

The Department of Employment and Labour together with the Department of Home Affairs, the South African Police Services (SAPS), the National Bargaining Council for the Road Freight and Logistics Industry cracked down on trucking companies for illegally employing foreigners. The inspection also focused on the enforcement of labour laws contraventions.

Local truck drivers have been critical about the hiring of foreign drivers and embarked on a number of road blocks on certain major roads.

The inspection was led by Department of Employment and Labour Inspector-General Aggy Moiloa. During the inspections a Zimbabwean truck driver was arrested with false papers. Two other Zimbabwean nationals were arrested at the road blocks by the Immigration Officers for failing to produce the required documents.



I started on July 1, 1985 as a placement officer under employment services. My motto is we have to serve our clients with commitment, integrity and efficiency



Newcastle Labour Centre hard at work to help workers affected by recent unrest in KZN

Shaun Pillay Deputy Director: Newcastle L/C Operations ... helping workers devastated by the recent unrests and having to contend with employers hiring illegal immigrants.

The Newcastle Labour Centre has been working round-the-clock to assist scores of companies that have been devastated by the recent unrest in Kwazulu-Natal with the temporary employees/employers relief scheme (TERS).

The relief scheme is aimed at helping thousands of employees who have found themselves in dire straits following the destruction of the economy. This resulted in many workers being retrenched.

"At this stage the number of workers who have been affected through retrenchments or temporary closure of businesses cannot be quantified. We have however, started the process to verify the numbers," Shaun Pillay, the Deputy Director: Labour Centre Operations (DD:LCO), said in an interview with i-DEAL.

He said obtaining such information was a huge challenge in certain instances as the owners of the small shops and businesses that have closed down cannot be located.

The Chinese Chamber of Business has indicated that between 5000 and 6000 workers have been affected by the closure of the 20 businesses and the five factories burnt.

Quantifying the extent of the damage, Mr Pillay said it includes:

- A total of 36 business having been looted – damaged in Theku Plaza:
- About 27 shops looted and damaged in Osizweni: and
- About 27 shops looted in Mandeni.

The DD:LCO said he has put in place two teams of inspectors and Client Service Officers (CSOs) to go to companies and assist the distressed workers in line with the relief scheme.

A further useful step by the Department Mr Pillay said, was ensuring that

an Unemployment Insurance-inclined bus visits the Newcastle labour centre once a week. He said the same bus visited Osizweni and Utrecht every second week.

Services being offered include UI, Public Employment Services (PES), Inspection and Enforcement Services (IES), and Compensation for Occupational Injuries and Diseases Act (COIDA), he said. This is done in the interest of bringing services closer to the people in the spirit of service delivery.

Amidst these challenges, Mr Pillay said he and his team have to contend with Chinese and Taiwanese firms employing many foreign nationals without the requisite documents.

"With this situation, we have decided to enlist the help of the Department of Home Affairs to ensure compliance with the immigration requirements of the country. We face a situation where these foreign nationals stay in factory premises in unhygienic and terrible conditions. This presents us with an additional headache," he said.

Aged 56, Mr Pillay is a veteran of the Department having completed 36 years of loyal and unflinching service.

"I started on July 1, 1985 as a placement officer under employment services. My motto is we have to serve our clients with commitment – integrity and efficiency," Mr Pillay said.

Mr Pillay and his committed team of Department of Employment and Labour officials seem tailor-made and God-sent for the manifold problems faced by workers in the area and neighbouring places.

Their spirit is indeed a relief, both literally and figuratively.

By Mokgadi Pela



“I am grateful for the positive attitude of the team members who go beyond the call of duty to help clients”

Isaiah Nkosi, the Deputy Director: Labour Centre Operations (DD:LCO) in Mashishing, Mpumalanga ... leading by example amidst the work from home phenomenon.

Mashishing managers take the bull by its horns and handle covid-19 head-on

Talk of an army general leading from the front especially in life changing and earth-moving moments – that’s what Isaiah Nkosi, the Deputy Director: Labour Centre Operations (DD:LCO) in Mashishing, Mpumalanga, embodies.

From the very beginning of the interview with i-DEAL, he dismissed and poured cold water over the now – fashionable concept “work from home”, that has been catapulted by the Covid-19 pandemic the world over.

