

**Annual
Performance Plan**
Department of Labour
2014 - 2015

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labour

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REPUBLIC OF SOUTH AFRICA

Annual Performance Plan 2014 - 2015

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Organisational Structure

Top Leadership

Statutory Bodies

Advisory Council for Occupational Health and Safety | Commission for Conciliation Mediation and Arbitration (CCMA)
Commission for Employment Equity (CEE) | Compensation Board | Employment Conditions Commission (ECC)
National Economic Development and Labour Council (NEDLAC) | Productivity South Africa | Unemployment Insurance Board



Inspection and Enforcement Services
Deputy Director-General
T Lamati

Labour Policy and Industrial Relations
Acting Deputy Director-General
T Mkatipi

Public Employment Services
Acting Deputy Director-General
E Tloane

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

Minister of Labour
MN Oliphant

Acting Director-General
S Morotoba

Chief Operations Officer
A Moiloa

Compensation Fund
(Commissioner)
Deputy Director-General
SS Mkhonto

Chief Financial Officer
BE Maduna

Official sign-off

It is hereby certified that this Annual Performance Plan:

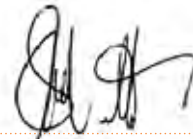
Was developed by the management of the Department of Labour under the guidance of MN Oliphant, MP

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 endeavor to achieve given the resources made available in the budget for 2014 - 2015 financial year.



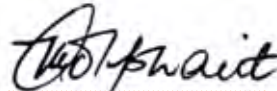
A Moiloa
Chief Operations Officer



S Morotoba
Acting Director-General



B Maduna
Chief Financial Officer



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

Table of Contents

Acronyms	vi	Part B: Programme Strategic Objectives	11
Foreword by the Minister	viii	Government service delivery outcomes and outputs, Departmental Strategic objectives and Key Performance Indicators	
Part A: Strategic overview	4	4. Service Delivery Outcomes and Strategic Goals	11
1. Updated situational analysis	4	4.1 Programme 1: Administration	12
1.1 Performance delivery environment	4	4.1.1 Strategic Objective annual targets, Programme performance indicators and annual targets for 2014-2015	13
1.2 Organisational environment	6	4.1.2 Programme performance indicators and Quarterly targets for 2014-2015	17
2. Revisions to legislative and other mandates	6	4.1.3 Reconciling performance targets with the Budget and MTEF	21
3. Overview of 2014 budget and MTEF estimates	7	4.2 Programme 2: Inspection and Enforcement Services	23
3.1 Expenditure estimates	7	4.2.1 Strategic Objective annual targets, Programme performance indicators and annual targets for 2014-2015	23
3.2 Relating expenditure trends to strategic outcome oriented goals	9	4.2.2 Programme performance indicators and Quarterly targets for 2014-2015	26
3.3 Infrastructure spending	9	4.2.3 Reconciling performance targets with the Budget and MTEF	27

4.3 Programme 3: Public Employment Services 30

4.3.1 Strategic Objective annual targets, Programme performance indicators and annual targets for 2014-2015	30
4.3.2 Programme performance indicators and Quarterly targets for 2014-2015	33
4.3.3 Reconciling performance targets with the Budget and MTEF	35

4.4 Programme 4: Labour Policy and Industrial Relations 38

4.4.1 Strategic Objective annual targets, Programme performance indicators and annual targets for 2014-2015	38
4.4.2 Programme performance indicators and Quarterly targets for 2014-2015	43
4.4.3 Reconciling performance targets with the Budget and MTEF	46

Part C: Links to other plans 50

5. Links to the long-term infrastructure and other capital plans	50
6. Conditional grants	51
7. Public entities	52
8. Public-private partnerships	53

Part D: Technical indicators per programme 55

Programme 1: Administration	56
Programme 2: Inspection and Enforcement Services	68
Programme 3: Public Employment Services	74
Programme 4: Labour Policy and Industrial Relations	80

Annexures

None

Acronyms

Acronym	Description
AFS	Annual Financial Statements
AIA	Accredited Inspection Authorities
APP	Annual Performance Plan
APSO	Association for Professional Service Organisation
ARLAC	African Regional Labour Administration Centre
AU LSAC	African Union Labour and Social Affairs Commissions
BCEA	Basic Conditions of Employment Act
CAPEs	Confederation of Associations of Personnel Employment Agencies
CCMA	Commission for Conciliation, Mediation and Arbitration
CD: PO	Chief Director: Provincial Office
CF	Compensation Fund
CF0	Chief Financial Officer
CIO	Chief Information Officer
COIDA	Compensation for Occupational Injuries and Diseases
COO	Chief Operations Officer

Acronym	Description
COSATU	Congress of South African Trade Unions
CRP	Contract Review Panel
CS	Corporate Services
DDG	Deputy Director-General
DEXCOM	Departmental Executive Committee
DG	Director-General
DHA	Department of Home Affairs
DIRCO	Department of International Relations and Cooperation
DITSELA	Development Institute for Training, Support and Education for Labour
DPSA	Department of Public Services and Administration
DWCP	Decent Work Country Programme
EAP	Economic Active Population
EC	Eastern Cape
ECC	Employment Conditions Commission
EEA	Employment Equity Act

