

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 realise decent work by regulating non-employment and employment conditions through inspection and enforcement in order to achieve compliance with all 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 | 2016/17 | |
| 2: Promote equity in the labour market (Outcome 4) | | | | | | | | | |
| 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 | a) 96 Public b) 170 Private | a) 65 Public b) 218 Private | a) 87 Public b) 182 Private | a)120 Public b)220 Private Companies | 517 | 517 | 517 |
| | | 1.2 Percentage of non-compliant employers of those reviewed dealt with in terms of the enforcement regime link to the EEA | | | New Indicator | 100% | 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 | 90 000 | 149 154 | 149 154 | 149 154 |
| | 2.2 Percentage of non-complying workplaces inspected per year dealt with in terms of the relevant labour legislation | | New | 23% or 10 880 were followed-up | 100% | 100% | 100% | 100% |
| | 2.3 Number of advocacy and educational sessions conducted per year in identified sectors | Conducted one in: <ul style="list-style-type: none"> • Iron and Steel • Construction • Forestry - Sawmills | One Seminar per year in- Private Security and Agriculture 1 021 Shop stewards | Seminars for Forestry, Hospitality, Construction and Major Hazard Installation conducted Construction Accord signed 283 Shop stewards | Four 100 Shop stewards | 6 sessions <ul style="list-style-type: none"> • 4 Seminars • 1 International OHS Conference • 1 Training programme (400 Shop stewards trained) | 6 sessions <ul style="list-style-type: none"> • 4 Seminars • 1 Inspectors Conference • 1 Training programme (600 Shop stewards trained) | 6 sessions <ul style="list-style-type: none"> • 4 Seminars • 1 International OHS Conference • 1 Training programme (700 Shop stewards trained) |

| 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: Strengthen social protection (Outcome 4) | | | | | | | | |
| 3. Health and safety of workers protected through inspection and enforcement of the Occupational Health and Safety Act | 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) | 59 700 | 20 609 | 20 609 | 20 609 |
| | 3.2 Percentage of non-complying workplaces inspected dealt with in terms of the OHS legislation | | new | 18% (2 270 follow-up inspections) | 100% | 100% | 100% | 100% |
| | 3.3. Number of employer audits conducted per year to determine compliance with the UI Act | new | new | new | new | 13 440 | 13 440 | 13 440 |
| | 3.4 Number of entities audited per year in terms of the OHSA | new | new | new | new | 150 | 200 | 300 |
| | 3.5 Percentage of entities registered per year in terms of the OHSA | new | new | | | 2 000 | 3 000 | 4 000 |
| | 3.6 Occupational Health and Safety legislation amended | | 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 | Amend the General Administrative Alignment | OHS Amendment Bill submitted to NEDLAC Amend two regulations | Amend two regulations | Amend two regulations |

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 | 517 | 103 | 207 | 103 | 103 | 16 137 |
| 1.2 | Percentage of non-compliant employers of those reviewed dealt with in terms of the enforcement regime link to the EEA | Q | 100% | 100% | 100% | 100% | 100% | 3 227 |
| 2.1 | Number of workplaces inspected per year to determine compliance with labour legislation | Q | 149 154 | 29 831 | 59 661 | 29 831 | 29 831 | 255 305 |
| 2.2 | Percentage of non-complying workplaces inspected per year dealt with in terms of the relevant labour legislation | Q | 100% | 100% | 100% | 100% | 100% | 16 137 |
| 2.3 | Number of advocacy and educational sessions conducted per year in identified sectors | Q | 6 | 1 | 2 | 2 | 1 | 15 960 |
| 3.1 | Number of workplaces inspected per year to determine their compliance with the OHS legislation | Q | 20 609 | 4 122 | 8 244 | 4 122 | 4 122 | 80 812 |
| 3.2 | Percentage of non-complying workplaces inspected dealt with in terms of the OHS legislation | Q | 100% | 100% | 100% | 100% | 100% | 16 976 |
| 3.3. | Number of employer audits conducted per year to determine compliance with the UI Act | Q | 13 440 | 2 688 | 5 376 | 2 688 | 2 688 | Funded by UIF |
| 3.4 | Number of entities audited per year in terms of the OHSA | Q | 150 | 25 | 75 | 25 | 25 | 3 354 |
| 3.5 | Percentage of entities registered per year in terms of the OHSA | Q | 100% | 100% | 100% | 100% | 100% | 7 547 |
| 3.6 | Occupational Health and Safety Amendment Bill submitted to NEDLAC by March 2015. | A | OHS Amendment Bill submitted to NEDLAC Amend two regulations | | OHS Amendment Bill submitted to NEDLAC | | a) Hazardous Chemical Substance Regulation amended b) Major Hazardous Installation Regulations amended | 9 318 |