“Since the start of the lockdown when we were still in level 5 to the present, my managers and I have been reporting for duty without fail notwithstanding all these flimsy excuses that fly around. Because we have never thought our lives were more important than those of our subordinates, that’s why it became easy and possible for them to come to work,” Mr Nkosi said.

According to him: the key was to follow the advice of public health experts in terms of social distancing – wearing of masks properly – regularly washing our hands and sanitising and checking temperature and filling the questionnaire.

Having travelled this road and seen the benefits, “I join my managers in Mashishing in urging staffers within Department of Employment and Labour in its entirety to heed the Minister’s call to vaccinate. I pray that my colleagues could take the advice of the public health experts to heart and avoid unnecessary hospitalisations and death,” he said.

He is convinced that the more staffers and people in general vaccinate, the greater the chances of more sectors of the economy opening up.

No wonder Mashishing Labour Centre was able to achieve its targets for the Year 2021/2022 Semester 1 (April 1 and September 30). This has been achieved while Covid-19 is still active. A brief look at its record for the same period stands:

IES: BCEA

Workplaces inspected were 273 while the target was 249. Of the 273

inspected 52 workplaces were non-compliant and notices issued.

IES: OHS

Workplaces inspected were 103 while the target was 90. Of the 103 inspected 83 workplaces were non-compliant and notices issued.

PES

The Labour Centre (LC) was able to source 473 opportunities in the area and placed 359 which is 76%. Follow-ups are continuously done to achieve the 100%, the LC has set to make an impact in alleviating unemployment.

“I am grateful for the positive attitude of the team members who go beyond the call of duty to help clients.

“Also I am grateful to the support the office is receiving from Margaret Mazibuko, Chief Director: Provincial Operations (CD:PO) with her team in the Province. She ensures that our needs are urgently addressed which make our tasks easier,” Mr Nkosi said.

The profile of the labour centre shows that it services clients from as far as Graskop and Waterval-Boven with dominance sector being Hospitality, Wholesale and Retail, Mining, Agriculture, Manufacturing, Community and Forest.

The fearless and bold stance adopted by the leadership and staff of the Mashishing labour centre has ensured that Covid-19 will not have the last say in terms of Service Delivery.

The answer - as Nkosi says - lies in abiding by the health protocols hundred percent.

By Mokgadi Pela

CORPORATE SERVICES STRATEGIC PLAN WORKSHOP 2021-22 – BATHO PELE HOUSE, ARCADIA

The corporate services branch of the Department of Employment and Labour recently held a two-day strategic planning workshop at the offices of the Department of Public Service and Administration (DPSA).

The workshop was attended by senior managers from among others Information Communication and Technology, Risk Management, Internal Audit, Human Resource Management and Communication. The workshop looked at drafting the work-plan ahead of the 2022/23 financial year.

The workshop also focused on discussing the Corporate Services audit action plan and risks faced by the branch.



LAUNCH OF SA'S SUBMISSION OF RATIFICATION INSTRUMENT TO ILO'S C190 – GARDEN COURT, OR TAMBO INTERNATIONAL AIRPORT

South Africa's Employment and Labour Minister T.W Nxesi announced SA has officially submitted its ratification instruments to International Labour Organization (ILO's) Convention (C190) on Violence and Harassment Convention, 2019 (No. 190).

South Africa's ascension to the prescripts of Convention 190 coincides with the 16 days of Activism Against Gender Based Violence. The C190 protects workers and other persons in the world of work, including employees as defined by national law and practice, as well as persons working irrespective of their contractual status, persons in training, including interns and apprentices, workers whose employment has been terminated, volunteers, jobseekers and job applicants, and individuals exercising the authority, duties or responsibilities of an employer.

A convention exists to regulate matters of common interest. C190 is a legally binding instrument to deal with violence and harassment in the workplace. A member ratifying Convention C190 commits to respect, promote and recognise the right of everyone to a world of work free from violence and harassment. Once the C190 is in force a member state has an obligation to also ensure enforcement and effective remedies.

After South Africa has submitted its ratification details these are expected to be registered with the Director-General of the International Labour Office of the ILO. SA joins seven other countries that have signed the Convention.



EMPLOYMENT AND LABOUR MINISTER T.W NXESI ON AN OVERSIGHT VISIT – LIMPOPO PROVINCE

Employment and Labour Minister T.W Nxesi conducted an oversight visit in Limpopo Province to monitor service delivery levels. The Minister met with the provincial management committee to discuss service delivery and issues relating to tools of trade.

