

PART A: STRATEGIC OVERVIEW

Annual Performance Plan | 2015 - 2016







Our Vision

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

Our Mission

Regulate the South African labour market for sustainable economy through:

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

Our Values

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

PART A: STRATEGIC OVERVIEW

The National Development Plan (NDP) presents a new trajectory to move beyond the constraints of the present to the transformation imperatives of the next twenty and thirty years. Thus, the South African Government remains hopeful and the NDP is regarded as the point of departure where it:

- Recognises that our medium-term plans are framed in the context of a long-term vision and strategy
- Focuses on strengthening growth and employment creation
- Prioritises improvements in education and expansion of training opportunities and
- Promotes progress towards a more equal society and an inclusive growth path.

UPDATED SITUATIONAL ANALYSIS

1.1 PERFORMANCE ENVIRONMENT

The first challenge facing us is unemployment and under-employment:

- Over the year to September 2014, there has been a noticeable shift in the distribution of the economically active population. This includes those who were employed and unemployed. Against the backdrop of the South African Government's policies regarding employment creation, the South African labour market illustrated a mixed result. Quarterly changes reflected either an increase or a decrease in the unemployment rate. The labour market was confined to a high unemployment rate (above 24%), high number of discouraged work-seekers and a minimal increase in the number of jobs being created
- By September 2014, South African employment has risen by over 22 000 and 99 000 new jobs were created in the construction industry. In private households, more than 100 000 jobs were lost where we found mostly low skilled workers, e.g. domestic workers, etc. As the labour force grew by 0.1% from quarter two to three of 2014, growth in real gross domestic product accelerated from 0.5% in the second quarter of 2014 to 1.4% in the third quarter. The Unemployment rate, on the other hand, remained above 25% over the same period. This implies that the positive economic growth that was recorded in the third quarter of 2014 was almost suppressed by poor employment trends as estimated by household surveys. There was a high number of new entrants compared to job-losers in the labour force who could not find work by September 2014
- A fraction of the number of unemployed people who visited the labour centres at the Department of Labour to claim unemployment insurance benefits was still high during the third quarter of 2014. An increase of 8.6% was recorded in the number of ordinary claims created between quarter two (April-June) and quarter three (July-September) of 2014. The growth in the number of ordinary unemployment claims was mainly associated with a large number of ends to employment contracts across various industries. About 41% of employees in the agriculture industry lost their jobs in the third quarter, as estimated from the administrative UIF data
- The long-term unemployed (those who have been out of work for one and more than a year (3 398 000) now account for more than half (65%) of the total unemployed people in the country (5 154 000). A worry is that this group may become unemployable as there is skills atrophy and they become increasingly detached from the informal networks that would lead them to new jobs
- A total of 3 474 000 unemployed people were in the age group of 15-34 years in September 2014 which constitutes the youth category. The quality of education needs to be improved amongst the unemployed in order to respond to the skills required in the labour market. Educational attainment of the unemployed is an important measure of the level of participation in the domestic economy. Using the UIF data, the highest educational level amongst ordinary unemployment claimants continued to be those with Grades 10-11 followed by Grade 12. About 78% of the unemployed reported to have less than matric between quarter one and two of 2014. This does not create a strong basis to halve unemployment by 2030 as projected in the National Growth Path (NGP).

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

- Firstly, the number of uneducated individuals (less than matric) amongst the unemployed that did not complete secondary education. This is a critical composition of the labour force to be considered and up-skilled as they constitute a significant part of being in temporary employment
- Secondly, the youth (15-34 years), who currently constitute more than 67.4% (or 3 474 000) of the total unemployed remain the dominant, identifiable group of long-term unemployed individuals in the country.

The second challenge relates to the changing nature of work:

- There has been a tendency amongst employers to move away from full-time employment towards atypical forms of employment such as casual labour, part-time employment, temporary and seasonal work. The increase in atypical forms of employment is contributing to instability in the labour market and a potential increase in the violation of labour standards and fair labour practices
- It is estimated that approximately 6% of total employment is made up of atypical work: that is, employees contracted directly to companies on fixed-term contracts, sub-contractors and employees employed through employment agencies
- Externalisation in the form of outsourcing and subcontracting still remains on the rise, as the pressures of greater international competitiveness are felt by domestic companies.

The third challenge still facing the country relates to inequalities and unfair discrimination in the workplace:

- Black people, women and people with disabilities remain marginalised in relation to meaningful and influential participation in the economy
- The Commission for Employment Equity reported in 2013 that:
 - The representation of Blacks in top management and senior management levels is 33.2% and 40% respectively whereas they constitute approximately 89% of the Economically Active Population (EAP)
 - White people in general dominate at the Top Management level with their representation being approximately six times their EAP and approximately double of the cumulative representation of Blacks combined
 - The representation of people with disabilities across all occupational levels was recorded at 0.9% an increase from 0.1% in 2011.

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

- The domestic migration describes a phenomenon whereby people from rural areas, some (though not all) of who are unskilled, migrate to urban areas in search of employment
- According to Statistics South Africa, the rate of internal migration is reported to be higher in provinces that are considered poor
- Specifically the Eastern Cape, followed by Limpopo, were mainly affected, accounting for 21% and 17% of all those living in a place other than where they were born. These two provinces are also generally regarded as the poorest provinces in the country
- The cross-border labour migration refers also to economic refugees who have left their countries and settled in the urban areas of South Africa, hoping to find employment. The QLFS recorded 4% of migrants of the working age group in South Africa, furthermore, the employment rate and labour force participation rate are higher for foreign-born than locally-born people. While cross-border labour migrants are reported to have both the highest proportion of persons with no education and a high proportion of persons with at least a secondary level of education, the rate of employment of international migrants is still higher than domestic migrants.
- Both phenomena of migration bear the risk of increasing the numbers of unemployed people in large urban centres, with the concomitant greater pressure on public services and utilities.

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

- Stakeholder participation and strategic partnerships in programme delivery, monitoring and feedback is inadequate, despite our strong culture of social dialogue in policy development
- Planning processes are to some extent not well coordinated between strategic Departments on related socio-economic development programmes
- Our appreciation and use of modern information and communication technology systems to manage data and information is inadequate. Thus, the necessity to base policy and programme interventions on facts and evidence and to measure their impact is critical for any labour market system.

1.2 ORGANISATIONAL ENVIRONMENT

To deliver on its core business of Public Employment Services and Inspection and Enforcement Services, the Department has a staff complement of 8 769. With regards to the institutional capacity of the Department of Labour, the Department has an infrastructure network of 421 service points spread across the country. These include labour centres, satellite offices, mobile offices, visiting points, and also services provided in the Thusong Service Centres. This is the Department's provincial footprint at the coal face of service delivery.

To deliver on its core business of Public Employment Services and Inspection and Enforcement Services, the Department has in the provinces, including at service points, a staff complement of over 5 767. It therefore remains vital that these centres are fully functional and operate optimally if we are to fulfil our mandate as the Department. Renewed emphasis is placed on continuously striving for improved service delivery. This is attested to by employing strategies to operationalise the service delivery plan, espousing the service charter and is constantly guided by service delivery standards.

Key strategic interventions to address the challenges

- Undertaking a significant Business Improvement and Change Programme to transform all parts of the Department's operations
- Ensuring that service delivery access point's staff are empowered to deliver on the entire suite of the Department's services. Developing and creating an environment of accountability for service delivery and correct attitudes and behaviour among staff
- Developing a service delivery model and establishing a network of integrated service delivery points as close as possible to the people
- Establishing strategic partnerships for collaboration in creating and delivering value to citizens
- Improving the quality and performance of the labour market in order to strengthen the country's economic prospects
- Leveraging the transformative nature of Public Employment Services to fight poverty and unemployment
- Putting in place measures to encourage continuous learning, development and innovation by those serving at the point of contact with clients.

2 REVISIONS TO LEGISLATIVE AND OTHER MANDATES – UPDATE AMENDMENTS

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

3 OVERVIEW OF 2014 BUDGET AND MTEF ESTIMATES

3.1 EXPENDITURE ESTIMATES

PROGRAMME	AUDITED OUTCOMES			ADJUSTED APPROPRIATION	REVISED ESTIMATE	MEDIUM TERM EXPENDITURE ESTIMATE		
	2011/12	2012/13	2013/14			2014/15	2015/16	2016/17
R-THOUSAND								
1 Administration	704 270	687 695	795 870	784 919	784 919	845 111	903 840	943 588
2 Inspection and Enforcement Services	375 749	395 574	412 213	410 405	410 405	430 778	587 288	622 084
3 Public Employment Services	332 194	331 651	413 495	481 533	481 533	488 297	534 963	575 428
4 Labour Policy and Industrial Relations	594 909	619 652	749 866	869 435	869 435	922 681	972 122	1021 553
Total	2 007 122	2 034 572	2 371 444	2 546 292	2 546 292	2 686 867	2 998 213	3 162 653
ECONOMIC CLASSIFICATION								
Current Payments	1 250 512	1 276 484	1 469 629	1 591 086	1 591 086	1 683 794	1 962 835	2 076 768
Compensation of Employees	757 882	825 469	866 137	1 006 084	1 006 084	1 079 555	1 330 849	1 413 314
Goods and Services	492 600	450 992	603 492	585 002	585 002	604 239	631 986	663 454
Of which:								
Advertising	21 863	10 868	12 167	20 791	20 791	19 672	19 013	22 645
Communication	43 268	44 624	33 240	39 391	39 391	37 717	40 419	42 597
Computer Services	42 131	71 029	77 238	83 686	83 686	95 282	100 211	105 315
Consultants and Professional Services: Business and advisory services	12 273	45 277	74 413	14 601	14 601	19 335	19 653	21 942
Fleet Services	1 009	6 409	11 099	13 054	13 054	22 758	24 501	26 264
Inventory: Stationery and printing	14 804	9 831	17 516	23 503	23 503	20 332	21 766	25 561
Lease payments	115 571	47 766	145 927	138 644	138 644	145 580	152 428	158 569
Property Payments	44 154	47 731	51 871	53 968	53 968	58 764	61 643	61 983
Travel and Subsistence	126 369	102 782	92 315	92 875	92 875	84 004	88 503	91 502
Other Goods and Services	71 158	64 675	87 706	104 489	104 489	100 795	103 849	107 076
Interest and rent on land	30	23	0	0	0	0	0	0
Transfers and Subsidies	640 952	658 425	823 379	927 587	927 587	956 216	1 004 957	1 055 079
Provinces and municipalities	51	227	446	2	2	2	2	2
Departmental agencies and accounts	542 183	554 070	676 182	789 941	789 941	824 195	867 794	911 060