4.2.3 Reconciling performance targets with the budget and MTEF

Expenditure estimates

| Programme Inspection and Enforcement Services 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 |
| 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 4623 | 21 514 | 21 514 | 22 650 | 24 325 | 26 126 |
| Registration: IES | 61 328 | 80 219 | 84 685 | 102 143 | 102 143 | 61 659 | 64 846 | 68 931 |
| Compliance Monitoring and Enforcement Services | 240 942 | 257 746 | 274 604 | 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

| | 2010/11 | 2011/12 | 2012/13 | 2013/14 | 2013/14 | 2014/15 | 2015/16 | 2016/17 |
|---|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| Current payments | 328 588 | 375 077 | 394 520 | 440 134 | 439 134 | 403 115 | 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 |

| Programme Inspection and Enforcement Services 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 |
| 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 | | | | | | | | |
| Transfers and subsidies | 429 | 583 | 925 | 56 | 56 | 59 | 62 | 65 |
| Provinces and municipalities | | 1 | 10 | - | | | | |
| Departmental agencies and accounts | | | 1 | | | | | |
| Households | 429 | 582 | 914 | 56 | 56 | 59 | 62 | 65 |
| Payments for capital assets | 356 | 89 | 129 | - | - | - | - | - |
| Machinery and equipment | 356 | 89 | 129 | - | - | | | |
| 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 regulations. 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 regulations, 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.

There are no changes to the budget structure.

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 | |
| 1: Contribute to decent employment creation (Outcome 4) | | | | | | | | | |
| 1 | Provision of public employment services | 1.1. Employment Services Bill/ Act regulations developed and implementation monitored; percentage of work completed | 20% ES draft Bill approved within the Department | 40% ES Bill approved by Cabinet for public comment. Public hearings conducted | PES Branch tabled the Bill to the Portfolio Committee on Labour in March 2013. Private Employment Agencies (PEA) and Career Guidance Regulations and guidelines in place | 80% of work completed on Employment Services Bill and its regulations and guidelines | 100% of work completed on Employment Services Bill and its regulations and guidelines | 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 |
| | | 1.2 Number of PES provincial and local advocacy campaigns conducted | 2 318 Major advocacy campaigns held | 99 Major advocacy campaigns and four national exhibitions | 44 major campaigns and 3 306 minor campaigns were held | At least two major and five local advocacy campaigns conducted per province annually | At least 18 provincial and 126 local advocacy campaigns conducted | At least 27 provincial and 252 local advocacy campaigns conducted | At least 36 provincial and 378 local advocacy campaigns conducted |
| | | 1.3. Number of work-seekers registered on ESSA system per year | 483 038 | 553 883 | 600 259 | 500 000 | 550 000 | 600 000 | 600 000 |

| 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: Contribute to decent employment creation (Outcome 4) | | | | | | | | | |
| 1 | Provision of public employment services | 1.4 Number of targeted registered work-seekers provided with employment counselling | | 40% (222 956) | 44% (264 068) | 50% of the targeted work-seekers registered provided with employment counselling | 275 000 targeted registered work-seekers provided with employment counselling | 300 000 targeted registered work-seekers provided with employment counselling | 330 000 targeted registered work-seekers provided with employment counselling |
| | | 1.5 Number of work-seekers placed in registered employment opportunities | | | 16 171 | 19 000 | 20 000 | 25 000 | 30 000 |
| | | 1.6. Number of opportunities registered on ESSA | | | | New | 50 000 | 55 000 | 60 000 |
| | | 1.7 Number of Private Employment Agencies and Temporary Employment Agencies registered | 675 | 1 162 | 350 | 100% | All PEA and TEA applications processed within 60 days of receipt | All PEA and TEA applications processed within 60 days of receipt | All PEA and TEA applications processed within 60 days of receipt |
| 2 | Foreign nationals individual and cooperate work visas regulated | 2.1 All Applications for foreign nationals corporate and individual work visas processed within 30 working days | | 100% (200) | 100% (153) | 100% | All applications for foreign nationals corporate and individual work visa processed within 30 working days | All applications for foreign nationals corporate and individual work visa processed within 30 working days | All applications for foreign nationals corporate and individual work visa processed within 30 working days |

