



Part B: Programme and sub-programme plans

Revised Annual Performance Plan | Department of Labour | 2014-2015

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 5: A skilled and capable workforce to support an inclusive growth path**
- **Outcome 11: Create a better South Africa, a better Africa and a better World**
- **Outcome 12: An efficient, effective and development-oriented public service**
- **Outcome 14: Transforming society and uniting the country**

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

- 1: Promote occupational health services **(Outcome 4)**
- 2: Contribute to decent employment creation **(Outcome 4 and outcome 5)**
- 3: Protect vulnerable workers **(Outcome 4)**
- 4 Strengthen multilateral and bilateral relations **(Outcome 11)**
- 5: Strengthen occupational safety protection **(Outcome 4)**
- 6: Promote sound labour relations **(Outcome 4)**
- 7: Monitor the impact of legislation **(Outcome 4)**
- 8: Strengthen the institutional capacity of the Department **(Outcome 12)**
9. Development of the occupational health and safety policies **(Outcome 4)**
10. Promote equity in the labour market **(Outcome 14)**

Programmes

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		
			2010/11	2011/12	2012/13		2013/14	2014/15	2015/16
8. Strengthen the institutional capacity of the Department (Outcome 12)									
1	Provide integrated business and service delivery solutions	1.1 Strategic Plan and Annual Performance Plan approved and tabled as per prescribed timeframes	Not reported in Annual Report of 2010/11	Strategic Plan and Annual Performance Plan approved and tabled in Parliament on 7 March 2012	Strategic Plan and Annual Performance Plan approved and tabled in Parliament on 26 February 2013	Both the Strategic Plan 2014/15 – 2018/19 and Annual Performance 2014/15 were finalised by 24 January 2014, approved and tabled before Parliament on 12 March 2014.	Strategic Plan and Annual Performance Plan approved by end of February for tabling in Parliament by 31 March	Annual Performance Plan approved by end of February for tabling in Parliament by 31 March	Annual Performance Plan approved by end of February for tabling in Parliament by 31 March

Strategic objectives		Programme performance indicator	Audited/actual performance			Estimated performance	Medium-term targets		
			2010/11	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17
		1.2 Improve the Department's performance based on the Management Performance Assessment Tool (M-PAT) assessment criteria Comply with 50% of the M-PAT level 3 standards	n/a	MPAT self-assessment conducted and report submitted to DPME	Moderated MPAT 1.3 Report: Level 3 score: 25% Level 4 score: 13%	Self-Assessment MPAT 1.4 Report: Level 3 score: 37% Level 4 score: 38%	50% of total Department's M-PAT standards per KPI at level 3 by 31 March 2015	55% of total Department's M-PAT standards per KPI at level 3 by 31 March 2016	60% of total Department's M-PAT standards per KPI at level 3 by 31 March 2017
		1.3 Service Delivery Improvement Plan (SDIP) approved by the Minister by 31 March	SDIP compiled and submitted to DPSA on time and implementation is an on-going process	SDIP reviewed and submitted to DPSA in November 2011	SDIP compiled and submitted to DPSA in November 2012	Opted to continue with the already approved three-year plan. SDIP submitted to DPSA by the end of November 2013	SDIP approved by the Minister by 31 March 2015		SDIP Annual Report approved by the Minister by 31 May 2017
2	Implement Public Sector Risk Management Framework	2.1 Number of Strategic risk reviews and monitoring reports submitted and approved by the Accounting Officer within 30 days of each quarter	n/a	Developed a risk appetite framework and prepared strategic risk monitoring reports	4	4	4	4	4

Strategic objectives		Programme performance indicator	Audited/actual performance			Estimated performance	Medium-term targets		
			2010/11	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17
3	Implement Fraud Prevention and Detection Strategy and Security Strategy	3.1 Percentage of fraud cases received or detected finalised per year.	92% (12 of the 13)	86% (13)	57% (27)	A total of 40 cases were received, 75% (30) were finalised.	92%	95%	95%
		3.2 Number of fraud prevention awareness campaigns conducted	N/A	N/A	N/A	Security awareness was conducted at Western Cape; Free State; Limpopo; North West, and Mpumalanga province.	4	4	4
		3.3 Percentage reduction in security breaches/ incidents				New	65%	75%	80%
4	Departmental interventions and initiatives communicated	4.1 Departmental Communication Strategy approved and implemented by end of March 2019	-	-	-	Revised	<ul style="list-style-type: none"> Communication Strategy and annual action plan approved 85% implementation of the activities in the annual action plan 	<ul style="list-style-type: none"> Communication Strategy and annual action plan approved 85% implementation of the activities in the annual action plan 	<ul style="list-style-type: none"> Communication Strategy and annual action plan approved 85% implementation of the activities in the annual action plan

Strategic objectives		Programme performance indicator	Audited/actual performance			Estimated performance	Medium-term targets		
			2010/11	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17
5	Integrated human resource strategy implemented	5.1 Percentage of (a) women in SMS, (b) youth and (c) people with disabilities (PwD) employed in line with the EE Plan by 31 March each year	(a) 34.6% (b) 42.8% (c) 2.7%	(a) 38.5% (32 of 83 SMS)(b) 40% (2830 of 7057 posts)(c) 2.6% (184 of 7057)	39% 35.3% 2.5%	38.5% (40 of 104)32.9% (2508 of 7621)2.5% (191 of 7621)	50% 36% 3%	50% 38% 3%	50% 40% 3%
		5.2 Percentage of vacancy rate reduced by 31 March	8.59%	7.28% (554 posts)	7 % (567 posts)	12.9% (1134 of 8755)	10%	8%	6%
		5.3 Percentage of staff trained in line with Workplace Skills Plan (WSP) by 31 March	91.3% (5 984 of 6 551)	85.1% (5 927 of 6 957)	82.47% (5 402 of the 6 550)	88% (4 542 of 5 152)	87%	90%	90%
		5.4 Percentage of disciplinary cases resolved in 90 days	n/a	n/a	n/a	new	100% disciplinary cases resolved in 90 days	100% disciplinary cases resolved in 90 days	100% disciplinary cases resolved in 90 days
6	Effective litigation support services	6.1 Percentage of Court Papers to resolve litigation filed with the Court within 10 working days of receipt		new	77% (51 of 66)	72% (48 of 67)	90%	90%	90%

Strategic objectives		Programme performance indicator	Audited/actual performance			Estimated performance	Medium-term targets		
			2010/11	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17
7	Effective Information Communication Technology services	7.1 Annually review and implement the ICT strategy of the Department		New	50 % of strategic plan components implemented	80% The exit and transfer of the IT PPP was successfully terminated Six months extension for EOH to conclude outstanding deliverables Staff transfer was finalised in terms of Section 197 of the LRA Governance: key governance structures are in the process of being implementing with dependencies on OD and HR	ICT annual action plan approved by the DG 60% implementation of ICT activities in the annual action plan	ICT annual action plan approved by the DG 80% implementation of ICT activities in the annual action plan	ICT annual action plan approved by the DG 100% implementation of ICT activities in the annual action plan
8	Effective financial management and governance	8.1 Number of financial statements compiled per year that comply with guidelines issued by the National Treasury	4	5	5	One (1) 2012/13 Annual Report was compiled and submitted 4 interim Reports for the Financial Year 2013/14	1 Annual report by 31 May, and 3 Interim reports 30 days after each quarter	1 Annual report by 31 May, and 3 Interim reports 30 days after each quarter	1 Annual report by 31 May, and 3 Interim reports 30 days after each quarter
	8.2 Medium-term Expenditure Framework (MTEF) and Estimates of National Expenditure (ENE) prepared according to National Treasury (NT) prescripts	Not reported	Not reported	Not reported	The MTEF submitted on 6 December 2013 as per Treasury guidelines. The ENE document was submitted on 11 January 2014 as per Treasury guidelines	Departmental budget compiled and published	Departmental budget compiled and published	Departmental budget compiled and published	