The Minister used the visit to urge officials and members of the public to vaccinate in order for them to go back to the office on a full-time basis so they can provide an efficient service to clients.



ONCE FULLY-VACCINATED PEOPLE CAN DO MORE, SAYS MINISTER NXESI



Employment and Labour Minister, Thulas Nxesi (in blue shirt) together with Limpopo management and staffers during his recent oversight visit to check on service delivery and also promote government's vaccination drive against Covid.

The Minister of Employment and Labour Thulas Nxesi conducted an oversight visit in Limpopo Province, Thohoyandou recently to monitor the level of compliance with the Occupational Health and Safety Act.

The area has been without a Labour Centre for months following a closure by OHS inspectors due to electrical faults and the building not suitable to be occupied by officials and clients. Clients often had to travel more than 100 kilometres just to access departmental services, specifically Unemployment Insurance Fund (UIF) benefits as many companies either retrenched workers or were forced to shut down as a result of COVID-19.

The Minister's visit commenced with a briefing with Limpopo management on the challenges experienced by the province that hinder service delivery. Constant system failures, lack of working tools, and closure of offices owing to COVID-19 were among the few issues raised by management.

In his response, the Minister said, "the system is overloaded as the department has an overwhelming number of clients due to large retrenchments, COVID-19 has opened our eyes to beef up our IT infrastructure so we can accommodate clients".

He further urged officials to also vaccinate in order for them to go back to the office on a full-time basis so they can service clients.

"The pandemic has caused us to work with minimum staff complement which in turn frustrated clients as they could not be serviced as per turnaround time, this resulted in negative media publicity as clients resorted to sleep outside our Labour Centres with the hope to be serviced early in the morning," he said.

He encouraged management to do more with what they have to assist the most vulnerable clients.

Mr Nxesi said, "it is very important for management and workers to have new work ethic wherein professionalism is exercised at all times, and Batho Pele principles are at the forefront of service delivery. Management need to come up with new strategies on how they will tackle service delivery challenges and identify skills needed to empower frontline officials".

The meeting was followed by a walk-about wherein the minister interacted with clients to not only introduce himself but to also engage them on the work done by the department. He encouraged them not to lose confidence in the services rendered by the department due to long queues, as officials are working around the clock to ensure that payments are made on time.

"The department is aware that clients stand outside in often harsh weather without a shade or chairs while waiting for services, and it will be rectified as a matter of urgency," the Minister said.

Following the interaction with clients, the Minister visited a workplace - Builders Warehouse at Thavani Mall to encourage workers to vaccinate and also check the level of compliance by the employer with labour legislations.

"Government is on a vaccination drive in all parts of the country. Do not allow people to mislead you with the conspiracy theories about the COVID-19 vaccine. It is very effective and can reduce the risk of getting and spreading the virus that causes COVID-19. It is highly operational at preventing hospitalization and death against new variants," Nxesi further said that research has been done to prove that fully vaccinated people are less likely to experience severe illness should they contract the virus.

"Get vaccinated and wear masks indoors in public spaces and also in the workplace to reduce the spread of the virus. By doing so you are not only protecting yourself, but your fellow colleagues and family members," he said.

He emphasized that workers are not forced to vaccinate, however those who do not vaccinate pose a danger to other employees in workplaces.

"Employers can conduct a risk assessment on how to mitigate against vaccine resistant workers," he added.

The Minister was pleased to learn from the inspector's report that the employer is fully compliant with all labour legislations and workers were paid their salaries even during the dawn of COVID-19.

By Lerato Mashamba

How the Department of Employment and Labour, Compensation Fund and the Unemployment Insurance Fund can ensure compliance with POPIA



Department of Employment and Labour Chief Director: Legal Services, Professor Vimla Singh ... POPIA sets out prescribed direction and practices which must be followed when processing information about individuals and juristic persons.

The Protection of Personal Information Act, 2014 (Act No. 4 of 2014) ("POPIA") commenced on 01 July 2020. POPIA offers Regulations and Guidelines surrounding the collection and processing of personal information. In recognition of section 14 of the Constitution which provides that everyone has the right to privacy, POPIA provides the mandatory mechanisms and procedures for handling and processing personal information in South Africa.

