



2. Corporate Services

2.4 HUMAN RESOURCES

2.4.2 Challenges and Action Steps (cont.)

- To promote the credibility of our Establishment data ongoing audits are conducted on a monthly basis.
- Credible establishment information would add value to headcount in 2007/2008.





Total Staff Compliment 2007

- Total Permanent Staff Compliment: 13,093
- Total Temporary Staff Compliment: 2,829
- Totalling: 15,922
- Following Slide will give the total exposition per Branch per Region



**Head Count of Perm Staff per Region**

<u>Region</u>	<u>No of Posts</u>
Eastern Cape	1650
Gauteng	2285
Mpumalanga	711
National Office	2162
Free State	981
Kwazulu Natal	1799
Northern Cape	355
Western Cape	1231
Limpopo	1188
North West	731
<u>Total</u>	<u>13093</u>





- Head Count per Branch National Office

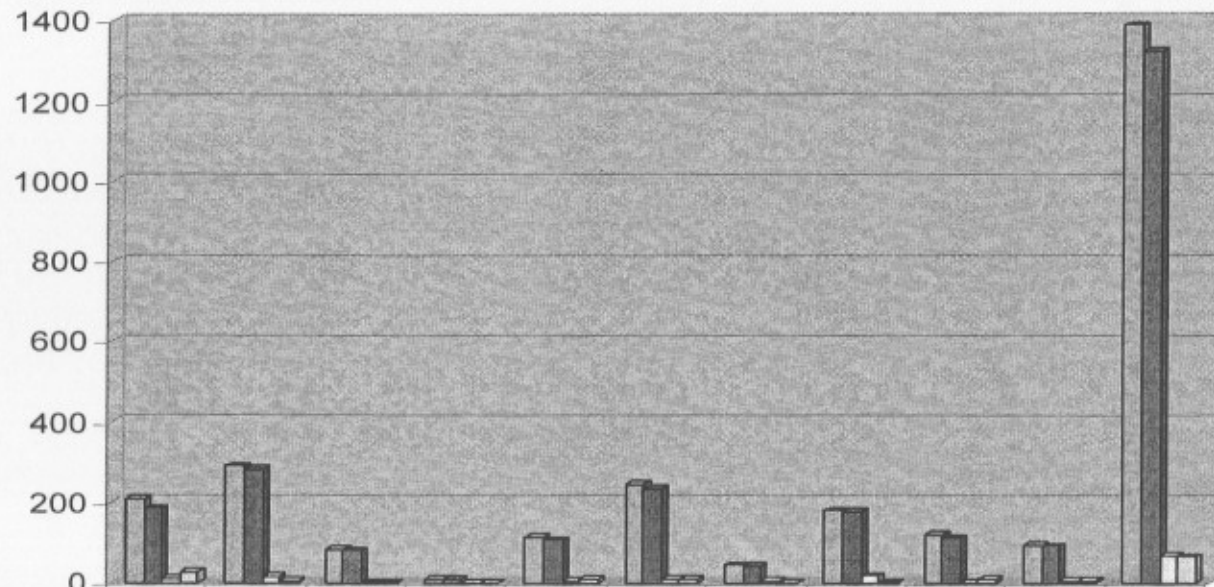
<u>National Office</u>	<u>No of Posts</u>
Min and Dep Min	24
Director-General	149
Chief Operations Officer	71
Court Services	267
Masters	542
Legislative and Constitutional Development	98
Legal Advisory Services	483
Chief Financial Officer	121
Human Resources	131
Justice College	55
Public Education and Communication	194
Information Advisory Services	27
<u>Total</u>	<u>2162</u>





