

## Employment and Labour

### Budget summary

R million	2025/26				2026/27	2027/28
	Current payments	Transfers and subsidies	Payments for capital assets	Total	Total	Total
<b>MTEF allocation</b>						
Administration	993.6	1.1	104.0	1 098.7	1 154.7	1 207.0
Inspection and Enforcement Services	663.0	0.1	1.3	664.4	702.5	735.4
Public Employment Services	450.9	590.7	15.0	1 056.6	741.5	774.1
Labour Policy and Industrial Relations	185.8	1 147.0	0.7	1 333.5	1 385.1	1 447.5
<b>Total expenditure estimates</b>	<b>2 293.2</b>	<b>1 738.9</b>	<b>121.0</b>	<b>4 153.1</b>	<b>3 983.7</b>	<b>4 163.9</b>
Executive authority	Minister of Employment and Labour					
Accounting officer	Director-General of Employment and Labour					
Website	<a href="http://www.labour.gov.za">www.labour.gov.za</a>					

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

*Reduce unemployment, poverty and inequality by pursuing the objectives of decent work for all through: employment creation and enterprise development; the setting of standards and 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 legislative mandate from the Constitution, particularly the Bill of Rights, which is given effect through several acts that regulate labour matters in South Africa. The most important of these are 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 department is mandated 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 and eliminate discrimination in the workplace
- enhance occupational health and safety awareness and compliance with health and safety laws in the workplace
- give value to social dialogue in the formulation of sound and responsive legislation and policies for flexibility in the labour market to enhance competition, balanced with the promotion of decent employment.

## Selected performance indicators

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

Indicator	Programme	MTDP outcome	Audited performance			Estimated performance	MTEF targets		
			2021/22	2022/23	2023/24	2024/25	2025/26	2026/27	2027/28
Number of employers inspected per year to determine compliance with employment law	Inspection and Enforcement Services		252 242	312 792	308 799	298 104	298 104	313 009	313 009
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% (59 743/ 60 478)	98% (72 898/ 74 559)	99% (74 305/ 74 858)	95%	95%	97%	97%
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		64% (3 752/ 5 869)	79% (6 138/ 7 766)	89% (6 719/ 7 583)	65%	65%	70%	70%
Number of work seekers registered on the Employment Services of South Africa system per year	Public Employment Services		936 621	1 069 496	1 087 858	950 000	1 000 000	1 050 000	1 100 000
Number of registered work seekers provided with employment counselling per year	Public Employment Services	Outcome 1: Increased employment and work opportunities	281 801	325 914	333 395	260 000	270 000	280 000	290 000
Number of registered employment opportunities filled by registered work seekers per year	Public Employment Services		67 058	84 636	89 345	65 000	70 000	75 000	80 000
Number of employment opportunities registered on the Employment Services of South Africa system per year	Public Employment Services		131 522	147 847	154 817	115 000	120 000	125 000	130 000
Percentage of collective agreements assessed and verified within a specified number of calendar working days of receipt per year	Labour Policy and Industrial Relations		100% within 180 days (26)	100% within 120 days (4)	100% within 120 days (29)	100% within 60 days	100% within 60 days	100% within 60 days	100% within 60 days
Percentage of labour organisation applications for registration approved or refused within 90 calendar days of receipt per year	Labour Policy and Industrial Relations		100% (134)	100% (132)	100% (128)	100%	100%	100%	100%

## Expenditure overview

In support of the National Development Plan's vision of eliminating poverty and reducing inequality, the department facilitates the resolution of workplace disputes, works towards improving labour relations and enhancing occupational health and safety, and facilitates various initiatives that create jobs. In giving effect to this over the medium term, the department will focus on increasing safety and fairness in the workplace, providing support to work seekers and regulating the workplace to establish minimum working conditions and fair labour practices.

The department's budget over the period ahead is R12.3 billion, increasing at an average annual rate of 2.6 per cent, from R3.9 billion in 2024/25 to R4.2 billion in 2027/28. Cabinet has approved increases to the department's baseline of R350 million in 2025/26 for the national pathway management network; R11.1 million in 2025/26, R11.5 million in 2026/27 and R12.1 million in 2027/28 to cover the costs of the appointment of an additional deputy minister; and R15.1 million in 2025/26, R16.2 million in 2026/27 and R17 million in 2027/28 to cover cost-of-living adjustments for public servants.

The department will lead the G20 employment working group in 2025/26 and coordinate Labour 20, which represents workers' interests. This will entail contributing to policy discussions and advocating inclusive and sustainable economic growth, job creation and social protection. R62 million in 2025/26 is allocated for G20 meetings, of which R50 million will be funded by the department, the Unemployment Insurance Fund and the Compensation Fund, with the remaining R12 million to be sourced through sponsorships.

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

Guided by the pillars of advocacy, inspections and enforcement, work in the *Inspection and Enforcement Services* programme is intended to ensure increased compliance with labour laws. Advocacy activities over the MTEF period include 12 seminars and 6 conferences that focus on improving fairness in the workplace (especially for young people, people with disabilities and women) and helping workers transition from the informal to the formal economy. As part of the drive to advance and measure compliance with occupational health and safety standards, the department, through the *Compliance, Monitoring and Enforcement Services* subprogramme, plans to conduct 924 122 employer inspections over the period ahead at a projected cost of R1.7 billion.

The *Inspection and Enforcement Services* programme will continue to implement the case management system in 2025/26 to ensure that its business processes are fully modernised to conduct focused inspections. The department further plans to improve and strengthen its enforcement function by 2027/28 by issuing fines and/or penalties to 70 per cent of employers who fail to comply with served notices and referring them for prosecution within 30 calendar days, and by serving 97 per cent of noncompliant employers with legal notices within 14 calendar days.

To carry out these activities, the *Inspection and Enforcement Services* programme is allocated R2.1 billion over the medium term. This spending is set to increase at an average annual rate of 4.9 per cent, from R637.8 million in 2024/25 to R735.4 million in 2027/28.

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

Activities in the *Public Employment Services* programme underscore the department's commitment to creating decent employment, mainly for young people. To this end, over the next 3 years, the department plans to register 3 150 000 eligible work seekers on the Employment Services of South Africa system and provide employment counselling to 840 000 work seekers within a month of registration on the system. In the department's efforts to fill at least 70 000 registered employment opportunities with registered work seekers each year over the period ahead, it will refer work seekers who are matched on the system to employers within 20 working days of receipt of work and/or learning opportunities.

It is estimated that 152 000 job opportunities will be created in 2025/26 through a presidential employment initiative allocation of R350 million in 2025/26 to continue the national pathway management network and the innovation fund, and to employ intern counsellors at labour centres. In addition to the employment opportunities that will be created, these initiatives are expected to support increased access to relevant education and training interventions, help young people make choices about learning and earning, and identify barriers that young people face when trying to enter the labour market.

To contribute to coordinating employment interventions across the country, the department plans to submit the approved national employment policy for public consultation over the medium term with the aim of finalising it for implementation by 2027/28. The revised national labour migration policy, a pillar of the national employment policy, will limit the availability of middle-level and lower-level jobs for foreign nationals in several sectors while helping to place excess skilled South Africans in other countries.

The department has a subsidy scheme for people with disabilities that currently supports the employment of 1 041 people in 4 provinces by co-funding their income. The scheme is set to be extended to all provinces in 2025/26 to provide support to an estimated 2 500 people and has a budget of R71.5 million over the MTEF period.

Spending for these initiatives to support work seekers is within the *Public Employment Services* programme's allocation of R2.6 billion over the MTEF period, accounting for an estimated 21.6 per cent of total projected departmental spending. Expenditure in the programme is set to decrease at an average annual rate of 5.5 per cent, from R917.5 million in 2024/25 to R774.1 million in 2027/28, as a result of allocations in 2024/25 and 2025/26 for the national pathway management network.

## Regulating the workplace

The department plans to develop mechanisms over the period ahead to measure the impact of its interventions on the economy, promote sound labour relations and collective bargaining, and conduct annual reviews of the national minimum wage. To carry out these activities, the *Labour Policy and Industrial Relations* programme is allocated R4.2 billion over the medium term, of which 76.8 per cent (R3.2 billion) is allocated to the Commission for Conciliation, Mediation and Arbitration to promote sound labour relations, labour peace and social justice, and to democratise the workplace.

The department also expects to finalise policy instruments and systems over the next 3 years to ensure the implementation of the employment equity amendments contained in the Employment Equity Amendment Act (2022). The employment equity system, an electronic tool to collect data, will be enhanced to enable these amendments and to issue employment equity certificates of compliance. The *Employment Equity* subprogramme in the *Labour Policy and Industrial Relations* programme is allocated R45.9 million over the MTEF period to carry out these activities.

## Expenditure trends and estimates

**Table 31.2 Vote expenditure trends by programme and economic classification<sup>1</sup>**

<b>Programmes</b>											
1. Administration											
2. Inspection and Enforcement Services											
3. Public Employment Services											
4. Labour Policy and Industrial Relations											
Programme	Audited outcome			Adjusted appropriation	Average growth rate (%)	Average: Expenditure/Total (%)	Medium-term expenditure estimate			Average growth rate (%)	Average: Expenditure/Total (%)
R million	2021/22	2022/23	2023/24	2024/25	2021/22 - 2024/25	2024/25	2025/26	2026/27	2027/28	2024/25 - 2027/28	2027/28
Programme 1	856.4	1 025.5	1 037.1	1 037.3	6.6%	26.4%	1 098.7	1 154.7	1 207.0	5.2%	27.8%
Programme 2	546.6	587.9	600.9	637.8	5.3%	15.8%	664.4	702.5	735.4	4.9%	17.0%
Programme 3	615.9	933.9	1 037.0	917.5	14.2%	23.4%	1 056.6	741.5	774.1	-5.5%	21.6%
Programme 4	1 213.2	1 349.9	1 321.1	1 262.2	1.3%	34.4%	1 333.5	1 385.1	1 447.5	4.7%	33.6%
<b>Subtotal</b>	<b>3 232.2</b>	<b>3 897.1</b>	<b>3 996.0</b>	<b>3 854.8</b>	<b>6.0%</b>	<b>100.0%</b>	<b>4 153.1</b>	<b>3 983.7</b>	<b>4 163.9</b>	<b>2.6%</b>	<b>100.0%</b>
<b>Total</b>	<b>3 232.2</b>	<b>3 897.1</b>	<b>3 996.0</b>	<b>3 854.8</b>	<b>6.0%</b>	<b>100.0%</b>	<b>4 153.1</b>	<b>3 983.7</b>	<b>4 163.9</b>	<b>2.6%</b>	<b>100.0%</b>
Change to 2024				–			376.1	27.7	29.1		
Budget estimate											
<b>Economic classification</b>											
<b>Current payments</b>	<b>1 813.8</b>	<b>2 076.7</b>	<b>2 102.1</b>	<b>2 142.3</b>	<b>5.7%</b>	<b>54.3%</b>	<b>2 293.2</b>	<b>2 334.0</b>	<b>2 439.7</b>	<b>4.4%</b>	<b>57.0%</b>
Compensation of employees	1 277.7	1 351.6	1 395.4	1 486.8	5.2%	36.8%	1 598.4	1 641.9	1 715.8	4.9%	39.9%
Goods and services <sup>1</sup>	536.0	725.2	706.7	655.5	6.9%	17.5%	694.8	692.2	723.9	3.4%	17.1%
of which:					0.0%	0.0%				0.0%	0.0%
Communication	32.0	30.9	37.1	42.0	9.5%	0.9%	45.3	47.3	49.5	5.6%	1.1%
Computer services	60.5	96.7	106.2	110.5	22.2%	2.5%	109.3	115.0	120.2	2.9%	2.8%
Fleet services (including government motor transport)	37.9	48.9	39.8	23.7	-14.5%	1.0%	27.3	28.6	29.7	7.8%	0.7%
Operating leases	138.1	158.9	152.0	170.1	7.2%	4.1%	159.0	166.2	173.7	0.7%	4.1%
Property payments	83.6	86.5	89.2	89.1	2.1%	2.3%	89.4	98.6	103.1	5.0%	2.4%
Travel and subsistence	80.8	125.1	127.0	81.5	0.3%	2.8%	90.2	87.4	91.8	4.1%	2.2%
<b>Transfers and subsidies<sup>1</sup></b>	<b>1 343.1</b>	<b>1 689.5</b>	<b>1 780.2</b>	<b>1 615.2</b>	<b>6.3%</b>	<b>42.9%</b>	<b>1 738.9</b>	<b>1 520.3</b>	<b>1 589.0</b>	<b>-0.5%</b>	<b>40.0%</b>
Provinces and municipalities	0.9	0.9	1.0	0.9	0.4%	0.0%	0.8	0.8	0.9	0.5%	0.0%
Departmental agencies and accounts	1 113.9	1 451.6	1 405.0	1 295.7	5.2%	35.2%	1 424.0	1 231.2	1 286.9	-0.2%	32.4%
Foreign governments and international organisations	16.9	16.6	22.5	23.2	11.2%	0.5%	25.5	30.8	32.2	11.6%	0.7%
Public corporations and private enterprises	0.0	0.0	87.0	57.5	1431.7%	1.0%	45.0	–	–	-100.0%	0.6%
Non-profit institutions	204.3	215.0	257.2	230.2	4.1%	6.1%	243.2	257.0	268.6	5.3%	6.2%
Households	7.2	5.3	7.5	7.7	2.5%	0.2%	0.5	0.5	0.5	-59.6%	0.1%
<b>Payments for capital assets</b>	<b>75.2</b>	<b>130.3</b>	<b>113.7</b>	<b>97.4</b>	<b>9.0%</b>	<b>2.8%</b>	<b>121.0</b>	<b>129.4</b>	<b>135.2</b>	<b>11.6%</b>	<b>3.0%</b>
Buildings and other fixed structures	14.0	39.7	19.7	39.5	41.3%	0.8%	74.9	78.3	81.9	27.5%	1.7%
Machinery and equipment	28.8	62.8	81.7	57.5	25.9%	1.5%	46.1	51.0	53.3	-2.5%	1.3%
Software and other intangible assets	32.4	27.8	12.2	0.3	-77.9%	0.5%	–	–	–	-100.0%	0.0%
<b>Payments for financial assets</b>	<b>0.1</b>	<b>0.6</b>	<b>0.0</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>3 232.2</b>	<b>3 897.1</b>	<b>3 996.0</b>	<b>3 854.8</b>	<b>6.0%</b>	<b>100.0%</b>	<b>4 153.1</b>	<b>3 983.7</b>	<b>4 163.9</b>	<b>2.6%</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

