

# **Estimates of National Expenditure 2023**

## **Vote 31: Employment and Labour**

**National Treasury  
Republic of South Africa**





# Vote 31

## Employment and Labour

### Budget summary

R million	2023/24				2024/25	2025/26
	Current payments	Transfers and subsidies	Payments for capital assets	Total	Total	Total
<b>MTEF allocation</b>						
Administration	991.4	1.0	83.6	1 076.0	1 132.3	1 195.5
Inspection and Enforcement Services	630.7	0.1	19.8	650.6	679.2	709.2
Public Employment Services	348.8	666.1	6.0	1 020.8	686.5	725.6
Labour Policy and Industrial Relations	158.3	1 186.0	0.6	1 344.9	1 404.4	1 467.2
<b>Total expenditure estimates</b>	<b>2 129.1</b>	<b>1 853.2</b>	<b>109.9</b>	<b>4 092.2</b>	<b>3 902.4</b>	<b>4 097.5</b>

Executive authority Minister of Employment and Labour  
Accounting officer Director-General of Employment and Labour  
Website [www.labour.gov.za](http://www.labour.gov.za)

The Estimates of National Expenditure is available at [www.treasury.gov.za](http://www.treasury.gov.za). Additional tables in Excel format can be found at [www.treasury.gov.za](http://www.treasury.gov.za) and [www.vulekamali.gov.za](http://www.vulekamali.gov.za).

### Vote purpose

*Play a significant role in reducing unemployment, poverty and inequality by pursuing the objectives of decent work for all through: employment creation and enterprise development; the setting of standards and the protection of rights at work, including the facilitation of equal opportunities and social dialogue; and the provision of social protection.*

### Mandate

The Department of Employment and Labour derives its mandate from the Constitution. This mandate is given effect through several acts that regulate labour matters in South Africa: the Occupational Health and Safety Act (1993), the Labour Relations Act (1995), the Basic Conditions of Employment Act (1997), the Employment Equity Act (1998) and the Employment Services Act (2014).

The mandate of the department is to regulate the labour market through policies and programmes developed in consultation with social partners. These aim to:

- improve economic efficiency and productivity
- facilitate the creation of decent employment
- promote labour standards and fundamental rights at work
- provide adequate social safety nets to protect vulnerable workers
- promote and enforce sound labour relations
- promote equity in the workplace
- eliminate inequality and unfair discrimination in the workplace
- enhance an awareness of and compliance with occupational health and safety in the workplace
- give value to social dialogue in the formulation of sound and responsive legislation and policies to attain labour market flexibility for the competitiveness of enterprises, balanced with the promotion of decent employment.

## Selected performance indicators

**Table 31.1 Performance indicators by programme and related priority**

Indicator	Programme	MTSF priority	Audited performance			Estimated performance	MTEF targets		
			2019/20	2020/21	2021/22	2022/23	2023/24	2024/25	2025/26
Number of employers inspected per year to determine compliance with employment law	Inspection and Enforcement Services	Priority 2: Economic transformation and job creation	227 990	178 489	252 242	298 332	298 332	298 332	298 332
Percentage of noncompliant employers of those inspected served with a notice in terms of the law within 14 calendar days of the inspection per year	Inspection and Enforcement Services		99.7% (42 249/ 42 378)	99.5% (34 908/ 35 097)	99% (59 743/ 60 478)	95%	95%	95%	95%
Percentage of noncompliant employers who failed to comply with the served notice referred for prosecution within 30 calendar days per year	Inspection and Enforcement Services		45% (4 475/ 9 939)	75% (2 910/ 3 882)	64% (3 752/ 5 869)	65%	65%	65%	65%
Number of work seekers registered on the Employment Services of South Africa system per year	Public Employment Services		929 770	938 505	936 621	850 000	900 000	950 000	1 000 000
Number of registered work seekers provided with employment counselling per year	Public Employment Services		264 044	246 454	281 801	240 000	250 000	260 000	270 000
Number of registered employment opportunities filled by registered work seekers per year	Public Employment Services		62 213	37 193	67 058	55 000	60 000	65 000	70 000
Number of employment opportunities registered on the Employment Services of South Africa database per year	Public Employment Services		153 973	83 782	131 522	105 000	110 000	115 000	120 000
Percentage of collective agreements assessed and verified within specified number of calendar days of receipt per year	Labour Policy and Industrial Relations		88% within 90 days (30/34)	100 % within 180 days (31)	100% within 180 days (26)	100% within 120 days	100% within 120 days	100% within 120 days	100% within 120 days
Percentage of labour organisation applications for registration approved or refused within 90 calendar days of receipt per year	Labour Policy and Industrial Relations		99% (144/145)	100% (122)	100% (134)	100%	100%	100%	100%

## Expenditure overview

In working towards the vision of eliminating poverty and reducing inequality over the medium term, the department will focus on increasing safety and fairness in the workplace, providing support to work seekers, regulating the workplace, and engaging in multinational platforms, such as the Brazil-Russia-India-China-South Africa (BRICS) group of countries, to shape the future of work and protect workers' rights. The department has a budget of R12.1 billion over the period ahead after increases of R96.9 million for cost-of-living adjustments; R140 million for regional office accommodation; R90 million for capital works at supported employment enterprise factories; and R67.5 million for the National Economic Development and Labour Council for the operations of the Presidential Climate Commission, which it temporarily houses.

### *Increasing safety and fairness in the workplace*

Through its advocacy programmes, which include 12 seminars and 6 conferences over the medium term, the department plans to increase its national footprint by ensuring compliance with employment law. This is expected to improve fairness in the workplace, especially for young people, people with disabilities and women, and transition workers from the informal to the formal economy. To ensure compliance with the law and occupational health and safety standards, the department plans to conduct 894 312 employer inspections over the period ahead.

The implementation of the case management system in 2022/23 is expected to ensure that the department's business processes are fully modernised, which will lead to, among other things, more focused inspections. Over the medium term, the department plans to improve and strengthen its enforcement function. This entails ensuring that 65 per cent of employers who fail to comply with served notices are issued with fines and/or penalties and are referred for prosecution within 30 calendar days, and that 95 per cent of noncompliant

employers are served with legal notices within 14 calendar days.

Spending for these activities is within the *Inspection and Enforcement Services* programme, which is allocated 16.4 per cent (R2 billion) of the department's budget over the medium term. Spending in the programme increases at an average annual rate of 4.9 per cent, from R614.9 million in 2022/23 to R709.2 million in 2025/26.

### ***Providing support to work seekers***

Facilitating access to decent employment is central to the department's work and is primarily funded through the *Public Employment Services* programme. Over the medium term, it plans to register 2.9 million work seekers, provide counselling to 780 000 work seekers and place 195 000 work seekers in registered employment opportunities.

In 2022/23, the department drafted the South African national employment policy in partnership with the International Labour Organisation. The purpose of the policy is to determine a sustainable approach to employment growth. In line with the policy, the department plans to establish an employment war room over the medium term. The purpose of this intervention is to bring together government departments, business experts, and labour and community organisations. The department will also focus on implementing an accessible framework for active labour market policies that supports work seekers by, among other things, digitising applications for vacancies and providing employment counselling through the Employment Services of South Africa system. This is expected to be done in collaboration with private employment agencies with the aim of facilitating viable pathways to employment.

The Employment Services of South Africa online app has been developed and will go live on 1 April 2023. Limited data and internet access are still hindrances to work seekers. In addition, all youth employment centres that were built in 2022/23 will have free Wi-Fi. Internet connectivity will also enable work seekers to access other tools that assist youth to better understand their career aspirations and build capacity.

In 2022/23, the department drafted the new national migration policy and proposed amendments to the Employment Services Act (2014). A strong focus over the MTEF period will be on the rapid implementation of these amendments, which is expected to provide more employment opportunities for young South Africans, particularly in the hospitality, tourism and agriculture sectors.

The department will receive R372.2 million in 2023/24 to continue the pathway management network, which is a presidential employment initiative. The network is expected to create opportunities for employment, support increased access to relevant education and training interventions, assist young people in making choices about learning and/or earning, and identify barriers to entry in the labour market. More than 1 million young people are expected to be actively involved in the network over the next 2 years, with the aim of creating 255 000 job opportunities by 2024/25. Different components of the network will be scaled up over the medium term, such as the Innovation Fund, with the introduction of new partners.

Spending for these activities is within the *Public Employment Services* programme, which is allocated 21.3 per cent (R2.4 billion) of the department's budget over the medium term. Spending in the programme is set to decrease at an average annual rate of 10.6 per cent, from R1 billion in 2022/23 to R725.6 million in 2025/26, as a result of allocations for the presidential employment initiative not continuing over the MTEF period.

### ***Regulating the workplace***

The department plans to conduct an annual review of the national minimum wage over the medium term. This will include the development of monitoring mechanisms to measure its impact on the economy, collective bargaining, the reduction of income differentials, and proposed adjustments. The Commission for Conciliation, Mediation and Arbitration spearheads the department's efforts in this regard and is set to receive an estimated 77.6 per cent (R3.3 billion) of the *Labour Policy and Industrial Relations* programme's allocation over the medium term.

### ***Shaping the future of work and protecting workers' rights***

Over the period ahead, South Africa's key engagement in multinational platforms includes assuming the presidency of the BRICS group of countries for 2023. The department hopes to use this platform, as well as the

ministerial meeting on labour and employment in September 2023, to shape the future of work and protect the rights of workers in new forms of employment. The following priorities are expected to be deliberated on in the BRICS forum: building sustainable enterprises, including new forms of employment; increasing productivity; promoting labour rights and decreasing decent work deficits in the context of economic recovery after the COVID-19 pandemic; ensuring universal social protection and minimum basic income; and promoting decent work by closing skills gaps in the informal economy. For this purpose, the department has budgeted R15 million in the *Labour Policy and Industrial Relations* programme.

## Expenditure trends and estimates

**Table 31.2 Vote expenditure trends and estimates by programme and economic classification**

<b>Programmes</b>											
1. Administration											
2. Inspection and Enforcement Services											
3. Public Employment Services											
4. Labour Policy and Industrial Relations											
<b>Programme</b>	<b>Audited outcome</b>			<b>Adjusted appropriation</b>	<b>Average growth rate (%)</b>		<b>Medium-term expenditure estimate</b>			<b>Average growth rate (%)</b>	
R million	2019/20	2020/21	2021/22	2022/23	2019/20	2022/23	2023/24	2024/25	2025/26	2022/23	2025/26
Programme 1	871.1	854.0	856.4	1 101.2	8.1%	27.0%	1 076.0	1 132.3	1 195.5	2.8%	27.8%
Programme 2	560.6	499.4	546.6	614.9	3.1%	16.3%	650.6	679.2	709.2	4.9%	16.4%
Programme 3	605.6	598.4	615.9	1 014.7	18.8%	20.8%	1 020.8	686.5	725.6	-10.6%	21.3%
Programme 4	1 178.6	1 151.3	1 213.2	1 377.0	5.3%	36.0%	1 344.9	1 404.4	1 467.2	2.1%	34.5%
<b>Total</b>	<b>3 215.9</b>	<b>3 103.1</b>	<b>3 232.2</b>	<b>4 107.8</b>	<b>8.5%</b>	<b>100.0%</b>	<b>4 092.2</b>	<b>3 902.4</b>	<b>4 097.5</b>	<b>-0.1%</b>	<b>100.0%</b>
Change to 2022				151.8			108.8	129.8	155.9		
Budget estimate											
<b>Economic classification</b>											
<b>Current payments</b>	<b>1 833.3</b>	<b>1 738.8</b>	<b>1 813.8</b>	<b>2 206.2</b>	<b>6.4%</b>	<b>55.6%</b>	<b>2 129.1</b>	<b>2 223.4</b>	<b>2 321.6</b>	<b>1.7%</b>	<b>54.8%</b>
Compensation of employees	1 253.3	1 224.3	1 277.7	1 414.6	4.1%	37.9%	1 410.9	1 472.9	1 537.5	2.8%	36.0%
Goods and services <sup>1</sup>	580.0	514.6	536.0	791.6	10.9%	17.7%	718.2	750.5	784.1	-0.3%	18.8%
<i>of which:</i>											
<i>Audit costs: External</i>	16.4	15.1	17.8	25.1	15.3%	0.5%	25.2	26.3	27.5	3.1%	0.6%
<i>Communication</i>	24.4	27.6	32.0	47.2	24.6%	1.0%	48.2	50.3	52.6	3.7%	1.2%
<i>Computer services</i>	88.3	87.8	60.5	166.1	23.5%	2.9%	134.1	140.1	146.4	-4.1%	3.6%
<i>Operating leases</i>	141.4	156.8	138.1	165.5	5.4%	4.4%	168.3	175.8	183.7	3.5%	4.3%
<i>Property payments</i>	62.1	71.1	83.6	93.8	14.8%	2.3%	94.2	98.4	102.8	3.1%	2.4%
<i>Travel and subsistence</i>	109.7	29.4	80.8	81.8	-9.3%	2.2%	81.7	85.4	89.2	2.9%	2.1%
<b>Transfers and subsidies<sup>1</sup></b>	<b>1 338.3</b>	<b>1 305.2</b>	<b>1 343.1</b>	<b>1 801.8</b>	<b>10.4%</b>	<b>42.4%</b>	<b>1 853.2</b>	<b>1 555.8</b>	<b>1 634.1</b>	<b>-3.2%</b>	<b>42.3%</b>
Provinces and municipalities	0.9	0.8	0.9	0.7	-5.3%	0.0%	0.7	0.8	0.8	3.1%	0.0%
Departmental agencies and accounts	1 121.4	1 047.7	1 113.9	1 552.3	11.4%	35.4%	1 585.5	1 267.0	1 323.8	-5.2%	35.4%
Foreign governments and international organisations	17.6	19.6	16.9	29.2	18.4%	0.6%	29.3	30.6	32.0	3.1%	0.7%
Non-profit institutions	190.3	231.0	204.3	216.3	4.4%	6.2%	237.2	256.9	277.1	8.6%	6.1%
Households	8.1	6.1	7.2	3.3	-26.1%	0.2%	0.4	0.4	0.5	-47.8%	0.0%
<b>Payments for capital assets</b>	<b>43.1</b>	<b>59.0</b>	<b>75.2</b>	<b>99.8</b>	<b>32.3%</b>	<b>2.0%</b>	<b>109.9</b>	<b>123.3</b>	<b>141.8</b>	<b>12.4%</b>	<b>2.9%</b>
Buildings and other fixed structures	10.2	17.7	14.0	44.7	63.3%	0.6%	54.6	65.5	81.4	22.2%	1.5%
Machinery and equipment	32.9	31.2	28.8	55.1	18.8%	1.1%	55.3	57.8	60.3	3.0%	1.4%
Software and other intangible assets	-	10.1	32.4	-	0.0%	0.3%	-	-	-	0.0%	0.0%
<b>Payments for financial assets</b>	<b>1.1</b>	<b>0.1</b>	<b>0.1</b>	<b>-</b>	<b>-100.0%</b>	<b>0.0%</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>0.0%</b>	<b>0.0%</b>
<b>Total</b>	<b>3 215.9</b>	<b>3 103.1</b>	<b>3 232.2</b>	<b>4 107.8</b>	<b>8.5%</b>	<b>100.0%</b>	<b>4 092.2</b>	<b>3 902.4</b>	<b>4 097.5</b>	<b>-0.1%</b>	<b>100.0%</b>

1. Tables with expenditure trends, annual budget, adjusted appropriation and audited outcome are available at [www.treasury.gov.za](http://www.treasury.gov.za) and [www.vulekamali.gov.za](http://www.vulekamali.gov.za).