POPIA is intended to safeguard personal information whilst balancing that right against other rights such as the right to, and the free flow of information. This is a difficult balancing act and is reflected in the complex nature of POPIA. POPIA is applicable to private and public bodies.

Accordingly, POPIA is applicable to the Department of Employment and Labour, Compensation Fund (CF) and the Unemployment Insurance Fund (UIF) as it does process personal information and will therefore have to align their processing activities and be compliant to POPIA and have to therefore ensure the safety of the information they have access to, protecting individuals from data breaches and information theft.

POPIA involves a responsible process of storing and sharing personal information. "Processing" means collecting, receiving, recording, organizing, retrieving, or using such information; or disseminating, distributing or making such personal information available.

The POPIA sets conditions for parties responsible (the controllers) for lawfully processing personal information of data subjects (natural and juristic persons). The people involved with why and how to process personal information is responsible for complying with the conditions. There are eight conditions and three extra conditions. Failure to process in terms of the conditions will hold responsible parties accountable.

Things that constitute as personal information under the POPIA:

- Identity or passport number
- Date of birth and age
- Phone numbers
- Email address
- Online messaging identities
- Physical address
- Gender, race and ethnic origin
- Photos, voice recordings, video footage
- Marital relationship and family relations
- Criminal record
- Private correspondence
- Religious or philosophical beliefs including personal and political opinions
- Employment history and salary information
- Financial information
- Education information

- Physical and mental health information including medical history
- Membership of organisations

Technology increases the opportunity for cyber criminals to attack, as every cell phone, iPad and laptop are devices that enable hackers to obtain personal information.

Information Regulator

An Information Regulator has been appointed by the President. The Regulator's duties are varied and he/she has the power and authority to handle all matters relating to the POPIA. The Regulator must immediately be advised in the event of a breach which resulted in Personal Information falling into the wrong hands.

The POPIA does not apply where personal Information is processed in the course of where the processing authority is a public body involved in national security, defence, public safety, anti-money laundering, or the Cabinet or Executive Council of the province or as part of a judicial function.

Personal information can only be processed: – (section 11)

- with the consent of the "data subject"; or
- if it is necessary for the conclusion or performance of a contract to which the "data subject" is a party; or
- it is required by law; or
- it protects a legitimate interest of the "data subject"; or
- it is necessary to pursue your legitimate interests or the interest of a third party to whom the information is supplied.

The 8 conditions:

POPIA issues its rules for using South African data in Chapter three. It refers to these rules as conditions, and they largely cover what data you collect, what you can do with the data, and how you protect both the data and the data subject. POPIA includes eight conditions for lawful processing including:

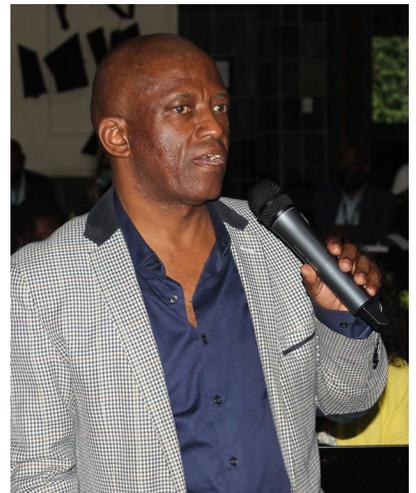
1. Accountability
2. Processing limitation
3. Purpose specification
4. Further processing limitation
5. Information quality
6. Openness
7. Security safeguards
8. Data subject participation – (*Professor Singh is Chief Director: Legal Services. The edited article is part of a series that will feature in the i-DEAL to inform staff about POPIA.*)

By Professor Vimla Singh

PES STRATEGIC PLANNING CONFERENCE – MISTY HILLS HOTEL AND CONFERENCE CENTRE

The Department of Employment and Labour's Public Employment Services (PES) branch recently held its Strategic Planning conference in which it discussed new strategies and approaches to deliver PES services. The strategic planning conference discussed the necessary enablers and standard operating procedure to support the new work environment.

The conference was graced by the participation of international speakers connected online to reflect on modern PES trends. PES Deputy Director-General Sam Morotoba opened the conference by warning delegates to wake up and deliver lest PES is rendered irrelevant in the labour market. There were also commissions to discuss - the development of employment schemes and strategies to accelerate placement, PES service delivery improvement, the National Employment Policy and National Labour Migration Policy - implementation implications.