Human Resources

Magistrates Vacancies



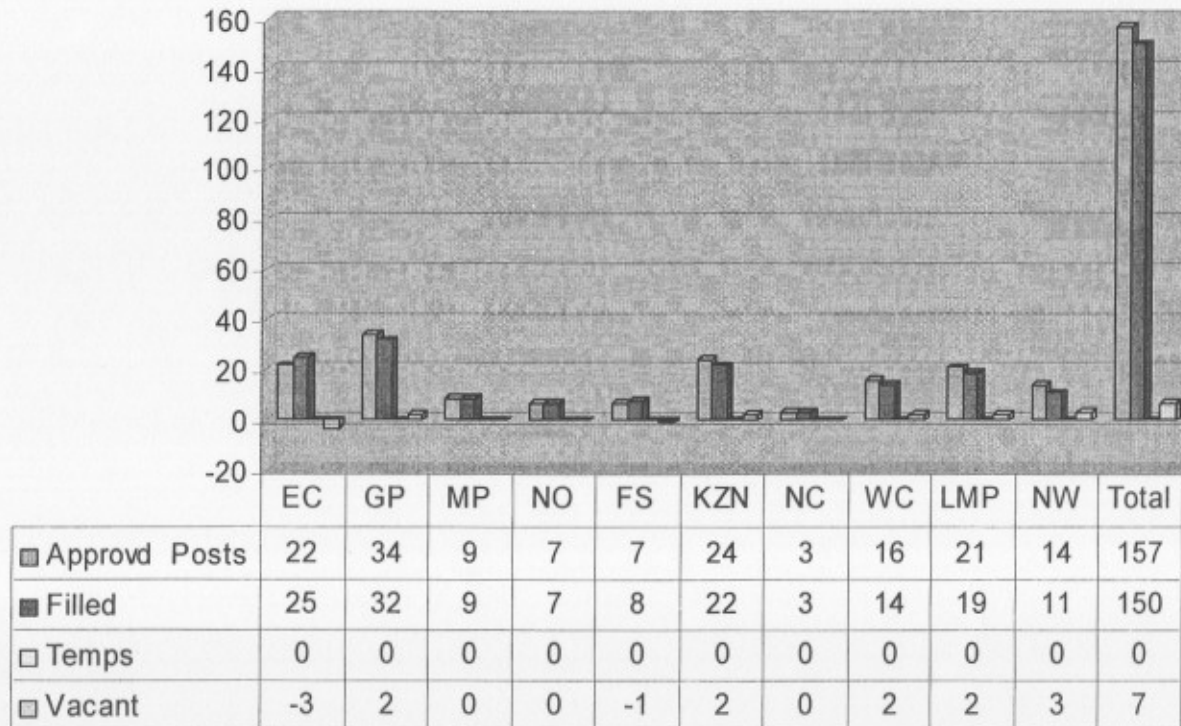
	EC	GP	MP	NO	FS	KZN	NC	WC	LMP	NW	Total
Apprvd Posts	209	289	83	11	114	244	43	180	121	94	1388
Filled	185	283	81	11	106	235	42	178	112	91	1324
Temps	8	16	2	0	4	11	4	18	0	5	68
Vacant	24	6	2	0	8	9	1	2	9	3	64





