

HUMAN RESOURCES



Projects / Activities	Targets Set	Actual Performance
Harmonious integrated human resources	Effective HR communication Less CCMA cases, less arbitration Good relations with unions	Effective HR communication Less CCMA cases, less arbitration Good relations with unions
Employee Awareness Programme	Reports on Stress Index, Alcohol Abuse Index; Drugs Abuse Index	Reports on Stress Index, Alcohol Abuse index; Drugs Abuse Index
Recruitment and employee selection	Council adoption of organogram Implementation of Mogale City Macro & Micro Structure	Council adoption of organogram Implementation of Mogale City Macro & Micro Structure
Occupational Health and Safety	Report on safety index	Report on safety index
Monitoring of implementation of HR policies and procedures	Consistent application of policies	Consistent application of policies
Induction of new employees	Induction Policy and Manual approved by 30 July 2004	Consistent application of policies
Training and development of staff	Adult Basic Education and Training programme -Mentorship and coaching programme -Recognition of Prior Learning -Skills Development Workshop	Provided Adult Basic Education
Organisational design: evaluation of all jobs	All jobs evaluated by October 2003	All jobs evaluated by October 2003
Business Process Re-engineering (BPR)	Effective and efficient work process in place Implementation of AA policy; EE; Sexual Harassment Policy; Disability Policy	Effective and efficient work process in place Implementation of AA policy; EE; Sexual Harassment Policy; Disability Policy