PROGRAMME	AUDITED OUTCOMES			ADJUSTED APPROPRIATION	REVISED ESTIMATE	MEDIUM TERM EXPENDITURE ESTIMATE		
	2011/12	2012/13	2013/14	2014/15		2015/16	2016/17	2017/18
Foreign governments and international organisations	14 211	13 692	15 914	17 441	17 441	17 344	18 264	19 177
Public Corporations and private enterprises	0	0	0	0	0	0	0	0
Non-profit institutions	82 734	88 030	127 702	119 452	119 452	114 366	118 571	124 498
Households	1 773	2 406	3 135	751	751	309	326	342
Payments for capital assets	114 985	93 427	60 299	27 619	27 619	46 857	30 421	30 806
Buildings and other fixed structures	4 557	8 637	1 548	302	302	0	0	0
Machinery and equipment	110 428	84 790	58 751	27 317	27 317	46 857	30 421	30 806
Software and other intangible assets	0	0	0	0	0	0	0	0
Payments for financial assets	673	6 236	18 137	0	0	0	0	0
Total	2 007 122	2 034 572	2 371 444	2 546 292	2 546 292	2 686 867	2 998 213	3 162 653

3.2 RELATING EXPENDITURE TRENDS TO STRATEGIC OUTCOME ORIENTED GOALS

In line with National Development Plan (NDP) and the 2014 Medium Term Strategic Framework (MTSF) the Department's spending policy focus over the medium term will be on promoting an efficient and effective delivery of services, professionalising the inspectorate in the Inspection and Enforcement Services programme to ensure employers adhere to employment equity plans, Decent Work principles, and vulnerable workers are protected; building capacity in the Public Employment Services programme to implement the Employment Services Bill, which aims to provide free public employment services and regulate private employment agencies; and expanding access to the services provided by the Commission for Conciliation, Mediation and Arbitration to meet the increasing demand for dispute resolution services.

Plan is in place for building capacity in the office of the Chief Information Officer in order to establish and enhance the IT operating model in line with ensuring an effective and efficient public service. This is funded in part by an additional allocation for IT personnel of R8.9 million in 2016/17, which allows for an increase in the total number of filled posts in the Administration programme to 1 128 in that year.

Under the Inspection and Enforcement Services programme, the Department intends enhancing the implementation of its Decent Work policy by contributing to the target set in the MTSF of increasing inspections by 30 percent in 2019. This is reflected by the increased number of workplaces inspected and reviewed per year for compliance with various labour legislation from 164 868 in 2014/15 to 207 813 in 2017/18. The main items of expenditure in this programme include compensation of employees and travel and subsistence for the conduct of inspections. R1.6 billion is allocated over the 2015 MTEF to support this policy initiative. For this purpose, the total number of filled posts under this programme is set to increase from 1 348 in 2014/15 to 1 563 in 2017/18. Included in this is the number of inspectors which set to increase from 960 in 2014/15 to 1 175 in 2017/18 which mainly includes Occupational Health and Safety inspectors, Pupil Inspectors, Generalist Inspectors and other categories of the Inspectorate to address the country's shortfall in terms of inspections conducted. The guideline set by the Department for the number of preventative inspections per inspector per month. However, between 2011/12 and 2013/14, Inspectors only conducted on average 12 such inspections. Policy focus over the medium term seeks to address this gap.

This programme has also been experiencing under spending over the past four years due to vacant labour inspector posts owing to challenges of retaining inspectors and finding suitable candidates with the requisite specialist skills. As a result spending has been poor. Cabinet approved budget reductions of R136.1 million under compensation of employees in the 2014 Budget and R21 million over the 2015 medium term. This adversely affects service delivery as vacancies will hamper the predetermined performance targets set for the year under the Decent Work policy, as it is based on a full staff compliment and will also make the target of increasing in the number of labour inspections unachievable. To address this, over the 2015 medium term, spending by the Inspection and Enforcement Services programme grows strongly due to the filling of vacant posts in the Inspectorate. The biggest cost driver is compensation of employees mainly under the Compliance Monitoring and Enforcement subprogramme. This projected growth in spending, albeit inadequate to meet the target, is in line with the 'spirit' of the MTSF which sets a target of increasing the number of inspections and follow-ups by 30 per cent by 2019.

Under the Public Employment Services programme, the spending focus over the medium term will be on increasing the number of work seekers registered and facilitating access to employment and income generating opportunities as well as in implementing Employment Services Bill. The aim is to reduce unemployment and contribute to the national employment target of 11 million jobs created by 2030, which is the national development plan's target.

Programme 3 received Cabinet approval for additional allocation of R15 million for payment of claims from civil servants who were injured on duty or contracted occupation illnesses and diseases. The Programme also had a MTEF budget reduction on goods and services of R889 thousand in 2015/2016, R1.328 million in 2016/17 and R1.653 million in 2017/18. The budget reduction will have a negative impact on service delivery, but it has been effected in contracts, travel and subsistence and venues and facilities which is in administration and doesn't have much impact on performance indicators.

Spending over the medium term expected to increase on Compensation of Employees, travel and subsistence, inventory: fuel and oil over the medium. The filled posts are 740 and vacancies 75, spending will increase as the process of filling post is underway at Supported Employment Enterprise.

The Labour Policy and Industrial Relations programme focus will be on reducing workplace conflict and improving the collaboration between government, organised business and organised labour through the development of programmes to address workplace conflict through improved communication, career mobility, skills development and fairness in workplaces, stronger labour-relations systems, setting standards to reduce inequality in pay and minimum wages for all vulnerable workers and improving enforcement of the Employment Equity Act. This also includes measurable improvements in social partner and workplace relationships through the provision of targeted workplace change and transformation interventions. This is supported by increases in jurisdictional referrals from 123 138 in 2014/15 to 163 896 by 2017/18 as well as 86 196 finalised jurisdiction cases settled in 2014/15 increasing to 114 727 in 2017/18. With regards to reducing inequality in pay and minimum wages for vulnerable workers, the Department aims to regulate agreements on benchmarks for pay inequality followed by assessment of pay scales to ensure that gaps in minimum wage determinations covered is reduced from nine (9) in 2014/15 to eight (8) in 2017/18. Spending under this programme is mainly driven by the transfer payment to the Commission for Conciliation Mediation and Arbitration which constitutes approximately 80 per cent of the total programme's budget. The Commission receives R2.3 billion over the medium term.

The 2015 budget provides an additional allocation of R25.7 million in 2016/17 of which R16.8 million will be utilized towards fleet services for the purchasing of the Department's vehicles for inspections and Public Employment Services and the acquisition of refurbished mobile labour centres and R8.9 million for IT posts in the Administration programme for the in-house provision of IT services.

The Department has a funded establishment of 3 391 posts and 18 posts additional to the establishment for the 2014/15 financial year. The number of filled funded posts for the first two years of the medium term will increase to 3 647 in line with the strategic objective of capacitating the Inspectorate and 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 R8.9 million in 2016/17, which allows for an increase in the total number of filled posts in the Administration programme to 1 128 in that year.

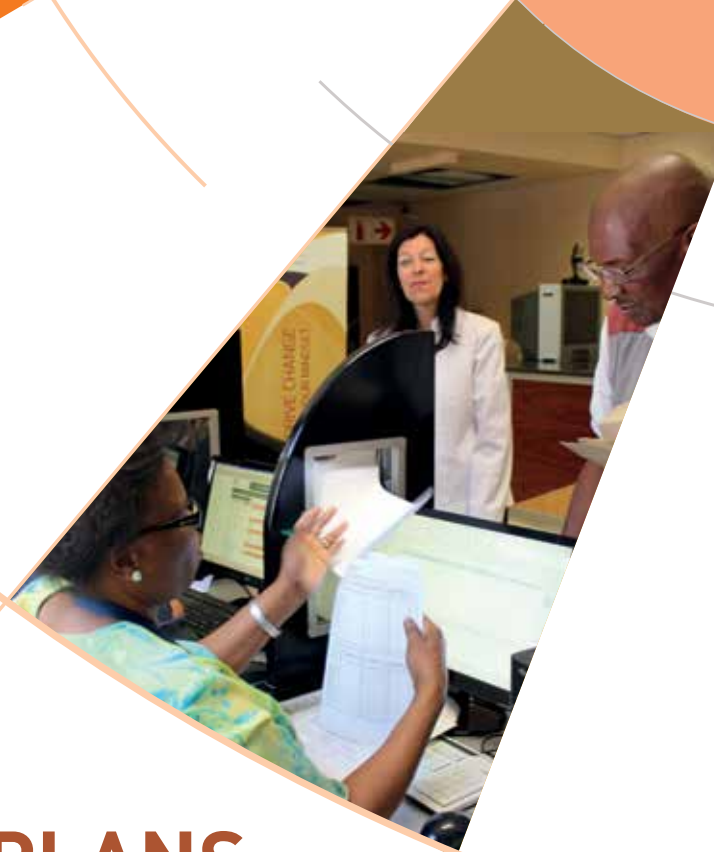
3.3 INFRASTRUCTURE SPENDING

None



PART B: PROGRAMME AND SUB-PROGRAMME PLANS

Annual Performance Plan | 2015 - 2016



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).