Human Resources

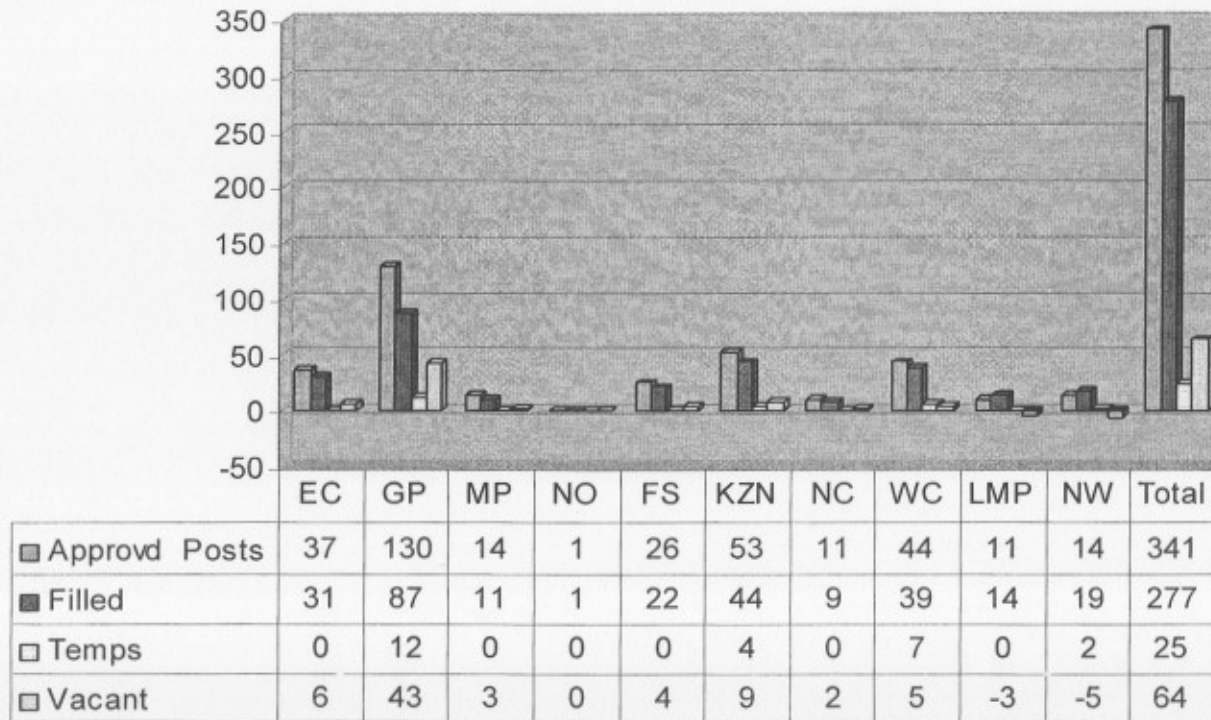
Senior Magistrates Vacancies





Human Resources

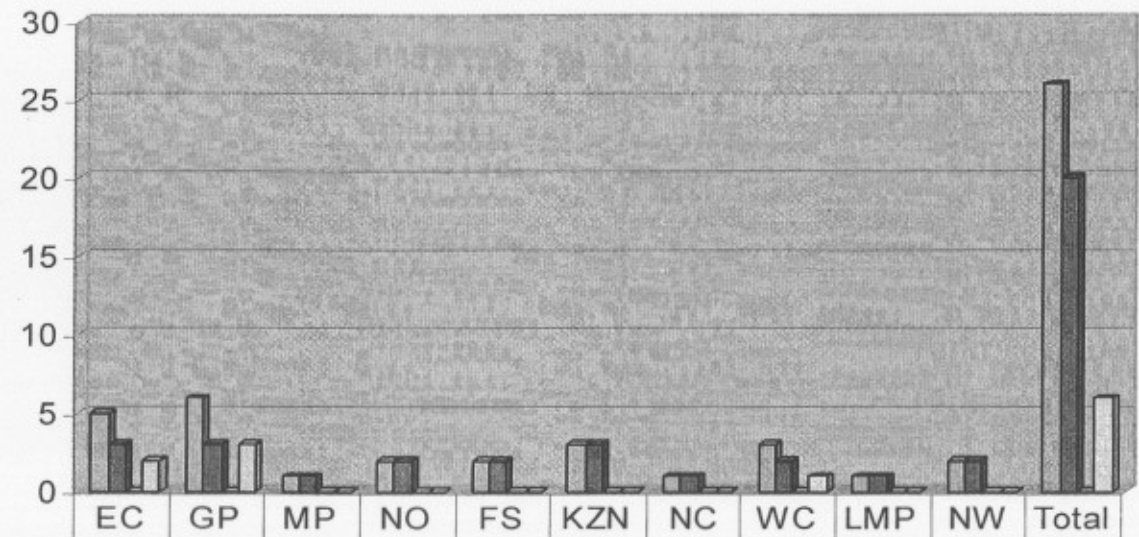
Regional Magistrates Vacancies





Human Resources

Chief Magistrates Vacancies



	EC	GP	MP	NO	FS	KZN	NC	WC	LMP	NW	Total
Approved Posts	5	6	1	2	2	3	1	3	1	2	26
Filled	3	3	1	2	2	3	1	2	1	2	20
Temps	0	0	0	0	0	0	0	0	0	0	0
Vacant	2	3	0	0	0	0	0	1	0	0	6



2.4 HR (cont.)

2.4.2 Challenges and Action Steps

- **Organisational design**

- The organisational design process still to be finalised.
- The department still have to come up with the Human Capital Plan (depended on finalising of the organisational design process)