| 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 | MoAs concluded with eligible designated organizations, performance monitored and funding transferred | 4.1 MoAs concluded with eligible designated organizations, performance monitored and funding transferred | | | New | MoAs concluded with 7 organizations, performance reports submitted quarterly, and financial transfers effected | MoAs concluded with 7 organizations, performance reports submitted quarterly, and financial transfers effected | MoAs concluded with 8 organizations, performance reports submitted quarterly, and financial transfers effected | MoAs concluded with 10 organizations, performance reports submitted quarterly, and financial transfers effected |
| 4 | MoA concluded by 31st March each year, with supported employment enterprises performance reports submitted, quarterly and funding transfers effected (SEF) | 5.1 MoA concluded by 31st March, with supported employment enterprises, performance reports submitted quarterly and funding transferred quarterly | | | New | MoAs concluded, with supported employment enterprises, performance reports submitted quarterly and funding transferred quarterly | MoAs concluded, with supported employment enterprises, performance reports submitted quarterly and funding transferred quarterly | MoAs concluded, with supported employment enterprises, performance reports submitted quarterly and funding transferred quarterly | MoAs concluded, with supported employment enterprises, performance reports submitted quarterly and funding transferred quarterly |
| 5 | MoA concluded by 31st March each year, with Productivity SA, performance reports submitted and funding transfers effected (Productivity SA) | 6.1 MoA concluded by 31st March, with Productivity SA, performance reports submitted quarterly and funding transferred quarterly | | | New | MoAs concluded, with Productivity SA, performance reports submitted quarterly and funding transferred quarterly | MoAs concluded by 31st March, with Productivity SA, performance reports submitted quarterly and funding transferred quarterly | MoAs concluded by 31st March, with Productivity SA, performance reports submitted quarterly and funding transferred quarterly | MoAs concluded by 31st March, with Productivity SA, performance reports submitted quarterly and funding transferred quarterly |

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 Bill regulations developed and implementation monitored; percentage of work completed | Q | 100% of work completed on Employment Services Bill and its regulations and guidelines | 25% (Parliament supported to pass ES Bill) | 50% Two Draft regulations published shed | 75% Two Regulations finalised | 100% Two Draft regulations published | 1 647 |
| 1.2 | Number of PES provincial and local advocacy campaigns conducted | Q | At least 18 provincial and 126 local advocacy campaigns conducted | Five Provincial 32 Local | Five Provincial 32 Local | Four Provincial 32 Local | Four 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 | 550 000 | 137 500 | 137 500 | 137 500 | 137 500 | 53 398 |
| 1.4 | Number of targeted registered work-seekers provided with employment counselling | Q | 275 000 targeted registered work-seekers provided with employment counselling | 68 750 | 68 750 | 68 750 | 68 750 | 31 853 |
| 1.5 | Number of work-seekers placed in registered employment opportunities | Q | 20 000 | 5 000 | 5 000 | 5 000 | 5 000 | 23 393 |
| 1.6 | Number of opportunities registered on ESSA | Q | 50 000 employment opportunities registered on ESSA | 12 500 | 12 500 | 12 500 | 12 500 | 35 090 |
| 1.7 | Number of Private Employment Agencies and Temporary Employment Agencies registered | Q | All PEA and TEA applications processed within 60 days of receipt | All PEA and TEA applications processed within 60 days of receipt | All PEA and TEA applications processed within 60 days of receipt | All PEA and TEA applications processed within 60 days of receipt | All PEA and TEA applications processed within 60 days of receipt | 11 696 |

| Performance indicator | | Reporting period | Annual target 2014-15 | Quarterly targets | | | | Budget |
|-----------------------|--|------------------|---|--|--|--|--|---------|
| | | | | 1st | 2nd | 3rd | 4th | R'000 |
| 2.1 | Applications for foreign nationals corporate and individual work visa processed within 30 working days | Q | All applications for foreign nationals corporate and individual work visa processed within 30 working days | All applications for foreign nationals corporate and individual work visa processed within 30 working days | All applications for foreign nationals corporate and individual work visa processed within 30 working days | All applications for foreign nationals corporate and individual work visa processed within 30 working days | All applications for foreign nationals corporate and individual work visa processed within 30 working days | 11 696 |
| 3.1 | MoAs concluded with eligible designated organizations, performance monitored and funding transferred | Q | MoAs concluded with 7 organizations, by 31st March, performance reports submitted quarterly, and financial transfers effected | Quarterly Reports consolidated, analysed, and funding transferred | 850 |
| 4.1 | MoAs concluded by 31st March each year, with supported employment enterprises, performance reports submitted, quarterly and funding transfers effected (SEF) | Q | MoA concluded by 31st March, performance reports submitted quarterly and funding transferred quarterly | Quarterly Reports consolidated, analysed, and funding transferred | 138 573 |
| 5.1 | MoAs concluded by 31st March each year, with Productivity SA, performance reports submitted and funding transfers effected (Productivity SA) | Q | MoA concluded by 31st March, performance reports submitted quarterly and funding transferred quarterly | Quarterly Reports consolidated, analysed, and funding transferred | 43 119 |

