

Erratum

**ANNUAL
PERFORMANCE
PLAN**

2012 - 2013
Financial Year

ERRATUM

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PERFORMANCE
PLAN**

2012 - 2013





labour

Department:
Labour
REPUBLIC OF SOUTH AFRICA

ERRATUM

ANNUAL PERFORMANCE PLAN

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ORGANISATIONAL STRUCTURE

TOP LEADERSHIP



Minister of Labour
MN Oliphant, MP

INSTITUTIONS REPORTING TO THE EXECUTIVE AUTHORITY

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 SA
Unemployment Insurance Board



Director-General of Labour
NPT Nhleko



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



Vacant
Chief Operations Officer
Acting
Deputy Director-General
S Morotoba



Vacant
Inspection and
Enforcement Services
Acting
Deputy Director-General
T Lamati



Compensation Fund
(Commissioner)
Deputy Director-General
SS Mkhonto



Corporate Services
Deputy Director-General
L Molebatsi



Chief Financial Officer
BE Maduna

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 sister Departments, social partners and all Parliamentary oversight bodies to ensure creation of decent work and sustainable livelihoods to our citizens.



.....
Honourable MN Oliphant, MP
Executive Authority of the Department of Labour

Official sign-off

It is hereby certified that this Annual Performance Plan:

Was developed by the management of the Department of Labour under the guidance of Honourable MN Oliphant, MP

Was prepared in line with the current Strategic Plan of the Department of Labour

Accurately reflects the performance targets which the Department of Labour will endeavour to achieve given the resources made available in the budget for 2013 - 2014 financial years.

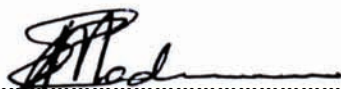
Note: This Annual Performance Plan supersedes the previously published and tabled one in Parliament



S Morotoba:

Acting Chief Operations Officer

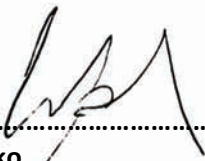
Date:



B Maduna:

Chief Financial Officer

Date:



NPT Nhleko

Director General of the Department of Labour

Date:



Hon MN Oliphant, MP

Executive Authority of the Department of Labour

Acronyms	
AG	Auditor-General
APP	Annual Performance Plan
BCEA	Basic Conditions of Employment Act
CCMA	Commission for Conciliation, Mediation and Arbitration
CF	Compensation Fund
CS	Corporate Services
CFO	Chief Financial Officer
COO	Chief Operations Officer
CIO	Chief Information Officer
COIDA	Compensation for Occupational Injuries and Diseases
DG	Director General
DDG	Deputy Director General
DEXCOM	Departmental Executive Committee
DoL	Department of Labour
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 Communication Technology
IES	Inspection and Enforcement Services
ILO	International Labour Organisation
IT	Information Technology
JSE	Johannesburg Stock Exchange
KZN	KwaZulu-Natal
LMIS& P	Labour Market Information and Statistics
LP	Limpopo

LP & IR	Labour Policy and Industrial Relations
LRA	Labour Relations Act
KRA	Key Result Area
M&E	Monitoring and Evaluation
MOU	Memorandum of Understanding
MP	Mpumalanga
MTSF	Medium Term Strategic Framework
MTEF	Medium Term Expenditure Framework
NC	Northern Cape
NT	National Treasury
OHS	Occupational Health and Safety
PES	Public Employment Services
PFMA	Public Finance Management Act
PPP	Public Private Partnership
PwD	People with disabilities
RME	Research Monitoring and Evaluation

Serial No	Table of Contents	Page No
	Organisational Structure	ii
	Sign -Off	iii
	Acronyms	iv
	Foreword by the Minister	vii
	Part A: Strategic overview	
1	Situational analysis	1
1.1	Performance environment	1
1.2	Organisational environment	3
2	Revisions to legislative and other mandates	4
3	Overview of 2012 budget and MTEF estimates	5
	Part B: Programme and Sub-programme Plans	
4	Service delivery Outcomes Oriented Goals, Strategic Objectives and Key Performance Indicators	8
4.1	Programmes 1: Administration	8
4.1.1	Strategic Objective, Programme performance indicators and MTEF targets	8

4.1.2	Programme performance indicators and Quarterly targets for 2012-2013	18
4.1.3	Reconciling performance targets with the Budget and MTEF	26
4.1.4	Performance and expenditure trends	27
4.2	Programmes 2: Inspections and Enforcement Services	28
4.2.1	Strategic Objective, Programme performance indicators and MTEF targets	29
4.2.2	Programme performance indicators and Quarterly targets for 2012-2013	34
4.2.3	Reconciling performance targets with the Budget and MTEF	38
4.2.4	Performance and expenditure trends	39
4.3	Programmes 3: Public Employment Services	40
4.3.1	Strategic Objective, Programme performance indicators and MTEF targets	40
4.3.2	Programme performance indicators and Quarterly targets for 2012-2013	45
4.3.3	Reconciling performance targets with the Budget and MTEF	49
4.3.4	Performance and expenditure trends	50
4.4	Programmes 4: Labour Policy and Industrial Relations	51
4.4.1	Strategic Objective, Programme performance indicators and MTEF targets	52
4.4.2	Programme performance indicators and Quarterly targets for 2012-2013	63
4.4.3	Reconciling performance targets with the Budget and MTEF	71
4.4.4	Performance and expenditure trends	72

	Part C: Links to other plans	74
	Links to the long-term infrastructure and other capital plans	74
	Conditional grants	79
	Public entities	79
	Public-private partnerships	81

Part A: Strategic Overview

1. Situational Analysis

The South African labour administration system recognises that labour market flexibility for competitiveness of enterprises should be balanced with the promotion and protection of the basic rights of workers and with provision of adequate social safety nets to protect the vulnerable workers.

Despite introduction of progressive labour and employment policy reforms and programmes, the labour market is still characterised by high levels of unemployment and under-employment, inequality and discrimination, violation of employment standards and fundamental rights at work, and unacceptably high levels of workplace incidents and injuries.

Poorly located and inadequate infrastructure limits the country's capability to create employment for more people and to provide effective employment facilitation and support economic activity to millions of jobseekers.

These conditions contribute to continued social and economic exclusion of black people and Africans in particular, women and people with disability.

1.1 Performance Environment

The **first challenge** facing us is unemployment and under-employment.

- By December 2011, the total labour force was 17 741 000 with 13 497 000 employed and 4 244 000 (23.9%) unemployed and 2 315 000 discouraged work seekers.
- Most of the unemployed persons are under the age of 30, and over 66% with less than a grade 12 education
- Year-on-year comparisons show a net increase of 365 000 (2.8%) jobs created, with Finance and other business service, Trade, and Community and social services, Manufacturing being the main contributors. This is the fourth successive growth observed year-on-year and the highest since the end of the recession in 2009. There were declines in Construction and Utilities
- Compared to 2010, employment in 2011 increased in six of the nine provinces and decreased in North West and Free State by 40 000 and 32 000 respectively, while there was virtually no change in employment in Eastern Cape (down by 2 000).
- Despite a decline in unemployment in the 4th quarter of 2011, over 4,2 million people still remain unemployed and just over 3,0 million (68,2%) have been unemployed for a period of 1 year or more.

There are two notable features of the country's unemployment crisis:

- Firstly the unskilled (60% are without a matric education) are simultaneously most likely to be the first to lose their jobs in periods of employment contraction and least likely to be hired in periods of employment expansion.
- Secondly, the youth, which currently constitute 75% of the unemployed are the dominant, identifiable cohort within this group of long-term unemployed individuals.

The **second challenge** relates to the changing nature of work.

- There is increased propensity amongst employers to switch away from permanent and full-time employment toward atypical forms of employment such as casual labour, part-time employment, temporary and seasonal work.
- Externalisation in the form of outsourcing and subcontracting is also on the rise, as the pressures of greater international competitiveness are felt by domestic firms.
- The increase in atypical forms of employment is contributing to instability in the labour market and a potential increase in violation of labour standards and fair labour practices.
- It is estimated that 28% of total employment is made up of atypical work, that is, employees contracted directly to companies on fixed-term contracts, sub-contractors and employees employed through employment agencies.

The **third challenge** still facing us relates to inequalities and unfair discrimination in the workplace.

- 17 years into our democratic dispensation and 10 years after promulgation of the Employment Equity Act, South Africa still remains one of the most unequal societies.
- Black people, women and people with disabilities remain marginalised in relation to meaningful and influential participation in the economy.
- **The Commission for Employment Equity reported in 2010 that:**
 - ❖ The representation of Blacks at top management and senior management levels is 24% and 33.6% respectively whereas they constitute over 88% of the Economically Active Population (EAP).
 - ❖ White people in general and white males in particular, still dominate with 73.1% at the Top Management Level, which is nearly six times their EAP and approximately three times the representation of the cumulative sum of Blacks combined at this level.
 - ❖ Male representation is almost double that of their EAP and nearly four times that of women at this level.
 - ❖ The representation of people with disabilities at this level was recorded at 1.4%.
 - ❖ The least progressive/worst performing industry sectors of our economy in relation to the representation of Africans and African and Coloured women in particular include manufacturing.

The **fourth challenge** relates to domestic as well as cross-border labour migration

- The former describes a phenomenon whereby people from rural areas, some (though not all) of who are unskilled, migrate to urban areas in search of employment.
- The latter refers to economic refugees who have left their countries and settled in the urban areas of South Africa, hoping to find employment.
- Both phenomena bear the risk of increasing the numbers of unemployed people in large urban centres, with the concomitant greater pressure on public services and utilities;

The **fifth challenge** relates to inadequate instruments for constant performance monitoring and evaluation of labour market policies and programmes to determine their impact on the economy.

- Stakeholder participation and strategic partnerships in programme delivery, monitoring and feedback is inadequate, despite our strong culture of social dialogue in policy development
- Planning processes are to some extent not well coordinated between strategic departments on related socio-economic development programmes.
- Our appreciation and use of modern information and communication technology systems to manage data and information is inadequate

(The necessity to base policy and programme interventions on facts and evidence and to measure their impact is critical for any labour market system)

1.2 Organisational Environment

To deliver on its core business of public employment services and inspection and enforcement services, the Department has a staff complement of over 5767. The Department will continue to transform the labour market and change the way we do business and transact with citizens by enhancing access to quality services and information aimed at improving the quality of life of all South African citizens. At the centre of our transformation agenda is ensuring that customer insight is driving our service design; optimising contact and making use of cheaper technology enabled channels and utilisation of government-wide infrastructure where appropriate.

Key strategic interventions to improve service delivery quality:

- Transforming and repositioning the Department at Head Office, provincial office and labour centre level for improved and effective service delivery and monitoring the impact of our interventions.
- Ensuring that service delivery access point's staff is empowered to deliver on the entire suite of the Department's services. Developing and creating an environment of accountability for service delivery and correct attitudes and behaviour among staff. ,
- Reconfiguring and repositioning our service delivery points and processes to improve service quality and responsiveness to citizens' needs and expectations.
- Developing a service delivery model and establishing a network of integrated service delivery points as close as possible to the people.
- Establishing strategic partnerships for collaboration in creating and delivering value to citizens.
- The Employment Services System, the Inspection and Enforcement System and Integrated Client Database systems will be enhanced to respond to clients' needs and expectations of access to services and information and also accurate reporting of performance data.
- Putting in place measures to encourage continuous learning, development, and innovation by those serving at the point of contact with clients.

2. Revisions to Legislative and Other Mandates.

- 2.1. Amendment of the Unemployment Insurance Act No. 63 of 2001.** These changes relate to improvements of benefits and administrative changes regarding submission of information by employers to the Fund.
- 2.2. Promulgate the Employment Services Act.** Employment Services Act, Regulations and Guidelines developed and implemented.
- 2.3. Amendment of the Compensation for Occupational Injuries and Diseases Act.** Develop a rehabilitation, re-integration and return-to-work policy for injured and diseased workers to ensure integration with other South African Policies and Programmes, which provide a framework for rehabilitation of people with disabilities which stresses the importance of vocational integration.
- 2.4. Amendment of the OHS Act, 85 of 1993.** Although the OHS Act has placed responsibility of creating a health and safe working environment on the employers, the provisions compelling employers to do this are very vague. In order to address these shortcomings, it is necessary that the OHS Act in its current form be amended in order to ensure that:
 - Employers develop and implement a health and safety management system
 - Penalties issued to employers are increased
 - Inspectors are enabled to issue prescribed fines on the spot
- 2.5. Amendment of the Basic Conditions of Employment Act**
- 2.6. Amendment of the Employment Equity Act**
- 2.7. Amendment of the Labour Relations Act**

3. Overview of 2012 Budget and MTEF Estimates

3.1 Expenditure estimates

Programme	Audited outcomes			Adjusted appropriation	Revised Estimate	Medium-term expenditure estimate		
R thousand	2008/09	2009/10	2010/11	2011/12		2012/13	2013/14	2014/15
1 Administration	567 928	669 153	682 480	697 228	698 455	732 606	782 671	830 241
2 Inspection and Enforcement Services	259 166	290 044	329 373	386 726	389 290	429 181	456 756	484 284
3 Public Employment Services	297 579	264 831	289 258	296 146	324 809	322 021	344 058	365 710
4 Labour Policy and Industrial Relations	382 543	474 662	525 647	601 358	604 829	635 918	677 665	718 716
Subtotal	1 507 216	1 698 690	1 826 758	1 981 458	2 017 383	2 119 726	2 261 150	2 398 951
Change to 2011 budget estimate								

<u>Economic classification</u>	2008/09	2009/10	2010/11	2011/'12		2012/13	2013/14	2014/15
	Audited outcomes			Adjusted appropriation	Revised estimate	Medium term estimates		
Current payments	952 605	1 091 789	1 185 040	1 273 052	1 268 936	1 446 931	1 541 624	1 640 896
Compensation of employees	491 335	576 457	681 530	786 312	777 336	883 331	943 697	1 001 292
Goods and services	461 270	515 332	503 439	486 740	491 600	563 600	597 927	639 604
of which:								
Communication	44 193	46 053	47 161	42 054	44 322	38 516	40 711	43 170
Lease payments	87 420	124 995	143 530	115 696	121 352	218 918	232 956	246 926
Property payments	20 776	63 769	65 251	43 912	42 742	45 479	49 394	52 356
Travel and subsistence	107 181	102 004	106 130	93 779	98 678	79 935	85 043	90 590
Transfers and subsidies	457 248	516 275	561 038	626 267	630 447	639 284	682 392	724 491
Provinces and municipalities	-	1	54	12	12	-	-	-
Departmental agencies and accounts	323 173	411 485	457 948	542 184	542 184	551 392	589 664	626 200

Foreign governments and international organisations	10 377	8 618	10 703	10 211	14 306	10 722	11 312	11 991
Public corporations and private enterprises	-	555	-	-	-	-	-	-
Non-profit institutions	119 179	92 112	89 196	73 258	73 258	76 906	81 137	86 005
Households	4 519	3 504	3 137	602	687	264	279	295
Payments for capital assets	93 111	90 109	80 213	118 064	118 000	33 511	37 134	33 564
Buildings and other fixed structures	2 724	225	3 117	3 996	3 996	3 416	5 486	17
Machinery and equipment	90 387	89 879	77 086	114 068	114 004	30 095	31 648	33 547
Software and other intangible assets	-	5	10	-	-	-	-	-
Payments for financial assets	4 252	517	19	-	-	-	-	-
Total	1 507 216	1 698 690	1 826 310	2 017 383	2 017 383	2 119 726	2 261 150	2 398 951

3.2 Relating expenditure trends to strategic outcome oriented goals

Spending over the medium term will focus on protecting vulnerable workers, reintegrating work seekers into the labour market and ensuring decent work. The Labour Policy and Industrial Relations programme will focus its spending on addressing financial constraints at the Commission for Conciliation, Mediation and Arbitration and the National Economic Development and Labour Council, in addition to promulgating the labour amendment bills.