Strategic objectives		Programme performance indicator	Audited/actual performance			Estimated performance	Medium-term targets		
			2010/11	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17
9	Effective supply chain management	9.1 Percentage of compliant invoices paid within 30 days of receipt	100% compliance with procurement prescripts in terms of agreed time-frames	All compliant invoices paid within 30 days of receipt	93% (3 051)	98.26% of payments made within 30 days	100%	100%	100%
		9.2 Percentage reduction of transgression in irregular expenditure compared to previous year			64% (60 compared to 168 the previous year)	Not reported	60%	70%	80%

4.1.2 Programme Performance Indicators and Quarterly targets for 2014-2015

Performance indicator		Reporting period	Annual target 2014-15	Quarterly targets				Budget
				1st	2nd	3rd	4th	R'000
1.1	Strategic Plan and Annual Performance Plan approved and tabled as per prescribed timeframes	Q	Strategic Plan and Annual Performance Plan approved by end of January for tabling in Parliament by 31 March		1st draft of Strategic Plan and 1st draft Annual Performance Plan approved by end August 2014	2nd draft of Strategic Plan and 2nd draft Annual Performance Plan approved by end November 2014	Final Strategic Plan and final Annual Performance Plan approved by end of February 2015 and tabled in Parliament by March 2015	10 193
1.2	Improve the Department's performance based on the Management Performance Assessment Tool (M-PAT) assessment criteria Comply with 50% of the M-PAT level 3 standards	A	50% of total M-PAT standards per KPI at level 3 by March 2015	M-PAT 1.4 Report received from the DPME in June 2014	Develop and sign off the Departmental Action Plan to address key challenges raised in the M-PAT Report 1.4 Coordinate the loading of new evidence that will improve the Departmental score on the MPAT online system based on the Departmental Action Plan by October 2014	Moderation of evidence submitted by the Department conducted by the DPME by January 2015	Release of the moderated report by DPME in February 2015. Coordinate the loading of new evidence that will improve the Departmental score on the MPAT online system based on the Departmental action plan by March 2015	5 669
1.3	Service Delivery Improvement Plan (SDIP) approved by the Minister by 31 March		SDIP approved by the Minister by 31 March 2015			Draft SDIP developed for discussion, inputs and adoption	Final SDIP approved by the Minister by 31 March 2015	1 973
2.1	Number of Strategic risk reviews and monitoring reports submitted and approved by the Accounting Officer within 30 days of each quarter	Q	4	2013/14 Q4- 30 April 2014	Q1 – 31 July 2014	Q2 – 31 October 2014	Q3 – 31 January 2015	16 737
3.1	Percentage of fraud cases received or detected finalised per year	Q	92% of fraud cases received or detected finalised by the year end	92%	92%	92%	92%	2 589

Performance indicator		Reporting period	Annual target 2014-15	Quarterly targets				Budget
				1st	2nd	3rd	4th	R'000
3.2	Number of fraud prevention awareness campaigns conducted	Q	4	1	1	1	1	3 552
3.3	Percentage reduction in security breaches/incidents	A	65%	65%	65%	65%	65%	21 253
4.1	Departmental Communication Strategy approved and implemented by end of March 2019	Q and A	Communication Strategy and annual action plan approved 85% implementation of the activities in the annual action plan	Communication Strategy and annual action plan approved by end of April 2014 85% implementation of the activities mapped for Q1	85% implementation of the activities mapped for Q2	85% implementation of the activities mapped for Q3	85% implementation of the activities mapped for Q4 Review the Communication Strategy and develop Action Plan for 2015/16 for approval by 31 March 2015	23 680
5.1	Percentage of (a) women in SMS, (b) youth and (c) people with disabilities (PwD) employed in line with the EE Plan by 31 March each year	Q	50% 36% 3%	39% 30.5% 2.7%	41% 32.5% 2.8%	45% 34% 2.8%	50% 36% 3%	18 848
5.2	Percentage of vacancy rate reduced by 31 March	Q	Less than 10%	12.89%	12%	11%	10%	30 088
5.3	Percentage of staff trained in line with Workplace Skills Plan (WSP) by 31 March	Q	87%	15%	40%	61%	87%	20 267
5.4	Percentage of disciplinary cases resolved in 90 days	Q	100% disciplinary cases resolved in 90 days	100% disciplinary cases resolved in 90 days	100% disciplinary cases resolved in 90 days	100% disciplinary cases resolved in 90 days	100% disciplinary cases resolved in 90 days	17 213

Performance indicator		Reporting period	Annual target 2014-15	Quarterly targets				Budget
				1st	2nd	3rd	4th	R'000
6.1	Percentage of Court Papers to resolve Litigation filed with the Court within 10 working days of receipt	Q	90%	90%	90%	90%	90%	9 620
7.1	Annually review and implement the ICT strategy of the Department	Q	60% of ICT operational plans and ICT Policy as approved by the DG per annum	ICT Strategy and annual action plan approved by end of April 60% implementation of the activities mapped for Q1	60% implementation of the activities mapped for Q2	60% implementation of the activities mapped for Q3	60% implementation of the activities mapped for Q4 Review the ICT Strategy and develop Action Plan for 2015/16 for approval by 31 March 2015	114 403
8.1	Number of financial statements compiled per year that comply with guidelines issued by the National Treasury	A & Q	1 Annual report by 31 May, and 3 Interim reports 30 days after each quarter	2013/14 Annual report – 31 May 2014	2014/15 Q1 -31 July 2014	2014/15 Q2 - 31 October 2014	2014/15 Q3 - 31 January 2015	56 039
8.2	MTEF and ENE compiled as per NT prescripts	Q	MTEF and ENE submitted and published	Roll over submission	MTEF submitted AENE	Draft ENE	Final ENE	89 198
9.1	Percentage of compliant invoices paid within 30 days of receipt	Q	100%	100%	100%	100%	100%	92 324
9.2	Percentage reduction in irregular expenditure compared to previous year	Q	60%	60%	60%	60%	60%	78 438

4.1.3 Reconciling performance targets with the budget and MTEF

Programme Administration R-thousand	Audited outcomes			Adjusted appropriation 2013/14	Revised estimate	Medium-term expenditure estimate		
	2010/11	2011/12	2012/13			2014/15	2015/16	2016/17
Ministry	13 871	17 116	16 798	15 150	15 150	14 299	16 033	16 883
Management	383 813	409 019	450 746	427 925	427 925	395 191	415 258	520 479
Corporate Services	40 109	54 142	47 439	62 074	62 074	62 993	66 202	66 241
Office of the Chief Financial Officer	63 213	62 881	101 656	138 482	138 482	136 043	145 004	155 838
Office Accommodation	181 474	161 112	71 056	196 818	196 818	179 168	187 391	197 323
Total	682 480	704 270	687 695	840 449	840 449	787 694	829 888	956 764
Economic Classification								
Current Payments	600 146	589 977	587 672	779 311	779 311	756 538	797 366	922 519
Compensation of Employees	239 465	267 115	284 618	272 100	272 100	332 814	356 221	457 654
Goods and Services	360 610	322 832	303 031	507 211	507 211	423 724	441 145	464 865
Of which:								
Advertising	7 398	16 192	7 877	14 633	14 633	13 492	13 982	14 713
Communication	23 635	16 904	10 936	20 169	20 311	17 830	20 867	22 200
Computer Services	33 088	39 568	68 503	107 918	108 531	81 880	93 814	98 887
Consultants and Professional Services: Business and advisory services	3 015	5 607	43 541	60 405	59 405	10 970	11 456	12 064
Fleet Services	87	78	5 469	5 736	5 700	1 063	1 289	1 358
Inventory: Stationery and printing	10 014	8 841	3 904	10 714	10 714	11 260	11 662	12 574
Lease payments	142 717	113 479	46 306	157 169	157 973	132 972	139 251	146 633
Property Payments	58 175	34 012	37 587	41 885	41 602	46 701	49 357	51 973
Travel and Subsistence	36 327	42 765	36 228	28 894	29 866	39 254	30 855	31 883
Other Goods and Services	46 154	45 524	45 846	59 688	58 476	68 302	68 612	72 580
Interest and rent on land	71	30	23					
Transfers and Subsidies	2 684	770	1 435	1 173	1 173	199	208	219

