

productivitysa

Inspiring a Competitive South Africa



MANDATE

Established in terms of section 31 of the Employment Services Act, No. 4 of 2014

Entity of the Department of Labour, with the mandate to *promote employment growth and productivity*, thus contributing to South Africa's socio-economic development and economic efficiency

To serve the interest of Government, Business and Labour



Introduction

Productivity

Measure of how well resources are used to produce outputs

Competitiveness

The ability of a nation or its enterprises to gain global market share for inputs, products and services

THE SERVICES AND FUNCTIONS OF PRODUCTIVITY SA

Section 32 of the Act read together with s2(1)(e) and (f), and s7 enjoins Productivity SA to amongst others, develop relevant productivity competencies and competitiveness in workplaces, with a focus on the following core functions:

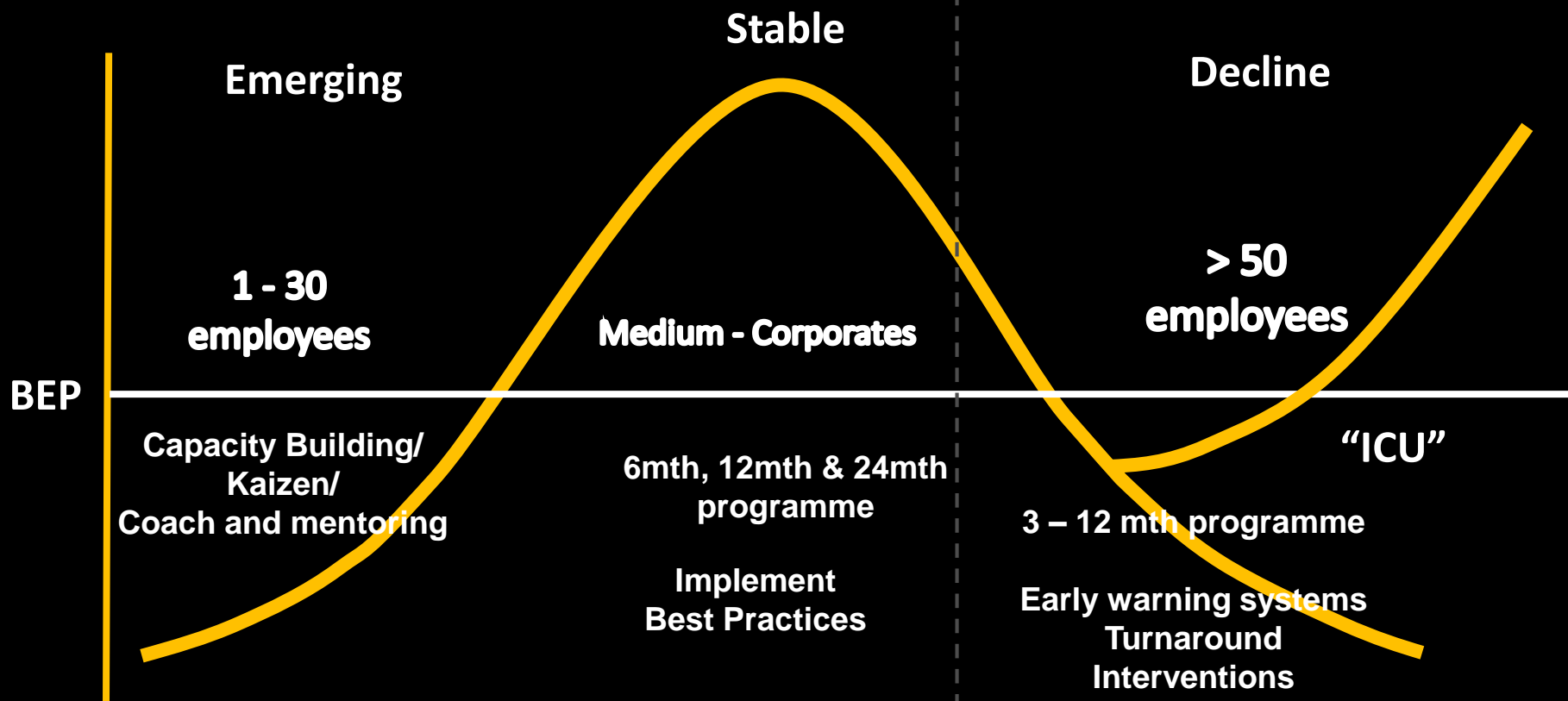
- (i) To promote employment and income growth, and workplace productivity;
- (ii) To improve the employment and re-employment prospects of employees facing retrenchments and those retrenched;
- (iii) To promote social dialogue and a culture of productivity and competitiveness in the workplace and all spheres of the nation's economic and community life; and
- (iv) To provide productivity improvement and competitiveness measures, conduct Research on productivity and competitiveness related matters, and collection and supply of information.