4.3.3 Reconciling performance targets with the budget and MTEF

Expenditure estimates

| Programme Public Employment Services 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 |
| 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 |

| Programme Public Employment Services 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 |
| Property payments | 2 751 | 4 077 | 4 077 | 1 107 | 57 | 1 313 | 1 378 | 1 448 |
| 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 |
| 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 | - | - | - |
| Machinery and equipment | 162 | 2 005 | 789 | 250 | 250 | | | |
| 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 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 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 | |
| 2: Promote equity in the labour market (Outcome 4) | | | | | | | | | |
| 1 | Employment equity in the labour market ensured | 1.1 Employment Equity Amendment Act implemented and evaluated within set time frame | Bill Published for comments. NEDLAC negotiations started | Amended EE Bill still under discussion in NEDLAC | NEDLAC negotiations on the Bill finalised in July 2012. EE Amendment Bill, 2012 tabled in Parliament | Employment Equity Amendment Act, 2013 published. Draft Amended EE Regulations published for public comment | Amended EE Regulations published. | Conduct nine workshops on amended EEA and regulations | Conduct nine workshops on amended EEA and regulations |
| | | | | | 2012-2013 Annual Employment Equity Report developed | 2013-2014 Annual Employment Equity Report and Public Register developed by 31 March 2014 | 2013-2014 Annual Employment Equity Report and Public Register published by 30 June 2014 | 2014-2015 Annual Employment Equity Report and Public Register published by 30 June 2015 | 2015-2016 Annual Employment Equity Report published by 30 June 2016 |
| | | | | | | | 2014-2015 Annual Employment Equity Report and Public Register developed by 31 March 2015 | 2015-2016 Annual Employment Equity Report and Public Register developed by 31 March 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 Income differentials assessed | 30 Income differentials assessed | 30 Income differentials assessed |

| 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. | Basic conditions of employment in the labour market ensured | 2.1 Applications for variation assessed within 60 days of receipt | | | | | Application for variation on BCEA processed within 60 days | Application for variation on BCEA processed within 60 days | Application for variation on BCEA processed within 60 days |
| 3. | Sectoral determinations (SD) published for residual and emerging vulnerable workers | 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 | Review two Sectoral Determinations by March 2014 | Review two Sectoral Determinations by March 2015 | Review four Sectoral Determinations by March 2016 | Review two Sectoral Determinations by March 2017 |
| | | | | | Investigation to establish provident funds for domestic and farm workers sector delayed | One new sector investigated for possible setting of minimum wages and conditions of employment | One new sector investigated for possible setting of minimum wages and conditions of employment | One new sector investigated for possible setting of minimum wages and conditions of employment | One new sector investigated for possible setting of minimum wages and conditions of employment |
| | | | | | | | Start investigation for domestic and farm workers Provident Fund by 2015 | Introduce Provident Fund for domestic workers and farm workers | Forestry and Hospitality sectors covered by pension fund 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 | |
| 4 Strengthen multilateral and bilateral relations (Outcome 11) | | | | | | | | | |
| 4 | Ensure compliance with the country's international obligation | 4.1 A number of reports submitted and Memoranda of Understanding signed | | Review signed Memorandum with Lesotho by June 2011 | Review of China MOU finalised and ready for signing. Brazil MOU signed. Lesotho- changes in the areas of cooperation. Namibia - There was a change in administration which delayed the finalisation of the MOU. Cuba -Indicated that they were not yet ready. Zimbabwe - Discussions on the issue of Zimbabwean migrant labour are still continuing | Review signed Memoranda with China, Lesotho, Namibia, Zimbabwe and Cuba by end of March 2014 | Monitor implementation of four signed MOUs and submit quarterly reports | Monitor implementation of five signed MOUs and submit quarterly reports | Monitor implementation of five signed MOUs and submit quarterly reports |
| | | | | South Africa's position documents on the agenda items of the ILO GB and ILC developed | South Africa's position documents on the agenda items for the International Labour Conference developed and submitted by May 2013 | | | | |