Programme Administration R-thousand	Audited outcomes			Adjusted appropriation	Revised estimate	Medium-term expenditure estimate		
	2010/11	2011/12	2012/13	2013/14		2014/15	2015/16	2016/17
Provinces and municipalities	54	50	213	239	239			
Departmental agencies and accounts			28	35	35			
Foreign governments and international organisations								
Public Corporations and private enterprises								
Non-profit institutions								
Households	2 630	720	1 194	899	899	199	208	219
Payments for capital assets	79 631	112 850	92 352	59 965	59 965	30 957	32 314	34 026
Buildings and other fixed structures	3 117	4 557	8 637	5 486	5 486	17		
Machinery and equipment	76 504	108 293	83 715	54 479	54 479	30 940	32 314	34 026
Software and other intangible assets	10							
Payments for financial assets	19	673	6 236					
Total	682 480	704 270	687 695	840 449	840 449	787 694	829 888	956 764

Performance and expenditure trends

The spending focus over the medium-term will be on building capacity in the Office of the Chief Information Officer in order to establish and enhance the IT operating model. This is funded in part by an additional allocation for IT personnel of R35.5 million in 2016/17, which allows for an increase in the total number of filled posts to 1 305 in that year. The significant growth in spending on computer services between 2010/11 and 2013/14 was driven by the Department taking over the provision of IT services at the end of the public private partnership contract in 2012/13. Spending on consultants was equivalent to 22.9% of total spending on compensation of employees in 2013/14, and is projected to constitute 3.4% of spending on compensation of employees over the medium-term. Consultants funded through this allocation will be used mainly for specific technical tasks such as the implementation of the new IT Operating Model, the Organisational Review and Redesign Project, and Business Advisory Services to the Chief Financial Officer.

However, the total number of filled posts is expected to remain unchanged in 2014/15 and

2015/16 as the Department reduces spending on compensation of employees by R77.4 million over this period. This is to give effect to part of the Cabinet approved reductions to the Department's budget. The reductions are not expected to have an impact on service delivery as they are effected on vacant funded posts in 2014/15 and 2015/16. The posts will be reinstated and filled in 2016/17.

The spending focus will also be on implementing the Organisational Review and Redesign Project, which aims to improve service delivery by ensuring that all strategic positions are filled, overlaps and duplication of functions are minimised, and reliance on consultants are reduced. The organisational review project aims to ensure that the Department works as a single efficient unit optimally positioned for enhanced service delivery. Expenditure on the organisational review and design is reflected in spending on consultants and professional services in the Management Subprogramme.

The R215 million available for reprioritisation comes from the revision to the cost sharing arrangements for services delivered by the Department, the Unemployment Insurance

Fund and the Compensation Fund. The revised arrangement sees the Department's share being reduced as the two Funds are expanding their services at provincial offices, with fewer staff now required for these functions in the Department. The reprioritised amount was thus taken from compensation of employees, and earmarked for spending in 2013/14 and over the medium-term to fund strategic priorities elsewhere in the Programme and Department. These include the creation of posts to manage the Departmental fleet, which accounts for the significant growth in spending in the Office of the Chief Financial Officer subprogramme in 2013/14 and the implementation of the occupation specific dispensation for registered career counsellors in the Public Employment Services programme.

4.2 Programme 2: Inspection and Enforcement Services

Programme purpose: To examine how national labour standards are applied in the workplace through inspection and enforcement of labour legislation and to educate and advise social partners on labour market policies.

There are no changes to the budget structure.

4.2.1 Strategic objective, programme performance indicators and medium-term targets

Strategic objectives		Programme performance indicator	Audited/actual performance			Estimated performance	Medium-term targets		
			2010/11	2011/12	2012/13		2013/14	2014/15	2015/16
10: Promote equity in the labour market (Outcome 14)									
1.	Promotion of Employment Equity in the labour market	1.1 Number of designated employers reviewed per year to determine compliance with employment equity legislation	96 Public 170 Private	65 Public 218 Private	87 Public 182 Private	435 (158 public and 277 private) employers were reviewed against the expected 340	523	523	523
		1.2 Percentage of non-compliant employers of those reviewed in reference to 1.1 issued with a recommendation within 90 days of the review			New Indicator	100% was dealt with 176 (78 Public and 98 Private) recommendations served and 13 (8 Public and 5 Private) referred to court	100%	100%	100%
		1.3. Number of designated employers inspected per year to determine compliance with employment equity legislation				New Indicator	1 837	1 837	1 837
		1.4. Percentage of non-complying workplaces inspected per year with reference to 1.3. dealt with in terms of the Employment Equity Act				New Indicator	100%	100%	100%

Strategic objectives		Programme performance indicator	Audited/actual performance			Estimated performance	Medium-term targets		
			2010/11	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17
3: Protect vulnerable workers (Outcome 4)									
2.	Workers protected through inspection and enforcement of labour legislation	2.1 Number of workplaces inspected per year to determine compliance with labour legislation	77% of 192 129 complied	74% of 172 300 complied	54% of 101 792 complied	97 526 (75%) complied of the 129 259 inspected, and 31 733 (25%) did not comply	150 684	150 684	150 684
		2.2 Percentage of non-complying workplaces inspected per year with reference to 2.1 dealt with in terms of the relevant labour legislation		New	23% or 10 880 were followed-up	82% of the 31 733 was dealt with (25 759 notices were issued and 295 cases were referred to court)	100%	100%	100%
		2.3 Number of advocacy and educational sessions conducted per year in identified sectors	Conducted one in: Iron and Steel; Construction, and Forestry - Sawmills	1 Seminar per year in Private Security and Agriculture 1 021 Shop stewards trained	Seminars for Forestry, Hospitality, Construction and Major Hazard Installation conducted Construction Accord signed 283 Shop stewards trained	4 Seminars were conducted as planned: - Construction - Chemical - Wholesale - Retail were held; There was also the signing of accord 1 Inspectors conference was held A total of 209 shop stewards were trained • 141 in the Wholesale and Retail Sector • 25 in the chemical sector trained • 43 in the Construction Sector	6 sessions: 4 Seminars 1 OHS Conference 1 Training Programme (400 Shop stewards trained)	6 sessions: 4 Seminars 1 Inspectors Conference 1 Training Programme (600 Shop stewards trained)	6 sessions: 4 Seminars 1 International OHS Conference 1 Training Programme (700 Shop stewards trained)
		2.4 Percentage of inspections on request for work permits conducted within 5 days			new	93% (148 of 159) requested investigations were conducted within 5 days	90%	90%	90%

Strategic objectives		Programme performance indicator	Audited/actual performance			Estimated performance	Medium-term targets		
			2010/11	2011/12	2012/13		2013/14	2014/15	2015/16
3: Strengthen Occupational Safety Protection (Outcome 4)									
3.	Strengthen occupational safety protection	3.1 Number of workplaces inspected per year to determine their compliance with the OHS legislation	24 013 (60% complied)	21 394	26 333 (52% compliance)	35 174 workplaces were audited. 26 181 (74%) complied while 8 993 (36%) did not comply	20 147	20 147	20 147
		3.2 Percentage of non-complying workplaces inspected with reference to 3.1 dealt with in terms of the OHS legislation		new	18% (2 270 follow-up inspections)	68% dealt with (6 052 notices issued and 22 cases referred to court)	100%	100%	100%
		3.3. Percentage of reported incidents investigated within 90 days				new	60%	60%	60%
		3.4. Percentage of applications for registration of entities processed within 4 weeks	new	new	new	new	100%	100%	100%
		3.5. Processing of the amendments to the Occupational Health and Safety Act and regulations through the relevant structures	-	OHS bill developed and referred to Legal State Advisors for legal opinion	OHS Act was submitted to the Advisory Council and its constituents for approval and will be submitted in Q4 to State Law Advisors	Draft General Administrative Regulation developed awaiting consideration by the Advisory Council for Occupational Health and Safety (ACOHS)	OHS Amendment Bill submitted to NEDLAC Amend 2 regulations	Amend 2 regulations	Amend 2 regulations
		3.6. Number of employer payroll audits conducted per year to determine employers contribution to the Unemployment Insurance Fund	new	new	new	new	13 440	13 440	13 440