Expenditure is projected to grow over the MTEF period and will provide for increased spending on transfers and subsidies due to additional allocations to the National Economic Development and Labour Council and the Commission for Conciliation, Mediation and Arbitration.

The 2012 Budget provides additional allocations of R25.9 million in 2012/13, R41 million in 2013/14, and R45.5 million in 2014/15 mainly for:

- R 77.1 million for improved conditions of service within the department

The following public entities receive funding for improvements in conditions of service:

- The Commission for Conciliation, Mediation and Arbitration (R3.4 million in 2012/13, R5.9 million in 2013/14 and R6.6 million in 2014/15)
- Productivity SA (R783 000 in 2012/13; R1.3 million in 2013/14 and R1.5 million in 2014/15).
- The National Economic Development and Labour Council (R176 000 in 2012/13, R290 000 in 2013/14 and R311 000 in 2014/15)
- The Compensation Fund receives R15 million over the MTEF (R4 million, R5 million, R6 million) for operations with respect to public servants claims.

3.3. Infrastructure Spending

Department of Labour's infrastructure spending was on the RAMP Project for the Head Office, site clearances for various new construction projects in the Mpumalanga and Western Cape provinces. The expenditure is thus mainly for consultant fees. The designs for the new Taung, Bochum and Mount Ayliff Labour Centres were also nearly completed but it will depend on the sites clearance being finalised by the Department of Public Works. The drive is to attempt to construct state-owned buildings for all the offices and this will create a saving on the leasehold expenditure whereby the department will be able to maintain the buildings as it will no longer be leased. The Rustenburg Labour Centre construction was started but due to the contractor not being able to perform on the target the project is at 9% while over 70% of the time of the contract has lapsed a process is underway to remove the contractor from site and to appoint a new contractor who will be able to perform according to expectations.

The department is planning to get all the requested projects in the Mpumalanga and Western Cape Province up to tender stage – meaning site clearances should have been completed, bid documents and drawing are completed and signed. As soon as the drawing phase of all the projects are nearing completion National Treasury will be approached for funding in order to prevent funds being allocated but not spent as required, all projects will be put on bid process at the same time and when a project doesn't perform there will be other projects available to replace them. It is also planned to call for bids for the Silverton Sheltered Employment Factory RAMP but in 2012/13 financial year the department's major challenge is that no capital funding are allocated and the site clearances will thus have to be funded from the current expenditure which is meant for the maintenance projects.

Over the medium term, infrastructure spending will increase as the focus will be to complete the site clearances and planning to obtain the necessary funds from National Treasury to start with the process to construct new state-owned buildings for the department. After that, the projects will be advertised for construction. This will prevent bottlenecks and will also enable the department to be active with other projects if a planned project cannot continue due to unforeseen delays.

Part B: Programme and Sub-programme Plans

4. Service Delivery Outcomes and Strategic Goals

In the Medium-term, the Department of Labour will contribute mainly on the following outcomes

- **Outcome 4:** Decent employment through inclusive economic growth,
- **Outcome 11.** Create a better South Africa and contribute to a better and safer Africa; and
- **Outcome 12:** An efficient, effective and development orientated public service and an empowered and inclusive citizenship.

The strategic goals are elaborated upon and translated in line with the three government service delivery outcomes assigned to the Department as follows:

- 1: Contributing to decent employment creation (Outcome 4)
- 2: Promoting equity in the labour market (Outcome 4)
- 3: Protecting vulnerable workers (Outcome 4)
- 4 Strengthening multilateral and bilateral relations (Outcome 11)
- 5: Strengthening social protection (Outcome 4)
- 6: Promoting sound labour relations (Outcome 4)
- 7: Monitoring the impact of legislation (Outcome 4)
- 8: Strengthening the institutional capacity of the Department (Outcome 12)

4.1 Programme 1: Administration

Purpose: Provide management, strategic and administrative support services to the ministry and the department.

There are no changes to the budget structure.

4.1.1 Strategic Objective, Programme performance indicators and medium term targets

Strategic Objectives		Programme performance indicator	Audited/Actual Performance			Estimated Performance	Medium Term Targets		
			2008/9	2009/10	2010/11		2011/12	2012/13	2013/14
8. Strengthening the institutional capacity of the Department (Outcome 12)									
1	Organisational Strategic plan and Annual Performance Plan approved	1.1 Strategic Plan and Annual Performance Plan approved and tabled as per prescribed timeframes			Achieved	Strategic Plan and Annual Performance Plan approved by end of January	Strategic Plan and Annual Performance Plan approved by end of January	Strategic Plan and Annual Performance Plan approved by end of January	Strategic Plan and Annual Performance Plan approved by end of January
2	Organisational performance monitored and evaluated against the approved Strategic Plan and Annual Performance Plan	2.1 Number of performance information reports approved as per prescribed timeframes				Annual report and 4 quarterly performance information reports approved within 60 days after quarter end/year end	Annual report and 4 quarterly performance information reports approved within 60 days after quarter end/year end	Annual report and 4 quarterly performance information reports approved within 60 days after quarter end /year end	Annual report and 4 quarterly performance information reports approved within 60 days after quarter end/year end
3	Service Delivery Improvement Plan approved	3.1 Service Delivery Improvement Plan approved as per prescribed timeframes				Service delivery norms reviewed by October 2011 Develop Service	Service Delivery Improvement Plan approved by end of October	Service Delivery Improvement Plan approved by end of October	Service Delivery Improvement Plan approved by end of October

Strategic Objectives		Programme performance indicator	Audited/Actual Performance			Estimated Performance	Medium Term Targets		
			2008/9	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15
						Delivery Improvement Plan based on the review			
4	Annual audit plan, including ad hoc investigations executed	4.1 Percentage of final reports issued as per timeframes indicated in the approved annual audit plan		30 audits were scheduled and 27 (90%) reports were issued	80% of final reports issued as per timeframes indicated in the approved annual audit plan	80% of final reports issued as per timeframes indicated in the approved annual audit plan	85% of final reports issued as per timeframes indicated in the approved annual audit plan	90% of final reports issued as per timeframes indicated in the approved annual audit plan	95% of final reports issued as per timeframes indicated in the approved annual audit plan
5	Risk Management Strategy implemented	5.1 Number of strategic management risks reports approved		Risk Management Strategy and Policy developed and approved	Provide quarterly strategic risk monitoring reports within 30 days after the end of each quarter to the Accounting Officer	Provide quarterly strategic risk monitoring reports within 30 days after the end of each quarter to the Accounting Officer	4 quarterly strategic risk monitoring reports submitted to the Accounting Officer within 30 days after the end of each quarter	4 quarterly strategic risk monitoring reports submitted to the Accounting Officer within 20 days after the end of each quarter	4 quarterly strategic risk monitoring reports submitted to the Accounting Officer within 20 days after the end of each quarter
6	Fraud prevention strategy implemented	6.1 Percentage of fraud cases received or detected finalised	-	Fraud prevention strategy and implementation plan has been reviewed. Fraud awareness campaigns were conducted with	A total of 13 cases were received and 12 (92%) were finalised	85% of cases received or detected finalised by the year end	87% of fraud cases received or detected finalised by the year end	90% of fraud cases received or detected finalised by the year end	92% of fraud cases received or detected finalised by the year end

Strategic Objectives		Programme performance indicator	Audited/Actual Performance			Estimated Performance	Medium Term Targets		
			2008/9	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15
				various sections within the Department					
7	Security plan implemented	7.1 Percentage of pre-employment screening applications processed to State Security Agency (SSA) within a specified timeframe	-	-	Security risk assessments, information security audits and physical appraisals were implemented in 7 Provincial offices (Limpopo, Gauteng, Northwest, KZN, Mpumalanga, and Eastern Cape). Private security companies were appointed to guard the buildings in six provinces and these are (KZN, Northern	Finalised working agreements with all stakeholders (SAPS, Home Affairs and Credit Bureau)	70% of pre-employment screening applications processed to State Security Agency (SSA) within two weeks	75% of pre-employment screening applications processed to State Security Agency (SSA) within two weeks	80% of pre-employment screening applications processed to State Security Agency (SSA) within two weeks

Strategic Objectives		Programme performance indicator	Audited/Actual Performance			Estimated Performance	Medium Term Targets		
			2008/9	2009/10	2010/11		2012/13	2013/14	2014/15
					<p>Cape, Eastern Cape, Gauteng, Mpumalanga and North West)</p> <p>Contingency plan developed for seven provincial offices. They are (Mpumalanga , Gauteng, Northern Cape, Western Cape, Limpopo, Free State and Eastern Cape)</p>				
		7.2 Percentage increase of security vetting of staff in the department			-	7% of staff in the Department vetted	8% of staff in the Department vetted	9% of staff in the Department vetted	10% of staff in the Department vetted
8.	Improve access to information	8.1 Number of public participation	-	-	-	-	All departmental Public	All departmental Public	All departmental Public

Strategic Objectives		Programme performance indicator	Audited/Actual Performance			Estimated Performance	Medium Term Targets		
			2008/9	2009/10	2010/11		2012/13	2013/14	2014/15
		events profiled and promoted (exhibitions, job fairs, iimbizo's)					participation Events profiled (exhibitions, job fairs, iimbizo's)	participation Events profiled (exhibitions, job fairs, iimbizo's)	participation Events profiled (exhibitions, job fairs, iimbizo's)
		8.2 Number of exhibitions to promote goods and services of Sheltered Employment Factories (SEF)	-	Conduct awareness campaign on SEF	-	SEF catalogue printed and distributed	2 marketing exhibitions for goods and services of Sheltered Employment Factories (SEF)	2 marketing exhibitions for goods and services of Sheltered Employment Factories (SEF)	2 marketing exhibitions for goods and services of Sheltered Employment Factories (SEF)
		8.3 Number of provinces in which amendments to legislation are profiled and communicated			-	-	Communication campaigns on legislative amendments conducted in all provinces	Communication campaigns on legislative amendments conducted in all provinces	Communication campaigns on legislative amendments conducted in all provinces
		8.4 Wage adjustments communicated		Domestics and farm workers publication were translated into 7 languages namely (Afrikaans, English, Setswana, Tshivenda, Xitsonga, isiXhosa)			Embark on information campaigns on wage adjustments in identified sectors	Embark on information campaigns on wage adjustments in identified sectors	Embark on information campaigns on wages adjustments in identified sectors

Strategic Objectives		Programme performance indicator	Audited/Actual Performance			Estimated Performance	Medium Term Targets		
			2008/9	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15
				and Sepedi					
		8.5 Number of publications produced, launched and disseminated per request received					All publications produced, launched and disseminated per request received	All publications produced, launched and disseminated per request received	All publications produced, launched and disseminated per request received
9	Human Resources Plan implemented	9.1 Percentage of women, youth and people with disability (PwD) employed in line with the EE Plan	-	Women on SMS level, 32.1% People with disability (PwD), 3%.	Women on SMS level, 34.6%. Youth, 42.8% PwD, 2.7%	34% women employed in Senior Management Service (SMS), 43% youth, 3% people with disability (PwD) employed in DoL by 31 March 2012	40% women employed in Senior Management Service (SMS), 43% youth, 4% people with disability employed in DoL by 31 March 2013	45% women employed in Senior Management Service (SMS), 45% youth, 4% people with disability employed in DoL by 31 March 2014	45% women employed in Senior Management Service (SMS), 48% youth, 4% people with disability employed in DoL by 31 March 2015
		9.2 Percentage reduction of vacancies by financial year end		13. 8% vacancy rate	8.59 vacancy rate	Vacancy rate reduced to below 8% by 31 March 2012	Vacancy rate reduced to below 7% by 31 March 2013	Vacancy rate reduced to below 6% by 31 March 2014	Vacancy rate reduced to below 6% by 31 March 2015
		9.3 Percentage of staff trained in line with	-	-	A total of 5984 (91.3%) against	80% of Department's staff trained in	82% of Department's staff trained in	85% of Department's staff trained in	87% of Department's staff trained in

Strategic Objectives		Programme performance indicator	Audited/Actual Performance			Estimated Performance	Medium Term Targets		
			2008/9	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15
		Workplace Skills Plan (WSP) by financial year end			annual target of 6551 employees were trained in accordance with approved WSP.	accordance with approved WSP by 31 March 2012	accordance with approved WSP by 31 March 2013	accordance with approved WSP by 31 March 2014	in accordance with approved WSP by 31 March 2015
		9.4 Percentage of misconduct cases finalised within a prescribed period of time	-	-	-	70% of misconduct cases finalised in line with applicable prescripts by 31 March 2012	75% of misconduct cases finalised in line with applicable prescripts by 31 March 2013	80% of misconduct cases finalised in line with applicable prescripts by 31 March 2014	100% of misconduct cases finalised in line with applicable prescripts by 31 March 2015
10.	Effective Legal support services	10.1 Percentage of Court Papers to resolve Litigation filed with the Court within specified period	-	-	None	70% of Court Papers to resolve Litigation filed within 10 days of receipt	70% of Court Papers to resolve Litigation filed within 10 days of receipt	90% of Court Papers to resolve Litigation filed within 10 days of receipt	90% of Court Papers to resolve Litigation filed within 10 days of receipt
		10.2 Percentage of Legal opinions finalised within a specified period of time	-	49 legal opinions finalised		90% of legal opinion requests finalised within 5 working days	92% of legal opinions requests finalised within 5 working days	94% of legal opinions requests finalised within 5 working days	96% of legal opinions requests finalised within 5 working days
11.	Effective and efficient	11.1 Percentage of	-	-		ICT strategy approved by	50 % of strategic plan	75 % of strategic plan	100% of strategic plan