	Audited outcome			Adjusted appropriation	Average growth rate (%)	Average: Expenditure/ Total (%)	Medium-term expenditure estimate			Average growth rate (%)	Average: Expenditure/ Total (%)
	2021/22	2022/23	2023/24				2025/26	2026/27	2027/28		
R thousand											
<b>Households</b>											
<b>Social benefits</b>											
<b>Current</b>	6 831	5 149	6 727	7 529	3.3%	0.4%	468	489	511	-59.2%	0.1%
Employee social benefits	6 831	5 149	6 727	7 529	3.3%	0.4%	468	489	511	-59.2%	0.1%
<b>Other transfers to households</b>											
<b>Current</b>	352	156	778	211	-15.7%	–	–	–	–	-100.0%	–
Employee social benefits	352	131	96	–	-100.0%	–	–	–	–	–	–
Claims against the state	–	25	682	211	–	–	–	–	–	-100.0%	–
<b>Departmental agencies and accounts</b>											
<b>Departmental agencies (non-business entities)</b>											
<b>Current</b>	1 113 931	1 433 111	1 397 967	1 283 164	4.8%	81.3%	1 160 707	1 216 156	1 271 151	-0.3%	79.9%
Departmental agencies	1	–	4	–	-100.0%	–	–	–	–	–	–
Productivity South Africa	59 853	61 698	71 720	61 472	0.9%	4.0%	64 123	67 055	70 087	4.5%	4.3%
Government Technical Advisory Centre	–	256 241	211 466	170 000	–	9.9%	–	–	–	-100.0%	2.8%
Employer Services	–	–	4	–	–	–	–	–	–	–	–
Commission for Conciliation, Mediation and Arbitration	994 984	1 046 293	1 041 163	975 853	-0.6%	63.1%	1 016 475	1 065 322	1 113 497	4.5%	67.6%
National Economic Development and Labour Council	59 093	58 884	52 110	53 339	-3.4%	3.5%	56 609	59 202	61 879	5.1%	3.7%
National Economic Development and Labour Council (Presidential Climate Commission)	–	9 995	21 500	22 500	–	0.8%	23 500	24 577	25 688	4.5%	1.6%
<b>Social security funds</b>											
<b>Current</b>	–	18 514	6 995	12 509	–	0.6%	13 248	15 039	15 719	7.9%	0.9%
Unemployment Insurance Fund	–	–	–	1	–	–	1	1	1	–	–
Compensation Fund	–	18 514	6 995	12 508	–	0.6%	13 247	15 038	15 718	7.9%	0.9%
<b>Foreign governments and international organisations</b>											
<b>Current</b>	16 886	16 604	22 520	23 192	11.2%	1.2%	25 456	30 805	32 198	11.6%	1.8%
International Labour Organisation	15 770	15 179	20 962	21 593	11.0%	1.1%	23 625	28 886	30 192	11.8%	1.7%
African Regional Labour Administration Centre	1 116	1 425	1 558	1 599	12.7%	0.1%	1 831	1 919	2 006	7.9%	0.1%
<b>Non-profit institutions</b>											
<b>Current</b>	204 265	215 030	257 236	230 233	4.1%	14.1%	243 225	256 953	268 574	5.3%	16.2%
Supported Employment Enterprises	162 266	166 486	207 915	184 684	4.4%	11.2%	195 545	206 997	216 358	5.4%	13.0%
Workshops for the Blind	20 954	–	–	–	-100.0%	0.3%	–	–	–	–	–
Designated Groups Special Services	–	23 784	24 467	21 657	–	1.1%	22 718	23 850	24 929	4.8%	1.5%
Various civil and labour organisations	21 045	24 760	24 854	23 892	4.3%	1.5%	24 962	26 106	27 287	4.5%	1.7%
<b>Provinces and municipalities</b>											
<b>Provincial agencies and funds</b>											
<b>Current</b>	855	930	954	866	0.4%	0.1%	804	841	879	0.5%	0.1%
Vehicle licences	855	930	954	866	0.4%	0.1%	804	841	879	0.5%	0.1%
<b>Public corporations and private enterprises</b>											
<b>Other transfers to public corporations</b>											
<b>Current</b>	15	12	87 020	57 500	1465.0%	2.2%	–	–	–	-100.0%	0.9%
Communication: Licences	15	12	20	–	-100.0%	–	–	–	–	–	–
Industrial Development Corporation	–	–	87 000	57 500	–	2.2%	–	–	–	-100.0%	0.9%
<b>Total</b>	<b>1 343 135</b>	<b>1 689 506</b>	<b>1 780 197</b>	<b>1 615 204</b>	<b>6.3%</b>	<b>100.0%</b>	<b>1 443 908</b>	<b>1 520 283</b>	<b>1 589 032</b>	<b>-0.5%</b>	<b>100.0%</b>

## Personnel information

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

Programmes																			
1. Administration																			
2. Inspection and Enforcement Services																			
3. Public Employment Services																			
4. Labour Policy and Industrial Relations																			
Number of posts estimated for 31 March 2025			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										
			2023/24			2024/25			2025/26		2026/27		2027/28				2024/25 - 2027/28		
Employment and Labour			Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost					
Salary level	2 842	215	3 133	1 395.4	0.4	3 308	1 486.6	0.4	3 286	1 598.4	0.5	3 224	1 641.9	0.5	3 127	1 715.8	0.5	-1.9%	100.0%
1 – 6	1 409	187	1 635	457.8	0.3	1 805	486.8	0.3	1 753	502.9	0.3	1 734	524.7	0.3	1 636	517.3	0.3	-3.2%	53.5%
7 – 10	1 111	17	1 152	572.4	0.5	1 155	606.0	0.5	1 166	655.4	0.6	1 106	630.3	0.6	1 082	651.0	0.6	-2.2%	34.8%
11 – 12	250	5	261	249.3	1.0	250	254.8	1.0	262	281.7	1.1	271	307.4	1.1	287	343.5	1.2	4.7%	8.3%
13 – 16	70	6	83	111.2	1.3	94	131.3	1.4	102	150.4	1.5	110	171.1	1.5	119	195.1	1.6	8.1%	3.3%
Other	2	–	2	4.7	2.3	3	7.6	2.5	3	8.0	2.7	3	8.5	2.8	3	9.0	3.0	0.0%	0.1%
Programme	2 842	215	3 133	1 395.4	0.4	3 308	1 486.6	0.4	3 286	1 598.4	0.5	3 224	1 641.9	0.5	3 127	1 715.8	0.5	-1.9%	100.0%
Programme 1	948	76	1 028	444.4	0.4	1 040	483.8	0.5	1 031	517.8	0.5	1 030	542.1	0.5	1 000	566.2	0.6	-1.3%	31.7%
Programme 2	1 109	31	1 262	488.3	0.4	1 361	527.8	0.4	1 341	550.5	0.4	1 351	588.7	0.4	1 318	616.4	0.6	-1.1%	41.5%
Programme 3	616	105	664	352.3	0.5	746	360.7	0.5	758	404.0	0.5	695	379.6	0.5	675	395.9	0.6	-3.2%	22.2%
Programme 4	169	3	178	110.4	0.6	161	114.3	0.7	156	126.1	0.8	149	131.5	0.9	134	137.3	1.0	-5.9%	4.6%

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 (%)
	2021/22	2022/23	2023/24					2025/26	2026/27	2027/28		
	2021/22	2022/23	2023/24					2025/26	2026/27	2027/28		
Departmental receipts	9 109	19 008	21 708	29 676	29 676	48.2%	100.0%	32 221	33 578	35 335	6.0%	100.0%
Sales of goods and services produced by department	5 121	8 341	11 088	16 039	16 039	46.3%	51.1%	17 179	17 785	18 390	4.7%	53.0%
Sales by market establishments	123	126	127	120	120	-0.8%	0.6%	152	156	160	10.1%	0.4%
of which:												
Market establishment: Rental dwellings	22	126	21	120	120	76.0%	0.4%	32	34	36	-33.1%	0.2%
Market establishment: Rental parking (covered and open)	101	–	106	–	–	-100.0%	0.3%	120	122	124	–	0.3%
Administrative fees	2 322	5 398	8 034	12 000	12 000	72.9%	34.9%	13 005	13 505	14 005	5.3%	40.1%
of which:												
Occupational health and safety licences	2 321	5 398	8 034	12 000	12 000	72.9%	34.9%	13 000	13 500	14 000	5.3%	40.1%
Request information: Promotion of Access to Information Act (2000)	1	–	–	–	–	-100.0%	–	5	5	5	–	–
Other sales	2 676	2 817	2 927	3 919	3 919	13.6%	15.5%	4 022	4 124	4 225	2.5%	12.5%
of which:												
Services rendered: Commission on insurance and garnishee	2 669	2 817	2 914	3 900	3 900	13.5%	15.5%	4 000	4 100	4 200	2.5%	12.4%
Services rendered: Photocopies and faxes	–	–	13	–	–	–	–	1	1	1	–	–
Replacement of security cards	6	–	–	6	6	–	–	6	7	7	5.3%	–
Replacement of lost office property	1	–	–	3	3	44.2%	–	3	3	3	–	–
Sales asset <R5 000	–	–	–	10	10	–	–	12	13	14	11.9%	–
Sales of scrap, waste, arms and other used current goods	19	76	57	37	37	24.9%	0.2%	42	43	45	6.7%	0.1%
of which:												
Sales: Scrap	–	76	5	7	7	–	0.1%	7	7	7	–	–
Sales: Wastepaper	19	–	52	30	30	16.4%	0.1%	35	36	38	8.2%	0.1%
Fines, penalties and forfeits	76	1 853	820	1 500	1 500	170.2%	5.3%	1 550	1 600	2 000	10.1%	5.1%
Interest, dividends and rent on land	808	1 502	2 762	1 500	1 500	22.9%	8.3%	2 300	2 400	2 500	18.6%	6.7%
Interest	808	1 502	2 762	1 500	1 500	22.9%	8.3%	2 300	2 400	2 500	18.6%	6.7%
Sales of capital assets	636	599	1 783	3 550	3 550	77.4%	8.3%	4 000	4 500	5 000	12.1%	13.0%
Transactions in financial assets and liabilities	2 449	6 637	5 198	7 050	7 050	42.3%	26.8%	7 150	7 250	7 400	1.6%	22.1%
Total	9 109	19 008	21 708	29 676	29 676	48.2%	100.0%	32 221	33 578	35 335	6.0%	100.0%