4.2.2 Programme performance indicators and quarterly targets for 2014-2015

	Performance indicator	Reporting period	Annual target 2014-15	Quarterly targets				Budget
				1st	2nd	3rd	4th	R'000
1.1	Number of designated employers reviewed per year to determine compliance with employment equity legislation	Q	523	103	208	106	106	20 576
1.2	Percentage of non-compliant employers of those reviewed in reference to 1.1 issued with a recommendation within 90 days of the review	Q	100%	100%	100%	100%	100%	2 939
1.3	Number of designated employers inspected per year to determine compliance with employment equity legislation	Q	1 837	New Indicator	New indicator	919	918	
1.4.	Percentage of non-complying workplaces inspected per year with reference to 1.3. dealt with in terms of the Employment Equity Act	Q	100%	100%	100%	100%	100%	
2.1	Number of workplaces inspected per year to determine compliance with labour legislation	Q	150 684	30 137	60 273	30 137	30 137	184 256
2.2	Percentage of non-complying workplaces inspected with reference to 2.1 per year dealt with in terms of the relevant labour legislation	Q	100%	100%	100%	100%	100%	5 879
2.3	Number of advocacy and educational sessions conducted per year in identified sectors	Q	6	1	2	2	1	34 473
2.4.	Percentage of inspections on request for work permits conducted within 5 days	Q	90%	90%	90%	90%	90%	13 431
3.1	Number of workplaces inspected per year to determine their compliance with the OHS legislation	Q	20 147	4 029	8 059	4 029	4 030	96 789
3.2	Percentage of non-complying workplaces inspected with reference to 3.1 dealt with in terms of the OHS legislation	Q	100%	100%	100%	100%	100%	4 326
3.3	Percentage of reported incidents investigated within 90 days	Q	60%	60%	60%	60%	60%	8 652
3.4	Percentage of applications for registration of entities processed within 4 weeks	Q	100%	100%	100%	100%	100%	13 431
3.5	Processing of the amendments to the Occupational Health and Safety Act and regulations through the relevant structures	A	OHS Amendment Bill submitted to NEDLAC Amend 2 regulations		OHS Amendment Bill submitted to NEDLAC		Hazardous Chemical Substance Regulation amended Major Hazardous Installation Regulations amended	18 422
3.6	Number of employer payroll audits conducted per year to determine employers contribution to the Unemployment Insurance Fund	Q	13 440	2 688	5 376	2 688	2 688	Funded by UIF

4.2.3 Reconciling performance targets with the budget and MTEF

Programme Inspection and Enforcement Services R-thousand	Audited outcomes			Adjusted appropriation 2013/14	Revised estimate	Medium-term expenditure estimate		
	2010/11	2011/12	2012/13			2014/15	2015/16	2016/17
Management and Support Services: IES	8 455	13 364	14 365	15 117	15 117	15 281	16 006	17 003
Occupational Health and Safety	15 851	19 923	17 462	21 514	21 514	22 650	24 325	26 126
Registration: IES	61 328	80 218	84 683	102 143	102 143	61 659	64 846	68 931
Compliance, Monitoring and Enforcement Services	240 942	257 747	274 607	283 210	282 210	293 947	317 874	477 509
Training of Staff: IES	2 797	4 497	4 457	16 347	16 347	4 926	5 153	5 426
Statutory and Advocacy	-	-	-	1 859	1 859	4 711	4 889	5 184
Total	329 373	375 749	395 574	440 190	439 190	403 174	433 093	600 179

Economic Classification

Current Payments	328 588	375 077	394 520	440 134	439 134	403 112	433 031	600 114
Compensation of Employees	248 785	275 972	305 243	342 601	341 601	317 431	343 406	505 739
Goods and Services	79 803	99 105	89 277	97 533	97 533	85 684	89 625	94 375
Of which:								
Advertising	144	385	708	499	499	505	522	550
Communication	14 119	18 194	16 329	15 200	15 270	14 923	16 313	17 177
Computer Services	278	7	67	-	-	-	-	-
Consultants and Professional Services: Business and advisory services	1 242	333	437	680	660	750	770	811
Fleet Services	-	853	2 802	2 498	2 488	5 655	5 711	4 620
Inventory: Stationery and printing	2 737	2 320	2 418	5 415	5 415	6 145	5 980	6 297
Lease payments	98	590	279	1 813	1 813	1 910	1 979	2 084
Property Payments	3 931	5 514	7 407	4 359	4 359	4 759	4 644	4 891
Travel and Subsistence	47 031	55 662	45 914	37 951	38 151	33 220	35 075	36 932
Other Goods and Services	10 223	15 247	12 916	29 798	28 878	17 817	18 631	21 013
Interest and rent on land								

Programme Inspection and Enforcement Services R-thousand	Audited outcomes			Adjusted appropriation 2013/14	Revised estimate	Medium-term expenditure estimate		
	2010/11	2011/12	2012/13			2014/15	2015/16	2016/17
Transfers and Subsidies	429	583	925	56	56	59	62	65
Provinces and municipalities		1	10	-				
Departmental agencies and accounts			1					
Foreign governments and international organisations								
Public Corporations and private enterprises								
Non-profit institutions								
Households	429	582	914	56	56	59	62	65
Payments for capital assets	356	89	129	-	-	-	-	-
Buildings and other fixed structures								
Machinery and equipment	356	89	129	-	-			
Software and other intangible assets								
Payments for financial assets								
Total	329 373	375 749	395 574	440 190	439 190	403 174	433 093	600 179

Performance and expenditure trends

The spending focus over the MTEF period will be on conducting occupational health and safety inspections, enforcing labour legislation, and registering labour relations and occupational health and safety incidents as reported by members of the public. Spending on compensation of the employees who perform these functions thus constitutes the bulk of expenditure in this programme and is also the main contributor to increases in spending across the seven-year period. The strong growth in spending in the Training of Staff: Inspection and Enforcement Services subprogramme arises from the intensive training of labour inspectors on amendments to the labour laws in 2013/14, with a resultant decrease in spending by this subprogramme over the medium-term, as the training tapers off. The training will enable the labour inspectors to effectively inspect compliance with labour laws.

Spending in the Registration: Inspection and Enforcement Services subprogramme increased significantly between 2010/11 and 2013/14 as the Department increased capacity to provide efficient registration services for labour relations and occupational health and safety obligations. The decrease in spending in this subprogramme over the medium-term is due to the reprioritisation of funds from spending on compensation of employees to the Public Employment Services programme. Approximately two-thirds of spending on compensation of employees relates to staff employed in the Compliance, Monitoring and Enforcement subprogramme, ensures that employers and employees comply with labour legislation. This is done through regular inspections and follow-ups on reported incidents. In 2012/13, an estimated 141 731 workplace inspections were conducted to ensure compliance with labour legislation. Of these, 240 were employment equity inspections and 87 795 were workplace inspections, compared to 90 000 workplace inspections and 340 employment equity inspections in 2013/14. The Department plans to conduct 150 audits on entities to ensure compliance with the Occupational Health and Safety Act (1993) in 2014/15. These entities include diving training schools, asbestos contractors and first-aid training organisations.