Strategic Objectives		Programme performance indicator	Audited/Actual Performance			Estimated Performance	Medium Term Targets		
			2008/9	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15
	Information Communication Technology support services	elements of the strategy implemented				March 2012	components implemented	components implemented	components implemented
		11.2 ICT service delivery model completed and implemented					Feasibility study on ICT service delivery model options conducted	ICT service delivery model implemented	ICT service delivery model implemented
12.	PPP- ICT contract effectively managed	12.1 Exit and service transfer plan implemented	-	-	-	-	Exit and service transfer plan approved and implemented		
13	Sound financial management policies and practices	13.1 Number of financial management reports compiled	Achieved	Achieved	Achieved	Annual and Interim Financial Statements by legislative due dates (1 Annual and 4 Interim reports)	Annual and 4 Interim Financial Statements by legislative due dates	Annual and 4 Interim Financial Statements by legislative due dates	Annual and 4 Interim Financial Statements by legislative due dates
		13.2 Departmental MTEF budget compiled	new	new	new	Departmental MTEF budget compiled by prescribed due dates	Departmental MTEF budget compiled by prescribed due dates	Departmental MTEF budget compiled by prescribed due dates	Departmental MTEF budget compiled by prescribed due dates
		13.3 Number of monitoring reports regarding				Monitoring reports on Public Entity compliance	Monitoring report on Public Entity compliance	Monitoring report on Public Entity compliance	Monitoring report on Public Entity compliance

Strategic Objectives		Programme performance indicator	Audited/Actual Performance			Estimated Performance	Medium Term Targets		
			2008/9	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15
		Public Entities compliance with Chapter 6 of the PFMA within a specified period				with PFMA produced within 5 weeks after quarter ends.	with PFMA produced within 5 weeks after quarter ends.	produced quarterly.	produced quarterly.
		13.4 Effective asset management	Qualified audit report regarding assets	Qualified audit report regarding assets	achieved	Asset register to comply with the regulatory framework	Asset register to comply with the regulatory framework	Asset register to comply with the regulatory framework	Asset register to comply with the regulatory framework
						Reconciliation between the BAS/LOGIS and assets register performed monthly	Reconciliation between the BAS/LOGIS and assets register performed monthly	Reconciliation between the BAS/LOGIS and assets register performed monthly	Reconciliation between the BAS/LOGIS and assets register performed monthly
14.	Effective and efficient Sound Supply chain management	14.1 Percentage compliance with SCM prescripts					100% compliance with SCM prescripts	100% compliance with SCM prescripts	100% compliance with SCM prescripts
		14.2 Turnaround time for the payment of fully compliant invoices.	Achieved	Achieved	Achieved	All compliant invoices paid within 30 days of receipt.	All compliant invoices paid within 30 days of receipt.	All compliant invoices paid within 30 days of receipt.	All compliant invoices paid within 30 days of receipt.
		14.3 Percentage reduction in irregular	Achieved	Achieved	Achieved	Reduction irregular expenditure	Reduced irregular expenditure by 30%	Reduced irregular expenditure by 40% compared	Reduced irregular expenditure by 50%

Strategic Objectives		Programme performance indicator	Audited/Actual Performance			Estimated Performance	Medium Term Targets		
			2008/9	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15
		expenditure.					compared to previous financial year	to previous financial year	compared to previous financial year
15.	Effective and efficient provision and management of facilities and transportation	15.1 Number of months within which to process accommodation requests to DPW	Achieved	Achieved	Achieved	Accommodation requests processed six months in advance to DPW	Accommodation requests processed six months in advance to DPW	Accommodation requests processed six months in advance to DPW	Accommodation requests processed six months in advance to DPW
		15.2 Effective capital projects management	Achieved	Achieved	Achieved	Capital projects managed within the planned timeframes and budget	Capital projects managed within the planned timeframes and budget	Capital projects managed within the planned timeframes and budget	Capital projects managed within the planned timeframes and budget
		15.3 Number of monitoring reports on vehicle fleet management.	Achieved	Achieved	Achieved	Monitoring report on in-house fleet management produced within 5 weeks after quarter end.	Monitoring report on in-house fleet management produced within 5 weeks after quarter end.	Monitoring report on in-house fleet management produced within 5 weeks after quarter end.	Monitoring report on in-house fleet management produced within 5 weeks after quarter end.
16.	Effective records management	16.1 Percentage compliance with National Archiving regulatory framework	Achieved	Achieved	Achieved	100% compliance with National Archiving regulatory framework	100% compliance with National Archiving regulatory framework	100% compliance with National Archiving regulatory framework	100% compliance with National Archiving regulatory framework

4.1.2 Programme Performance Indicators and Quarterly targets for 2012-2013

Performance indicator		Reporting period	Annual target 2012-13	Quarterly targets			
				1st	2nd	3rd	4th
1.1	Strategic Plan and Annual Performance Plan approved as per prescribed timeframes	Q	Strategic Plan and Annual Performance Plan approved by end of January		1 st draft of Strategic Plan and 1 st draft Annual Performance Plan approved by end August	2 nd draft of Strategic Plan and 2 nd draft Annual Performance Plan approved by end November	final Strategic Plan and final Annual Performance Plan approved by end of January
2.1	Number of performance information reports approved as per prescribed timeframes	Q	1 Annual Report and 4 quarterly performance information reports approved within 60 days	4 th quarter performance information report of the previous financial year approved by end of May	1 st quarterly performance information report approved end of August	2 nd quarterly performance information report approved end of November	3 rd quarterly performance information report approved end of February
				Annual report for the FY 2011-12			
3.1	Service Delivery Improvement Plan approved as per prescribed timeframes	A	Service Delivery Improvement Plan approved by end of October			Service Delivery Improvement Plan approved by end of October	
4.1	Percentage of final reports issued as per timeframes indicated in the approved annual audit plan	Q	85% of final reports issued as per timeframes indicated in the approved annual audit plan	85% of final reports issued as per timeframes indicated in the approved annual audit plan	85% of final reports issued as per timeframes indicated in the approved annual audit plan	85% of final reports issued as per timeframes indicated in the approved annual audit plan	85% of final reports issued as per timeframes indicated in the approved annual audit plan
5.1	Number of strategic	Q	4 quarterly strategic	4 th quarterly	1 st quarterly	2 nd quarterly	3 rd quarterly

Performance indicator		Reporting period	Annual target 2012-13	Quarterly targets			
				1st	2nd	3rd	4th
	monitoring risks reports approved		risk monitoring reports submitted to the Accounting Officer within 30 days after the end of each quarter	strategic risk monitoring reports submitted to the Accounting Officer within 30 days after the end of each quarter	strategic risk monitoring reports submitted to the Accounting Officer within 30 days after the end of each quarter	strategic risk monitoring reports submitted to the Accounting Officer within 30 days after the end of each quarter	strategic risk monitoring reports submitted to the Accounting Officer within 30 days after the end of each quarter
6.1	Percentage of fraud cases received or detected finalised	Q	87% of fraud cases received or detected finalised by the year end	87% of fraud cases received or detected finalised by the year end	87% of fraud cases received or detected finalised by the year end	87% of fraud cases received or detected finalised by the year end	87% of fraud cases received or detected finalised by the year end
7.1	Percentage of pre-employment screening applications processed to State Security Agency (SSA) within a specified timeframe	Q	70% pre-employment screening applications processed to State Security Agency (SSA) within two weeks	70% pre-employment screening applications processed to State Security Agency (SSA) within two weeks	70% pre-employment screening applications processed to State Security Agency (SSA) within two weeks	70% pre-employment screening applications processed to State Security Agency (SSA) within two weeks	70% pre-employment screening applications processed to State Security Agency (SSA) within two weeks
7.2	Percentage increase of security vetting of staff in the department	Q	8% of staff in the Department vetted	8% of staff in the Department vetted	8% of staff in the Department vetted	8% of staff in the Department vetted	8% of staff in the Department vetted
8.1	Number of public participation events profiled and promoted (exhibitions, job fairs, iimbizo's)	Q	All departmental Public participation Events profiled (exhibitions, job fairs, iimbizo's)	All departmental Public participation Events profiled (exhibitions, job	All departmental Public participation Events profiled (exhibitions, job	All departmental Public participation Events profiled (exhibitions, job fairs, iimbizo's)	All departmental Public participation Events profiled (exhibitions, job fairs, iimbizo's)

Performance indicator		Reporting period	Annual target 2012-13	Quarterly targets			
				1st	2nd	3rd	4th
				fairs, iimbizo's)	fairs, iimbizo's)		
8.2	Number of exhibitions to promote goods and services of Sheltered Employment Factories (SEF)	Q	2 marketing exhibitions for goods and services of Sheltered Employment Factories (SEF)	Develop a marketing and advertising campaign for goods and services of Shelter Employment Factories (SEF)	Develop a marketing and advertising campaign for goods and services of Shelter Employment Factories (SEF)	Implement marketing and advertising campaign	implement marketing and advertising campaign
8.3	Number of provinces in which amendments to legislation are profiled and communicated	Q	Communication campaigns on legislative amendments conducted in all provinces	Develop a communication strategy	Profile and communicate amendments to legislations	Profile and communicate amendments to legislation	Profile and communicate amendments to legislation
8.4	Wage adjustments communicated	Q	Embark on information campaigns on wages adjustments in identified sectors	Embark on information campaigns on wages adjustments in identified sectors	Embark on information campaigns on wages adjustments in identified sectors	Embark on information campaigns on wages adjustments in identified sectors	Embark on information campaigns on wages adjustments in identified sectors
8.5	Number of publications produced, launched and disseminated per request received	Q	All publications produced, launched and disseminated per request received	All publications produced, launched and disseminated per request received	All publications produced, launched and disseminated per request received	All publications produced, launched and disseminated per request received	All publications produced, launched and disseminated per request received
9.1	Percentage of women, youth and people with disability (PWD) employed in line with the EE Plan	Q	40% women employed in Senior Management Service (SMS),	37.5% women employed in Senior Management	39% women employed in Senior Management	39% women employed in Senior Management Service (SMS), 43%	40% women employed in Senior Management Service (SMS), 43%

Performance indicator		Reporting period	Annual target 2012-13	Quarterly targets			
				1st	2nd	3rd	4th
			43% youth, 4% people with disability employed in DoL by 31 March 2013DoL by 31 March 2013	Service (SMS), 43% youth and 4% people with disability employed in DoL by 31 March 2013	Service (SMS), 43% youth and 4% people with disability employed in DoL by 31 March 2013	youth and 4% people with disability employed in DoL by 31 March 2013	youth and 4% people with disability employed in DoL by 31 March 2013
9.2	Percentage reduction of vacancies by financial year end	Q	Vacancy rate reduced to below 7% by 31 March 2013	Vacancy rate reduced to below 7%	Vacancy rate reduced to below 7%	Vacancy rate reduced to below 7%	Vacancy rate reduced to below 7%
9.3	Percentage of staff trained in line with Workplace Skills Plan (WSP) by financial year end	Q	82% of Department's staff trained in accordance with approved WSP by 31 March 2013	10% trained as per approved WSP	40% trained as per approved WSP	61% trained as per approved WSP	82% trained as per approved WSP
9.4	Percentage of misconduct cases finalised within a prescribed period of time	Q	75% of misconduct cases finalised in line with applicable prescripts by 31 March 2013	75% of misconduct cases finalised in line with applicable prescripts	75% of misconduct cases finalised in line with applicable prescripts	75% of misconduct cases finalised in line with applicable prescripts	75% of misconduct cases finalised in line with applicable prescripts
10.1	Percentage of Court Papers to resolve Litigation filed with the Court within specified period	Q	70% of Court Papers to resolve Litigation filed within 10 days of receipt	70% of Court Papers to resolve Litigation filed within 10 days of receipt	70% of Court Papers to resolve Litigation filed within 10 days of receipt	70% of Court Papers to resolve Litigation filed within 10 days of receipt	70% of Court Papers to resolve Litigation filed within 10 days of receipt
10.2	Percentage of Legal opinions finalised within a specified period of time	Q	92% of legal opinions finalised within 5 working days	92% of legal opinions finalised within 5 working days	92% of legal opinions finalised within 5 working days	92% of legal opinions finalised within 5 working days	92% of legal opinions finalised within 5 working days

Performance indicator		Reporting period	Annual target 2012-13	Quarterly targets			
				1st	2nd	3rd	4th
11.1	Percentage of elements of the ICT strategy implemented	Q	50% of strategic plan components implemented	10% of strategic plan components implemented	25% of strategic plan components implemented	35% of strategic plan components implemented	50% of strategic plan components implemented
11.2	ICT service delivery model completed and implemented	Q	Feasibility study on ICT service delivery model completed	Feasibility study on ICT service delivery options conducted	Feasibility study on ICT service delivery completed	New ICT service delivery model implemented	Implementation of ICT service delivery model monitored
12.1	Exit and service transfer plan implemented	Q	Exit and service transfer plan approved and implemented	Exit and service transfer plan approved and implemented		Handover by service provider completed	
13.1	Number of financial management reports compiled	A & Q	Annual and 4 Interim Financial Statements by legislative due dates (1 Annual and 4 Interim reports)	Annual Financial Statements (AFS) as at 31 March 2012 to be submitted by 31 May			
		Q		Interim Financial Report (IFR) as at 30 April 2012 to be submitted 30 April 2012.	IFR as at 30 June 2012 to be submitted 31 July 2012.	IFR – as at 30 September 2012 to be submitted 31 October 2012	IFR – as at 31 December 2012 to be submitted 31 January 2013
13.2	Departmental MTEF budget compiled	Q	Departmental MTEF budget compiled by prescribed due dates	Roll-over submission by last working day in April 2012.	MTEF submission by last working day in August 2012. Adjusted Estimates of National Expenditure by last working day in September	First Draft of the 2013 Estimates of National Expenditure by 14 December 2012.	Final Draft of the 2013 Estimates of National Expenditure by 11 January 2013.