- **Employment Equity**

- Recommendations from the Physical Audit Exercise still being discussed with the owners of the building, some of the recommendation requires serious structural changes to the building because of areas that are not accessible for employees with disabilities





2. Corporate Services

2.5 PEC

2.5.1 Achievements

- Launch of Legal Service Charter and coordinated consultative workshops in all the provinces
- The launch of the Moot Court Competition for Universities in Cape Town to engage with academic institution
- Participation in two Justice services fairs in Mpumalanga and Limpopo where services of cluster departments were marketed.
- The launch of Justice IT-Highway – introducing IT-related systems that enhance service delivery to stakeholders
- Comprehensive DOJ&CD marketing through participation in exhibitions including a career exhibition at the University of KZN (Westville Campus); Pretoria Show (Gauteng); MACUFE - Free State exhibitions; North West and Mpumalanga Arts & Cultural Exhibitions.
- Five train-the-trainer-workshops hosted nationally on the Service Charter for Victims of Crime



- Production of a multilingual Bi-monthly departmental newsletter *Justice Today*, reporting on activities of the Department and the Ministry
- Participation in *Operation Isondlo* roadshows in all the provinces
- Participation in the celebration of National Days to bring about greater understanding as to the significance of such days, including Human Rights Day; Youth Day; National Women's Day; Heritage Day; International Day of No Violence Against Women; World AIDS Day.
- Participation in Public Service Week – Shona Phansi Msebenzi-campaign where managers were working at different service points in courts
- Organised visits to Constitutional Hill for learners from Limpopo, Eastern Cape, Northern Cape and Mpumalanga
- 30 Schools Visits organised in Eastern Cape, North West, Free State, KZN and Mpumalanga
- Outreach through sports with schools. Promotion of justice services to the school children – five secondary schools were visited around Pretoria.





- Generated substantial positive media coverage on *inter alia* Operation Isondlo, TRC related exhumations and reburials, case flow management, the legal services sector charter workshops, the SAWLA conference, Sexual Offences Bill and the 10th Anniversary of the Constitution
- Redeveloped the DOJ&CD website in terms of look, content and functionality - launch of new site to coincide with the Department hosting its own website mid-March 2007
- The further development of the Intranet (DJINI) to facilitate e-communication via Branch workspaces to all DNS connected sites in the country
- The launch, implementation and training around a consolidated Brand Manual for the Department to achieve brand consistency throughout the Department and sub-offices
- Communication strategies developed to focus on the Master of the High Court, Justice IT modernisation (ISM), the Promotion of Administrative Justice Act (PAJA), Operation Isondlo and the Legal Services Sector Charter





2. Corporate Services

2.5 PEC (cont.)

2.5.2 Challenges and Action Steps (cont.)

- Capacitation of the unit in terms of its human resources infrastructure and re-alignment of budget to fund planned communication actions (Budget shortfall R58 million)
- The development of a continuous feedback mechanism through scientific analysis to aid the unit in consolidating communication messages, drafting communication strategies directed at identified target groups
- Internal communication is a challenge. Repositioning the Internal communication and staffing it appropriately will yield improvements, as would the implementation of an internal communication strategy
- Promoting previously disadvantaged languages is a challenge due to capacity constraints. Expanding and recruiting further language practitioners will alleviate this problem
- Restoring confidence in the Criminal Justice System as a cluster priority
- Continued and sustained constitutional education focussing on Human Rights
- Strengthening partnerships with NGOs, FBOs, CBOs and Traditional Leaders





2.5.2 Challenges and Action Steps (cont)

- Launch of the Service Charter for Victims of Crime, the TRC exhumation policy and report, the White Paper on the Transformation of the Judiciary and the Legal Services Sector Charter document
- Development of further learning materials on the Constitution for primary and secondary school learners
- The sustained participation in the Izimbizo programme
- Launch of Operation *Siyanakelela* on the functions of the Master of the High Court
- Media actions pertaining to the DOJ&CD budget and spending, the Guardian's Fund and Monies in Trust are challenging
- Educational programmes on Presidential Pardons, Small Claim's and Equality Courts
- Regeneration of Operation *Isondlo* communication, focussing on improved service delivery at Maintenance Offices
- Participation in the Rand Show 2007



THANK YOU

Presented by
The Chief Operations Officer
07 February 2006