## Transfers and subsidies expenditure trends and estimates

Table 31.3 Vote transfers and subsidies trends and estimates

R thousand	Audited outcome			Adjusted appropriation	Average growth rate (%)		Medium-term expenditure estimate			Average growth rate (%)		
	2019/20	2020/21	2021/22		2022/23	2019/20	2022/23	2023/24	2024/25	2025/26	2022/23	2025/26
<b>Households</b>												
<b>Social benefits</b>												
<b>Current</b>	<b>6 040</b>	<b>5 274</b>	<b>6 831</b>	<b>3 215</b>	<b>-19.0%</b>	<b>0.4%</b>	<b>428</b>	<b>448</b>	<b>468</b>	<b>-47.4%</b>	<b>0.1%</b>	
Employee social benefits	6 040	5 274	6 831	3 215	-19.0%	0.4%	428	448	468	-47.4%	0.1%	
<b>Departmental agencies and accounts</b>												
<b>Departmental agencies (non-business entities)</b>												
<b>Current</b>	<b>1 081 276</b>	<b>1 047 734</b>	<b>1 113 946</b>	<b>1 533 804</b>	<b>12.4%</b>	<b>82.5%</b>	<b>1 566 928</b>	<b>1 247 586</b>	<b>1 303 469</b>	<b>-5.3%</b>	<b>82.6%</b>	
Employee social benefits	15	120	-	-	-100.0%	-	-	-	-	-	-	-
Communication	-	1	-	-	-	-	-	-	-	-	-	-
Non-life insurance	-	-	15	-	-	-	-	-	-	-	-	-
Departmental agencies	-	16	1	-	-	-	-	-	-	-	-	-
Productivity South Africa	63 710	56 309	59 853	61 698	-1.1%	4.2%	62 921	65 747	68 692	3.6%	3.8%	
Government Technical Advisory Centre	-	-	-	356 934	-	6.2%	372 234	-	-	-100.0%	10.7%	
Commission for Conciliation, Mediation and Arbitration	976 810	935 810	994 984	1 046 293	2.3%	68.3%	1 051 163	1 097 574	1 146 745	3.1%	63.4%	
National Economic Development and Labour Council	40 741	55 478	59 093	58 884	13.1%	3.7%	59 110	61 765	64 532	3.1%	3.6%	
National Economic Development and Labour Council (Presidential Climate Commission)	-	-	-	9 995	-	0.2%	21 500	22 500	23 500	33.0%	1.1%	
<b>Households</b>												
<b>Other transfers to households</b>												
<b>Current</b>	<b>2 092</b>	<b>841</b>	<b>352</b>	<b>70</b>	<b>-67.8%</b>	<b>0.1%</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-100.0%</b>	<b>-</b>	
Employee social benefits	2 092	251	352	70	-67.8%	-	-	-	-	-100.0%	-	
Vehicle licences	-	590	-	-	-	-	-	-	-	-	-	-
<b>Provinces and municipalities</b>												
<b>Municipal bank accounts</b>												
<b>Current</b>	<b>863</b>	<b>770</b>	<b>855</b>	<b>734</b>	<b>-5.3%</b>	<b>0.1%</b>	<b>737</b>	<b>770</b>	<b>804</b>	<b>3.1%</b>	<b>-</b>	
Vehicle licences	863	770	855	734	-5.3%	0.1%	737	770	804	3.1%	-	
<b>Foreign governments and international organisations</b>												
<b>Current</b>	<b>17 585</b>	<b>19 557</b>	<b>16 886</b>	<b>29 214</b>	<b>18.4%</b>	<b>1.4%</b>	<b>29 327</b>	<b>30 644</b>	<b>32 017</b>	<b>3.1%</b>	<b>1.8%</b>	
International Labour Organisation	16 515	18 471	15 770	27 784	18.9%	1.4%	27 892	29 145	30 451	3.1%	1.7%	
African Regional Labour Administration Centre	1 070	1 086	1 116	1 430	10.1%	0.1%	1 435	1 499	1 566	3.1%	0.1%	
<b>Non-profit institutions</b>												
<b>Current</b>	<b>190 325</b>	<b>231 045</b>	<b>204 265</b>	<b>216 260</b>	<b>4.4%</b>	<b>14.5%</b>	<b>237 170</b>	<b>256 922</b>	<b>277 088</b>	<b>8.6%</b>	<b>14.4%</b>	
Workshops for the Blind	19 255	21 996	20 954	-	-100.0%	1.1%	-	-	-	-	-	-
Supported Employment Enterprises	148 923	195 549	162 266	166 486	3.8%	11.6%	187 160	204 666	222 491	10.1%	11.4%	
Various civil and labour organisations	22 147	13 500	21 045	24 760	3.8%	1.4%	24 854	25 970	27 133	3.1%	1.5%	
Designated groups special services	-	-	-	25 014	-	0.4%	25 156	26 286	27 464	3.2%	1.5%	
<b>Departmental agencies and accounts</b>												
<b>Social security funds</b>												
<b>Current</b>	<b>40 107</b>	<b>-</b>	<b>-</b>	<b>18 515</b>	<b>-22.7%</b>	<b>1.0%</b>	<b>18 587</b>	<b>19 422</b>	<b>20 292</b>	<b>3.1%</b>	<b>1.1%</b>	
Unemployment Insurance Fund	-	-	-	1	-	-	1	1	1	-	-	-
Compensation Fund	40 107	-	-	18 514	-22.7%	1.0%	18 586	19 421	20 291	3.1%	1.1%	
<b>Total</b>	<b>1 338 288</b>	<b>1 305 221</b>	<b>1 343 135</b>	<b>1 801 812</b>	<b>10.4%</b>	<b>100.0%</b>	<b>1 853 177</b>	<b>1 555 792</b>	<b>1 634 138</b>	<b>-3.2%</b>	<b>100.0%</b>	

## Personnel information

**Table 31.4 Vote personnel numbers and cost by salary level and programme<sup>1</sup>**

Number of posts estimated for 31 March 2023		Number and cost <sup>2</sup> of personnel posts filled/planned for on funded establishment															Average growth rate (%)	Average: Salary level/ Total (%)	
Number of funded posts	Number of posts additional to the establishment	Actual			Revised estimate			Medium-term expenditure estimate									2022/23 - 2025/26		
		2021/22		2022/23		2023/24			2024/25			2025/26							
		Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost			
<b>Employment and Labour</b>	<b>2 852</b>	<b>188</b>	<b>3 038</b>	<b>1 277.7</b>	<b>0.4</b>	<b>3 239</b>	<b>1 411.2</b>	<b>0.4</b>	<b>3 067</b>	<b>1 410.9</b>	<b>0.5</b>	<b>2 975</b>	<b>1 472.9</b>	<b>0.5</b>	<b>3 049</b>	<b>1 537.5</b>	<b>0.5</b>	<b>-2.0%</b>	<b>100.0%</b>
Salary level	2 852	188	3 038	1 277.7	0.4	3 239	1 411.2	0.4	3 067	1 410.9	0.5	2 975	1 472.9	0.5	3 049	1 537.5	0.5	-2.0%	100.0%
1 – 6	1 413	167	1 579	438.4	0.3	1 715	489.7	0.3	1 527	443.9	0.3	1 370	414.0	0.3	1 411	438.7	0.3	-6.3%	48.8%
7 – 10	1 118	7	1 125	520.4	0.5	1 174	572.8	0.5	1 158	579.2	0.5	1 225	647.6	0.5	1 256	678.0	0.5	2.3%	39.0%
11 – 12	249	9	257	218.2	0.8	271	241.0	0.9	296	269.2	0.9	293	282.3	1.0	293	286.7	1.0	2.6%	9.3%
13 – 16	70	5	75	96.2	1.3	77	103.0	1.3	84	113.9	1.4	86	123.9	1.4	88	128.9	1.5	4.6%	2.7%
Other	2	–	2	4.5	2.2	2	4.7	2.3	2	4.8	2.4	2	5.1	2.5	2	5.1	2.6	–	0.1%
<b>Programme</b>	<b>2 852</b>	<b>188</b>	<b>3 038</b>	<b>1 277.7</b>	<b>0.4</b>	<b>3 239</b>	<b>1 411.2</b>	<b>0.4</b>	<b>3 067</b>	<b>1 410.9</b>	<b>0.5</b>	<b>2 975</b>	<b>1 472.9</b>	<b>0.5</b>	<b>3 049</b>	<b>1 537.5</b>	<b>0.5</b>	<b>-2.0%</b>	<b>100.0%</b>
Programme 1	954	116	1 069	416.6	0.4	1 135	465.5	0.4	1 044	461.5	0.4	1 034	481.8	0.5	1 053	502.9	0.5	-2.5%	34.6%
Programme 2	1 113	2	1 114	444.6	0.4	1 187	498.1	0.4	1 206	533.4	0.4	1 135	556.8	0.5	1 160	581.2	0.5	-0.8%	38.0%
Programme 3	616	70	686	314.9	0.5	734	334.0	0.5	656	307.9	0.5	636	321.4	0.5	649	335.5	0.5	-4.0%	21.7%
Programme 4	169	–	169	101.6	0.6	182	113.7	0.6	161	108.1	0.7	169	112.9	0.7	187	117.8	0.6	0.9%	5.7%

1. Data has been provided by the department and may not necessarily reconcile with official government personnel data.

2. Rand million.

## Departmental receipts

**Table 31.5 Departmental receipts by economic classification**

R thousand	Audited outcome			Adjusted estimate	Revised estimate	Average growth rate (%)	Average: Receipt item/ Total (%)	Medium-term receipts estimate			Average growth rate (%)	Average: Receipt item/ Total (%)
	2019/20	2020/21	2021/22					2022/23	2023/24	2024/25		
<b>Departmental receipts</b>	<b>12 366</b>	<b>9 182</b>	<b>9 109</b>	<b>15 841</b>	<b>17 133</b>	<b>11.5%</b>	<b>100.0%</b>	<b>18 429</b>	<b>19 139</b>	<b>19 758</b>	<b>4.9%</b>	<b>100.0%</b>
<b>Sales of goods and services produced by department</b>	<b>4 996</b>	<b>4 766</b>	<b>5 121</b>	<b>7 127</b>	<b>9 151</b>	<b>22.4%</b>	<b>50.3%</b>	<b>9 349</b>	<b>9 656</b>	<b>9 961</b>	<b>2.9%</b>	<b>51.2%</b>
Sales by market establishments	141	133	123	159	139	-0.5%	1.1%	139	145	148	2.1%	0.8%
of which:												
Market establishment: Rental dwellings	–	–	22	45	25	–	0.1%	25	30	32	8.6%	0.2%
Market establishment: Rental parking (covered and open)	141	133	101	114	114	-6.8%	1.0%	114	115	116	0.6%	0.6%
Administrative fees	2 336	2 019	2 322	4 303	5 301	31.4%	25.1%	5 404	5 605	5 805	3.1%	29.7%
of which:												
Occupational health and safety licences	2 336	2 019	2 321	4 300	5 300	31.4%	25.1%	5 400	5 600	5 800	3.1%	29.7%
Request information: Promotion of Access to Information Act (2000)	–	–	1	3	1	–	–	4	5	5	71.0%	–
Other sales	2 519	2 614	2 676	2 665	3 711	13.8%	24.1%	3 806	3 906	4 008	2.6%	20.7%
of which:												
Services rendered: Commission on insurance and garnishee	2 519	2 614	2 669	2 650	3 700	13.7%	24.1%	3 800	3 900	4 000	2.6%	20.7%
Services rendered: Photocopies and faxes	–	–	–	10	–	–	–	–	–	–	–	–
Replacement of security cards	–	–	6	2	8	–	–	3	3	5	-14.5%	–
Replacement lost office property	–	–	1	3	3	–	–	3	3	3	–	–
<b>Sales of scrap, waste, arms and other used current goods</b>	<b>13</b>	<b>8</b>	<b>19</b>	<b>64</b>	<b>82</b>	<b>84.8%</b>	<b>0.3%</b>	<b>30</b>	<b>33</b>	<b>97</b>	<b>5.8%</b>	<b>0.3%</b>
of which:												
Sales: Scrap	13	8	–	42	60	66.5%	0.2%	6	7	70	5.3%	0.2%
Sales: Wastepaper	–	–	19	22	22	–	0.1%	24	26	27	7.1%	0.1%
Fines, penalties and forfeits	853	100	76	1 400	1 400	18.0%	5.1%	1 450	1 500	1 550	3.5%	7.9%
Interest, dividends and rent on land	1 381	785	808	1 650	1 200	-4.6%	8.7%	1 700	1 800	1 900	16.6%	8.9%
Interest	1 381	785	808	1 650	1 200	-4.6%	8.7%	1 700	1 800	1 900	16.6%	8.9%
Sales of capital assets	723	138	636	150	150	-40.8%	3.4%	200	350	300	26.0%	1.3%
Transactions in financial assets and liabilities	4 400	3 385	2 449	5 450	5 150	5.4%	32.2%	5 700	5 800	5 950	4.9%	30.4%
<b>Total</b>	<b>12 366</b>	<b>9 182</b>	<b>9 109</b>	<b>15 841</b>	<b>17 133</b>	<b>11.5%</b>	<b>100.0%</b>	<b>18 429</b>	<b>19 139</b>	<b>19 758</b>	<b>4.9%</b>	<b>100.0%</b>



## Programme 1: Administration

### Programme purpose

Provide strategic leadership, management and support services to the department.

### Expenditure trends and estimates

**Table 31.6 Administration expenditure trends and estimates by subprogramme and economic classification**

Subprogramme	Audited outcome			Adjusted appropriation	Average growth rate (%)		Medium-term expenditure estimate			Average growth rate (%)	Average Expenditure/ Total (%)
	2019/20	2020/21	2021/22		2022/23	2019/20	2022/23	2023/24	2024/25		
R million											
Ministry	43.5	32.2	32.3	37.6	-4.8%	4.0%	37.2	38.9	40.6	2.6%	3.4%
Management	305.7	279.5	311.8	298.4	-0.8%	32.5%	285.1	297.6	310.7	1.4%	26.5%
Corporate Services	231.2	222.7	211.4	359.6	15.9%	27.8%	337.3	352.3	367.9	0.8%	31.5%
Office of the Chief Financial Officer	113.3	117.9	113.6	144.3	8.4%	13.3%	144.4	150.8	157.5	3.0%	13.3%
Office Accommodation	177.4	201.8	187.3	261.3	13.8%	22.5%	272.1	292.7	318.8	6.9%	25.4%
<b>Total</b>	<b>871.1</b>	<b>854.0</b>	<b>856.4</b>	<b>1 101.2</b>	<b>8.1%</b>	<b>100.0%</b>	<b>1 076.0</b>	<b>1 132.3</b>	<b>1 195.5</b>	<b>2.8%</b>	<b>100.0%</b>
Change to 2022				57.2			45.6	55.6	70.6		
Budget estimate											
<b>Economic classification</b>											
<b>Current payments</b>	<b>825.9</b>	<b>803.5</b>	<b>814.2</b>	<b>1 024.4</b>	<b>7.4%</b>	<b>94.2%</b>	<b>991.4</b>	<b>1 035.5</b>	<b>1 081.4</b>	<b>1.8%</b>	<b>91.7%</b>
Compensation of employees	408.7	393.5	416.6	465.5	4.4%	45.7%	461.5	481.8	502.9	2.6%	42.4%
Goods and services	417.2	410.0	397.5	558.9	10.2%	48.4%	529.9	553.7	578.5	1.2%	49.3%
of which:											
Audit costs: External	16.4	15.1	17.8	25.1	15.3%	2.0%	25.2	26.3	27.5	3.1%	2.3%
Communication	10.8	14.0	19.5	24.0	30.5%	1.9%	24.6	25.8	26.9	3.9%	2.2%
Computer services	85.4	85.5	58.3	162.8	24.0%	10.6%	130.3	136.2	142.3	-4.4%	12.7%
Operating leases	138.6	154.3	136.8	161.5	5.2%	16.1%	163.9	171.3	179.0	3.5%	15.0%
Property payments	45.0	49.2	59.4	77.5	19.8%	6.3%	77.9	81.4	85.1	3.2%	7.1%
Travel and subsistence	43.1	11.0	26.1	29.8	-11.6%	3.0%	29.6	30.9	32.3	2.8%	2.7%
<b>Transfers and subsidies</b>	<b>4.9</b>	<b>4.1</b>	<b>3.3</b>	<b>2.3</b>	<b>-22.7%</b>	<b>0.4%</b>	<b>1.0</b>	<b>1.1</b>	<b>1.1</b>	<b>-21.3%</b>	<b>0.1%</b>
Provinces and municipalities	0.9	0.8	0.9	0.7	-4.8%	0.1%	0.7	0.8	0.8	3.1%	0.1%
Departmental agencies and accounts	0.0	0.1	0.0	-	-100.0%	-	-	-	-	-	-
Households	4.1	3.2	2.4	1.6	-27.5%	0.3%	0.3	0.3	0.3	-41.5%	0.1%
<b>Payments for capital assets</b>	<b>39.1</b>	<b>46.3</b>	<b>38.9</b>	<b>74.5</b>	<b>24.0%</b>	<b>5.4%</b>	<b>83.6</b>	<b>95.8</b>	<b>113.0</b>	<b>14.9%</b>	<b>8.1%</b>
Buildings and other fixed structures	10.2	17.7	14.0	44.7	63.3%	2.4%	54.6	65.5	81.4	22.2%	5.5%
Machinery and equipment	28.9	18.5	20.1	29.9	1.1%	2.6%	28.9	30.2	31.6	1.9%	2.7%
Software and other intangible assets	-	10.1	4.8	-	-	0.4%	-	-	-	-	-
<b>Payments for financial assets</b>	<b>1.1</b>	<b>0.1</b>	<b>0.1</b>	<b>-</b>	<b>-100.0%</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Total</b>	<b>871.1</b>	<b>854.0</b>	<b>856.4</b>	<b>1 101.2</b>	<b>8.1%</b>	<b>100.0%</b>	<b>1 076.0</b>	<b>1 132.3</b>	<b>1 195.5</b>	<b>2.8%</b>	<b>100.0%</b>
<b>Proportion of total programme expenditure to vote expenditure</b>	<b>27.1%</b>	<b>27.5%</b>	<b>26.5%</b>	<b>26.8%</b>	<b>-</b>	<b>-</b>	<b>26.3%</b>	<b>29.0%</b>	<b>29.2%</b>	<b>-</b>	<b>-</b>
<b>Details of transfers and subsidies</b>											
<b>Households</b>											
<b>Social benefits</b>											
<b>Current</b>	<b>3.6</b>	<b>2.6</b>	<b>2.0</b>	<b>1.5</b>	<b>-25.4%</b>	<b>0.3%</b>	<b>0.3</b>	<b>0.3</b>	<b>0.3</b>	<b>-40.6%</b>	<b>0.1%</b>
Employee social benefits	3.6	2.6	2.0	1.5	-25.4%	0.3%	0.3	0.3	0.3	-40.6%	0.1%
<b>Provinces and municipalities</b>											
<b>Municipalities</b>											
<b>Municipal bank accounts</b>											
<b>Current</b>	<b>0.9</b>	<b>0.8</b>	<b>0.9</b>	<b>0.7</b>	<b>-4.8%</b>	<b>0.1%</b>	<b>0.7</b>	<b>0.8</b>	<b>0.8</b>	<b>3.1%</b>	<b>0.1%</b>
Vehicle licences	0.9	0.8	0.9	0.7	-4.8%	0.1%	0.7	0.8	0.8	3.1%	0.1%
<b>Households</b>											
<b>Other transfers to households</b>											
<b>Current</b>	<b>0.5</b>	<b>0.6</b>	<b>0.3</b>	<b>0.1</b>	<b>-48.4%</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-100.0%</b>	<b>-</b>
Vehicle licences	-	0.6	-	-	-	-	-	-	-	-	-
Employee social benefits	0.5	0.0	0.3	0.1	-48.4%	-	-	-	-	-100.0%	-
<b>Departmental agencies and accounts</b>											
<b>Departmental agencies (non-business entities)</b>											
<b>Current</b>	<b>0.0</b>	<b>0.1</b>	<b>0.0</b>	<b>-</b>	<b>-100.0%</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
Employee social benefits	0.0	0.1	-	-	-100.0%	-	-	-	-	-	-
Non-life insurance	-	-	0.0	-	-	-	-	-	-	-	-
Communication	-	0.0	-	-	-	-	-	-	-	-	-