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 PERFORMANCE	ESTIMATED PERFORMANCE	MEDIUM TERM TARGETS					
		2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	
8. STRENGTHEN THE INSTITUTIONAL CAPACITY OF THE Department (OUTCOME 12: AN EFFICIENT, EFFECTIVE AND DEVELOPMENT ORIENTED PUBLIC SERVICE)									
1	Provide integrated business and service delivery solutions	1.1 Strategic Plan and Annual Performance Plan approved and tabled as per prescribed timeframes	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 January for tabling in Parliament by 31 March	Annual Performance Plan approved by end of January for tabling in Parliament by 31 March	Annual Performance Plan approved by end of January for tabling in Parliament by 31 March	Annual Performance Plan approved by end of January for tabling in Parliament by 31 March	Annual Performance Plan approved by end of January for tabling in Parliament by 31 March	Annual Performance Plan approved by end of January for tabling in Parliament by 31 March
		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 standards per KPI at level 3 and 4	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 and 4 by 31 March 2016	60% of total Department's M-PAT standards per KPI at level 3 and 4 by 31 March 2017	65% of total Department's M-PAT standards per KPI at level 3 and 4 by 31 March 2018	65% of total Department's M-PAT standards per KPI at level 3 and 4 by 31 March 2019	65% of total Department's M-PAT standards per KPI at level 3 and 4 by 31 March 2020
		1.3 Number of monitoring reports on Service Delivery Improvement Plan (SDIP) produced within 30 days after quarter end/year end	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	4 monitoring reports on SDIP produced within 30 days after quarter end/ year end	4 monitoring reports on SDIP produced within 30 days after quarter end/ year end	4 monitoring reports on SDIP produced within 30 days after quarter end/ year end	4 monitoring reports on SDIP produced within 30 days after quarter end/ year end	4 monitoring reports on SDIP produced within 30 days after quarter end/ year end

STRATEGIC OBJECTIVES		PROGRAMME PERFORMANCE INDICATOR	AUDITED PER-FORMANCE	ESTIMATED PERFORMANCE	MEDIUM TERM TARGETS				
			2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20
2	Implement Public Sector Risk Management Framework	2.1 Number of Risk Reports set to minimise risk exposure and improve Risk Maturity level.	4	4	4	4	4	4	4
3	Fraud Prevention and Security Strategy implemented	3.1 Percentage of fraud cases received or detected Finalised per year within 90 work days	A total of 40 cases were received, 75% (30) were Finalised.	92%	95%	95%	95%	95%	95%
4	Departmental Communication Strategy implemented	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 • 95% implementation of the activities in the annual action plan 	<ul style="list-style-type: none"> • Communication Strategy and annual action plan approved • 95% implementation of the activities in the annual action plan 	<ul style="list-style-type: none"> • Communication Strategy and annual action plan approved • 95% implementation of the activities in the annual action plan 	<ul style="list-style-type: none"> • Communication Strategy and annual action plan approved • 95% implementation of the activities in the annual action plan 	<ul style="list-style-type: none"> • Communication Strategy and annual action plan approved • 95% implementation of the activities in the annual action plan
5	Integrated human resource strategy implemented	5.1 Percentage of (a) women in SMS, (b) youth and (c) people with disability (PwD) employed in line with the EE Plan by 31 March each year	(a) 38.5% (40 of 104) (b) 32.9% (2508 of 7621) (c) 2.5% (191 of 7621)	(a) 50% (b) 36% (c) 3%	a) 50% b) 33% c) 2.5%	a) 50% b) 35% c) 2.7%	a) 50% b) 37% c) 2.8%	a) 50% b) 39% c) 2.9%	a) 50% b) 42% c) 3%
		5.2 Percentage of vacancy rate reduced by 31 March	12.9% (1134 of 8755)	10%	8%	6%	6%	6%	6%
		5.3 Percentage of disciplinary cases resolved in 90 working-days	new	100% disciplinary cases resolved in 90 working-days	100% disciplinary cases resolved in 90 working-days	100% disciplinary cases resolved in 90 working-days	100% disciplinary cases resolved in 90 working-days	100% disciplinary cases resolved in 90 working-days	100% disciplinary cases resolved in 90 working-days

STRATEGIC OBJECTIVES		PROGRAMME PERFORMANCE INDICATOR	AUDITED PERFORMANCE	ESTIMATED PERFORMANCE	MEDIUM TERM TARGETS				
			2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20
6	Effective Litigation support services	6.1 Percentage of Court Papers to resolve Litigation filed with the Court within 10 working days of receipt	Of the 67 cases received, 48 (72%) were resolved within 10 days	90%	90%	90%	90%	90%	90%
7	Effective Information Communication Technology services	7.1 Implement effective ICT Governance framework	<p>80% The exit and transfer of the IT PPP was successfully terminated Six months extension for EOH to conclude outstanding deliverables</p> <p>80% Staff transfer was Finalised in terms of Section 197 of the LRA HR to finalise outstanding issues</p> <p>80% An ICT operating model was defined and is being implemented Governance: key governance structures are in the process of being implemented with dependencies on HR</p>	80% Define and implement an ICT operation model (ICT governance and ICT Policy framework).	Review and implement an ICT operation model (ICT governance and ICT Policy frameworks).	Review and implement an ICT operation model (ICT governance and ICT Policy frameworks).	Review and implement an ICT operation model (ICT governance and ICT Policy frameworks).	Review and implement an ICT operation model (ICT governance and ICT Policy frameworks).	Review and implement an ICT operation model (ICT governance and ICT Policy frameworks).

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			2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20
		7.2 Annually review and implement the ICT strategy of the Department		Implementation of agreed strategic objectives as specified in the Annual Action Plan	Implementation of agreed strategic objectives as specified in the Annual Action Plan	Implementation of agreed strategic objectives as specified in the Annual Action Plan	Implementation of agreed strategic objectives as specified in the Annual Action Plan	Implementation of agreed strategic objectives as specified in the Annual Action Plan	Implementation of agreed strategic objectives as specified in the Annual Action Plan
8	Effective financial management and governance	8.1 Number of Annual Financial Statements (AFS) and Interim Financial Statements (IFS) compiled per year that comply with guidelines issued by the National Treasury.	One (1) 2012/13 AFS was compiled and submitted	1AFS by 31 May, and 3 IFS 30 days after each quarter.	1AFS by 31 May, and 3 IFS 30 days after each quarter.	1AFS by 31 May, and 3 IFS 30 days after each quarter.	1AFS by 31 May, and 3 IFS 30 days after each quarter.	1AFS by 31 May, and 3 IFS 30 days after each quarter.	1AFS by 31 May, and 3 IFS 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	The ENE submitted on 6 December 2013 as per Treasury guidelines.	Departmental budget compiled and published	Departmental budget compiled and published	Departmental budget compiled and published	Departmental budget compiled and published	Departmental budget compiled and published	Departmental budget compiled and published
9	Effective supply chain management	9.1 Percentage of compliant invoices paid within 30 days of receipt	98.26% of payments made within 30 days	100%	100%	100%	100%	100%	100%
		9.2 Percentage detection and reporting of irregular, fruitless and wasteful and unauthorised expenditure (TR9.1.2)	Not reported	60%	100%	100%	100%	100%	100%

STRATEGIC OBJECTIVES	PROGRAMME PERFORMANCE INDICATOR	AUDITED PERFORMANCE	ESTIMATED PERFORMANCE	MEDIUM TERM TARGETS					
				2013/14	2014/15	2015/16	2016/17	2017/18	2018/19
10	Provision of Departmental Fleet Services that are suitable to Departmental needs	10.1 Procurement of fleet vehicles in line with Departmental benchmark.	Not reported	100%	100%	100%	100%	100%	100%
		10.2 Vehicles maintained in accordance with the manufacturers specifications.	Not reported	100%	100%	100%	100%	100%	100%

4.1.2 Programme Performance Indicators and Quarterly targets for 2015-2016

PERFORMANCE INDICATOR	REPORTING PERIOD	ANNUAL TARGET 2015-16	QUARTERLY TARGETS				BUDGET R'000	
			1ST	2ND	3RD	4TH		
1.1	Strategic Plan and Annual Performance Plan approved and tabled as per prescribed timeframes	Q	Annual Performance Plan approved by end of January for tabling in Parliament by 31 March		1 st draft Annual Performance Plan approved by end August 2015	2 nd draft Annual Performance Plan approved by end November 2015	Final Annual Performance Plan approved by end of February 2016 Table approved APP in Parliament by 31 March	43 502
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 standards per KPI at level 3 and 4	Q	55% of total DoL M-PAT standards per KPI at level 3 and 4 by March 2016	Develop and sign off the Departmental Action Plan to address key challenges raised in the M-PAT 1.5 Report	Report quarterly on the Action Plan to address key challenges raised in the M-PAT 1.5	MPAT Self-Assessment signed off by the DG by 30 September 2015	55% of total DoL M-PAT standards per KPI at level 3 and 4 by March 2016	18 257
1.3	Number of monitoring reports on Service Delivery Improvement Plan (SDIP) produced within 30 days after quarter end/year end	Q	4 monitoring reports on SDIP produced within 30 days after quarter end/ year end	2014/15 Q4- 30 April 2015	Q1 – 31 July 2015	Q2 – 31 October 2015	Q3 – 31 January 2016	12 812

PERFORMANCE INDICATOR	REPORTING PERIOD	ANNUAL TARGET 2015-16	QUARTERLY TARGETS				BUDGET R'000	
			1ST	2ND	3RD	4TH		
2.1	Number of Risk Reports set to minimise risk exposure and improve Risk Maturity level	Q	4	2014/15 Q4- 30 April 2015	Q1 – 31 July 2015	Q2 – 31 October 2015	Q3 – 31 January 2016	16 538
3.1	Percentage of fraud cases received or detected Finalised within 90 working-days	Q	95% of fraud cases received or detected finalised within 90 working-days	95%	95%	95%	95%	18 570
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 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 2016/17	31 490
5.1	Percentage of (a) women in SMS, (b) youth and (c) people with disability (PwD) employed in line with the EE Plan by 31 March each year	Q	50% 38% 3%	45.5% 36% 3%	47% 36.5% 3%	48% 37% 3%	50% 38% 3%	35 404
5.2	Percentage of vacancy rate reduced by 31 March	Q	8%	9.9%	9.5%	9%	8%	35 404
5.3	Percentage of disciplinary cases resolved in 90 working-days	Q	100% disciplinary cases resolved in 90 working-days	100% disciplinary cases resolved in 90 working-days	100% disciplinary cases resolved in 90 working-days	100% disciplinary cases resolved in 90 working-days	100% disciplinary cases resolved in 90 working-days	22 592
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%	9 391

