

Employment and Labour

Budget summary

R million	2026/27				2027/28	2028/29
	Current payments	Transfers and subsidies	Payments for capital assets	Total	Total	Total
MTEF allocation						
Administration	1 042.1	59.5	108.2	1 209.8	1 200.4	1 237.7
Inspection and Enforcement Services	687.3	0.1	14.5	701.9	734.2	757.0
Public Employment Services	479.0	716.2	3.3	1 198.5	770.2	794.2
Labour Policy and Industrial Relations	177.5	1 289.2	1.3	1 468.0	1 434.1	1 478.6
Total expenditure estimates	2 385.9	2 065.0	127.3	4 578.2	4 138.9	4 267.5
Executive authority	Minister of Employment and Labour					
Accounting officer	Director-General of Employment and Labour					
Website	www.labour.gov.za					

The Estimates of National Expenditure is available at www.treasury.gov.za. Additional tables in Excel format can be found at www.treasury.gov.za and 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 the protection of rights at work, including the facilitation of equal opportunities and social dialogue; and the provision of social protection.

Mandate

The Department of Employment and Labour derives its legislative mandate from the Constitution, particularly the Bill of Rights, which is given effect through 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 mandate of the department is to regulate the labour market through policies and programmes developed in consultation with social partners. These aim to:

- improve economic efficiency and productivity
- facilitate decent employment creation
- 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 unfair 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 to attain labour market flexibility for the competitiveness of enterprises, balanced with the promotion of decent employment.

Selected performance indicators

Table 31.1 Performance indicators by programme and related outcome

Indicator	Programme	MTDP outcome	Audited performance			Estimated performance	MTEF targets		
			2022/23	2023/24	2024/25	2025/26	2026/27	2027/28	2028/29
Number of employers inspected per year to determine compliance with employment law	Inspection and Enforcement Services		312 792	308 799	310 798	298 104	312 995	312 995	312 995
Percentage of noncompliant employers/workplaces/users of those inspected served with a notice in terms of relevant employment law within 14 calendar days of the inspection per year	Inspection and Enforcement Services		98% (72 898/ 74 559)	99% (74 305/ 74 858)	99% (77 139/ 77 760)	95%	97%	97%	97%
Percentage of noncompliant employers/workplaces/users received by statutory services settled out of court or through the Commission for Conciliation, Mediation and Arbitration referred for prosecution within 30 working days per year	Inspection and Enforcement Services		79% (6 138/ 7 766)	89% (6 719/ 7 583)	83% (5 949/ 7 201)	65%	70%	70%	70%
Number of work seekers registered on the Employment Services of South Africa system per year	Public Employment Services	Increased employment and work opportunities	1 069 496	1 087 858	1 305 228	1 000 000	1 050 000	1 100 000	1 155 000
Number of employment opportunities registered on the Employment Services of South Africa system per year	Public Employment Services		147 847	154 817	271 008	120 000	125 000	130 000	135 000
Number of registered work seekers provided with employment counselling per year	Public Employment Services		325 914	333 395	344 032	270 000	280 000	290 000	300 000
Number of registered employment opportunities filled by registered work seekers per year	Public Employment Services		84 636	89 345	98 869	70 000	75 000	85 000	90 000
Percentage of labour organisation applications for registration approved or refused within 90 calendar days of receipt per year	Labour Policy and Industrial Relations		100% (132)	100% (128)	100% (117)	100%	100%	100%	100%

Expenditure overview

The department supports the National Development Plan's vision of eliminating poverty and reducing inequality by facilitating the resolution of workplace disputes, improving labour relations, enhancing occupational health and safety, and facilitating job creation. Over the medium term, it 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 total allocation over the period ahead amounts to R13 billion. This includes Cabinet-approved additional allocations in 2026/27 of R88.9 million to the National Economic Development and Labour Council for the national dialogue; R58.3 million for the early retirement and voluntary exit programmes; and R459 million for the Presidential National Pathway Management Network. Cabinet also approved technical inflation-linked adjustments over the medium term by a projected R12.1 million in 2026/27, R25 million in 2027/28 and R83.3 million in 2028/29 because of lower consumer price index projections.

Increasing safety and fairness

Work in the *Inspection and Enforcement Services* programme is intended to ensure increased compliance with labour laws, guided by 3 pillars: advocacy, inspections and enforcement. Over the period ahead, advocacy activities include a planned 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 economy to the formal economy. As part of the drive to advance and measure compliance with labour laws related to occupational health and safety standards, the department, through the *Compliance, Monitoring and Enforcement Services* subprogramme, plans to conduct 938 985 employer inspections over the MTEF period.

The department aims to improve and strengthen its enforcement over the period ahead. It will do so through the introduction of targeted and strategic inspections along with advocacy programmes seeking to enhance a

change in behaviour and improved self-regulation by employers. This entails ensuring the percentage of noncompliant employers referred for prosecution within 30 working days increases from 65 per cent in 2025/26 to 70 per cent over the medium term; and the percentage of noncompliant employers served with legal notices within 14 calendar days increases from 95 per cent in 2025/26 to 97 per cent over the medium term. The relatively high performance achievements in the past can be attributed to blitz inspections.

To carry out these activities, the *Inspection and Enforcement Services* programme is allocated 16.9 per cent (R2.2 billion) of the department's budget over the medium term, increasing at an average annual rate of 6.6 per cent, from R624.4 million in 2025/26 to R757 million in 2028/29.

Providing support to work seekers

Facilitating access to decent employment is central to the department's mandate. As such, over the medium term, the department plans to register 3.3 million work seekers, provide employment counselling to 870 000 work seekers and place 250 000 work seekers in registered employment opportunities. The high achievement in previous years is attributed to hosting job fairs and imbizos and the use of interns. It is estimated that 136 000 job opportunities will be created in 2026/27 through a one-off presidential youth employment initiative allocation of R459 million in 2026/27 to continue the national pathway management network and the innovation fund, and to employ 150 intern counsellors at labour centres.

The introduction of the employment function in 2019 required a reconfiguration of the department to support an increase in the coordination of government efforts to encourage economic transformation and job creation. Since then, the department has been finalising the national employment policy and the labour migration policy. The implementation of these policies is planned for 2026/27 once approved by Parliament.

To carry out these activities, the *Public Employment Services* programme is allocated 21.3 per cent (R2.8 billion) of the department's budget over the period ahead, decreasing at an average annual rate of 9.1 per cent, from R1.1 billion in 2025/26 to R794.2 million in 2028/29, mainly because of the allocation in 2025/26 to fund the presidential national pathway management network as part of the presidential youth employment initiative. An estimated 49.7 per cent (R1.4 billion) of the amount allocated to the *Public Employment Services* programme over the medium term is set to be transferred to departmental agencies, public corporations and non-profit institutions – particularly Productivity South Africa to promote workplace productivity, competitiveness and social plan interventions; Supported Employment Enterprises for the operations of the 13 factories that promote work and employment opportunities for persons with disabilities; and the subsidy scheme for people with disabilities to provide employment opportunities for these constituents. In addition, a one-off allocation is made in 2026/27 to the Government Technical Advisory Centre and the Industrial Development Corporation for the presidential national pathway management network.

Regulating the workplace

To promote sound labour relations, labour peace and social justice, and to democratise the workplace, allocations to the Commission for Conciliation, Mediation and Arbitration comprise an estimated 75.3 per cent (R3.3 billion) of the *Labour Policy and Industrial Relations* programme's budget of R4.4 billion over the medium term. The National Minimum Wage Commission will investigate the impact of collective bargaining, income differentials and the national minimum wage on the economy. It will recommend benchmarks to the minister for reducing proportionate income differentials and publish a notice with its recommendation of adjustments to the national minimum wage. The commission's total projected costs over the period ahead amount to R6.7 million.

Expenditure trends and estimates

Table 31.2 Vote expenditure trends by programme and economic classification¹

Programmes											
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	2022/23	2023/24	2024/25	2025/26	2022/23 - 2025/26		2026/27	2027/28	2028/29	2025/26 - 2028/29	2026/27 - 2028/29
Programme 1	1 025.5	1 037.1	1 065.2	1 138.7	3.6%	26.7%	1 209.8	1 200.4	1 237.7	2.8%	28.1%
Programme 2	587.9	600.9	548.0	624.4	2.0%	14.8%	701.9	734.2	757.0	6.6%	16.9%
Programme 3	933.9	1 037.0	930.0	1 056.6	4.2%	24.8%	1 198.5	770.2	794.2	-9.1%	21.3%
Programme 4	1 349.9	1 321.1	1 259.2	1 465.5	2.8%	33.8%	1 468.0	1 434.1	1 478.6	0.3%	33.7%
Subtotal	3 897.1	3 996.0	3 802.4	4 285.2	3.2%	100.0%	4 578.2	4 138.9	4 267.5	-0.1%	100.0%
Total	3 897.1	3 996.0	3 802.4	4 285.2	3.2%	100.0%	4 578.2	4 138.9	4 267.5	-0.1%	100.0%
Change to 2025							594.5	(25.0)	(83.3)		
Budget estimate											
Economic classification											
Current payments	2 076.7	2 102.1	2 086.3	2 273.5	3.1%	53.4%	2 385.9	2 433.6	2 509.2	3.3%	56.4%
Compensation of employees	1 351.6	1 395.4	1 344.2	1 556.4	4.8%	35.3%	1 671.9	1 715.8	1 769.1	4.4%	39.7%
Goods and services ¹	725.2	706.7	742.1	717.1	-0.4%	18.1%	714.0	717.8	740.1	1.1%	16.7%
<i>of which:</i>											
Communication	30.9	37.1	33.7	49.7	17.1%	0.9%	46.7	48.6	50.1	0.3%	1.1%
Computer services	96.7	106.2	107.2	109.8	4.3%	2.6%	114.5	119.1	122.8	3.8%	2.7%
Fleet services (including government motor transport)	48.9	39.8	45.6	27.2	-17.7%	1.0%	28.4	29.4	30.3	3.6%	0.7%
Operating leases	158.9	152.0	180.2	159.7	0.1%	4.1%	165.7	172.3	177.6	3.6%	4.0%
Property payments	86.5	89.2	93.3	90.9	1.6%	2.3%	96.9	100.7	103.8	4.5%	2.3%
Travel and subsistence	125.1	127.0	134.8	100.0	-7.2%	3.0%	88.9	93.0	95.9	-1.4%	2.1%
Transfers and subsidies¹	1 689.5	1 780.2	1 629.4	1 873.1	3.5%	43.6%	2 065.0	1 572.8	1 621.7	-4.7%	40.5%
Provinces and municipalities	0.9	1.0	0.9	0.8	-3.8%	0.0%	0.8	0.9	0.9	2.7%	0.0%
Departmental agencies and accounts	1 451.6	1 405.0	1 305.2	1 556.0	2.3%	35.8%	1 624.1	1 273.7	1 313.3	-5.5%	32.4%
Foreign governments and international organisations	16.6	22.5	20.8	25.5	15.3%	0.5%	30.6	31.9	32.9	8.9%	0.7%
Public corporations and private enterprises	0.0	87.0	57.5	45.0	1453.6%	1.2%	95.0	-	-	-100.0%	0.7%
Non-profit institutions	215.0	257.2	230.0	243.2	4.2%	5.9%	255.6	265.8	274.1	4.1%	6.1%
Households	5.3	7.5	15.0	2.6	-21.4%	0.2%	58.8	0.5	0.5	-41.3%	0.5%
Payments for capital assets	130.3	113.7	77.6	125.6	-1.2%	2.8%	127.3	132.5	136.7	2.8%	3.1%
Buildings and other fixed structures	39.7	19.7	10.9	68.9	20.2%	0.9%	77.9	81.1	83.6	6.6%	1.9%
Machinery and equipment	62.8	81.7	55.9	56.7	-3.3%	1.6%	49.4	51.4	53.1	-2.2%	1.2%
Software and other intangible assets	27.8	12.2	10.9	-	-100.0%	0.3%	-	-	-	0.0%	0.0%
Payments for financial assets	0.6	0.0	9.0	13.0	186.5%	0.1%	-	-	-	-100.0%	0.0%
Total	3 897.1	3 996.0	3 802.4	4 285.2	3.2%	100.0%	4 578.2	4 138.9	4 267.5	-0.1%	100.0%

1. Tables with expenditure trends, annual budget, adjusted appropriation and audited outcome are available at www.treasury.gov.za and 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 (%)
R thousand	2022/23	2023/24	2024/25	2025/26	2022/23 - 2025/26		2026/27	2027/28	2028/29	2025/26 - 2028/29	2026/27 - 2028/29
Households											
Social benefits											
Current	5 149	6 727	13 952	2 497	-21.4%	0.4%	58 800	506	521	-40.7%	1.1%
Employee social benefits	5 149	6 727	13 952	2 497	-21.4%	0.4%	487	506	521	-40.7%	0.0%
Early retirement and voluntary exit programmes	-	-	-	-	-	-	58 313	-	-	-	1.1%
Other transfers to households											
Current	156	778	1 055	80	-20.0%	-	-	-	-	-100.0%	-
Employee social benefits	131	96	157	-	-100.0%	-	-	-	-	-	-
Claims against the state	25	682	898	80	47.4%	-	-	-	-	-100.0%	-