## Personnel information

**Table 31.7 Administration personnel numbers and cost by salary level<sup>1</sup>**

Number of posts estimated for 31 March 2023			Number and cost <sup>2</sup> of personnel posts filled/planned for on funded establishment												Average growth rate (%)	Average: Salary level/ Total (%)			
Number of funded posts	Number of posts additional to the establishment	2021/22	Actual			Revised estimate			Medium-term expenditure estimate								2022/23 - 2025/26		
			2022/23	2023/24	2024/25	2025/26	2022/23	2023/24	2024/25	2025/26	2023/24	2024/25	2025/26						
Administration			Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost		
Salary level	954	116	1 069	416.6	0.4	1 135	465.5	0.4	1 044	461.5	0.4	1 034	481.8	0.5	1 053	502.9	0.5	-2.5%	100.0%
1 – 6	521	97	618	151.7	0.2	655	167.1	0.3	557	144.2	0.3	557	153.4	0.3	574	164.8	0.3	-4.3%	54.9%
7 – 10	343	5	348	157.8	0.5	369	177.7	0.5	358	179.1	0.5	354	187.1	0.5	356	194.1	0.5	-1.2%	33.7%
11 – 12	59	9	67	58.8	0.9	74	67.8	0.9	89	82.1	0.9	84	81.8	1.0	84	83.6	1.0	4.1%	7.7%
13 – 16	29	5	34	43.8	1.3	36	48.2	1.3	38	51.3	1.4	38	54.4	1.4	38	55.3	1.5	1.8%	3.5%
Other	2	–	2	4.5	2.2	2	4.7	2.3	2	4.8	2.4	2	5.1	2.5	2	5.1	2.6	–	0.2%

1. Data has been provided by the department and may not necessarily reconcile with official government personnel data.

2. Rand million.

## Programme 2: Inspection and Enforcement Services

### Programme purpose

Realise decent work by regulating non-employment and employment conditions through inspection and enforcement to achieve compliance with all labour market policies.

### Objectives

Protect vulnerable workers through the inspection and enforcement of labour legislation by ensuring that employers adhere to decent work principles by the end of 2023/24 by:

- conducting 298 104 compliance inspections
- serving 95 per cent of noncompliant employers inspected with a notice in terms of relevant employment law within 14 calendar days of inspection
- referring for prosecution 65 per cent of employers who fail to comply with a served notice within 30 working days
- increasing awareness of employment law through formal advocacy sessions at 4 seminars and 2 conferences.

### Subprogrammes

- *Management and Support Services: Inspection and Enforcement Services* manages the delegated administrative and financial responsibilities of the office of the deputy director-general and provides corporate support to line-function subprogrammes in the programme.
- *Occupational Health and Safety* promotes health and safety in the workplace by conducting inspections on compliance with the Occupational Health and Safety Act (1993), and regulating dangerous activities and the use of plant and machinery.
- *Registration: Inspection and Enforcement Services* registers incidents relating to employment law, as reported by members of the public, and communicates these to relevant structures within the *Compliance, Monitoring and Enforcement Services* subprogramme for investigation.
- *Compliance, Monitoring and Enforcement Services* ensures that employers and employees comply with labour legislation by conducting regular inspections and following up on reported incidents.
- *Training of Staff: Inspection and Enforcement Services* defrays all expenditure relating to staff training in the programme.
- *Statutory and Advocacy Services* gives effect to the legislative enforcement requirement and educates stakeholders on labour legislation.

## Expenditure trends and estimates

Table 31.8 Inspection and Enforcement Services expenditure trends and estimates by subprogramme and economic classification

Subprogramme	Audited outcome			Adjusted appropriation	Average growth rate (%)	Average: Expenditure/ Total (%)	Medium-term expenditure estimate			Average growth rate (%)	Average: Expenditure/ Total (%)
	2019/20	2020/21	2021/22				2022/23	2023/24	2024/25		
R million											
Management and Support Services: Inspection and Enforcement Services	6.2	4.5	17.5	7.2	4.9%	1.6%	7.1	7.4	7.8	2.7%	1.1%
Occupational Health and Safety	31.5	22.8	10.6	35.4	3.9%	4.5%	35.1	36.7	38.3	2.7%	5.5%
Registration: Inspection and Enforcement Services	66.5	73.5	90.0	86.6	9.2%	14.3%	88.3	91.5	94.8	3.1%	13.6%
Compliance, Monitoring and Enforcement Services	440.9	391.3	413.6	469.1	2.1%	77.2%	503.5	526.4	550.3	5.5%	77.2%
Training of Staff: Inspection and Enforcement Services	6.9	1.5	6.9	6.2	-4.0%	1.0%	6.2	6.5	6.7	3.1%	1.0%
Statutory and Advocacy Services	8.4	6.0	8.0	10.4	7.4%	1.5%	10.3	10.8	11.3	2.6%	1.6%
<b>Total</b>	<b>560.6</b>	<b>499.4</b>	<b>546.6</b>	<b>614.9</b>	<b>3.1%</b>	<b>100.0%</b>	<b>650.6</b>	<b>679.2</b>	<b>709.2</b>	<b>4.9%</b>	<b>100.0%</b>
Change to 2022 Budget estimate				(42.3)			12.2	12.2	12.2		
<b>Economic classification</b>											
<b>Current payments</b>	<b>555.1</b>	<b>490.3</b>	<b>524.3</b>	<b>595.1</b>	<b>2.3%</b>	<b>97.4%</b>	<b>630.7</b>	<b>658.5</b>	<b>687.5</b>	<b>4.9%</b>	<b>96.9%</b>
Compensation of employees	463.8	445.3	444.6	498.1	2.4%	83.4%	533.4	556.8	581.2	5.3%	81.7%
Goods and services	91.3	45.0	79.6	97.0	2.0%	14.1%	97.3	101.7	106.2	3.1%	15.2%
of which:											
Communication	7.9	7.5	7.3	18.3	32.5%	1.8%	18.3	19.1	20.0	3.1%	2.9%
Fleet services (including government motor transport)	12.2	6.4	8.2	9.9	-6.8%	1.6%	9.9	10.3	10.8	3.0%	1.5%
Property payments	7.5	10.0	11.4	7.6	0.1%	1.6%	7.1	7.4	7.7	0.7%	1.1%
Travel and subsistence	41.6	11.9	39.4	30.2	-10.1%	5.5%	30.3	31.6	33.0	3.1%	4.7%
Training and development	1.1	0.7	0.6	4.9	64.8%	0.3%	4.9	5.1	5.3	3.1%	0.8%
Venues and facilities	4.0	0.2	0.9	4.1	1.2%	0.4%	4.6	4.8	5.0	6.8%	0.7%
<b>Transfers and subsidies</b>	<b>2.8</b>	<b>2.0</b>	<b>2.9</b>	<b>0.9</b>	<b>-32.4%</b>	<b>0.4%</b>	<b>0.1</b>	<b>0.1</b>	<b>0.1</b>	<b>-52.4%</b>	<b>-</b>
Provinces and municipalities	0.0	0.0	-	-	-100.0%	-	-	-	-	-	-
Departmental agencies and accounts	-	0.0	0.0	-	-	-	-	-	-	-	-
Households	2.8	2.0	2.9	0.9	-32.3%	0.4%	0.1	0.1	0.1	-52.4%	-
<b>Payments for capital assets</b>	<b>2.7</b>	<b>7.1</b>	<b>19.4</b>	<b>19.0</b>	<b>92.1%</b>	<b>2.2%</b>	<b>19.8</b>	<b>20.7</b>	<b>21.6</b>	<b>4.5%</b>	<b>3.1%</b>
Machinery and equipment	2.7	7.1	6.2	19.0	92.1%	1.6%	19.8	20.7	21.6	4.5%	3.1%
Software and other intangible assets	-	-	13.2	-	-	0.6%	-	-	-	-	-
<b>Total</b>	<b>560.6</b>	<b>499.4</b>	<b>546.6</b>	<b>614.9</b>	<b>3.1%</b>	<b>100.0%</b>	<b>650.6</b>	<b>679.2</b>	<b>709.2</b>	<b>4.9%</b>	<b>100.0%</b>
<b>Proportion of total programme expenditure to vote expenditure</b>	<b>17.4%</b>	<b>16.1%</b>	<b>16.9%</b>	<b>15.0%</b>	<b>-</b>	<b>-</b>	<b>15.9%</b>	<b>17.4%</b>	<b>17.3%</b>	<b>-</b>	<b>-</b>
<b>Details of transfers and subsidies</b>											
<b>Households</b>											
<b>Social benefits</b>											
<b>Current</b>	<b>1.3</b>	<b>1.7</b>	<b>2.9</b>	<b>0.9</b>	<b>-13.3%</b>	<b>0.3%</b>	<b>0.1</b>	<b>0.1</b>	<b>0.1</b>	<b>-52.4%</b>	<b>-</b>
Employee social benefits	1.3	1.7	2.9	0.9	-13.3%	0.3%	0.1	0.1	0.1	-52.4%	-
<b>Households</b>											
<b>Other transfers to households</b>											
<b>Current</b>	<b>1.5</b>	<b>0.2</b>	<b>-</b>	<b>-</b>	<b>-100.0%</b>	<b>0.1%</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
Employee social benefits	1.5	0.2	-	-	-100.0%	0.1%	-	-	-	-	-
<b>Departmental agencies and accounts</b>											
<b>Departmental agencies (non-business entities)</b>											
<b>Current</b>	<b>-</b>	<b>0.0</b>	<b>0.0</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
Departmental agencies	-	0.0	0.0	-	-	-	-	-	-	-	-

## Personnel information

Table 31.9 Inspection and Enforcement Services personnel numbers and cost by salary level<sup>1</sup>

Salary level	Number of posts estimated for 31 March 2023	Number of posts additional to the establishment	Number and cost <sup>2</sup> of personnel posts filled/planned for on funded establishment												Average growth rate (%)	Average: Salary level/ Total (%)			
			Actual		Revised estimate		Medium-term expenditure estimate						2022/23 - 2025/26						
			2021/22	2022/23	2022/23	2023/24	2024/25		2025/26										
			Number	Unit cost	Number	Unit cost	Number	Unit cost	Number	Unit cost	Number	Unit cost	Number	Unit cost					
<b>Inspection and Enforcement Services</b>	<b>1 113</b>	<b>2</b>	<b>1 114</b>	<b>444.6</b>	<b>0.4</b>	<b>1 187</b>	<b>498.1</b>	<b>0.4</b>	<b>1 206</b>	<b>533.4</b>	<b>0.4</b>	<b>1 135</b>	<b>556.8</b>	<b>0.5</b>	<b>1 160</b>	<b>581.2</b>	<b>0.5</b>	<b>-0.8%</b>	<b>100.0%</b>
1 – 6	690	-	689	219.5	0.3	730	243.9	0.3	682	232.4	0.3	539	193.8	0.4	549	201.4	0.4	-9.1%	53.3%
7 – 10	379	2	381	177.7	0.5	410	201.3	0.5	466	235.7	0.5	533	288.1	0.5	546	301.5	0.6	10.0%	41.7%
11 – 12	33	-	33	32.9	1.0	36	37.5	1.0	47	49.8	1.1	52	58.4	1.1	54	61.6	1.1	14.5%	4.0%
13 – 16	11	-	11	14.6	1.3	11	15.3	1.4	11	15.5	1.4	11	16.5	1.5	11	16.7	1.5	-	0.9%

1. Data has been provided by the department and may not necessarily reconcile with official government personnel data.

2. Rand million.

## Programme 3: Public Employment Services

### Programme purpose

Assist companies and workers to adjust to changing labour market conditions.

### Objectives

- Provide public employment services by March 2024 by:
  - registering 900 000 work seekers on the Employment Services of South Africa database
  - providing employment counselling to 250 000 work seekers
  - filling 60 000 registered employment opportunities
  - registering 110 000 work opportunities on the Employment Services of South Africa database.
- Increase employment opportunities for people with disabilities by providing quarterly funding and monitoring and evaluating funded organisations for people with disabilities on an ongoing basis.

### Subprogrammes

- *Management and Support Services: Public Employment Services* manages delegated administrative and financial responsibilities; coordinates all planning, monitoring and evaluation functions; and provides corporate support to line-function subprogrammes in the programme.
- *Employer Services* registers work opportunities; facilitates the employment of foreign nationals where such skills do not exist in South Africa; oversees placements; responds to companies in distress; provides a social plan; and regulates private employment agencies.
- *Work Seeker Services* registers work seekers; retrenched workers; and work, learning, training and income-generating opportunities for the unemployed and underemployed.
- *Designated Groups Special Services* facilitates the transfer of subsidies to national councils and workshops to promote the employment of people with disabilities.
- *Supported Employment Enterprises* promotes work and employment opportunities for people with disabilities by improving the administration, production and financial management of supported employment enterprises.
- *Productivity South Africa* transfers funds to Productivity South Africa, which promotes workplace productivity, competitiveness and social plan interventions.
- *Unemployment Insurance Fund* provides for the possible future funding of the Unemployment Insurance Fund.
- *Compensation Fund* provides for costs incurred through claims from civil servants for injuries sustained on duty or occupation-related illnesses and diseases, and for the funding of claims from the Compensation Fund.
- *Training of Staff: Public Employment Services* defrays all expenditure relating to staff training in the programme to easily identify this expenditure for reporting purposes.