## 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					Average growth rate (%)	Average: Expenditure/ Total (%)				Average growth rate (%)	Average: Expenditure/ Total (%)
Audited outcome				Adjusted appropriation			Medium-term expenditure estimate				
R million	2021/22	2022/23	2023/24	2024/25	2021/22 - 2024/25	2024/25	2025/26	2026/27	2027/28	2024/25 - 2027/28	
Ministry	32.3	34.5	44.5	47.7	13.9%	4.0%	50.3	52.3	54.8	4.7%	4.6%
Management	311.8	342.0	344.1	311.1	-0.1%	33.1%	332.4	348.8	363.5	5.3%	30.1%
Corporate Services	211.4	279.3	297.2	310.8	13.7%	27.8%	302.6	316.0	331.1	2.1%	28.0%
Office of the Chief Financial Officer	113.6	143.2	148.3	129.2	4.4%	13.5%	139.6	146.2	153.0	5.8%	12.6%
Office Accommodation	187.3	226.4	203.0	238.5	8.4%	21.6%	273.9	291.3	304.6	8.5%	24.6%
Total	856.4	1 025.5	1 037.1	1 037.3	6.6%	100.0%	1 098.7	1 154.7	1 207.0	5.2%	100.0%
Change to 2024 Budget estimate				–			11.1	16.9	17.7		
Economic classification											
Current payments	814.2	922.2	945.1	950.9	5.3%	91.8%	993.6	1 044.7	1 092.0	4.7%	90.7%
Compensation of employees	416.6	440.6	444.4	483.8	5.1%	45.1%	517.8	542.1	566.2	5.4%	46.9%
Goods and services	397.5	481.6	500.7	467.1	5.5%	46.7%	475.8	502.6	525.8	4.0%	43.8%
of which:						–					–
Audit costs: External	17.8	17.2	15.8	16.4	-2.6%	1.7%	21.1	22.0	23.1	12.0%	1.8%
Communication	19.5	17.2	21.8	20.2	1.1%	2.0%	22.2	23.0	24.1	6.1%	2.0%
Computer services	58.3	93.8	103.4	104.2	21.4%	9.1%	105.4	109.9	115.0	3.3%	9.7%
Operating leases	136.8	156.2	149.6	167.3	7.0%	15.4%	156.1	163.2	170.5	0.6%	14.6%
Property payments	59.4	60.8	59.4	63.4	2.2%	6.1%	70.9	79.4	83.0	9.4%	6.6%
Travel and subsistence	26.1	40.0	48.7	25.2	-1.2%	3.5%	27.8	28.6	30.4	6.5%	2.5%
Transfers and subsidies	3.3	3.0	4.8	6.0	22.3%	0.4%	1.1	1.2	1.2	-41.1%	0.2%
Provinces and municipalities	0.9	0.9	1.0	0.9	0.4%	0.1%	0.8	0.8	0.9	0.5%	0.1%
Public corporations and private enterprises	0.0	0.0	0.0	–	-100.0%	–	–	–	–	–	–
Households	2.4	2.1	3.9	5.1	28.7%	0.3%	0.3	0.3	0.3	-59.4%	0.1%
Payments for capital assets	38.9	99.7	87.1	80.4	27.4%	7.7%	104.0	108.8	113.7	12.2%	9.0%
Buildings and other fixed structures	14.0	39.7	19.7	39.5	41.3%	2.9%	74.9	78.3	81.9	27.5%	6.1%
Machinery and equipment	20.1	49.7	63.5	40.9	26.8%	4.4%	29.1	30.5	31.8	-8.0%	2.9%
Software and other intangible assets	4.8	10.3	3.9	–	-100.0%	0.5%	–	–	–	–	–
Payments for financial assets	0.1	0.6	0.0	–	-100.0%	–	–	–	–	–	–
Total	856.4	1 025.5	1 037.1	1 037.3	6.6%	100.0%	1 098.7	1 154.7	1 207.0	5.2%	100.0%
Proportion of total programme expenditure to vote expenditure	26.5%	26.3%	26.0%	26.9%	–	–	26.5%	29.0%	29.0%	–	–
Details of transfers and subsidies											
Households											
Social benefits											
Current	2.0	2.0	3.5	4.9	33.6%	0.3%	0.3	0.3	0.3	-58.8%	0.1%
Employee social benefits	2.0	2.0	3.5	4.9	33.6%	0.3%	0.3	0.3	0.3	-58.8%	0.1%
Other transfers to households											
Current	0.3	0.1	0.4	0.2	-15.1%	–	–	–	–	-100.0%	–
Employee social benefits	0.3	0.1	–	–	-100.0%	–	–	–	–	–	–
Claims against the state	–	–	0.4	0.2	–	–	–	–	–	-100.0%	–
Provinces and municipalities											
Provincial agencies and funds											
Current	0.9	0.9	1.0	0.9	0.4%	0.1%	0.8	0.8	0.9	0.5%	0.1%
Vehicle licences	0.9	0.9	1.0	0.9	0.4%	0.1%	0.8	0.8	0.9	0.5%	0.1%
Public corporations and private enterprises											
Other transfers to public corporations											
Current	0.0	0.0	0.0	–	-100.0%	–	–	–	–	–	–
Communication licences	0.0	0.0	0.0	–	-100.0%	–	–	–	–	–	–

## Personnel information

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

Number of posts estimated for 31 March 2025			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											
		2023/24			2024/25			2025/26		2026/27		2027/28		2024/25 - 2027/28					
		Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost			
Administration																			
Salary level	948	76	1 028	444.4	0.4	1 040	483.8	0.5	1 031	517.8	0.5	1 030	542.1	0.5	1 000	566.2	0.6	-1.3%	100.0%
1 – 6	517	60	587	157.0	0.3	550	142.8	0.3	530	145.7	0.3	550	159.6	0.3	531	160.9	0.3	-1.2%	52.7%
7 – 10	341	6	325	163.3	0.5	369	203.0	0.5	372	218.3	0.6	342	210.1	0.6	319	209.1	0.7	-4.8%	34.2%
11 – 12	59	5	76	69.0	0.9	71	67.8	1.0	76	75.9	1.0	82	86.1	1.0	90	99.4	1.1	8.2%	7.8%
13 – 16	29	5	38	50.4	1.3	46	62.6	1.4	49	69.9	1.4	52	77.8	1.5	56	87.8	1.6	6.8%	5.0%
Other	2	—	2	4.7	2.3	3	7.6	2.5	3	8.0	2.7	3	8.5	2.8	3	9.0	3.0	—	0.3%

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 decent work principles are adhered to by March 2026 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 calendar 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 within 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 labour relations and occupational health and safety, as reported by members of the public, and communicates these to the 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				Adjusted appropriation	Average growth rate (%)	Average: Expenditure/ Total (%)	Medium-term expenditure estimate			Average growth rate (%)	Average: Expenditure/ Total (%)
Audited outcome											
R million	2021/22	2022/23	2023/24	2024/25	2021/22 - 2024/25		2025/26	2026/27	2027/28	2024/25 - 2027/28	
Management and Support Services: Inspection and Enforcement Services	17.5	14.5	14.4	7.2	-25.5%	2.3%	26.1	10.2	11.6	16.9%	2.0%
Occupational Health and Safety	10.6	–	–	9.9	-2.4%	0.9%	–	–	–	-100.0%	0.4%
Registration: Inspection and Enforcement Services	90.0	94.4	99.8	82.0	-3.0%	15.4%	85.1	103.1	108.7	9.8%	13.8%
Compliance, Monitoring and Enforcement Services	413.6	464.1	473.5	516.1	7.7%	78.7%	529.1	562.7	587.5	4.4%	80.1%
Training of Staff: Inspection and Enforcement Services	6.9	6.1	2.3	6.5	-2.3%	0.9%	6.7	7.1	7.4	4.5%	1.0%
Statutory and Advocacy Services	8.0	8.7	11.0	16.1	26.3%	1.8%	17.3	19.4	20.3	8.1%	2.7%
Total	546.6	587.9	600.9	637.8	5.3%	100.0%	664.4	702.5	735.4	4.9%	100.0%
Change to 2024 Budget estimate				–			(25.7)	(19.2)	(18.9)		
Economic classification											
Current payments	524.3	571.1	578.8	626.8	6.1%	97.0%	663.0	687.8	720.1	4.7%	98.5%
Compensation of employees	444.6	467.4	488.3	527.8	5.9%	81.3%	550.5	588.7	616.4	5.3%	83.3%
Goods and services	79.6	103.7	90.5	99.0	7.5%	15.7%	112.4	99.2	103.7	1.6%	15.1%
of which:						–					–
Communication	7.3	7.6	8.4	17.2	33.1%	1.7%	18.1	18.8	19.7	4.5%	2.7%
Fleet services (including government motor transport)	8.2	12.6	11.2	9.2	4.0%	1.7%	9.7	10.4	10.8	5.5%	1.5%
Consumable supplies	1.8	1.6	2.7	2.4	10.7%	0.4%	14.9	2.5	2.6	3.3%	0.8%
Property payments	11.4	12.1	14.1	14.8	9.1%	2.2%	7.1	7.3	7.6	-19.9%	1.3%
Travel and subsistence	39.4	53.5	40.5	28.9	-9.8%	6.8%	29.5	31.1	32.5	4.0%	4.5%
Training and development	0.6	1.2	1.1	5.1	100.0%	0.3%	5.3	5.6	5.8	4.5%	0.8%
Transfers and subsidies	2.9	2.0	2.2	1.0	-29.2%	0.3%	0.1	0.1	0.1	-54.1%	–
Public corporations and private enterprises	0.0	–	0.0	–	-100.0%	–	–	–	–	–	–
Households	2.9	2.0	2.2	1.0	-29.2%	0.3%	0.1	0.1	0.1	-54.1%	–
Payments for capital assets	19.4	14.7	19.8	10.0	-19.9%	2.7%	1.3	14.6	15.2	15.1%	1.5%
Machinery and equipment	6.2	7.0	13.7	10.0	16.9%	1.6%	1.3	14.6	15.2	15.1%	1.5%
Software and other intangible assets	13.2	7.7	6.1	–	-100.0%	1.1%	–	–	–	–	–
Total	546.6	587.9	600.9	637.8	5.3%	100.0%	664.4	702.5	735.4	4.9%	100.0%
Proportion of total programme expenditure to vote expenditure	16.9%	15.1%	15.0%	16.5%	–	–	16.0%	17.6%	17.7%	–	–
Details of transfers and subsidies											
Households											
Social benefits											
Current	2.9	2.0	1.9	1.0	-29.2%	0.3%	0.1	0.1	0.1	-54.1%	–
Employee social benefits	2.9	2.0	1.9	1.0	-29.2%	0.3%	0.1	0.1	0.1	-54.1%	–
Other transfers to households											
Current	–	0.0	0.3	–	–	–	–	–	–	–	–
Claims against the state	–	0.0	0.3	–	–	–	–	–	–	–	–
Public corporations and private enterprises											
Other transfers to public corporations											
Current	0.0	–	0.0	–	-100.0%	–	–	–	–	–	–
Communication licences	0.0	–	0.0	–	-100.0%	–	–	–	–	–	–

## Personnel information

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

Number of posts estimated for 31 March 2025			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										
		2023/24		Unit cost	2024/25		Unit cost	2025/26		Unit cost	2026/27		Unit cost	2027/28			Unit cost	2024/25 - 2027/28
Inspection and Enforcement Services			Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost	
Salary level	1 109	31	1 262	488.3	0.4	1 361	527.8	0.4	1 341	550.5	0.4	1 351	588.7	0.4	1 318	616.4	0.5	
1 – 6	688	19	763	233.4	0.3	875	267.8	0.3	892	290.7	0.3	886	305.3	0.3	822	298.8	0.4	-1.1%
7 – 10	377	11	448	198.8	0.4	430	196.8	0.5	390	189.7	0.5	404	207.0	0.5	432	233.4	0.5	0.1%
11 – 12	33	–	39	39.9	1.0	44	46.7	1.1	47	52.6	1.1	49	57.9	1.2	52	64.9	1.2	5.7%
13 – 16	11	1	12	16.3	1.4	12	16.5	1.4	12	17.4	1.5	12	18.4	1.5	12	19.4	1.6	–
																		3.6%