Table 31.3 Vote transfers and subsidies trends and estimates (continued)

R thousand	Audited outcome			Adjusted appropriation	Average growth rate (%)	Average Expenditure/ Total (%)	Medium-term expenditure estimate			Average growth rate (%)	Average Expenditure/ Total (%)
	2022/23	2023/24	2024/25				2025/26	2022/23 - 2025/26	2026/27		
Provinces and municipalities											
Provincial agencies and funds											
Current	930	954	899	828	-3.8%	0.1%	837	870	897	2.7%	0.0%
Vehicle licences	930	954	899	828	-3.8%	0.1%	837	870	897	2.7%	0.0%
Departmental agencies and accounts											
Departmental agencies (non-business entities)											
Current	1 433 111	1 397 959	1 292 664	1 542 736	2.5%	81.3%	1 609 136	1 258 159	1 297 262	-5.6%	79.2%
Productivity South Africa	61 698	71 720	70 972	64 123	1.3%	3.9%	66 556	69 371	71 527	3.7%	3.9%
Government Technical Advisory Centre	256 241	211 466	170 000	250 000	-0.8%	12.7%	310 000	–	–	-100.0%	5.9%
Commission for Conciliation, Mediation and Arbitration	1 046 293	1 041 163	975 853	1 016 475	-1.0%	58.5%	1 059 975	1 102 116	1 136 369	3.8%	62.7%
National Economic Development and Labour Council	58 884	52 110	53 339	188 638	47.4%	5.1%	148 155	61 247	63 150	-30.6%	5.2%
National Economic Development and Labour Council (Presidential Climate Commission)	9 995	21 500	22 500	23 500	33.0%	1.1%	24 450	25 425	26 216	3.7%	1.4%
Social security funds											
Current	18 514	6 995	12 508	13 248	-10.6%	0.7%	14 961	15 558	16 042	6.6%	0.9%
Unemployment Insurance Fund	–	–	–	1	–	–	–	–	–	-100.0%	–
Compensation Fund	18 514	6 995	12 508	13 247	-10.6%	0.7%	14 961	15 558	16 042	6.6%	0.9%
Public corporations and private enterprises											
Other transfers to public corporations											
Current	12	87 028	57 528	45 000	1453.6%	2.7%	95 000	–	–	-100.0%	1.8%
Communication licences	12	24	28	–	-100.0%	–	–	–	–	–	–
Industrial Development Corporation	–	87 000	57 500	45 000	–	2.7%	95 000	–	–	-100.0%	1.8%
Employer Services	–	4	–	–	–	–	–	–	–	–	–
Foreign governments and international organisations											
Current	16 604	22 520	20 764	25 456	15.3%	1.2%	30 646	31 868	32 859	8.9%	1.8%
International Labour Organisation	15 179	20 962	19 250	23 625	15.9%	1.1%	28 737	29 883	30 812	9.3%	1.7%
African Regional Labour Administration Centre	1 425	1 558	1 514	1 831	8.7%	0.1%	1 909	1 985	2 047	3.8%	0.1%
Non-profit institutions											
Current	215 030	257 236	230 032	243 225	4.2%	13.6%	255 626	265 829	274 090	4.1%	15.1%
Supported Employment Enterprises	166 486	207 915	184 684	195 545	5.5%	10.8%	205 928	214 147	220 802	4.1%	12.2%
Designated groups special services	23 784	24 467	21 456	22 718	-1.5%	1.3%	23 727	24 674	25 441	3.8%	1.4%
Various civil and labour organisations	24 760	24 854	23 892	24 962	0.3%	1.4%	25 971	27 008	27 847	3.7%	1.5%
Total	1 689 506	1 780 197	1 629 402	1 873 070	3.5%	100.0%	2 065 006	1 572 790	1 621 671	-4.7%	100.0%

Personnel information

Table 31.4 Vote personnel numbers and cost by salary level and programme¹

Programmes														Average growth rate (%)	Average Salary level/ Total (%)				
Number of posts estimated for 31 March 2026																			
Number of funded posts	Number of posts additional to the establishment	Number and cost ² of personnel posts filled/planned for on funded establishment																	
		Actual			Revised estimate			Medium-term expenditure estimate											
		2024/25		2025/26		2026/27		2027/28		2028/29		2025/26 - 2028/29	2026/27 - 2028/29						
		Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost			
Employment and Labour																			
Salary level	2 842	215	3 308	1 344.2	0.4	3 694	1 504.7	0.4	3 935	1 671.9	0.4	3 819	1 715.8	0.4	3 640	1 769.1	0.5	-0.5%	100.0%
1 – 6	1 409	187	1 805	397.4	0.2	2 024	442.2	0.2	2 165	495.5	0.2	2 084	495.4	0.2	1 937	486.3	0.3	-1.4%	54.3%
7 – 10	1 111	17	1 155	557.7	0.5	1 311	640.5	0.5	1 390	707.8	0.5	1 344	712.1	0.5	1 291	717.0	0.6	-0.5%	35.3%
11 – 12	250	5	250	250.8	1.0	261	274.9	1.1	276	305.4	1.1	280	326.9	1.2	295	363.1	1.2	4.2%	7.5%
13 – 16	70	6	94	131.1	1.4	96	139.8	1.5	102	156.0	1.5	108	174.2	1.6	115	195.4	1.7	6.2%	2.8%
Other	2	–	3	7.2	2.4	3	7.2	2.4	3	7.2	2.4	3	7.2	2.4	3	7.2	2.4	0.0%	0.1%
Programme	2 842	215	3 308	1 344.2	0.4	3 694	1 504.7	0.4	3 935	1 671.9	0.4	3 819	1 715.8	0.4	3 640	1 769.1	0.5	-0.5%	100.0%
Programme 1	948	76	1 040	437.9	0.4	1 227	505.6	0.4	1 317	542.1	0.4	1 323	566.2	0.4	1 299	583.8	0.4	1.9%	34.6%
Programme 2	1 109	31	1 362	441.8	0.3	1 501	479.8	0.3	1 686	588.7	0.3	1 655	616.4	0.4	1 532	635.6	0.4	0.7%	42.8%
Programme 3	616	105	745	351.0	0.5	813	403.3	0.5	777	409.6	0.5	698	395.9	0.6	681	408.2	0.6	-5.8%	18.9%
Programme 4	169	3	161	113.4	0.7	153	116.0	0.8	155	131.5	0.8	142	137.3	1.0	128	141.5	1.1	-5.7%	3.7%

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

2. Rand million.

Departmental receipts

Table 31.5 Departmental receipts by economic classification

	Audited outcome			Adjusted estimate	Revised estimate	Average growth rate (%)	Average: Receipt item/ Total (%)	Medium-term receipts estimate			Average growth rate (%)	Average: Receipt item/ Total (%)
	2022/23	2023/24	2024/25					2025/26	2026/27	2027/28		
R thousand	2022/23	2023/24	2024/25	2025/26	2025/26	2022/23 - 2025/26	2025/26	2026/27	2027/28	2028/29	2025/26 - 2028/29	2026/27 - 2028/29
Departmental receipts	19 008	21 708	33 020	31 002	31 002	17.7%	100.0%	33 578	35 335	37 342	6.4%	100.0%
Sales of goods and services produced by department	8 341	11 088	12 807	14 660	14 660	20.7%	44.8%	17 785	18 390	18 595	8.2%	51.5%
Sales by market establishments	126	127	127	133	133	1.8%	0.5%	156	160	164	7.2%	0.5%
of which:												
Market establishment:	126	21	22	13	13	-53.1%	0.2%	34	36	38	43.0%	0.1%
Rental dwellings												
Market establishment:		106	105	120	120		0.3%	122	124	126	1.6%	0.4%
Rental parking (covered and open)												
Administrative fees	5 398	8 034	9 622	11 005	11 005	26.8%	32.5%	13 505	14 005	14 105	8.6%	39.2%
of which:												
Occupational health and safety licences	5 398	8 034	9 622	11 000	11 000	26.8%	32.5%	13 500	14 000	14 100	8.6%	39.2%
Request information:				5	5			5	5	5		
Promotion of Access to Information Act (2000)												
Other sales	2 817	2 927	3 058	3 522	3 522	7.7%	11.8%	4 124	4 225	4 326	7.1%	11.9%
of which:												
Services rendered:	2 817	2 914	3 049	3 500	3 500	7.5%	11.7%	4 100	4 200	4 300	7.1%	11.9%
Commission on insurance and garnishee												
Services rendered:		13		1	1			1	1	1		
Photocopies and faxes												
Replacement of security cards				6	6			7	7	7	5.3%	
Replacement of lost office property				3	3			3	3	3		
Sales asset <R5 000			9	12	12			13	14	15	7.7%	
Sales of scrap, waste, arms and other used current goods	76	57	22	42	42	-17.9%	0.2%	43	45	47	3.8%	0.1%
of which:												
Sales: Scrap	76	5	7	7	7	-54.8%	0.1%	7	7	8	4.6%	
Sales: Wastepaper		52	15	35	35		0.1%	36	38	39	3.7%	0.1%
Fines, penalties and forfeits	1 853	820	2 028	5 000	5 000	39.2%	9.3%	1 600	2 000	3 500	-11.2%	6.7%
Interest, dividends and rent on land	1 502	2 762	3 661	1 800	1 800	6.2%	9.3%	2 400	2 500	2 600	13.0%	7.1%
Interest	1 502	2 762	3 661	1 800	1 800	6.2%	9.3%	2 400	2 500	2 600	13.0%	7.1%
Sales of capital assets	599	1 783	4 425	3 500	3 500	80.1%	9.8%	4 500	5 000	5 100	13.4%	13.7%
Transactions in financial assets and liabilities	6 637	5 198	10 077	6 000	6 000	-3.3%	26.6%	7 250	7 400	7 500	7.7%	20.8%
Total	19 008	21 708	33 020	31 002	31 002	17.7%	100.0%	33 578	35 335	37 342	6.4%	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	Audited outcome			Adjusted appropriation	Average growth rate (%)		Medium-term expenditure estimate			Average growth rate (%)	
	2022/23	2023/24	2024/25		2025/26	2022/23 - 2025/26	2026/27	2027/28	2028/29	2025/26 - 2028/29	2026/27 - 2028/29
R million											
Ministry	34.5	44.5	58.2	55.3	17.0%	4.5%	52.3	54.7	56.4	0.6%	4.5%
Management	342.0	344.1	327.1	335.7	-0.6%	31.6%	348.4	362.8	374.0	3.7%	29.7%
Corporate Services	279.3	297.2	312.9	322.3	4.9%	28.4%	315.0	329.1	339.3	1.7%	27.0%
Office of the Chief Financial Officer	143.2	148.3	144.2	157.6	3.2%	13.9%	204.2	152.5	157.2	-0.1%	14.1%
Office Accommodation	226.4	203.0	222.6	267.9	5.8%	21.6%	289.8	301.5	310.8	5.1%	24.7%
Total	1 025.5	1 037.1	1 065.2	1 138.7	3.6%	100.0%	1 209.8	1 200.4	1 237.7	2.8%	100.0%
Change to 2025 Budget estimate				-			55.2	(6.5)	(23.4)		
Economic classification											
Current payments	922.2	945.1	975.5	1 016.6	3.3%	90.5%	1 042.1	1 086.6	1 120.4	3.3%	89.1%
Compensation of employees	440.6	444.4	437.9	517.6	5.5%	43.1%	542.1	566.2	583.8	4.1%	46.4%
Goods and services	481.6	500.7	537.6	499.0	1.2%	47.3%	500.0	520.4	536.6	2.4%	42.7%
of which:											
<i>Audit costs: External</i>	17.2	15.8	18.8	20.0	5.3%	1.7%	21.9	22.9	23.6	5.5%	1.9%
<i>Communication</i>	17.2	21.8	20.0	27.1	16.3%	2.0%	22.9	23.8	24.5	-3.2%	2.0%
<i>Computer services</i>	93.8	103.4	103.9	106.4	4.3%	9.6%	109.3	113.8	117.3	3.3%	9.3%
<i>Operating leases</i>	156.2	149.6	177.6	157.6	0.3%	15.0%	162.3	168.8	174.0	3.4%	13.8%
<i>Property payments</i>	60.8	59.4	61.2	72.5	6.0%	6.0%	79.0	82.1	84.7	5.3%	6.7%
<i>Travel and subsistence</i>	40.0	48.7	48.4	33.1	-6.1%	4.0%	28.5	30.1	31.0	-2.1%	2.5%
Transfers and subsidies	3.0	4.8	11.1	1.4	-22.7%	0.5%	59.5	1.2	1.2	-3.7%	1.7%
Provinces and municipalities	0.9	1.0	0.9	0.8	-3.8%	0.1%	0.8	0.9	0.9	2.7%	0.1%
Public corporations and private enterprises	0.0	0.0	0.0	-	-100.0%	0.0%	-	-	-	-	-
Households	2.1	3.9	10.2	0.6	-35.1%	0.4%	58.6	0.3	0.3	-14.9%	1.6%
Payments for capital assets	99.7	87.1	69.5	107.8	2.6%	8.5%	108.2	112.6	116.1	2.5%	9.2%
Buildings and other fixed structures	39.7	19.7	10.9	68.9	20.2%	3.3%	77.9	81.1	83.6	6.6%	6.6%
Machinery and equipment	49.7	63.5	48.0	38.8	-7.9%	4.7%	30.3	31.5	32.5	-5.8%	2.6%
Software and other intangible assets	10.3	3.9	10.5	-	-100.0%	0.6%	-	-	-	-	-
Payments for financial assets	0.6	0.0	9.0	13.0	186.5%	0.5%	-	-	-	-100.0%	-
Total	1 025.5	1 037.1	1 065.2	1 138.7	3.6%	100.0%	1 209.8	1 200.4	1 237.7	2.8%	100.0%
Proportion of total programme expenditure to vote expenditure	26.3%	26.0%	28.0%	26.6%	-	-	26.4%	29.0%	29.0%	-	-
Details of transfers and subsidies											
Households											
Social benefits											
Current	2.0	3.5	9.4	0.5	-35.2%	0.4%	58.6	0.3	0.3	-13.2%	1.6%
Employee social benefits	2.0	3.5	9.4	0.5	-35.2%	0.4%	0.3	0.3	0.3	-13.2%	0.0%
Early retirement and voluntary exit programmes	-	-	-	-	-	-	58.3	-	-	-	1.6%
Other transfers to households											
Current	0.1	0.4	0.8	0.0	-33.9%	-	-	-	-	-100.0%	-
Employee social benefits	0.1	-	0.2	-	-100.0%	-	-	-	-	-	-
Claims against the state	-	0.4	0.6	0.0	-	-	-	-	-	-100.0%	-
Provinces and municipalities											
Provincial agencies and funds											
Current	0.9	1.0	0.9	0.8	-3.8%	0.1%	0.8	0.9	0.9	2.7%	0.1%
Vehicle licences	0.9	1.0	0.9	0.8	-3.8%	0.1%	0.8	0.9	0.9	2.7%	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 level¹