### Expenditure trends and estimates

**Table 31.10 Public Employment Services expenditure trends and estimates by subprogramme and economic classification**

Subprogramme	Audited outcome			Adjusted appropriation	Average growth rate (%)	Average: Expenditure/ Total (%)	Medium-term expenditure estimate			Average growth rate (%)	Average: Expenditure/ Total (%)
	2019/20	2020/21	2021/22				2022/23	2023/24	2024/25		
R million											
Management and Support Services: Public Employment Services	49.6	47.5	62.4	413.0	102.6%	20.2%	427.4	57.6	60.0	-47.4%	27.8%
Employer Services	102.4	97.9	104.3	115.7	4.2%	14.8%	106.4	113.5	118.7	0.9%	13.2%
Work Seeker Services	174.8	174.3	204.4	212.8	6.8%	27.0%	191.8	197.8	206.3	-1.0%	23.5%
Designated Groups Special Services	19.3	22.0	21.0	25.0	9.1%	3.1%	25.2	26.3	27.5	3.2%	3.0%
Supported Employment Enterprises	154.0	199.3	162.3	166.5	2.6%	24.1%	187.2	204.7	222.5	10.1%	22.6%
Productivity South Africa	63.7	56.3	59.9	61.7	-1.1%	8.5%	62.9	65.7	68.7	3.6%	7.5%
Unemployment Insurance Fund	–	–	–	0.0	–	–	0.0	0.0	0.0	–	–
Compensation Fund	40.1	–	–	18.5	-22.7%	2.1%	18.6	19.4	20.3	3.1%	2.2%
Training of Staff: Public Employment Services	1.7	1.1	1.7	1.5	-4.8%	0.2%	1.5	1.5	1.6	3.0%	0.2%
<b>Total</b>	<b>605.6</b>	<b>598.4</b>	<b>615.9</b>	<b>1 014.7</b>	<b>18.8%</b>	<b>100.0%</b>	<b>1 020.8</b>	<b>686.5</b>	<b>725.6</b>	<b>-10.6%</b>	<b>100.0%</b>
Change to 2022				79.3			27.0	37.1	47.1		
Budget estimate											

**Table 31.10 Public Employment Services expenditure trends and estimates by subprogramme and economic classification (continued)**

Economic classification	Audited outcome			Adjusted appropriation	Average growth rate (%)	Average: Expenditure/ Total (%)	Medium-term expenditure estimate			Average growth rate (%)	Average: Expenditure/ Total (%)	
	2019/20	2020/21	2021/22				2022/23	2019/20	2022/23			2023/24
R million												
<b>Current payments</b>	<b>331.3</b>	<b>318.2</b>	<b>356.1</b>	<b>380.2</b>	<b>4.7%</b>	<b>48.9%</b>	<b>348.8</b>	<b>364.1</b>	<b>380.1</b>	–	<b>42.7%</b>	
Compensation of employees	283.9	289.2	314.9	339.0	6.1%	43.3%	307.9	321.4	335.5	-0.3%	37.8%	
Goods and services	47.4	29.0	41.2	41.2	-4.5%	5.6%	40.9	42.7	44.6	2.7%	4.9%	
of which:												
Minor assets	1.3	0.7	0.4	2.7	28.6%	0.2%	2.6	2.7	2.8	2.0%	0.3%	
Communication	4.8	4.2	4.4	3.8	-7.0%	0.6%	3.8	4.0	4.2	3.0%	0.5%	
Computer services	2.7	2.0	2.0	2.7	0.2%	0.3%	2.6	2.7	2.8	1.3%	0.3%	
Consultants: Business and advisory services	0.2	0.7	1.6	2.4	138.7%	0.2%	2.3	2.4	2.5	1.3%	0.3%	
Property payments	8.4	10.6	11.6	7.3	-4.4%	1.3%	7.6	8.0	8.3	4.2%	0.9%	
Travel and subsistence	15.4	4.3	11.1	9.1	-16.2%	1.4%	9.0	9.4	9.9	2.8%	1.1%	
<b>Transfers and subsidies</b>	<b>273.0</b>	<b>274.7</b>	<b>244.3</b>	<b>629.3</b>	<b>32.1%</b>	<b>50.1%</b>	<b>666.1</b>	<b>316.2</b>	<b>339.0</b>	<b>-18.6%</b>	<b>56.6%</b>	
Departmental agencies and accounts	103.8	56.3	59.9	437.1	61.5%	23.2%	453.7	85.2	89.0	-41.2%	30.9%	
Non-profit institutions	168.2	217.5	183.2	191.5	4.4%	26.8%	212.3	231.0	250.0	9.3%	25.7%	
Households	1.0	0.9	1.3	0.7	-14.4%	0.1%	0.1	0.1	0.1	-54.2%	–	
<b>Payments for capital assets</b>	<b>1.3</b>	<b>5.5</b>	<b>15.5</b>	<b>5.2</b>	<b>57.5%</b>	<b>1.0%</b>	<b>6.0</b>	<b>6.2</b>	<b>6.5</b>	<b>7.7%</b>	<b>0.7%</b>	
Machinery and equipment	1.3	5.5	2.1	5.2	57.5%	0.5%	6.0	6.2	6.5	7.7%	0.7%	
Software and other intangible assets	–	–	13.4	–	–	0.5%	–	–	–	–	–	
<b>Total</b>	<b>605.6</b>	<b>598.4</b>	<b>615.9</b>	<b>1 014.7</b>	<b>18.8%</b>	<b>100.0%</b>	<b>1 020.8</b>	<b>686.5</b>	<b>725.6</b>	<b>-10.6%</b>	<b>100.0%</b>	
<b>Proportion of total programme expenditure to vote expenditure</b>	<b>18.8%</b>	<b>19.3%</b>	<b>19.1%</b>	<b>24.7%</b>	–	–	<b>24.9%</b>	<b>17.6%</b>	<b>17.7%</b>	–	–	
<b>Details of transfers and subsidies</b>												
<b>Households</b>												
<b>Social benefits</b>												
<b>Current</b>	<b>0.9</b>	<b>0.8</b>	<b>1.2</b>	<b>0.7</b>	<b>-11.1%</b>	<b>0.1%</b>	<b>0.1</b>	<b>0.1</b>	<b>0.1</b>	<b>-54.2%</b>	<b>–</b>	
Employee social benefits	0.9	0.8	1.2	0.7	-11.1%	0.1%	0.1	0.1	0.1	-54.2%	–	
<b>Households</b>												
<b>Other transfers to households</b>												
<b>Current</b>	<b>0.1</b>	<b>0.0</b>	<b>0.0</b>	<b>–</b>	<b>-100.0%</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>–</b>	
Employee social benefits	0.1	0.0	0.0	–	-100.0%	–	–	–	–	–	–	
<b>Departmental agencies and accounts</b>												
<b>Departmental agencies (non-business entities)</b>												
<b>Current</b>	<b>63.7</b>	<b>56.3</b>	<b>59.9</b>	<b>418.6</b>	<b>87.3%</b>	<b>21.1%</b>	<b>435.2</b>	<b>65.7</b>	<b>68.7</b>	<b>-45.3%</b>	<b>28.7%</b>	
Productivity South Africa	63.7	56.3	59.9	61.7	-1.1%	8.5%	62.9	65.7	68.7	3.6%	7.5%	
Government Technical Advisory Centre	–	–	–	356.9	–	12.6%	372.2	–	–	-100.0%	21.1%	
<b>Departmental agencies and accounts</b>												
<b>Social security funds</b>												
<b>Current</b>	<b>40.1</b>	<b>–</b>	<b>–</b>	<b>18.5</b>	<b>-22.7%</b>	<b>2.1%</b>	<b>18.6</b>	<b>19.4</b>	<b>20.3</b>	<b>3.1%</b>	<b>2.2%</b>	
Unemployment Insurance Fund	–	–	–	0.0	–	–	0.0	0.0	0.0	–	–	
Compensation Fund	40.1	–	–	18.5	-22.7%	2.1%	18.6	19.4	20.3	3.1%	2.2%	
<b>Non-profit institutions</b>												
<b>Current</b>	<b>168.2</b>	<b>217.5</b>	<b>183.2</b>	<b>191.5</b>	<b>4.4%</b>	<b>26.8%</b>	<b>212.3</b>	<b>231.0</b>	<b>250.0</b>	<b>9.3%</b>	<b>25.7%</b>	
Workshops for the Blind	19.3	22.0	21.0	–	-100.0%	2.2%	–	–	–	–	–	
Supported Employment Enterprises	148.9	195.5	162.3	166.5	3.8%	23.8%	187.2	204.7	222.5	10.1%	22.6%	
Designated Groups Special Services	–	–	–	25.0	–	0.9%	25.2	26.3	27.5	3.2%	3.0%	

**Personnel information****Table 31.11 Public Employment Services personnel numbers and cost by salary level<sup>1</sup>**

Salary level	Number of posts estimated for 31 March 2023		Number and cost <sup>2</sup> of personnel posts filled/planned for on funded establishment												Average growth rate (%)	Average: Salary level/ Total (%)			
	Number of funded posts	Number of posts additional to the establishment	Actual		Revised estimate			Medium-term expenditure estimate						2022/23 - 2025/26					
			2021/22	2022/23	2023/24	2024/25	2025/26												
<b>Public Employment Services</b>			<b>Number</b>	<b>Unit cost</b>	<b>Number</b>	<b>Unit cost</b>	<b>Number</b>	<b>Unit cost</b>	<b>Number</b>	<b>Unit cost</b>	<b>Number</b>	<b>Unit cost</b>	<b>Number</b>	<b>Unit cost</b>					
Salary level	616	70	686	314.9	0.5	734	334.0	0.5	656	307.9	0.5	636	321.4	0.5	649	335.5	0.5	-4.0%	100.0%
1 – 6	182	70	252	61.8	0.2	308	72.4	0.2	272	62.6	0.2	250	59.4	0.2	253	61.4	0.2	-6.3%	40.5%
7 – 10	285	–	285	130.2	0.5	277	133.1	0.5	239	116.5	0.5	240	124.2	0.5	248	131.9	0.5	-3.6%	37.5%
11 – 12	131	–	131	100.7	0.8	131	105.2	0.8	124	101.6	0.8	124	107.8	0.9	125	110.3	0.9	-1.5%	18.8%
13 – 16	18	–	18	22.2	1.2	18	23.2	1.3	21	27.1	1.3	22	30.1	1.4	23	31.8	1.4	8.5%	3.1%

1. Data has been provided by the department and may not necessarily reconcile with official government personnel data.

2. Rand million.

## Programme 4: Labour Policy and Industrial Relations

### Programme purpose

Facilitate the establishment of an equitable and sound labour relations environment. Support institutions of social dialogue and promote South Africa's interests in international labour matters. Conduct research and analysis and evaluate labour policy. Provide statistical data on the labour market.

### Objectives

- Improve the implementation of employment equity and compliance monitoring mechanisms in the labour market by:
  - publishing the 2022/23 employment equity annual report and public register by 30 June 2023
  - developing the 2023/24 employment equity annual report and public register by 31 March 2024.
- Extend protection to vulnerable workers by publishing national minimum wages for all sectors by 31 March 2024.
- Promote sound labour relations and centralised collective bargaining by extending all collective agreements and registering all qualifying labour organisations by 31 March 2024.
- Monitor and evaluate the impact of labour legislation to promote an evidence-based labour policy framework by producing 2 research and 2 labour market trend reports by 31 March 2024.

### Subprogrammes

- *Management and Support Services: Labour Policy and Industrial Relations* manages delegated administrative and financial responsibilities; coordinates all planning, monitoring and evaluation functions; and provides corporate support to line-function subprogrammes in the programme.
- *Strengthen Civil Society* transfers funds to various civil society organisations that protect vulnerable workers by providing resources, support and expertise to improve the independence and self-reliance of workers so that they are able to contribute to a stable and well-functioning labour market.
- *Collective Bargaining* manages the implementation of the Labour Relations Act (1995) through policies and practices that promote sound labour relations by registering labour organisations and deregistering those that are not compliant; publishing and extending collective agreements; supporting and advancing participation in collective bargaining structures; and participating in relevant National Economic Development and Labour Council activities.
- *Employment Equity* promotes equity in the labour market by developing and promoting employment equity policy instruments – as mandated by the amended Employment Equity Act (1998) – to eliminate discrimination and promote equitable representation in the workplace.
- *Employment Standards* protects vulnerable workers in the labour market by administering the Basic Conditions of Employment Act (1997) and publishing national minimum wages for all sectors, as mandated by the National Minimum Wage Act (2018).
- *Commission for Conciliation, Mediation and Arbitration* transfers funds to the Commission for Conciliation, Mediation and Arbitration, which promotes social justice and fairness in the workplace by providing dispute-prevention and resolution services.
- *Research, Policy and Planning* monitors and evaluates the impact of labour legislation and policies on the South African labour market.
- *Labour Market Information and Statistics* collects, collates, analyses and disseminates internal and external labour market statistics on changes in the South African labour market as a result of the implementation of labour legislation.
- *International Labour Matters* contributes to national and global policy formulation and facilitates compliance with international obligations through multilateral and bilateral relations.
- *National Economic Development and Labour Council* transfers funds to the National Economic Development and Labour Council, which promotes economic growth, participation in economic decision-making and social equity through social dialogue; and for the operations of the Presidential Climate Commission.

## Expenditure trends and estimates

Table 31.12 Labour Policy and Industrial Relations expenditure trends and estimates by subprogramme and economic classification

Subprogramme	Audited outcome			Adjusted appropriation	Average growth rate (%)		Medium-term expenditure estimate			Average growth rate (%)	
	2019/20	2020/21	2021/22		2022/23	2019/20 - 2022/23	2023/24	2024/25	2025/26	2022/23 - 2025/26	2025/26
R million											
Management and Support Services:	16.2	13.0	14.2	16.8	1.3%	1.2%	17.6	18.4	19.2	4.5%	1.3%
Labour Policy and Industrial Relations											
Strengthen Civil Society	22.1	13.5	21.0	24.8	3.8%	1.7%	24.9	26.0	27.1	3.1%	1.8%
Collective Bargaining	16.1	15.9	16.1	18.3	4.2%	1.3%	17.7	18.5	19.3	1.9%	1.3%
Employment Equity	11.8	8.2	10.1	15.5	9.5%	0.9%	14.8	15.5	16.1	1.3%	1.1%
Employment Standards	6.8	22.0	8.8	13.4	25.2%	1.0%	22.9	23.9	25.0	23.1%	1.5%
Commission for Conciliation, Mediation and Arbitration	976.8	935.8	995.0	1 046.3	2.3%	80.4%	1 051.2	1 097.6	1 146.7	3.1%	77.6%
Research, Policy and Planning	6.5	7.9	8.9	12.7	25.3%	0.7%	12.7	13.2	13.8	2.7%	0.9%
Labour Market Information and Statistics	43.5	41.5	43.8	50.9	5.4%	3.7%	50.7	52.9	55.3	2.8%	3.8%
International Labour Matters	38.0	38.1	36.4	109.4	42.3%	4.5%	51.8	54.1	56.6	-19.7%	4.9%
National Economic Development and Labour Council	40.7	55.5	59.1	68.9	19.1%	4.6%	80.6	84.3	88.0	8.5%	5.8%
<b>Total</b>	<b>1 178.6</b>	<b>1 151.3</b>	<b>1 213.2</b>	<b>1 377.0</b>	<b>5.3%</b>	<b>100.0%</b>	<b>1 344.9</b>	<b>1 404.4</b>	<b>1 467.2</b>	<b>2.1%</b>	<b>100.0%</b>
Change to 2022 Budget estimate				57.6			24.0	25.0	26.0		
<b>Economic classification</b>											
<b>Current payments</b>	<b>121.0</b>	<b>126.8</b>	<b>119.2</b>	<b>206.5</b>	<b>19.5%</b>	<b>11.7%</b>	<b>158.3</b>	<b>165.3</b>	<b>172.6</b>	<b>-5.8%</b>	<b>12.6%</b>
Compensation of employees	96.9	96.2	101.6	112.1	5.0%	8.3%	108.1	112.9	117.8	1.7%	8.1%
Goods and services	24.1	30.6	17.7	94.4	57.6%	3.4%	50.2	52.4	54.8	-16.6%	4.5%
of which:											
Advertising	0.6	15.7	0.0	6.6	121.8%	0.5%	6.1	6.3	6.6	0.1%	0.5%
Consultants: Business and advisory services	1.5	3.2	4.9	8.2	74.1%	0.4%	9.7	10.2	10.6	9.2%	0.7%
Consumables: Stationery, printing and office supplies	3.1	2.2	2.5	4.8	16.4%	0.3%	5.1	5.3	5.6	4.7%	0.4%
Operating leases	2.0	2.1	1.2	2.0	-1.0%	0.1%	2.5	2.6	2.7	11.2%	0.2%
Travel and subsistence	9.6	2.2	4.2	12.8	10.0%	0.6%	12.8	13.4	14.0	3.1%	0.9%
Venues and facilities	1.4	0.1	0.2	33.7	186.0%	0.7%	3.0	3.1	3.3	-54.1%	0.8%
<b>Transfers and subsidies</b>	<b>1 057.5</b>	<b>1 024.4</b>	<b>1 092.6</b>	<b>1 169.4</b>	<b>3.4%</b>	<b>88.3%</b>	<b>1 186.0</b>	<b>1 238.5</b>	<b>1 293.9</b>	<b>3.4%</b>	<b>87.4%</b>
Departmental agencies and accounts	1 017.6	991.3	1 054.1	1 115.2	3.1%	84.9%	1 131.8	1 181.8	1 234.8	3.5%	83.4%
Foreign governments and international organisations	17.6	19.6	16.9	29.2	18.4%	1.7%	29.3	30.6	32.0	3.1%	2.2%
Non-profit institutions	22.1	13.5	21.0	24.8	3.8%	1.7%	24.9	26.0	27.1	3.1%	1.8%
Households	0.2	0.1	0.6	0.2	-1.7%	-	-	-	-	-100.0%	-
<b>Payments for capital assets</b>	<b>0.0</b>	<b>0.0</b>	<b>1.4</b>	<b>1.1</b>	<b>219.3%</b>	<b>0.1%</b>	<b>0.6</b>	<b>0.6</b>	<b>0.6</b>	<b>-17.8%</b>	<b>0.1%</b>
Machinery and equipment	0.0	0.0	0.4	1.1	219.3%	-	0.6	0.6	0.6	-17.8%	0.1%
Software and other intangible assets	-	-	1.0	-	-	-	-	-	-	-	-
<b>Total</b>	<b>1 178.6</b>	<b>1 151.3</b>	<b>1 213.2</b>	<b>1 377.0</b>	<b>5.3%</b>	<b>100.0%</b>	<b>1 344.9</b>	<b>1 404.4</b>	<b>1 467.2</b>	<b>2.1%</b>	<b>100.0%</b>
<b>Proportion of total programme expenditure to vote expenditure</b>	<b>36.6%</b>	<b>37.1%</b>	<b>37.5%</b>	<b>33.5%</b>	<b>-</b>	<b>-</b>	<b>32.9%</b>	<b>36.0%</b>	<b>35.8%</b>	<b>-</b>	<b>-</b>
<b>Details of transfers and subsidies</b>											
<b>Households</b>											
<b>Social benefits</b>											
<b>Current</b>	<b>0.2</b>	<b>0.1</b>	<b>0.6</b>	<b>0.2</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-100.0%</b>	<b>-</b>
Employee social benefits	0.2	0.1	0.6	0.2	-	-	-	-	-	-100.0%	-
<b>Households</b>											
<b>Other transfers to households</b>											
<b>Current</b>	<b>0.0</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-100.0%</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
Employee social benefits	0.0	-	-	-	-100.0%	-	-	-	-	-	-
<b>Departmental agencies and accounts</b>											
<b>Departmental agencies (non-business entities)</b>											
<b>Current</b>	<b>1 017.6</b>	<b>991.3</b>	<b>1 054.1</b>	<b>1 115.2</b>	<b>3.1%</b>	<b>84.9%</b>	<b>1 131.8</b>	<b>1 181.8</b>	<b>1 234.8</b>	<b>3.5%</b>	<b>83.4%</b>
Commission for Conciliation, Mediation and Arbitration	976.8	935.8	995.0	1 046.3	2.3%	80.4%	1 051.2	1 097.6	1 146.7	3.1%	77.6%
National Economic Development and Labour Council	40.7	55.5	59.1	58.9	13.1%	4.4%	59.1	61.8	64.5	3.1%	4.4%
National Economic Development and Labour Council (Presidential Climate Commission)	-	-	-	10.0	-	0.2%	21.5	22.5	23.5	33.0%	1.4%
<b>Foreign governments and international organisations</b>											
<b>Current</b>	<b>17.6</b>	<b>19.6</b>	<b>16.9</b>	<b>29.2</b>	<b>18.4%</b>	<b>1.7%</b>	<b>29.3</b>	<b>30.6</b>	<b>32.0</b>	<b>3.1%</b>	<b>2.2%</b>
International Labour Organisation	16.5	18.5	15.8	27.8	18.9%	1.6%	27.9	29.1	30.5	3.1%	2.1%
African Regional Labour Administration Centre	1.1	1.1	1.1	1.4	10.1%	0.1%	1.4	1.5	1.6	3.1%	0.1%
<b>Non-profit institutions</b>											
<b>Current</b>	<b>22.1</b>	<b>13.5</b>	<b>21.0</b>	<b>24.8</b>	<b>3.8%</b>	<b>1.7%</b>	<b>24.9</b>	<b>26.0</b>	<b>27.1</b>	<b>3.1%</b>	<b>1.8%</b>
Various civil and labour organisations	22.1	13.5	21.0	24.8	3.8%	1.7%	24.9	26.0	27.1	3.1%	1.8%