Performance indicator		Reporting period	Annual target 2012-13	Quarterly targets			
				1st	2nd	3rd	4th
					2012.		
13.3	Number of monitoring reports regarding Public Entities compliance with Chapter 6 of the PFMA within a specified period.	Q	Monitoring report on Public Entity compliance with PFMA produced within 5 weeks after quarter ends.	4 th quarterly Report issued within 5 weeks	1 st quarterly Report issued by within 5 weeks	2 nd quarterly Report issued by within 5 weeks	3 rd quarterly Report issued by within 5 weeks
13.4	Effective assets management	Q	Asset register to comply with the regulatory framework	Asset register to comply with the regulatory framework	Asset register to comply with the regulatory framework	Asset register to comply with the regulatory framework	Asset register to comply with the regulatory framework
		Q	Reconciliation between the BAS/LOGIS and asset register performed monthly	Reconciliation between the BAS/LOGIS and asset register performed monthly	Reconciliation between the BAS/LOGIS and asset register performed monthly	Reconciliation between the BAS/LOGIS and asset register performed monthly	Reconciliation between the BAS/LOGIS and asset register performed monthly
14.1	Percentage compliance with SCM prescripts	Q	100% compliance with SCM prescripts	100% compliance	100% compliance	100% compliance	100% compliance
14.2	Turnaround time for the payment of fully compliant invoices.	Q	All compliant invoices paid within 30 days.	Payments effected within 30 days of receipt of fully compliant invoice.	Payments effected within 30 days of receipt of fully compliant invoice.	Payments effected within 30 days of receipt of fully compliant invoice.	Payments effected within 30 days of receipt of fully compliant invoice.
14.3	Percentage reduction in irregular expenditure.	Q	Reduced irregular expenditure by 30% compared to previous financial year	Reduced irregular expenditure by 30% compared to previous financial year	Reduced irregular expenditure by 30% compared to previous financial year	Reduced irregular expenditure by 30% compared to previous financial year	Reduced irregular expenditure by 30% compared to previous financial year
15.1	15.1 Number of months within which to process accommodation requests	Q	Accommodation requests processed six months in advance to	Accommodation requests processed six	Accommodation requests processed six	Accommodation requests processed six months in	Accommodation requests processed six months in

Performance indicator		Reporting period	Annual target 2012-13	Quarterly targets			
				1st	2nd	3rd	4th
	to DPW		DPW	months in advance to DPW	months in advance to DPW	advance to DPW	advance to DPW
15.2	15.2 Effective capital projects management	Q	Capital projects managed within the planned timeframes and budget	Capital projects managed within the planned timeframes and budget	Capital projects managed within the planned timeframes and budget	Capital projects managed within the planned timeframes and budget	Capital projects managed within the planned timeframes and budget
15.3	Number of monitoring reports on in-house vehicle fleet management.	Q	Monitoring report on in-house fleet management produced within 5 weeks after quarter end.	4 th quarterly monitoring report issued by 5 weeks.	1 st quarterly monitoring report issued by 5 weeks	2 nd quarterly monitoring report issued by 5 weeks	3 rd quarterly monitoring report issued by 5 weeks
16.1	Percentage compliance with National Archiving regulatory framework	Q	100% compliance with National Archiving regulatory framework	100% compliance with National Archiving regulatory framework	100% compliance with National Archiving regulatory framework	100% compliance with National Archiving regulatory framework	100% compliance with National Archiving regulatory framework

4.1.3 Reconciling performance targets with the Budget and MTEF

Expenditure estimates

Administration R-thousand	2008/09	2009/10	2010/11	2011/'12		2012/1 3	2013/1 4	2014/15
	Audited outcomes			Adjusted	Revised	Medium term estimates		
				appropriation	estimate			
Ministry	13 972	14 234	13 871	12 796	12 796	14 394	15 147	16 056
Management	334 596	387 239	383 813	393 180	393 180	403 559	433 010	457 652
Corporate Services	47 248	50 339	40 109	49 628	49 628	53 812	56 692	59 750
Office of the Chief Financial Officer	77 713	78 293	63 213	68 282	68 282	76 776	82 225	89 450
Office Accommodation	94 399	139 048	181 474	174 569	174 569	184 065	195 597	207 333
Total	567 928	669 153	682 480	698 455	698 455	732 606	782 671	830 241

<u>Economic classification</u>								
Current payments	468 993	576 366	600 146	580 743	580 743	699 050	745 388	796 519
Compensation of employees	151 467	208 052	239 465	259 119	259 119	283 525	305 173	324 090
Goods and services	317 526	368 314	360 610	321 624	321 624	415 525	440 215	472 429
<i>of which:</i>								
Communication	23 899	23 698	23 635	18 742	20 855	18 577	19 543	20 725
Lease payments	86 034	124 184	142 717	113 712	119 473	214 233	227 982	241 668
Property payments	19 166	55 667	58 175	37 608	35 767	39 997	43 619	46 230
Travel and subsistence	42 505	40 853	36 327	31 409	30 426	30 053	31 700	33 608
Transfers and subsidies	2 200	2 472	2 684	255	255	178	188	199
Provinces and municipalities	-	1	54	12		-	-	-

Households	2 200	1 916	2 630	243	12 243	178	188	199
Payments for capital assets	92 483	89 798	79 631	117 457	117 457	33 378	37 095	33 523
Buildings and other fixed structures	2 724	225	3 117	3 996	3 996	3 416	5 486	17
Machinery and equipment	89 759	89 568	76 504	113 461	113 461	29 962	31 609	33 506
Software and other intangible assets	-	5	10	-	-	-	-	-
Payments for financial assets	4 252	517	19	-	-	-	-	-
Total	567 928	669 153	682 480	698 455	698 455	732 606	782 671	830 241

4.1.4. Performance and expenditure trends

Expenditure grew at an average annual rate of 7.1 per cent, from R567.9 million in 2008/09 to R698.5 million in 2011/12, increasing to R830.2 million in 2014/15. Spending on goods and services grows at an average annual rate of 13.7 per cent, from R321.6 million in 2011/12 to R472.4 million in 2014/15, due to increased lease payments for PPP unitary fees, lease of office buildings for DPW and Admin Fees which grows at an average annual rate of 19.7 per cent over the MTEF. This growth is attributed to travel with flair monthly billing. Over the medium term, spending on Buildings and other fixed structures decreases at an average annual rate of 83.8 per cent due to the finalisation of the Head Office RAMPS project.

Over the last three years this programme utilised 12 consultants for 12 projects at an estimated total cost of R6 881 997 million to work on the Disclosure of the PPP contract in the financial statements, competency assessment for all senior management service members, public entities compliance, update and maintain the accrual take balance for the SAP implementation, and facilitation, analysis and evaluation of public entities financial reporting and for the Medium Term there are no plans to utilise consultants since all critical posts have been filled. Savings of R3.3 million in 2012/13 has been identified to contribute to the establishment of additional posts in the office of the Chief Information Officer for in-house IT services due to the conclusion of the IT-PPP contract in 2012/13

4.2 Programme 2: Inspection and Enforcement Services

Programme purpose: To realise decent work by regulating non-employment and employment conditions through inspection and enforcement in order to achieve compliance with all labour market policies.

Programme Description: The programme consists of the following sub-programmes

- **Management and Support Services: Inspection and Enforcement Services** manages the delegated administrative and financial responsibilities of the office of the Deputy Director-General: Inspection and Enforcement Services, and provides corporate support to line function sub-programmes within the programme.
- **Occupational Health and Safety** promotes health and safety in the workplace by regulating dangerous activities and the use of plant and machinery.
- **Registration: Inspection and Enforcement Services** registers incidents relating to labour relations and occupational health and safety matters, as reported by members of the public, and communicates these to the relevant structures within the *Compliance, Monitoring and Enforcement* sub programme for investigation.
- **Compliance, Monitoring and Enforcement** ensures that employers and employees comply with labour legislation through regular inspections and following up on reported incidents.
- **Training of staff: Inspection and Enforcement Services** defrays all expenditure relating to staff training within this programme in order to easily identify this expenditure for reporting purposes.
- **Statutory and Advocacy** gives effect to the legislative enforcement requirement and educate stakeholders on labour legislation.

4.2.1. Strategic Objective, Programme performance indicators and MTEF targets

Strategic Objectives		Programme performance indicator	Audited/Actual Performance			Estimated Performance	Medium Term Targets		
			2008/9	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15
2: Promoting equity in the labour market (Outcome 4)									
1.	Ensure promotion of Employment Equity in the labour market	1.1 Number of workplaces reviewed for compliance with employment equity legislation		11 181 companies were inspected and 9539 (85%) complied procedurally Procedural compliance by designated employers improved to 85% compared to 83% in 2008/09	60 JSE – 96 reviewed and recommendations served 87 140 designated employers - 170 reviewed and recommendations served 156	76% (47 of 65) JSE workplaces inspected complied 218 Designated workplaces inspected complied 9 940 Procedural inspections complied	240 workplaces reviewed Public Companies (116) Private Companies (124)	300 workplaces reviewed Public Companies (100) Private Companies (200)	340 workplaces reviewed Public Companies (120) Private Companies (220)

Strategic Objectives		Programme performance indicator	Audited/Actual Performance			Estimated Performance	Medium Term Targets		
			2008/9	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15
3: Protecting vulnerable workers (Outcome 4)									
2.	Reduction in worker vulnerability through improved compliance and enforcement	2.1 Number of workplaces inspected to determine their compliance levels in terms of the relevant labour legislation	82% (153 697 of 180 000) workplaces inspected and complied	80% (135 000) of the total of 147 556 workplaces inspected complied	192 129 inspections conducted at workplaces	172 300 routines inspections conducted	87 795 workplaces inspected	90 000 workplaces inspected	90 000 workplaces inspected
		2.2 Number of non-complying workplaces of those inspected dealt with in terms of the relevant	82% compliance level achieved	80% compliance level achieved	77% compliance level achieved	80% Follow-up all non-complying workplaces of those inspected	Follow-up all non-complying workplaces of those inspected	Follow-up all non-complying workplaces of those inspected	Follow-up all non-complying workplaces of those inspected

Strategic Objectives		Programme performance indicator	Audited/Actual Performance			Estimated Performance	Medium Term Targets		
			2008/9	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15
		enforcement regime (relevant labour legislation)							
		2.3 Number of advocacy and educational sessions conducted to enhance compliance with legislation	-	-	Conducted one in: <ul style="list-style-type: none"> • Iron and Steel; • Construction, and • Forestry - Sawmills 	1 Seminar per year in- Private Security and Agriculture	4 Seminars conducted in identified sectors	4 Seminars conducted in identified sectors	4 Seminars conducted in identified sectors
							1 International conference held	1 International conference held	1 International conference held
							Develop and Train 400 shop stewards in identified sectors	Develop and Train 400 shop stewards in identified sectors	Develop and Train 400 shop stewards in identified sectors
		2.4 Number of provinces identified to roll-out the Roving Safety Representative program	-	-	-	Pilot the program in MP and LP	Roll out the program in 2 provinces <ul style="list-style-type: none"> • FS • NW 	Roll out the program 2 provinces <ul style="list-style-type: none"> • WC • NC 	Roll out the program 3 provinces <ul style="list-style-type: none"> • EC • KZN • GP

Strategic Objectives		Programme performance indicator	Audited/Actual Performance			Estimated Performance	Medium Term Targets		
			2008/9	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15
		2.5 Percentage of labour complaints resolved within a specified number of days of receipt at Registration Services		82% (150 831 of 184 589) labour complaints received were investigated and finalised within 90 days	75% (116 131 of 154 441) labour complaints received were investigated and finalised within 90 days	81% (110 610 of 135 807) labour complaints received were investigated and finalised within 90 days	70% of labour complaints resolved within 14 days of receipt at Registration Services	75% of labour complaints resolved within 14 days of receipt at Registration Services	80% of labour complaints resolved within 14 days of receipt at Registration Services
5: Strengthening social protection (Outcome 4)									
3.	Reduction in workers vulnerability through improved compliance and enforcement	3.1 Number of workplaces inspected to determine their compliance levels in terms of Occupational Health and Safety legislation			24 013 Blitz inspections conducted in high risk sectors.	Conducted 21 394 blitz inspections	41 965 workplaces audited	59 700 workplaces audited	59 700 workplaces audited

Strategic Objectives		Programme performance indicator	Audited/Actual Performance			Estimated Performance	Medium Term Targets		
			2008/9	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15
		3.2 Number of non-complying workplaces to of those audited dealt with in terms of the relevant enforcement regime (OHS legislation)	-	-	-		Follow-up all non-complying workplaces of those audited	Follow-up all non-complying workplaces of those audited	Follow-up all non-complying workplaces of those audited
		3.3 Number of workplaces audited to determine compliance to Occupational Exposure limit regarding workers exposure to silica dust	-	New	208 inspections conducted to form baseline	213 workplaces inspected in Gauteng Province	200 workplaces audited in WC (100) and KZN (100) provinces	200 workplaces audited in NC and LP provinces	200 workplaces audited in NW and EC provinces
		3.4 Number of non-complying workplaces of those audited dealt with in terms of the relevant	-	-	-	-	Follow-up all non-complying workplaces of those audited	Follow-up all non-complying workplaces of those audited	Follow-up all non-complying workplaces of those audited

Strategic Objectives		Programme performance indicator	Audited/Actual Performance			Estimated Performance	Medium Term Targets		
			2008/9	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15
		enforcement regime (Occupational Exposure limit)							
		3.5 Preventative strategy and implementation program on noise induced hearing loss approved	-	-		Research concluded and baseline report produced	Conduct base line study on the extent of noise induced hearing loss in the Iron and Steel Industry Develop a prevention strategy and implementation programme based on the findings	Pilot the preventative program in Mpumalanga, Free State, and Gauteng provinces	Roll out preventative program in Eastern Cape, Western Cape; Northern Cape and provinces
		3.6 OHS Act amended	-	-	OHS bill enactment	Alignment of regulations to the Bill	Complete the consultation process Submit the Bill to Nedlac by October Submit the Bill to Cabinet by November	Amend the General Administrative Alignment	Implementation of the amended Act and its new regulations monitored

4.2.2. Programme Performance Indicators and Quarterly targets for 2012-2013

Performance indicator		Reporting period	Annual target 2012-13	Quarterly targets			
				1st	2nd	3rd	4th
1.1	Number of workplaces reviewed for compliance with employment equity legislation	A	240 designated employers reviewed comply Public Companies (116) Private Companies (124)	workplaces reviewed	workplaces reviewed	workplaces reviewed	workplaces reviewed
2.1	Number of workplaces inspected to determine their compliance levels in terms of the relevant labour legislation	Q	87 795 workplaces inspected	21 833 Workplaces inspected	21 748 Workplaces inspected	22 243 Workplaces inspected	21 971 Workplaces inspected
2.2	Number of non-complying workplaces of those inspected dealt with in terms of the relevant enforcement regime (relevant labour legislation)	Q	Follow-up all non-complying workplaces of those inspected	Follow-up all non-complying workplaces of those inspected	Follow-up all non-complying workplaces of those inspected	Follow-up all non-complying workplaces of those inspected	Follow-up all non-complying workplaces of those inspected
2.3	Number of advocacy and educational sessions conducted to enhance compliance with legislation	Q	4 Seminar conducted in identified sectors	1 Seminar	1 Seminar	1 Seminar	1 Seminar
		A	1 International conference held	-	-	-	1 International conference held
		Q	Develop and train 400 shop stewards in identified sectors	Train 100 shop stewards	Train 100 shop stewards	Train 100 shop stewards	Train 100 shop stewards