STAGES OF INTERVENTIONS

Basic Productivity Training

Workplace Challenge, ESD Programmes

Turnaround Solutions



COURSE NAME	DESCRIPTION	WHO SHOULD ATTEND	OUTCOMES
Productivity Awareness Programme (PAP)	To increase employee cooperation and participation in productivity improvement (½ -1 Day)	Non-management staff	Delegates are empowered with knowledge that will enable them to understand and be` involved in productivity improvement by: <ul style="list-style-type: none"> • Attaching the same meaning to the basic words associated with the concept of productivity • Measuring of Single Resource Productivity • Measuring of Total Resource Productivity • How productivity is related to pay • How productivity can be improved and their role in its enhancement.
Business Start-Up Workshop (BSUW)	To increase employee cooperation and participation in productivity improvement (3 days)	A business start-up and or existing business	<ul style="list-style-type: none"> • Demonstrate an understanding of productivity • Define entrepreneurship • Identify the characteristics of a successful entrepreneur • Demonstrate an understanding of the legal forms and requirements of a business. • Identify the different sources of start-up capital • Demonstrate an understanding of Business Plan Guide/ Template as a tool during implementation of Action Plans to establish a business.
Business Performance Improvement Workshops (BPIW)	To assist Small and Medium Enterprises and cooperatives to implement systems and procedures in their businesses. (5 days)	Emerging Entrepreneurs	Improved profitability, growth and employment creation within the SMME sector through <ul style="list-style-type: none"> • Wastage elimination • Increased sales • Reduced operational costs through speed and quality improvement • Maximised profits • An early warning system (EWS) to detect distress prior to its arrival.

Workplace Transformation



THE WORKPLACE TRANSFORMATION PROGRAMME

(Stable businesses > 15 employees) 2year programme

- To assist South African organisations to enhance productivity and competitiveness



WHAT DO WE MEAN BY “BEST OPERATING PRACTICES”?

- The key strategies of best practice organisations include:
 - Implementing leadership practices that promote teamwork, participation, continuous learning and flexibility
 - Focusing on simultaneous improvement of quality, speed/delivery; cost and morale
 - Establishing close links with customers and suppliers;
 - Driving both linear and non-linear improvement initiatives;
 - Eliminating all forms of waste and making value flow.

Productivity SA: Following Womack, James P. & Daniel T. Jones (1996) *Lean Thinking: Banish Waste and Create Wealth in Your Corporation*, Simon & Schuster

Turnaround Solutions



OBJECTIVE OF THE PROGRAMME

An initiative of the Jobs Summit (1998)

- Supported by Department of Labour
- Managed by Productivity SA
- Aim to save jobs

WHAT IS TURNAROUND SOLUTIONS

Turnaround Solutions is an intervention which delivers turnaround and contingency plans for companies that are faced with the risk of financial ruin, extensive job loss, and sustainability challenges.



CRITERIA

Turnaround Solutions

+/- 50 People Employed
(if smaller we cluster
companies within the same
area/region)

Performance Decline
(Financial decline)

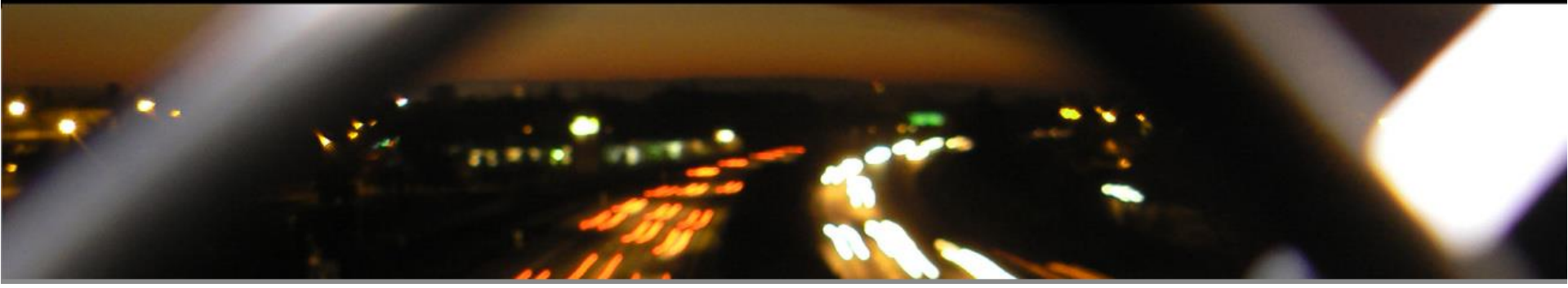
Proactive Solutions

+/- 50 People Employed

Stable Business

PROGRAMME OUTCOMES

- Improves Productivity
- Improves profitability
- Improves company performance through better marketing, financial strategies, management, HR and Operations
- Effective communication between employees and management
- Job security
- Early Warning systems to detect signs of decline



THANK YOU



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