## Personnel information

**Table 31.13 Labour Policy and Industrial Relations personnel numbers and cost by salary level<sup>1</sup>**

Number of posts estimated for 31 March 2023		Number and cost <sup>2</sup> of personnel posts filled/planned for on funded establishment															Average growth rate (%)	Average: Salary level/ Total (%)
Number of funded posts	Number of posts additional to the establishment	Actual			Revised estimate			Medium-term expenditure estimate									2022/23 - 2025/26	
		2021/22		2022/23		2023/24			2024/25			2025/26						
Labour Policy and Industrial Relations		Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost		
Salary level	169	169	101.6	0.6	182	113.7	0.6	161	108.1	0.7	169	112.9	0.7	187	117.8	0.6	0.9%	100.0%
1 – 6	20	20	5.4	0.3	22	6.3	0.3	16	4.7	0.3	24	7.4	0.3	35	11.1	0.3	16.7%	13.9%
7 – 10	111	111	54.7	0.5	118	60.6	0.5	95	47.9	0.5	97	48.3	0.5	106	50.5	0.5	-3.5%	59.5%
11 – 12	26	26	25.8	1.0	30	30.5	1.0	36	35.7	1.0	33	34.3	1.0	30	31.2	1.0	–	18.4%
13 – 16	12	12	15.6	1.3	12	16.3	1.4	14	19.9	1.4	15	22.9	1.5	16	25.1	1.6	10.1%	8.2%

1. Data has been provided by the department and may not necessarily reconcile with official government personnel data.

2. Rand million.

## Entities

### Commission for Conciliation, Mediation and Arbitration

#### Selected performance indicators

**Table 31.14 Commission for Conciliation, Mediation and Arbitration performance indicators by programme/objective/activity and related priority**

Indicator	Programme/Objective/Activity	MTSF priority	Audited performance			Estimated performance	MTEF targets		
			2019/20	2020/21	2021/22	2022/23	2023/24	2024/25	2025/26
Percentage of conciliable cases heard within 30 days of receipt of referral per year	Dispute resolution and enforcement services	Priority 2: Economic transformation and job creation	98.8%	99.4%	99.8%	98%	98%	98%	98%
			(145 611/ 147 455)	(91 296/ 91 810)	(101 014/ 101 253)				
Percentage of arbitration awards rendered sent to parties within 14 days of the conclusion of the arbitration proceedings per year (excluding extensions granted and heads of arguments filed)	Dispute resolution and enforcement services		99.8%	99.9%	99.9%	98%	98%	98%	98%
			(21 963/ 22 016)	(13 236/ 13 245)	(15 938/ 15 946)				
Percentage of disputes of interests resolved per year	Dispute resolution and enforcement services		– <sup>1</sup>	52.6%	58.2%	52%	58%	58%	58%
				(1 628/ 3 097)	(2 384/ 4 093)				
Percentage of jobs saved compared to employees likely to be retrenched per year (as per cases referred to the commission)	Dispute resolution and enforcement services		42%	42%	39.9%	38%	40%	40%	40%
			(21 846/ 51 995)	(58 165/ 138 816)	(18 715/ 46 953)				

1. No historical data available.

#### Entity overview

The Commission for Conciliation, Mediation and Arbitration derives its legislative mandate primarily from the Labour Relations Act (1995), as amended. The provisions of the act mandate the commission to advance and foster, among other things, economic development, social justice, labour peace and the democratisation of the workplace.

Over the medium term, the commission will focus on implementing its 5-year strategy, which prioritises, among other things, an improved dispute resolution and enforcement model complemented by the implementation of a dispute prevention and management strategy in response to an anticipated increase in cases, and an ICT modernisation programme to support its priority areas.



The commission anticipates an increase in its caseload from 185 929 in 2022/23 to 213 513 in 2025/26, mostly as a result of slow economic growth. To accommodate this projected increase, it has allocated an estimated 72.7 per cent (R2.4 billion) of its budget over the MTEF period to dispute prevention, resolution and enforcement; and mediation to support collective bargaining and capacity building processes to ensure fairness in the workplace.

An estimated 9.1 per cent (R303.8 million) of total expenditure is allocated to ICT initiatives such as enhancing the case management system, upgrading hardware and consolidating systems to provide business intelligence and improve ICT connectivity and compliance with legislative imperatives.

Expenditure is expected to increase at an average annual rate of 3 per cent, from R1.1 billion in 2022/23 to R1.2 billion in 2025/26. Spending on compensation of employees accounts for an estimated 57.4 per cent (R1.9 billion) of the commission's budget over the MTEF period, increasing at an average annual rate of 2.9 per cent, from R608.9 million in 2022/23 to R664.2 million in 2025/26. Revenue is almost entirely derived from transfers from the department. The commission is set to derive 98.8 per cent (R3.3 billion) of its revenue over the period ahead through transfers from the department.

### Programmes/Objectives/Activities

**Table 31.15 Commission for Conciliation, Mediation and Arbitration expenditure trends and estimates by programme/objective/activity**

R million	Audited outcome			Revised estimate	Average growth rate (%)	Average: Expenditure/ Total (%)	Medium-term expenditure estimate			Average growth rate (%)	Average: Expenditure/ Total (%)
	2019/20	2020/21	2021/22				2022/23	2019/20 - 2022/23	2023/24		
Administration	514.3	200.5	213.5	228.5	-23.7%	28.3%	215.8	227.1	237.3	1.3%	20.7%
Labour market intervention	27.0	11.8	12.6	16.4	-15.4%	1.7%	17.0	17.7	18.5	4.1%	1.6%
Special interventions and support	16.3	14.4	14.2	17.5	2.5%	1.5%	17.3	17.9	18.8	2.4%	1.6%
Dispute resolution and enforcement services	453.9	691.0	710.3	761.6	18.8%	65.0%	776.7	809.7	846.0	3.6%	72.7%
Strategy management and governance	42.3	33.2	29.7	38.6	-3.0%	3.5%	36.2	37.4	39.1	0.4%	3.4%
<b>Total</b>	<b>1 053.9</b>	<b>950.8</b>	<b>980.3</b>	<b>1 062.6</b>	<b>0.3%</b>	<b>100.0%</b>	<b>1 063.0</b>	<b>1 109.8</b>	<b>1 159.5</b>	<b>3.0%</b>	<b>100.0%</b>

### Statements of financial performance, cash flow and financial position

**Table 31.16 Commission for Conciliation, Mediation and Arbitration statements of financial performance, cash flow and financial position**

Statement of financial performance											
R million	Audited outcome			Revised estimate	Average growth rate (%)	Average: Expenditure/ Total (%)	Medium-term expenditure estimate			Average growth rate (%)	Average: Expenditure/ Total (%)
	2019/20	2020/21	2021/22				2022/23	2019/20 - 2022/23	2023/24		
<b>Revenue</b>											
<b>Non-tax revenue</b>	<b>23.0</b>	<b>19.7</b>	<b>23.1</b>	<b>16.3</b>	<b>-10.8%</b>	<b>2.0%</b>	<b>11.8</b>	<b>12.3</b>	<b>12.8</b>	<b>-7.9%</b>	<b>1.2%</b>
Sale of goods and services other than capital assets	9.6	12.7	5.0	3.5	-28.5%	0.8%	3.7	3.8	4.0	4.6%	0.3%
Other sales	9.6	12.7	5.0	3.5	-28.5%	0.8%	3.7	3.8	4.0	4.6%	0.3%
Other non-tax revenue	13.4	7.0	18.0	12.8	-1.5%	1.3%	8.1	8.4	8.7	-12.0%	0.9%
<b>Transfers received</b>	<b>976.8</b>	<b>935.8</b>	<b>995.0</b>	<b>1 046.3</b>	<b>2.3%</b>	<b>98.0%</b>	<b>1 051.2</b>	<b>1 097.6</b>	<b>1 146.7</b>	<b>3.1%</b>	<b>98.8%</b>
<b>Total revenue</b>	<b>999.8</b>	<b>955.5</b>	<b>1 018.1</b>	<b>1 062.6</b>	<b>2.1%</b>	<b>100.0%</b>	<b>1 063.0</b>	<b>1 109.8</b>	<b>1 159.5</b>	<b>3.0%</b>	<b>100.0%</b>
<b>Expenses</b>											
<b>Current expenses</b>	<b>1 047.0</b>	<b>947.1</b>	<b>976.2</b>	<b>1 056.0</b>	<b>0.3%</b>	<b>99.5%</b>	<b>1 056.0</b>	<b>1 102.6</b>	<b>1 151.9</b>	<b>2.9%</b>	<b>99.4%</b>
Compensation of employees	546.7	591.2	592.6	608.9	3.7%	58.0%	613.5	635.8	664.2	2.9%	57.4%
Goods and services	470.3	326.3	356.5	413.3	-4.2%	38.6%	421.8	445.2	465.1	4.0%	39.7%
Depreciation	30.0	29.6	27.1	33.8	4.1%	3.0%	20.7	21.6	22.6	-12.5%	2.3%
Transfers and subsidies	6.9	3.6	4.1	6.6	-1.3%	0.5%	6.9	7.3	7.6	4.5%	0.6%
<b>Total expenses</b>	<b>1 053.9</b>	<b>950.8</b>	<b>980.3</b>	<b>1 062.6</b>	<b>0.3%</b>	<b>100.0%</b>	<b>1 063.0</b>	<b>1 109.8</b>	<b>1 159.5</b>	<b>3.0%</b>	<b>100.0%</b>
<b>Surplus/(Deficit)</b>	<b>(54.0)</b>	<b>4.7</b>	<b>37.7</b>	<b>-</b>	<b>-100.0%</b>		<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	

**Personnel information**

**Table 31.17 Commission for Conciliation, Mediation and Arbitration personnel numbers and cost by salary level**

Number of posts estimated for 31 March 2023			Number and cost <sup>1</sup> of personnel posts filled/planned for on funded establishment															Average growth rate of personnel posts (%)	Average: Salary level/ Total (%)		
Number of funded posts	Number of posts on approved establishment	Number of posts	Actual			Revised estimate			Medium-term expenditure estimate												
			2021/22			2022/23			2023/24			2024/25			2025/26			2022/23 - 2025/26			
			Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost				
Commission for Conciliation, Mediation and Arbitration			998	999	940	592.6	0.6	998	608.9	0.6	998	613.5	0.6	998	635.8	0.6	998	664.2	0.7	-	100.0%
Salary level	998	999	940	592.6	0.6	998	608.9	0.6	998	613.5	0.6	998	635.8	0.6	998	664.2	0.7	-	-	-	-
1 – 6	60	60	56	11.2	0.2	60	13.5	0.2	60	13.6	0.2	60	14.1	0.2	60	14.8	0.2	-	-	-	6.0%
7 – 10	661	661	637	310.5	0.5	661	304.9	0.5	661	307.2	0.5	661	318.0	0.5	661	331.3	0.5	-	-	-	66.2%
11 – 12	202	202	186	172.4	0.9	202	178.1	0.9	202	179.5	0.9	202	186.1	0.9	202	195.1	1.0	-	-	-	20.2%
13 – 16	71	72	58	88.8	1.5	71	100.2	1.4	71	100.9	1.4	71	104.7	1.5	71	109.7	1.5	-	-	-	7.1%
17 – 22	4	4	3	9.8	3.3	4	12.2	3.0	4	12.3	3.1	4	12.7	3.2	4	13.4	3.3	-	-	-	0.4%

1. Rand million.

**Compensation Fund**

**Selected performance indicators**

**Table 31.18 Compensation Fund performance indicators by programme/objective/activity and related priority**

Indicator	Programme/Objective/Activity	MTSF priority	Audited performance			Estimated performance	MTEF targets			
			2019/20	2020/21	2021/22	2022/23	2023/24	2024/25	2025/26	
Percentage of claims adjudicated within a specified number of working days of receipt per year	Compensation for Occupational Injuries and Diseases Act (1993) services	Priority 4: Consolidating the social wage through reliable and quality basic services	83% within 30 working days (85 188/ 102 773)	88% within 20 working days (18 423/ 20 695)	79% within 30 working days (79 291/ 100 427)	85% within 10 working days	90% within 10 working days	90% within 5 working days	95% within 10 working days	
Percentage of received return of earnings of active registered employers assessed per year	Compensation for Occupational Injuries and Diseases Act (1993) services		52% (238 824/ 459 229)	99% (220 382/ 223 644)	99% (324 176/ 327 701)	87.5%	90%	95%	100%	
Percentage of requests for pre-authorisation of specialised medical interventions finalised within 10 working days of receipt per year	Medical benefits		97% (1 983/ 2 041)	96% (362/ 376)	96% (10 539/ 10 997)	90%	95%	95%	95%	
Percentage of accepted medical invoices finalised within a specified number of working days of receipt of invoice per year	Medical benefits		69% within 40 days (358 449/ 519 830)	87% within 30 days (619 534/ 709 678)	87% within 40 days (619 534/ 709 678)	90% within 30 days	90% within 30 days	90% within 30 days	90% within 30 days	
Percentage of compliant requests for assistive devices finalised within 15 working days of receipt per year	Orthotic and medical rehabilitation	Priority 2: Economic transformation and job creation	85% (877/ 1 031)	89% (1 127/ 1 260)	94% (1 279/ 1 365)	90%	95%	95%	95%	
Number of students enrolled at post-school education and training institutions in priority qualifications funded per year	Orthotic and medical rehabilitation		- <sup>1</sup>	473	779	895	920	1 040	1 070	

**Table 31.18 Compensation Fund performance indicators by programme/objective/activity and related priority (continued)**

Indicator	Programme/Objective/Activity	MTSF priority	Audited performance			Estimated performance	MTEF targets		
			2019/20	2020/21	2021/22	2022/23	2023/24	2024/25	2025/26
Number of people with disabilities enrolled in the vocational rehabilitation programme through post-school education and training institutions per year	Orthotic and medical rehabilitation	Priority 2: Economic transformation and job creation	- <sup>1</sup>	52	200	200	300	300	320

1. No historical data available.

### Entity overview

The mandate of the Compensation Fund is to administer the Compensation for Occupational Injuries and Diseases Act (1993), which makes provision for the compensation of employees who are disabled because of occupational injuries and diseases sustained or contracted at work, and the compensation of the nominated beneficiaries of employees who die from such injuries or diseases.

Over the medium term, the fund will focus on improving the services it provides to its beneficiaries and other stakeholders. It plans to achieve this through its new CompEasy system, which, over the medium term, is expected to improve turnaround times for adjudicating and processing all accepted and approved claims from 85 per cent within 10 working days in 2022/23 to 95 per cent within the same period in 2025/26.