PERFORMANCE INDICATOR		REPORTING PERIOD	ANNUAL TARGET 2015-16	QUARTERLY TARGETS				BUDGET R'000
				1ST	2ND	3RD	4TH	
7.1	Implement effective ICT governance framework	Q	Review and Implement ICT operation model (ICT governance and ICT Policy Frameworks)	ICT Stragedy and annual action plan approved by end of April			Review the ICT Stragedy and develop Action plan for 2016/17 for the approval by 31 March 2016	147 980
7.2	Annual review and Implement the ICT strategy of the Deptment	Q	Implementation of the agreed strategic objective as specified in the Annual Action Plan	25 % Implementation of the Annual target	50% Implementation of the annual target	75 % Implementation of the annual target	90 % Implementation of the annual target Remain 10% (if applicable) of 2015-16 to be addressed in Q2 of 2016-17	55 647
8.1	Number of Annual Financial Statements (AFS) and Interim Financial Statements (IFS) compiled per year that comply with guidelines issued by the National Treasury.	A and Q	1 AFS by 31 May, and 3 IFS 30 days after each quarter.	Annual report – 31 May 2015	Q1 -31 July 2015.	Q2 - 31 October 2015	Q3 - 31 January 2016	243 038
8.2	Medium Term Expenditure Framework (MTEF) and Estimates of National Expenditure (ENE) prepared according to National Treasury (NT) prescripts	Q	MTEF and ENE submitted and published	Roll over submission	MTEF submitted AENE	Draft ENE	Final ENE	79 060
9.1	Percentage of compliant invoices paid within 30 days of receipt	Q	100%	100%	100%	100%	100%	40 020
9.2	Percentage detection and reporting of irregular, fruitless and wasteful and unauthrised expenditure (TR9.1.2)	Q	100%	100%	100%	100%	100%	2 562

PERFORMANCE INDICATOR	REPORTING PERIOD	ANNUAL TARGET 2015-16	QUARTERLY TARGETS				BUDGET R'000
			1ST	2ND	3RD	4TH	
10.1 Procurement of fleet vehicle in line with Departmental benchmark	Q	100%	100%	100%	100%	100%	2 562
10.2 Vehicle maintenance in accordance with the manufactures specifications	Q	100%	100%	100%	100%	100%	15 375

4.1.3 Reconciling performance targets with the Budget and MTEF

PROGRAMME ADMINISTRATION	AUDITED OUTCOMES			ADJUSTED APPROPRIATION	REVISED ESTIMATE	MEDIUM TERM EXPENDITURE ESTIMATE		
	R-THOUSAND	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18
Ministry	17 116	16 798	18 557	18 299	18 299	22 122	26 725	28 953
Management	409 019	450 746	421 288	405 216	405 216	429 108	471 443	486 658
Corporate Services	54 142	47 439	53 234	62 993	62 993	68 365	71 086	76 106
Office of the Chief Financial Officer	62 881	101 656	142 161	118 958	118 958	138 125	137 263	144 682
Office Accommodation	161 112	71 056	160 630	179 453	179 453	187 391	197 323	207 189
Total	704 270	687 695	795 870	784 919	784 919	845 111	903 840	943 588
ECONOMIC CLASSIFICATION								
Current Payments	589 977	587 672	716 727	759 871	759 871	798 368	873 273	912 626
Compensation of Employees	267 115	284 618	267 317	334 888	334 888	365 165	421 096	436 767
Goods and Services	322 832	303 031	449 410	424 983	424 983	433 203	452 177	475 859
Of which:								
<i>Advertising</i>	16 192	7 877	5 089	13 342	13 342	11 085	9 874	12 575
<i>Communication</i>	16 935	10 936	13 717	18 278	18 278	14 559	16 042	17 003
<i>Computer Services</i>	39 603	68 503	76 579	81 906	81 906	94 042	99 067	104 025
<i>Consultants and Professional Services: Business and advisory services</i>	5 555	43 541	70 129	9 692	9 692	11 593	11 275	13 141
<i>Fleet Services</i>	71	5 469	4 840	1 201	1 201	7 893	9 301	10 263
<i>Inventory: Stationery and printing</i>	8 882	3 904	10 465	10 711	10 711	8 375	8 410	11 245
<i>Lease payments</i>	113 903	46 306	140 445	133 190	133 190	140 590	147 955	153 966

PROGRAMME ADMINISTRATION	AUDITED OUTCOMES			ADJUSTED APPROPRIATION	REVISED ESTIMATE	MEDIUM TERM EXPENDITURE ESTIMATE			
	R-THOUSAND	2011/12	2012/13			2013/14	2014/15	2015/16	2016/17
<i>Property Payments</i>		34 011	37 587	40 231	46 612	46 612	51 741	54 447	54 523
<i>Travel and Subsistence</i>		42 156	36 228	29 398	39 481	39 481	27 598	27 971	29 618
<i>Other Goods and Services</i>		45 524	42 680	58 517	70 570	70 570	65 727	67 835	69 500
Interest and rent on land		30	23						
Transfers and Subsidies		770	1 435	1 520	199	199	208	219	230
Provinces and municipalities		50	213	416					
Departmental agencies and accounts			28	11					
Foreign governments and international organisations									
Public Corporations and private enterprises									
Non-profit institutions									
Households		720	1 194	1 093	199	199	208	219	230
Payments for capital assets		112 850	92 352	59 486	24 849	24 849	46 535	30 348	30 732
Buildings and other fixed structures		4 557	8 637	1 548	302	302			
Machinery and equipment		108 293	83 715	57 938	24 547	24 547	46 535	30 348	30 732
Software and other intangible assets									
Payments for financial assets		673	6 236	18 137					
TOTAL		704 270	687 695	795 870	784 919	784 919	845 111	903 840	943 588

PERFORMANCE AND EXPENDITURE TRENDS

Plan is in place for building capacity in the Office of the Chief Information Officer in order to establish and enhance the IT operating model in line with ensuring an effective and efficient public service. This is funded in part by an additional allocation for IT personnel of R8.9 million in 2016/17, which allows for an increase in the total number of filled posts in the Administration programme to 1 128 in that year.

The 2015 Budget provides an additional allocation of R25.7 million in 2016/17 of which R16.8 million will be utilized towards fleet services for the purchasing of the Department's vehicles for inspections and public employment services and the acquisition of refurbished mobile labour centres and R8.9 million for IT posts in the Administration programme for the in-house provision of IT services.

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 PERFORMANCE	ESTIMATED PERFORMANCE	MEDIUM TERM TARGETS					
		2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	
10: PROMOTE EQUITY IN THE LABOUR MARKET (OUTCOME 14: TRANSFORMING SOCIETY AND UNITING THE COUNTRY)									
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	435 (158 public and 277 private) employers were reviewed against the expected 340	523	750	803	863	923	975	
	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	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%	100%	100%	100%	
	1.3. Number of designated employers inspected per year to determine compliance with employment equity legislation		New Indicator	4 176	4 468	4 802	5 136	5 429	

STRATEGIC OBJECTIVES	PROGRAMME PERFORMANCE INDICATOR	AUDITED PERFORMANCE	ESTIMATED PERFORMANCE	MEDIUM TERM TARGETS					
		2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	
	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%	100%	100%	
	1.5 Percentage of employment Equity Plans of those companies inspected/ reviewed in 1.1 and 1.3 above assessed annually		New Indicator	80%	85%	90%	95%	100%	
1: PROMOTE OCCUPATIONAL HEALTH SERVICES AND 3: PROTECT VULNERABLE WORKERS (OUTCOME 4: DECENT EMPLOYMENT THROUGH INCLUSIVE ECONOMIC GROWTH)									
2.	Workers protected through inspection and enforcement of labour legislation	2.1 Number of workplaces inspected per year to determine compliance with labour legislation	97 526 (75%) complied of the 129 259 inspected	150 684	135 356	144 831*	155 659*	166 488*	175 963*
		2.2 Percentage of non-complying workplaces inspected per year with reference to 2.1 dealt with in terms of the relevant labour legislation	82% of the 31 733 was dealt with (25 759 notices were issued and 295 cases were referred to court)	100%	100%	100%	100%	100%	100%

STRATEGIC OBJECTIVES	PROGRAMME PERFORMANCE INDICATOR	AUDITED PERFORMANCE	ESTIMATED PERFORMANCE	MEDIUM TERM TARGETS				
		2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20
	2.3 Number of advocacy and educational sessions conducted per year in identified sectors	<p>4 Seminars were conducted as planned: - Construction - Chemical - Wholesale and Retail were held;</p> <p>There was also the signing of accord 1 Inspectors conference was held A total of 209 shop stewards were trained</p> <ul style="list-style-type: none"> • 141 in the Wholesale and Retail Sector • 25 in the chemical sector trained • 43 in the Construction Sector 	<p>4 Seminars 1 International OHS Conference</p> <p>1 Training Program (400 Shop stewards trained)</p>	<p>4 Seminars - Private security sector - Construction 1sector - Forestry sector - Hazardous 1biological 1agents</p> <p>1 Training Program (600 Shop stewards trained)</p> <ul style="list-style-type: none"> - Private security sector - Construction 1sector - Forestry sector - Hazardous 1biological 1agents 	<p>4 Seminars 1 International OHS Conference</p> <p>1 Training Program (700 Shop stewards trained)</p>	<p>4 Seminars 1 Inspectors Conference</p> <p>1 Training Program (700 Shop stewards trained)</p>	<p>4 Seminars 1 International OHS Conference</p> <p>1 Training Program (700 Shop stewards trained)</p>	<p>4 Seminars 1 Inspectors Conference</p> <p>1 Training Program (700 Shop stewards trained)</p>
	2.4 Percentage of inspections on request for work permits conducted within 5 working-days.	93% (148 of 159) requested investigations were conducted within 5 working-days.	90%	90%	90%	90%	90%	90%
	2.5 One report developed on proposals to improve the capacity of the inspectorate		New Indicator	1 Report				