The spending focus over the medium-term will be on strengthening the Department's capacity to conduct inspections and enforce compliance with labour regulation. This explains the projected increase in the number of filled labour inspector posts and travel expenses related to workplace inspections. This, in turn, explains the expected increase

in spending on compensation of employees, fleet services and travel and subsistence over the medium-term. In focusing spending this way, the Department expects to increase the number of workplace inspections from 150 040 in 2013/14 to 183 870 in each year of the MTEF period. Rising fuel prices and the introduction of the e-tolling system are expected to increase travel-related expenditure over the medium-term, which is expected to reduce the number of inspections the Department can perform within the constraints of the allocated budget.

The decrease in spending on travel and subsistence between 2010/11 and 2013/13 is mainly a result of fewer workplace inspections conducted in 2012/13 as 31 labour inspector posts were vacant. In an effort to strengthen capacity to enforce compliance with labour regulation, 14 vacant posts were filled in 2013/14, which increased spending on compensation of employees in that year. To give effect to Cabinet approved budget reductions, the Department has cut the allocation for spending on compensation of employees by R69.6 million in 2014/15 and R67.6 million in 2015/16. As the cuts have been made on vacant funded positions, inspections will continue as planned. An additional R69 million in 2016/17 will allow for these posts to be reinstated and filled.

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.

4.3.1 Strategic objective, programme performance indicators and medium-term targets

Strategic objectives		Programme performance indicator	Audited/actual performance			Estimated performance	Medium-term targets		
			2010/11	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17
2: Contributing to decent employment creation (Outcome 4 Sub-outcome 3 & 8 and Outcome 5)									
1	Provision of public employment services	1.1. Employment Services Regulations developed	ES Bill approved by Cabinet for public comment. Public hearings conducted and consolidation of public comments. The Bill is presently at NEDLAC for discussion by social partners	The Bill is presently at NEDLAC	<p>PES Branch tabled the Bill to the Portfolio Committee on Labour in March 2013</p> <p>Private Employment Agencies (PEA) and Career Guidance Regulations and guidelines in place.</p>	<p>84% achieved</p> <p>The work that the Department was expected to do regarding the ES Bill was completed by March 2014</p> <p>Labour Portfolio Committee, concluded deliberations on the ES Bill. The National Assembly subsequently referred the Bill to the National Council of Provinces (NCOP) for endorsement. During these parliamentary process amendments we incorporated to the Bill</p> <p>The Bill was then sent to the President for signature in March 2014</p> <p>Draft Regulations and Guidelines developed</p>	The draft Employment Services regulation published for Public Comments by March 2015	Monitor the implementation of the ES Act promulgated provisions, and report quarterly and annually	Monitor the implementation of the ES Act promulgated provisions, and report quarterly and annually

Strategic objectives		Programme performance indicator	Audited/actual performance			Estimated performance	Medium-term targets		
			2010/11	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17
		1.2 Number of PES provincial and local advocacy campaigns conducted per year	2 318 Major Advocacy campaigns held	99 Major advocacy campaigns and 4 national exhibitions	44 major campaigns and 3 306 minor campaigns were held	58 Major and 801 local advocacy were conducted	18 provincial and 126 local advocacy campaigns conducted	27 provincial and 252 local advocacy campaigns conducted	36 provincial and 378 local advocacy campaigns conducted
		1.3. Number of work-seekers registered on ESSA per year	483 038	553 883	600 259	618 092	650 000	700 000	750 000
		1.4 Number of work-seekers provided with employment counselling per year	65 347	222 956	264 068	250 160	220 000 work-seekers provided with employment counselling by March 2015	250 000 work-seekers provided with employment counselling by March 2016	270 000 work-seekers provided with employment counselling by March 2017
		1.5 Number of work-seekers placed in registered work opportunities per year	2 412	96 505 Placed/referred	16 171	15 570	20 000	25 000	30 000
		1.6. Number of vacancies and opportunities registered on ESSA per year	1 907 companies registered vacancies (number of vacancies not counted)	2 475 companies registered vacancies (number of vacancies not counted)	2 620 companies registered vacancies (number of vacancies not counted)	2 427 companies registered vacancies (number of vacancies not counted)	50 000	55 000	60 000
		1.7 Private Employment Agencies and Temporary Employment Services registered per year	675	1 162	350	309	All complete PEA and TES applications processed within 60 days of receipt	All complete PEA and TES applications processed within 60 days of receipt	All complete PEA and TES applications processed within 60 days of receipt

Strategic objectives		Programme performance indicator	Audited/actual performance			Estimated performance	Medium-term targets		
			2010/11	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17
2	Foreign nationals individual and cooperate work visas regulated	2.1 Applications for foreign nationals corporate and individual work visa processed within 30 working days	115 applications processed	87 applications for corporate permits covering 4 128 workers and 55 individual permits processed	108 applications for corporate permits covering 8 320 workers and 13 individual permits processed	193 applications were received. 165 (86%) were finalised within 30 days and 28 (14%) were finalised in 60 days	All complete applications for foreign nationals corporate and individual work visa processed within 30 working days	All complete applications for foreign nationals corporate and individual work visa processed within 30 working days	All complete applications for foreign nationals corporate and individual work visa processed within 30 working days
3	Disability organisations funded and monitored	3.1 MoAs concluded with eligible designated organisations, when approved by the DG, performance monitored and funding transferred	Not reported	Not reported	Not reported	7 MOAs concluded Performance was monitored and R6.911 million transferred	MoAs concluded with eligible designated organisations approved by the DG, performance monitored and funding transferred by March 2015	MoAs concluded with eligible designated organisations approved by the DG, performance monitored and funding transferred by March 2016	MoAs concluded with eligible designated organisations approved by the DG, performance monitored and funding transferred by March 2017

4.3.2 Programme performance indicators and quarterly targets for 2014-2015

Performance indicator		Reporting period	Annual target 2014-15	Quarterly targets				Budget
				1st	2nd	3rd	4th	R'000
1.1	Employment Services Regulations developed	Q	The draft Employment Services regulation published for Public Comments by March 2015	Develop draft Employment Services regulations approved by BMC	Submit request to the Minister for Presidential proclamation of ES Act	Draft ES regulations approved by DG for tabling to ES Board	Publish draft ES Regulations for public comments in Government Gazette	1 647
1.2	Number of PES provincial and local advocacy campaigns conducted per year	Q	18 provincial and 126 local advocacy campaigns conducted	5 Provincial 32 Local	5 Provincial 32 Local	4 Provincial 32 Local	4 Provincial 30 Local	Mss: 3 295 ES: 11 696 WS: 10 617 Total: 25 609
1.3	Number of work-seekers registered on ESSA system per year	Q	650 000	137 500	137 500	187 500	187 500	53 398
1.4	Number of work-seekers provided with employment counselling per year	Q	220 000 work-seekers provided with employment counselling	55 000	55 000	55 000	55 000	31 853
1.5	Number of work-seekers placed in registered work opportunities per year	Q	20 000	5 000	5 000	5 000	5 000	23 393
1.6	Number of work opportunities registered on ESSA per year	Q	50 000 employment opportunities registered on ESSA	12 500	12 500	12 500	12 500	35 090
1.7	Private Employment Agencies and Temporary Employment Services registered per year	Q	All complete PEA and TES applications processed within 60 days of receipt	All complete PEA and TES applications processed within 60 days of receipt	All complete PEA and TES applications processed within 60 days of receipt	All complete PEA and TES applications processed within 60 days of receipt	All complete PEA and TES applications processed within 60 days of receipt	11 696
2.1	Applications for foreign nationals corporate and individual work visa processed within 30 working days	Q	All complete applications for foreign nationals corporate and individual work visa processed within 30 working days	All complete applications for foreign nationals corporate and individual work visa processed within 30 working days	All complete applications for foreign nationals corporate and individual work visa processed within 30 working days	All complete applications for foreign nationals corporate and individual work visa processed within 30 working days	All complete applications for foreign nationals corporate and individual work visa processed within 30 working days	11 696