Number of posts estimated for 31 March 2026		Number and cost ² 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													
		2024/25		2025/26		2026/27		2027/28		2028/29		2025/26 - 2028/29	2026/27 - 2028/29								
Administration	Salary level	Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost					
		948	76		1 040	437.9	0.4	1 227	505.6	0.4	1 317	542.1	0.4	1 323	566.2	0.4	1 299	583.8	0.4	1.9%	100.0%
	1 – 6	517	60		550	143.1	0.3	667	175.4	0.3	793	213.2	0.3	824	233.6	0.3	821	242.5	0.3	7.2%	61.9%
	7 – 10	341	6		369	156.9	0.4	436	180.8	0.4	385	157.4	0.4	356	145.9	0.4	327	133.7	0.4	-9.2%	27.1%
	11 – 12	59	5		71	68.2	1.0	70	70.8	1.0	81	85.2	1.1	83	92.0	1.1	89	103.7	1.2	8.3%	6.4%
	13 – 16	29	5		46	62.5	1.4	51	71.4	1.4	54	79.0	1.5	57	87.5	1.5	60	96.8	1.6	5.6%	4.3%
	Other	2	–		3	7.2	2.4	3	7.2	2.4	3	7.2	2.4	3	7.2	2.4	3	7.2	2.4	–	0.2%

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

2. Rand million.

Programme 2: Inspection and Enforcement Services

Programme purpose

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

Objectives

- Protect vulnerable workers through the inspection and enforcement of labour legislation by ensuring that employers adhere to decent work principles by March 2027 by:
 - conducting 312 995 compliance inspections
 - serving 97 per cent of noncompliant employers inspected with a notice in terms of relevant employment law within 14 calendar days of inspection
 - referring for prosecution 70 per cent of employers who fail to comply with a served notice within 30 working days
 - increasing awareness of employment law through formal advocacy sessions at 6 seminars and 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 employment laws, 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	Audited outcome			Adjusted appropriation	Average growth rate (%)	Average Expenditure/ Total (%)	Medium-term expenditure estimate			Average growth rate (%)	Average Expenditure/ Total (%)				
	2022/23	2023/24	2024/25				2025/26	2022/23 - 2025/26	2026/27			2027/28	2028/29	2025/26 - 2028/29	2026/27 - 2028/29
	R million														
Management and Support Services: Inspection and Enforcement Services	14.5	14.4	7.3	26.0	21.5%	2.6%	10.2	11.5	11.9	-22.9%	1.5%				
Registration: Inspection and Enforcement Services	94.4	99.8	36.7	45.2	-21.8%	11.7%	88.1	92.1	94.0	27.6%	12.5%				
Compliance, Monitoring and Enforcement Services	464.1	473.5	489.9	529.1	4.5%	82.9%	577.2	603.0	622.8	5.6%	82.2%				
Training of Staff: Inspection and Enforcement Services	6.1	2.3	2.1	6.7	3.1%	0.7%	7.0	7.3	7.5	3.7%	1.0%				
Statutory and Advocacy Services	8.7	11.0	12.0	17.3	25.8%	2.1%	19.4	20.2	20.8	6.4%	2.8%				
Total	587.9	600.9	548.0	624.4	2.0%	100.0%	701.9	734.2	757.0	6.6%	100.0%				
Change to 2025 Budget estimate				-			(0.6)	(1.2)	(11.4)						
Economic classification															
Current payments	571.1	578.8	538.5	622.2	2.9%	97.9%	687.3	719.0	741.4	6.0%	97.9%				
Compensation of employees	467.4	488.3	441.8	509.8	2.9%	80.8%	588.7	616.4	635.6	7.6%	83.9%				
Goods and services	103.7	90.5	96.7	112.4	2.7%	17.1%	98.7	102.6	105.8	-2.0%	14.0%				
<i>of which:</i>															
Communication	7.6	8.4	7.9	17.8	33.0%	1.8%	18.7	19.5	20.1	4.0%	2.7%				
Fleet services (including government motor transport)	12.6	11.2	12.6	9.7	-8.3%	2.0%	10.3	10.7	11.1	4.4%	1.5%				
Property payments	12.1	14.1	15.1	7.1	-16.2%	2.0%	7.2	7.5	7.8	3.0%	1.0%				
Travel and subsistence	53.5	40.5	49.0	28.8	-18.7%	7.3%	31.0	32.2	33.2	4.9%	4.4%				
Training and development	1.2	1.1	0.9	5.3	62.9%	0.4%	5.5	5.8	5.9	3.7%	0.8%				
Venues and facilities	1.0	1.9	1.2	5.2	72.8%	0.4%	4.5	4.7	4.8	-2.2%	0.6%				
Transfers and subsidies	2.0	2.2	2.5	0.9	-24.3%	0.3%	0.1	0.1	0.1	-51.2%	0.0%				
Public corporations and private enterprises	-	0.0	-	-	-	0.0%	-	-	-	-	-				
Households	2.0	2.2	2.5	0.9	-24.3%	0.3%	0.1	0.1	0.1	-51.2%	0.0%				
Payments for capital assets	14.7	19.8	6.9	1.3	-55.4%	1.8%	14.5	15.1	15.5	128.4%	2.1%				
Machinery and equipment	7.0	13.7	6.9	1.3	-42.9%	1.2%	14.5	15.1	15.5	128.4%	2.1%				
Software and other intangible assets	7.7	6.1	-	-	-100.0%	0.6%	-	-	-	-	-				
Total	587.9	600.9	548.0	624.4	2.0%	100.0%	701.9	734.2	757.0	6.6%	100.0%				
Proportion of total programme expenditure to vote expenditure	15.1%	15.0%	14.4%	14.6%	-	-	15.3%	17.7%	17.7%	-	-				
Details of transfers and subsidies															
Households															
Social benefits															
Current	2.0	1.9	2.2	0.8	-25.3%	0.3%	0.1	0.1	0.1	-50.3%	0.0%				
Employee social benefits	2.0	1.9	2.2	0.8	-25.3%	0.3%	0.1	0.1	0.1	-50.3%	0.0%				
Other transfers to households															
Current	0.0	0.3	0.3	0.0	24.3%	-	-	-	-	-100.0%	-				
Claims against the state	0.0	0.3	0.3	0.0	24.3%	-	-	-	-	-100.0%	-				
Public corporations and private enterprises															
Other transfers to public corporations															
Current	-	0.0	-	-	-	-	-	-	-	-	-				
Communication licences	-	0.0	-	-	-	-	-	-	-	-	-				

Personnel information

Table 31.9 Inspection and Enforcement Services personnel numbers and cost by salary level¹

Inspection and Enforcement Services	Number of posts estimated for 31 March 2026		Number and cost ² 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										
			2024/25			2025/26			2026/27		2027/28		2028/29		2025/26 - 2028/29	2026/27 - 2028/29			
			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	1 362	441.8	0.3	1 501	479.8	0.3	1 686	588.7	0.3	1 655	616.4	0.4	1 532	635.6	0.4	0.7%	100.0%
1 - 6	688	19	875	180.0	0.2	1 006	202.9	0.2	1 024	217.3	0.2	973	215.0	0.2	829	196.3	0.2	-6.3%	58.0%
7 - 10	377	11	431	198.3	0.5	434	205.0	0.5	599	293.4	0.5	618	318.2	0.5	635	345.4	0.5	13.5%	38.0%
11 - 12	33	-	44	47.0	1.1	49	54.8	1.1	51	59.9	1.2	52	64.2	1.2	57	73.8	1.3	5.2%	3.3%
13 - 16	11	1	12	16.5	1.4	12	17.2	1.4	12	18.1	1.5	12	19.0	1.6	12	20.1	1.7	-	0.7%

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 2027 by:
 - registering 1 050 000 work seekers on the Employment Services of South Africa database
 - providing employment counselling to 280 000 work seekers
 - filling 75 000 registered employment opportunities
 - registering 125 000 work opportunities on the Employment Services of South Africa database.
- 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 (%)	
	2022/23	2023/24	2024/25				2025/26	2026/27	2027/28			2028/29
R million												
Management and Support Services: Public Employment Services	332.7	367.6	303.4	370.6	3.7%	34.7%	496.5	71.1	73.3	-41.7%	23.2%	
Employer Services	116.0	116.3	122.0	123.1	2.0%	12.1%	129.7	134.8	138.9	4.1%	14.6%	
Work Seeker Services	213.1	240.7	213.3	265.7	7.6%	23.6%	259.5	238.9	246.4	-2.5%	27.0%	
Designated Groups Special Services	23.8	24.5	21.5	22.7	-1.5%	2.3%	23.7	24.7	25.4	3.8%	2.7%	
Supported Employment Enterprises	166.5	207.9	184.7	195.5	5.5%	19.1%	205.9	214.1	220.8	4.1%	23.2%	
Productivity South Africa	61.7	71.7	71.0	64.1	1.3%	6.8%	66.6	69.4	71.5	3.7%	7.5%	
Unemployment Insurance Fund	–	–	–	0.0	–	0.0%	–	–	–	-100.0%	–	
Compensation Fund	18.5	7.0	12.5	13.2	-10.6%	1.3%	15.0	15.6	16.0	6.6%	1.7%	
Training of Staff: Public Employment Services	1.6	1.3	1.7	1.6	0.5%	0.2%	1.7	1.7	1.8	3.7%	0.2%	
Total	933.9	1 037.0	930.0	1 056.6	4.2%	100.0%	1 198.5	770.2	794.2	-9.1%	100.0%	
Change to 2025 Budget estimate				–			457.0	(3.9)	(14.7)			
Economic classification												
Current payments	393.5	422.7	410.1	450.2	4.6%	42.4%	479.0	442.9	456.6	0.5%	49.9%	
Compensation of employees	338.3	352.3	351.0	403.3	6.0%	36.5%	409.6	395.9	408.2	0.4%	43.9%	
Goods and services	55.2	70.5	59.1	46.8	-5.3%	5.9%	69.4	47.1	48.5	1.1%	6.0%	
of which:												
Communication	5.2	5.9	4.9	3.7	-10.3%	0.5%	4.1	4.3	4.4	5.8%	0.5%	
Computer services	2.8	2.8	3.0	2.8	-1.0%	0.3%	3.9	4.0	4.1	14.2%	0.4%	
Consultants: Business and advisory services	0.2	2.3	0.3	2.1	104.7%	0.1%	25.2	1.2	1.3	-15.3%	1.0%	
Fleet services (including government motor transport)	3.3	3.0	3.2	2.4	-10.2%	0.3%	2.5	2.6	2.7	3.2%	0.3%	
Property payments	12.5	14.2	15.3	9.3	-9.3%	1.3%	8.6	8.9	9.1	-0.8%	1.0%	
Travel and subsistence	20.7	20.5	23.5	14.8	-10.5%	2.0%	13.4	13.9	14.4	-1.0%	1.5%	
Transfers and subsidies	527.7	610.6	518.9	591.4	3.9%	56.8%	716.2	323.8	333.9	-17.4%	49.7%	
Provinces and municipalities	–	0.0	–	–	–	0.0%	–	–	–	–	–	
Departmental agencies and accounts	336.5	290.2	253.5	327.4	-0.9%	30.5%	391.5	84.9	87.6	-35.6%	20.4%	
Public corporations and private enterprises	–	87.0	57.5	45.0	–	4.8%	95.0	–	–	-100.0%	3.4%	
Non-profit institutions	190.3	232.4	206.1	218.3	4.7%	21.4%	229.7	238.8	246.2	4.1%	25.9%	
Households	1.0	1.0	1.7	0.8	-7.2%	0.1%	0.1	0.1	0.1	-54.9%	0.0%	
Payments for capital assets	12.7	3.7	1.1	15.0	5.6%	0.8%	3.3	3.5	3.7	-37.5%	0.4%	
Machinery and equipment	5.0	3.7	0.7	15.0	44.5%	0.6%	3.3	3.5	3.7	-37.5%	0.4%	
Software and other intangible assets	7.8	–	0.3	–	-100.0%	0.2%	–	–	–	–	–	
Total	933.9	1 037.0	930.0	1 056.6	4.2%	100.0%	1 198.5	770.2	794.2	-9.1%	100.0%	
Proportion of total programme expenditure to vote expenditure	24.0%	26.0%	24.5%	24.7%	–	–	26.2%	18.6%	18.6%	–	–	