PES 2021 NATIONAL PERFORMANCE AWARDS – MISTY HILLS HOTEL AND CONFERENCE CENTRE, GAUTENG PROVINCE

The Public Employment Services (PES) branch recently held its national performance awards. The awards ceremony was held under the theme: "Serving in excellence amidst the COVID-19 pandemic". The main purpose of the performance awards programme is to recognize and reward employees in accordance to sustained exceptional performance that consistently exceeds goals and expectations in quantity and/or quality.

The PES DDG Sam Morotoba and Employment and Labour Deputy Minister, Boitumelo Moloi handed the awards and trophies. The awards were handed over in various categories such as Provincial, National, overall excellence, best performing labour centre, best performing Employment Service Practitioners.

The Deputy Minister said the awards were about a recognition of a contribution made during Covid-19. Ms Moloi encouraged employees of the department to vaccinate. She said SA was grappling with a number of socio-economic challenges, and undoing the effects of Apartheid was proving to be a challenge. She lamented the continued long queues outside the labour centres.



Post Covid-19 era calls for new strategies and approaches to deliver PES services – PES DDG



Department of Employment and Labour's PES Deputy Director-General, Sam Morotoba ... the branch is facing a stiff competition in the labour market landscape.

The future success and survival of Public Employment Services (PES) branch will be defined by its willingness to step into uncharted territories, PES Director-General, Sam Morotoba said.

Mr Morotoba said the world of work was changing and new sectors were emerging and PES cannot afford to be a spectator.

He said for a number of years Public Employment Services branch has achieved a 100 percent and the emergence of Covid-19 has seen the outstanding performance taking a nose dive.

In 2019, a 'mysterious case of pneumonia' were detected in the city of Wuhan in China's Hubei Province. The disease later named as COVID-19 by the WHO spread throughout the world leaving in its wake misery and grief.

In the 2020/21 PES achieved an 82 percent performance. The key indicators were not achieved and Mr Morotoba said this had to do with policies that needed to be developed but not completed. These are the National Labour Migration Policy and the zero draft National Employment Policy. The indicator on the development of employment schemes could also not be achieved, he said. Further to that was the

finalisation of the draft to the Employment Services (ES) bill amendments.

The National Labour Migration Policy and ES Amendment have been submitted to the Cabinet. However, Mr Morotoba said additional work must still happen before these are released for public comment.

He said the National Employment Policy has been finalised and is currently undergoing socio economic impact assessment system. The draft ES amendment bill to give effect to the policy is still outstanding

He lamented the slow integration of Labour Activation Programme with the PES saying this has proved a challenge. He said the repositioning the department to focus on employment projects is underway.

The PES branch has built a 4,8 million strong work seeker database, and Mr Morotoba said the data needs some cleaning. He said the placement of job seekers was a matter that needs to be confronted with vigour.

By Shadrack Mashalaba



“Judging by the current situation, we can pat ourselves on the back and say we are doing very well”

Department of Employment and Labour Deputy Director-General: Corporate Services, Bahumi Matebesi ... creating an environment where everyone's capability is recognised.

Department of Employment and Labour cruises to achieve equitable representation of women at senior management.

The Department of Employment and Labour is well on course to reach the targets of women occupying 50 percent of Senior Management Services (SMS) posts long before the year 2024/25 deadline it had set itself.

This was disclosed by Bahumi Matebesi, Deputy Director-General: Corporate Services (DDG:CS) at the strategic plan workshop of her branch which was held in Pretoria attended by senior managers in her division.

“Judging by the current situation, we can pat ourselves on the back and say we are doing very well with figures showing that we are already at 47.9 percent. Quite clearly, we are not far from reaching our target of 50 percent,” she said.

Ms Matebesi said, “As soon as a man vacates a post, we need to be deliberate in looking for a capable woman.”

In terms of the original performance indicator targets the Department wanted to achieve 43 percent of female representation at SMS level in year 2021/22.

This would then progress to 45 percent in 2022/23. The figures would then escalate to 48 percent in the 2023/24 financial year.

The target was then expected to be reached in 2024/25, the DDG said.

Ms Matebesi said the workshop had been preceded by other important events like the Director-General's Governance Lekgotla which defined how “we are to conduct ourselves in 2022/23”.

It was followed by the strategic plan of the Department which emphasised “areas where we are limping. These include ICT issues, policies that have not been implemented as well as gender sensitivity.