Expenditure is expected to increase at an average annual rate of 4.1 per cent, from R9.4 billion in 2022/23 to R10.7 billion in 2025/26, mainly driven by the payment of claims and pension benefits, which comprise an estimated 70.9 per cent (R21.8 billion) of total projected spending over the period ahead. The fund derives 62.1 per cent (R33.2 billion) of its revenue over the MTEF period through assessment levies on active registered employers. Total revenue is expected to decrease at an average annual rate of 4.7 per cent, from R20.2 billion in 2022/23 to R17.5 billion in 2025/26, due to accounting for fair value adjustments in 2022/23.

### Programmes/Objectives/Activities

**Table 31.19 Compensation Fund expenditure trends and estimates by programme/objective/activity**

	Audited outcome				Revised estimate	Average growth rate (%)		Medium-term expenditure estimate			Average growth rate (%)	
	2019/20	2020/21	2021/22	2022/23		2019/20 - 2022/23	2022/23	2023/24	2024/25	2025/26	2022/23 - 2025/26	2025/26
R million												
Administration	17 513.2	5 836.4	4 976.1	2 351.2	-48.8%	48.2%	2 457.0	2 567.7	2 683.4	4.5%	25.0%	
Compensation for Occupational Injuries and Diseases Act (1993) services	1 754.2	1 469.4	2 514.2	1 944.8	3.5%	15.5%	2 022.6	2 103.5	2 187.7	4.0%	20.6%	
Medical benefits	4 045.2	3 978.1	4 322.5	4 661.1	4.8%	34.5%	4 847.5	5 041.4	5 243.1	4.0%	49.3%	
Orthotic and medical rehabilitation	47.7	59.4	147.3	486.4	116.9%	1.8%	505.9	526.1	547.2	4.0%	5.1%	
<b>Total</b>	<b>23 360.3</b>	<b>11 343.3</b>	<b>11 960.1</b>	<b>9 443.5</b>	<b>-26.1%</b>	<b>100.0%</b>	<b>9 833.0</b>	<b>10 238.7</b>	<b>10 661.3</b>	<b>4.1%</b>	<b>100.0%</b>	

### Statements of financial performance, cash flow and financial position

**Table 31.20 Compensation Fund statements of financial performance, cash flow and financial position**

Statement of financial performance												
	Audited outcome				Revised estimate	Average growth rate (%)		Medium-term expenditure estimate			Average growth rate (%)	
	2019/20	2020/21	2021/22	2022/23		2019/20 - 2022/23	2022/23	2023/24	2024/25	2025/26	2022/23 - 2025/26	2025/26
R million												
<b>Revenue</b>												
Non-tax revenue	15 488.5	14 188.2	9 394.7	9 921.6	-13.8%	54.9%	5 496.3	5 716.2	5 944.8	-15.7%	37.9%	
Other non-tax revenue	15 488.5	14 188.2	9 394.7	9 921.6	-13.8%	54.9%	5 496.3	5 716.2	5 944.8	-15.7%	37.9%	
Transfers received	11 562.3	9 398.1	8 344.9	10 226.1	-4.0%	45.1%	10 635.1	11 060.5	11 502.9	4.0%	62.1%	
<b>Total revenue</b>	<b>27 050.8</b>	<b>23 586.4</b>	<b>17 739.6</b>	<b>20 147.7</b>	<b>-9.4%</b>	<b>100.0%</b>	<b>16 131.4</b>	<b>16 776.7</b>	<b>17 447.8</b>	<b>-4.7%</b>	<b>100.0%</b>	

**Table 31.20 Compensation Fund statements of financial performance, cash flow and financial position (continued)**

Statement of financial performance				Revised estimate	Average growth rate (%)	Average: Expenditure/ Total (%)	Medium-term expenditure estimate			Average growth rate (%)	Average: Expenditure/ Total (%)
Audited outcome			2022/23				2019/20 - 2022/23	2023/24	2024/25		
R million	2019/20	2020/21	2021/22	2022/23	2019/20 - 2022/23	2023/24	2024/25	2025/26	2022/23 - 2025/26	2022/23 - 2025/26	
<b>Expenses</b>											
<b>Current expenses</b>	<b>17 841.0</b>	<b>5 907.9</b>	<b>5 100.7</b>	<b>2 737.6</b>	<b>-46.5%</b>	<b>50.0%</b>	<b>2 858.9</b>	<b>2 985.6</b>	<b>3 118.0</b>	<b>4.4%</b>	<b>29.1%</b>
Compensation of employees	910.6	1 057.3	1 251.4	1 179.5	9.0%	9.0%	1 238.5	1 300.4	1 365.5	5.0%	12.6%
Goods and services	13 845.6	3 413.5	2 438.2	1 481.5	-52.5%	31.4%	1 540.8	1 602.4	1 666.5	4.0%	15.7%
Depreciation	40.4	27.1	32.3	76.5	23.7%	0.4%	79.5	82.7	86.0	4.0%	0.8%
Interest, dividends and rent on land	3 044.4	1 410.0	1 378.9	–	-100.0%	9.2%	–	–	–	–	–
<b>Transfers and subsidies</b>	<b>5 519.3</b>	<b>5 435.4</b>	<b>6 859.3</b>	<b>6 705.9</b>	<b>6.7%</b>	<b>50.0%</b>	<b>6 974.1</b>	<b>7 253.1</b>	<b>7 543.2</b>	<b>4.0%</b>	<b>70.9%</b>
<b>Total expenses</b>	<b>23 360.3</b>	<b>11 343.3</b>	<b>11 960.1</b>	<b>9 443.5</b>	<b>-26.1%</b>	<b>100.0%</b>	<b>9 833.0</b>	<b>10 238.7</b>	<b>10 661.3</b>	<b>4.1%</b>	<b>100.0%</b>
<b>Surplus/(Deficit)</b>	<b>3 690.4</b>	<b>12 243.0</b>	<b>5 779.6</b>	<b>10 704.2</b>	<b>42.6%</b>		<b>6 298.4</b>	<b>6 538.0</b>	<b>6 786.5</b>	<b>-14.1%</b>	
<b>Cash flow statement</b>											
<b>Cash flow from operating activities</b>	<b>3 043.7</b>	<b>493.9</b>	<b>(208.4)</b>	<b>389.6</b>	<b>-49.6%</b>	<b>100.0%</b>	<b>392.8</b>	<b>397.1</b>	<b>452.4</b>	<b>5.1%</b>	<b>100.0%</b>
<b>Receipts</b>											
<b>Non-tax receipts</b>	<b>154.2</b>	<b>18.7</b>	<b>70.3</b>	<b>172.4</b>	<b>3.8%</b>	<b>1.2%</b>	<b>179.3</b>	<b>186.5</b>	<b>194.0</b>	<b>4.0%</b>	<b>1.6%</b>
Other tax receipts	154.2	18.7	70.3	172.4	3.8%	1.2%	179.3	186.5	194.0	4.0%	1.6%
<b>Transfers received</b>	<b>7 835.2</b>	<b>7 971.0</b>	<b>8 613.2</b>	<b>10 237.6</b>	<b>9.3%</b>	<b>98.7%</b>	<b>10 646.4</b>	<b>11 073.2</b>	<b>11 568.4</b>	<b>4.2%</b>	<b>98.0%</b>
<b>Financial transactions in assets and liabilities</b>	<b>16.1</b>	<b>2.4</b>	<b>2.3</b>	<b>37.0</b>	<b>32.0%</b>	<b>0.2%</b>	<b>38.5</b>	<b>40.0</b>	<b>41.8</b>	<b>4.2%</b>	<b>0.4%</b>
<b>Total receipts</b>	<b>8 005.6</b>	<b>7 992.0</b>	<b>8 685.8</b>	<b>10 447.0</b>	<b>9.3%</b>	<b>100.0%</b>	<b>10 864.2</b>	<b>11 299.8</b>	<b>11 804.2</b>	<b>4.2%</b>	<b>100.0%</b>
<b>Payment</b>											
<b>Current payments</b>	<b>1 731.1</b>	<b>2 062.7</b>	<b>2 034.9</b>	<b>2 538.0</b>	<b>13.6%</b>	<b>27.6%</b>	<b>2 651.4</b>	<b>2 769.8</b>	<b>2 893.6</b>	<b>4.5%</b>	<b>25.4%</b>
Compensation of employees	910.6	1 057.3	1 251.4	1 179.5	9.0%	14.6%	1 238.5	1 300.4	1 365.5	5.0%	11.9%
Goods and services	810.4	1 005.1	783.1	1 358.5	18.8%	13.0%	1 412.8	1 469.4	1 528.1	4.0%	13.5%
Interest and rent on land	10.1	0.3	0.5	–	-100.0%	0.1%	–	–	–	–	–
<b>Transfers and subsidies</b>	<b>3 230.8</b>	<b>5 435.4</b>	<b>6 859.3</b>	<b>7 519.3</b>	<b>32.5%</b>	<b>72.4%</b>	<b>7 820.1</b>	<b>8 132.9</b>	<b>8 458.2</b>	<b>4.0%</b>	<b>74.6%</b>
<b>Total payments</b>	<b>4 961.9</b>	<b>7 498.1</b>	<b>8 894.3</b>	<b>10 057.4</b>	<b>26.6%</b>	<b>100.0%</b>	<b>10 471.5</b>	<b>10 902.7</b>	<b>11 351.8</b>	<b>4.1%</b>	<b>100.0%</b>
<b>Net cash flow from investing activities</b>	<b>(2 038.5)</b>	<b>193.2</b>	<b>(1 026.0)</b>	<b>4 318.6</b>	<b>-228.4%</b>	<b>100.0%</b>	<b>4 491.3</b>	<b>4 671.0</b>	<b>4 857.8</b>	<b>4.0%</b>	<b>100.0%</b>
Acquisition of property, plant, equipment and intangible assets	(4.1)	–	(0.0)	(95.8)	185.6%	-0.5%	(99.7)	(103.6)	(107.8)	4.0%	-2.2%
Acquisition of software and other intangible assets	(46.8)	–	–	–	-100.0%	0.6%	–	–	–	–	–
Proceeds from the sale of property, plant, equipment and intangible assets	0.2	–	–	–	-100.0%	–	–	–	–	–	–
Other flows from investing activities	(1 987.8)	193.2	(1 026.0)	4 414.4	-230.5%	99.9%	4 591.0	4 774.6	4 965.6	4.0%	102.2%
<b>Net cash flow from financing activities</b>	<b>1.0</b>	<b>(1.3)</b>	<b>(2.1)</b>	<b>–</b>	<b>-100.0%</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>–</b>
Repayment of finance leases	1.0	(1.3)	(2.1)	–	-100.0%	–	–	–	–	–	–
<b>Net increase/(decrease) in cash and cash equivalents</b>	<b>1 006.2</b>	<b>685.7</b>	<b>(1 236.6)</b>	<b>4 708.2</b>	<b>67.3%</b>	<b>12.5%</b>	<b>4 884.1</b>	<b>5 068.0</b>	<b>5 310.2</b>	<b>4.1%</b>	<b>49.7%</b>
<b>Statement of financial position</b>											
Carrying value of assets	202.9	265.7	223.5	207.5	0.7%	0.3%	215.8	224.4	233.4	4.0%	0.2%
<i>of which:</i>											
<b>Acquisition of assets</b>	<b>(4.1)</b>	<b>–</b>	<b>(0.0)</b>	<b>(95.8)</b>	<b>185.6%</b>	<b>–</b>	<b>(99.7)</b>	<b>(103.6)</b>	<b>(107.8)</b>	<b>4.0%</b>	<b>100.0%</b>
Investments	64 011.9	79 888.7	83 137.0	95 662.2	14.3%	94.0%	99 488.6	103 468.2	107 606.9	4.0%	98.1%
Inventory	0.1	–	0.0	–	-100.0%	–	–	–	–	–	–
Loans	567.9	590.7	614.3	–	-100.0%	0.5%	–	–	–	–	–
Receivables and prepayments	3 620.8	2 573.7	2 676.7	554.3	-46.5%	2.9%	576.5	599.5	623.5	4.0%	0.6%
Cash and cash equivalents	1 654.4	2 309.3	2 401.6	1 072.6	-13.5%	2.2%	1 115.5	1 160.1	1 206.5	4.0%	1.1%
<b>Total assets</b>	<b>70 058.1</b>	<b>85 628.1</b>	<b>89 053.2</b>	<b>97 496.5</b>	<b>11.6%</b>	<b>100.0%</b>	<b>101 396.4</b>	<b>105 452.3</b>	<b>109 670.3</b>	<b>4.0%</b>	<b>100.0%</b>
Accumulated surplus/(deficit)	29 088.9	39 820.2	41 415.3	48 524.3	18.6%	46.1%	50 465.3	52 483.9	54 583.3	4.0%	49.8%
Finance lease	3.1	5.1	1 918.5	1 659.6	713.8%	1.0%	1 726.0	1 795.1	1 866.9	4.0%	1.7%
Accrued interest	100.6	141.5	147.1	141.5	12.0%	0.2%	147.1	153.0	159.1	4.0%	0.1%
Trade and other payables	1 790.8	2 136.1	2 221.5	2 412.2	10.4%	2.5%	2 508.7	2 609.1	2 713.4	4.0%	2.5%
Benefits payable	1 620.5	1 841.7	–	–	-100.0%	1.1%	–	–	–	–	–
Provisions	25 586.9	27 647.7	28 753.6	17 900.0	-11.2%	29.9%	18 616.0	19 360.6	20 135.0	4.0%	18.4%
Derivatives financial instruments	11 867.4	14 035.8	14 597.3	26 858.9	31.3%	19.3%	27 933.3	29 050.6	30 212.6	4.0%	27.5%
<b>Total equity and liabilities</b>	<b>70 058.1</b>	<b>85 628.1</b>	<b>89 053.2</b>	<b>97 496.5</b>	<b>11.6%</b>	<b>100.0%</b>	<b>101 396.4</b>	<b>105 452.3</b>	<b>109 670.3</b>	<b>4.0%</b>	<b>100.0%</b>

**Personnel information****Table 31.21 Compensation Fund personnel numbers and cost by salary level**

Number of posts estimated for 31 March 2023			Number and cost <sup>1</sup> of personnel posts filled/planned for on funded establishment													Average growth rate of personnel posts (%)	Average: Salary level/ Total (%)		
Number of funded posts	Number of posts on approved establishment	Number of posts on approved establishment	Actual			Revised estimate			Medium-term expenditure estimate						2022/23 - 2025/26				
			2021/22		2022/23		2023/24		2024/25		2025/26								
			Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost					
Compensation Fund			1 062	1 251.4	1.2	1 153	1 179.5	1.0	1 186	1 238.5	1.0	1 206	1 300.4	1.1	1 206	1 365.5	1.1	1.5%	100.0%
Salary level	1 062	1 062	1 062	1 251.4	1.2	1 153	1 179.5	1.0	1 186	1 238.5	1.0	1 206	1 300.4	1.1	1 206	1 365.5	1.1	1.5%	100.0%
1 – 6	707	707	707	130.5	0.2	761	130.5	0.2	769	168.1	0.2	769	168.1	0.2	769	169.3	0.2	0.3%	64.6%
7 – 10	323	323	323	937.9	2.9	357	860.6	2.4	380	878.1	2.3	400	938.1	2.3	400	999.9	2.5	3.9%	32.3%
11 – 12	27	27	27	177.9	6.6	29	183.3	6.3	31	187.2	6.0	31	189.1	6.1	31	191.0	6.2	2.2%	2.6%
13 – 16	5	5	5	5.1	1.0	6	5.1	0.9	6	5.1	0.9	6	5.1	0.9	6	5.3	0.9	–	0.5%

1. Rand million.

**National Economic Development and Labour Council****Selected performance indicators****Table 31.22 National Economic Development and Labour Council performance indicators by programme/objective/activity and related priority**

Indicator	Programme/Objective/Activity	MTSF priority	Audited performance			Estimated performance	MTEF targets		
			2019/20	2020/21	2021/22	2022/23	2023/24	2024/25	2025/26
Percentage of dialogue reports submitted to social partners within 14 working days of convening dialogues per year	Core operations	Priority 2: Economic transformation and job creation	– <sup>1</sup>	– <sup>1</sup>	100%	100%	100%	100%	100%
Percentage of agreements successfully concluded within 6 calendar months of an issue being tabled at council, except where stipulated exclusions apply, per year	Core operations		– <sup>1</sup>	– <sup>1</sup>	100% (2)	100%	100%	100%	100%
Percentage of section 77 final reports produced within 5 working days of date of resolution of section 77 notices per year	Core operations		100% (5)	100% (5)	100% (2)	100%	100%	100%	100%
Number of documents incorporating policy recommendations adopted by the commission per year	Presidential Climate Commission		– <sup>1</sup>	– <sup>1</sup>	– <sup>1</sup>	– <sup>1</sup>	3	2	2
Number of scientific briefing documents tabled per year	Presidential Climate Commission		– <sup>1</sup>	– <sup>1</sup>	– <sup>1</sup>	– <sup>1</sup>	1	2	2
Number of consolidated reports on identified series of public dialogues produced within 30 days of the last dialogue session per year	Presidential Climate Commission		– <sup>1</sup>	– <sup>1</sup>	– <sup>1</sup>	– <sup>1</sup>	2	2	2

1. No historical data available.

### Entity overview

The National Economic Development and Labour Council is a statutory body established by the National Economic Development and Labour Council Act (1994). It is mandated to promote economic growth, participation in economic decision-making and social equity, and seeks to create impact by enabling its social partners to contribute meaningfully to these processes by seeking consensus and concluding agreements on matters pertaining to social and economic policy.