Performance indicator		Reporting period	Annual target 2012-13	Quarterly targets			
				1st	2nd	3rd	4th
2.4	2.4 Number of provinces identified to roll-out the Roving Safety Representative program	Q	Roll out the program in 2 provinces <ul style="list-style-type: none"> • FS • NW 		Roll out the program in 2 provinces <ul style="list-style-type: none"> • FS • NW 		
2.5	Percentage of labour complaints resolved within a specified number of days of receipt at Registration Services	Q	70% of labour complaints resolved within a 14 days of receipt at Registration Services	70% of labour complaints resolved within a 14 days of receipt at Registration Services	70% of labour complaints resolved within a 14 days of receipt at Registration Services	70% of labour complaints resolved within a 14 days of receipt at Registration Services	70% of labour complaints resolved within a 14 days of receipt at Registration Services
3.1	Number of workplaces audited to determine their compliance levels in terms of the OHS legislation	Q	41 965 workplaces audited	10 581 workplaces audited	10 245 workplaces audited	10 668 workplaces audited	10 471 workplaces audited
3.2	Number of non-complying workplaces to of those audited dealt with in terms of the relevant enforcement regime (OHS legislation)	Q	Follow-up all non-complying workplaces of those audited	Follow-up all non-complying workplaces of those audited	Follow-up all non-complying workplaces of those audited	Follow-up all non-complying workplaces of those audited	Follow-up all non-complying workplaces of those audited
3.3	Number of workplaces audited to determine compliance with Occupational Exposure Limit (OEL) regarding workers' exposure to silica dust	A	200 workplaces audited in WC (100) and KZN (100)	workplaces audited	workplaces audited	workplaces audited	workplaces audited
3.4	Number of non-complying workplaces of	Q	Follow-up all non-complying workplaces of	Follow-up all non-complying	Follow-up all non-complying	Follow-up all non-complying	Follow-up all non-complying

Performance indicator		Reporting period	Annual target 2012-13	Quarterly targets			
				1st	2nd	3rd	4th
	those audited dealt with in terms of the relevant enforcement regime (Occupational Exposure limit)		those audited	workplaces of those audited	workplaces of those audited	workplaces of those audited	workplaces of those audited
3.5	Preventative strategy and implementation program on noise induced hearing loss approved and rolled out	A	<p>Conduct base line study on the extent of noise induced hearing loss in the Iron and Steel Industry</p> <p>Develop a preventative strategy based on the findings</p>		Conduct base line study on the extent of noise induced hearing loss in the Iron and Steel Industry	Conduct base line study on the extent of noise induced hearing loss in the Iron and Steel Industry	<p>A report on the study</p> <p>Develop preventative strategy based on the findings</p>
3.6	OHS Act regulations amended	A	<p>Complete the consultation process</p> <p>Submit the Bill to Nedlac by October</p> <p>Submit the Bill to Cabinet by November</p>	Complete the process of consultation and present to Economic and Employment Cluster		<p>Submit the Bill to Nedlac by October</p> <p>Submit the Bill to Cabinet by November</p>	

4.2.3. Reconciling performance targets with the Budget and MTEF

Expenditure estimates

Inspection and Enforcement Services (IES) R-Thousand	2008/09	2009/10	2010/11	2011/'12		2012/13	2013/14	2014/15
	Audited outcomes			Adjusted	Revised	Medium term estimates		
				appropriation	estimate			
Management Support								
Services: IES	9 461	10 617	8 455	12 052	12 005	13 994	14 993	15 896
Occupational Health and Safety	12 621	12 439	15 851	16 946	17 441	14 542	15 628	16 569
Registration: IES	61 118	66 348	61 328	82 526	81 103	94 762	100 174	106 186
Compliance, Monitoring and Enforcement	173 340	199 193	240 942	274 600	275 464	301 179	321 314	340 707
Training of Staff: IES	2 626	1 447	2 797	3 166	3 277	4704	4 647	4 926
Total	259 166	290 044	329 373	389 290	389 290	429 181	456 756	484 284

Economic classification								
Current payments	257 934	289 610	328 588	389 091	388 988	429 128	456 700	484 225
Compensation of employees	183 561	210 659	248 785	308 418	302 835	352 936	375 867	398 541
Goods and services	74 373	78 951	79 803	80 673	86 153	76 192	80 833	85 684
<i>of which:</i>								
Communication	12 072	14 202	14 153	15 838	16 020	14 458	15 401	16 371
Lease payments	276	168	98	280	190	1 745	1 878	1 997
Property payments	748	3 793	3 931	4 153	4 798	3 525	3 715	3 952
Travel and subsistence	37 150	38 342	46 997	42 219	46 625	30 928	32 697	34 620
Transfers and subsidies	1 106	418	429	199	296	53	56	59
Provinces and municipalities	-	-	-	-	12	-	-	-
Households	1 106	418	429	199	284	53	56	59
Payments for capital assets	126	16	356	-	18	-	-	-
Buildings and other fixed structures	-	-	-	-	-	-	-	-

Machinery and equipment	126	16	356	-	18	-	-	-
Software and other intangible assets	-	-	-	-	-	-	-	-
Payments for financial assets	-	-	-	-	-	-	-	-
Total	259 166	290 044	329 373	389 290	389 290	429 181	456 756	484 284

4.2.4. Performance and expenditure trends

The spending focus over the MTEF period is on professionalising the inspectorate. The labour inspectorate system will continuously be strengthened to monitor and enforce compliance with legislation through the employment of appropriately qualified and experienced inspectors to ensure that decent work principles are adhered to and that vulnerable workers are protected.

Expenditure increased from R259.2 million in 2008/09 to R389.3 million in 2011/12, at an average annual rate of 14.5 per cent due to increased spending on compensation of employees to retain labour inspectors by improving their remuneration. This also accounts for the 21 per cent increase in expenditure in the *Compliance, Monitoring and Enforcement* sub programme from 2009/10 to 2010/11. During 2011/12 ninety (90) additional inspector posts will be established to further capacitate the inspectorate.

Over the medium term, expenditure is expected to increase from R389.3 million in 2011/12 to R484.3 million in 2014/15, at an average annual rate of 7.5 per cent, mainly due to additional allocations of R28 million in 2012/13 and R32 million in 2013/14 for the creation of new specialist inspector posts in the Occupational Health and Safety sub programme. The bulk of the Goods and Services budget is spent on traveling costs as the inspectors have to visit the workplaces either for proactive or reactive inspections to ensure a safe working environment. The fluctuation of the fuel prices and the implementation of the Gauteng toll roads will have a serious impact on traveling costs and will impact on the number of inspections that the inspectors will be able to conduct with available resources.

Inspection and Enforcement services has started utilising consultants services in 2011/12 of which one consultant worked on the second phase of the silicosis research study project for a period of 6 months (186 days) at a cost of R500 000.00 and five consultants were contracted to assess compliance with occupational health and safety in three high risk sectors namely Construction, Agriculture and Iron and steel for a period of sixteen (16) months at a cost of R969 000. At these stage no further utilisation of consultants is anticipated unless is enforced by labour market trends.

The ratio of support staff to line function staff in this programme is 1:12.

4.3 Programme 3: Public Employment Services

Purpose: To provide Public Employment Services to assist companies and workers to adjust to changing labour market conditions and to regulate private employment agencies.

There are no changes in the budget structure.

4.3.1 Strategic Objective, Programme performance indicators and MTEF targets

Strategic Objectives		Programme performance indicator	Audited/Actual Performance			Estimated Performance	Medium Term Targets		
			2008/9	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15
1: Contributing to decent employment creation (Outcome 4)									
1	Employment Services legislation, related regulations and guidelines in place	1.1. Employment Services legislation, related regulations and guidelines in place			ES bill approved by Cabinet. Public hearing conducted Nedlac discussions commenced.	Employment Services legislation, related regulations and guidelines in place	Employment Services Act, regulations and guidelines in place (Private Employment Agencies and Career guidance)	Employment Services implemented, monitored and evaluated	Employment Services implemented, monitored and evaluated and adjusted , where necessary
2.	PES initiatives and interventions communicated through various media channels	2.1. Number of PES Advocacy campaigns conducted			2318 advocacy campaigns held	At-least 1 PES national and 2 major provincial advocacy campaigns conducted annually	At-least 1 PES national and 2 major provincial advocacy campaigns conducted	At-least 1 PES national and 2 major provincial advocacy campaigns conducted	At-least 1 PES national and 2 major provincial advocacy campaigns conducted

Strategic Objectives		Programme performance indicator	Audited/Actual Performance			Estimated Performance	Medium Term Targets		
			2008/9	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15
							annually	annually	annually
3.	Work-seekers registered on the system	3.1. Number of work-seekers registered on ESSA in different categories increased				600 000 work-seekers registered on the system	450 000 work-seekers registered on the system	500 000 work-seekers registered on the system	550 000 work-seekers registered on the system
4	Work-seekers provided with career counselling and employability enhancement	4.1 Percentage of work-seekers registered on the system provided with career counselling and employability enhancement within specific number				All work-seekers registered on the system are assessed and profiled within 60 days of registration	60% of work-seekers registered on the system profiled (provided with career counselling and employability enhancement within specific number) within 60 days of registration	65% of work-seekers registered on the system profiled (provided with career counselling and employability enhancement within specific number) within 60 days of registration	70% of work-seekers registered on the system profiled (provided with career counselling and employability enhancement within specific number) within 60 days of registration
5	Work-seekers placed in opportunities and referred to other services	5.1. Number of work-seekers placed in opportunities and referred to other services			450 000 work-seekers placed in opportunities and referred to other services	90 000 18 000 work-seekers placed in opportunities	90 000 18 000 work-seekers placed in opportunities	95 000 19 000 work-seekers placed in opportunities	100 000 20 000 work-seekers placed in opportunities
						72 000 work-seekers referred to other	72 000 work-seekers	76 000 work-seekers	80 000 work-seekers

Strategic Objectives		Programme performance indicator	Audited/Actual Performance			Estimated Performance	Medium Term Targets		
			2008/9	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15
						services	referred to other services	referred to other services	referred to other services
6	Employers provided with specialised services	6.1. Number of employers registering vacancies on ESSA per annum increased	–	–	1 907 employers register vacancies	2000 companies/employers register vacancies on ESSA by end of March 2012	Increase number of employers registering vacancies on ESSA from 1500 to 2000	Increase number of employers registering vacancies on ESSA from 3000 to 4000	Increase number of employers registering vacancies on ESSA from 4000 to 5000
		6.2. Number of Private Employment Agencies registered increased	-	-	675 private employment agencies registered	1500 existing Private Employment Agencies registered by the department	Increase number of existing Private Employment Agencies registered from 1500-2000	Increase number of existing Private Employment Agencies registered from 2000-2500	Increase number of existing Private Employment Agencies registered from 2500-3000
		6.3 Number of compliant migrant work permits applications processed within a specified number of days				200 requests for recommendation responded to within 30 working days	All applications received processed within 30 working days	All compliant migrant work permits applications processed within 30 working days	All compliant migrant work permits applications processed within 30 working days
7.	Special employment opportunities provided to eligible people	7.1 Approved policy and legal framework for Service				Approved management and trading framework for Sheltered Employment	SEF capacitated with resources (management structure,	M and E unit established, SEF managed and accounted for in	SEF managed and accounted for in accordance with its legal

Strategic Objectives		Programme performance indicator	Audited/Actual Performance			Estimated Performance	Medium Term Targets		
			2008/9	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15
	with disabilities	Products factories				Factories	systems, etc.) and pilot conducted	accordance with its legal mandate	mandate
		7.2 Percentage increase of sales leading to more intake of people with disabilities into SEF			15% increase in sales	Increased sales from 25% to 30% leading to additional employment of at least 100 more people with disabilities in SEF by March 2013	Increase sales from 25% to 30% leading to additional employment of at least 100 more people with disabilities in SEF by March 2013	Increase sales from 30% to 35% leading to additional employment of at least 200 more people with disabilities in SEF by March 2014	Increase sales from 35% to 40% leading to additional employment of at least 300 more people with disabilities in SEF by March 2015
		7.3 Number of people with disabilities/ex-combatants and compensation fund beneficiaries assisted with skills employment in the SEF					300 learners with disabilities recruited for training to the SEF centre of excellence pilot project for the year 2012-13	300 learners with disabilities recruited for training to the SEF centre of excellence pilot project	300 learners with disabilities recruited for training to the SEF centre of excellence pilot project
		7.4 Number of learner in SEF trained and placed in mainstream economy					600 learners with disabilities trained and placed in mainstream economy		

Strategic Objectives		Programme performance indicator	Audited/Actual Performance			Estimated Performance	Medium Term Targets		
			2008/9	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15
8.	Products and services of assisted companies are world class and competitive	8.1 Number of companies assisted to facilitate constructive dialogue between social partners and workers, to improve productivity per annum increased				200 companies assisted	200 companies assisted	250 companies assisted	300 companies assisted
9	Capacitated SMMEs to contribute to sustainable employment creation	9.1 Number of SMME managers trained and assisted to manage matters related to intellectual property increased			2707 SMME managers trained and capacitated	3 000 SMME managers trained and capacitated	3 500 SMME managers trained and capacitated	4 000 SMME managers trained and capacitated	4 500 SMME managers trained and capacitated
10	Jobs saved in distressed companies	10.1 Number of jobs saved through social plan interventions			13 533 job saved	22 500 job saved	22 500 jobs saved	27 500 jobs saved	30 000 jobs saved

4.3.2 Programme Performance Indicators and Quarterly targets for 2012-2013

Performance indicator		Reporting period	Annual target 2012-13	Quarterly targets			
				1st	2nd	3rd	4th
1.1	Employment Services legislation, related regulations and guidelines in place	Q	Employment Services Act, regulations and guidelines in place (Private Employment Agencies and Career guidance)	PEA regulations drafted	PEA regulations finalised	Career guidance guidelines drafted	Career guidance guidelines finalised
2.1	Number of PES Advocacy campaigns conducted	A	At-least 1 PES national and 2 major provincial advocacy campaigns conducted annually				At-least 1 PES national and 2 major provincial advocacy campaigns conducted annually
3.1	Number of work-seekers registered on ESSA in different categories increased	Q	450 000 work-seekers registered on the system	112 875 work-seekers registered on the system	112 375 work-seekers registered on the system	112 375 work-seekers registered on the system	112 375 work-seekers registered on the system
4.1	Percentage of work-seekers registered on the system provided with career counselling and employability enhancement within specific number	Q	60% of work-seekers registered on the system profiled (provided with career counselling and employability enhancement) within 60 days of registration	60% of work-seekers registered on the system profiled (provided with career counselling and employability enhancement) within 60 days of registration	60% of work-seekers registered on the system profiled (provided with career counselling and employability enhancement) within 60 days of registration	60% of work-seekers registered on the system profiled (provided with career counselling and employability enhancement) within 60 days of registration	60% of work-seekers registered on the system profiled (provided with career counselling and employability enhancement) within 60 days of registration