Performance indicator		Reporting period	Annual target 2014-15	Quarterly targets				Budget
				1st	2nd	3rd	4th	R'000
3.1	MoAs concluded with eligible designated organisations, approved by the DG, performance monitored and funding transferred	Q	MoAs concluded with eligible organisations, approved by the DG, performance monitored and financial transfers effected by March 2015	Performance monitored, quarterly reports consolidated and funds transferred	Performance monitored, quarterly reports consolidated and funds transferred	Performance monitored, quarterly reports consolidated and funds transferred	Performance monitored, quarterly reports consolidated and funds transferred. MOA concluded for 2015/16	850

4.3.3 Reconciling performance targets with the budget and MTEF

Programme Public Employment Services	Audited outcomes			Adjusted appropriation	Revised estimate	Medium-term expenditure estimate		
R-thousand	2010/11	2011/12	2012/13	2013/14		2014/15	2015/16	2016/17
Management and Support Services: PES	19 220	21 001	21 812	31 098	31 098	32 952	34 731	36 571
Employer Services	128 688	143 673	148 517	91 382	91 382	116 968	123 285	129 820
Work-Seeker Services	22 927	23 523	32 763	99 645	99 645	114 179	119 944	125 926
Designated Groups Special Services	482	198	77	801	801	850	889	936
Sheltered Employment Factories and Subsidies to Designated Workshops	76 943	72 407	76 229	119 290	119 290	139 164	145 669	153 389
Productivity South Africa	31 155	34 059	37 052	40 285	40 285	43 119	45 531	47 944
Unemployment Insurance Fund	-	-	-	1	1	1	1	1
Compensation Fund	8 908	36 105	14 085	15 640	15 640	17 278	18 073	19 031
Training of Staff: PES	935	1 228	1 116	1 975	1 975	2 022	1 069	1 126
Total	289 258	332 194	331 651	400 117	400 117	466 533	489 192	514 744
Economic Classification								
Current Payments	174 138	192 031	207 237	229 440	229 440	272 764	286 071	300 858
Compensation of Employees	138 703	154 514	169 064	196 250	196 250	237 378	250 103	262 983
Goods and Services	35 435	37 517	38 173	33 190	33 190	35 386	35 968	37 875
Of which:								
Advertising	88	263	263	759	759	567	601	627
Communication	7 585	6 625	6 620	4 099	3 999	3 810	4 037	4 267
Computer Services	93	1 365	1 363	1 217	1 817	822	802	843
Consultants and Professional Services: Business and advisory services	-	-	86	86	86	-	-	-
Fleet Services	-	70	70	-	-	1 154	1 230	1 331
Inventory: Stationery and printing	4 951	1 277	1 250	3 893	5 543	3 653	3 628	3 820
Lease payments	208	217	216	1 955	1 955	2 577	2 710	2 851
Property Payments	2 751	4 077	4 077	1 107	57	1 313	1 378	1 448

Programme Public Employment Services R-thousand	Audited outcomes			Adjusted appropriation 2013/14	Revised estimate	Medium-term expenditure estimate		
	2010/11	2011/12	2012/13			2014/15	2015/16	2016/17
Travel and Subsistence	15 164	17 278	18 586	9 964	9 614	10 761	11 529	12 169
Other Goods and Services	4 595	6 345	5 642	10 110	9 360	10 729	10 053	10 519
Interest and rent on land								
Transfers and Subsidies	114 958	138 158	123 625	170 427	170 427	193 769	203 121	213 886
Provinces and municipalities			3					
Departmental agencies and accounts	40 063	70 164	51 137	55 925	55 925	60 397	63 604	66 975
Foreign governments and international organisations								
Public Corporations and private enterprises								
Non-profit institutions	74 817	67 671	72 228	114 466	114 466	133 334	139 477	146 868
Households	78	323	257	36	36	38	40	43
Payments for capital assets	162	2 005	789	250	250	-	-	-
Buildings and other fixed structures								
Machinery and equipment	162	2 005	789	250	250			
Software and other intangible assets								
Payments for financial assets								
Total	289 258	332 194	331 651	400 117	400 117	466 533	489 192	514 744

Performance and expenditure trends

The spending focus over the medium-term will be on enhancing the Department's capacity to implement the Employment Services Bill once it is promulgated and on managing the implementation of the turnaround strategy for the sheltered employment factories. To this end, spending in the Sheltered Employment Factories and Subsidies to Designated Workshops subprogramme grew significantly between 2010/11 and 2013/14 due to additional funding allocated in the 2013 Budget for the turnaround strategy for sheltered employment factories. In addition, the employment services system was improved to include online registration for employers, work -seekers and mobile self-registration centres. The mobile self-registration centres intervention is aimed at

increasing job creation and facilitating placements in decent employment. The number of work-seekers placed in registered employment opportunities per year increased from 16 171 in 2012/13 to 19 000 in 2013/14.

The Management and Support Services: Public Employment Services subprogramme increased the Department's capacity to provide employer, registration and placement services. This subprogramme accounts for the increased spending on compensation of employees between 2010/11 and 2013/14. Over the seven-year period, spending on transfers to non-profit institutions is set to grow substantially as the Department implements its approved 2013 policy on transfers to non-profit institutions in an effort to facilitate access to employment for people with disabilities.

Over the medium-term, this programme receives additional funds of R83.4 million through a reprioritisation of funds from spending on compensation of employees in the Inspection and Enforcement Services programme to spending on compensation of employees in this programme. The reprioritisation is to fund the occupation specific dispensation for career counsellors from 1 April 2014 and improved conditions of service. This will lead to increased spending on compensation of employees over this period. R15.9 million, over the medium-term has also been reprioritised within spending on goods and services, from communication, property payments and travel and subsistence to provide employment services projects.

The spending focus of the Subprogramme Work-Seeker Services is on increasing the number of work seekers registered and facilitating access to employment and income generating opportunities. The aim is to reduce unemployment and contribute to the national employment target of 11 million jobs created by 2030. Spending on compensation of employees between 2010/11 and 2013/14 grew at an average annual rate of 60%, due to the transfer of staff to this subprogramme from the Employer Services subprogramme to enhance the effectiveness of this subprogramme. Spending on compensation of employees is expected to stabilise at 8.6% over the medium-term due to salary adjustments for career counsellors. Increased spending on advertising, travel and the hiring of venues and facilities in respect of roadshows for the registration of work-seekers accounts for the 97.3% growth in spending on goods and services between 2010/11 and 2013/14, and is expected to moderate to 4.9% over the MTEF period. The Subprogramme's expenditure, which includes items such as communication, travelling and subsistence, is expected to increase to R125.9 million in 2016/17 to provide for the implementation of projects emanating from the Employment Services Bill. These include the development of systems and regulations for private employment agencies responsible for job matching and placing work-seekers, enhancements to the Employment Services of South Africa system to facilitate an increase in the number of employment opportunities registered, and the rollout of employment schemes to enhance work-seekers' employment opportunities and their employability. The targets for the number of work-seekers registered on the Employment Services of South Africa system is expected to increase from 500 000 in 2013/14 to 600 000 in 2016/17.

The Subprogramme receives R24 million for improved conditions of service over the medium-term, from the reprioritisation from spending on compensation of employees in the Administration programme. As at 31 March 2013, the Programme had a funded and filled establishment of 316 posts, which increased to 327 posts in 2013/14 and is expected to remain stable over the medium-term.