She urged staff to be mindful of “what is affordable with the little money we have when we draft our workplans and annual performance plans (APP)”.

“May I remind you that the Department's APP is based on the Minister's performance agreement with the President,” the DDG said.

She said: “When we say we are refocusing our energies, we need to look at our own staff – thereby jumping and addressing their requests”.

The DDG said her division was expected to go back and draft or fine-tune 2021/22 targets for the 22/23 financial year.

By Mokgadi Pela

INTERVIEW SAFETY TIPS

Finding a job, is a job. First step in the process is getting your CV out and securing an interview. The second stage, arguably the most important, is making a good impression at the interview.

There are numerous tips available on how to prepare for, and conduct yourself well in, an interview. Sadly, there is a need too, to be vigilant when arranging and attending an interview. Scam artists, masquerading as recruiters, or unscrupulous human resource practitioners, have been known to take advantage of uninformed individuals, desperate for work.

To help you maximise your chances of securing employment whilst minimising risks, the Department of Employment and Labour, in collaboration with the Confederation of Associations in the Private Employment Sector (CAPES), share the following Do's and Don'ts

DO's

- **Work with registered Private Employment Agencies (PEA) and Temporary Employment Services (TES).** All agencies are required by law to be registered with Department of Employment and Labour should display their certificates on their website. Ideally, choose to work with an agency that is also a member of a professional association because they are also bound to Codes of Conduct and Best Practice.
- Look up the agency or company online. Learn what you can about them before you attend the interview. In addition to helping you prepare for the interview you will also quickly pick up if something doesn't seem right.
- **Get the full information of the person you're interviewing with.** This will allow you to be professional when arriving for the interview and allow you to look the recruiter/HR/employer up on LinkedIn to verify their authenticity.
- **Inform family/friends of your interview** including details of the date, time, place, and person you're meeting. Check in with them after the interview too, to let them know how it went.
- **Dress for Success.** First impressions count! Dress appropriately for the job you're applying for and remember to opt for a more conservative, professional look.

DONT's

Pay to secure an interview. Anyone that requires you to pay a fee to be interviewed is likely to be a scam artist. PEA, TES, and employers are prohibited from charging fees to workseekers, by law and the codes of good conduct of the professional associations under CAPES.



- **Put yourself in risky situations.** Interviews will usually take place at an office or, if in public, usually at a coffee shop or similar. It would be highly unusual to be asked to attend an interview outside of office hours, or in a deserted place. Be safe, not sorry!
- **Be pressured into inappropriate behaviour.** It is never acceptable for someone to ask you to agree to provide "favours" to secure a job. Nor would it be acceptable for someone to take a "cut" of your salary in exchange for work.
- **Hesitate to report unscrupulous operators.** If you come across anyone attempting to scam workseekers, or acting inappropriately during an interview process, you're encouraged to report them to Department of Employment and Labour by laying a complaint at the Labour Centre.

It is unfortunate that workseekers should worry about their safety in addition to the usual nerves that accompany an interview process. However, knowledge is power, and we hope that these simple, yet important, tips will assist you to navigate your job search journey safely.

For more information about CAPES and their Association members, please contact: info@capes.org.za – **(The article is part of an initiative by CAPES and department's Public Employment Services branch to jointly educate workseekers about their rights and to give some practical guidance for job seeking).**

THIRD PUBLIC SECTOR ETHICS SURVEY



The **Department of Public Service and Administration (DPSA)**, the Department of Cooperative Governance (DCoG), and the **South African Local Government Association (SALGA)** have partnered with **The Ethics Institute (TEI)** to conduct the third ethics survey across the entire public sector.

We want to get a better understanding of the state of ethics in national, provincial and local government.

This survey is only done every three years, and provides an opportunity to make your views known, therefore, all public sector employees are invited to participate in the survey.

The survey takes less than 10 minutes to complete.

Participate in the survey: <https://surveys.ethicssurvey.org.za/s3/6520571a8483> - (Government Communications and Information System)

APPOINTMENTS



Phinah Maake has been appointed Department of Employment and Labour's Deputy Director: Occupational Health and Safety (OHS) & Employee Wellness in Limpopo Province.