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

Details of transfers and subsidies	Audited outcome			Adjusted appropriation	Average growth rate (%)	Average: Expenditure/Total (%)	Medium-term expenditure estimate			Average growth rate (%)	Average: Expenditure/Total (%)	
	2022/23	2023/24	2024/25				2025/26	2026/27	2027/28			2028/29
	2025/26	2026/27	2027/28				2028/29	2025/26 - 2025/26	2026/27 - 2026/27			2027/28 - 2027/28
R million												
Households												
Social benefits												
Current	0.9	0.9	1.7	0.8	-6.6%	0.1%	0.1	0.1	0.1	-54.9%	0.0%	
Employee social benefits	0.9	0.9	1.7	0.8	-6.6%	0.1%	0.1	0.1	0.1	-54.9%	0.0%	
Other transfers to households												
Current	0.0	0.1	-	-	-100.0%	-	-	-	-	-	-	
Employee social benefits	0.0	0.1	-	-	-100.0%	-	-	-	-	-	-	
Provinces and municipalities												
Provincial agencies and funds												
Current	-	0.0	-	-	-	-	-	-	-	-	-	
Vehicle licences	-	0.0	-	-	-	-	-	-	-	-	-	
Departmental agencies and accounts												
Departmental agencies (non-business entities)												
Current	317.9	283.2	241.0	314.1	-0.4%	29.2%	376.6	69.4	71.5	-38.9%	18.7%	
Productivity South Africa	61.7	71.7	71.0	64.1	1.3%	6.8%	66.6	69.4	71.5	3.7%	7.5%	
Government Technical Advisory Centre	256.2	211.5	170.0	250.0	-0.8%	22.4%	310.0	-	-	-100.0%	11.2%	
Social security funds												
Current	18.5	7.0	12.5	13.2	-10.6%	1.3%	15.0	15.6	16.0	6.6%	1.7%	
Unemployment Insurance Fund	-	-	-	0.0	-	-	-	-	-	-100.0%	-	
Compensation Fund	18.5	7.0	12.5	13.2	-10.6%	1.3%	15.0	15.6	16.0	6.6%	1.7%	
Public corporations and private enterprises												
Other transfers to public corporations												
Current	-	87.0	57.5	45.0	-	4.8%	95.0	-	-	-100.0%	3.4%	
Industrial Development Corporation	-	87.0	57.5	45.0	-	4.8%	95.0	-	-	-100.0%	3.4%	
Employer Services	-	0.0	-	-	-	-	-	-	-	-	-	
Non-profit institutions												
Current	190.3	232.4	206.1	218.3	4.7%	21.4%	229.7	238.8	246.2	4.1%	25.9%	
Supported Employment Enterprises	166.5	207.9	184.7	195.5	5.5%	19.1%	205.9	214.1	220.8	4.1%	23.2%	
Designated groups special services	23.8	24.5	21.5	22.7	-1.5%	2.3%	23.7	24.7	25.4	3.8%	2.7%	

Personnel information

Table 31.11 Public Employment Services personnel numbers and cost by salary level¹

Number of posts estimated for 31 March 2026		Number and cost ² 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													
		2024/25		2025/26		2026/27		2027/28		2028/29											
		Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost	2025/26 - 2025/26	2026/27 - 2026/27			
Public Employment Services		616	105	0.5	745	351.0	0.5	813	403.3	0.5	777	409.6	0.5	698	395.9	0.6	681	408.2	0.6	-5.8%	100.0%
Salary level																					
1-6	184	105	361	69.2	0.2	343	61.8	0.2	352	66.3	0.2	296	49.7	0.2	297	50.6	0.2	-4.7%	43.8%		
7-10	282	-	264	153.0	0.6	345	200.7	0.6	298	191.8	0.6	277	188.2	0.7	253	183.5	0.7	-9.8%	38.4%		
11-12	132	-	101	101.4	1.0	104	109.5	1.1	105	117.2	1.1	103	121.8	1.2	106	132.8	1.3	0.6%	14.6%		
13-16	18	-	19	27.4	1.4	21	31.3	1.5	22	34.3	1.5	22	36.2	1.6	24	41.3	1.7	4.5%	3.2%		

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 2025/26 employment equity annual report and public register by 30 June 2026
 - developing the 2026/27 employment equity annual report and public register by 31 March 2027.
- Extend protection to vulnerable workers by publishing national minimum wages for all sectors by 31 March 2027.
- Promote sound labour relations and centralised collective bargaining through the extension of collective agreements and the registration of qualifying labour organisations by 31 March 2027.
- Monitor and evaluate the impact of labour legislation to promote an evidence-based labour policy intervention through the production of research and labour market trend reports by 31 March 2027.

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.
- *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 and contribute to a stable and well-functioning labour market.
- *Collective Bargaining* manages the implementation of the Labour Relations Act (1995) through policies and practices that promote sound labour relations by registering labour organisations and deregistering those that are not compliant, publishing and extending collective agreements, supporting and advancing participation in collective bargaining structures, and participating in relevant activities of the National Economic Development and Labour Council.
- *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 unfair discrimination in employment policies and practice, and promote equitable representation in the workforce.
- *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 that affect the South African labour market.
- *Labour Market Information and Statistics* collects, collates, analyses and disseminates internal and external labour market statistics regarding 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 (%)
	2022/23	2023/24	2024/25				2025/26	2022/23 - 2025/26	2026/27		
R million											
Management and Support Services: Labour Policy and Industrial Relations	15.4	16.1	15.6	20.2	9.4%	1.2%	20.6	21.4	22.1	3.0%	1.5%
Strengthen Civil Society	24.8	24.9	23.9	25.0	0.3%	1.8%	26.0	27.0	27.8	3.7%	1.8%
Collective Bargaining	17.7	18.9	17.6	20.0	4.1%	1.4%	20.6	21.5	22.1	3.4%	1.5%
Employment Equity	11.5	13.9	12.8	15.0	9.4%	1.0%	15.2	15.8	16.3	2.8%	1.1%
Employment Standards	11.2	12.6	13.2	19.5	20.1%	1.0%	21.6	22.5	23.2	6.0%	1.5%
Commission for Conciliation, Mediation and Arbitration	1 046.3	1 041.2	975.9	1 016.5	-1.0%	75.6%	1 060.0	1 102.1	1 136.4	3.8%	75.3%
Research, Policy and Planning	5.9	8.8	6.3	11.2	23.4%	0.6%	12.0	12.5	12.8	4.8%	0.9%
Labour Market Information and Statistics	46.8	49.8	49.1	57.6	7.2%	3.8%	60.3	62.9	64.9	4.0%	4.3%
International Labour Matters	101.4	61.4	69.0	68.5	-12.3%	5.6%	59.3	61.7	63.6	-2.4%	4.2%
National Economic Development and Labour Council	68.9	73.6	75.8	212.1	45.5%	8.0%	172.6	86.7	89.4	-25.0%	8.0%
Total	1 349.9	1 321.1	1 259.2	1 465.5	2.8%	100.0%	1 468.0	1 434.1	1 478.6	0.3%	100.0%
Change to 2025 Budget estimate							82.9	(13.4)	(33.8)		
Economic classification											
Current payments	189.9	155.5	162.2	184.6	-1.0%	12.8%	177.5	185.0	190.8	1.1%	12.6%
Compensation of employees	105.2	110.4	113.4	125.7	6.1%	8.4%	131.5	137.3	141.5	4.0%	9.4%
Goods and services	84.7	45.1	48.7	58.8	-11.4%	4.4%	45.9	47.8	49.2	-5.8%	3.3%
of which:											
Consultants: Business and advisory services	2.0	5.0	1.9	5.9	43.0%	0.3%	6.7	6.9	7.2	6.9%	0.5%
Consumables: Stationery, printing and office supplies	4.1	3.3	2.4	3.8	-2.5%	0.3%	3.6	3.8	3.9	0.7%	0.3%
Operating leases	2.7	2.2	2.6	1.2	-24.6%	0.2%	2.4	2.5	2.6	30.5%	0.2%
Travel and subsistence	11.0	17.3	13.8	23.3	28.6%	1.2%	16.1	16.7	17.2	-9.6%	1.1%
Operating payments	1.6	1.7	1.8	1.9	7.1%	0.1%	3.3	3.5	3.6	23.3%	0.2%
Venues and facilities	32.5	5.9	20.7	9.9	-32.7%	1.3%	3.1	3.2	3.3	-30.9%	0.2%
Transfers and subsidies	1 156.8	1 162.5	1 096.9	1 279.4	3.4%	87.0%	1 289.2	1 247.7	1 286.4	0.2%	87.3%
Departmental agencies and accounts	1 115.2	1 114.8	1 051.7	1 228.6	3.3%	83.6%	1 232.6	1 188.8	1 225.7	-0.1%	83.3%
Foreign governments and international organisations	16.6	22.5	20.8	25.5	15.3%	1.6%	30.6	31.9	32.9	8.9%	2.2%
Non-profit institutions	24.8	24.9	23.9	25.0	0.3%	1.8%	26.0	27.0	27.8	3.7%	1.8%
Households	0.2	0.4	0.5	0.4	14.5%	0.0%	-	-	-	-100.0%	-
Payments for capital assets	3.2	3.0	0.2	1.6	-20.6%	0.1%	1.3	1.4	1.4	-3.4%	0.1%
Machinery and equipment	1.2	0.8	0.2	1.6	9.6%	0.1%	1.3	1.4	1.4	-3.4%	0.1%
Software and other intangible assets	2.0	2.2	0.0	-	-100.0%	0.1%	-	-	-	-	-
Total	1 349.9	1 321.1	1 259.2	1 465.5	2.8%	100.0%	1 468.0	1 434.1	1 478.6	0.3%	100.0%
Proportion of total programme expenditure to vote expenditure	34.6%	33.1%	33.1%	34.2%	-	-	32.1%	34.6%	34.6%	-	-

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

Details of transfers and subsidies	Audited outcome			Adjusted appropriation	Average growth rate (%)	Average Expenditure/Total (%)	Medium-term expenditure estimate			Average growth rate (%)	Average Expenditure/Total (%)
	2022/23	2023/24	2024/25				2025/26	2026/27	2027/28		
	R million										
Households											
Social benefits											
Current	0.2	0.4	0.5	0.4	14.5%	–	–	–	–	-100.0%	–
Employee social benefits	0.2	0.4	0.5	0.4	14.5%	–	–	–	–	-100.0%	–
Other transfers to households											
Current	–	0.0	–	–	–	–	–	–	–	–	–
Employee social benefits	–	0.0	–	–	–	–	–	–	–	–	–
Departmental agencies and accounts											
Departmental agencies (non-business entities)											
Current	1 115.2	1 114.8	1 051.7	1 228.6	3.3%	83.6%	1 232.6	1 188.8	1 225.7	-0.1%	83.3%
Commission for Conciliation, Mediation and Arbitration	1 046.3	1 041.2	975.9	1 016.5	-1.0%	75.6%	1 060.0	1 102.1	1 136.4	3.8%	75.3%
National Economic Development and Labour Council	58.9	52.1	53.3	188.6	47.4%	6.5%	148.2	61.2	63.2	-30.6%	6.2%
National Economic Development and Labour Council (Presidential Climate Commission)	10.0	21.5	22.5	23.5	33.0%	1.4%	24.5	25.4	26.2	3.7%	1.7%
Foreign governments and international organisations											
Current	16.6	22.5	20.8	25.5	15.3%	1.6%	30.6	31.9	32.9	8.9%	2.2%
International Labour Organisation	15.2	21.0	19.3	23.6	15.9%	1.5%	28.7	29.9	30.8	9.3%	2.0%
African Regional Labour Administration Centre	1.4	1.6	1.5	1.8	8.7%	0.1%	1.9	2.0	2.0	3.8%	0.1%
Non-profit institutions											
Current	24.8	24.9	23.9	25.0	0.3%	1.8%	26.0	27.0	27.8	3.7%	1.8%
Various civil and labour organisations	24.8	24.9	23.9	25.0	0.3%	1.8%	26.0	27.0	27.8	3.7%	1.8%