Performance indicator		Reporting period	Annual target 2012-13	Quarterly targets			
				1st	2nd	3rd	4th
5.1	Number of work-seekers placed in opportunities and referred to other services	Q	90 000 18 000 work-seekers placed in opportunities	4 050 work-seekers placed in opportunities	4 450 work-seekers placed in opportunities	4 650 work-seekers placed in opportunities	4 850 work-seekers placed in opportunities
		Q	72 000 work-seekers referred to other services	16 955 work-seekers referred to other services	18 900 work-seekers referred to other services	18 060 work-seekers referred to other services	18 085 work-seekers referred to other services
6.1	Number of employers registering vacancies on ESSA per annum increased	Q	Increase number of employers registering vacancies on ESSA from 1500 to 2000	247 Companies registering vacancies on ESSA	253 Companies registering vacancies on ESSA	251 Companies registering vacancies on ESSA	249 Companies registering vacancies on ESSA
6.2	Number of Private Employment Agencies registered increased	Q	Increase number of existing Private Employment Agencies registered from 1500-2000	121 Private Employment Agencies registered	134 Private Employment Agencies registered	118 Private Employment Agencies registered	127 Private Employment Agencies registered
6.3	Number of compliant migrant work permits applications processed within a specified number of days	Q	All applications received processed within 30 working days	All applications received processed within 30 working days	All applications received processed within 30 working days	All applications received processed within 30 working days	All applications received processed within 30 working days
7.1	Approved policy and legal framework for Service Products factories	A	SEF capacitated with resources (management structure, systems, etc.) and pilot conducted				SEF capacitated with resources (management structure, systems, etc.) and pilot conducted
7.2	Percentage increase of sales leading to	Q	Increase sales from 25% to 30% leading to	1.25% increase in sales	1.25% increase in sales	1.25% increase in sales	1.25% increase in sales

Performance indicator		Reporting period	Annual target 2012-13	Quarterly targets			
				1st	2nd	3rd	4th
	more intake of people with disabilities into SEF		additional employment of at least 100 more people with disabilities in SEF by March 2013				
7.3	Number of people with disabilities/ex-combatants and compensation fund beneficiaries assisted with skills employment in the SEF	Q	300 learners with disabilities recruited for training to the SEF centre of excellence pilot project for the year 2012-13	75	75	75	75
7.4	Number of learners in SEF trained and placed in mainstream economy	Q	600 learners with disabilities trained and placed in mainstream economy	150	150	150	150
8.1	Number of companies assisted to facilitate constructive dialogue between social partners and workers, to improve productivity per annum increased	Q	200 companies assisted	50 companies assisted	55 companies assisted	40 companies assisted	55 companies assisted
9.1	Number of SMME managers trained and assisted to manage matters related to intellectual property increased	Q	3 500 SMME managers trained and capacitated	875 SMME managers trained and assisted	875 SMME managers trained and assisted	875 SMME managers trained and assisted	875 SMME managers trained and assisted
10.1	Number of jobs saved through social plan interventions	Q	22 500 jobs saved	5625 jobs saved	5625 jobs saved	5625 jobs saved	5625 jobs saved

4.3.3 Reconciling performance targets with the Budget and MTEF

Expenditure estimates

Public Employment Services (PES) R-thousand	2008/09	2009/10	2010/11	2011/'12		2012/13	2013/14	2014/15
	Audited outcomes			Adjusted	Revised	Medium term estimates		
				appropriation	estimate			
Management and Support Services: PES	6 864	16 074	19 220	25 036	25 036	29 972	30 280	32 569
Employer Services	116 229	111 273	128 688	141 518	141 518	82 890	89 382	94 150
Work Seeker Services	20 512	18 114	22 927	26 208	26 208	90 092	97 645	103 815
Designated Groups Special Services	500	488	482	722	722	758	801	850
Sheltered Employment Factories and Subsidies to Designated Workshops	105 571	80 330	76 943	59 766	59 766	66 747	70 290	74 573
Productivity South Africa	41 138	29 476	31 155	34 059	34 059	36 545	39 044	41 452
Unemployment Insurance Fund	-	-	-	1	1	1	1	1
Compensation Fund	6 366	6 013	8 908	36 105	36 105	14 085	15 640	17 278
Training of Staff: PES	399	3 063	935	1 394	1 394	931	975	1 022
Total	297 579	264 831	289 258	324 809	324 809	322 021	344 058	365 710

<u>Economic classification</u>								
Current payments	146 182	150 603	174 138	196 168	196 168	210 253	224 872	238 608
Compensation of employees	111 688	109 771	138 703	154 397	154 397	180 163	192 432	204 222
Goods and services	34 494	40 832	35 435	41 771	41 771	30 090	32 440	34 386
<i>of which:</i>	6 755	6 825	7 585	5 832	5 832	3 908	4 104	4 310
Communication	201	188	208	730	730	1 862	1 955	2 052
Lease payments	634	2 414	2 751	1 877	1 877	1 055	1 107	1 163
Property payments	16 044	14 364	15 164	10 973	10 973	9 096	10 224	11 311
Travel and subsistence	37 150	38 342	46 997	42 219	46 625	30 928	32 697	34 620
Transfers and subsidies	151 256	114 105	114 958	128 391	128 391	111 768	119 186	127 102

Departmental agencies and accounts	47 504	35 489	40 063	70 165	70 165	50 631	54 685	58 731
Non-profit institutions	103 276	78 317	74 817	58 195	58 195	61 104	64 466	68 334
Households	476	299	78	31	31	33	35	37
Payments for capital assets	141	123	162	250	250	-	-	-
Buildings and other fixed structures	-	-	-	-	-	-	-	-
Machinery and equipment	141	123	162	250	250	-	-	-
Software and other intangible assets	-	-	-	-	-	-	-	-
Payments for financial assets	-	-	-	-	-	-	-	-
Total	297 579	264 831	289 258	324 809	324 809	322 021	344 058	365 710

4.3.4. Performance and expenditure trends

The spending focus over the MTEF period will support government's multi-pronged strategy to reduce youth unemployment and increase job creation by: registering 700 000 work-seekers and training and placing 560 000 in decent job opportunities or referring them to other DOL Beneficiary services during 2012/13.

Over the seven-year period, spending grows at an average annual rate of 3.0 per cent, from R297.5 million in 2008/09 to R365.7 million in 2014/15. Spending by the Sub programme Compensation Fund grew at an average annual rate of 78.3 per cent between 2008/09 and 2010/11 due to an additional allocation of R26.5 million in 2011/12 to fund the administration costs of increased public servant claims for injuries / illness or diseases contracted whilst on duty. This also accounts for the growth in transfers to departmental agencies accounts over this period. Over the medium term, expenditure is expected to grow to R365.7 million in 2014/15 at an average annual rate of 4 per cent although the department plans to expand the employment services system to implement the Employment Services Bill.

In 2011/12, service delivery was negatively impacted and some outputs could not be fully achieved due to a shortage of staff resulting from a limited budget allocation for compensation of employees.

Public Employment Services utilised one consultant in 2010/11 for a period of five months (155 days) to work as acting CFO for the Sheltered Employment Factories at a cost of R463 752.00

The ratio of support staff to line function staff in this programme is 1:8.

4.4 Programme 4: Labour Policy and Industrial Relations

Purpose: Facilitate the establishment of an equitable and sound labour relations environment and the promotion of South Africa's interests in international labour matters through research, analysing and evaluating labour policy, and providing statistical data on the labour market, including providing support to institutions that promote social dialogue

There are no changes to the budget structure.

4.4.1 Strategic Objective, Programme performance indicators and MTEF targets

Strategic Objectives		Programme performance indicator	Audited/Actual Performance			Estimated Performance	Medium Term Targets		
			2008/9	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15
2: Promoting equity in the labour market (Outcome 4)									
1	Employment Equity in the labour market promoted	1.1 Employment Equity Act (EEA) and its regulations amended			Bill Published for comments. Nedlac negotiations started	Amended EEA promulgated	NEDLAC engagement finalized on the EEA Amendments by November 2012	Bill submitted to Cabinet by March 2014	
		1.2 Code of Good Practice and Technical Assistance guidelines on HIV and AIDS amended				HIV and AIDS Code and technical assistance guidelines amended.	HIV and AIDS Code and technical assistance guidelines amended by June 2012		
		1.3 Number of Income Differentials assessed to determine race and gender disparities in salaries.	74	67	61 Income Differentials assessed to determine race and gender disparities	60 Income Differentials assessed to determine race and gender disparities in salaries	30 Income Differentials assessed to determine race and gender disparities in salaries by March 2013	30 Income Differentials assessed to determine race and gender disparities in salaries by March 2014	30 Income Differentials assessed to determine race and gender disparities in salaries by

Strategic Objectives		Programme performance indicator	Audited/Actual Performance			Estimated Performance	Medium Term Targets		
			2008/9	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15
					in salaries				March 2015
3: Protecting vulnerable workers (Outcome 4)									
2.	Basic Conditions of Employment in the labour market ensured	2.1 BCEA amended			Bills published for comments. Nedlac negotiations started	Amended BCEA promulgated	Bill submitted to Cabinet by 31 March 2013		
		2.2 Wage differentials investigated				Conduct investigation on norms and benchmark for proportionate income differentials	Develop norms and benchmarks for proportionate income differentials by March 2013		Publish reports on norms and benchmarks for proportionate income differentials by March 2015
		2.3 Number of child labour programme of action reviewed					1 Child Labour Programme of Action for 5 year period (2012-2016) reviewed and submitted to	Child Labour Programme of Action implemented	Child Labour Programme of Action implemented

Strategic Objectives		Programme performance indicator	Audited/Actual Performance			Estimated Performance	Medium Term Targets		
			2008/9	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15
							Cabinet by March 2013.		
3.	Sectoral determinations (SD) published for residual and emerging vulnerable workers	3.1 Number of existing sectoral determinations reviewed	4	6	4	Publish an amended SD for: Civil Engineering, Taxi, Contract Cleaning, Domestic Workers, Farm Workers, Wholesale and Retail, Forestry	Publish an amended SD with minimum wages for one sector by June 2012.	Review and publish 1 Sector Determination by end of June 2013	Review and publish 3 amended Sectoral Determinations by December 2014
							Review and publish 5 Sectoral Determinations by January 2013		
		3.2 Number of new areas for setting sectoral determinations investigated				Investigate possibility of setting a Welfare sectoral determination	Investigate possibility of sectoral determinations for 2 new sectors by March 2013	Investigate 1 new sector to establish sectoral determinations by March 2014	Investigate 1 existing old wage determinations for amendment by March 2015
4.	Ministerial determinations	4.1 Categories of Ministerial				Review and amend	Amended Ministerial	Review and amend the	-

Strategic Objectives		Programme performance indicator	Audited/Actual Performance			Estimated Performance	Medium Term Targets		
			2008/9	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15
	amended	determinations amended				Ministerial determination for Small Business	Determination for Small Business implemented by March 2013	Expanded Public Works Programme (EPWP) Ministerial determination by November 2014	
5.	Civil society organisations that protect vulnerable workers funded	5.1 Number of Civil society organizations funded and monitored	8	5	7	8 Civil society organizations involved in the world of work funded	10 Civil society organizations involved in the world of work funded	9 Civil society organizations involved in the world of work funded	9 Civil society organizations involved in the world of work funded
4 Strengthening multilateral and bilateral relations (Outcome 11)									
6.	Participation in the International Labour Organisation (ILO) Governing Body and the International Labour Conference (ILC) ensured.	6.1 South Africa's position documents on agenda items for ILO GB and ILC developed and approved	SA's position reflected in discussions at the International Labour Conference and Governing Body.	SA's position reflected in discussions at the International Labour Conference and Governing Body.	SA's position reflected in discussions at the International Labour Conference and Governing Body.	Develop SA's position on Domestic workers, Labour Administration and labour Inspection, Social Security, ILO Programme and Budget and Election of Governing Body members	South Africa's position documents on the agenda items of the ILO GB and ILC submitted by May 2012	South Africa's position documents on the agenda items of the ILO GB and ILC submitted by May 2013	South Africa's position documents on the agenda items of the ILO GB and ILC submitted by May 2014

Strategic Objectives		Programme performance indicator	Audited/Actual Performance			Estimated Performance	Medium Term Targets		
			2008/9	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15
						by May 2011 for the June International Labour Conference and Governing Body			
		6.2 Number of reports compiled in terms of Article 19 and 22 of the Constitution of the ILO by specified timeframe	Article 19 and 22 reports submitted to the ILO.	Article 19 and 22 reports submitted to the ILO.	Article 19 and 22 reports submitted to the ILO.	<p>Compile and submit reports in consultation with programmes and other Departments on South Africa's compliance in law, policy and practice on the following conventions by August 2011:</p> <p>Equality of Treatment, Forced Labour, Workmen's Compensation, Abolition of Forced Labour Convention,</p>	7 reports compiled and submitted in terms of Article 19 and 22 of the Constitution of the ILO by September 2012	5 reports compiled and submitted in terms of Article 19 and 22 of the Constitution of the ILO by September 2013	8 reports compiled and submitted in terms of Article 19 and 22 of the Constitution of the ILO by September 2014

Strategic Objectives		Programme performance indicator	Audited/Actual Performance			Estimated Performance	Medium Term Targets		
			2008/9	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15
						Minimum Age, Occupational Health and Safety, Worst Forms of Child Labour			
7.	Relations strengthened with fraternal countries through Memoranda of Understanding (MOU)	7.1 Number of MOUs reviewed and signed.			Review signed Memorandum with Lesotho by June 2011	Review signed Memorandum with Namibia, Lesotho, Swaziland, China and Algeria by March 2013	Review signed Memoranda with China, Cuba, Lesotho, Namibia and Zimbabwe by April 2013 MOU with Brazil signed by March 2013	Annual report on the implementation of all signed MOU's submitted by March 2014	Annual report on the implementation of all signed MOU's submitted by March 2015
8.	Participation in the African Union Labour and Social Affairs Commission (AULSAC), African Regional Labour Administration Centre (ARLAC) and the SADC Employment	8.1 South Africa's position documents on agenda items for AULSAC, ARLAC and SADC ELS developed and approved	Participated in the annual SADC Employment and Labour Sector and AU Labour and Social Affairs Commission.	Participated in the annual SADC Employment and Labour Sector and AU Labour and Social Affairs Commission.	Participated in the annual SADC Employment and Labour Sector and AU Labour and Social Affairs Commission.	Develop briefing documents for ARLAC Governing Council by May 2011	Briefing documents for ARLAC Governing Council compiled by May 2012	Briefing documents for ARLAC Governing Council compiled by May 2013	Briefing documents for ARLAC Governing Council compiled by May 2014

Strategic Objectives		Programme performance indicator	Audited/Actual Performance			Estimated Performance	Medium Term Targets		
			2008/9	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15
	and Labour Sector (ELS) ensured								
						Develop briefing documents for SADC ELS two weeks before April 2011	Briefing documents and South Africa's position documents on the agenda items for SADC ELS compiled by April 2012	Briefing documents and South Africa's position documents on the agenda items for SADC ELS compiled by April 2013	Briefing documents and South Africa's position documents on the agenda items for SADC ELS compiled by April 2014
						Develop briefing documents for AU LSAC two weeks before April 2011	Briefing documents and South Africa's position documents on the agenda items for AULSAC compiled by April 2012	Briefing documents and South Africa's position documents on the agenda items for AU LSAC compiled by April 2013	Briefing documents and South Africa's position documents on the agenda items for AU LSAC compiled by April 2014
9.	South African's Decent Work Country Programme implemented	9.1 Number of monitoring reports on implementation of DWCP complied				Monitor implementation of South African's Decent Work Country	4 quarterly monitoring reports on implementation of DWCP compiled	4 quarterly monitoring reports on implementation of DWCP compiled	4 quarterly monitoring reports on implementation of DWCP compiled