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 2026 by:
  - registering 1 000 000 work seekers on the Employment Services of South Africa system
  - providing employment counselling to 270 000 work seekers
  - filling 70 000 registered employment opportunities
  - registering 120 000 work opportunities on the Employment Services of South Africa system.
- Contribute to increasing employment opportunities for people with disabilities over the medium term by providing quarterly funding and monitoring disability organisations 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 for the blind 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 (%)
	2021/22	2022/23	2023/24				2025/26	2026/27	2027/28		
R million	2021/22	2022/23	2023/24	2024/25	2021/22	2024/25	2025/26	2026/27	2027/28	2024/25	2027/28
Management and Support Services:	62.4	332.7	367.6	283.3	65.5%	29.9%	370.9	67.5	71.2	-36.9%	22.7%
Public Employment Services											
Employer Services	104.3	116.0	116.3	115.5	3.4%	12.9%	122.8	128.8	134.0	5.1%	14.4%
Work Seeker Services	204.4	213.1	240.7	236.9	5.0%	25.5%	265.7	230.6	240.1	0.4%	27.9%
Designated Groups Special Services	21.0	23.8	24.5	21.7	1.1%	2.6%	22.7	23.9	24.9	4.8%	2.7%
Supported Employment Enterprises	162.3	166.5	207.9	184.7	4.4%	20.6%	195.5	207.0	216.4	5.4%	23.0%
Productivity South Africa	59.9	61.7	71.7	61.5	0.9%	7.3%	64.1	67.1	70.1	4.5%	7.5%
Unemployment Insurance Fund	—	—	—	0.0	—	—	0.0	0.0	0.0	—	—
Compensation Fund	—	18.5	7.0	12.5	—	1.1%	13.2	15.0	15.7	7.9%	1.6%
Training of Staff: Public Employment Services	1.7	1.6	1.3	1.5	-2.9%	0.2%	1.6	1.7	1.7	4.5%	0.2%
<b>Total</b>	<b>615.9</b>	<b>933.9</b>	<b>1 037.0</b>	<b>917.5</b>	<b>14.2%</b>	<b>100.0%</b>	<b>1 056.6</b>	<b>741.5</b>	<b>774.1</b>	<b>-5.5%</b>	<b>100.0%</b>
Change to 2024				—			373.5	23.8	23.9		
Budget estimate											
<b>Economic classification</b>											
<b>Current payments</b>	<b>356.1</b>	<b>393.5</b>	<b>422.7</b>	<b>402.9</b>	<b>4.2%</b>	<b>44.9%</b>	<b>450.9</b>	<b>423.2</b>	<b>441.4</b>	<b>3.1%</b>	<b>49.2%</b>
Compensation of employees	314.9	338.3	352.3	360.7	4.6%	39.0%	404.0	379.6	395.9	3.2%	44.1%
Goods and services	41.2	55.2	70.5	42.2	0.8%	6.0%	46.8	43.6	45.5	2.6%	5.1%
of which:											
Catering: Departmental activities	1.1	1.9	4.9	1.6	13.9%	0.3%	2.0	1.9	2.0	8.8%	0.2%
Communication	4.4	5.2	5.9	3.6	-6.5%	0.5%	3.7	4.2	4.3	6.4%	0.5%
Computer services	2.0	2.8	2.8	5.2	36.8%	0.4%	2.8	3.9	4.0	-8.3%	0.5%
Fleet services (including government motor transport)	2.2	3.3	3.0	2.4	2.6%	0.3%	2.4	2.5	2.6	3.4%	0.3%
Property payments	11.6	12.5	14.2	8.9	-8.3%	1.3%	9.3	9.7	10.1	4.4%	1.1%
Travel and subsistence	11.1	20.7	20.5	9.8	-4.0%	1.8%	15.1	10.4	10.9	3.4%	1.3%
<b>Transfers and subsidies</b>	<b>244.3</b>	<b>527.7</b>	<b>610.6</b>	<b>509.0</b>	<b>27.7%</b>	<b>54.0%</b>	<b>590.7</b>	<b>313.0</b>	<b>327.2</b>	<b>-13.7%</b>	<b>49.9%</b>
Provinces and municipalities	—	—	0.0	—	—	—	—	—	—	—	—
Departmental agencies and accounts	59.9	336.5	290.2	244.0	59.7%	26.6%	327.4	82.1	85.8	-29.4%	21.2%
Public corporations and private enterprises	—	—	87.0	57.5	—	4.1%	45.0	—	—	-100.0%	2.9%
Non-profit institutions	183.2	190.3	232.4	206.3	4.0%	23.2%	218.3	230.8	241.3	5.4%	25.7%
Households	1.3	1.0	1.0	1.2	-2.6%	0.1%	0.1	0.1	0.1	-61.0%	—
<b>Payments for capital assets</b>	<b>15.5</b>	<b>12.7</b>	<b>3.7</b>	<b>5.7</b>	<b>-28.4%</b>	<b>1.1%</b>	<b>15.0</b>	<b>5.3</b>	<b>5.5</b>	<b>-0.7%</b>	<b>0.9%</b>
Machinery and equipment	2.1	5.0	3.7	5.3	36.5%	0.5%	15.0	5.3	5.5	1.4%	0.9%
Software and other intangible assets	13.4	7.8	—	0.3	-70.6%	0.6%	—	—	—	-100.0%	—
<b>Total</b>	<b>615.9</b>	<b>933.9</b>	<b>1 037.0</b>	<b>917.5</b>	<b>14.2%</b>	<b>100.0%</b>	<b>1 056.6</b>	<b>741.5</b>	<b>774.1</b>	<b>-5.5%</b>	<b>100.0%</b>
<b>Proportion of total programme expenditure to vote expenditure</b>	<b>19.1%</b>	<b>24.0%</b>	<b>26.0%</b>	<b>23.8%</b>	<b>—</b>	<b>—</b>	<b>25.4%</b>	<b>18.6%</b>	<b>18.6%</b>	<b>—</b>	<b>—</b>
<b>Details of transfers and subsidies</b>											
<b>Households</b>											
<b>Social benefits</b>											
<b>Current</b>	1.2	0.9	0.9	1.2	-2.4%	0.1%	0.1	0.1	0.1	-61.0%	—
Employee social benefits	1.2	0.9	0.9	1.2	-2.4%	0.1%	0.1	0.1	0.1	-61.0%	—
<b>Other transfers to households</b>											
<b>Current</b>	0.0	0.0	0.1	—	-100.0%	—	—	—	—	—	—
Employee social benefits	0.0	0.0	0.1	—	-100.0%	—	—	—	—	—	—
<b>Departmental agencies and accounts</b>											
<b>Departmental agencies (non-business entities)</b>											
<b>Current</b>	59.9	317.9	283.2	231.5	57.0%	25.5%	314.1	67.1	70.1	-32.8%	19.6%
Productivity South Africa	59.9	61.7	71.7	61.5	0.9%	7.3%	64.1	67.1	70.1	4.5%	7.5%
Government Technical Advisory Centre	—	256.2	211.5	170.0	—	18.2%	250.0	—	—	-100.0%	12.0%
Employer Services	—	—	0.0	—	—	—	—	—	—	—	—
<b>Social security funds</b>											
<b>Current</b>	—	18.5	7.0	12.5	—	1.1%	13.2	15.0	15.7	7.9%	1.6%
Unemployment Insurance Fund	—	—	—	0.0	—	—	0.0	0.0	0.0	—	—
Compensation Fund	—	18.5	7.0	12.5	—	1.1%	13.2	15.0	15.7	7.9%	1.6%
<b>Non-profit institutions</b>											
<b>Current</b>	183.2	190.3	232.4	206.3	4.0%	23.2%	218.3	230.8	241.3	5.4%	25.7%
Supported Employment Enterprises	162.3	166.5	207.9	184.7	4.4%	20.6%	195.5	207.0	216.4	5.4%	23.0%
Workshops for the Blind	21.0	—	—	—	-100.0%	0.6%	—	—	—	—	—
Designated groups special services	—	23.8	24.5	21.7	—	2.0%	22.7	23.9	24.9	4.8%	2.7%
<b>Provinces and municipalities</b>											
<b>Provincial agencies and funds</b>											
<b>Current</b>	—	—	0.0	—	—	—	—	—	—	—	—
Vehicle licences	—	—	0.0	—	—	—	—	—	—	—	—
<b>Public corporations and private enterprises</b>											
<b>Other transfers to public corporations</b>											
<b>Current</b>	—	—	87.0	57.5	—	4.1%	45.0	—	—	-100.0%	2.9%
Industrial Development Corporation	—	—	87.0	57.5	—	4.1%	45.0	—	—	-100.0%	2.9%

## Personnel information

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

Number of posts estimated for 31 March 2025			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										
			2023/24			2024/25			2025/26		2026/27		2027/28				2024/25 - 2027/28		
			Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost					
Public Employment Services																			
Salary level	616	105	664	352.3	0.5	746	360.7	0.5	758	404.0	0.5	695	379.6	0.5	675	395.9	0.6	-3.2%	100.0%
1 – 6	184	105	258	60.0	0.2	361	71.0	0.2	324	64.5	0.2	296	59.3	0.2	281	57.0	0.2	-8.0%	43.9%
7 – 10	282	–	272	156.4	0.6	264	156.7	0.6	309	192.5	0.6	268	158.1	0.6	259	160.3	0.6	-0.6%	38.3%
11 – 12	132	–	114	108.8	1.0	101	105.5	1.0	104	115.2	1.1	107	125.7	1.2	110	137.0	1.2	2.9%	14.7%
13 – 16	18	–	20	27.1	1.4	19	27.5	1.4	21	31.8	1.5	23	36.5	1.6	25	41.5	1.6	9.4%	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 2024/25 employment equity annual report and public register by 30 June 2025
  - developing the 2025/26 employment equity annual report and public register by 31 March 2026.
- Extend protection to vulnerable workers by publishing national minimum wages for all sectors by 31 March 2026.
- Promote sound labour relations and centralised collective bargaining by extending all collective agreements and registering all qualifying labour organisations by 31 March 2026.
- Monitor and evaluate the impact of labour legislation to promote an evidence-based labour policy framework by producing 2 research and 4 labour market trends reports by 31 March 2026.

### 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 can 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 noncompliant, 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 resulting from 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 (%)	Average: Expenditure/ Total (%)	Medium-term expenditure estimate			Average growth rate (%)	Average: Expenditure/ Total (%)
R million	2021/22	2022/23	2023/24	2024/25	2021/22	2024/25	2025/26	2026/27	2027/28	2024/25 - 2027/28	
Management and Support Services: Labour Policy and Industrial Relations	14.2	15.4	16.1	16.9	6.1%	1.2%	19.3	20.1	21.0	7.5%	1.4%
Strengthen Civil Society	21.0	24.8	24.9	23.9	4.3%	1.8%	25.0	26.1	27.3	4.5%	1.9%
Collective Bargaining	16.1	17.7	18.9	19.3	6.3%	1.4%	20.4	21.3	22.2	4.8%	1.5%
Employment Equity	10.1	11.5	13.9	13.0	9.0%	0.9%	14.6	15.3	16.0	7.0%	1.1%
Employment Standards	8.8	11.2	12.6	18.7	28.5%	1.0%	20.7	21.6	22.6	6.6%	1.5%
Commission for Conciliation, Mediation and Arbitration	995.0	1 046.3	1 041.2	975.9	-0.6%	78.9%	1 016.5	1 065.3	1 113.5	4.5%	76.8%
Research, Policy and Planning	8.9	5.9	8.8	10.7	6.6%	0.7%	11.5	12.0	12.6	5.4%	0.9%
Labour Market Information and Statistics	43.8	46.8	49.8	53.3	6.7%	3.8%	57.0	59.4	62.1	5.2%	4.3%
International Labour Matters	36.4	101.4	61.4	54.7	14.6%	4.9%	68.4	60.1	62.7	4.7%	4.5%
National Economic Development and Labour Council	59.1	68.9	73.6	75.8	8.7%	5.4%	80.1	83.8	87.6	4.9%	6.0%
<b>Total</b>	<b>1 213.2</b>	<b>1 349.9</b>	<b>1 321.1</b>	<b>1 262.2</b>	<b>1.3%</b>	<b>100.0%</b>	<b>1 333.5</b>	<b>1 385.1</b>	<b>1 447.5</b>	<b>4.7%</b>	<b>100.0%</b>
Change to 2024 Budget estimate				-			17.2	6.3	6.4		
<b>Economic classification</b>											
<b>Current payments</b>	<b>119.2</b>	<b>189.9</b>	<b>155.5</b>	<b>161.7</b>	<b>10.7%</b>	<b>12.2%</b>	<b>185.8</b>	<b>178.3</b>	<b>186.2</b>	<b>4.8%</b>	<b>13.1%</b>
Compensation of employees	101.6	105.2	110.4	114.5	4.1%	8.4%	126.1	131.5	137.3	6.2%	9.4%
Goods and services	17.7	84.7	45.1	47.2	38.7%	3.8%	59.7	46.8	48.9	1.2%	3.7%
of which:											
Catering: Departmental activities	0.1	0.2	0.8	1.6	159.7%	0.1%	6.2	0.8	0.8	-18.4%	0.2%
Consultants: Business and advisory services	4.9	2.0	5.0	6.8	11.7%	0.4%	6.5	6.8	7.1	1.3%	0.5%
Contractors	0.2	18.5	1.9	0.6	62.6%	0.4%	6.6	0.9	0.9	12.9%	0.2%
Consumables: Stationery, printing and office supplies	2.5	4.1	3.3	3.9	15.8%	0.3%	4.4	4.6	4.8	7.1%	0.3%
Travel and subsistence	4.2	11.0	17.3	17.5	60.9%	1.0%	17.8	17.2	18.0	0.8%	1.3%
Venues and facilities	0.2	32.5	5.9	5.3	199.0%	0.9%	4.5	3.1	3.2	-15.4%	0.3%
<b>Transfers and subsidies</b>	<b>1 092.6</b>	<b>1 156.8</b>	<b>1 162.5</b>	<b>1 099.2</b>	<b>0.2%</b>	<b>87.7%</b>	<b>1 147.0</b>	<b>1 206.0</b>	<b>1 260.5</b>	<b>4.7%</b>	<b>86.8%</b>
Departmental agencies and accounts	1 054.1	1 115.2	1 114.8	1 051.7	-0.1%	84.2%	1 096.6	1 149.1	1 201.1	4.5%	82.9%
Foreign governments and international organisations	16.9	16.6	22.5	23.2	11.2%	1.5%	25.5	30.8	32.2	11.6%	2.1%
Non-profit institutions	21.0	24.8	24.9	23.9	4.3%	1.8%	25.0	26.1	27.3	4.5%	1.9%
Households	0.6	0.2	0.4	0.4	-9.4%	-	-	-	-	-100.0%	-
<b>Payments for capital assets</b>	<b>1.4</b>	<b>3.2</b>	<b>3.0</b>	<b>1.3</b>	<b>-2.7%</b>	<b>0.2%</b>	<b>0.7</b>	<b>0.7</b>	<b>0.7</b>	<b>-16.8%</b>	<b>0.1%</b>
Machinery and equipment	0.4	1.2	0.8	1.3	46.9%	0.1%	0.7	0.7	0.7	-16.6%	0.1%
Software and other intangible assets	1.0	2.0	2.2	0.0	-80.0%	0.1%	-	-	-	-100.0%	-
<b>Total</b>	<b>1 213.2</b>	<b>1 349.9</b>	<b>1 321.1</b>	<b>1 262.2</b>	<b>1.3%</b>	<b>100.0%</b>	<b>1 333.5</b>	<b>1 385.1</b>	<b>1 447.5</b>	<b>4.7%</b>	<b>100.0%</b>
<b>Proportion of total programme expenditure to vote expenditure</b>	<b>37.5%</b>	<b>34.6%</b>	<b>33.1%</b>	<b>32.7%</b>	<b>-</b>	<b>-</b>	<b>32.1%</b>	<b>34.8%</b>	<b>34.8%</b>	<b>-</b>	<b>-</b>

**Table 31.12 Labour Policy and Industrial Relations expenditure trends and estimates by subprogramme and economic classification (continued)**