4.4 Programme 4: Labour Policy and Industrial Relations

Purpose: 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 medium-term targets

Strategic objectives		Programme performance indicator	Audited/actual performance			Estimated performance	Medium-term targets		
			2010/11	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17
10: Promote equity in the labour market (Outcome 14)									
1	Employment Equity in the labour market ensured and enforcement improved	1.1 Employment Equity Amendment Act implemented and evaluated within set time frame	Bill Published for comments. NEDLAC negotiations started	Amended EE Bill was still under discussion in NEDLAC	Achieved NEDLAC negotiations on the Bill finalised in July 2012 EE Amendment Bill, 2012 tabled in Parliament	The Employment Equity Amendment Act, 2013 assented into law on 14 January 2014 Amended EE regulations published for public comments on the 28 February 2014 for 30 days and tabled at NEDLAC for social partner deliberations	Amended EE Regulations published in the Government Gazette Code on Equal Pay published in the Government Gazette Conduct 9 workshops (1 per province) on amended EEA and regulations	Conduct 9 workshops (1 per province) on amended EEA and regulations	Conduct 9 workshops (1 per province) on amended EEA and regulations

Strategic objectives		Programme performance indicator	Audited/actual performance			Estimated performance	Medium-term targets		
			2010/11	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17
					2012-2013 Annual Employment Equity Report developed	Employment Equity Annual Report developed by end of March	2013-2014 Annual Employment Equity Report and Public Register published in the Government Gazette by 30 June 2014 2014-2015 Annual Employment Equity Report and Public Register developed by 31 March 2015	2014-2015 Annual Employment Equity Report and Public Register published in the Government Gazette by 30 June 2015 2015-2016 Annual Employment Equity Report and Public Register developed by 31 March 2016	2015-2016 Annual Employment Equity Report published in the Government Gazette by 30 June 2016 2016-2017 Annual Employment Equity Report developed by 31 March 2017
			61 Income differentials assessed	58 Income differentials assessed	31 Income differentials assessed	30 Income differentials assessed	30 Companies Income Differentials assessed to determine race and gender disparities in salaries per year	30 Companies Income Differentials assessed to determine race and gender disparities in salaries per year	30 Companies Income Differentials assessed to determine race and gender disparities in salaries per year
3: Protect vulnerable workers (Outcome 4)									
2.	Basic Conditions of Employment in the labour market ensured	2.1 Consider applications for exemption within a specific time frame				new	Exemption on the BCEA processed within 60 days	Exemption on the BCEA processed within 60 days	Exemption on the BCEA processed within 60 days
3.	Establish basic standards and minimum wages	3.1 Number of existing and new sectoral determinations reviewed and investigated	4	6 Taxi, Contract Cleaning, Domestic Workers, Farm Workers, Forestry	6 Contract Cleaning Taxi sector Civil Engineering Private Security Farm Workers Wholesale and Retail	2 Hospitality Sector Taxi Sector	Review two Sectoral Determinations by March 2015 Conduct investigation for Domestic and Farm workers Provident Fund by 2015	Review four Sectoral Determinations by March 2016	Review two Sectoral Determinations by March 2017

Strategic objectives		Programme performance indicator	Audited/actual performance			Estimated performance	Medium-term targets		
			2010/11	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17
					Investigation to establish provident funds for domestic and farm workers sector delayed	Funeral Undertaking Sector	2 New sector investigated for possible setting of minimum wages and conditions of employment Conduct investigation on Gardening Services and Building Construction Sector	1 New sector investigated for possible setting of minimum wages and conditions of employment	1 New sector investigated for possible setting of minimum wages and conditions of employment
4 Strengthen multilateral and bilateral relations (Outcome 11)									
4	Ensure compliance with the country's international obligation	4.1 Number of reports on ILO Article 19 and 22 submitted by March		6	4 1 Article 19 reports 3 Article 22 reports)	6 1 Article 19 reports 5 Article 22 reports	8 Reports 1 Article 19 and 7 Article 22	7 Reports 1 Article 19 and 6 Article 22	8 Reports 1 Article 19 and 7 Article 22
6 Promote Sound Labour Relations (Outcome 4)									
5.	Promoting sound labour relations	5.1 Number of Collective agreements extended within 60 days of receipt	11	18	25	17	17	18	18
		5.2 Percentage of competent and completed labour organisation applications processed within 90 days of receipt	38 (100%)		130 (100%)	96% (140 of 146) applications were processed within 90 days of receipt	100%	100%	100%

Strategic objectives		Programme performance indicator	Audited/actual performance			Estimated performance	Medium-term targets		
			2010/11	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17
7: Monitor the impact of legislation (Outcome 4)									
6	Impact of legislation and labour market trends monitored and evaluated	6.1 A number of labour market trends and research reports produced	8	8	8	4 annual Labour market trends reports published 4 Research reports produced in line with RME agenda	4 Annual Labour Market Trend reports published by March 2015 4 Research reports in line with RME Agenda 3 signed off by DDG: LP&IR by 31 March 2015	4 Annual Labour Market Trend reports published by March 2016 Literature review reports and data collection instruments for RME agenda 4 completed by March 2016	4 Annual Labour Market Trend reports published by March 2017 4 Research reports in line with RME Agenda 4 signed off by DDG: LP&IR by 31 March 2017

4.4.2 Programme performance indicators and quarterly targets for 2014-2015

Performance indicator		Reporting period	Annual target 2014-15	Quarterly targets				Budget
				1st	2nd	3rd	4th	R
1.1	Employment Equity Amendment Act implemented and evaluated within set time frame	Q	Amended EE Regulations published in the Government Gazette Code on Equal Pay published in the Government Gazette Conduct 9 workshops(1 per province) on amended EEA and regulations	Finalise the NEDLAC negotiations and publish Amended EE regulations in the Government Gazette.	Draft Code on Equal Pay published for public comment in the Government Gazette Conduct 9 workshops(1 per province) on amended EEA and regulations	Compile a NEDLAC report on the Code on Equal Pay	Finalise and publish Code on Equal Pay in the Government Gazette	R4 500 000
		Q	2013-2014 Annual Employment Equity Report and Public Register published in the Government Gazette by 30 June 2014 2014-2015 Annual Employment Equity Report and Public Register developed by 31 March 2015	2013-2014 Annual Employment Equity Report and Public Register published in the Government Gazette by 30 June 2014	-	-	2014-2015 Employment Equity Annual Report and Public Register developed by end March 2015	R650 000
		Q	30 Companies Income Differentials assessed to determine race and gender disparities in salaries per year	8	8	7	7	R850 000
2.1	Applications for variation assessed within 60 days of receipt	A	Application for variation on BCEA processed within 60 days	All received applications processed within 60 days.	All received applications processed within 60 days.	All received applications processed within 60 days.	All received applications processed within 60 days.	

Performance indicator		Reporting period	Annual target 2014-15	Quarterly targets				Budget
				1st	2nd	3rd	4th	R
3.1	Number of existing and new Sectoral Determinations reviewed and investigated	Q	Review two Sectoral Determinations by March 2015 Conduct investigation for Domestic and Farm workers Provident Fund by 2015	Conduct 18 public hearings on Contract Cleaning nationwide (Wages and working conditions)	Conduct 18 public hearings on Domestic workers (Wages and working conditions) nationwide	Finalise the reports on the investigation for Contract Cleaning and Domestic Workers (Wages and working conditions) and publish in the Government Gazette	Conduct investigation for Domestic and Farm workers Provident Fund by 2015	R440 000
		Q	2 New sector investigated for possible setting of minimum wages and conditions of employment Conduct investigation on Gardening Services and Building Construction Sector	Conduct 24 Public hearings on Garden Services	Conduct 27 Public hearings on Building Construction Sector	Conduct consultations with stakeholders (1 per Province) in the Domestic and the Farming sectors on Social Security	Reports compiled on consultations Publish determinations in the Government Gazette	R486 000
4.1	Number of reports on ILO Article 19 and 22 submitted by March	Q	8 Reports 1 Article 19 and 7 Article 22		7 reports in terms of Article 22 of the ILO Constitution submitted to the ILO by September 2014		1 report in terms of Article 19 of the ILO Constitution submitted to the ILO by February 2015	R4000 (Courier services in respect of Article 19 and 22)
5.1	Number of Collective agreements extended within 60 days of receipt	Q	17	3	5	4	5	R6 502 000
5.2	Percentage of competent and completed labour organisation applications processed within 90 days of receipt	Q	100%	100%	100%	100%	100%	R6 502 000

