

# DEXCOM WRITE-UP

The Departmental Executive Committee (DEXCOM) met virtually on 10 June 2026 chaired by Acting Director General, Mr Sam Morotoba. Setting the context for the day's deliberations, the Chairperson reflected on the significant responsibilities currently entrusted to the Department, both locally and internationally.

Members were informed that the Minister of Employment and Labour and senior managers are representing South Africa at the 114th Session of the International Labour Conference in Geneva, where discussions on emerging workplace trends and the future of work continue to shape labour policy conversations globally. The Chairperson noted that these engagements underscore the growing importance of the Department's work in responding to changing labour market realities while advancing decent work and employment opportunities.

Closer to home, the Department continues to operate in a dynamic environment where labour market issues remain at the forefront of national discussions.

The Chairperson acknowledged the heightened public attention on matters involving employment and labour regulation, noting that the Department's work continues to play an important role in supporting government's broader efforts to address socio-economic challenges facing the country.

The meeting also reflected on operational matters affecting service delivery and employee wellbeing, including ongoing efforts to ensure that clients continue to receive services while the Department addresses workplace challenges in affected areas. The Chairperson reaffirmed the Department's commitment to creating safe working environments for employees and maintaining uninterrupted service delivery to communities.

Members were further reminded of the importance of maintaining the highest standards of integrity and accountability. The Department continues to work closely with oversight and law enforcement institutions, including the Special Investigating Unit (SIU), to address allegations of wrongdoing wherever they arise. The Chairperson stressed that decisive action will continue to be taken against individuals found to have engaged in corrupt activities, while recognising the professionalism and dedication demonstrated daily by the vast majority of employees across the Department and its entities.

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Against this backdrop, DEXCOM proceeded to consider a range of strategic and operational matters aimed at strengthening the Department's impact and improving service delivery outcomes.

Among the key discussions were progress updates on Project 20 000 Inspectors and Project 10K, both of which remain central to the Department's efforts to expand its reach, strengthen compliance with labour legislation and improve access to services.

The meeting further considered performance reports from the Department, the Unemployment Insurance Fund (UIF), the Compensation Fund (CF) and Supported Employment Enterprises (SEE). These engagements provided an opportunity to reflect on achievements recorded during the reporting period, assess areas where targets were not fully met and identify practical interventions required to improve performance moving forward.



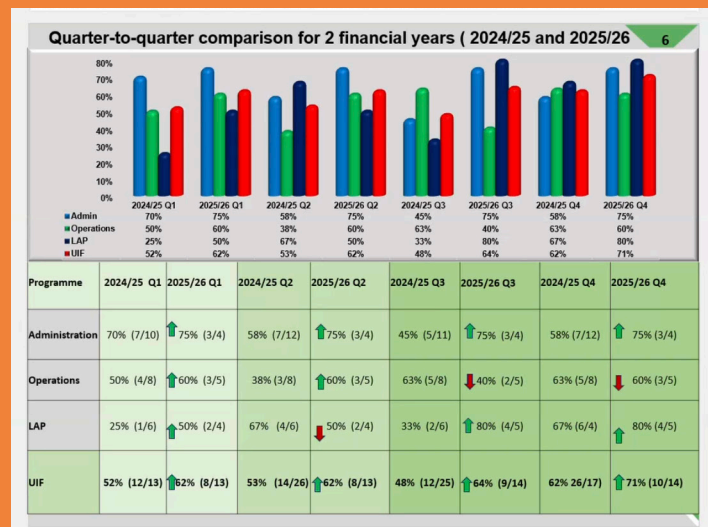
## UIF Highlights Progress, Challenges and Corrective Actions

DEXCOM received a performance update from the Unemployment Insurance Fund (UIF), covering the third and fourth quarter performance reports, the draft Annual Performance Report for 2025/26 and the April In-Year Monitoring (IYM) report.

The discussion focused on progress made in addressing identified challenges and the implementation of corrective measures.

Members noted that some targets remained affected by audit-related processes, delays in approvals, data quality verification and the finalisation of information required from external stakeholders. The Fund indicated that work is underway to improve data integrity and strengthen reporting processes to ensure more accurate performance monitoring going forward.

With regard to the April IYM report, management highlighted challenges relating to data extraction and verification, delays in administrative processes and outstanding stakeholder inputs affecting certain programme targets.



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## SEE Reports Steady Improvement Despite Financial Pressures

Management reported that SEE remained on track to achieve several of its annual targets, including those relating to the employment of persons with disabilities, marketing initiatives and strategic partnerships. Progress was also reported on the feasibility study currently underway, with the final report expected to be submitted during the current quarter.