Details of transfers and subsidies				Adjusted appropriation	Average growth rate (%)	Average: Expenditure/ Total (%)	Medium-term expenditure estimate			Average growth rate (%)	Average: Expenditure/ Total (%)
Audited outcome							2025/26	2026/27	2027/28		
R million	2021/22	2022/23	2023/24	2024/25	2021/22	2024/25	2025/26	2026/27	2027/28	2024/25 - 2027/28	
Households											
Social benefits											
Current	0.6	0.2	0.4	0.4	-9.4%	—	—	—	—	-100.0%	—
Employee social benefits	0.6	0.2	0.4	0.4	-9.4%	—	—	—	—	-100.0%	—
Other transfers to households											
Current	—	—	0.0	—	—	—	—	—	—	—	—
Employee social benefits	—	—	0.0	—	—	—	—	—	—	—	—
Departmental agencies and accounts											
Departmental agencies (non-business entities)											
Current	1 054.1	1 115.2	1 114.8	1 051.7	-0.1%	84.2%	1 096.6	1 149.1	1 201.1	4.5%	82.9%
Commission for Conciliation, Mediation and Arbitration	995.0	1 046.3	1 041.2	975.9	-0.6%	78.9%	1 016.5	1 065.3	1 113.5	4.5%	76.8%
National Economic Development and Labour Council	59.1	58.9	52.1	53.3	-3.4%	4.3%	56.6	59.2	61.9	5.1%	4.3%
National Economic Development and Labour Council (Presidential Climate Commission)	—	10.0	21.5	22.5	—	1.0%	23.5	24.6	25.7	4.5%	1.8%
Foreign governments and international organisations											
Current	16.9	16.6	22.5	23.2	11.2%	1.5%	25.5	30.8	32.2	11.6%	2.1%
International Labour Organisation	15.8	15.2	21.0	21.6	11.0%	1.4%	23.6	28.9	30.2	11.8%	1.9%
African Regional Labour Administration Centre	1.1	1.4	1.6	1.6	12.7%	0.1%	1.8	1.9	2.0	7.9%	0.1%
Non-profit institutions											
Current	21.0	24.8	24.9	23.9	4.3%	1.8%	25.0	26.1	27.3	4.5%	1.9%
Various civil and labour organisations	21.0	24.8	24.9	23.9	4.3%	1.8%	25.0	26.1	27.3	4.5%	1.9%

## 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 2025			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		Medium-term expenditure estimate																
			Actual			Revised estimate			Medium-term expenditure estimate										
			2023/24			2024/25			2025/26		2026/27		2027/28				2024/25 - 2027/28		
Labour Policy and Industrial Relations			Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost					
Salary level	169	3	178	110.4	0.6	161	114.3	0.7	156	126.1	0.8	149	131.5	0.9	134	137.3	1.0	-5.9%	100.0%
1 – 6	20	3	27	7.5	0.3	19	5.2	0.3	7	2.0	0.3	2	0.5	0.3	2	0.6	0.3	-55.2%	4.8%
7 – 10	111	–	106	53.9	0.5	92	49.6	0.5	95	55.0	0.6	91	54.9	0.6	72	48.2	0.7	-7.9%	58.1%
11 – 12	26	–	32	31.6	1.0	34	34.9	1.0	35	37.9	1.1	33	37.7	1.1	35	42.2	1.2	1.0%	22.9%
13 – 16	12	–	13	17.4	1.3	17	24.7	1.5	20	31.2	1.6	23	38.4	1.7	26	46.3	1.8	15.2%	14.3%

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 outcome**

Indicator	Programme/Objective/Activity	MTDP outcome	Audited performance			Estimated performance	MTEF targets		
			2021/22	2022/23	2023/24	2024/25	2025/26	2026/27	2027/28
Percentage of conciliable cases heard within 30 days at first event of receipt of referral per year	Dispute resolution and enforcement services	Outcome 1: Increased employment and work opportunities	99.76% (101 014/ 101 253)	99.92% (131 221/ 131 322)	99.65% (140 258/ 140 750)	90%	90%	90%	90%

**Table 31.14 Commission for Conciliation, Mediation and Arbitration performance indicators by programme/objective/activity and related outcome (continued)**

Indicator	Programme/Objective/Activity	MTDP outcome	Audited performance			Estimated performance	MTEF targets		
			2021/22	2022/23	2023/24	2024/25	2025/26	2026/27	2027/28
Percentage of arbitration awards rendered sent to parties within 14 days of the conclusion of the arbitration proceedings (excludes extensions granted and heads of arguments filed)	Dispute resolution and enforcement services	Outcome 1: Increased employment and work opportunities	99.95% (15 938/ 15 946)	99.95% (17 947/ 17 956)	99.99% (17 130/ 17 131)	90%	98%	98%	98%
Percentage of disputes of interests resolved per year	Dispute resolution and enforcement services		58.2% (2 384/ 4 093)	67.9% (2 142/ 3 154)	58.8% (1 002/ 1 703)	54%	54%	54%	54%
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		39.9% (18 715/ 46 953)	50.9% (18 196/ 35 679)	38.7% (14 887/ 38 428)	38%	38%	38%	38%

### Entity overview

The Commission for Conciliation, Mediation and Arbitration derives its mandate primarily from the Labour Relations Act (1995), as amended. In terms of the act, the commission is expected to advance, among other things, economic development, social justice, labour peace and the democratisation of the workplace. This mandate is further extended by other statutes related to employment law. As the commission rolls out its 2025-2029 strategy, it will focus on resource optimisation, adaptation, resilience and end-user experience.

An estimated 72.6 per cent (R2.4 billion) of the commission's budget over the period ahead is allocated to ensuring efficient dispute resolution. It will seek innovative ways of accommodating an anticipated 5 per cent increase in its caseload/referrals over the next 3 years, from 194 648 in 2024/25 to 224 000 in 2026/27, including case carryovers, by leveraging ICT to improve its efficiency and accessibility. To this end, the commission has allocated 10.5 per cent (R342.4 million) of its budget over the medium term to fund the rollout of its ICT strategy.

To address growing inequality in the labour market resulting from external factors that are changing the nature of work, the commission has allocated 1.3 per cent (R41.7 million) of its total budget over the MTEF period to proactive labour market interventions. Of this amount, R31.6 million is made available to fund job-saving initiatives. To promote sound labour relations, the commission also aims to reduce the potential for industrial action, including by increasing the use of pre-conciliation and proactive engagement.

Compensation of employees accounts for an estimated 60.7 per cent (R2 billion) of the commission's budget over the MTEF period as its work is labour intensive. Expenditure and revenue are expected to increase at an average annual rate of 4.7 per cent, from R992.9 million in 2024/25 to R1.1 billion in 2027/28. The commission expects to derive 97.9 per cent (R3.2 billion) of revenue over the next 3 years through transfers from the department and the remainder through interest earned and services rendered.

### 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 (%)
	2021/22	2022/23	2023/24				2025/26	2026/27	2027/28		
Administration	242.0	284.3	253.0	264.4	3.0%	25.4%	268.0	274.6	277.7	1.6%	25.5%
Dispute resolution and enforcement services	718.0	770.2	793.8	709.8	-0.4%	72.8%	752.1	794.4	839.6	5.8%	72.6%
Proactive labour market interventions	12.3	11.2	10.7	11.7	-1.7%	1.1%	13.2	13.9	14.6	7.7%	1.3%
Essential services interventions	6.9	7.2	7.6	7.0	0.9%	0.7%	6.6	6.9	7.2	1.0%	0.7%
<b>Total</b>	<b>979.1</b>	<b>1 072.9</b>	<b>1 065.1</b>	<b>992.9</b>	<b>0.5%</b>	<b>100.0%</b>	<b>1 040.0</b>	<b>1 089.9</b>	<b>1 139.1</b>	<b>4.7%</b>	<b>100.0%</b>

## Statement of financial performance

**Table 31.16 Commission for Conciliation, Mediation and Arbitration statement of financial performance**

Statement of financial performance					Average growth rate (%)	Average: Expenditure/ Total (%)				Average growth rate (%)	Average: Expenditure/ Total (%)
Audited outcome				Revised estimate			Medium-term expenditure estimate				
R million	2021/22	2022/23	2023/24	2024/25	2021/22 - 2024/25		2025/26	2026/27	2027/28	2024/25 - 2027/28	
Revenue											
Non-tax revenue	24.4	36.1	29.8	17.1	-11.2%	2.6%	23.5	24.5	25.6	14.5%	2.1%
Sale of goods and services other than capital assets	6.4	5.8	8.8	4.4	-11.6%	0.6%	7.5	7.8	8.2	23.0%	0.6%
Other sales	6.4	5.8	8.8	4.4	-11.6%	0.6%	7.5	7.8	8.2	23.0%	0.6%
Other non-tax revenue	18.0	30.3	21.0	12.7	-11.0%	2.0%	16.0	16.7	17.5	11.2%	1.5%
Transfers received	995.0	1 046.3	1 041.2	975.9	-0.6%	97.4%	1 016.5	1 065.3	1 113.5	4.5%	97.9%
Total revenue	1 019.4	1 082.4	1 070.9	992.9	-0.9%	100.0%	1 040.0	1 089.9	1 139.1	4.7%	100.0%
Expenses											
Current expenses	975.0	1 067.9	1 060.3	987.7	0.4%	99.5%	1 033.3	1 082.9	1 131.8	4.6%	99.4%
Compensation of employees	592.6	617.7	615.0	606.9	0.8%	59.2%	627.0	660.0	694.5	4.6%	60.7%
Goods and services	355.3	424.4	414.1	353.5	-0.2%	37.6%	365.8	380.5	394.0	3.7%	35.1%
Depreciation	27.1	25.9	31.2	27.2	0.1%	2.7%	40.6	42.4	43.3	16.7%	3.6%
Transfers and subsidies	4.1	5.0	4.8	5.3	9.0%	0.5%	6.6	7.0	7.3	11.4%	0.6%
Total expenses	979.1	1 072.9	1 065.1	992.9	0.5%	100.0%	1 040.0	1 089.9	1 139.1	4.7%	100.0%
Surplus/(Deficit)	40.3	9.5	5.8	—	-100.0%		—	—	—	—	

## 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 2025			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 approved establishment posts	Number of posts on establishment	Actual			Revised estimate			Medium-term expenditure estimate										
			2023/24			2024/25			2025/26			2026/27			2027/28				
Commission for Conciliation, Mediation and Arbitration			Unit cost			Unit cost			Unit cost			Unit cost			Unit cost				
			Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost		
Salary level	927	984	885	615.0	0.7	926	606.9	0.7	912	627.0	0.7	912	660.0	0.7	912	694.5	0.8	-0.5%	100.0%
1 – 6	60	64	54	13.0	0.2	60	14.3	0.2	58	14.7	0.3	58	15.5	0.3	58	16.4	0.3	-1.1%	6.4%
7 – 10	605	621	591	313.8	0.5	604	307.8	0.5	589	311.6	0.5	589	327.5	0.6	589	344.3	0.6	-0.8%	64.7%
11 – 12	227	259	207	220.5	1.1	227	218.2	1.0	229	229.9	1.0	229	242.8	1.1	229	256.1	1.1	0.3%	25.0%
13 – 16	28	32	27	45.3	1.7	28	46.1	1.6	28	47.2	1.7	28	49.5	1.8	28	51.9	1.9	–	3.1%
17 – 22	7	8	6	22.2	3.7	7	20.5	2.9	8	23.7	3.0	8	24.8	3.1	8	26.0	3.2	4.6%	0.8%

1. Rand million.

## Compensation Fund

### Selected performance indicators

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

Indicator	Programme/Objective/Activity	MTDP outcome	Audited performance			Estimated performance	MTEF targets		
			2021/22	2022/23	2023/24	2024/25	2025/26	2026/27	2027/28
Percentage of claims adjudicated within a specified number of working days of receipt per year	Compensation for Occupational Injuries and Diseases Act (1993) services	Outcome 11: Optimised social protection and coverage	79% within 30 days (79 291/ 100 427)	80% within 10 days (87 906/ 109 757)	86% within 25 days (92 502/ 107 713)	90% within 25 days	90% within 25 days	90% within 25 days	90% within 25 days
Percentage of received return of earnings of active registered employers assessed per year	Compensation for Occupational Injuries and Diseases Act (1993) services		99% (324 176/ 327 701)	99% (353 930/ 354 192)	99% (347 651/ 352 931)	95%	95%	95%	95%
Percentage of request for pre-authorisation of specialised medical interventions finalised within 10 working days of receipt of accepted claims per year	Medical benefits		96% (10 539/ 10 997)	98% (4 808/ 4 905)	99% (461/ 466)	95%	95%	95%	95%



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

Indicator	Programme/Objective/Activity	MTDP outcome	Audited performance			Estimated performance	MTEF targets		
			2021/22	2022/23	2023/24	2024/25	2025/26	2026/27	2027/28
Percentage of accepted medical invoices finalised within a specified number of working days of receipt of invoice per year	Medical benefits	Outcome 11: Optimised social protection and coverage	87% within 40 working days (619 534/ 709 678)	89% within 30 working days (664 507/ 750 133)	87% within 30 working days (808 315/ 925 434)	85% within 25 working days	85% within 25 working days	85% within 25 working days	85% within 25 working days
Percentage of compliant requests for assistive devices finalised within 15 working days of receipt per year	Orthotic and medical rehabilitation		94% (1 279/ 1 365)	90% (1 601/ 1 785)	96% (1 992/ 2 073)	95%	95%	95%	95%
Number of students enrolled at post-school education and training institutions in priority qualifications funded per year	Orthotic and medical rehabilitation		779	915	1 012	1 040	1 040	1 040	1 040

### Entity overview

The Compensation Fund is mandated to administer the Compensation for Occupational Injuries and Diseases Act (1993). The act makes provision for compensating employees who are injured and disabled because of occupational injuries sustained and diseases contracted at work, and the compensation of the nominated beneficiaries of employees who die as a result of such injuries or diseases.

Over the period ahead, the fund will focus on improving the services it renders to its beneficiaries and other stakeholders. It has implemented an online integrated employer portal that enables employers to register, submit returns on earnings, pay their annual assessments and obtain letters of good standing seamlessly. This is expected to ensure that 90 per cent of accepted and approved claims are adjudicated and processed within 25 working days over the period ahead.

Benefit payments account for a projected 43 per cent (R22.7 billion) of the fund's total budget over the MTEF period, increasing at an average annual rate of 2.2 per cent, from R7.4 billion in 2024/25 to R7.9 billion in 2027/28. The fund is set to derive 44.2 per cent (R37.7 billion) of its revenue over the next 3 years through assessment levies on active registered employers and 55.8 per cent (R48.7 billion) from investments. Revenue is set to increase at an average annual rate of 5.9 per cent, from R24.6 billion in 2024/25 to R29.2 billion in 2027/28. However, total spending is set to decrease at an average annual rate of 0.3 per cent, from R18.3 billion in 2024/25 to R18.1 billion in 2027/28, mainly due to decreases in spending on capital expenditure as a result of fewer capital projects and lower depreciation, and on goods and services as more meetings are held virtually.