| 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 |
| | | | | 6 | 4 One article 19 report, three Article 22 reports) | 6 One article 19 Report five Article 22 report | 8 Reports One article 19 and seven Article 22 reports | 5 Reports One Article 19 and four Article 22 reports | 8 Reports One Article 19 and seven Article 22 reports |
| | | | | South Africa's position on issues for discussion in the SADC ELS and AU LSAC developed and a report submitted | Briefing documents developed and submitted to Minister for approval | South Africa's position on issues for discussion in the SADC ELS and AU LSAC developed and a report produced | One SADC report on implementation of adopted codes | One AU report on Ouagadougou Plan of Action | One SADC report on implementation of adopted codes |
| | | | | | | Briefing notes on issues for discussion developed and a report of the meeting produced by August 2013 | Three G20 Reports developed | Three G20 Reports developed | Three G20 Reports developed |
| 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%) | 100% | 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 | 8 | 8 (Four Annual Labour Market Trend reports and four Internal Statistical Trend Labour Legislations report compiled) | 8 (Four Annual Labour Market Trend reports and four Internal Statistical Trend Labour Legislations report compiled) | 8 (Four Annual Labour Market Trend reports and four Internal Statistical Trend Labour Legislations report compiled) |

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 implemented | Finalise the NEDLAC negotiations and publish Amended EE regulations | Draft Code on Equal pay for work of equal value published for public comment Conduct nine workshops with stakeholders in provinces on amended EEA and regulations | Consolidate public comments on the Code Equal pay for work of equal value | Finalise and publish Code on Equal pay for work of equal value | R250 000 |
| | | A | Annual Employment Equity Report and Public Register | 2013-2014 Employment Equity Annual Report and Public Register published by 30 June 2014 | - | - | 2014-2015 Employment Equity Annual Report and Public Register developed by end March 2015 | R4 900 000 |
| | | A | 30 Income Differentials assessed | 8 | 8 | 7 | 7 | R850 000 |
| 2.1 | Applications for variation assessed within 60 days of receipt | Q | Applications for variation on the BCEA processed within 60 days of receipt | 2 | All received applications processed within 60 days | All received applications processed within 60 days | All received applications processed within 60 days | R200 000 |

| 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 | A | Review two sectoral determinations by March 2015 | Conduct investigation into existing Sectoral Determinations: Contract Cleaning and Domestic Workers | Investigation of the sector | Finalise the report on the investigation | | R440 000 |
| | | Q | Start investigation for Domestic and Farm Workers Provident Fund by 2015 | | Conduct consultations with stakeholders in the Domestic and the Farming sectors on Social Security | Report compiled | Domestic and Farm workers covered by pension fund | R486 000 |
| | | Q | One new sector investigated for possible setting of minimum wages and conditions | Investigate a new Sectoral Determination: Garden Services | Investigation into sector | Investigation into sector | Finalise the report on the investigation | |
| 4.1 | A number of reports submitted and Memoranda of Understanding signed | A | 8 | | Seven reports in terms of Article 22 of the ILO Constitution submitted by September 2014 | | One report in terms of Article 19 of the ILO Constitution submitted by February 2015 | R4 000 (Courier services in respect of Article 19 and 22) |
| | | Q | 4 | 1 Quarterly implementation report submitted | 1 Quarterly implementation report submitted | 1 Quarterly implementation report submitted | 1 Quarterly implementation report submitted | CoE |
| | | Q | 3 | 1 G20 report submitted | 2 G20 reports submitted | | | R125 000 |
| | | Q | 1 Report | | 1 SADC implementation report submitted on adopted codes | | | CoE |

| Performance indicator | | Reporting period | Annual target 2014-15 | Quarterly targets | | | | Budget |
|-----------------------|--|------------------|------------------------------|---|---|--|---|------------|
| | | | | 1st | 2nd | 3rd | 4th | R |
| 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 |
| 6.1 | A number of Annual Labour Market Trends and Research reports produced | A and Q | Four Quarter and four Annual | One internal statistical trend on labour legislations report compiled by May 2014. Produce two Annual Labour Market reports | One internal statistical trend labour legislations report compiled by August 2014. Publish four annual labour market reports by Sept 2014 | One internal statistical trend labour legislations report compiled by Nov 2014 | One internal statistical trend labour legislations report compile by Feb 2015. Produce two Annual Labour Market reports | R 160 000 |

4.4.3 Reconciling performance targets with the budget and MTEF

Expenditure estimates

| Programme Labour Policy and Industrial Relations 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 |
| Management and Support Services: LP and 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 |

| Programme Labour Policy and Industrial Relations 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 |
| 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 |
| 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 |
| 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 |
| Machinery and equipment | 64 | 41 | 157 | 343 | 326 | 21 | 22 | 23 |
| 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, two have been denounced, and three 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.