Personnel information

Table 31.13 Labour Policy and Industrial Relations personnel numbers and cost by salary level¹

Labour Policy and Industrial Relations	Number of posts estimated for 31 March 2026		Number and cost ² 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										
			2024/25		2025/26		2026/27		2027/28		2028/29		2025/26 - 2028/29	2026/27 - 2028/29					
	Number	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost					
Salary level	169	3	161	113.4	0.7	153	116.0	0.8	155	131.5	0.8	142	137.3	1.0	128	141.5	1.1	-5.7%	100.0%
1 – 6	20	3	19	5.2	0.3	8	2.2	0.3	4)	(1.3)	0.3	9)	(2.9)	0.3	9)	(3.0)	0.3	-205.9%	-5.3%
7 – 10	111	–	92	49.4	0.5	96	54.0	0.6	107	65.2	0.6	93	59.7	0.6	76	54.5	0.7	-7.3%	64.9%
11 – 12	26	–	34	34.2	1.0	38	39.9	1.0	39	43.0	1.1	42	48.9	1.2	43	52.8	1.2	4.2%	29.2%
13 – 16	12	–	17	24.6	1.5	11	20.0	1.8	13	24.6	1.9	16	31.5	1.9	18	37.3	2.0	17.6%	11.2%

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

2. Rand million.

Entities

Commission for Conciliation, Mediation and Arbitration

Selected performance indicators

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

Indicator	Programme/Objective/Activity	MTDP outcome	Audited performance			Estimated performance	MTEF targets		
			2022/23	2023/24	2024/25	2025/26	2026/27	2027/28	2028/29
Percentage of conciliable cases heard within 30 days at first event of receipt of referral per year	Dispute resolution	Increased employment and work opportunities	99.9% (131 221/ 131 322)	99.7% (140 258/ 140 750)	99.6% (139 811/ 140 410)	99%	99%	99%	99%
Percentage of arbitration awards rendered sent to parties within 14 days of the conclusion of the arbitration proceedings per year (excludes extensions granted and heads of arguments filed)	Dispute resolution		99.9% (17 947/ 17 956)	99.9% (17 130/ 17 131)	99.9% (15 540/ 15 542)	99%	99%	99%	99%
Percentage of public interest disputes resolved per year	Dispute resolution		98.1% (105/107)	96.9% (95/98)	96.8% (90/93)	99%	99%	99%	99%
Percentage of jobs saved compared to employees likely to be retrenched per year (as per cases referred to the commission)	Dispute resolution		50.9% (18 196/ 35 679)	38.7% (14 887/ 38 428)	47.1% (30 581/ 64 919)	38%	38%	38%	38%
Number of interventions conducted to promote effective dispute resolution in essential services per year	Essential services interventions		12	12	8	8	8	8	8

Entity overview

The Commission for Conciliation, Mediation and Arbitration derives its mandate primarily from the Labour Relations Act (1995), as amended, in terms of which it is expected to advance social justice, labour peace and the democratisation of the workplace, among other deliverables. This mandate is extended by other statutes dealing with employment law. The commission's strategic focus over the period ahead will be on resource optimisation, adaptation and resilience, and user experience.

The commission is developing a revised ICT strategy that envisions being a digital-first organisation that prioritises technology and online platforms to drive business operations and improve efficiencies and user engagement, and encourage innovation. The commission has allocated 8.3 per cent (R280.3 million) of its total budget over the MTEF period to fund the implementation of the strategy.

Labour market dynamics have increased demand for the commission's services, particularly in dispute resolution and job-saving interventions. The commission projects a 4 per cent growth in case referrals in 2026/27 in addition to cases that are anticipated to be carried over from 2025/26. The caseload is estimated to increase from 193 000 in 2025/26 to 195 000 in 2026/27. The commission plans to deal with this increased workload by leveraging technology, informed by the ICT strategy, to improve the efficiency of processes, enhance accessibility to its services and ensure efficient dispute resolution over the period ahead. An estimated 72.2 per cent (R2.4 billion) of its budget is allocated to dispute resolution. Of this amount, R32.5 million is earmarked to fund job-saving initiatives.

Compensation of employees accounts for an estimated 60.1 per cent (R2 billion) of the commission's budget over the medium term as its work is labour intensive. Expenditure and revenue are expected to increase at an average annual rate of 3.8 per cent, from R1 billion in 2025/26 to R1.2 billion in 2028/29. The slow growth is due to technical downward adjustments to align with current inflation, which is lower than was projected at the start of the 2026 budget process. The commission expects to derive 97.4 per cent (R3.3 billion) of revenue over the period ahead 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 (%)
	2022/23	2023/24	2024/25				2025/26	2022/23 - 2025/26	2026/27		
Administration	284.3	255.8	284.7	269.9	-1.7%	26.1%	283.7	291.2	301.1	3.7%	25.9%
Dispute resolution	770.2	794.2	710.6	753.9	-0.7%	72.2%	783.6	818.5	842.8	3.8%	72.2%
Proactive labour market interventions	11.2	10.7	8.3	12.9	4.7%	1.0%	13.5	14.1	14.6	4.2%	1.2%
Essential services interventions	7.2	7.6	6.6	7.0	-0.5%	0.7%	7.4	7.7	8.0	4.3%	0.7%
Total	1 072.9	1 068.3	1 010.1	1 043.7	-0.9%	100.0%	1 088.1	1 131.5	1 166.5	3.8%	100.0%

Statement of financial performance

Table 31.16 Commission for Conciliation, Mediation and Arbitration 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 (%)
	2022/23	2023/24	2024/25				2025/26	2022/23 - 2025/26	2026/27		
Revenue											
Non-tax revenue	36.1	29.9	27.3	27.2	-9.0%	2.9%	28.3	29.4	30.2	3.5%	2.6%
Sale of goods and services other than capital assets	5.8	8.8	8.3	7.9	10.9%	0.7%	8.2	8.5	8.7	3.3%	0.7%
Other sales	5.8	8.8	8.3	7.9	10.9%	0.7%	8.2	8.5	8.7	3.3%	0.7%
Other non-tax revenue	30.3	21.0	19.0	19.3	-14.0%	2.1%	20.1	20.9	21.5	3.6%	1.8%
Transfers received	1 046.3	1 041.2	975.9	1 016.5	-1.0%	97.1%	1 060.0	1 102.1	1 136.4	3.8%	97.4%
Total revenue	1 082.4	1 071.0	1 003.1	1 043.7	-1.2%	100.0%	1 088.3	1 131.5	1 166.5	3.8%	100.0%
Expenses											
Current expenses	1 067.9	1 063.4	1 003.8	1 037.0	-1.0%	99.5%	1 081.1	1 124.2	1 158.9	3.8%	99.4%
Compensation of employees	617.7	615.0	620.7	623.1	0.3%	59.0%	650.1	681.7	702.8	4.1%	60.1%
Goods and services	424.4	417.3	345.2	373.6	-4.2%	37.2%	389.0	403.9	416.2	3.7%	35.7%
Depreciation	25.9	31.2	37.9	40.4	16.0%	3.2%	42.0	38.7	39.9	-0.4%	3.6%
Transfers and subsidies	5.0	4.8	6.4	6.7	10.0%	0.5%	7.0	7.3	7.6	4.6%	0.6%
Total expenses	1 072.9	1 068.3	1 010.1	1 043.7	-0.9%	100.0%	1 088.1	1 131.5	1 166.5	3.8%	100.0%
Surplus/(Deficit)	9.5	2.8	(7.0)	-	-100.0%		-	-	-	-	-

Personnel information

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

Commission for Conciliation, Mediation and Arbitration	Number of posts estimated for 31 March 2026		Number and cost ¹ 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										
			2024/25	2025/26	2026/27	2027/28	2028/29	2025/26 - 2028/29	2026/27 - 2028/29										
	Number	Unit cost	Number	Unit cost	Number	Unit cost	Number	Unit cost	Number	Unit cost	Number	Unit cost							
Salary level	908	909	870	620.7	0.7	908	623.1	0.7	901	650.1	0.7	901	681.7	0.8	899	702.8	0.8	-0.3%	100.0%
1 – 6	55	55	53	13.5	0.3	55	13.9	0.3	56	14.3	0.3	56	15.1	0.3	55	15.5	0.3	-	6.2%
7 – 10	585	586	570	311.4	0.5	585	307.7	0.5	577	320.4	0.6	577	336.3	0.6	577	346.7	0.6	-0.5%	64.1%
11 – 12	231	231	216	230.5	1.1	231	229.5	1.0	231	240.4	1.0	231	251.9	1.1	230	259.7	1.1	-0.1%	25.6%
13 – 16	30	30	26	44.6	1.7	30	50.9	1.7	30	52.8	1.8	30	55.3	1.8	30	57.0	1.9	-	3.3%
17 – 22	7	7	5	20.6	4.1	7	21.1	3.0	7	22.2	3.2	7	23.2	3.3	7	23.9	3.4	-	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		
			2022/23	2023/24	2024/25	2025/26	2026/27	2027/28	2028/29
Percentage of claims adjudicated within a specified number of working days of receipt per year	Compensation for Occupational Injuries and Diseases Act (1993) services	Optimised social protection and improved coverage	80% within 30 days (87 906/109 757)	86% within 25 days (92 502/107 713)	86% within 25 days (92 668/107 205)	90% within 30 days			
Percentage of received return of earnings of active registered employers assessed per year	Compensation for Occupational Injuries and Diseases Act (1993) services		99% (353 930/354 192)	99% (347 651/352 931)	99% (356 742/361 088)	95%	98%	98%	98%
Percentage of request for pre-authorisation of specialised medical interventions finalised within 10 working days of receipt of accepted claims per year	Medical benefits		98% (4 808/4 905)	99% (461/466)	98% (588/597)	95%	96%	96%	96%
Percentage of accepted medical invoices finalised within a specified number of working days of receipt of invoice per year	Medical benefits		89% within 30 working days (664 507/750 133)	87% within 30 working days (808 315/925 434)	93% within 25 working days (865 306/932 580)	86% within 30 working days	87% within 30 working days	89% within 30 working days	91% within 30 working days
Percentage of compliant requests for assistive devices finalised within 15 working days of receipt per year	Orthotic and medical rehabilitation		90% (1 601/1 785)	96% (1 992/2 073)	98% (2 077/2 122)	95%	95%	95%	95%
Number of new students enrolled at post-school education and training institutions in priority qualifications funded per year	Orthotic and medical rehabilitation		915	1 012	1 040	1 040	700	700	700

Entity overview

The Compensation Fund is mandated to administer the Compensation for Occupational Injuries and Diseases Act (1993). The act makes provision to provide compensation to employees who are injured or have contracted diseases in the course of their employment, as well as the compensation of nominated beneficiaries of employees who die as a result of such injuries or diseases.

The fund will focus on improving the services it renders to its beneficiaries and other stakeholders over the period ahead. It has implemented an integrated online 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 claims are adjudicated within 30 working days of receipt.

Expenditure is expected to increase at an average annual rate of 4.3 per cent, from R16.5 billion in 2025/26 to R18.7 billion in 2028/29. This is mainly driven by spending on goods and services, which comprises an estimated 44.2 per cent (R23.8 billion) of the fund's total budget over the medium term, mainly on consultants and outsourced services to help the fund improve areas identified in previous audits as contributing to negative audit opinions and to enhance service delivery. Benefit payments account for a projected 43.1 per cent (R23.2 billion) of the fund's total budget over the MTEF period, increasing at an average annual rate of 3.8 per cent, from R7.2 billion in 2025/26 to R8.1 billion in 2028/29.

The fund is set to derive 48.5 per cent (R43.2 billion) of its revenue over the next 3 years through assessment levies on active registered employers and 51.5 per cent (R45.9 billion) mainly from investments. Revenue from the assessment levy is projected to increase at an average annual rate of 5.7 per cent, from R12.4 billion in 2025/26 to R14.7 billion in 2028/29, as a result of an increase in the number of returns of earnings assessed in 2025/26 and the tariff assessments that are being phased in over a five-year period, ending in 2026. The fund is also aiming to improve its collection of revenue owed by defaulting employers by appointing the services of a debt collector.