### Programmes/Objectives/Activities

**Table 31.19 Compensation 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 (%)
	2021/22	2022/23	2023/24				2025/26	2026/27	2027/28		
Administration	4 176.2	9 633.1	11 339.8	10 033.1	33.9%	54.3%	8 571.6	8 983.0	9 414.2	-2.1%	52.7%
Compensation for Occupational Injuries and Diseases Act (1993) services	2 186.5	4 058.8	1 976.3	2 577.3	5.6%	17.4%	2 300.0	2 410.4	2 526.1	-0.7%	14.0%
Medical benefits	4 130.3	3 601.0	3 048.3	5 243.3	8.3%	26.6%	5 036.7	5 278.4	5 531.8	1.8%	30.1%
Orthotic and medical rehabilitation	147.3	191.1	265.5	454.1	45.6%	1.6%	590.4	618.8	648.5	12.6%	3.3%
<b>Total</b>	<b>10 640.3</b>	<b>17 483.9</b>	<b>16 629.9</b>	<b>18 307.8</b>	<b>19.8%</b>	<b>100.0%</b>	<b>16 498.7</b>	<b>17 290.6</b>	<b>18 120.6</b>	<b>-0.3%</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						Average:					Average:
				Revised	Average	Expendi-				Average	Expendi-
	Audited outcome			estimate	growth	ture/	Medium-term expenditure			growth	ture/
	2021/22	2022/23	2023/24	2024/25	rate	Total	estimate			rate	Total
R million					(%)	(%)				(%)	(%)
	2021/22	2022/23	2023/24	2024/25	2021/22 - 2024/25		2025/26	2026/27	2027/28	2024/25 - 2027/28	
Revenue											
Non-tax revenue	15 376.8	19 053.5	11 302.0	13 299.8	-4.7%	57.2%	16 002.0	16 226.0	16 453.2	7.3%	55.8%
Other non-tax revenue	15 376.8	19 053.5	11 302.0	13 299.8	-4.7%	57.2%	16 002.0	16 226.0	16 453.2	7.3%	55.8%
Transfers received	10 468.1	10 355.9	11 179.1	11 290.7	2.6%	42.8%	12 400.0	12 573.6	12 749.6	4.1%	44.2%
Total revenue	25 844.8	29 409.4	22 481.1	24 590.5	-1.6%	100.0%	28 402.0	28 799.6	29 202.8	5.9%	100.0%
Expenses											
Current expenses	4 674.8	9 932.2	11 782.7	10 875.8	32.5%	57.7%	9 280.4	9 725.9	10 192.7	-2.1%	57.0%
Compensation of employees	1 258.7	1 360.4	1 456.3	1 709.3	10.7%	9.4%	1 850.8	1 939.6	2 032.7	5.9%	10.7%
Goods and services	1 647.5	6 221.0	10 305.7	7 477.3	65.6%	38.5%	7 409.6	7 765.2	8 137.9	2.9%	43.9%
Depreciation	28.4	27.6	19.6	23.0	-6.8%	0.2%	20.1	21.1	22.1	-1.4%	0.1%
Interest, dividends and rent on land	1 740.2	2 323.1	1.0	1 666.2	-1.4%	9.7%	—	—	—	-100.0%	2.3%
Transfers and subsidies	5 965.5	7 551.7	4 847.3	7 432.1	7.6%	42.3%	7 218.2	7 564.7	7 927.8	2.2%	43.0%
Total expenses	10 640.3	17 483.9	16 629.9	18 307.8	19.8%	100.0%	16 498.7	17 290.6	18 120.6	-0.3%	100.0%
Surplus/(Deficit)	15 204.6	11 925.5	5 851.2	6 282.7	-25.5%		11 903.3	11 509.0	11 082.2	20.8%	
Cash flow statement											
Cash flow from operating activities	2 463.0	3 100.5	3 935.5	1 492.4	-15.4%	100.0%	5 091.5	4 792.7	4 466.3	44.1%	100.0%
Receipts											
Non-tax receipts	108.8	175.5	372.6	1 642.1	147.1%	4.7%	3 515.6	3 564.8	3 614.7	30.1%	19.7%
Other tax receipts	108.8	175.5	372.6	1 642.1	147.1%	4.7%	3 515.6	3 564.8	3 614.7	30.1%	19.7%
Transfers received	8 542.1	10 049.2	11 011.7	11 310.2	9.8%	95.1%	12 420.4	12 594.3	12 764.9	4.1%	80.1%
Financial transactions in assets and liabilities	46.6	—	—	1.1	-71.5%	0.1%	40.0	40.6	41.1	236.4%	0.2%
Total receipts	8 697.5	10 224.7	11 384.3	12 953.4	14.2%	100.0%	15 976.0	16 199.7	16 420.7	8.2%	100.0%
Payment											
Current payments	1 988.7	2 581.3	2 853.8	4 029.0	26.5%	35.4%	3 666.2	3 842.2	4 026.6	—	34.1%
Compensation of employees	1 258.7	1 360.4	1 456.3	1 709.3	10.7%	18.4%	1 850.8	1 939.6	2 032.7	5.9%	16.5%
Goods and services	727.9	1 217.5	1 396.5	2 319.7	47.2%	16.9%	1 815.5	1 902.6	1 993.9	-4.9%	17.6%
Interest and rent on land	2.1	3.4	1.0	—	-100.0%	—	—	—	—	—	—
Transfers and subsidies	4 245.8	4 542.9	4 595.0	7 432.1	20.5%	64.6%	7 218.2	7 564.7	7 927.8	2.2%	65.9%
Total payments	6 234.6	7 124.2	7 448.8	11 461.0	22.5%	100.0%	10 884.5	11 406.9	11 954.5	1.4%	100.0%
Net cash flow from investing activities	(3 696.2)	(2 768.2)	(4 646.5)	7 845.1	-228.5%	100.0%	8 499.4	8 601.9	8 862.4	4.1%	100.0%
Acquisition of property, plant, equipment and intangible assets	(0.3)	(2.8)	(44.2)	(30.5)	366.3%	0.2%	(32.0)	(33.5)	(35.1)	4.8%	-0.4%
Investment property	(7.8)	(14.5)	(35.1)	—	-100.0%	0.4%	—	—	—	—	—
Acquisition of software and other intangible assets	—	(5.2)	(11.8)	—	—	0.1%	—	—	—	—	—
Proceeds from the sale of property, plant, equipment and intangible assets	2.0	0.6	0.0	—	-100.0%	—	—	—	—	—	—
Other flows from investing activities	(3 690.1)	(2 746.3)	(4 555.5)	7 875.6	-228.8%	99.4%	8 531.4	8 635.4	8 897.5	4.2%	100.4%
Net cash flow from financing activities	(2.5)	(2.2)	(1.7)	—	-100.0%	—	—	—	—	—	—
Repayment of finance leases	(2.5)	(2.2)	(1.7)	—	-100.0%	—	—	—	—	—	—
Net increase/(decrease) in cash and cash equivalents	(1 235.7)	330.1	(712.7)	9 337.5	-296.2%	9.2%	13 591.0	13 394.6	13 328.7	12.6%	100.0%
Statement of financial position											
Carrying value of assets	210.7	197.4	252.7	224.4	2.1%	0.2%	235.2	246.5	258.3	4.8%	0.2%
of which:											
Acquisition of assets	(0.3)	(2.8)	(44.2)	(30.5)	366.3%	100.0%	(32.0)	(33.5)	(35.1)	4.8%	100.0%
Investments	92 398.0	99 611.3	108 909.3	131 386.7	12.5%	95.4%	137 693.3	144 302.5	151 229.1	4.8%	98.5%
Inventory	0.3	—	—	—	-100.0%	—	—	—	—	—	—
Loans	573.1	505.0	348.9	—	-100.0%	0.3%	—	—	—	—	—
Receivables and prepayments	5 027.5	278.0	706.1	599.5	-50.8%	1.6%	628.3	658.5	690.1	4.8%	0.4%
Cash and cash equivalents	1 073.5	1 403.7	691.0	1 160.1	2.6%	1.0%	1 215.8	1 274.2	1 335.3	4.8%	0.9%
Statutory receivables	—	4 803.8	1 796.3	—	—	1.5%	—	—	—	—	—
Total assets	99 283.0	106 799.3	112 704.3	133 370.8	10.3%	100.0%	139 772.6	146 481.7	153 512.8	4.8%	100.0%
Accumulated surplus/(deficit)	55 853.2	67 779.0	73 630.2	78 697.7	12.1%	61.0%	82 475.1	86 433.9	90 582.8	4.8%	59.0%
Finance lease	3.0	0.8	8.1	1 795.1	745.9%	0.3%	1 881.2	1 971.5	2 066.2	4.8%	1.3%
Accrued interest	148.7	131.3	101.6	153.0	1.0%	0.1%	160.3	168.0	176.1	4.8%	0.1%
Trade and other payables	2 431.4	2 467.0	2 676.3	2 609.1	2.4%	2.3%	2 734.3	2 865.6	3 003.1	4.8%	2.0%
Benefits payable	1 865.1	1 855.4	1 762.1	—	-100.0%	1.3%	—	—	—	—	—
Provisions	28 038.6	24 449.1	24 418.4	19 360.6	-11.6%	21.8%	20 289.9	21 263.8	22 284.5	4.8%	14.5%
Derivatives financial instruments	10 943.1	10 116.7	10 107.6	30 755.4	41.1%	13.1%	32 231.6	33 778.8	35 400.1	4.8%	23.1%
Total equity and liabilities	99 283.0	106 799.3	112 704.3	133 370.8	10.3%	100.0%	139 772.6	146 481.7	153 512.8	4.8%	100.0%

## Personnel information

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

Number of posts estimated for 31 March 2025			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 approved establishment posts	Actual					Revised estimate			Medium-term expenditure estimate						2024/25 - 2027/28			
		2023/24			2024/25			2025/26			2026/27			2027/28					
		Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost		Unit cost		
Salary level	1 368	1 368	1 186	1 456.3	1.2	1 368	1 709.3	1.2	1 368	1 850.8	1.4	1 368	1 939.6	1.4	1 368	2 032.7	1.5	–	100.0%
1 – 6	769	769	769	168.1	0.2	769	176.2	0.2	769	184.6	0.2	769	193.5	0.3	769	202.8	0.3	–	56.2%
7 – 10	562	562	380	1 095.1	2.9	562	1 330.7	2.4	562	1 454.0	2.6	562	1 523.8	2.7	562	1 597.0	2.8	–	41.1%
11 – 12	31	31	31	187.2	6.0	31	196.2	6.3	31	205.6	6.6	31	215.5	7.0	31	225.9	7.3	–	2.3%
13 – 16	6	6	6	5.9	1.0	6	6.2	1.0	6	6.5	1.1	6	6.8	1.1	6	7.1	1.2	–	0.4%

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 outcome**

Indicator	Programme/Objective/Activity	MTDP outcome	Audited performance			Estimated performance	MTEF targets		
			2021/22	2022/23	2023/24	2024/25	2025/26	2026/27	2027/28
Percentage of dialogue reports per year submitted to social partners within 14 working days of convening of dialogue	Core operations	Outcome 9: Economic transformation for a just society	100% (9)	100% (10)	100% (15)	100%	100%	100%	100%
Percentage of reports per year on processes concluded within 6 months of the date of tabling at the relevant structure except where stipulated exclusions apply	Core operations		100% (2)	100% (5)	80% (8/10)	80%	80%	80%	80%
Percentage of section 77 of the Labour Relations Act (1995) final reports per year produced within 5 working days of the date of the resolution of section 77 notices	Core operations		100% (2)	0 <sup>1</sup>	0 <sup>1</sup>	100%	100%	100%	100%
Number of documents incorporating policy recommendations adopted by the Presidential Climate Commission per year	Presidential Climate Commission	Outcome 5: Energy security and a just energy transition	– <sup>2</sup>	2	2	2	2	2	2
Number of scientific briefing documents per year	Presidential Climate Commission		– <sup>2</sup>	1	2	2	2	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>2</sup>	2	2	2	2	2	2
Percentage of agreements successfully concluded per year within 9 calendar months of an issue being tabled at the council, except where stipulated exclusions apply	Core operations		100% (2)	0 <sup>3</sup>	0 <sup>3</sup>	100%	100%	100%	100%

1. No resolutions were made as no section 77 final reports were concluded.

2. No historical data available.

3. No agreements were concluded as no agreements were tabled.

### Entity overview

The National Economic Development and Labour Council was established by the National Economic Development and Labour Council Act (1994) and operates in terms of its own constitution and protocols. Other

legislation directly relevant to the council includes the Labour Relations Act (1995), which seeks to promote economic development, social justice, labour peace and democratisation in the workplace. The council's ongoing strategic focus is encouraging social partners to contribute meaningfully to processes to address economic growth and social equity.

Over the MTEF period, the council and the Presidential Climate Commission, which is temporarily housed within the council, will continue to curate social dialogues, bring stakeholders together on critical socioeconomic issues and provide input into policy and legislation. Focus will be placed on enabling inclusive growth and cushioning workers, businesses and communities from the effects of climate change and digitalisation.

