

**DWAF
PORTFOLIO COMMITTEE
PRESENTATION**

**Reviewed Turnaround strategy
for HR**

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REVIEWED TURNAROUND STRATEGY

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

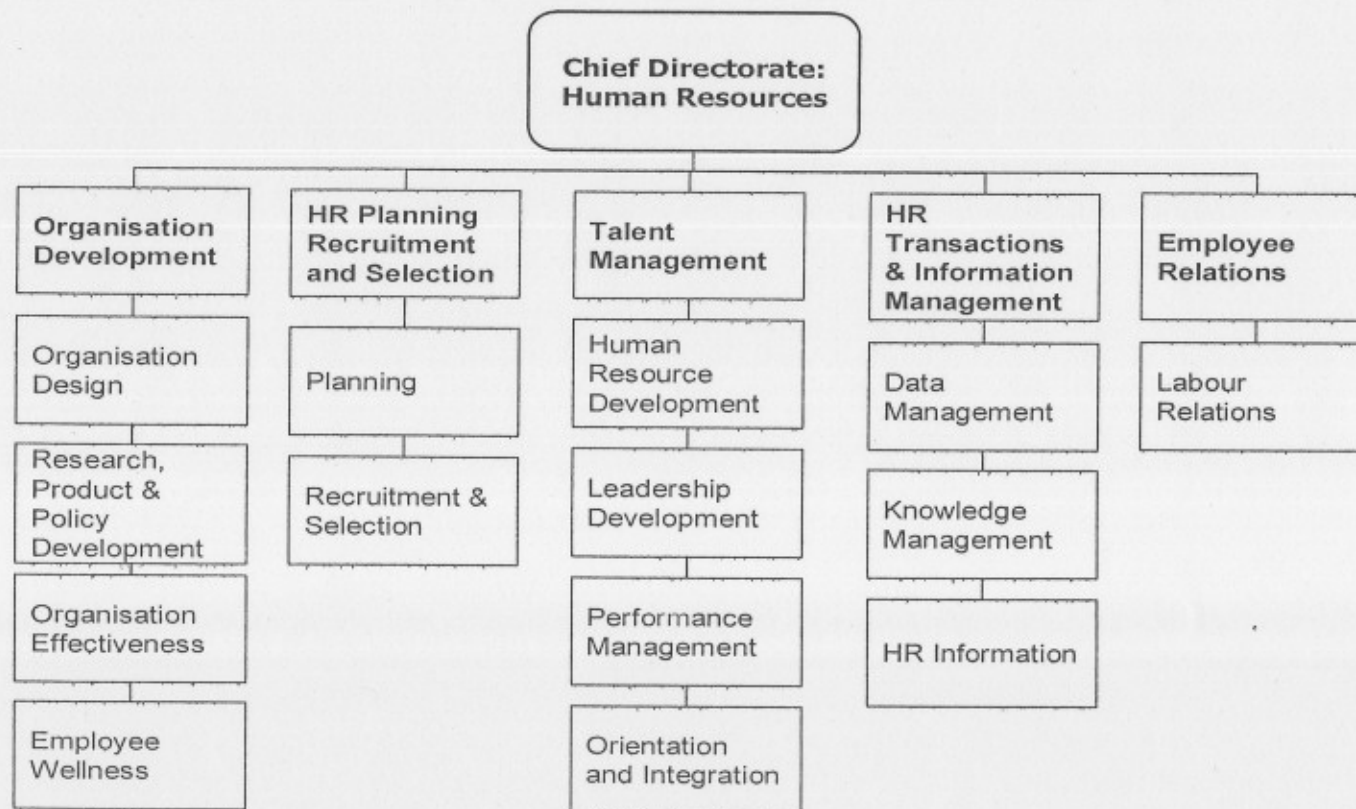
STRATEGIC THRUSTS – 2006 / 07

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

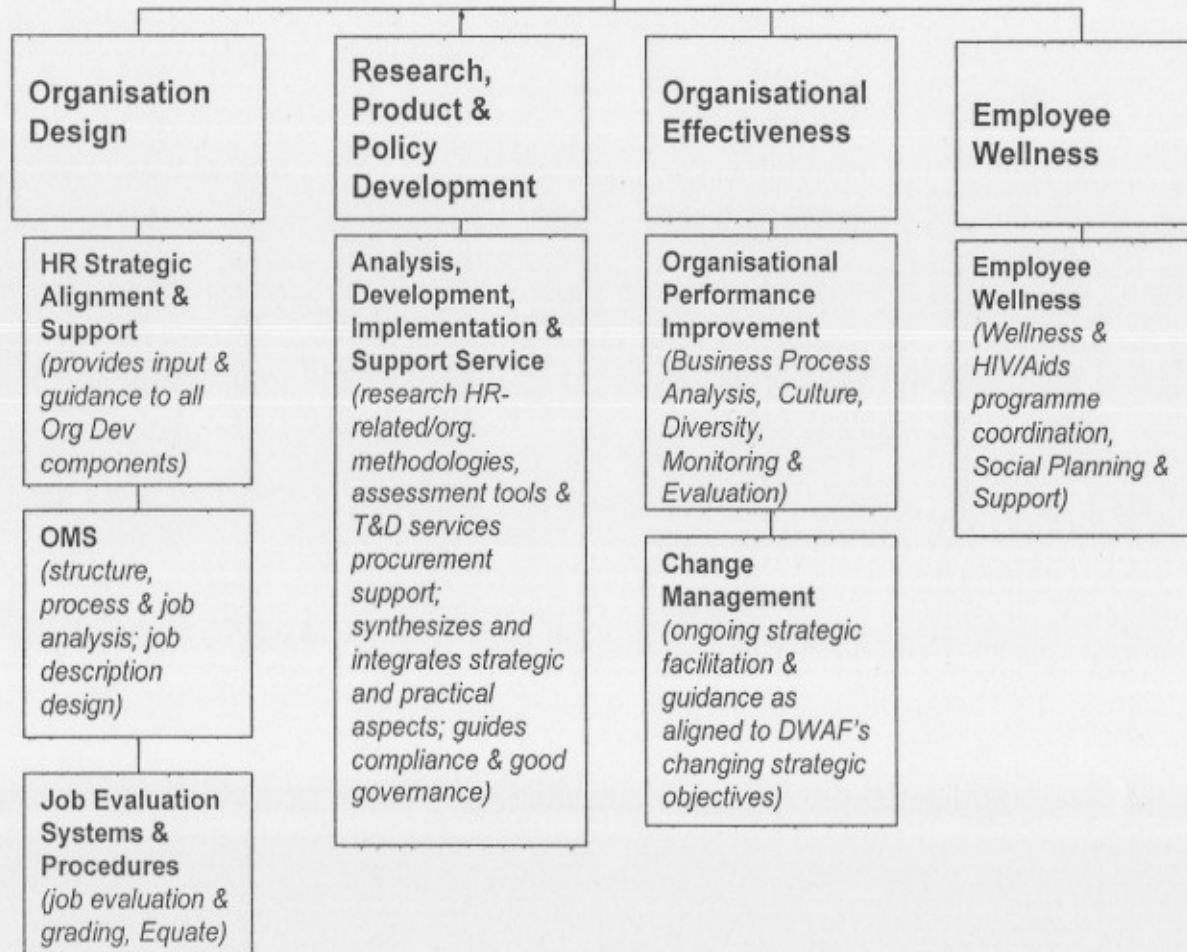
AN ASSESSMENT OF HR

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

CHIEF DIRECTORATE: HUMAN RESOURCES



Organisational Development



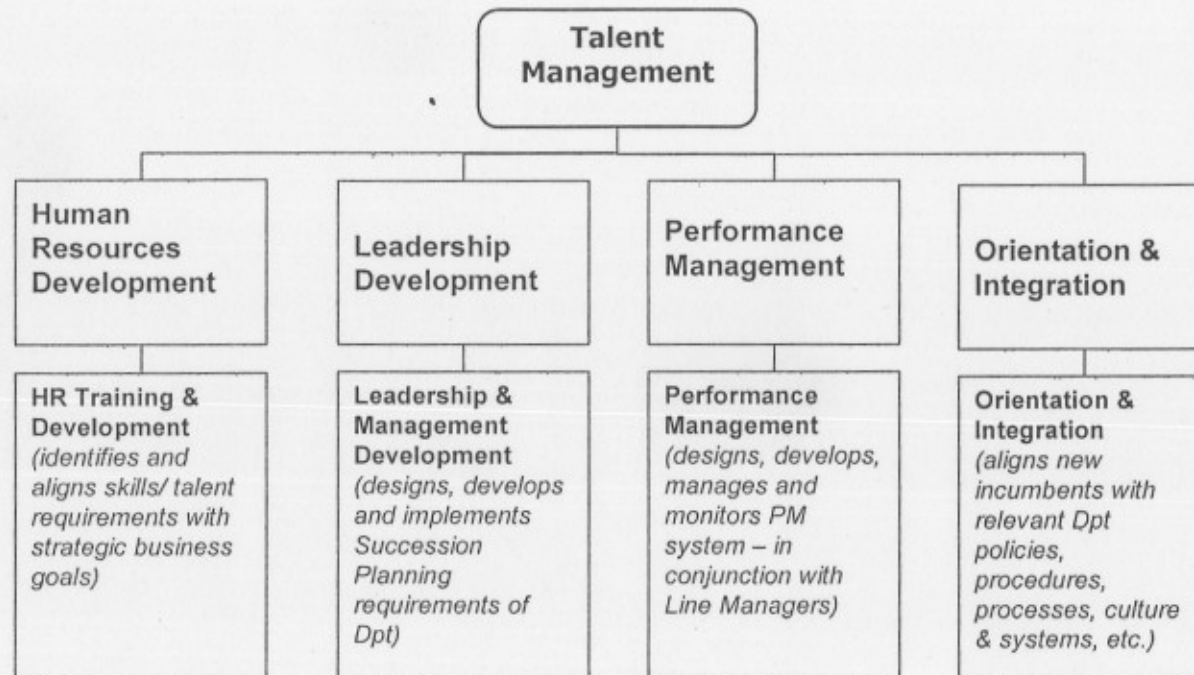
**HR Planning,
Recruitment &
Selection**

Planning

HR Planning
(analysis,
evaluation & advice
on resource
capacity, demand
& supply
requirements; EE
planning &
reporting)

**Recruitment &
Selection**

**Recruitment &
Selection**
(coordination,
advertising &
selection; ensures
compliance with
EE quotas when
selecting & placing
candidates)



**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 sector-
related 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)*

Employee Relations

Labour Relations
(complies with
statutes &
regulations;
advises and
implements on
policy formulation;
ensures fair/
transparent
processes and
procedures)