Over the medium term, the council will focus on addressing the high cost of living, particularly the prices of fuel and food; engaging in social dialogue on key socioeconomic issues; providing input on labour legislation and policy, including as they pertain to migration; resolving disputes; extending labour protection to non-standard forms of work; improving public procurement, including engaging on regulations to support the proposed new Public Procurement Bill; providing support to the Presidential Climate Commission; and implementing a revised constitution and protocols to contribute to making the council more effective, efficient and representative.

Following Cabinet's decision in 2022, the Presidential Climate Commission and its budget were shifted from the Department of Forestry, Fisheries and the Environment to the Department of Employment and Labour to be temporarily housed at the council. As a result, the council is set to receive an estimated R252.9 million over the medium term, of which R67.5 million is earmarked for the operations of the climate commission. This arrangement will cease once the Climate Change Bill is passed and the commission is established as a standalone public entity.

Expenditure is expected to increase at an average annual rate of 10.9 per cent, from R72.3 million in 2022/23 to R98.8 million in 2025/26, mainly driven by the shift of the Presidential Climate Commission to the council. The council expects to derive 98.8 per cent (R276.8 million) of its revenue over the MTEF period through transfers from the department.

### Programmes/Objectives/Activities

**Table 31.23 National Economic Development and Labour Council expenditure trends and estimates by programme/objective/ activity**

R million	Audited outcome			Revised estimate 2022/23	Average growth rate (%) 2019/20 - 2022/23	Average: Expenditure/ Total (%) 2019/20 - 2022/23	Medium-term expenditure estimate			Average growth rate (%) 2022/23 - 2025/26	Average: Expenditure/ Total (%) 2022/23 - 2025/26
	2019/20	2020/21	2021/22				2023/24	2024/25	2025/26		
Administration	28.9	32.0	41.9	45.8	16.6%	68.5%	47.5	50.1	52.0	4.3%	55.9%
Core operations	11.3	11.5	10.4	6.5	-16.8%	19.6%	5.3	5.1	5.7	-4.0%	6.6%
Capacity-building funds	3.8	2.1	3.6	7.5	25.6%	7.5%	7.5	7.5	7.8	1.5%	8.7%
Presidential Climate Commission	-	-	-	12.6	-	4.3%	28.2	30.1	33.2	38.3%	28.8%
<b>Total</b>	<b>44.0</b>	<b>45.6</b>	<b>55.9</b>	<b>72.3</b>	<b>18.0%</b>	<b>100.0%</b>	<b>88.5</b>	<b>92.8</b>	<b>98.8</b>	<b>10.9%</b>	<b>100.0%</b>

### Statements of financial performance, cash flow and financial position

**Table 31.24 National Economic Development and Labour Council statements of financial performance**

Statement of financial performance R million	Audited outcome			Revised estimate 2022/23	Average growth rate (%) 2019/20 - 2022/23	Average: Expenditure/ Total (%) 2019/20 - 2022/23	Medium-term expenditure estimate			Average growth rate (%) 2022/23 - 2025/26	Average: Expenditure/ Total (%) 2022/23 - 2025/26
	2019/20	2020/21	2021/22				2023/24	2024/25	2025/26		
<b>Revenue</b>											
Non-tax revenue	1.6	1.2	1.4	0.9	-17.1%	2.3%	1.2	1.0	1.0	4.5%	1.2%
Other non-tax revenue	1.6	1.2	1.4	0.9	-17.1%	2.3%	1.2	1.0	1.0	4.5%	1.2%
Transfers received	44.3	58.3	59.1	71.4	17.3%	97.7%	87.3	91.8	97.7	11.0%	98.8%
<b>Total revenue</b>	<b>45.9</b>	<b>59.5</b>	<b>60.5</b>	<b>72.3</b>	<b>16.4%</b>	<b>100.0%</b>	<b>88.5</b>	<b>92.8</b>	<b>98.8</b>	<b>10.9%</b>	<b>100.0%</b>
<b>Expenses</b>											
Current expenses	44.0	45.6	55.9	72.3	18.0%	100.0%	88.5	92.8	98.8	10.9%	100.0%
Compensation of employees	24.8	28.3	28.6	37.5	14.8%	55.4%	53.5	56.0	58.2	15.7%	57.9%
Goods and services	17.4	17.3	25.7	34.8	26.0%	42.9%	35.0	36.9	40.6	5.2%	42.1%
Depreciation	1.8	-	1.7	-	-100.0%	1.8%	-	-	-	-	-
<b>Total expenses</b>	<b>44.0</b>	<b>45.6</b>	<b>55.9</b>	<b>72.3</b>	<b>18.0%</b>	<b>100.0%</b>	<b>88.5</b>	<b>92.8</b>	<b>98.8</b>	<b>10.9%</b>	<b>100.0%</b>
Surplus/(Deficit)	1.9	13.9	4.6	-	-100.0%	-	-	-	-	-	-

**Personnel information****Table 31.25 National Economic Development and Labour Council personnel numbers and cost by salary level**

Number of posts estimated for 31 March 2023			Number and cost <sup>1</sup> of personnel posts filled/planned for on funded establishment															Average growth rate of personnel posts (%)	Average: Salary level/ Total (%)
Number of funded posts	Number of posts on approved establishment	National Economic Development and Labour Council	Actual			Revised estimate			Medium-term expenditure estimate									2022/23 - 2025/26	
			2021/22			2022/23			2023/24			2024/25			2025/26				
			Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost		
Salary level	54	54	34	28.6	0.8	54	37.5	0.7	54	53.5	1.0	54	56.0	1.0	54	58.2	1.1	-	100.0%
1-6	3	3	-	0.4	-	3	0.7	0.2	3	0.7	0.2	3	0.7	0.2	3	0.7	0.2	-	5.6%
7-10	17	17	5	8.0	1.6	17	8.8	0.5	17	9.3	0.5	17	9.7	0.6	17	10.1	0.6	-	31.5%
11-12	21	21	21	13.3	0.6	21	16.7	0.8	21	19.8	0.9	21	20.6	1.0	21	21.5	1.0	-	38.9%
13-16	11	11	8	6.9	0.9	11	10.2	0.9	11	18.6	1.7	11	19.7	1.8	11	20.5	1.9	-	20.4%
17-22	2	2	-	-	-	2	1.1	0.5	2	5.0	2.5	2	5.2	2.6	2	5.5	2.7	-	3.7%

1. Rand million.

**Productivity South Africa****Selected performance indicators****Table 31.26 Productivity South Africa performance indicators by programme/objective/activity and related priority**

Indicator	Programme/Objective/Activity	MTSF priority	Audited performance			Estimated performance	MTEF targets		
			2019/20	2020/21	2021/22	2022/23	2023/24	2024/25	2025/26
Number of research reports and publications on priority sectors published and disseminated per year	Research, innovation and statistics	Priority 2: Economic transformation and job creation	4	2	2	2	2	2	2
Number of jobs saved per year in companies facing economic distress	Business turnaround and recovery		- <sup>1</sup>	3 030	7 697	3 350	3 350	3 750	3 950
Number of companies facing economic distress supported through turnaround strategies to retain jobs per year	Business turnaround and recovery		- <sup>1</sup>	25	83	67	71	75	79
Number of workplace/future forums members trained and capacitated on productivity improvement solutions per year	Business turnaround and recovery		- <sup>1</sup>	96	777	201	213	225	237
Number of small, medium and micro enterprises and other enterprises supported through competitiveness improvement services per year	Competitiveness improvement services		5 588	3 686	1 546	1 252	1 252	1 252	1 252
Number of entrepreneurs capacitated to promote a culture of productivity and entrepreneurship per year	Competitiveness improvement services		- <sup>1</sup>	927	2 849	2 200	2 400	2 600	2 800
Number of productivity champions capacitated to build awareness and promote a stronger culture of productivity in South Africa per year	Competitiveness improvement services		345	429	621	323	323	323	323

1. No historical data available.

### Entity overview

Productivity South Africa was established in terms of section 31 of the Employment Services Act (2014) as a juristic person and entity of the Department of Employment and Labour. In terms of the act, it is mandated to promote employment growth and productivity, and thereby contribute to South Africa's socioeconomic development and competitiveness. Over the medium term, the entity will support the improvement of South Africa's competitiveness and the sustainability of its enterprises – specifically small, medium and micro enterprises – through its competitiveness improvement services, and business turnaround and recovery programme.

Expenditure is expected to decrease at an average annual rate of 2.5 per cent, from R173.4 million in 2022/23 to R160.7 million in 2025/26. This is due to the medium-term funding for the business turnaround and recovery programme being aligned with the previous 3 years' actual performance. Costs for the turnaround programme are covered by the Unemployment Insurance Fund. Over the past 3 years, the actual costs have been much less than what was agreed on due to Productivity South Africa not meeting some of the requirements, and because of capacity constraints. As a result, the agreed funding has been reduced to what the fund has actually paid in the past. However, these funds do not affect Productivity South Africa's performance as the turnaround programme is run on behalf of the Unemployment Insurance Fund.

The entity expects to derive 86.9 per cent (R396.9 million) of its revenue over the period ahead through transfers from the Department of Employment and Labour; the Department of Trade, Industry and Competition; and the Unemployment Insurance Fund. The balance of revenue is expected to be generated mainly through services rendered to companies in economic distress. Revenue is expected to decrease in line with expenditure.

### Programmes/Objectives/Activities

**Table 31.27 Productivity South Africa expenditure trends and estimates by programme/objective/activity**

R million	Audited outcome			Revised estimate 2022/23	Average growth rate (%) 2019/20 - 2022/23	Average: Expenditure/Total (%) 2019/20 - 2022/23	Medium-term expenditure estimate			Average growth rate (%) 2022/23 - 2025/26	Average: Expenditure/Total (%) 2022/23 - 2025/26
	2019/20	2020/21	2021/22				2023/24	2024/25	2025/26		
Administration	55.9	58.5	61.1	49.7	-3.8%	55.7%	51.4	53.8	55.4	3.7%	33.2%
Research, innovation and statistics	9.5	8.6	8.9	11.2	5.6%	9.1%	11.7	12.3	12.8	4.5%	7.6%
Business turnaround and recovery	0.0	7.7	20.8	83.2	1 998.7%	19.5%	52.2	55.1	57.5	-11.6%	38.7%
Competitiveness improvement services	22.2	9.3	9.9	29.3	9.7%	15.8%	31.8	33.3	34.9	6.0%	20.5%
<b>Total</b>	<b>87.5</b>	<b>84.1</b>	<b>100.8</b>	<b>173.4</b>	<b>25.6%</b>	<b>100.0%</b>	<b>147.1</b>	<b>154.4</b>	<b>160.6</b>	<b>-2.5%</b>	<b>100.0%</b>

### Statements of financial performance, cash flow and financial position

**Table 31.28 Productivity South Africa statements of financial performance, cash flow and financial position**

Statement of financial performance											
R million	Audited outcome			Revised estimate 2022/23	Average growth rate (%) 2019/20 - 2022/23	Average: Expenditure/Total (%) 2019/20 - 2022/23	Medium-term expenditure estimate			Average growth rate (%) 2022/23 - 2025/26	Average: Expenditure/Total (%) 2022/23 - 2025/26
	2019/20	2020/21	2021/22				2023/24	2024/25	2025/26		
<b>Revenue</b>											
<b>Non-tax revenue</b>	<b>11.4</b>	<b>29.3</b>	<b>8.5</b>	<b>17.2</b>	<b>14.9%</b>	<b>14.4%</b>	<b>20.6</b>	<b>22.0</b>	<b>22.6</b>	<b>9.5%</b>	<b>13.1%</b>
Sale of goods and services other than capital assets	10.0	28.6	8.0	16.5	18.3%	13.7%	19.8	21.3	21.9	9.9%	12.6%
Other non-tax revenue	1.4	0.7	0.5	0.7	-20.2%	0.8%	0.7	0.7	0.7	1.5%	0.5%
<b>Transfers received</b>	<b>77.0</b>	<b>79.9</b>	<b>96.0</b>	<b>156.1</b>	<b>26.6%</b>	<b>85.6%</b>	<b>126.5</b>	<b>132.4</b>	<b>138.0</b>	<b>-4.0%</b>	<b>86.9%</b>
<b>Total revenue</b>	<b>88.4</b>	<b>109.1</b>	<b>104.5</b>	<b>173.4</b>	<b>25.2%</b>	<b>100.0%</b>	<b>147.1</b>	<b>154.4</b>	<b>160.6</b>	<b>-2.5%</b>	<b>100.0%</b>
<b>Expenses</b>											
<b>Current expenses</b>	<b>87.5</b>	<b>84.1</b>	<b>100.8</b>	<b>173.4</b>	<b>25.6%</b>	<b>100.0%</b>	<b>147.1</b>	<b>154.4</b>	<b>160.6</b>	<b>-2.5%</b>	<b>100.0%</b>
Compensation of employees	62.5	62.7	74.9	100.2	17.0%	69.5%	104.6	109.3	114.2	4.5%	67.7%
Goods and services	24.4	19.5	24.7	71.9	43.4%	29.3%	41.1	43.7	45.0	-14.5%	31.4%
Depreciation	0.6	1.9	1.1	1.2	24.1%	1.2%	1.3	1.4	1.4	4.6%	0.8%
Interest, dividends and rent on land	0.0	0.0	0.0	0.1	35.7%	-	0.1	0.1	0.1	2.8%	0.1%
<b>Total expenses</b>	<b>87.5</b>	<b>84.1</b>	<b>100.8</b>	<b>173.4</b>	<b>25.6%</b>	<b>100.0%</b>	<b>147.1</b>	<b>154.4</b>	<b>160.6</b>	<b>-2.5%</b>	<b>100.0%</b>
<b>Surplus/(Deficit)</b>	<b>-</b>	<b>25.1</b>	<b>3.8</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>



**Personnel information****Table 31.29 Productivity South Africa personnel numbers and cost by salary level**

Number of posts estimated for 31 March 2023			Number and cost <sup>1</sup> of personnel posts filled/planned for on funded establishment															Average growth rate of personnel posts (%)	Average: Salary level/Total (%)
Number of funded posts	Number of posts on approved establishment		Actual			Revised estimate			Medium-term expenditure estimate									2022/23 - 2025/26	
			2021/22			2022/23			2023/24			2024/25			2025/26				
	Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost				
Productivity South Africa	127	127	97	74.9	0.8	125	100.2	0.8	125	104.6	0.8	125	109.3	0.9	125	114.2	0.9	-	100.0%
Salary level	127	127	97	74.9	0.8	125	100.2	0.8	125	104.6	0.8	125	109.3	0.9	125	114.2	0.9	-	100.0%
1 – 6	26	26	14	8.9	0.6	27	18.9	0.7	27	19.7	0.7	27	20.6	0.8	27	21.5	0.8	-	21.6%
7 – 10	46	46	38	18.8	0.5	45	24.6	0.5	45	25.7	0.6	45	26.8	0.6	45	28.1	0.6	-	36.0%
11 – 12	29	29	27	24.3	0.9	27	23.4	0.9	27	24.5	0.9	27	25.6	0.9	27	26.7	1.0	-	21.6%
13 – 16	26	26	18	22.9	1.3	26	33.2	1.3	26	34.7	1.3	26	36.3	1.4	26	37.9	1.5	-	20.8%

1. Rand million.

**Unemployment Insurance Fund****Selected performance indicators****Table 31.30 Unemployment Insurance Fund performance indicators by programme/objective/activity and related priority**

Indicator	Programme/Objective/Activity	MTSF priority	Audited performance			Estimated performance	MTEF targets		
			2019/20	2020/21	2021/22	2022/23	2023/24	2024/25	2025/26
Percentage of valid unemployment benefit claims with complete, accurate and verified information approved or rejected within specified timeframe per year	Business operations		93% within 15 working days (798 151/ 854 639)	87% within 15 working days (855 082/ 984 500)	94% within 15 working days (123 880/ 131 787)	92% within 15 working days	92% within 15 working days	95% within 15 working days	97% within 15 working days
Percentage of valid in-service benefit claims with complete, accurate and verified information approved or rejected within specified timeframe per year	Business operations	Priority 4: Consolidating the social wage through reliable and quality basic services	92% within 10 working days (126 442/ 136 897)	86% within 10 working days (90 119/ 105 189)	93% within 10 working days (124 642/ 133 897)	92% within 10 working days	92% within 7 working days	95% within 7 working days	97% within 5 working days
Percentage of valid deceased benefit claims with complete, accurate and verified information approved or rejected within specified timeframe per year	Business operations		95% within 20 working days (14 539/ 15 337)	85% within 20 working days (11 284/ 13 212)	97% within 20 working days (15 058/ 15 516)	92% within 20 working days	92% within 10 working days	95% within 10 working days	100% within 10 working days
Number of beneficiaries participating in employability programmes per year	Labour activation programmes	Priority 2: Economic transformation and job creation	- <sup>1</sup>	- <sup>1</sup>	- <sup>1</sup>	15 000	20 000	80 000	85 000

1. No historical data available.

**Entity overview**

The Unemployment Insurance Fund is mandated to alleviate poverty by providing effective short-term unemployment insurance to all workers who qualify for unemployment and related benefits, as legislated in the Unemployment Insurance Act (2001). Over the medium term, the fund will focus on providing social insurance benefits and improving coverage to vulnerable groups and contributors.