Of the council's total budget, 36.4 per cent (R96.3 million) is earmarked for the operations of the Presidential Climate Commission. This arrangement will cease once the Climate Change Act (2024) is promulgated and the commission is established as a standalone schedule 3A public entity within the Department of Forestry, Fisheries and the Environment. Total expenditure and revenue are expected to increase at an average annual rate of 2.0 per cent, from R91.4 million in 2024/25 to R96.9 million in 2027/28. The council is set to derive 97.8 per cent (R273.5 million) of its revenue over the period ahead 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 2024/25	Average growth rate (%) 2021/22 - 2024/25	Average: Expenditure/Total (%) 2021/22 - 2024/25	Medium-term expenditure estimate			Average growth rate (%) 2024/25 - 2027/28	Average: Expenditure/Total (%) 2024/25 - 2027/28
	2021/22	2022/23	2023/24				2025/26	2026/27	2027/28		
Administration	41.9	43.7	47.7	42.1	0.2%	53.8%	48.7	50.6	52.9	7.9%	52.6%
Core operations	10.4	18.7	6.5	5.0	-21.6%	13.2%	5.6	5.8	6.1	6.6%	6.1%
Capacity building funds	3.6	4.6	6.2	6.0	18.6%	6.0%	4.0	4.0	4.2	-11.4%	4.9%
Presidential Climate Commission	—	13.2	60.2	38.2	—	27.1%	30.4	32.2	33.7	-4.1%	36.4%
<b>Total</b>	<b>55.9</b>	<b>80.2</b>	<b>120.7</b>	<b>91.4</b>	<b>17.8%</b>	<b>100.0%</b>	<b>88.7</b>	<b>92.7</b>	<b>96.9</b>	<b>2.0%</b>	<b>100.0%</b>

### Statement of financial performance

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

Statement of financial performance											
R million	Audited outcome			Revised estimate 2024/25	Average growth rate (%) 2021/22 - 2024/25	Average: Expenditure/Total (%) 2021/22 - 2024/25	Medium-term expenditure estimate			Average growth rate (%) 2024/25 - 2027/28	Average: Expenditure/Total (%) 2024/25 - 2027/28
	2021/22	2022/23	2023/24				2025/26	2026/27	2027/28		
<b>Revenue</b>											
Non-tax revenue	1.4	2.9	2.7	3.4	34.2%	3.1%	1.6	1.6	1.6	-21.7%	2.2%
Other non-tax revenue	1.4	2.9	2.7	3.4	34.2%	3.1%	1.6	1.6	1.6	-21.7%	2.2%
<b>Transfers received</b>	<b>59.1</b>	<b>71.9</b>	<b>100.6</b>	<b>87.9</b>	<b>14.2%</b>	<b>96.9%</b>	<b>87.1</b>	<b>91.1</b>	<b>95.3</b>	<b>2.7%</b>	<b>97.8%</b>
<b>Total revenue</b>	<b>60.5</b>	<b>74.8</b>	<b>103.3</b>	<b>91.4</b>	<b>14.7%</b>	<b>100.0%</b>	<b>88.7</b>	<b>92.7</b>	<b>96.9</b>	<b>2.0%</b>	<b>100.0%</b>
<b>Expenses</b>											
<b>Current expenses</b>	<b>55.9</b>	<b>80.2</b>	<b>120.7</b>	<b>91.4</b>	<b>17.8%</b>	<b>100.0%</b>	<b>88.7</b>	<b>92.7</b>	<b>96.9</b>	<b>2.0%</b>	<b>100.0%</b>
Compensation of employees	28.6	35.6	59.1	58.9	27.3%	52.2%	60.1	62.3	65.1	3.4%	66.7%
Goods and services	25.9	43.4	61.6	32.4	7.8%	46.7%	27.7	29.4	30.8	-1.7%	32.6%
Depreciation	1.5	1.2	—	—	-100.0%	1.0%	0.9	0.9	1.0	—	0.8%
<b>Total expenses</b>	<b>55.9</b>	<b>80.2</b>	<b>120.7</b>	<b>91.4</b>	<b>17.8%</b>	<b>100.0%</b>	<b>88.7</b>	<b>92.7</b>	<b>96.9</b>	<b>2.0%</b>	<b>100.0%</b>
<b>Surplus/(Deficit)</b>	<b>4.6</b>	<b>(5.4)</b>	<b>(17.4)</b>	<b>—</b>	<b>-100.0%</b>		<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>	

## 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 2025			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 approved posts on establishment																		
		Actual			Revised estimate			Medium-term expenditure estimate											
			2023/24			2024/25			2025/26			2026/27			2027/28			2024/25 - 2027/28	
National Economic Development and Labour Council																			
			Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost		
Salary level	58	58	58	59.1	1.0	58	58.9	1.0	58	60.1	1.0	58	62.3	1.1	58	65.1	1.1	–	100.0%
1 – 6	3	3	3	0.7	0.2	3	0.7	0.2	3	0.7	0.2	3	0.9	0.3	3	1.0	0.3	–	5.2%
7 – 10	19	19	19	11.3	0.6	19	12.1	0.6	19	12.3	0.6	19	13.0	0.7	19	13.9	0.7	–	32.8%
11 – 12	23	23	23	24.0	1.0	23	24.0	1.0	23	24.5	1.1	23	25.4	1.1	23	26.5	1.2	–	39.7%
13 – 16	11	11	11	18.7	1.7	11	17.9	1.6	11	18.3	1.7	11	18.7	1.7	11	19.2	1.7	–	19.0%
17 – 22	2	2	2	4.5	2.3	2	4.2	2.1	2	4.3	2.2	2	4.4	2.2	2	4.5	2.2	–	3.4%

1. Rand million.

## Productivity South Africa

### Selected performance indicators

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

Indicator	Programme/Objective/Activity	MTDP outcome	Audited performance			Estimated performance	MTEF targets		
			2021/22	2022/23	2023/24	2024/25	2025/26	2026/27	2027/28
Number of research reports and publications on priority sectors published and disseminated per year	Research, innovation and statistics	Outcome 3: Structural reforms to drive growth and competitiveness	2	2	2	4	4	4	4
Number of jobs saved in companies facing economic distress per year	Business turnaround and recovery		7 697	4 983	5 392	3 850	3 750	4 000	4 250
Number of companies facing economic distress supported through turnaround strategies to retain jobs per year	Business turnaround and recovery		191	78	71	77	75	80	85
Number of workplace/future forum members trained and supported on productivity improvement solutions per year	Business turnaround and recovery		777	740	933	231	225	240	255
Number of small, medium and micro enterprises and other enterprises supported through competitiveness improvement services per year	Competitiveness improvement services		1 546	1 522	1 671	1 252	1 252	1 252	1 252
Number of entrepreneurs, workers and managers supported to promote the culture of productivity per year	Competitiveness improvement services		2 849	2 317	3 016	2 600	2 400	2 400	2 400
Number of productivity champions supported to build awareness and promote a stronger culture of productivity in South Africa per year	Competitiveness improvement services		621	528	542	323	323	323	323

### Entity overview

Productivity South Africa was established in terms of section 31 of the Employment Services Act (2014). 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 focus on improving South Africa's competitiveness and the sustainability of its enterprises.

Through its competitiveness improvement services programme, over the period ahead, the entity will aim to

create an enabling environment for a targeted 3 756 small, medium and micro enterprises and cooperatives in the formal and informal economies to improve productivity and competitiveness while maintaining their sustainability.

The entity has implemented a financial turnaround and sustainability strategy focusing on business development and expanding service offerings that are expected to generate additional revenue. Accordingly, revenue from the sale of goods and services is expected to increase at an average annual rate of 4.5 per cent, from R43.1 million in 2024/25 to R49.2 million in 2027/28.

The entity expects to receive 73.7 per cent (R408.1 million) of its revenue over the MTEF period through transfers from the Department of Labour and Employment, the Department of Trade, Industry and Competition, and the Unemployment Insurance Fund. Total expenditure and revenue are expected to increase at an average annual rate of 4.7 per cent, from R168 million in 2024/25 to R192.9 million in 2027/28.

### Programmes/Objectives/Activities

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

R million	Audited outcome			Revised estimate 2024/25	Average growth rate (%) 2021/22 - 2024/25	Average: Expenditure/Total (%) 2021/22 - 2024/25	Medium-term expenditure estimate			Average growth rate (%) 2024/25 - 2027/28	Average: Expenditure/Total (%) 2024/25 - 2027/28
	2021/22	2022/23	2023/24				2025/26	2026/27	2027/28		
Administration	60.4	69.9	77.0	75.0	7.5%	53.7%	77.3	80.8	84.4	4.0%	44.0%
Research, innovation and statistics	8.9	8.4	7.4	7.8	-4.6%	6.4%	8.9	9.3	9.7	7.7%	4.9%
Business turnaround and recovery	20.8	21.9	33.0	52.2	35.9%	23.1%	55.1	58.4	61.1	5.4%	31.4%
Competitiveness improvement services	9.9	19.9	31.3	33.1	49.3%	16.8%	34.5	36.1	37.7	4.5%	19.6%
<b>Total</b>	<b>100.0</b>	<b>120.0</b>	<b>148.8</b>	<b>168.0</b>	<b>18.9%</b>	<b>100.0%</b>	<b>175.8</b>	<b>184.6</b>	<b>192.9</b>	<b>4.7%</b>	<b>100.0%</b>

### Statement of financial performance

**Table 31.28 Productivity South Africa statements of financial performance**

Statement of financial performance					Average growth rate (%)	Average: Expenditure/ Total (%)	Medium-term expenditure estimate			Average growth rate (%)	Average: Expenditure/ Total (%)
Audited outcome				Revised estimate							
R million	2021/22	2022/23	2023/24	2024/25	2021/22 - 2024/25		2025/26	2026/27	2027/28	2024/25 - 2027/28	
Revenue											
Non-tax revenue	8.5	26.7	34.3	44.3	73.5%	19.6%	46.3	48.4	50.6	4.5%	26.3%
Sale of goods and services other than capital assets	8.0	23.7	30.5	43.1	75.1%	18.1%	45.0	47.1	49.2	4.5%	25.6%
Other non-tax revenue	0.5	2.9	3.7	1.2	38.5%	1.5%	1.3	1.3	1.4	4.5%	0.7%
Transfers received	95.2	104.1	111.9	123.7	9.1%	80.4%	129.6	136.2	142.3	4.8%	73.7%
Total revenue	103.7	130.8	146.2	168.0	17.5%	100.0%	175.8	184.6	192.9	4.7%	100.0%
Expenses											
Current expenses	100.0	120.0	148.8	168.0	18.9%	100.0%	175.8	184.6	192.9	4.7%	100.0%
Compensation of employees	74.9	82.7	84.5	80.6	2.5%	62.1%	94.8	99.1	103.7	8.8%	52.3%
Goods and services	24.0	34.5	61.8	84.7	52.2%	36.2%	78.3	82.5	86.1	0.6%	46.1%
Depreciation	1.1	2.7	2.4	2.6	32.8%	1.6%	2.7	2.8	3.0	4.5%	1.5%
Interest, dividends and rent on land	0.0	0.1	0.1	0.1	234.6%	–	0.1	0.1	0.1	4.5%	–
Total expenses	100.0	120.0	148.8	168.0	18.9%	100.0%	175.8	184.6	192.9	4.7%	100.0%
Surplus/(Deficit)	3.7	10.8	(2.6)	–	-100.0%		–	–	–	–	

## Personnel information

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

Number of posts estimated for 31 March 2025			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 approved establishment	Actual			Revised estimate			Medium-term expenditure estimate											
		2023/24			2024/25			2025/26			2026/27			2027/28			2024/25 - 2027/28		
Productivity South Africa		Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost			
Salary level	107	107	102	84.5	0.8	84	80.6	1.0	102	94.8	0.9	102	99.1	1.0	102	103.7	1.0	6.7%	100.0%
1 – 6	2	2	3	4.3	1.4	2	4.4	2.2	2	4.5	2.3	2	4.7	2.4	2	5.1	2.6	–	2.1%
7 – 10	34	34	36	19.1	0.5	30	18.7	0.6	30	18.0	0.6	30	18.8	0.6	30	19.7	0.7	–	31.0%
11 – 12	46	46	43	36.4	0.8	36	33.6	0.9	44	38.5	0.9	44	40.2	0.9	44	42.1	1.0	6.9%	43.1%
13 – 16	25	25	20	24.8	1.2	16	24.0	1.5	26	33.7	1.3	26	35.3	1.4	26	36.9	1.4	17.6%	23.9%

1. Rand million.

## Unemployment Insurance Fund

### Selected performance indicators

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

Indicator	Programme/Objective/Activity	MTDP outcome	Audited performance			Estimated performance	MTEF targets			
			2021/22	2022/23	2023/24	2024/25	2025/26	2026/27	2027/28	
Percentage of valid unemployment benefit claims with complete, accurate and verified information approved or rejected within 15 working days per year	Business operations	Outcome 11: Optimised social protection and coverage	94% (1 058 483/ 1 131 787)	89% (925 543/ 1 039 973)	94% (950 174/ 1 007 309)	92% within 15 working days	85% within 15 working days	87% within 12 working days	90% within 10 working days	
Percentage of valid in-service benefit claims with complete, accurate and verified information approved or rejected within the specified timeframe per year	Business operations		93% (124 642/ 133 544) within 10 working days	85% (101 021/ 118 816) within 10 working days	90% (106 298/ 117 806) within 10 working days	92% within 10 working days	85% within 10 working days	87% within 10 working days	90% within 8 working days	
Percentage of valid deceased benefit claims with complete, accurate and verified information approved or rejected within the specified timeframe per year	Business operations		97% (15 058/ 15 516) within 20 working days	89% (12 357/ 13 836) within 20 working days	96% (13 785/ 14 312) within 20 working days	92% within 20 working days	85% within 15 working days	87% within 12 working days	90% within 10 working days	
Number of beneficiaries participating in employability programmes per year	Labour activation programmes		10 202	8 457	5 302	360 000	365 000	370 000	375 000	
Percentage of approved temporary employer/ employee relief scheme applications paid within specified timeframes per year	Labour activation programmes		7% (2/27) within 15 working days	100% (4) within 20 working days	100% (4) within 20 working days	90% within 20 working days	92% within 20 working days	93% within 20 working days	94% within 20 working days	

### 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). The fund's primary operations include registering employers and employees, collecting contributions from employers and paying benefit claims to eligible contributors. Over the medium term, the fund will focus on providing social insurance benefits and improving coverage to vulnerable groups and contributors.