Strategic Objectives		Programme performance indicator	Audited/Actual Performance			Estimated Performance	Medium Term Targets		
			2008/9	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15
						Programme			
6: Promoting Sound Labour Relations (Outcome 4)									
10.	Sound Labour Relations ensured	10.1 Labour Relations Act amended				Bill published for comments. Nedlac negotiations started	Bill submitted to Cabinet by 31 March 2013		
		10.2 Number of collective agreements extended within a specified number of days	40	18	11 completed and 4 in process	18 collective agreements published within 60 days of receipt	18 collective agreements published within 60 days of receipt	17 collective agreements published within 60 days of receipt	17 collective agreements published within 60 days of receipt
		10.3 Decision to register new labour organizations taken within a specified number of days of receipt of competent applications	103	118	38 new in process	Decision to register new labour organizations taken within 90 days of receipt of competent applications	Decision to register new labour organizations taken within 90 days of receipt of competent applications	Decision to register new labour organizations taken within 90 days of receipt of competent applications	Decision to register new labour organisations taken within 90 days of receipt of competent applications

Strategic Objectives		Programme performance indicator	Audited/Actual Performance			Estimated Performance	Medium Term Targets		
			2008/9	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15
11.	Sound dispute resolution maintained	11.1 Number of monitoring reports on CCMA's performance against plan and budget transferred as per agreement	Quarterly reports submitted	Quarterly reports submitted	Quarterly reports on CCMA performance and budget transferred as per agreement.	Quarterly reports on CCMA performance and budget transferred as per agreement.	4 monitoring quarterly reports on CCMA's performance against plan and budget transferred as per agreement	4 monitoring quarterly reports on CCMA's performance against plan and budget transferred as per agreement	4 monitoring quarterly reports on CCMA's performance against plan and budget transferred as per agreement
12.	Sound social dialogue maintained	12.1 Number of monitoring reports on NEDLAC's performance against plan and budget transferred as per agreement	Quarterly reports submitted; transfers effected	Quarterly reports submitted; transfers effected	Quarterly reports on NEDLAC and budget transfer as per agreement	Quarterly reports on NEDLAC's performance against plan and budget transferred as per agreement	4 monitoring quarterly reports on NEDLAC's performance against plan and budget transferred as per agreement	4 monitoring quarterly reports on NEDLAC's performance against plan and budget transferred as per agreement	4 monitoring quarterly reports on NEDLAC's performance against plan and budget transferred as per agreement
7: Monitoring the impact of legislation (Outcome 4)									
13.	Changing labour market trends monitored	13.1 Number of ministerial briefing reports produced on				3 Labour market trends reports completed and	3 Labour market trends reports completed and	3 Labour market trends reports completed and published by September 2013:	3 Labour market trends reports completed and published

Strategic Objectives		Programme performance indicator	Audited/Actual Performance			Estimated Performance	Medium Term Targets		
			2008/9	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15
		labour market issues within a specified period				<p>published by September 2011:</p> <ul style="list-style-type: none"> • Industrial Action • Annual Labour Market Bulletin, • Job Opportunity and Unemployment in the South African labour market 	<p>published by September 2012:</p> <ul style="list-style-type: none"> • Industrial Action • Annual Labour Market Bulletin, • Job Opportunity and Unemployment in the South African labour market 	<ul style="list-style-type: none"> • Industrial Action • Annual Labour Market Bulletin, • Job Opportunity and Unemployment in the South African labour market 	<p>by September 2014:</p> <ul style="list-style-type: none"> • Industrial Action • Annual Labour Market Bulletin, • Job Opportunity and Unemployment in the South African labour market
			4	4	4	4 briefing reports on QLFS by April, July, October and January	4 briefing reports on QLFS and UIF by April, July, October and	4 briefing reports on QLFS and UIF by April, July, October and January	4 briefing reports on QLFS and UIF by April, July, October and

Strategic Objectives		Programme performance indicator	Audited/Actual Performance			Estimated Performance	Medium Term Targets		
			2008/9	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15
						2012	January 2013	2014	January 2015
		13.2 Annual Labour Market Review developed and disseminated	1	1	1	Labour Market Review developed and disseminated by March 2012	Labour Market Review developed and disseminated by March 2013	Labour Market Review developed and disseminated by end of March 2014	Labour Market Review developed and disseminated by March 2015
14.	Research on impact of legislation conducted	14.1. Research reports produced and disseminated					Dissemination of the RME agenda 2 research results Development of the agenda 3	Research in line with RME agenda 3 conducted by March 2014	Disseminate completed research reports by March 2015 RME agenda developed and approved by March 2015

4.4.2 Programme Performance Indicators and Quarterly targets for 2012-2013

Performance indicator		Reporting period	Annual target 2012-13	Quarterly targets			
				1st	2nd	3rd	4th
1.1	Employment Equity Act (EEA) and its regulations amended	Q	NEDLAC engagement finalized on the EEA Amendments by November 2012	Commence NEDLAC engagements on EEA Amendments	Develop and publish 1 st draft of amendments to EE regulations for public comments	Consolidate public comments into final amendments to EE regulations	Promulgate amended Employment Equity Act (EEA) Publish amended Employment Equity Act (EEA) and its regulations
1.2	Code of Good Practice and Technical Assistance guidelines on HIV and AIDS amended	A	HIV and AIDS Code and technical assistance guidelines amended by June 2012	Publish the HIV & AIDS code and finalise amendments to the technical assistance guidelines	Conduct 9 workshops with stakeholders in provinces. Amend HIV and AIDS Code and Technical Assistance Guidelines implemented.	-	-

Performance indicator		Reporting period	Annual target 2012-13	Quarterly targets			
				1st	2nd	3rd	4th
1.3	Number of Income Differentials assessed to determine race and gender disparities in salaries.	Q	30 Income Differentials assessed to determine race and gender disparities in salaries by March 2013	8 Income Differentials assessed	8 Income Differentials assessed	7 Income Differentials assessed	7 Income Differentials assessed
2.1	BCEA amended	A	Bill submitted to Cabinet by 31 March 2013				Bill submitted to Cabinet by March 2013
2.2	Wage differential investigated	A	Norms and benchmarks for proportionate income differentials developed and approved by March 2013				Norms and benchmarks for proportionate income differentials developed and approved by March 2013
2.3	Child labour programmes implemented and progress reported on	A	One Child Labour Program of Action for 5 year period (2012-2016) reviewed and submitted to Cabinet by March 2013.				Child Labour Program of Action for 5 year period (2012-2016) reviewed and submitted to Cabinet by March 2013.

Performance indicator		Reporting period	Annual target 2012-13	Quarterly targets			
				1st	2nd	3rd	4th
3.1	Number of existing Sectoral Determinations reviewed	A	Publish an amended SD with minimum wages for one sector by June 2012.	1 Sectoral Determination			
		Q	Review and publish 5 Sectoral Determinations by January 2013		3 Sectoral Determinations		2 Sectoral Determinations
3.2	Number of new areas for setting sectoral determinations investigated	Q	Investigate possibility of sectoral determinations for 2 new sectors by March 2013	Finalise the welfare investigation by end of June 2012	Publish amendment for medical aids for private security sector by end of September 2012	Investigate possibility of sectoral determination for building and construction by end of December 2012	Publish amendment for a provident fund for farm workers by end of March 2013
4.1	Ministerial determinations amended	A	Amended Ministerial Determination for Small Business implemented by March 2013	Amended Ministerial Determination for Small Business implemented			
5.1	Number of Civil society organizations funded and monitored	Q	10 Civil society organizations involved in the world of work funded	Receive narrative and financial report for the second semester Disburse first tranches	Monitor and visit funded projects	Receive narrative and financial report for the first semester. Disburse second tranches	Monitor and visit funded projects

Performance indicator		Reporting period	Annual target 2012-13	Quarterly targets			
				1st	2nd	3rd	4th
6.1	South Africa's position documents on agenda items for ILO GB and ILC developed and approved	Q	South Africa's position documents on the agenda items of the ILO GB and ILC submitted by May 2012	SA's position on the Social Protection floor, Youth employment and the other standing items developed by May 2012 SA's position for input to the African group on agenda items for the Governing Body developed.		SA's position for input to the African group on agenda items for the Governing Body developed.	
6.2	6.2 Number of reports compiled in terms of Article 19 and 22 of the Constitution of the ILO by specified timeframe	A	7 reports submitted in terms of Article 19 and 22 of the Constitution of the ILO by September 2012		7 reports submitted by September 2012		
7.1	Number of MOUs reviewed and signed.	Q	Review signed Memoranda with China, Cuba, Lesotho, Namibia and Zimbabwe by April 2013	Initiate discussions with Namibia and Lesotho regarding the review of the MOU.	Negotiate and agree on possible areas of cooperation	Processing of President 's Minute	Signing of MOU and development of an implementation plan.
					Review the MOU with Cuba by September 2012.		

Performance indicator		Reporting period	Annual target	Quarterly targets			
			2012-13	1st	2nd	3rd	4th
				Finalisation of MOU with China by June 2012.			
				Review the MOU with Zimbabwe by June 2012			
		A	MOU with Brazil signed by March 2013				MOU with Brazil signed by March 2013
8.1	South Africa's position documents on agenda items for AULSAC, ARLAC and SADC ELS developed and approved	Q	Briefing documents for ARLAC Governing Council compiled by May 2012	Facilitate the participation of the Ministerial delegation to the June 2012 Governing Council meeting. Prepare briefing notes.	Facilitate the participation of departmental officials to ARLAC courses.	Facilitate the participation of departmental officials to ARLAC courses. Facilitate the participation of DOL official to the ARLAC meeting of Permanent Secretary's and Directors-General.	Facilitate the participation of the Ministerial delegation to the February 2012 Governing Council meeting. Prepare briefing notes.
		Q	Briefing documents and South Africa's position documents on the agenda items for SADC ELS compiled by April 2012	Monitor and report on progress regarding the implementation of SADC ELS resolutions.	Monitor and report on progress regarding the implementation of SADC ELS resolutions.	Monitor and report on progress regarding the implementation of SADC ELS resolutions.	Develop briefing documents for the Ministerial delegation to the SADC ELS.
		Q	Briefing documents and South Africa's	Briefing documents for	Monitor and report on progress	Monitor and report on progress	Develop briefing documents for the

Performance indicator		Reporting period	Annual target 2012-13	Quarterly targets			
				1st	2nd	3rd	4th
			position documents on the agenda items for AULSAC compiled by April 2012	AULSAC compiled by April 2012	regarding the implementation of AU LSAC resolutions.	regarding the implementation of AU LSAC resolutions.	Ministerial delegation to the AU Labour and Social Affairs Commission.
9.1	Number of monitoring reports on implementation of DWCP complied	Q	Monitor implementation of South African's Decent Work Country Programme	4 quarterly monitoring reports on implementation of DWCP compiled	4 quarterly monitoring reports on implementation of DWCP compiled	4 quarterly monitoring reports on implementation of DWCP compiled	4 quarterly monitoring reports on implementation of DWCP compiled
10.1	Labour Relations Act amended	A	Bill submitted to Cabinet by 31 March 2013			Amended LRA Promulgated.	
10.2	Number of collective agreements extended within a specified number of days	Q	18 collective agreements published within 60 days of receipt	4 collective agreements published	5 collective agreements published	4 collective agreements published	5 collective agreements published
10.3	Decision to register new labour organizations taken within a specified number of days of receipt of competent applications	Q	Decision to register new labour organizations taken within 90 days of receipt of competent applications	Decision to register new labour organizations taken within 90 days of receipt of competent applications	Decision to register new labour organizations taken within 90 days of receipt of competent applications	Decision to register new labour organizations taken within 90 days of receipt of competent applications	Decision to register new labour organizations taken within 90 days of receipt of competent applications

Performance indicator		Reporting period	Annual target 2012-13	Quarterly targets			
				1st	2nd	3rd	4th
11.1	Number of monitoring reports on CCMA's performance against plan and budget transferred as per agreement	Q	Quarterly reports on CCMA's performance and budget transferred as per agreement.	4 th quarterly report on CCMA's performance and budget transferred as per agreement	1 st quarterly report on CCMA's performance and budget transferred as per agreement	2 nd quarterly report on CCMA's performance and budget transferred as per agreement	3 rd quarterly report on CCMA's performance and budget transferred as per agreement
12.1	Number of monitoring reports on NEDLAC's performance against plan and budget transferred as per agreement	Q	Quarterly reports on NEDLAC's performance against plan and budget transferred as per agreement	4 th quarterly report on NEDLAC's performance against plan and budget transferred as per agreement	1 st quarterly report on NEDLAC's performance against plan and budget transferred as per agreement	3 rd quarterly report on NEDLAC's performance against plan and budget transferred as per agreement	4 th quarterly report on NEDLAC's performance against plan and budget transferred as per agreement
13.1	Number of Annual Labour market trends reports produced and published within a specified period	A	3 Labour market trends reports completed and published by September 2012: <ul style="list-style-type: none"> • Industrial Action • Annual Labour Market Bulletin, • Job Opportunity and Unemployment in the South African labour 		3 Labour market trends reports completed and published by September 2012: <ul style="list-style-type: none"> • Industrial Action • Annual Labour Market Bulletin, • Job Opportunity and Unemployment in the South African labour 		

Performance indicator		Reporting period	Annual target	Quarterly targets			
			2012-13	1st	2nd	3rd	4th
			market		market		
		Q	4 briefing reports on QLFS and UIF by April, July, October and January 2013	1 Briefing Report on QLFS /UIF produced	1 Briefing Report on QLFS/ UIF produced	1 Briefing Report on QLFS /UIF produced	1 Briefing Report on QLFS / UIF produced
13.2	Annual Labour Market Review developed and disseminated	A	Labour Market Review developed and disseminated by March 2013				Labour Market Review developed and disseminated by March 2013.
14.1.	Research reports produced and disseminated	Q	Dissemination of the RME agenda 2 research results Development of the agenda 3	Dissemination of the RME agenda 2 research results	Dissemination of the RME agenda 2 research results	Dissemination of the RME agenda 2 research results	Dissemination of the RME agenda 2 research results Development of the agenda 3