STRATEGIC OBJECTIVES	PROGRAMME PERFORMANCE INDICATOR	AUDITED PERFORMANCE	ESTIMATED PERFORMANCE	MEDIUM TERM TARGETS					
		2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	
5: STRENGTHEN OCCUPATIONAL SAFETY PROTECTION AND 9: DEVELOPMENT OF THE OCCUPATIONAL HEALTH AND SAFETY POLICIES (OUTCOME 4: DECENT EMPLOYMENT THROUGH INCLUSIVE ECONOMIC GROWTH)									
3.	Strengthen occupational safety protection	3.1 Number of workplaces inspected per year to determine their compliance with the OHS legislation	35 174 workplaces were audited. 26 181 (74%) complied while 8 993 (36%) did not comply	20 147	20 476	21 909*	23 547*	25 185*	26 619*
		3.2 Percentage of non-complying workplaces inspected per year with reference to 3.1 dealt with in terms of the OHS legislation	68% dealt with (6 052 notices issued and 22 cases referred to court)	100%	100%	100%	100%	100%	100%
		3.3. Percentage of reported incidents investigated within 90 days	new	60%	60%	62%	65%	70%	70%
		3.4 Percentage of applications for registration of entities processed within 4 weeks	New	100%	100%	100%	100%	100%	100%
		3.5 Processing of the amendments to the Occupational Health and Safety Act and regulations through the relevant structures	Draft General Administrative Regulation developed awaiting consideration by the Advisory Council for Occupational Health and Safety (ACOHS)	OHS Amendment Bill submitted to NEDLAC Two regulations amended	OHS Amendment Bill submitted to NEDLAC Two regulations amended	Two regulations amended	Two regulations amended	Two regulations amended	Two regulations amended

STRATEGIC OBJECTIVES	PROGRAMME PERFORMANCE INDICATOR	AUDITED PERFORMANCE	ESTIMATED PERFORMANCE	MEDIUM TERM TARGETS				
		2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20
	3.6 Number of employer payroll audits conducted per year to determine employers contribution to the Unemployment Insurance Fund	new	13 440	11 576	12 386	13 312	14 238	15 049

Footnote: * Increase in numbers due to increase in staff compliment. However the first year will be low due to the recruitment processes – from approval for posts until the assumption of duty of a suitable candidate takes between 3 months and 9 months.

4.2.2 Programme Performance Indicators and Quarterly targets for 2014-2015

	PERFORMANCE INDICATOR	REPORTING PERIOD	ANNUAL TARGET 2015-16	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	750	193	229	150	178	3 075
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%	769
1.3	Number of designated employers inspected per year to determine compliance with employment equity legislation	Q	4 176	1 044	1 253	832	1 047	8 458
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%	1 922
1.5	Percentage of employment Equity Plans of those companies inspected/ reviewed in 1.1 and 1.3 above assessed annually.	Q	80%	20%	20%	20%	20%	1 153
2.1	Number of workplaces inspected per year to determine compliance with labour legislation	Q	135 356	33 839	40 607	27 070	33 839	288 326

	PERFORMANCE INDICATOR	REPORTING PERIOD	ANNUAL TARGET 2015-16	QUARTERLY TARGETS				BUDGET
				1ST	2ND	3RD	4TH	R'000
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%	26 910
2.3	Number of advocacy and educational sessions conducted per year in identified sectors	Q	4 Seminars 1 Training Program (600 Shop stewards trained)	Private sector 1 150	Forestry sector 1 150	Hazardous biological agents 1 150	Construction sector 1 150	13 149
2.4	Percentage of inspections on request for work permits conducted within 5 working-days	Q	90%	90%	90%	90%	90%	3 844
2.5	One report developed on proposals to improve the capacity of the inspectorate	A	1 Report	1 Report	1 Report	1 Report	1 Report	4 119
3.1	Number of workplaces inspected per year to determine their compliance with the OHS legislation	Q	20 476	5 119	6 142	4 096	5 119	38 443
3.2	Percentage of non-complying workplaces inspected per year with reference to 3.1 dealt with in terms of the OHS legislation	Q	100%	100%	100%	100%	100%	3 844
3.3	Percentage of reported incidents investigated within 90 days	Q	60%	60%	60%	60%	60%	25 645
3.4	Percentage of applications for registration of entities processed within 4 weeks	Q	100%	100%	100%	100%	100%	6 906
3.5	Processing of the amendments to the Occupational Health and Safety Act and regulations through the relevant structures	A	Two regulations amended OHS Amended bill submitte to Nedlac				Two regulations amended OHS Amended bill submitte to Nedlac	4 214
3.6	Number of employer payroll audits conducted per year to determine employers contribution to the Unemployment Insurance Fund	Q	11 576	2 894	3 473	2 315	2 894	Funded by UIF

4.2.3 RECONCILING PERFORMANCE TARGETS WITH THE BUDGET AND MTEF

Expenditure estimates

PROGRAMME INSPECTION AND ENFORCEMENT SERVICES	AUDITED OUTCOMES			ADJUSTED APPROPRIATION	REVISED ESTIMATE	MEDIUM TERM EXPENDITURE ESTIMATE		
	R-THOUSAND	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18
Management and Support Services: IES	13 364	14 365	16 096	4 602	4 602	4 682	4 972	5 370
Occupational Health and Safety	19 923	17 463	16 560	25 881	25 881	27 625	29 944	32 241
Registration: IES	80 218	84 685	48 300	55 881	55 881	63 471	69 694	74 659
Compliance, Monitoring and Enforcement Services	257 747	274 604	315 453	309 128	309 128	320 963	467 739	494 349
Training of Staff: IES	4 497	4 457	13 111	6 127	6 127	5 153	5 341	5 369
Statutory and Advocacy	0	0	2 693	8 786	8 786	8 884	9 598	10 096
TOTAL	375 749	395 574	412 213	410 405	410 405	430 778	587 288	622 084
ECONOMIC CLASSIFICATION								
Current Payments	375 077	394 520	410 415	408 259	408 259	430 716	587 223	622 016
Compensation of Employees	275 972	305 243	318 566	324 662	324 662	343 406	495 738	526 601
Goods and Services	99 105	89 277	91 849	83 597	83 597	87 310	91 485	95 415
Of which:								
<i>Advertising</i>	385	386	239	463	463	302	469	494
<i>Communication</i>	18 194	25 539	15 588	15 903	15 903	15 668	16 442	17 222
<i>Computer Services</i>	7	7		3	3	0	0	0
<i>Consultants and Professional Services: Business and advisory services</i>	333	333	934	286	286	540	558	578
<i>Fleet Services</i>	853	853	6 051	9 966	9 966	11 752	11 887	12 487
<i>Inventory: Stationery and printing</i>	2 320	2 321	2 620	4 469	4 469	5 821	5 853	6 107
<i>Lease payments</i>	590	399	4 910	970	970	1 008	1 030	1 083
<i>Property Payments</i>	5 514	5 515	7 968	5 261	5 261	4 764	4 805	5 039
<i>Travel and Subsistence</i>	55 662	41 273	36 456	26 788	26 788	30 275	33 030	34 547
<i>Other Goods and Services</i>	15 247	12 651	17 083	19 488	19 488	17 180	17 411	17 858
Interest and rent on land								
Transfers and Subsidies	583	925	1 468	162	162	62	65	68
Provinces and municipalities	1	10	21					

PROGRAMME INSPECTION AND ENFORCEMENT SERVICES	AUDITED OUTCOMES			ADJUSTED APPROPRIATION	REVISED ESTIMATE	MEDIUM TERM EXPENDITURE ESTIMATE		
	R-THOUSAND	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18
Departmental agencies and accounts			1					
Foreign governments and international organisations								
Public Corporations and private enterprises								
Non-profit institutions								
Households	582	914	1 447	162	162	62	65	68
Payments for capital assets	89	129	330	1 984	1 984	0	0	0
Buildings and other fixed structures								
Machinery and equipment	89	129	330	1 984	1 984			
Software and other intangible assets								
Payments for financial assets								
TOTAL	375 749	395 574	412 213	410 405	410 405	430 778	587 288	622 084

PERFORMANCE AND EXPENDITURE TRENDS

Under the Inspection and Enforcement Services programme, the Department intends enhancing the implementation of its Decent Work policy by contributing to the target set in the MTSF of increasing inspections by 30 percent in 2019. This is reflected by the increased number of workplaces inspected and reviewed per year for compliance with various labour legislation from 164 868 in 2014/15 to 207 813 in 2017/18. The main items of expenditure in this programme include compensation of employees and travel and subsistence for the conduct of inspections. R1.6 billion is allocated over the 2015 MTEF to support this policy initiative. For this purpose, the total number of filled posts under this programme is set to increase from 1 348 in 2014/15 to 1 563 in 2017/18. Included in this is the number of inspectors which set to increase from 960 in 2014/15 to 1 175 in 2017/18 which mainly includes Occupational Health and Safety inspectors, Pupil Inspectors, Generalist Inspectors and other categories of the Inspectorate to address the country's shortfall in terms of inspections conducted. The guideline set by the Department for the number of preventative inspections per inspector per month. However, between 2011/12 and 2013/14, inspectors only conducted on average 12 such inspections. Policy focus over the medium term seeks to address this gap.