Members noted an improvement in organisational performance during the fourth quarter, with SEE closing the financial year at 75% performance. While the entity did not achieve all of its planned targets, management reported positive movement in key areas and attributed some of the challenges to lower-than-anticipated orders during parts of the year, which affected the entity's ability to create additional employment opportunities for persons with disabilities. DEXCOM further noted SEE's financial position, including ongoing cost pressures largely driven by operational and employee-related expenditure.

Despite these challenges, management reported improved revenue performance during the fourth quarter and reaffirmed its commitment to strengthening the entity's sustainability while continuing to fulfil its social and economic mandate.

The meeting acknowledged the progress made by SEE and noted the interventions being implemented to improve performance, strengthen financial sustainability and expand opportunities for persons with disabilities through meaningful employment.

## Programme 1 Focuses on Filling Critical Vacancies and Advancing Organisational Reforms

Programme 1: Administration, covered the quarterly performance, annual performance outcomes and the April In-Year Monitoring (IYM) report.

The programme reported progress across a number of key administrative and governance areas, including digital transformation initiatives, consequence management, invoice payments and organisational reconfiguration. Members noted that while several targets were achieved during the reporting period, challenges remained in areas such as vacancy management, employee relations case finalisation and the implementation of certain organisational reform milestones.

A key focus of the the presentation was the impact of staffing constraints on performance. Management reported that the vacancy rate increased following employee exits linked to retirement and voluntary separation programmes.

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To address this challenge, plans have been put in place to accelerate recruitment processes and strengthen capacity in critical areas of the Department.

DEXCOM also noted progress in the Department's digital transformation programme, with project plans and implementation activities continuing despite delays experienced during the reporting period. Updates were further provided on the organisational reconfiguration process, including ongoing engagements with relevant stakeholders and efforts to finalise outstanding structural and legislative matters.

## Compensation Fund Focuses on Service Delivery Improvements and Operational Efficiency

From the Compensation Fund (CF), covering the April In-Year Monitoring (IYM) report and the draft 2025/26 Annual Performance Report.

The Fund reported an overall performance of 54% for April, with achievements recorded across a number of indicators despite challenges experienced in some operational areas.

Management indicated that corrective measures have already been implemented to address areas of underperformance and improve service delivery outcomes during the current reporting cycle.

Among the challenges highlighted were delays in claims adjudication, benefit payments, medical invoice processing and the filling of vacant positions. The Fund attributed some of these challenges to operational constraints, data-related issues and the impact of the April holiday period, which affected turnaround times in certain service areas. DEXCOM noted the interventions underway to improve performance, including strengthened monitoring, enhanced data management processes and targeted engagements with provinces experiencing difficulties.

The meeting further noted progress in strengthening governance and accountability measures, including the implementation of audit action plans and efforts to improve organisational performance. Management also reported ongoing engagements with key stakeholders aimed at improving system integration and enhancing service delivery efficiency.

With regard to the annual performance report, the Compensation Fund reported an overall performance achievement of 77% for the 2025/26 financial year. Members welcomed the progress made and noted that the draft Annual Performance Report had been submitted in line with governance requirements and is currently undergoing the audit process.

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## PES continues connecting work-seekers to opportunities despite system challenges

DEXCOM received a performance update from the Public Employment Services (PES) Branch, which reported strong performance across most of its key targets during the reporting period.

Members noted that while system-related challenges affected work seeker registrations during the third quarter, the branch implemented contingency measures that enabled it to recover and successfully achieve its targets by the end of the financial year. The branch also recorded positive results in the registration of employment and training opportunities, as well as the provision of employment counselling services to work seekers across the country.

A notable achievement was the continued placement of work seekers into employment and training opportunities. By the end of the fourth quarter, more than 116 000 work seekers had been successfully placed, reflecting the Department's ongoing efforts to connect unemployed South Africans with available opportunities in the labour market.

The meeting further noted progress in advancing key policy and strategic initiatives, including the approval of the National Employment Policy and the development of the Public Employment Programmes framework, both of which are expected to strengthen government's employment creation efforts. PES also reported the successful conclusion of several strategic partnerships aimed at stimulating employment opportunities and supporting economic participation.

With regard to the April In-Year Monitoring report, the branch reported strong performance in work seeker registrations, opportunity registrations and employment counselling services. However, concerns were raised regarding ongoing ICT challenges affecting employment services systems. DEXCOM noted the importance of ensuring stable and reliable systems to support service delivery and improve access to employment opportunities for work seekers.

The meeting also welcomed progress made through programmes supporting persons with disabilities, partnerships aimed at creating self-employment opportunities and initiatives linked to government's broader employment creation agenda. Members acknowledged the important role played by provincial offices and frontline staff in supporting work seekers and facilitating access to opportunities despite the challenging labour market environment.

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