Reducing turnaround times for the payment of claims remains one of the fund's key deliverables. To this end, it plans to pay 90 per cent of claims within 10 days by 2027/28 at an estimated cost of R97.6 billion over the medium term as transfers and subsidies paid.

The fund plans to implement 331 labour activation programmes to create more than 1 million employment opportunities over the medium term. Participants will be selected from the Employment Services of South Africa system. These opportunities, which target 70 per cent of former fund contributors and 30 per cent of new work seekers, will run for between 12 and 36 months and be implemented through partnerships with organisations operating in 22 key sectors of the economy. Included in these targets is the employment of 140 000 teacher assistants as part of the presidential employment initiative at a projected cost of R4 billion in 2025/26 which will be implemented by the Industrial Development Corporation. R27.9 billion over the period ahead is allocated for implementing labour activation programmes.

Through the temporary employer/employee relief scheme and the turnaround solutions programme, the fund provides support to distressed businesses seeking to retain their employees. The Commission for Conciliation, Mediation and Arbitration, on behalf of the fund, is responsible for the administration of the scheme and adjudicating applications. Under the scheme, 75 per cent of an employee's basic salary, up to a maximum of R17 119.44 per month, is funded for a maximum of 12 months. Allocations for this projected spending amount to R4.6 billion over the period ahead.

The fund plans to deploy additional resources over the MTEF period, such as kiosks and buses, in strategic areas either to augment the capacity of existing labour centres or provide services to areas that are far from existing labour centres. As such, the fund plans to deploy 17 buses over the period ahead to enhance service delivery at a projected cost of R255 million.

Unemployment insurance contributions are set to increase at an average annual rate of 4.7 per cent, from R25.5 billion in 2024/25 to R29.3 billion in 2027/28, while benefits paid are expected to increase at an average annual rate of 1.9 per cent, from R31.1 billion in 2024/25 to R32.9 billion in 2027/28. Expenditure is expected to increase at an average annual rate of 2.7 per cent, from R41 billion in 2024/25 to R44.4 billion in 2027/28. Revenue is expected to decrease at an average annual rate 2 per cent, from R48.3 billion in 2024/25 to R45.4 billion in 2027/28.

## 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 (%)
	2021/22	2022/23	2023/24				2025/26	2026/27	2027/28		
Administration	1 599.1	4 924.7	4 031.8	5 927.0	54.8%	14.5%	6 145.3	6 432.9	6 735.2	4.4%	14.7%
Business operations	24 606.4	18 596.6	19 006.9	25 099.2	0.7%	77.6%	26 719.7	27 770.3	29 072.3	5.0%	63.3%
Labour activation programmes	854.1	347.1	676.1	9 955.0	126.7%	7.9%	11 079.4	8 203.4	8 580.8	-4.8%	22.0%
<b>Total</b>	<b>27 059.6</b>	<b>23 868.4</b>	<b>23 714.8</b>	<b>40 981.2</b>	<b>14.8%</b>	<b>100.0%</b>	<b>43 944.3</b>	<b>42 406.6</b>	<b>44 388.3</b>	<b>2.7%</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 (%)
	2021/22	2022/23	2023/24				2025/26	2026/27	2027/28		
<b>Revenue</b>											
<b>Non-tax revenue</b>	<b>12 875.5</b>	<b>11 620.7</b>	<b>13 241.0</b>	<b>22 781.7</b>	<b>21.0%</b>	<b>37.7%</b>	<b>18 806.1</b>	<b>15 518.1</b>	<b>16 107.3</b>	<b>-10.9%</b>	<b>39.9%</b>
Sale of goods and services other than capital assets	728.7	166.9	165.8	31.2	-65.0%	0.7%	32.7	34.3	35.8	4.7%	0.1%
Other sales	724.3	161.1	160.7	25.4	-67.2%	0.7%	26.7	27.9	29.2	4.7%	0.1%
Other non-tax revenue	12 146.8	11 453.9	13 075.2	22 750.4	23.3%	36.9%	18 773.4	15 483.8	16 071.5	-10.9%	39.8%
<b>Transfers received</b>	<b>23 610.6</b>	<b>23 342.5</b>	<b>24 564.5</b>	<b>25 494.2</b>	<b>2.6%</b>	<b>62.3%</b>	<b>26 717.9</b>	<b>27 973.6</b>	<b>29 260.4</b>	<b>4.7%</b>	<b>60.1%</b>
<b>Total revenue</b>	<b>36 486.1</b>	<b>34 963.3</b>	<b>37 805.5</b>	<b>48 275.8</b>	<b>9.8%</b>	<b>100.0%</b>	<b>45 524.0</b>	<b>43 491.7</b>	<b>45 367.7</b>	<b>-2.0%</b>	<b>100.0%</b>



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

Statement of financial performance						Average: Expenditure/ Total (%)				Average growth rate (%)	Average: Expenditure/ Total (%)
	Audited outcome			Revised estimate			Medium-term expenditure estimate				
R million	2021/22	2022/23	2023/24	2024/25	2021/22 - 2024/25		2025/26	2026/27	2027/28	2024/25 - 2027/28	
<b>Expenses</b>											
Current expenses	3 606.6	6 985.6	6 306.9	9 877.6	39.9%	23.3%	10 683.3	10 975.7	11 484.8	5.2%	25.0%
Compensation of employees	1 507.8	1 596.4	1 661.4	2 538.7	19.0%	6.4%	3 234.0	3 444.2	3 599.8	12.3%	7.4%
Goods and services	2 076.5	5 381.2	4 627.7	7 299.5	52.1%	16.9%	7 434.2	7 531.5	7 885.0	2.6%	17.6%
Depreciation	22.4	8.0	17.8	39.4	20.8%	0.1%	15.2	—	—	-100.0%	—
Transfers and subsidies	23 453.0	16 882.8	17 407.9	31 103.6	9.9%	76.7%	33 261.0	31 430.9	32 903.5	1.9%	75.0%
Total expenses	27 059.6	23 868.4	23 714.8	40 981.2	14.8%	100.0%	43 944.3	42 406.6	44 388.3	2.7%	100.0%
Surplus/(Deficit)	9 426.5	11 094.9	14 090.7	7 294.6	-8.2%		1 579.6	1 085.2	979.4	-48.8%	
<b>Cash flow statement</b>											
Cash flow from operating activities	(4 737.4)	5 413.7	6 473.7	(8 268.8)	20.4%	100.0%	(9 641.0)	(6 769.6)	(6 941.9)	-5.7%	100.0%
<b>Receipts</b>											
Non-tax receipts	1 036.0	844.0	730.8	600.5	-16.6%	3.3%	628.9	658.7	689.5	4.7%	2.3%
Sales of goods and services other than capital assets	4.4	5.8	5.1	29.8	89.3%	—	31.2	32.7	34.2	4.7%	0.1%
Other sales	—	—	0.0	24.0	—	—	25.2	26.3	27.5	4.7%	0.1%
Other tax receipts	1 031.6	838.2	725.7	570.7	-17.9%	3.3%	597.6	626.0	655.3	4.7%	2.2%
Transfers received	21 476.1	23 581.2	24 785.2	25 494.2	5.9%	96.7%	26 717.9	27 973.6	29 260.4	4.7%	97.7%
Total receipts	22 512.1	24 425.2	25 516.0	26 094.7	5.0%	100.0%	27 346.7	28 632.3	29 949.9	4.7%	100.0%
<b>Payment</b>											
Current payments	3 793.9	3 031.4	3 411.6	6 317.7	18.5%	16.5%	6 995.0	7 396.1	7 577.9	6.3%	19.7%
Compensation of employees	1 508.7	1 337.1	1 687.8	2 538.7	18.9%	7.2%	3 234.0	3 444.2	3 444.2	10.7%	8.8%
Goods and services	2 285.2	1 694.3	1 723.8	3 779.0	18.3%	9.3%	3 761.1	3 952.0	4 133.8	3.0%	10.9%
Interest and rent on land	—	—	—	0.0	—	—	0.0	0.0	0.0	—	—
Transfers and subsidies	23 455.6	15 980.0	15 630.7	28 045.8	6.1%	83.5%	29 992.7	28 005.7	29 313.9	1.5%	80.3%
Total payments	27 249.4	19 011.4	19 042.3	34 363.4	8.0%	100.0%	36 987.7	35 401.9	36 891.8	2.4%	100.0%
Net cash flow from investing activities	(9 484.5)	(11 738.7)	(5 974.1)	23 033.7	-234.4%	100.0%	24 380.4	26 082.8	27 356.8	5.9%	100.0%
Acquisition of property, plant, equipment and intangible assets	(1.4)	—	(54.7)	(592.8)	643.9%	-0.4%	(447.5)	(1.6)	(0.9)	-88.6%	-1.1%
Investment property	(286.9)	(113.6)	(143.1)	(640.3)	30.7%	0.9%	(640.3)	(622.1)	(650.7)	0.5%	-2.5%
Acquisition of software and other intangible assets	(8.4)	(0.6)	(17.5)	(63.0)	95.5%	—	(41.1)	(1.3)	(1.4)	-72.1%	-0.1%
Proceeds from the sale of property, plant, equipment and intangible assets	—	231.9	258.2	—	—	-1.6%	—	—	—	—	—
Other flows from investing activities	(9 187.7)	(11 856.4)	(6 017.0)	24 329.8	-238.3%	101.1%	25 509.3	26 707.7	28 009.7	4.8%	103.8%
Net increase/(decrease) in cash and cash equivalents	(14 221.9)	(6 325.0)	499.7	14 764.9	-201.3%	-10.2%	14 739.4	19 313.3	20 414.9	11.4%	100.0%
<b>Statement of financial position</b>											
Carrying value of assets of which:	598.6	626.0	742.4	540.1	-3.4%	0.4%	567.1	593.2	621.6	4.8%	0.4%
Acquisition of assets	(1.4)	—	(54.7)	(592.8)	643.9%	—	(447.5)	(1.6)	(0.9)	-88.6%	100.0%
Investments	112 908.1	130 422.1	144 152.9	125 680.5	3.6%	90.2%	128 763.4	134 686.6	141 151.5	3.9%	81.1%
Receivables and prepayments	2 799.5	2 619.0	3 327.4	28 140.5	115.8%	6.0%	27 462.2	25 583.8	23 328.6	-6.1%	16.0%
Cash and cash equivalents	8 888.7	2 563.7	3 063.3	3 790.9	-24.7%	3.4%	3 980.4	4 163.5	4 363.4	4.8%	2.5%
Total assets	125 194.8	136 230.7	151 286.0	158 151.9	8.1%	100.0%	160 773.2	165 027.1	169 465.1	2.3%	100.0%
Accumulated surplus/(deficit)	57 976.8	68 922.5	83 013.2	90 307.2	15.9%	52.2%	91 887.5	92 972.7	93 952.1	1.3%	56.5%
Capital and reserves	46 613.6	45 697.7	47 480.3	47 025.0	0.3%	33.0%	47 025.0	49 188.2	51 549.2	3.1%	29.8%
Borrowings	0.0	—	—	—	-100.0%	—	—	—	—	—	—
Trade and other payables	608.3	669.1	828.2	685.3	4.1%	0.5%	719.6	752.7	788.8	4.8%	0.5%
Benefits payable	41.5	100.0	55.7	20 098.9	685.4%	3.2%	21 103.8	22 074.6	23 134.2	4.8%	13.2%
Provisions	19 954.7	20 841.3	19 908.5	35.5	-87.9%	11.1%	37.3	39.0	40.9	4.8%	—
Total equity and liabilities	125 194.8	136 230.7	151 286.0	158 151.9	8.1%	100.0%	160 773.2	165 027.1	169 465.1	2.3%	100.0%

## Personnel information

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

Number of posts estimated for 31 March 2025			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 approved establishment	Number of posts on approved establishment	Actual			Revised estimate			Medium-term expenditure estimate										
			2023/24			2024/25			2025/26			2026/27			2027/28			2024/25 - 2027/28	
			Unemployment Insurance Fund		Unit cost	Number		Cost	Unit cost	Number		Cost	Unit cost	Number		Cost	Unit cost		
Salary level	3 424	3 507	3 424	1 661.4	0.5	3 424	2 538.7	0.7	3 424	3 234.0	0.9	3 424	3 444.2	1.0	3 424	3 599.8	1.1	–	100.0%
1 – 6	2 116	2 187	2 116	742.3	0.4	2 116	1 344.0	0.6	2 116	1 716.8	0.8	2 116	1 820.8	0.9	2 116	1 903.1	0.9	–	61.8%
7 – 10	1 154	1 152	1 154	706.4	0.6	1 154	913.5	0.8	1 154	1 160.2	1.0	1 154	1 241.4	1.1	1 154	1 297.5	1.1	–	33.7%
13 – 16	154	168	154	212.7	1.4	154	281.1	1.8	154	357.0	2.3	154	382.0	2.5	154	399.3	2.6	–	4.5%

1. Rand million.