This programme has also been experiencing under spending over the past four years due to vacant labour inspector posts owing to challenges of retaining inspectors and finding suitable candidates with the requisite specialist skills. As a result spending has been poor, Cabinet approved budget reductions of R136.1 million under compensation of employees in the 2014 Budget and R21 million over the 2015 medium term. This adversely affects service delivery as vacancies will hamper the predetermined performance targets set for the year under the Decent Work policy, as it is based on a full staff compliment and will also make the target of increasing in the number of labour inspections unachievable. To address this, over the 2015 medium term, spending by the Inspection and Enforcement Services programme grows strongly due to the filling of vacant posts in the Inspectorate. The biggest cost driver is compensation of employees mainly under the Compliance Monitoring and Enforcement subprogramme. This projected growth in spending, albeit inadequate to meet the target, is in line with the 'spirit' of the MTSF which sets a target of increasing the number of inspections and follow-ups by 30 per cent by 2019.

4.3 PROGRAMME 3: PUBLIC EMPLOYMENT SERVICES

Provide assistance to employers and work-seekers to adjust to changing labour market conditions.

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 PERFORMANCE	ESTIMATED PERFORMANCE	MEDIUM TERM TARGETS				
			2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20
1: CONTRIBUTE TO DECENT EMPLOYMENT CREATION (OUTCOME 4: DECENT EMPLOYMENT THROUGH INCLUSIVE ECONOMIC GROWTH)									
1	Employment Services provided in accordance with Employment Services Act and prescribed Regulations	1.1. Number of final regulations in terms of the Employment Service Act published by the Minister in the Government Gazette	84% achieved. The work that the Department was expected to do regarding the ES Bill was completed by March 2014. 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. The Bill was then sent to the President for signature in March 2014. Draft Regulations and Guidelines developed.	The draft Employment Services regulation published for Public Comments by March 2015.	3 regulations relating to (1) private employment agencies, Temporary Employment Services Section 13 and 52. (2) registration of work-seekers section 52 and (3) the procedure for employment of foreign nationals, section 52 published by the Minister in the Government Gazette by March 2016	3 regulations relating to (1) Establishment of work schemes in terms of section 6 (2) Provision of employment services by persons outside of the public administration section 52 and (3) Categories of employment for which new vacancies and new positions must be reported section 10 and 52 published by the Minister in the Government Gazette by March 2017	Monitor the implementation of the ES Act, and report quarterly and annually	Monitor the implementation of the ES Act, and report quarterly and annually	Monitor the implementation of the ES Act, and report quarterly and annually

STRATEGIC OBJECTIVES	PROGRAMME PERFORMANCE INDICATOR	AUDITED PERFORMANCE	ESTIMATED PERFORMANCE	MEDIUM TERM TARGETS				
		2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20
	1.2 Number of PES provincial and local advocacy campaigns conducted per year	58 Major and 801 local advocacy were conducted	18 provincial and 126 local advocacy campaigns conducted	18 provincial and 378 local advocacy campaigns conducted by March 2016	18 provincial and 504 local advocacy campaigns conducted by March 2017	18 provincial and 504 local advocacy campaigns conducted by March 2018	18 provincial and 504 local advocacy campaigns conducted by March 2019	18 provincial and 504 local advocacy campaigns conducted by March 2020
	1.3. Number of work-seekers registered on ESSA per year	618 092	650 000	600 000	650 000	700 000	750 000	750 000
	1.4 Number of registered work-seekers provided with employment counselling per year	250 160	220 000	250 000	270 000	290 000	300 000	300 000
	1.5 Number of registered work-seekers placed in registered employment opportunities per year	15 570	20 000	25 000	30 000	35 000	40 000	40 000
	1.6. Number of employment opportunities registered on ESSA per year	Revised Indicator	50 000	62 000	72 000	82 000	92 000	92 000
	1.7 Private Employment Agencies and Temporary Employment Services registered within 60 days	309	All complete PEA applications processed within 60 days of receipt	All complete PEA 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

STRATEGIC OBJECTIVES	PROGRAMME PERFORMANCE INDICATOR	AUDITED PERFORMANCE	ESTIMATED PERFORMANCE	MEDIUM TERM TARGETS					
				2013/14	2014/15	2015/16	2016/17	2017/18	2018/19
2	Foreign nationals individual and corporate work visas processed	2.1 Applications for foreign nationals corporate and individual work visa processed within 30 working days	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	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
3	Statutory bodies and designated organisations funded and monitored	3.1 Number of MoAs signed between DG and CEOs of statutory bodies and designated organisations, funding transferred and performance reports monitored per year.	8 MOAs were concluded Funding amounting to R175.8 million was transferred and Performance was monitored	8 MOAs were concluded Funding amounting to R200.4 million was transferred and Performance was monitored	8 MoAs signed between DG and CEOs of statutory bodies, and designated organisations and funding transferred and performance monitored by the end of March 2016	8 MoAs signed between DG and CEOs of statutory bodies, and designated organisations and funding transferred and performance monitored by the end of March 2017.	8 MoAs signed between DG and CEOs of statutory bodies, and designated organisations and funding transferred and performance monitored by the end of March 2018.	8 MoAs signed between DG and CEOs of statutory bodies, and designated organisations and funding transferred and performance monitored by the end of March 2019.	8 MoAs signed between DG and CEOs of statutory bodies, and designated organisations and funding transferred and performance monitored by the end of March 2020.

4.3.2 Programme performance indicators and quarterly targets for 2015-2016

PERFORMANCE INDICATOR	REPORTING PERIOD	ANNUAL TARGET 2015-16	QUARTERLY TARGETS				BUDGET R'000
			1ST	2ND	3RD	4TH	
1.1	Q	3 regulations relating to (1) Private Employment agencies, Temporary Employment Services section 13 and 52, (2) registration of work seekers section 52 and (3) the procedure for employment of foreign nationals, section 52 published by the Minister in the Government Gazette by March 2016	3 Draft regulations approved by the Deputy Director-General: Public Employment Services by end of June 2015	3 Draft regulations concluded by ES Board by end of September 2015	3 ES Board approved regulations submitted to State Law advisor by end of December 2015	3 Final regulations certified by the State Law advisors, approved by the Minister and published in the Government Gazette by March 2016.	12 132

PERFORMANCE INDICATOR		REPORTING PERIOD	ANNUAL TARGET 2015-16	QUARTERLY TARGETS				BUDGET
				1ST	2ND	3RD	4TH	R'000
1.2	Number of PES provincial and local advocacy campaigns conducted per year	Q	18 provincial and 378 local advocacy campaigns conducted by March 2016	88 Local	Provincial: Semester target : 9 105 local	80 local	Provincial: Semester target: 9 105 local	24 263
1.3	Number of work-seekers registered on ESSA system per year	Q	600 000	144 000	156 000	144 000	156 000	25 137
1.4	Number of registered work-seekers provided with employment counselling per year	Q	250 000 registered work-seekers provided with employment counselling	60 000	70 000	47 500	72 500	25 137
1.5	Number of registered work-seekers placed in registered employment opportunities per year	Q	25 000	6 250	6 250	6 250	6 250	23 390
1.6	Number of employment opportunities registered on ESSA per year	Q	62 000	15 500	15 500	15 500	15 500	11 695
1.7	Private Employment Agencies and Temporary Employment Services registered within 60 days	Q	All complete PEA applications processed within 60 days of receipt	All complete PEA applications processed within 60 days of receipt	All complete PEA applications processed within 60 days of receipt	All complete PEA applications processed within 60 days of receipt	All complete PEA applications processed within 60 days of receipt	5 847
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	5 847
3.1	Number of MoAs signed between DG and CEOs of statutory bodies and designated organisations, funding transferred and performance reports monitored per year	Q	8 MoAs signed between DG and CEOs of statutory bodies, and designated organisations and funding transferred and performance monitored by the end of March 2016	8 MoAs signed between DG and CEOs of statutory bodies, and designated organisations. First tranche transferred by the end of April 2015	1st QMR performance assessed and 2nd tranche transferred before end of July 2015	2nd QMR Performance assessed and 3rd tranche transferred before end of October 2015	3rd QMR Performance assessed and 4th tranche transferred before end of January 2016	6 284

4.3.3 Reconciling performance targets with the Budget and MTEF

Expenditure estimates

PROGRAMME PUBLIC EMPLOYMENT SERVICES	AUDITED OUTCOMES			ADJUSTED APPROPRIATION	REVISED ESTIMATE	MEDIUM TERM EXPENDITURE ESTIMATE		
	R-THOUSAND	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18
Management and Support Services: PES	21 001	21 812	28 374	33 252	33 252	34 432	40 132	43 521
Employer Services	143 673	148 517	116 293	116 668	116 668	116 949	134 518	152 925
Work-Seeker Services	23 523	32 763	95 775	114 179	114 179	125 684	135 626	140 947
Designated Groups Special Services	198	77	200	850	850	889	936	983
Sheltered Employment Factories and Subsidies to Designated Workshops	72 407	76 229	115 610	139 164	139 164	145 669	155 649	165 545
Productivity South Africa	34 059	37 052	40 286	43 119	43 119	45 531	47 944	50 341
Unemployment Insurance Fund	0	0	0	1	1	1	1	1
Compensation Fund	36 105	14 085	15 640	32 278	32 278	18 073	19 031	19 983
Training of Staff: PES	1 228	1 116	1 317	2 022	2 022	1 069	1 126	1 182
TOTAL	332 194	331 651	413 495	481 533	481 533	488 297	534 963	575 428
Economic Classification								
Current Payments	192 031	207 237	245 731	303 414	303 414	327 916	368 203	400 334
Compensation of Employees	154 514	169 064	212 767	267 378	267 378	287 343	324 886	355 202
Goods and Services	37 517	38 173	32 964	36 036	36 036	40 573	43 317	45 132
Of which:								
<i>Advertising</i>	263	263	196	717	717	501	571	600
<i>Communication</i>	6 625	6 620	3 139	4 060	4 060	6 337	6 728	7 063
<i>Computer Services</i>	1 365	1 363	62	712	712	196	0	0
<i>Consultants and Professional Services: Business and advisory services</i>	0	0	0	0	0	0	0	0
<i>Fleet Services</i>	70	70		1 454	1 454	2 800	2 939	3 087
<i>Inventory: Stationery and printing</i>	1 277	1 250	1 297	3 833	3 833	3 519	4 759	5 266
<i>Lease payments</i>	217	216	250	2 747	2 747	2 412	1 744	1 831
<i>Property Payments</i>	4 077	4 077	3 151	1 113	1 113	1 450	1 502	1 578
<i>Travel and Subsistence</i>	17 278	18 586	16 993	14 863	14 863	11 896	13 031	13 034