Ndaba is Deputy Director: Finance at Supported Employment Enterprises (SEE)



Mr Siphamandla Ndaba is a member of the Institute of Internal Auditors. He matriculated at Uxolo Nokuzwana Secondary School. He has a BCom Accounting degree from the University of KwaZulu-Natal, a Post Graduate Diploma in Internal Auditing obtained from Unisa and an SMS Pre-entry certificate from the National School of Government.

Mr Ndaba is currently studying for an Advanced Accounting with Milpark Business School with the aim of obtaining the CA qualification. He has previously worked for the Department of Small Business Development as Senior Internal Auditor, Finfove as an external Auditor, the office of Auditor-General of South Africa as trainee Auditor.

SEE appoints CFO



Malebo Sebaka has been appointed Chief Financial Officer at Supported Employment Enterprises (SEE)

Supported Employment Enterprises (SEE) has appointed Malebo Sebaka as its Chief Financial Officer (CFO). Ms Sebaka is a qualified Registered Government Auditor (RGA) with an in-depth skills and knowledge in public sector Auditing and Accounting. She began her career in public service in 2008 when she joined the Department of Justice and Constitutional Development in Internal Audit division.

Ms Sebaka's public sector knowledge and skill is largely contributed to her work portfolio gained at Department of Arts and Culture, South African Police Services, Department of Human Settlement, The Presidency, City of Tshwane Metropolitan Municipality and National Public entities including, but not limited to Robben Island Museum, National Library of South Africa, Freedom Park Heritage Site and Museum, South African State Theatre etc.

Her career journey progressed to Auditor-General SA where she served her RGA articles until 2013 and promoted to Assistant Audit Manager. She moved to join the Department of Employment and Labour in 2018 as Deputy Director Financial Liaison. She continues to cultivate her public sector knowledge and skill through participation in various public sector platforms and currently, amongst others, participate in the National Treasury Public Entity Oversight and Regulations Community of Practice Committee.

She has also worked for ABSA as a Credit Controller as well as fraud investigation experience at Sizwe-Ntsaluba-Gobodo in 2012. She has been in the management level for over seven years in public sector at different platforms

Ms Sebaka matriculated in 2003 and advanced her studies at Tshwane University of Technology as well as UNISA for her second undergraduate degree. She holds BCompt Accounting Science (UNISA) as well as B-Tech internal Audit (TUT). She is a member of South African Institute of Government Auditors (SAIGA) and board member of Public Sector Accountancy and Audit Academy (PSAAA).

Compiled by Robert Magwaza, Shadrack Mashalaba and Lerato Mashamba

SEE Rand factory in Johannesburg hosts Standard Bank

The Supported Employment Enterprises (SEE) has initiated a strategy of targeting the private sector to market and sell its products (office furniture, hospital linen, work wear, TV stands, pivot doors and braai stands) to increase sales targets and meet the strategic objective of increasing employment of persons with disabilities in the country through its 13 factories.

The entity invited Standard Bank of South Africa to the Rand factory in Johannesburg to showcase products manufactured by persons with disabilities and also strengthen the relationships between the two institutions.

The visitors were welcomed by the SEE Chief Executive Officer Mr Sibusiso Phakathi, Factory Manager Mr Nhlanhla Mpungose, newly-appointed Chief Financial Officer Malebo Sebaka and Acting Director Business Development Mr Dennis Matsepe.

The management of the entity highlighted that the entity was the biggest employer of persons with disabilities from special schools and provides them with lifetime job opportunities and the fact that the entity was capable of helping drive the vision of stimulating economic growth and social development to the vulnerable group.

With the SEE having been banking with the bank since November 1996, this has produced 25 years of good relationship that is now ready to move to the next level with the entity wishing that Standard Bank buys products from the SEE to encourage other banks and the private sector to support work done by persons with disabilities.

The bank would be turning 160 in 2022, SEE has made a proposal for them to buy school furniture and hospital linen to plough back to persons with disabilities and donate as part of their celebration.

The bank's management promised to invite other senior management and to start marketing the entity to its stakeholder, events and clients. The session proceeded with the visitors taken to the newly-revamped showroom and were shown the processes involved in the manufacture hospital linen.

Rand factory is located at 17 Laub Street in Johannesburg where the Department of Employment and Labour officials and external customers can visit the showroom and place personal orders for textile, wood and metal, alternatively send email to: SEEClientservices@labour.gov.za.

By Sibusiso Ngobeni

