

EXCO: Write-Up

23 June 2026



Acting Director General:
Jacky Molisane

EXCO sharpens focus on accountability, performance and service delivery

The Department of Employment and Labour's Executive Committee convened virtually on 23 June 2026, Chaired by Acting Director-General, Jacky Molisane.

Acting DG calls for urgency, accountability and collective leadership as Department enters critical delivery phase

Opening the meeting, Acting Director-General Jacky Molisane struck a firm yet encouraging tone, acknowledging the Department's recent progress while calling for renewed discipline, urgency and accountability across senior management.

She recognised the work done by teams that ensured timely submission of APPs and compliance requirements across the Department and its entities.

However, she cautioned that the Department had reached a critical point where progress could no longer depend on a few committed individuals carrying the weight.

Her message was clear: senior managers must not only occupy positions, but actively lead, unblock challenges, communicate clearly and drive execution. With major departmental priorities ahead, including the Golden Jubilee Job Summit, she urged the collective to put its best foot forward and uphold the standard expected of the Department.

“ Our success is collective, but our failure is also collective. If one part of the chain is not pulling, it undermines the effort of the entire Department. ”

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Internal Audit reinforces the call for stronger governance and timely action

Internal Audit reinforced this message, reminding EXCO that governance is not a tick-box exercise, but a practical tool to strengthen the Department's systems and improve service delivery. While progress has been made in capacitating the unit, including filling vacancies and supporting interns with tools of trade, concerns remain around delays in submitting information and responding to audit findings. EXCO heard that slow implementation of audit recommendations weakens the control environment and creates avoidable risks for the institution.

UIF performance update highlights data integrity and verification as key priorities

The Unemployment Insurance Fund provided a preliminary performance update, reporting 42% achievement for April, with 5 of 12 targets achieved. The Fund indicated that some areas, particularly Business Operations, were affected by data discrepancies and verification challenges. The report noted that performance may improve once data issues are resolved, with ICT and provinces working together to clean and validate the information.

Labour Activation Programmes performed stronger, achieving 3 of 5 targets, or 60%. However, two indicators were still affected by external and administrative dependencies.

The LAP TERS target was missed due to delays in receiving compliance documents, which in turn delayed approval processes. The second missed target related to business enterprises supported, where the Fund was awaiting Productivity SA to provide a list of entities to be supported in the 2026/27 financial year, as well as newly recommended or approved TERS companies.

Compensation Fund records improved performance while addressing recruitment and payment processing gaps

The Compensation Fund reflected a stronger performance trajectory, achieving 82% of its May targets, compared to 54% in April. The Fund achieved 9 of 11 indicators, with notable improvement in claims adjudication, which increased from 82% in April to 97% in May. The two missed indicators related to the vacancy rate and the payment of approved benefits within 10 working days, which narrowly missed the target due to bank verification challenges. The Fund also reported revenue of R10.1 billion as at 31 May 2026, with expenditure at 6% of the R17 billion approved budget.

Inspectors give labour laws meaning where people work

Inspection and Enforcement Services brought the meeting back to the everyday realities of workers. The Branch reported strong performance in ensuring that non-compliant employers received notices within 14 days and that matters were settled, referred to the CCMA or taken forward for prosecution within 30 working days.

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While the Branch fell short of its monthly inspection target, conducting 47 463 inspections against a target of 52 168, the work of inspectors remains central to giving labour laws meaning where people work. Through workplace visits, notices and enforcement action, inspectors help protect ordinary South Africans from unfair labour practices, unsafe workplaces and exploitation.

PES expands access to work opportunities and career support

Public Employment Services reported encouraging progress in connecting work-seekers to opportunities through the Employment Services of South Africa system. By the end of May 2026, more than 211 000 work-seekers had registered on ESSA, more than 53 000 employment opportunities had been registered, and over 72 000 work-seekers had received employment counselling. Nearly 18 000 opportunities were filled by registered work-seekers. Behind these figures are people looking for a way into the labour market, young people needing guidance and unemployed South Africans seeking practical support. The Branch, however, flagged ICT system stability and funding delays as risks that must be addressed to avoid disrupting services

LPIR advances policy work while flagging compliance and approval delays

Labour Policy and Industrial Relations reported 50% performance, with two of four indicators achieved. The programme flagged the outstanding Employment Equity submission as an area requiring urgent attention due to the implications of missing approval timelines.

It also noted that 12 registration applications were received, but none were approved due to non-compliance by applicants. A procurement matter was also raised where only two quotations were received, below the National Treasury requirement, meaning the process may have to be re-advertised.

ICT Strengthens digital foundations while managing system and security risks

The ICT update highlighted progress in strengthening the Department's digital systems. Several vacancies are moving through shortlisting and interview processes, while CSIR has begun deploying support to provinces.

Network infrastructure upgrades are also progressing, with 90 of 138 sites upgraded to a minimum speed of 10Mbps. On cybersecurity,

EXCO heard that the Security Operations Centre is fully functional, more than 80% of Centre for Internet Security controls have been implemented, and 99% of users are on multi-factor authentication. These improvements are important for protecting systems, client information and service continuity.

The meeting closed with a clear thread running through all presentations: the Department has made progress, but delivery must now be sharper, faster and better coordinated. Whether through inspectors protecting workers, PES linking people to opportunities, funds processing claims, or ICT strengthening systems, EXCO emphasised that performance must translate into visible service for the people of South Africa.

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