Performance indicator		Reporting period	Annual target 2014-15	Quarterly targets				Budget
				1st	2nd	3rd	4th	R
6.1	A number of Annual Labour Market Trends and Research reports produced	A	4 Annual Labour Market Trend reports published	Develop for approval by the Departmental Executive Authority 2 Annual Labour Market reports (Annual Labour Market Bulletin and Job opportunities and Unemployment in SA Labour Market)	Publish 4 annual labour market reports by Sept 2014 on the Department of Labour website (Annual Labour Market Bulletin, Job opportunities and Unemployment in SA Labour Market, Industrial Action and Annual Administrative Statistics Reports)		Develop for approval by the Departmental Executive Authority 2 Annual Labour Market reports (Industrial Action and Annual Administrative Statistics)	R 160 000
		A	4 Research reports* in-line with the RME Agenda 3 signed off by DDG: LP & IR by 31 March 2015	Progress reports on data collection on 3 of the research projects produced	Data analyses reports on 3 of the research projects produced Literature review reports developed	Final research reports submitted on 3 research projects	Final report submitted for 1 research project	R 6 374 000

Footnote *: Research Projects are: Assessing progress made towards the reduction of working hours to a 40-hour week; Assessing knowledge levels about the work of the Department ; Analysis of the effectiveness of the Bargaining Council Exemptions; Work-seekers attitude.

4.4.3 Reconciling performance targets with the budget and MTEF

Programme Labour Policy and Industrial Relations R-thousand	Audited outcomes			Adjusted appropriation 2013/14	Revised estimate	Medium-term expenditure estimate		
	2010/11	2011/12	2012/13			2014/15	2015/16	2016/17
Management and Support Services: LP&IR	8 467	9 561	12 320	13 406	12 930	13 585	13 691	14 269
Strengthen Civil Society	14 379	15 063	15 802	16 504	16 504	17 318	17 929	18 879
Collective Bargaining	9 746	10 216	11 234	13 356	13 963	14 504	14 549	15 477
Employment Equity	9 656	10 999	9 907	12 849	12 770	14 484	15 247	16 148
Employment Standards	6 506	9 758	8 422	13 297	14 093	12 706	14 906	16 054
Commission for Conciliation, Mediation and Arbitration	402 017	448 104	478 745	594 418	594 418	687 096	733 999	772 901
Research, Policy and Planning	12 345	10 598	5 262	12 668	12 669	11 736	12 625	13 696
Labour Market Information and Statistics	26 403	29 307	30 291	34 301	33 633	36 466	38 562	41 001
International Labour Matters	19 338	26 870	22 962	27 414	28 239	33 907	35 238	36 895
National Economic Development and Labour Council	16 342	24 433	24 707	26 278	26 225	28 089	29 472	31 043
Total	525 199	594 909	619 652	764 491	765 444	869 891	926 218	976 363
Economic Classification								
Current Payments	82 168	93 427	87 055	111 640	112 509	121 546	128 131	135 977
Compensation of Employees	54 577	60 282	61 540	71 005	69 937	78 893	83 641	89 129
Goods and Services	27 591	33 145	25 515	40 635	42 572	42 653	44 490	46 848
Of which:								
Advertising	3 271	5 023	2 342	8 270	8 697	7 209	8 805	9 535
Communication	1 788	1 514	1 538	1 156	1 034	1 531	1 648	1 742
Computer Services	1 516	1 156	1 156	823	770	963	975	1 017
Consultants and Professional Services: Business and advisory services	7 277	6 385	6 608	7 478	7 515	6 694	7 202	7 849
Fleet Services	-	15	17	152	196	309	182	193
Inventory: Stationery and printing	2 797	2 325	2 363	2 777	3 557	4 224	2 864	3 012
Lease payments	507	861	869	403	369	1 891	1 485	1 504

Programme Labour Policy and Industrial Relations R-thousand	Audited outcomes			Adjusted appropriation 2013/14	Revised estimate	Medium-term expenditure estimate		
	2010/11	2011/12	2012/13			2014/15	2015/16	2016/17
Property Payments	394	552	552	574	552	604	657	686
Travel and Subsistence	7 642	11 273	6 477	12 070	12 723	11 547	13 761	13 980
Other Goods and Services	2 399	4 042	3 593	6 932	7 159	7 681	6 911	7 330
Interest and rent on land								
Transfers and Subsidies	442 967	501 441	532 440	652 508	652 609	748 324	798 065	840 363
Provinces and municipalities			1	-	-	2	2	2
Departmental agencies and accounts	417 885	472 019	502 904	620 246	620 246	714 543	762 790	803 218
Foreign governments and international organisations	10 703	14 211	13 692	15 594	15 695	16 461	17 344	18 264
Public Corporations and private enterprises								
Non-profit institutions	14 379	15 063	15 802	16 504	16 504	17 318	17 929	18 879
Households	-	148	41	164	164			
Payments for capital assets	64	41	157	343	326	21	22	23
Buildings and other fixed structures								
Machinery and equipment	64	41	157	343	326	21	22	23
Software and other intangible assets								
Payments for financial assets								
Total	525 199	594 909	619 652	764 491	765 444	869 891	926 218	976 363

Performance and expenditure trends

The spending focus over the medium-term will be on protecting vulnerable workers by reviewing and making sectoral determinations, promoting sound labour relations and equity in the labour market, as well as enforcing and monitoring the Employment Equity Act (1998). This focus is reflected in the transfers to the Commission for Conciliation, Mediation and Arbitration and the National Economic and Labour Council, as well as under goods and services in travel, advertising and venues and facilities. The focus on promoting sound labour relations will continue, with a particular emphasis on the resolution of industrial action and the reduction of tension and violence in the labour market. The bulk of the programme's budget continues to be transferred to the Commission for Conciliation, Mediation and Arbitration for dispute prevention and resolution services. In the 2013 Budget, the commission was allocated additional funds to address increasing caseloads arising from amendments to the labour laws; the rollout of a web-based case management system; expansion of access to dispute resolution services as well as a job-saving unit and the aforementioned accounts for the increased spending on the transfer to the Commission between 2010/11 and 2013/14.

R16 million over the medium-term has been reprioritised from goods and services in the Research, Policy and Planning subprogramme due to the overlap of research projects, which reduced the number of planned projects in a year. Of the R16 million, R14.3 million will be used in the International Labour Matters subprogramme to provide for the rising affiliation fees for the International Labour Organisation subprogramme, to cover the cost of implementing amendments to the Labour Relations Act (1995) and work relating to labour tenants in terms of amendments to the Basic Conditions of Employment Act (1997) in the Employment Standards subprogramme. Of the 27 conventions ratified by South Africa, 25 are in force, 2 have been denounced, and 3 have been ratified in the past 12 months. In addition, R7.5 million over the medium-term is reprioritised from the Inspection and Enforcement Services programme to this programme for four additional posts, of which three will be in the International Labour Matters subprogramme.

The total number of personnel in this programme is expected to increase from 173 posts in 2012/13 to 194 filled posts in 2016/17, with a corresponding increase in spending on compensation of employees. This forms part of the effort to capacitate the programme to promote sound labour relations and equity in the labour market.

Spending on consultants was equivalent to 10.6% of total expenditure on compensation of employees in 2013/14, and is expected to grow from R6.7 million in 2014/15 to R7.8 million in 2016/17 due to the commissioning of six research reports. As research topics and requirements vary from year to year, it is more cost-efficient for the Department to engage external research specialists as consultants than to employ permanent staff. In 2013/14, this Programme contracted three consulting companies to undertake three research projects.