PROGRAMME PUBLIC EMPLOYMENT SERVICES	AUDITED OUTCOMES			ADJUSTED APPROPRIATION	REVISED ESTIMATE	MEDIUM TERM EXPENDITURE ESTIMATE			
	R-THOUSAND	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18	
<i>Other Goods and Services</i>		6 345	5 728	7 876	6 537	6 537	11 462	12 043	12 673
Interest and rent on land									
Transfers and Subsidies		138 158	123 625	167 461	177 569	177 569	160 081	166 710	175 044
Provinces and municipalities			3	9					
Departmental agencies and accounts		70 164	51 137	55 925	75 398	75 398	63 605	66 976	70 325
Foreign governments and international organisations									
Public Corporations and private enterprises									
Non-profit institutions		67 671	72 228	111 198	102 134	102 134	96 437	99 692	104 675
Households		323	257	329	37	37	39	42	44
Payments for capital assets		2 005	789	303	550	550	300	50	50
Buildings and other fixed structures									
Machinery and equipment		2 005	789	303	550	550	300	50	50
Software and other intangible assets									
Payments for financial assets									
TOTAL		332 194	331 651	413 495	481 533	481 533	488 297	534 963	575 428

PERFORMANCE AND EXPENDITURE TRENDS

Under the Public Employment Services programme, the spending focus over the medium term will be on increasing the number of work seekers registered and facilitating access to employment and income generating opportunities as well as in implementing Employment Services Bill. The aim is to reduce unemployment and contribute to the national employment target of 11 million jobs created by 2030, which is the national development plan's target.

Programme 3 received Cabinet approval for additional allocation of R15 million for payment of claims from civil servants who were injured on duty or contracted occupation illnesses and diseases. The Programme also had a MTEF budget reduction on goods and services of R889 thousands in 2015/2016, R1.328 million in 2016/17 and R1.653 million in 2017/18. The budget reduction will have a negative impact on service delivery, but it has been effected in contracts, travel and subsistence and venues and facilities which is in administration and doesn't have much impact on performance indicators.

Spending over the medium term expected to increase on Compensation of Employees, travel and subsistence, inventory: fuel and oil over the medium. The filled posts are 740 and vacancies 75, spending will increase as the process of filling post is underway at Supported Employment Enterprise.

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 PERFORMANCE	ESTIMATED PERFORMANCE	MEDIUM TERM TARGETS					
		2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	
10: PROMOTE EQUITY IN THE LABOUR MARKET (OUTCOME 14: TRANSFORMING SOCIETY AND UNITING THE COUNTRY)									
1	Employment Equity in the labour market ensured and enforcement improved	1.1 Employment Equity Amendment Act implemented within set time frames	<p>The Employment Equity Amendment Act, 2013 assented into law on 14 January 2014</p> <p>Amended EE regulations published for public comments on the 28 February 2014 for 30 days and tabled at NEDLAC for social partner deliberations</p>	<p>Amended EE Regulations published</p> <p>Code on Equal Pay published</p> <p>Conduct 9 workshops(1 per province) on amended EEA and regulations</p>	<p>Conduct 9 workshops on Code on Equal Pay for Work of Equal value by 30 September 2015</p> <p>Amended Code on Employment of People with Disabilities published by March 2016</p>	<p>Conduct 9 workshops (1 per province) on amended Code on Employment of People with Disabilities.</p> <p>Amended Code on preparation and implementation of EE Plans published</p>	<p>Conduct 9 workshops (1 per province) on Code on preparation and implementation of EE Plans.</p> <p>Draft Code on EEA Compliance guidelines for public comment</p>	<p>Conduct 9 workshops(1 per province) on Code on EE Online reporting</p> <p>Code on EEA Compliance guidelines published</p>	<p>Conduct 9 workshops(1 per province) on Code on EEA Compliance guidelines</p>

STRATEGIC OBJECTIVES		PROGRAMME PERFORMANCE INDICATOR	AUDITED PERFORMANCE	ESTIMATED PERFORMANCE	MEDIUM TERM TARGETS				
			2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20
			Employment Equity Annual Report developed by end of March	2013-2014 Annual Employment Equity Report and Public Register published 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 by 30 June 2015 2015-2016 Annual Employment Equity Report and Public Register developed by 31 March 2016	2015-2016 Annual Employment Equity Report and Public Register published by 30 June 2016 2016-2017 Annual Employment Equity Report and Public Register developed by 31 March 2017	2016-2017 Annual Employment Equity Report and Public Register published by 30 June 2017 2017-2018 Annual Employment Equity Report and Public Register developed by 31 March 2018	2017-2018 Annual Employment Equity Report and Public Register published by 30 June 2018 2018-2019 Annual Employment Equity Report and Public Register developed by 31 March 2019	2018-2019 Annual Employment Equity Report and Public Register published by 30 June 2019 2019-2020 Annual Employment Equity Report and Public Register developed by 31 March 2020
			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 promote the principle of Equal Pay for Work of Equal Value	30 Companies' Income Differentials assessed to promote the principle of Equal Pay for Work of Equal Value	30 Companies' Income Differentials assessed to promote the principle of Equal Pay for Work of Equal Value	30 Companies' Income Differentials assessed to promote the principle of Equal Pay for Work of Equal Value	30 Companies' Income Differentials assessed to promote the principle of Equal Pay for Work of Equal Value
3: PROTECT VULNERABLE WORKERS (OUTCOME 4: DECENT EMPLOYMENT THROUGH INCLUSIVE ECONOMIC GROWTH)									
2.	Basic Conditions of Employment in the labour market ensured	2.1 To grant/refuse applications for exemption within a set time frame by March 2016		Application for Exemption on the BCEA processed within 60 days	Application for Exemption on the BCEA processed within 60 days by March 2016	Application for Exemption on the BCEA processed within 60 days by March 2017	Application for Exemption on the BCEA processed within 60 days by March 2018	Application for Exemption on the BCEA processed within 60 days by March 2019	Application for Exemption on the BCEA processed within 60 days by March 2020

STRATEGIC OBJECTIVES		PROGRAMME PERFORMANCE INDICATOR	AUDITED PERFORMANCE	ESTIMATED PERFORMANCE	MEDIUM TERM TARGETS				
			2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20
3.	Establish basic standards and minimum wages	3.1 Number of new and existing sectoral determinations reviewed and investigated by March 2016	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	Review two Sectoral Determinations by March 2018	Review four Sectoral Determinations by March 2019	Review two Sectoral Determinations by March 2020
			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	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	1 New sector investigated for possible setting of minimum wages and conditions of employment
4 STRENGTHEN MULTILATERAL AND BILATERAL RELATIONS (OUTCOME 11: CREATE A BETTER SOUTH AFRICA, A BETTER AFRICA AND A BETTER WORLD)									
4	Ensure compliance with the country's international obligation	4.1 Number of reports on ILO article 19 and 22 submitted by 30 September 2015 and 31 March 2016 respectively	5 Reports submitted:	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	5 Reports : 1 Article 19 and 4 Article 22	4 Reports 1 Article 19 and 3 Article 22	5 Reports 1 Article 19 and 4 Article 22

STRATEGIC OBJECTIVES	PROGRAMME PERFORMANCE INDICATOR	AUDITED PERFORMANCE	ESTIMATED PERFORMANCE	MEDIUM TERM TARGETS					
		2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	
6: PROMOTE SOUND LABOUR RELATIONS (OUTCOME 4: DECENT EMPLOYMENT THROUGH INCLUSIVE ECONOMIC GROWTH)									
5.	Promoting sound Labour Relations	5.1 Number of Collective agreements extended within 60 days of receipt	17	17	18	18	18	17	17
		5.2 Hundred Percent of competent and completed labour organisation applications processed within 90 days of receipt	96% (140 of 146) applications were processed within 90 days of receipt	100%	100%	100%	100%	100%	100%
7: MONITOR THE IMPACT OF LEGISLATION (OUTCOME 4: DECENT EMPLOYMENT THROUGH INCLUSIVE ECONOMIC GROWTH)									
6	Impact of legislation and labour market trends monitored and evaluated	6.1 A number of Labour market trends reports published and research reports produced	4 Annual Labour market trends reports produced and disseminated	4 Annual Labour Market Trend reports published	4 Annual Labour Market Trend reports published by 30 September 2015	4 Annual Labour Market Trend reports published by 30 September 2016	4 Annual Labour Market Trend reports published by 30 September 2017	4 Annual Labour Market Trend reports published by 30 September 2018	4 Annual Labour Market Trend reports published by 30 September 2019
			4 Briefing reports on Quarterly Labour Force Survey and Unemployment Insurance Fund produced	4 Research reports completed and a new investigation initiated	4 Literature review reports and 4 data collection instruments for RME agenda 4 completed by March 2016	4 Research reports in line with RME Agenda 4 signed off by DDG: LP and IR by 31 March 2017	4 Research reports in line with RME Agenda 4 signed off by DDG: LP and IR by 31 March 2018	4 Research reports in line with RME Agenda 5 signed off by DDG: LP and IR by 31 March 2019 and a new Research agenda initiated	Data collection for RME agenda 4 is 50% completed by March 2020