Programmes/Objectives/Activities

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

	Audited outcome			Revised estimate	Average growth rate (%)	Average: Expenditure/ Total (%)	Medium-term expenditure estimate			Average growth rate (%)	Average: Expenditure/ Total (%)
	2022/23	2023/24	2024/25				2025/26	2022/23 - 2025/26	2026/27		
R million											
Administration	9 602.7	14 047.6	5 527.3	8 571.6	-3.7%	58.3%	9 137.5	9 535.9	9 964.0	5.1%	53.2%
Compensation for Occupational Injuries and Diseases Act (1993) services	4 058.8	1 508.3	1 886.3	2 300.0	-17.2%	15.1%	2 921.5	3 048.8	3 185.7	11.5%	17.0%
Medical benefits	3 601.0	3 527.6	3 715.0	5 036.7	11.8%	24.5%	4 532.3	4 729.9	4 942.3	-0.6%	26.4%
Orthotic and medical rehabilitation	191.1	266.8	370.7	590.4	45.7%	2.2%	577.4	602.6	629.6	2.2%	3.4%
Total	17 453.5	19 350.2	11 499.3	16 498.7	-1.9%	100.0%	17 168.6	17 917.2	18 721.7	4.3%	100.0%

Statements of financial performance, cash flow and financial position

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

Statement of financial performance	Audited outcome			Revised estimate	Average growth rate (%)	Average: Expenditure/ Total (%)	Medium-term expenditure estimate			Average growth rate (%)	Average: Expenditure/ Total (%)
	2022/23	2023/24	2024/25				2025/26	2022/23 - 2025/26	2026/27		
R million											
Revenue											
Non-tax revenue	19 015.8	14 495.9	20 959.3	16 002.0	-5.6%	59.7%	14 852.3	15 499.9	15 575.8	-0.9%	51.5%
Other non-tax revenue	19 015.8	14 495.9	20 959.3	16 002.0	-5.6%	59.7%	14 852.3	15 499.9	15 575.8	-0.9%	51.5%
Transfers received	10 363.2	12 454.1	12 319.5	12 400.0	6.2%	40.3%	13 974.1	14 583.4	14 656.8	5.7%	48.5%
Total revenue	29 379.0	26 950.0	33 278.8	28 402.0	-1.1%	100.0%	28 826.4	30 083.3	30 232.6	2.1%	100.0%
Expenses											
Current expenses	9 901.8	14 476.9	6 002.0	9 280.4	-2.1%	61.2%	9 764.8	10 190.6	10 648.1	4.7%	56.9%
Compensation of employees	1 360.4	1 481.3	1 537.6	1 850.8	10.8%	9.6%	2 155.8	2 249.8	2 350.8	8.3%	12.6%
Goods and services	6 190.6	10 733.4	4 436.2	7 409.6	6.2%	44.4%	7 584.9	7 915.6	8 271.0	3.7%	44.2%
Depreciation	27.6	19.6	19.6	20.1	-10.1%	0.1%	24.1	25.2	26.3	9.3%	0.1%
Interest, dividends and rent on land	2 323.1	2 242.6	8.6	-	-100.0%	7.1%	-	-	-	-	-
Transfers and subsidies	7 551.7	4 873.3	5 497.3	7 218.2	-1.5%	38.8%	7 403.8	7 726.6	8 073.5	3.8%	43.1%
Total expenses	17 453.5	19 350.2	11 499.3	16 498.7	-1.9%	100.0%	17 168.6	17 917.2	18 721.7	4.3%	100.0%
Surplus/(Deficit)	11 925.5	7 599.8	21 779.5	11 903.3	-0.1%		11 657.8	12 166.1	11 511.0	-1.1%	
Cash flow statement											
Cash flow from operating activities	3 100.5	3 891.3	4 001.3	5 091.5	18.0%	100.0%	4 741.0	4 947.7	5 169.8	0.5%	100.0%
Receipts											
Non-tax receipts	1 666.9	2 756.6	2 517.1	3 515.6	28.2%	20.9%	2 443.5	2 550.1	2 664.6	-8.8%	14.9%
Other tax receipts	1 666.9	2 756.6	2 517.1	3 515.6	28.2%	20.9%	2 443.5	2 550.1	2 664.6	-8.8%	14.9%
Transfers received	8 557.8	8 534.3	9 935.9	12 420.4	13.2%	79.0%	13 987.9	14 597.8	15 253.2	7.1%	85.1%
Financial transactions in assets and liabilities	-	-	1.1	40.0	-	0.1%	5.0	5.2	5.5	-48.5%	-
Total receipts	10 224.7	11 290.9	12 454.1	15 976.0	16.0%	100.0%	16 436.4	17 153.1	17 923.2	3.9%	100.0%
Payment											
Current payments	2 581.3	2 804.6	2 908.2	3 666.2	12.4%	35.3%	4 291.6	4 478.8	4 679.9	8.5%	36.7%
Compensation of employees	1 360.4	1 481.3	1 537.6	1 850.8	10.8%	18.4%	2 155.8	2 249.8	2 350.8	8.3%	18.4%
Goods and services	1 217.5	1 322.3	1 362.0	1 815.5	14.2%	16.9%	2 135.8	2 228.9	2 329.0	8.7%	18.3%
Interest and rent on land	3.4	1.0	8.6	-	-100.0%	-	-	-	-	-	-
Transfers and subsidies	4 542.9	4 594.9	5 544.6	7 218.2	16.7%	64.7%	7 403.8	7 726.6	8 073.5	3.8%	63.3%
Total payments	7 124.2	7 399.5	8 452.8	10 884.5	15.2%	100.0%	11 695.5	12 205.4	12 753.4	5.4%	100.0%
Net cash flow from investing activities	(2 768.2)	(4 596.4)	(3 705.6)	8 499.4	-245.3%	100.0%	8 851.3	9 237.2	9 652.0	4.3%	100.0%
Acquisition of property, plant, equipment and intangible assets	(2.8)	(44.2)	(3.2)	(32.0)	125.5%	3.2%	(33.3)	(34.8)	(36.3)	4.3%	-0.4%
Investment property	(14.5)	(35.1)	(106.2)	-	-100.0%	6.1%	-	-	-	-	-
Acquisition of software and other intangible assets	(5.2)	(11.8)	(61.3)	-	-100.0%	3.0%	-	-	-	-	-
Proceeds from the sale of property, plant, equipment and intangible assets	0.6	0.0	0.2	-	-100.0%	-	-	-	-	-	-
Other flows from investing activities	(2 746.3)	(4 505.4)	(3 535.1)	8 531.4	-245.9%	87.7%	8 884.6	9 272.0	9 688.3	4.3%	100.4%
Net cash flow from financing activities	(2.2)	(1.7)	(2.8)	-	-100.0%	100.0%	-	-	-	-	-
Repayment of finance leases	(2.2)	(1.7)	(2.8)	-	-100.0%	100.0%	-	-	-	-	-
Net increase/(decrease) in cash and cash equivalents	330.1	(706.8)	293.0	13 591.0	245.3%	100.0%	13 592.3	14 184.9	14 821.8	2.9%	100.0%

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

Statement of financial position				Revised estimate	Average growth rate (%)	Average: Expenditure/ Total (%)	Medium-term expenditure estimate			Average growth rate (%)	Average: Expenditure/ Total (%)
Audited outcome							2025/26	2022/23 - 2025/26	2026/27		
R million	2022/23	2023/24	2024/25	2025/26	2022/23 - 2025/26	2026/27	2027/28	2028/29	2025/26 - 2028/29	2026/27 - 2028/29	
Carrying value of assets	197.4	252.7	428.0	235.2	6.0%	0.2%	246.5	258.3	269.9	4.7%	0.2%
<i>of which:</i>											
Acquisition of assets	(2.8)	(44.2)	(3.2)	(32.0)	125.5%	100.0%	(33.3)	(34.8)	(36.3)	4.3%	100.0%
Investments	99 611.3	108 766.1	131 137.3	137 693.3	11.4%	94.6%	144 302.5	151 229.1	158 019.3	4.7%	98.5%
Loans	505.0	332.9	276.1	–	-100.0%	0.2%	–	–	–	–	–
Receivables and prepayments	278.0	788.8	249.5	628.3	31.2%	0.4%	658.5	690.1	721.1	4.7%	0.4%
Cash and cash equivalents	1 403.7	696.9	989.9	1 215.8	-4.7%	0.9%	1 274.2	1 335.3	1 395.3	4.7%	0.9%
Statutory receivables	4 803.8	7 142.6	6 556.4	–	-100.0%	3.7%	–	–	–	–	–
Total assets	106 799.3	117 980.0	139 637.2	139 772.6	9.4%	100.0%	146 481.7	153 512.8	160 405.5	4.7%	100.0%
Accumulated surplus/(deficit)	67 779.0	79 374.9	101 154.5	82 475.1	6.8%	65.6%	86 433.9	90 582.8	94 649.9	4.7%	59.0%
Borrowings	–	5.3	–	–	–	–	–	–	–	–	–
Finance lease	0.8	1 960.8	1 899.7	1 881.2	1 246.3%	1.1%	1 971.5	2 066.2	2 158.9	4.7%	1.3%
Accrued interest	131.3	126.7	135.1	160.3	6.9%	0.1%	168.0	176.1	184.0	4.7%	0.1%
Trade and other payables	2 467.0	12 171.6	2 742.4	2 734.3	3.5%	4.0%	2 865.6	3 003.1	3 137.9	4.7%	2.0%
Benefits payable	1 855.4	–	–	–	-100.0%	0.4%	–	–	–	–	–
Provisions	24 449.1	2 681.4	24 296.7	20 289.9	-6.0%	14.2%	21 263.8	22 284.5	23 285.1	4.7%	14.5%
Derivatives financial instruments	10 116.7	21 659.3	9 408.9	32 231.6	47.1%	14.6%	33 778.8	35 400.1	36 989.6	4.7%	23.1%
Total equity and liabilities	106 799.3	117 980.0	139 637.2	139 772.6	9.4%	100.0%	146 481.7	153 512.8	160 405.5	4.7%	100.0%

Personnel information

Table 31.21 Compensation Fund personnel numbers and cost by salary level

Number of posts estimated for 31 March 2026		Number and cost ¹ of personnel posts filled/planned for on funded establishment										Average growth rate of personnel posts (%)	Average: salary level/ Total (%)						
Number of funded posts	Number of posts on approved establishment	Actual		Revised estimate		Medium-term expenditure estimate													
		2024/25	2025/26	2026/27	2027/28	2028/29	2025/26 - 2028/29	2026/27 - 2028/29											
Compensation Fund		Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost						
Salary level	1 187	1 187	1 187	1 537.6	1.3	1 187	1 850.8	1.6	1 187	2 155.8	1.8	1 187	2 249.8	1.9	1 187	2 350.9	2.0	–	100.0%
1 – 6	769	769	769	176.2	0.2	769	190.1	0.2	769	220.7	0.3	769	230.3	0.3	769	240.6	0.3	–	64.8%
7 – 10	380	380	380	1 159.0	3.0	380	1 442.4	3.8	380	1 682.4	4.4	380	1 755.8	4.6	380	1 834.6	4.8	–	32.0%
11 – 12	35	35	35	197.5	5.6	35	213.1	6.1	35	247.3	7.1	35	258.1	7.4	35	269.7	7.7	–	2.9%
13 – 16	3	3	3	4.9	1.6	3	5.2	1.7	3	5.4	1.8	3	5.6	1.9	3	5.9	2.0	–	0.3%

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		
			2022/23	2023/24	2024/25	2025/26	2026/27	2027/28	2028/29
Percentage of dialogue reports per year submitted to attendees within 14 working days of each convened dialogue	Core operations	Increased employment and work opportunities	100% (10)	100% (15)	90% (9/10)	100%	100%	100%	100%
Percentage of policy/legislative reports completed per year within the terms of reference timeframes, except valid exclusions	Core operations		100% (10)	100% (8)	100% (7)	80%	80%	80%	100%

Table 31.22 National Economic Development and Labour Council performance indicators by programme/objective/activity and related outcome (continued)

Indicator	Programme/Objective/Activity	MTDP outcome	Audited performance			Estimated performance	MTEF targets		
			2022/23	2023/24	2024/25	2025/26	2026/27	2027/28	2028/29
Percentage of knowledge management products as set out in the knowledge management plan completed by 31 March per year	Core operations	Increased employment and work opportunities	-1	-1	-1	80%	80%	80%	80%
Number of thematic dialogue series held and reports approved and published within 30 days per year	Presidential Climate Commission	Improved energy security and a just energy transition	-1	2	2	2	2	2	2
Number of policy recommendations, as set out in the annual business plan, published per year	Presidential Climate Commission		2	3	3	2	2	2	2
Number of technical reports, as set out in the annual business plan, published per year	Presidential Climate Commission		2	1	2	4	4	4	2

1. No historical data available.

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. The council brings together government, organised business, organised labour, and organisations representing community and development interests to engage and collaborate to address economic growth and social equity.