Acronym	Description
EEC	Employment Equity Commission
ES	Employment Services
ESA/B	Employment Services Act or Bill
ESSA	Employment Services for South Africa
FEDUSA	Federation of Unions of South Africa
FS	Free State
GCIS	Government Communication and Information Services
GP	Gauteng Province
HO	Head Office
HRM	Human Resource Management
ICD	Integrated Client Database
ICT	Information and Communication Technology
IES	Inspection and Enforcement Services
IFS	Interim Financial Statements
ILO	International Labour Organisation

Acronym	Description
IT	Information Technology
JSE	Johannesburg Stock Exchange
KRA	Key Result Area
KZN	KwaZulu-Natal
LP	Limpopo
LP and IR	Labour Policy and Industrial Relations
LRA	Labour Relations Act
M and E	Monitoring and Evaluation
MOA	Memorandum of Agreement
MOU	Memorandum of Understanding
MP	Mpumalanga
MTEF	Medium Term Expenditure Framework
MTSF	Medium Term Strategic Framework
NACTU	National Council of Trade Unions
NC	Northern Cape

Acronym	Description
NDP	National Development Plan
NEDLAC	National Economic Development and Labour Council
NT	National Treasury
NW	North West Province
OHS	Occupational Health and Safety
OHSA	Occupational Health and Safety Act
PDP	Personal Development Plan
PEA	Private Employment Agencies
PES	Public Employment Services
PFMA	Public Finance Management Act
PPP	Public Private Partnership
PSA	Productivity South Africa
PwD	People with Disabilities
RAMP	Renovation and Maintenance Project
RME	Research Monitoring and Evaluation

Acronym	Description
SADC	Southern African Development Community
SADC - ELS	Southern African Development Community - Employment and Labour Sector
SD	Setoral Determinations
SDIP	Service Delivery Improvement Plan
SEF	Sheltered Employment Factories
SMME	Small Medium Macro Enterprises
SMS	Senior Management Service
SOP	Standard Operating Procedures
SP	Strategic Plan
TEA	Temporary Employment Agencies
UIA	Unemployment Insurance Act
UIF	Unemployment Insurance Fund
WSP	Workplace Skills Plan
WSS	Work-Seeker Services

Foreword by the Minister

The goal of striving for a labour market which is conducive to investment, economic growth, employment creation and decent work remain paramount in our work. The Department of Labour is enjoined by the Constitution of this country to protect workers in general and vulnerable workers in particular. It is precisely for these reasons that the policies we develop resonate with these noble objectives. The real test of our work is whether or not they complement the various government efforts to address the national challenges.

Our work is underpinned by our resolve to finding the balance between protecting the workers and providing sufficient flexibility for growth and development of our people. We do this through putting in place sound legislative and regulatory framework. It is a fact that the labour market environment is not static but changes from time to time and sometimes more rapidly than it was the case in the past. The strategic issues that inform our plan going forward include but not limited to:

- Promoting Decent Work
- Ramping up the operationalization of Public Employment Services
- Strengthening and enhancing the inspection and enforcement Services to effectively monitor and enforce compliance with legislation
- Enhancing social security for workers in distress
- Continuing to strengthen the institutional capacity of the Department
- Initiating and facilitation employment creation opportunities.

We have successfully reviewed the labour legislative environment in order to ensure that our laws are not out of sync with the international best practice; are in line with the South African jurisprudence and most importantly eliminate abusive practices in the labour market. The challenge going forward is to ensure effective observance and compliance with the new labour law requirements.

Sectoral Determinations are now very much part of the South African labour market landscape and provide an effective instrument to protect vulnerable workers. Changes to the Basic Conditions of Employment Act, Labour Relations Act, and Employment Equity Act provide the legal framework to enhance transformation in the world of work. The pending changes to the Unemployment Insurance Fund Act and the Compensation for Occupational Injuries and Diseases Act will further enhance the social benefits for workers in need.

The last five years of this administration has indeed been characterised by hard work and breaking new grounds in the labour market world of work and the period ahead will primarily be to consolidate the achievements and fine-tuning areas that remain a challenge for the Department. The plan that follows is an honest attempt to continue with our work focusing on key priority areas.



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

*Minister of Labour
Mildred Oliphant*



Our Vision, Mission and Values

Our Vision

The Department of Labour will strive for a labour market which is conducive to investment, economic growth, employment creation and decent work.

Our Mission

Regulate the South African labour market for sustainable economy through:

- Appropriate legislation and regulations
- Inspection, compliance monitoring and enforcement
- Protection of human rights
- Provision of employment services
- Promoting equity
- Social and income protection
- Social dialogue

Our Values

We treat employees with care, dignity and respect

- We respect and promote:
 - Client centred services
 - Accountability
 - Integrity and ethical behaviour
 - Learning and development
- We live the Batho Pele Principles
- We live the principles of the Department's Service Charter
- We inculcate these values through our performance management system