Through its flagship labour activation programme, the fund assists the department to realise its expanded mandate of coordinating job creation. It intends to enhance the employability of 240 000 programme participants by placing them in training and/or job opportunities, with 75 000 of these planned to be recruited in 2023/24. Funding agreements have also been concluded with 48 institutions to provide training, ranging from

specialised short-term skills programmes to 3-year artisan training programmes, to a targeted 36 198 learners. The fund will review the training interventions offered by these partners over the MTEF period to ensure that their exit strategies result in gainful employment for beneficiaries who can then become contributors to the fund. The fund has budgeted R10.6 billion over the medium term to carry out these activities.

In ensuring that contributors remain employed, the fund, through its temporary employer/employee relief scheme, provides support to distressed businesses seeking to retain their employees. The Commission for Conciliation, Mediation and Arbitration administers this scheme on behalf of the fund and considers applications. Under the scheme, 75 per cent of an employee's basic salary is funded up to a maximum amount of R17 119.44 per month for a maximum of 12 months. The fund has budgeted R4.3 billion over the next 3 years for this programme.

The department's 126 labour centres have traditionally been a key channel through which the fund's clients access its services. To respond to the widespread use of digital platforms and technologies, the fund plans to build on its existing technological capabilities to enhance functionality and alleviate queues at labour centres. The fund has budgeted R18 million over the medium term for this purpose. To augment the capability of labour centres, the fund plans to deploy kiosks in strategic places and deploy mobile buses in each province for outreach initiatives in remote and densely populated areas. The fund has budgeted R94 million for the deployment of 21 buses, 11 in 2023/24 and 10 in 2024/25.

Total expenditure over the medium term is expected to amount to R102.4 billion, increasing at an average annual rate of 4.4 per cent, from R31.2 billion in 2022/23 to R35.5 billion in 2025/26. The fund expects to derive 67.4 per cent (R74.6 billion) of its revenue over the period ahead through contributions from employees and employers, as legislated by the Unemployment Contributions Act (2002). Remaining income is received through interest earned on investments. Total revenue is expected to increase at an average annual rate of 3.4 per cent, from R34.3 billion in 2021/22 to R37.9 billion in 2024/25.

### Programmes/Objectives/Activities

**Table 31.31 Unemployment Insurance Fund expenditure trends and estimates by programme/objective/activity**

R million	Audited outcome				Revised estimate	Average growth rate (%)	Average: Expenditure/Total (%)	Medium-term expenditure estimate			Average growth rate (%)	Average: Expenditure/Total (%)
	2019/20	2020/21	2021/22	2022/23				2023/24	2024/25	2025/26		
Administration	25 811.4	12 907.0	1 126.8	2 286.6	-55.4%	21.3%	2 589.7	2 409.8	2 484.0	2.8%	7.3%	
Business operations	16 433.0	80 202.4	23 637.7	25 731.6	16.1%	74.8%	26 983.1	28 196.9	29 128.7	4.2%	82.4%	
Labour activation programmes	951.9	593.5	698.3	3 157.3	49.1%	3.9%	3 214.6	3 536.0	3 889.5	7.2%	10.3%	
<b>Total</b>	<b>43 196.2</b>	<b>93 702.9</b>	<b>25 462.8</b>	<b>31 175.4</b>	<b>-10.3%</b>	<b>100.0%</b>	<b>32 787.5</b>	<b>34 142.7</b>	<b>35 502.2</b>	<b>4.4%</b>	<b>100.0%</b>	

### Statements of financial performance, cash flow and financial position

**Table 31.32 Unemployment Insurance Fund statements of financial performance, cash flow and financial position**

Statement of financial performance												
R million	Audited outcome				Revised estimate	Average growth rate (%)	Average: Expenditure/Total (%)	Medium-term expenditure estimate			Average growth rate (%)	Average: Expenditure/Total (%)
	2019/20	2020/21	2021/22	2022/23				2019/20 - 2022/23	2023/24	2024/25		
<b>Revenue</b>												
<b>Non-tax revenue</b>	<b>13 545.6</b>	<b>36 554.3</b>	<b>11 597.9</b>	<b>11 531.9</b>	<b>-5.2%</b>	<b>43.8%</b>	<b>11 663.6</b>	<b>11 795.9</b>	<b>11 930.4</b>	<b>1.1%</b>	<b>32.6%</b>	
Sale of goods and services other than capital assets	20.3	27.2	27.4	28.8	12.4%	0.1%	30.1	31.4	32.8	4.5%	0.1%	
Other sales	16.5	23.5	23.0	24.2	13.5%	0.1%	25.2	26.4	27.5	4.5%	0.1%	
Other non-tax revenue	13 525.4	36 527.0	11 570.5	11 503.1	-5.3%	43.7%	11 633.5	11 764.5	11 897.6	1.1%	32.5%	
<b>Transfers received</b>	<b>20 153.2</b>	<b>18 500.7</b>	<b>21 499.2</b>	<b>22 773.1</b>	<b>4.2%</b>	<b>56.2%</b>	<b>23 779.7</b>	<b>24 837.9</b>	<b>25 950.6</b>	<b>4.4%</b>	<b>67.4%</b>	
<b>Total revenue</b>	<b>33 698.9</b>	<b>55 055.0</b>	<b>33 097.0</b>	<b>34 305.0</b>	<b>0.6%</b>	<b>100.0%</b>	<b>35 443.3</b>	<b>36 633.8</b>	<b>37 881.1</b>	<b>3.4%</b>	<b>100.0%</b>	
<b>Expenses</b>												
<b>Current expenses</b>	<b>27 464.7</b>	<b>14 577.4</b>	<b>2 800.7</b>	<b>4 962.5</b>	<b>-43.5%</b>	<b>26.5%</b>	<b>5 342.9</b>	<b>5 066.1</b>	<b>5 193.0</b>	<b>1.5%</b>	<b>15.4%</b>	
Compensation of employees	1 446.1	1 482.4	1 507.8	2 075.1	12.8%	4.4%	2 138.8	2 234.0	2 234.0	2.5%	6.5%	
Goods and services	25 957.7	13 073.1	1 270.9	2 786.8	-52.5%	22.0%	2 926.0	2 832.1	2 959.0	2.0%	8.6%	
Depreciation	53.3	21.9	22.0	100.6	23.6%	0.1%	278.1	-	-	-100.0%	0.3%	
Interest, dividends and rent on land	7.6	-	-	-	-100.0%	-	-	-	-	-	-	
<b>Transfers and subsidies</b>	<b>15 731.6</b>	<b>79 125.5</b>	<b>22 662.1</b>	<b>26 212.9</b>	<b>18.6%</b>	<b>73.5%</b>	<b>27 444.6</b>	<b>29 076.6</b>	<b>30 309.2</b>	<b>5.0%</b>	<b>84.6%</b>	
<b>Total expenses</b>	<b>43 196.2</b>	<b>93 702.9</b>	<b>25 462.8</b>	<b>31 175.4</b>	<b>-10.3%</b>	<b>100.0%</b>	<b>32 787.5</b>	<b>34 142.7</b>	<b>35 502.2</b>	<b>4.4%</b>	<b>100.0%</b>	
<b>Surplus/(Deficit)</b>	<b>(9 497.4)</b>	<b>(38 648.0)</b>	<b>7 634.2</b>	<b>3 129.6</b>	<b>-169.1%</b>		<b>2 655.8</b>	<b>2 491.1</b>	<b>2 378.9</b>	<b>-8.7%</b>		

**Table 31.32 Unemployment Insurance Fund statements of financial performance, cash flow and financial position (continued)**

Cash flow statement				Revised estimate	Average growth rate (%)	Average: Expenditure/ Total (%)	Medium-term expenditure estimate			Average growth rate (%)	Average: Expenditure/ Total (%)
Audited outcome			2022/23				2019/20 - 2022/23	2023/24	2024/25		
R million	2019/20	2020/21	2021/22	2022/23	2019/20 - 2022/23	2023/24	2024/25	2025/26	2022/23 - 2025/26	2022/23 - 2025/26	
<b>Cash flow from operating activities</b>	<b>8 567.2</b>	<b>(50 405.9)</b>	<b>(3 656.3)</b>	<b>(7 923.1)</b>	<b>-197.4%</b>	<b>100.0%</b>	<b>(4 024.1)</b>	<b>(4 060.3)</b>	<b>(4 538.5)</b>	<b>-16.9%</b>	<b>100.0%</b>
<b>Receipts</b>											
<b>Non-tax receipts</b>	<b>87.3</b>	<b>201.6</b>	<b>451.6</b>	<b>479.2</b>	<b>76.4%</b>	<b>1.4%</b>	<b>500.4</b>	<b>521.1</b>	<b>542.9</b>	<b>4.2%</b>	<b>2.1%</b>
Sales of goods and services other than capital assets	–	0.0	27.5	28.8	–	0.1%	30.1	31.4	32.8	4.5%	0.1%
Other sales	–	0.0	23.1	24.2	–	0.1%	25.2	26.4	27.5	4.5%	0.1%
Other tax receipts	87.3	201.6	424.1	450.4	72.8%	1.3%	470.3	489.7	510.0	4.2%	1.9%
Transfers received	20 548.2	18 870.9	21 499.2	22 773.1	3.5%	98.6%	23 779.7	24 837.9	25 950.6	4.4%	97.9%
Financial transactions in assets and liabilities	0.4	–	–	–	-100.0%	–	–	–	–	–	–
<b>Total receipts</b>	<b>20 635.9</b>	<b>19 072.5</b>	<b>21 950.8</b>	<b>23 252.4</b>	<b>4.1%</b>	<b>100.0%</b>	<b>24 280.1</b>	<b>25 359.0</b>	<b>26 493.5</b>	<b>4.4%</b>	<b>100.0%</b>
<b>Payment</b>											
<b>Current payments</b>	<b>3 099.8</b>	<b>2 956.2</b>	<b>2 936.8</b>	<b>4 962.5</b>	<b>17.0%</b>	<b>14.3%</b>	<b>5 342.9</b>	<b>5 066.1</b>	<b>5 193.0</b>	<b>1.5%</b>	<b>17.2%</b>
Compensation of employees	1 461.6	1 487.8	1 508.7	2 075.1	12.4%	6.7%	2 138.8	2 234.0	2 234.0	2.5%	7.3%
Goods and services	1 638.2	1 468.4	1 428.1	2 887.4	20.8%	7.6%	3 204.0	2 832.1	2 959.0	0.8%	9.9%
Interest and rent on land	–	–	–	0.0	–	–	0.0	0.0	0.0	10.1%	–
Transfers and subsidies	8 968.9	66 522.2	22 670.3	26 212.9	43.0%	85.7%	22 961.3	24 353.2	25 839.1	-0.5%	82.8%
<b>Total payments</b>	<b>12 068.7</b>	<b>69 478.4</b>	<b>25 607.1</b>	<b>31 175.4</b>	<b>37.2%</b>	<b>100.0%</b>	<b>28 304.2</b>	<b>29 419.3</b>	<b>31 032.1</b>	<b>-0.2%</b>	<b>100.0%</b>
<b>Net cash flow from investing activities</b>	<b>(9 286.0)</b>	<b>70 018.3</b>	<b>17 878.1</b>	<b>20 666.1</b>	<b>-230.6%</b>	<b>100.0%</b>	<b>21 504.3</b>	<b>22 681.7</b>	<b>23 413.7</b>	<b>4.2%</b>	<b>100.0%</b>
Acquisition of property, plant, equipment and intangible assets	(10.3)	(6.4)	(1.4)	(477.6)	259.2%	-0.6%	(417.3)	–	–	-100.0%	-1.1%
Investment property	(169.6)	(189.3)	–	(1 132.0)	88.3%	-1.0%	(1 025.1)	(984.4)	(984.7)	-4.5%	-4.7%
Acquisition of software and other intangible assets	(163.0)	(175.9)	(13.4)	(16.0)	-53.9%	0.3%	(17.6)	–	–	-100.0%	–
Other flows from investing activities	(8 943.1)	70 390.0	17 892.9	22 291.8	-235.6%	101.2%	22 964.3	23 666.1	24 398.4	3.1%	105.8%
<b>Net increase/(decrease) in cash and cash equivalents</b>	<b>(718.8)</b>	<b>19 612.5</b>	<b>14 221.8</b>	<b>12 743.1</b>	<b>-360.8%</b>	<b>29.0%</b>	<b>17 480.2</b>	<b>18 621.4</b>	<b>18 875.2</b>	<b>14.0%</b>	<b>50.5%</b>
<b>Statement of financial position</b>											
Carrying value of assets of which:	337.2	610.8	599.0	494.6	13.6%	0.4%	516.8	540.1	567.1	4.7%	0.4%
Acquisition of assets	(10.3)	(6.4)	(1.4)	(477.6)	259.2%	100.0%	(417.3)	–	–	-100.0%	–
Investments	147 437.0	92 369.8	113 160.3	126 474.5	-5.0%	89.9%	122 583.0	125 680.5	128 763.4	0.6%	95.0%
Receivables and prepayments	2 622.1	2 154.4	2 765.3	2 205.3	-5.6%	1.8%	2 304.6	2 408.3	2 528.7	4.7%	1.8%
Cash and cash equivalents	3 498.1	23 110.6	8 888.7	3 471.4	-0.3%	7.9%	3 627.6	3 790.9	3 980.4	4.7%	2.8%
<b>Total assets</b>	<b>153 894.4</b>	<b>118 245.6</b>	<b>125 413.3</b>	<b>132 645.8</b>	<b>-4.8%</b>	<b>100.0%</b>	<b>129 032.1</b>	<b>132 419.7</b>	<b>135 839.7</b>	<b>0.8%</b>	<b>100.0%</b>
Accumulated surplus/(deficit)	53 724.5	35 432.8	56 298.4	59 428.0	3.4%	38.6%	62 083.9	64 575.0	66 953.9	4.1%	47.7%
Capital and reserves	81 055.6	59 482.1	46 613.6	47 025.0	-16.6%	43.9%	47 025.0	47 025.0	47 025.0	–	35.5%
Borrowings	0.0	0.0	0.0	–	-100.0%	–	–	–	–	–	–
Finance lease	2.6	3.4	4.9	–	-100.0%	–	–	–	–	–	–
Trade and other payables	740.2	1 214.6	762.2	627.6	-5.4%	0.6%	655.8	685.3	719.6	4.7%	0.5%
Benefits payable	18 345.8	22 091.2	21 715.3	25 532.7	11.6%	16.8%	19 233.4	20 098.9	21 103.8	-6.2%	16.2%
Provisions	25.8	21.5	18.9	32.5	8.1%	–	34.0	35.5	37.3	4.7%	–
<b>Total equity and liabilities</b>	<b>153 894.4</b>	<b>118 245.6</b>	<b>125 413.3</b>	<b>132 645.8</b>	<b>-4.8%</b>	<b>100.0%</b>	<b>129 032.1</b>	<b>132 419.7</b>	<b>135 839.7</b>	<b>0.8%</b>	<b>100.0%</b>

**Personnel information****Table 31.33 Unemployment Insurance Fund personnel numbers and cost by salary level**

Salary level	Number of posts estimated for 31 March 2023		Number and cost <sup>1</sup> of personnel posts filled/planned for on funded establishment															Average growth rate of personnel posts (%)	Average: Salary level/ Total (%)
	Number of funded posts	Number of posts on approved establishment	Actual			Revised estimate			Medium-term expenditure estimate										
			2021/22	2022/23	2023/24	2022/23	2023/24	2024/25	2025/26	2022/23 - 2025/26									
<b>Unemployment Insurance Fund</b>	<b>3 703</b>	<b>3 703</b>	<b>3 703</b>	<b>1 507.8</b>	<b>0.4</b>	<b>3 440</b>	<b>2 075.1</b>	<b>0.6</b>	<b>3 440</b>	<b>2 138.8</b>	<b>0.6</b>	<b>3 440</b>	<b>2 234.0</b>	<b>0.6</b>	<b>3 440</b>	<b>2 234.0</b>	<b>0.6</b>	<b>–</b>	<b>100.0%</b>
1 – 6	2 155	2 155	2 155	509.5	0.2	2 031	690.2	0.3	2 031	705.4	0.3	2 031	716.6	0.4	2 031	716.6	0.4	–	59.0%
7 – 10	1 313	1 313	1 313	661.1	0.5	1 208	1 064.4	0.9	1 208	1 108.5	0.9	1 208	1 171.7	1.0	1 208	1 171.7	1.0	–	35.1%
11 – 12	191	191	191	238.0	1.2	165	230.0	1.4	165	229.8	1.4	165	244.0	1.5	165	244.0	1.5	–	4.8%
13 – 16	43	43	43	99.2	2.3	37	90.6	2.4	37	95.2	2.6	37	101.7	2.7	37	101.7	2.7	–	1.1%

1. Rand million.