The council will continue to drive social dialogue, policy engagement and legislative processing across key socioeconomic areas over the period ahead. Key focal areas include economic inclusion, labour-market reform, skills for the future, public employment expansion and master plans in priority sectors.

The Presidential Climate Commission, which seeks to advance a just transition, climate-resilience strategies, and cross-sectoral social dialogue on energy, freight and logistics, digitalisation and climate-related socioeconomic impacts, continues to be housed in the council. 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.

After the president's directive, the council was appointed to provide secretariat support for the national dialogue, reflected as programme 5 in its budget structure. The dialogue is expected to deliver a shared national vision, strengthened multistakeholder cooperation, and policy proposals to address urgent economic and social challenges. Government's contribution to the dialogue amounts to R88.9 million in 2026/27 and private sector funding, both in cash and in kind, amounts to an estimated R304.8 million. This will be used to convene nationwide participatory processes aimed at developing a People's Pact, which sets out long-term reforms for national renewal, social cohesion and accelerated socioeconomic transformation.

An estimated 27.7 per cent (R189.5 million) of the council's total budget over the period ahead is earmarked for operations, R88.9 million in 2026/27 for the national dialogue and R111.2 million over the period ahead for the Presidential Climate Commission. Total expenditure and revenue are expected to decrease at average annual rates of 25.7 per cent, from R252.3 million in 2025/26 to R103.5 million in 2028/29, mainly as a result of a high baseline in 2025/26 because of the allocation of R132 million for the national dialogue. Transfers from the department account for an estimated 99.3 per cent (R677.9 million) of the council's revenue over the MTEF period.

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	Average growth rate (%)	Average: Expenditure/Total (%)	Medium-term expenditure estimate			Average growth rate (%)	Average: Expenditure/Total (%)
	2022/23	2023/24	2024/25				2025/26	2022/23 - 2025/26	2026/27		
Administration	43.7	47.7	52.6	46.7	2.2%	32.8%	48.9	50.8	52.4	3.9%	22.3%
Core operations	18.7	6.5	10.7	6.6	-29.2%	7.3%	6.9	7.2	7.4	3.7%	3.1%
Capacity building funds	4.6	6.2	4.5	4.8	2.0%	3.5%	5.1	5.3	5.5	4.3%	2.3%
Presidential Climate Commission	13.2	60.2	61.0	39.4	43.9%	29.9%	36.0	37.0	38.3	-0.9%	16.3%
National dialogue	-	-	-	154.7	-	26.6%	382.3	-	-	-100.0%	56.0%
Total	80.2	120.7	128.7	252.3	46.5%	100.0%	479.2	100.3	103.5	-25.7%	100.0%

Statement of financial performance

Table 31.24 National Economic Development and Labour Council statement of financial performance

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 (%)
	2022/23	2023/24	2024/25				2025/26	2022/23 - 2025/26	2026/27		
Revenue											
Non-tax revenue	2.9	2.7	1.7	1.6	-18.1%	1.6%	1.7	1.6	1.7	2.8%	0.7%
Other non-tax revenue	2.9	2.7	1.7	1.6	-18.1%	1.6%	1.7	1.6	1.7	2.8%	0.7%
Transfers received	71.9	100.6	121.9	250.7	51.6%	98.4%	477.4	98.6	101.8	-25.9%	99.3%
Total revenue	74.8	103.3	123.6	252.3	50.0%	100.0%	479.2	100.3	103.5	-25.7%	100.0%
Expenses											
Current expenses	80.2	120.7	128.7	252.3	46.5%	100.0%	479.2	100.3	103.5	-25.7%	100.0%
Compensation of employees	35.6	59.1	58.9	63.7	21.4%	37.4%	87.1	65.9	67.9	2.1%	32.3%
Goods and services	43.4	59.8	67.8	188.5	63.1%	61.8%	392.1	34.4	35.6	-42.6%	67.7%
Depreciation	1.2	1.8	2.0	-	-100.0%	0.9%	-	-	-	-	-
Total expenses	80.2	120.7	128.7	252.3	46.5%	100.0%	479.2	100.3	103.5	-25.7%	100.0%
Surplus/(Deficit)	(5.4)	(17.4)	(5.2)	-	-100.0%	-	-	-	-	-	-

Personnel information

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

Number of posts estimated for 31 March 2026			Number and cost ¹ of personnel posts filled/planned for on funded establishment									Average growth rate of personnel posts (%)	Average: salary level/Total (%)						
Number of approved funded posts	Number of posts on establishment	Number of posts	Actual			Revised estimate			Medium-term expenditure estimate										
			2024/25	2025/26	2026/27	2027/28	2028/29	2025/26 - 2028/29	2026/27 - 2028/29										
National Economic Development and Labour Council																			
Salary level	58	58	58	58.9	1.0	58	63.7	1.1	58	87.1	1.5	58	65.9	1.1	58	67.9	1.2	-	100.0%
1-6	4	4	4	2.9	0.7	4	3.3	0.8	4	4.8	1.2	4	3.5	0.9	4	3.6	0.9	-	6.9%
7-10	19	19	19	12.1	0.6	19	13.7	0.7	19	30.7	1.6	19	14.5	0.8	19	14.9	0.8	-	32.8%
11-12	23	23	23	24.0	1.0	23	25.9	1.1	23	29.9	1.3	23	25.9	1.1	23	26.7	1.2	-	39.7%
13-16	12	12	12	19.9	1.7	12	20.9	1.7	12	21.7	1.8	12	22.1	1.8	12	22.7	1.9	-	20.7%

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		
			2022/23	2023/24	2024/25	2025/26	2026/27	2027/28	2028/29
Number of statistical reports on productivity and competitiveness published per year	Research, innovation and statistics	Increased employment and work opportunities	2	2	2	2	2	2	2
Number of research reports and publications on priority sectors published and disseminated per year	Research, innovation and statistics		2	2	4	3	4	4	4
Number of jobs saved in companies facing economic distress per year	Business turnaround and recovery		4 983	5 392	7 094	3 750	4 000	4 250	4 500
Number of companies facing economic distress supported through turnaround strategies to retain jobs per year	Business turnaround and recovery		78	71	40	75	80	85	90
Number of workplace/future forum members trained and capacitated on productivity improvement solutions per year	Business turnaround and recovery		740	933	365	225	240	255	270
Number of small, medium and micro enterprises and other enterprises supported through competitiveness improvement services per year	Competitiveness improvement services		1 522	1 671	1 323	1 252	1 313	1 380	1 445
Number of entrepreneurs, workers and managers capacitated to promote a culture of productivity per year	Competitiveness improvement services		2 317	3 016	2 696	2 400	2 500	2 600	2 700
Number of productivity champions capacitated to build awareness and promote a stronger culture of productivity in South Africa per year	Competitiveness improvement services		528	542	423	335	350	390	430

Entity overview

Productivity South Africa was established in terms of section 31 of the Employment Services Act (2014). It is mandated to contribute to South Africa's socioeconomic development and competitiveness by promoting employment growth and productivity. The entity aims to support a targeted 4 138 enterprises over the medium term to improve their productivity and competitiveness while maintaining their sustainability.

The entity has begun implementing a financial turnaround and sustainability strategy, which focuses on business development and expanding service offerings to generate additional revenue. Accordingly, revenue generated from the sale of goods and services is expected to increase at an average annual rate of 3.5 per cent, from R53.8 million in 2025/26 to R59.6 million in 2028/29.

The entity will undergo a spending review over the period ahead as it has incurred persistent financial deficits requiring bailouts, with limited potential for external funding. As the department has concerns about its affordability in the medium term, the review aims to identify inefficiencies, assess the appropriateness of the service delivery model and corporate form, and recommend reforms to improve sustainability, efficiency and value for money.

Total expenditure and revenue are expected to increase at average annual rates of 3.8 per cent, from

R186.2 million in 2025/26 to R208.1 million in 2028/29. The entity expects to receive 70.8 per cent (R424.4 million) of its revenue over the period ahead through transfers from the Department of Employment and Labour; the Department of Trade, Industry and Competition; and the Unemployment Insurance Fund.

Programmes/Objectives/Activities

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

	Audited outcome			Revised estimate	Average growth rate (%)	Average: Expenditure/Total (%)	Medium-term expenditure estimate			Average growth rate (%)	Average: Expenditure/Total (%)
	2022/23	2023/24	2024/25				2025/26	2022/23 - 2025/26	2026/27		
R million											
Administration	69.9	75.6	69.7	87.9	7.9%	52.1%	87.9	91.5	95.2	2.7%	45.8%
Research, innovation and statistics	8.4	7.3	6.2	8.7	1.4%	5.3%	9.2	9.6	10.0	4.7%	4.8%
Business turnaround and recovery	21.9	33.0	27.0	55.1	36.0%	23.6%	58.4	61.0	63.7	5.0%	30.6%
Competitiveness improvement services	19.9	31.3	24.8	34.5	20.2%	19.0%	35.9	37.5	39.2	4.3%	18.8%
Total	120.0	147.3	127.6	186.2	15.8%	100.0%	191.4	199.5	208.1	3.8%	100.0%

Statement of financial performance

Table 31.28 Productivity South Africa statement of financial performance

Statement of financial performance											
	Audited outcome			Revised estimate	Average growth rate (%)	Average: Expenditure/Total (%)	Medium-term expenditure estimate			Average growth rate (%)	Average: Expenditure/Total (%)
	2022/23	2023/24	2024/25				2025/26	2022/23 - 2025/26	2026/27		
R million											
Revenue											
Non-tax revenue	26.7	37.8	32.2	55.2	27.4%	24.9%	55.7	58.0	61.1	3.5%	29.2%
Sale of goods and services other than capital assets	23.7	34.2	30.8	53.8	31.4%	23.3%	54.3	56.5	59.6	3.5%	28.4%
Other non-tax revenue	2.9	3.6	1.4	1.3	-23.1%	1.5%	1.4	1.5	1.5	4.3%	0.7%
Transfers received	104.1	115.1	108.0	131.1	8.0%	75.1%	135.8	141.6	147.0	3.9%	70.8%
Total revenue	130.8	152.9	140.2	186.2	12.5%	100.0%	191.4	199.6	208.1	3.8%	100.0%
Expenses											
Current expenses	120.0	147.3	127.6	186.2	15.8%	100.0%	191.4	199.5	208.1	3.8%	100.0%
Compensation of employees	82.7	84.4	77.5	103.1	7.6%	59.8%	106.3	110.9	116.0	4.0%	55.6%
Goods and services	34.5	60.4	49.2	80.4	32.5%	38.6%	82.3	85.7	89.1	3.5%	42.9%
Depreciation	2.7	2.4	0.9	2.7	-0.2%	1.5%	2.8	2.9	2.9	3.2%	1.4%
Interest, dividends and rent on land	0.1	0.1	0.0	0.1	-1.6%	-	0.1	0.1	0.1	4.3%	-
Total expenses	120.0	147.3	127.6	186.2	15.8%	100.0%	191.4	199.5	208.1	3.8%	100.0%
Surplus/(Deficit)	10.8	5.6	12.6	-	-100.0%		-	-	-	-	

Personnel information

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

Number of posts estimated for 31 March 2026		Number and cost ¹ of personnel posts filled/planned for on funded establishment															Average growth rate of personnel posts (%)	Average: salary level/Total (%)	
Number of approved funded posts	Number of posts on approved establishment	Actual			Revised estimate			Medium-term expenditure estimate											
		2024/25		2025/26		2026/27			2027/28			2028/29			2025/26 - 2028/29	2026/27 - 2028/29			
		Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost			
Productivity South Africa																			
Salary level	110	110	83	77.5	0.9	110	103.1	0.9	110	106.3	1.0	110	110.9	1.0	110	116.0	1.1	-	100.0%
1 – 6	4	4	2	4.0	2.0	4	4.7	1.2	4	4.9	1.2	4	5.3	1.3	4	5.7	1.4	-	3.6%
7 – 10	35	35	28	18.2	0.7	35	21.0	0.6	35	21.6	0.6	35	22.5	0.6	35	23.5	0.7	-	31.8%
11 – 12	51	51	44	40.8	0.9	51	49.4	1.0	51	50.8	1.0	51	52.9	1.0	51	55.3	1.1	-	46.4%
13 – 16	20	20	9	14.5	1.6	20	28.0	1.4	20	29.0	1.5	20	30.2	1.5	20	31.6	1.6	-	18.2%

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		
			2022/23	2023/24	2024/25	2025/26	2026/27	2027/28	2028/29
Percentage of valid unemployment benefit claims with complete, accurate and verified information approved or rejected within 15 working days per year	Business operations		89% (925 543/ 1 039 973)	94% (950 174/ 1 007 309)	93% (583 990/ 625 912)	90% within 25 working days	90% within 18 working days	92% within 15 working days	94% within 15 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	Optimised social protection and improved coverage	85% (101 021/ 118 816)	90% (106 298/ 117 806)	90% (44 929/ 49 718)	90% within 18 working days	90% within 15 working days	92% within 15 working days	94% within 15 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		89% (12 357/ 13 836)	96% (13 785/ 14 312)	91% (6 276/ 6 921)	90% within 20 working days	90% within 20 working days	92% within 15 working days	94% within 15 working days
Number of beneficiaries participating in employability programmes per year	Labour activation programmes		8 457	5 319	28 563	240 000	200 000	250 000	155 000
Percentage of approved temporary employer/ employee relief scheme applications paid within specified timeframes per year	Labour activation programmes		100% (4)	100% (4)	46% (11/24)	80% within 20 working days	80% within 20 working days	85% within 20 working days	90% 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). Over the medium term, the fund will focus on providing social insurance benefits and improving coverage to vulnerable groups and contributors.

