DWAF PORTFOLIO COMMITTEE PRESENTATION

Reviewed Turnaround strategy for HR June 2006

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REVIEWED TURNAROUND STRATEGY

- ✓ Service delivery model : proper organizational structure
- √ Organizational architecture
- ✓ Organizational capabilities
- √ Organizational culture

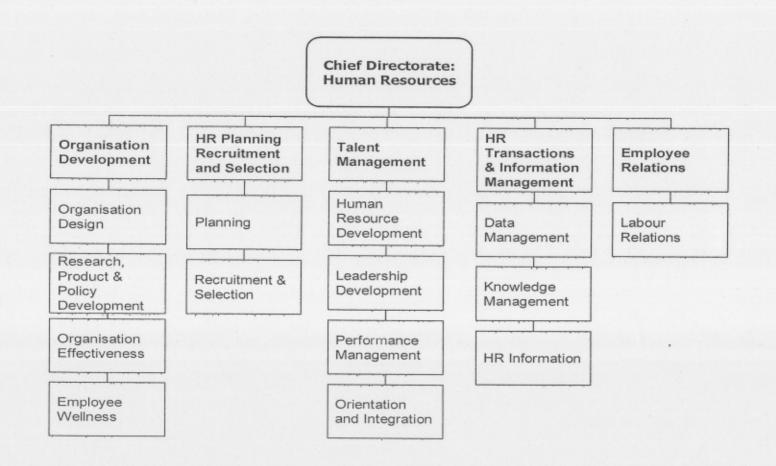
STRATEGIC THRUSTS - 2006 / 07

- √ Organizational design
- √ Acquisition of talent
- √ Retention of talent
- √ Skills development
- ✓ Performance management
- ✓ Building a smart organizational culture
- ✓ Improve EE status

AN ASSESSMENT OF HR

- ✓ Undertaken root cause analysis.
- ✓ Appointed Chief Director HR.
- √ Appointed Director: HRD
- ✓ Reorganization of structure.

CHIEF DIRECTORATE: HUMAN RESOURCES



Organisational Development

Organisation Design

HR Strategic Alignment & Support (provides input & guidance to all Org Dev components)

OMS (structure, process & job analysis; job description

descript design)

Job Evaluation Systems & Procedures (job evaluation & grading, Equate)

Research, Product & Policy Development

Analysis, Development, Implementation & Support Service (research HRrelated/org. methodologies, assessment tools & T&D services procurement support; synthesizes and integrates strategic and practical aspects; guides compliance & good governance)

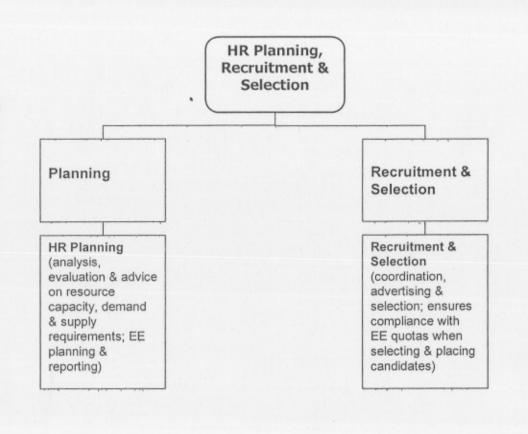
Organisational Effectiveness

Organisational
Performance
Improvement
(Business Process
Analysis, Culture,
Diversity,
Monitoring &
Evaluation)

Change Management (ongoing strategic facilitation & guidance as aligned to DWAF's changing strategic objectives)

Employee Wellness

Employee Wellness (Wellness & HIV/Aids programme coordination, Social Planning & Support)



Talent Management Human Performance Leadership Resources Orientation & Management Development Development Integration HR Training & Leadership & Performance Orientation & Development Management Management Integration Development (designs, develops, (identifies and (aligns new (designs, develops manages and aligns skills/ talent incumbents with requirements with and implements monitors PM relevant Dpt Succession system - in strategic business policies, conjunction with goals) Planning procedures, requirements of Line Managers) processes, culture Dpt) & systems, etc.)

HR Transactions & Information Management

Data Management

Data Capture (capture data according to set protocols)

Data Control, Procedures, Systems & Quality Management (establish criteria, protocols, update information systems, coordinate data capture, ensure adherence; test for data anomalies: quality control; track HR costs & key perf indicators)

Record Retention (provide registry function)

Knowledge Management

Knowledge Management, Data Analysis & Report Development (analyse, interpret, customise & provide sectorrelated data & information for Dpt use; identify and monitor trends; identify risks, challenges, opportunities; manage interface between Dpt and stakeholders/ clients; integrate & package data for Dpt & Gov use)

HR Information

HR Information
System
Management
(implement &
maintain HR
information system
and database, and
associated
software and
hardware)