4.4.3 Reconciling performance targets with the Budget and MTEF

Expenditure estimates

Labour Policy and Industrial Relations (LP&IR) R-thousand	2008/09	2009/10	2010/11	2011/'12		2012/13	2013/14	2014/15
	Audited outcomes			Adjusted	Revised	Medium term estimates		
				appropriation	estimate			
Management and Support Services: LP&IR	8 078	8 503	8 467	10 293	10 422	11 315	11 928	12 634
Strengthen Civil Society	15 903	13 795	14 379	15 063	15 063	15 802	16 671	17 671
Collective Bargaining	9 321	9 525	9 746	11 052	10 474	12 031	12 569	13 323
Employment Equity	15 440	10 154	9 656	12 229	11 767	12 637	13 584	14 401
Employment Standards Commission for	8 173	7 723	6 506	11 909	11 396	12 791	13 497	14 308
Conciliation, Mediation and Arbitration	261 710	356 442	402 017	448 104	448 104	476 697	509 384	540 335
Research, Policy and Planning	4 785	8 497	12 345	15 184	14 587	15 207	16 059	17 026
Labour Market Information and Statistics	22 399	22 375	26 403	31 143	29 570	32 450	34 196	36 249
International Labour Matters	22 407	17 655	19 338	25 333	28 958	22 337	23 564	24 980
National Economic Development and Labour Council	14 327	19 993	16 342	24 519	24 488	24 651	26 213	27 789
Total	382 543	474 662	525 199	604 829	604 829	635 918	677 665	718 716

<u>Economic classification</u>								
Current payments	79 496	75 210	82 168	107 050	103 037	108 500	114 664	121 544
Compensation of employees	44 619	47 975	54 577	64 378	60 985	66 707	70 225	74 439
Goods and services	34 877	27 235	27 591	42 672	42 052	41 793	44 439	47 105
<i>of which:</i>								

Communication	1 467	1 328	1 788	1 642	1 615	1 573	1 663	1 764
Lease payments	909	455	507	974	959	1 078	1 141	1 209
Property payments	228	1 895	394	274	300	902	953	1 011
Travel and subsistence	11 482	8 445	7 642	9 178	10 654	9 858	10 422	11 051
Transfers and subsidies	302 686	399 280	442 967	497 422	501 517	527 285	562 962	597 131
Departmental agencies and accounts	275 669	375 996	417 885	472 019	472 019	500 761	534 979	567 469
Foreign governments and international organisations	10 377	8 618	10 703	10 211	14 306	10 722	11 312	11 991
Non-profit institutions	15 903	13 795	14 379	15 063	15 063	15 802	16 671	17 671
Households	737	871	-	129	129	-	-	-
Payments for capital assets	361	172	64	357	275	133	39	41
Buildings and other fixed structures	-	-	-	-	-	-	-	-
Machinery and equipment	361	172	64	357	275	133	39	41
Software and other intangible assets	-	-	-	-	-	-	-	-
Payments for financial assets	-	-	-	-	-	-	-	-
Total	382 543	474 662	525 199	604 829	604 829	635 918	677 665	718 716

4.4.4. Performance and expenditure trends

Spending over the MTEF will focus on: protecting vulnerable workers through the review and extension of sectoral determinations; promoting sound labour relations and promoting equity in the labour market through the strengthening of employment equity implementation, enforcement and monitoring mechanisms of the Employment Equity Act; and strengthening the capacity of labour market institutions to contribute to employment creation.

Between 2008/09 and 2011/12, spending grew at an average annual rate of 16.5 per cent due to additional allocations to the Commission for Conciliation, Mediation and Arbitration and the National Economic Development and Labour Council for operations and to address the 'Going Concern' status in the former. Spending is expected to slow down to an average annual rate of 5.9 per cent over the medium term to reach R718.7 million in 2014/15. The 2012 budget provides additional allocations to the Commission for Conciliation, Mediation and Arbitration and the National Economic Development and Labour Council of R3.6 million in 2012/13, R6.2 million in 2013/14, and R6.9 million in 2014/15 for improvements in conditions of service.

Throughout the last three financial years and the Medium term period, this programme utilized / will utilize 57 consultants for 30 projects at an estimated total cost of R 52 ,212 , 810 to work on Investigating the Unskilled Labour and taxi sectors, determining the impact of sectoral determinations in addressing the plight of vulnerable workers, analysing the Survey on Activities of Young People, Research seminar on labour legislative environment, Worker cooperative s support strategy, Research seminar on Informal economy and the impact of Employment Equity since its inception, assessment of compliance with OHS in the three High Risk Sectors: Construction, Agriculture and Iron and Steel , Study in evaluating bargaining council pension and provident fund , Assessment of the impact of the 2nd NSDS , ESSA, UIF Client Satisfaction Survey , Non compliance with UI Act , Noise Induced Hearing Loss, Legal Consulting on the phenomenon of labour broking, Labour Law Review and the Appointment to draft the Labour Relations Act of 1995, The Basic Conditions of Employment Act of 1997, The Employment Equity Act of 1998 and possible align other acts on the area of Labour Broking.

The ratio of administrative cost to line function cost in this programme is 1:7.8.

Part C: Links to other plans

4. Links to the long-term infrastructure and other capital plans

Project Name	Service delivery output	Current Project stage	Total Cost	Audited outcome			Adjusted appropriation	Medium-term expenditure estimate		
R thousand				2008/09	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15
Departmental infrastructure										
Rustenburg Labour Centre: Construction of building	New Labour centre	Construction	15 461			1 592	1 545	1 000		5 105
Mount Ayliff: Site clearance	New Labour centre	Design	15 216			292		200		234
Ga-Rankuwa: Site clearance	New Labour centre	Design	279			31		150		131
Middelburg: Site clearance	New Labour centre	Design	512				321	200		
Athlone: Site clearance	New Labour centre	Design	1 602				240	172		
Cape Town: Site clearance	New Labour centre	Design	13 029				954	151		
Swellendam: Site clearance	New Labour centre	Design	533				80	150		
Vredenburg: Site clearance	New Labour centre	Design	1 596					150		
Somerset West: Site clearance	New Labour centre	Design	2 129				319	150		
Knysna: site clearance	New Labour centre	Design	1 497				225	150		
Bellville: Site clearance	New Labour centre	Design	445					150		
Vredendal: Site clearance	New Labour centre	Design	445					150		
Ceres: Site clearance	New Labour centre	Design	540					150		
Volkstrust: Site clearance	New Labour centre	Design	445				297	150		
Carltonville: Site clearance	New Labour centre	Design	37					178		
Secunda: Site clearance	New Labour centre	Design	1 959					150		
Taung: Site clearance	New Labour centre	Design	186			186				

Project Name	Service delivery output	Current Project stage	Total Cost	Audited outcome			Adjusted appropriation	Medium-term expenditure estimate		
				2008/09	2009/10	2010/11		2011/12	2012/13	2013/14
R thousand										
Security: Wendy houses	Labour centre security Wendy houses	Various	62	12			15	15	16	
Security: Wendy houses	Security: Wendy houses at minister’s parking in Laboria House	Various	17					17		
Bronkhorstspuit: Site clearance	New Labour centre	Design	200	200						
Lusikisiki: Site clearance	New Labour centre	Design	66	66						
Lebowakgomo: Site clearance	New Labour centre	Design	148	148						
Sabie: Site clearance	New Labour centre	Design	191	191						
Carolina: Site clearance	New Labour centre	Design	191	191						
KwaMhlanga: Site clearance	New Labour centre	Design	191	191						
Durban labour centre: Repairs	Electrical and mechanical repairs	Various	2 690	2 690						
Other labour centres	Various construction, such as electrical repairs	Various	225	226						
Maintenance										
Pretoria, Silverton: Sheltered employment factory head office: Second follow-on repair and maintenance programme	Maintaining sheltered employment head office to be occupational health and safety	Tender	24 406	739	232	757	5 976	2 477	3 509	

Project Name R thousand	Service delivery output	Current Project stage	Total Cost	Audited outcome			Adjusted appropriation	Medium-term expenditure estimate		
				2008/09	2009/10	2010/11		2012/13	2013/14	2014/15
	compliant									
Pretoria head office: Laboria House: First follow-on repair and maintenance programme	Maintaining head office to be occupational health and safety compliant	Construction	21 128	622	5 585	5 140	4 406	1 000	3 000	3 870
Kimberley: Sheltered employment factory: Second follow-on repair and maintenance programme	Maintaining sheltered employment factories to be occupational health and safety compliant	Tender	8 763	978	651	3 150	3 984			
Bloemfontein: Sheltered employment factory: Second follow-on repair and maintenance programme	Maintaining sheltered employment factories to be occupational health and safety compliant	Tender	5 880	3 601	1 770	134	375			
Potchefstroom: Sheltered employment factory: Second follow-on repair and maintenance programme	Maintaining sheltered employment factories to be occupational health and safety compliant	Tender	1 649	330						
Upington and Kuruman Labour Centre and Kimberley: Sheltered employment factory:	Maintaining sheltered employment factories to be	Tender	8 829	2 972	57					

Project Name	Service delivery output	Current Project stage	Total Cost	Audited outcome			Adjusted appropriation	Medium-term expenditure estimate		
R thousand				2008/09	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15
Repair and maintenance programme	occupational health and safety compliant									
George Labour Centre: Repair and Maintenance programme	Maintaining sheltered employment factories to be occupational health and safety compliant	Tender	1 426	423						
East London labour centre and Sheltered employment factory: Repair and maintenance programme	Maintaining sheltered employment factories to be occupational health and safety compliant	Tender	7 527	754						
Pietermaritzburg labour centre and Sheltered employment factory: Repair and maintenance programme	Maintaining sheltered employment factories to be occupational health and safety compliant	Tender	4 881	533						
Pretoria labour centre and Sheltered employment factory: Repair and maintenance programme	Maintaining sheltered employment factories to be occupational health and safety compliant	Tender	9 031	69	1 641	3 702	3 408			

Project Name R thousand	Service delivery output	Current Project stage	Total Cost	Audited outcome			Adjusted appropriation	Medium-term expenditure estimate		
				2008/09	2009/10	2010/11		2012/13	2013/14	2014/15
Phalaborwa, Hoedspruit and Seshego labour centres: Repair and maintenance programme	Maintaining labour centres to be occupational health and safety compliant	Tender	5 220	340	204					
Witbank, Lydenburg and Komatipoort labour centres: Repair and maintenance programme	Maintaining labour centres to be occupational health and safety compliant	Tender	9 634	1 097	19					
Western Cape labour centre and Sheltered employment factory: Second follow-on repair and maintenance programme	Maintaining sheltered employment factories to be occupational health and safety compliant	Tender	21 324	2 899	541					
Durban Masonic Grove: Emergency repair and maintenance programme	Maintaining labour centres to be occupational health and safety compliant	Tender	6 084	1 632						
Gauteng South: Repair and Maintenance programme	Maintaining sheltered employment factories to be occupational health and safety compliant	Tender	20 458	5 026	1 200	920				
Sheltered employment factories: Repair and	Maintaining sheltered	Tender	95 648	12 934	14 752					

Project Name R thousand	Service delivery output	Current Project stage	Total Cost	Audited outcome			Adjusted appropriation	Medium-term expenditure estimate		
				2008/09	2009/10	2010/11		2012/13	2013/14	2014/15
maintenance programme	employment factories to be occupational health and safety compliant									
Total			311 780	37 639	26 878	16 920	22 145	10 392	10 963	7 396

6. Conditional grants

Not applicable to the Department of Labour

7. Public Entities reporting to the Minister of Labour:

Name of public entity	Mandate	Outputs	Current annual budget (R thousand)	Date of next evaluation
Unemployment Insurance Fund	The Unemployment Insurance Fund (UIF) contributes to the alleviation of poverty in South Africa by providing short-term unemployment insurance to all workers who qualify for unemployment related benefits. The Fund is financed by a dedicated tax on the wage bill.	Collection of unemployment insurance contributions and payment of benefits to qualifying contributors.	R 8.2 billion	1 April 2012
Compensation Fund	The Compensation Fund's (CF) main objective is to provide compensation for disability, illness and death resulting from occupational injuries and diseases.	Collection of contributions and payment of Medical, compensation and pension benefits.	R3 348 million	1 April 2012
Productivity South Africa	Productivity SA is mandated by government, organised labour and organised business to	<ul style="list-style-type: none"> Products and services of assisted companies world class and 	R 75.385 million	15 April 2012

Name of public entity	Mandate	Outputs	Current annual budget (R thousand)	Date of next evaluation
(PSA)	improve the productive capacity of the economy and thus contribute to South Africa's socio-economic development and competitiveness.	<p>competitive.</p> <ul style="list-style-type: none"> Productivity and competitiveness awareness is high and embraced in South Africa. Capacitated SMMEs contribute to sustainable employment creation. Jobs saved in distressed companies. Productivity research reports for selected sectors produced. 		
Commission for Conciliation, Mediation and Arbitration	The Commission for Conciliation, Mediation and Arbitration (CCMA) was established in terms of the Labour Relations Act, 1995 as amended. It is mandated to promote social justice and fairness in the workplace by delivering ethical, qualitative, innovative and cost effective dispute management and resolution services, institution building services, education, training and development, and efficient administration.	<p>The CCMA's compulsory statutory functions are to:</p> <ul style="list-style-type: none"> Consolidate workplace disputes, arbitrate certain categories of disputes that remain unresolved after conciliation, establish picketing rules, facilitate the establishment of workplace forums and statutory councils, compile and publish information and statistics about CCMA activities, accredit and consider applications for subsidy by bargaining councils and private agencies; and Provide support for the Essential Services Committee. 	R 402.017 million	1 April 2012
National Economic	The National Economic Development and Labour Council was established in terms of the	The NEDLAC Act requires the institution to:	R 14.379 million	1 April 2012

Name of public entity	Mandate	Outputs	Current annual budget (R thousand)	Date of next evaluation
Development and Labour Council (NEDLAC)	National Economic Development and Labour Council Act, 1994. The Act requires organised labour, organised business, community based organisations and government, as a collective, to promote the goals of economic growth; participate in economic decision making and social equity; seek to reach consensus and conclude agreements on matters pertaining to social and economic policy; consider all proposed labour legislation relating to labour market policy and all significant changes to social and economic policy before these are introduced in Parliament; and encourage and promote the formulation of coordinated policy on social and economic matters.	<ul style="list-style-type: none"> • Strive to promote the goals of economic growth, • participation in economic decision –making and social equity, • seek to reach consensus and conclude agreements on matters pertaining to social and economic policy, • Consider all proposed labour legislation relating to labour market policy before it is introduced in Parliament, • encourage and promote the formulation of coordinated policy on social and economic matters, • consider all significant changes to social and economic policy before it is implemented or introduced in Parliament and • consider Social Economic Disputes in terms of Section 77 of the Labour Relations Act 		

8. Public-private partnerships

Name of PPP	Purpose	Outputs	Current value of agreement (R thousand)	Date when agreement expires
Department of Labour - Information Systems PPP	Provision of information technology services	<ul style="list-style-type: none">• Provision of IT operations and support including Infrastructure.• Systems development.	R91 691	November 2012

Steps to address transition:

- Finalisation and implementation of an Exit and Transfer Strategy
- Development of a new ICT Strategy and roadmap
- Feasibility study to be conducted on a new service delivery roadmap
- Management of the transition by a steering committee



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