In terms of driving inclusive growth and job creation, the fund will help a targeted 605 000 people access employment through its labour activation programme over the period ahead. Up to 70 per cent of participants will be former fund contributors and the remainder will be new work seekers. The fund will conduct institutional reviews and skills audits to ensure delivery models, structures and resources are reprioritised to enable the achievement of the medium-term development plan and other priorities.

The fund plans to expand the accessibility of its services over the period ahead through the use of digital platforms with effective system integration to augment the capacity of existing labour centres, provide services in areas that are far from existing labour centres, and ensure that the officials working with claims at service points improve turnaround times for processing.

Unemployment insurance contributions are set to increase at an average annual rate of 4.3 per cent, from R26.8 billion in 2025/26 to R30.5 billion in 2028/29, while benefits paid are expected to decrease at an average annual rate of 4.2 per cent, from R38.3 billion in 2025/26 to R33.7 billion in 2028/29. The decrease is attributed to the labour activation programmes' budget estimates over the medium term, which are based on approved contracts and anticipated commitments distributed in proportion to the available approved budget. Spending on compensation of employees is estimated to increase at an average annual rate of 5.6 per cent, from R2.8 billion in 2025/26 to R3.3 billion in 2028/29.

Revenue is expected to decrease at an average annual rate of 3 per cent, from R50 billion in 2025/26 to R45.6 billion in 2028/29, mainly due to the one-off provision to pay the top-up reassessment in 2025/26 as a result of delays in implementing the payment of the difference between the old and new benefits to affected beneficiaries when the amended Unemployment Insurance Act (2017) was promulgated.

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

	Audited outcome				Revised estimate	Average growth rate (%)	Average: Expenditure/ Total (%)	Medium-term expenditure estimate			Average growth rate (%)	Average: Expenditure/ Total (%)
	2022/23	2023/24	2024/25	2025/26				2022/23 - 2025/26	2026/27	2027/28		
R million												
Administration	4 924.7	6 743.8	2 757.2	6 350.6		8.8%	16.8%	7 070.4	7 296.1	7 590.8	6.1%	16.7%
Business operations	18 596.6	17 225.4	21 960.7	30 490.8		17.9%	71.6%	27 335.4	26 462.8	28 002.0	-2.8%	62.2%
Labour activation programmes	347.1	676.1	1 286.9	11 997.4		225.7%	11.6%	9 056.9	9 363.0	9 364.7	-7.9%	21.1%
Total	23 868.4	24 645.3	26 004.8	48 838.8		27.0%	100.0%	43 462.8	43 121.8	44 957.6	-2.7%	100.0%

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

	Audited outcome				Revised estimate	Average growth rate (%)	Average: Expenditure/ Total (%)	Medium-term expenditure estimate			Average growth rate (%)	Average: Expenditure/ Total (%)
	2022/23	2023/24	2024/25	2025/26				2022/23 - 2025/26	2026/27	2027/28		
R million												
Revenue												
Non-tax revenue	11 620.7	15 819.2	23 238.4	23 162.8		25.8%	42.3%	16 592.9	14 472.8	15 121.9	-13.2%	34.5%
Sale of goods and services other than capital assets	166.9	165.8	257.7	40.8		-37.5%	0.4%	41.7	42.9	44.1	2.6%	0.1%
Other sales	161.1	160.7	250.4	27.9		-44.2%	0.3%	28.2	28.8	29.3	1.6%	0.1%
Other non-tax revenue	11 453.9	15 653.5	22 980.7	23 122.0		26.4%	41.9%	16 551.2	14 429.9	15 077.9	-13.3%	34.4%
Transfers received	23 342.5	24 698.3	25 866.5	26 845.8		4.8%	57.7%	28 042.7	29 271.1	30 486.4	4.3%	65.5%
Total revenue	34 963.3	40 517.6	49 104.9	50 008.6		12.7%	100.0%	44 635.5	43 743.9	45 608.3	-3.0%	100.0%
Expenses												
Current expenses	6 985.6	9 020.0	5 844.0	10 535.4		14.7%	26.3%	11 690.7	10 949.8	11 293.4	2.3%	25.8%
Compensation of employees	1 596.4	1 640.6	1 839.2	2 822.5		20.9%	6.4%	3 181.7	3 320.5	3 320.5	5.6%	7.5%
Goods and services	5 381.2	7 361.6	3 979.8	7 697.0		12.7%	19.8%	8 440.5	7 629.3	7 972.9	1.2%	18.3%
Depreciation	8.0	17.8	25.0	15.9		25.7%	0.1%	68.5	-	-	-100.0%	0.1%
Transfers and subsidies	16 882.8	15 625.3	20 160.8	38 303.4		31.4%	73.7%	31 772.0	32 172.1	33 664.2	-4.2%	74.2%
Total expenses	23 868.4	24 645.3	26 004.8	48 838.8		27.0%	100.0%	43 462.8	43 121.8	44 957.6	-2.7%	100.0%
Surplus/(Deficit)	11 094.9	15 872.3	23 100.1	1 169.8		-52.8%		1 172.8	622.1	650.7	-17.8%	

Cash flow statement

Cash flow from operating activities	5 413.7	6 473.8	2 983.5	(17 617.3)		-248.2%	100.0%	(10 737.5)	(8 356.9)	(8 588.5)	-21.3%	100.0%
Receipts												
Non-tax receipts	844.0	940.3	1 555.3	683.1		-6.8%	3.8%	713.7	745.9	778.8	4.5%	2.5%
Sales of goods and services other than capital assets	5.8	5.1	7.3	39.3		89.2%	0.1%	40.2	41.3	42.5	2.6%	0.1%
Other sales	-	0.0	0.0	26.4		-	-	26.7	27.2	27.7	1.6%	0.1%
Other tax receipts	838.2	935.2	1 548.0	643.8		-8.4%	3.8%	673.6	704.6	736.3	4.6%	2.3%
Transfers received	23 581.2	24 918.4	26 098.3	26 845.8		4.4%	96.2%	28 042.7	29 271.1	30 486.4	4.3%	97.5%
Total receipts	24 425.2	25 858.7	27 653.6	27 529.0		4.1%	100.0%	28 756.4	30 017.1	31 265.2	4.3%	100.0%
Payment												
Current payments	3 031.4	3 566.0	4 483.1	6 842.9		31.2%	16.6%	7 721.9	7 202.4	7 376.7	2.5%	18.9%
Compensation of employees	1 337.1	1 674.6	1 860.6	2 822.5		28.3%	7.1%	3 181.7	3 320.5	3 320.5	5.6%	8.3%
Goods and services	1 694.3	1 891.4	2 622.5	4 020.4		33.4%	9.5%	4 540.1	3 882.0	4 056.2	0.3%	10.6%
Interest and rent on land	-	-	-	0.0		-	-	0.0	0.0	0.0	32.6%	-
Transfers and subsidies	15 980.0	15 818.9	20 187.0	38 303.4		33.8%	83.4%	31 772.0	31 171.6	32 476.9	-5.4%	81.1%
Total payments	19 011.4	19 384.9	24 670.2	45 146.3		33.4%	100.0%	39 493.9	38 374.0	39 853.6	-4.1%	100.0%
Net cash flow from investing activities	(11 738.7)	(5 974.1)	(156.0)	24 339.5		-227.5%	100.0%	25 535.0	27 387.7	28 595.8	5.5%	100.0%
Acquisition of property, plant, equipment and intangible assets	-	(54.7)	(34.5)	(469.5)		-	-8.6%	(470.9)	-	-	-100.0%	-0.6%
Investment property	(113.6)	(143.1)	(109.9)	(640.3)		78.0%	-15.6%	(640.3)	(622.1)	(650.7)	0.5%	-2.3%
Acquisition of software and other intangible assets	(0.6)	(17.5)	-	(60.0)		371.9%	-1.2%	(61.5)	-	-	-100.0%	-0.1%
Proceeds from the sale of property, plant, equipment and intangible assets	231.9	250.7	125.6	-		-100.0%	9.4%	-	-	-	-	-
Other flows from investing activities	(11 856.4)	(6 009.5)	(137.1)	25 509.3		-229.1%	116.0%	26 707.7	28 009.7	29 246.5	4.7%	103.0%
Net increase/(decrease) in cash and cash equivalents	(6 325.0)	499.7	2 827.5	6 722.2		-202.1%	100.0%	14 797.5	19 030.7	20 007.3	43.8%	100.0%

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

Statement of financial position				Revised estimate	Average growth rate (%)	Average: Expenditure/ Total (%)	Medium-term expenditure estimate			Average growth rate (%)	Average: Expenditure/ Total (%)
Audited outcome			Medium-term expenditure estimate								
R million	2022/23	2023/24	2024/25	2025/26	2022/23 - 2025/26	2026/27	2027/28	2028/29	2025/26 - 2028/29	2026/27 - 2028/29	
Carrying value of assets	626.0	742.3	729.7	567.1	-3.2%	0.4%	593.2	621.6	649.6	4.6%	0.4%
<i>of which:</i>											
<i>Acquisition of assets</i>											
Investments	130 422.1	144 131.2	165 040.1	128 763.4	-0.4%	91.2%	134 686.6	141 151.5	147 489.2	4.6%	82.8%
Receivables and prepayments	2 619.0	1 194.7	731.8	27 462.2	118.9%	5.1%	25 583.8	23 328.6	24 376.1	-3.9%	14.3%
Cash and cash equivalents	2 563.7	3 063.3	5 890.8	3 980.4	15.8%	2.5%	4 163.5	4 363.4	4 559.3	4.6%	2.6%
Statutory receivables	–	2 148.2	2 244.1	–	–	0.7%	–	–	–	–	–
Total assets	136 230.7	151 279.8	174 636.5	160 773.2	5.7%	100.0%	165 027.1	169 465.1	177 074.1	3.3%	100.0%
Accumulated surplus/(deficit)	68 922.5	82 978.7	103 288.6	91 887.5	10.1%	55.7%	92 972.7	93 952.1	98 170.5	2.2%	55.7%
Capital and reserves	45 697.7	47 480.3	50 270.6	47 025.0	1.0%	30.6%	49 188.2	51 549.2	53 863.7	4.6%	30.2%
Trade and other payables	669.1	856.5	1 206.8	719.6	2.5%	0.6%	752.7	788.8	824.2	4.6%	0.5%
Benefits payable	100.0	55.7	29.5	21 103.8	495.3%	3.4%	22 074.6	23 134.2	24 172.9	4.6%	13.6%
Provisions	20 841.3	19 908.5	19 841.0	37.3	-87.9%	9.7%	39.0	40.9	42.7	4.6%	–
Total equity and liabilities	136 230.7	151 279.8	174 636.5	160 773.2	5.7%	100.0%	165 027.1	169 465.1	177 074.1	3.3%	100.0%

Personnel information

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

Number of posts estimated for 31 March 2026			Number and cost ¹ 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	Number of posts on establishment	Actual			Revised estimate			Medium-term expenditure estimate										
			2024/25		2025/26		2026/27		2027/28		2028/29		2025/26 - 2028/29	2026/27 - 2028/29					
Unemployment Insurance Fund			Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost	Number	Cost	Unit cost		
Salary level	7 424	23 424	3 424	1 839.2	0.5	6 924	2 822.5	0.4	11 424	3 181.7	0.3	11 424	3 320.5	0.3	15 424	3 320.5	0.2	30.6%	100.0%
1 – 6	6 116	22 116	2 116	644.6	0.3	5 716	1 509.5	0.3	10 116	1 880.0	0.2	10 116	1 958.9	0.2	14 116	2 094.4	0.1	35.2%	89.7%
7 – 10	1 154	1 154	1 154	913.5	0.8	1 054	937.6	0.9	1 154	995.8	0.9	1 154	1 041.5	0.9	1 154	937.9	0.8	3.1%	9.0%
11 – 12	119	119	119	193.0	1.6	119	258.2	2.2	119	210.4	1.8	119	220.1	1.8	119	198.2	1.7	–	0.9%
13 – 16	35	35	35	88.1	2.5	35	117.2	3.3	35	95.5	2.7	35	99.9	2.9	35	90.0	2.6	–	0.3%

1. Rand million.