4.4.2 programme performance indicators and quarterly targets for 2015-2016

PERFORMANCE INDICATOR		REPORTING PERIOD	ANNUAL TARGET 2015-16	QUARTERLY TARGETS				BUDGET
				1ST	2ND	3RD	4TH	R
1.1	Employment Equity Amendment Act implemented and evaluated within set time frame by March 2016	Q	Conduct 9 workshops on Code of Good Practice on Equal Pay for Work of Equal value	-	Conduct 9 workshops (1 per province) on Code of Good Practice on Equal Pay for Work of Equal Value by 30 September 2015			R3 500 000
		A	Amended Code on Employment of People with Disabilities published by March 2016	Draft Amended Code on Employment of People with Disabilities published for public comment by 30 June 2015	-	Consolidate public comment and develop final Draft Code on Employment of People with Disabilities for approval by the CEE by 31 December 2015	Publish Amended Code on Employment of People with Disabilities by 31 March 2016	R350 000
		Q	2014-2015 Annual Employment Equity Report Public Register published by 30 June 2015	2014-2015 Annual Employment Equity Report Public Register published by 30 June 2015	-	-	-	R950 000
		A	2015-2016 Annual Employment Equity Report and Public Register developed by 31 March 2016				2015-2016 Annual Employment Equity Report and Public Register developed by 31 March 2016	
		Q	30 companies' Income differentials assessed to promote the principle of Equal Pay for Work of Equal Value	8	8	7	7	R800 000
2.1	To grant/refuse applications for exemption within a set time frame by March 2016	A	Application for variation on BCEA processed within 60 days by March 2016	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 2015-16	QUARTERLY TARGETS				BUDGET
				1ST	2ND	3RD	4TH	R
3.1	Number of new and existing Sectoral Determinations reviewed and investigated by March 2016	A	Review four Sectoral Determinations by March 2016 (Private Security, Wholesale and Retail, Forestry and Farm sectors)	<ul style="list-style-type: none"> Conduct 18 public hearings for the whole sale and retail sector by 30 June 2015 Compile the ECC report for the private security sector by 30 June 2015 	<ul style="list-style-type: none"> Publish reviewed private security sectoral determination in the Government Gazette by 30 September 2015 Conduct 36 public hearings for the farm and forestry sectors by 30 September 2015 Compile the ECC report for the wholesale and retail sector by 30 September 2015 	<ul style="list-style-type: none"> Compile public hearing reports for the farm and forestry sectors by 31 December 2015 Publish reviewed wholesale and retail sectoral determination in the Government Gazette by 31 December 2015 	Publish reviewed farm and forestry sectoral determinations in the Government Gazette by 31 March 2016	R1 331 304
		Q	1 New sector (Abattoir) investigated for possible setting of minimum wages and conditions of employment by 31 March 2016	Conduct 10 public hearings for the Abattoir sector by 30 June 2015	Compile the ECC report for the Abattoir sector by 30 September 2015	EEC report submitted to the Minister for decision by 31 December 2015		R371 902
4.1	Number of reports on ILO Article 19 and 22 submitted by 30 September 2015 and 31 March 2016, respectively	A	7 Reports		6 reports in terms of Article 22 of the ILO Constitution submitted to the ILO by September 2015		1 report in terms of Article 19 of the ILO Constitution submitted to the ILO by February 2016	R 5 000
5.1	Number of collective agreements extended within 60 days of receipts	Q	18	4	5	4	5	R 725 200
5.2	Hundred Percent of competent and completed labour organisation applications processed within 90 days of receipt	Q	100%	100%	100%	100%	100%	R 725 200

PERFORMANCE INDICATOR		REPORTING PERIOD	ANNUAL TARGET 2015-16	QUARTERLY TARGETS				BUDGET
				1ST	2ND	3RD	4TH	R
6.1	A number of Annual Labour Market Trends reports published and Research reports produced	A	4 Annual Labour Market Trend reports published by September 2016	Two annual statistical trend reports compiled and submitted by June 2015. These include: Annual Labour Market Bulletin and Job Opportunity and Unemployment in the SA labour market 2014/15	Four annual statistical trend reports approved and published by September 2015. These include: Annual Labour Market Bulletin, Job Opportunity and Unemployment in the SA labour market 2014/15, Industrial Action report 2014 and Annual Administrative Statistics report 2014		Two annual statistical trend reports compiled and submitted by March 2016. These include: Annual Administrative Statistics report 2015 and Industrial Action report 2015 by March 2016	R160 000
			4 Literature review reports and 4 data collection instruments for RME agenda 4 completed by March 2016	Finalise the evaluation of tender and submit recommendations to DBAC	4 Proposals, project plans and scoping of research completed	4 final literature reviews completed	4 Data collection instruments developed, tested and approved by the research steering committee	R 6 876 000

4.4.3 Reconciling performance targets with the Budget and MTEF

Expenditure estimates

PROGRAMME LABOUR POLICY AND INDUSTRIAL RELATIONS	AUDITED OUTCOMES			ADJUSTED APPROPRIATION	REVISED ESTIMATE	MEDIUM TERM EXPENDITURE ESTIMATE		
	R-THOUSAND	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18
Management and Support Services: LP and IR	9 561	12 320	10 151	12 679	12 679	13 209	13 769	14 554
Strengthen Civil Society	15 063	15 802	16 504	17 318	17 318	17 929	18 879	19 823
Collective Bargaining	10 216	11 234	12 306	14 573	14 573	14 152	15 011	15 889
Employment Equity	10 999	9 907	12 763	14 555	14 555	15 165	15 985	16 843
Employment Standards	9 758	8 422	12 464	12 632	12 632	14 774	15 910	16 727
Commission for Conciliation, Mediation and Arbitration	448 104	478 745	594 418	687 096	687 096	731 799	770 501	808 902
Research, Policy and Planning	10 598	5 262	7 419	9 779	9 779	12 678	13 496	14 200
Labour Market Information and Statistics	29 307	30 291	31 324	37 641	37 641	38 408	40 775	43 166
International Labour Matters	26 870	22 962	26 591	35 340	35 340	35 137	36 800	38 894
National Economic Development and Labour Council	24 433	24 707	25 926	27 822	27 822	29 430	30 996	32 555
TOTAL	594 909	619 652	749 866	869 435	869 435	922 681	972 122	1 021 553
ECONOMIC CLASSIFICATION								
CURRENT PAYMENTS	93 427	87 055	96 756	119 542	119 542	126 794	134 136	141 792
Compensation of Employees	60 281	66 544	67 487	79 156	79 156	83 641	89 129	94 744
Goods and Services	33 146	20 511	29 269	40 386	40 386	43 153	45 007	47 048
Of which:								
<i>Advertising</i>	5 023	2 342	6 643	6 269	6 269	7 784	8 099	8 976
<i>Communication</i>	1 514	1 529	796	1 150	1 150	1 153	1 207	1 309
<i>Computer Services</i>	1 156	1 156	597	1 065	1 065	1 044	1 144	1 290
<i>Consultants and Professional Services: Business and advisory services</i>	6 385	1 403	3 350	4 623	4 623	7 202	7 820	8 223
<i>Fleet Services</i>	15	17	208	433	433	313	374	427
<i>Inventory: Stationery and printing</i>	2 325	2 356	3 134	4 490	4 490	2 617	2 744	2 943
<i>Lease payments</i>	861	845	322	1 737	1 737	1 570	1 699	1 689
<i>Property Payments</i>	552	552	521	982	982	809	889	843

PROGRAMME LABOUR POLICY AND INDUSTRIAL RELATIONS	AUDITED OUTCOMES			ADJUSTED APPROPRIATION	REVISED ESTIMATE	MEDIUM TERM EXPENDITURE ESTIMATE			
	R-THOUSAND	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18	
<i>Travel and Subsistence</i>		11 273	6 695	9 468	11 743	11 743	14 235	14 471	14 303
<i>Other Goods and Services</i>		4 042	3 616	4 230	7 894	7 894	6 426	6 560	7 045
Interest and rent on land									
Transfers and Subsidies		501 441	532 440	652 930	749 657	749 657	795 865	837 963	879 737
Provinces and municipalities			1		2	2	2	2	2
Departmental agencies and accounts		472 019	502 904	620 246	714 543	714 543	760 590	800 818	840 735
Foreign governments and international organisations		14 211	13 692	15 914	17 441	17 441	17 344	18 264	19 177
Public Corporations and private enterprises									
Non-profit institutions		15 063	15 802	16 504	17 318	17 318	17 929	18 879	19 823
Households		148	41	266	353	353			
Payments for capital assets		41	157	180	236	236	22	23	24
Buildings and other fixed structures									
Machinery and equipment		41	157	180	236	236	22	23	24
Software and other intangible assets									
Payments for financial assets									
TOTAL		594 909	619 652	749 866	869 435	869 435	922 681	972 122	1 021 553

PERFORMANCE AND EXPENDITURE TRENDS

The Labour Policy and Industrial Relations programme focus will be on reducing workplace conflict and improving the collaboration between government, organised business and organised labour through the development of programmes to address workplace conflict through improved communication, career mobility, skills development and fairness in workplaces, stronger labour-relations systems, setting standards to reduce inequality in pay and minimum wages for all vulnerable workers and improving enforcement of the Employment Equity Act. This also includes measurable improvements in social partner and workplace relationships through the provision of targeted workplace change and transformation interventions.

This is supported by increases in jurisdictional referrals from 123 138 in 2014/15 to 163 896 by 2017/18 as well as 86 196 finalised jurisdiction cases settled in 2014/15 increasing to 114 727 in 2017/18. With regards to reducing inequality in pay and minimum wages for vulnerable workers, the Department aims to regulate agreements on benchmarks for pay inequality followed by assessment of pay scales to ensure that gaps in minimum wage determinations covered is reduced from nine (9) in 2014/15 to eight (8) in 2017/18. Spending under this programme is mainly driven by the transfer payment to the Commission for Conciliation Mediation and Arbitration which constitutes approximately 80 per cent of the total programme's budget. The Commission receives R2.3 billion over the medium term.



