



HUMAN RESOURCES

THE HUMAN RESOURCES (HR) DIVISION EXPERIENCED A CHALLENGING FINANCIAL YEAR FACED WITH SUBSTANTIAL LEGISLATIVE AMENDMENTS AND ORGANISATIONAL CHANGES. THIS NECESSITATED THAT THE HUMAN RESOURCES DEPARTMENT REMAIN ON TOP OF ITS GAME AND KEEP IN TOUCH WITH THE NEEDS OF BOTH INTERNAL AND EXTERNAL STAKEHOLDERS.

EMPLOYEE ENGAGEMENT

In an effort to maintain a highly engaged employee environment, the PPECB continued with the “Let’s Talk” engagement platform. This platform is now theme-based in order to create awareness and education on the key business processes.

EMPLOYEE WELLNESS

The utilisation of the Employee Wellness programme for the period 2015/2016 is 22.3% in comparison to 12.8% for the previous financial year. This is attributed to the PPECB acquiring a new wellness service provider that offers additional services such as an online Employee Wellness Assessment Tool. This delivers personalised lifestyle information via email; as well as a Wellness Tracker Behavioural Change programme which guides employees through the stages of behavioural change in order to achieve a healthy lifestyle. The trends in this report illustrate that the services are being well utilised to address financial concerns and relationship issues.

EMPLOYEE RELATIONS

The PPECB is currently working alongside the Solidarity union in building and maintaining sound employee relations. An HR focus area for the 2015/2016 period was to increase the capacity of the leadership team on leading in a unionised environment. The relationship with Solidarity presented an opportunity for the PPECB to engage on various policies and to gain support in our efforts to brand PPECB as an employer of choice.

EMPLOYMENT EQUITY

The quarterly meetings between the Employment Equity (EE) and Skills Forum have provided a platform of engagement on transformation, including equal opportunities for skills

development and training for all employees. The EE and Skills Forum have also contributed greatly in developing a disability framework for the PPECB as well as improving the Study Assistance Policy and Procedure.

Currently the PPECB is 9% short of reaching its 2015/2016 target of 60% African representation overall. As a remedial measure, the organisation is emphasising the recruitment and promotion of employees from African male and female groups as well as employees with disabilities to align to the Economically Active Population (EAP).

ORGANISATIONAL DEVELOPMENT

The PPECB continues to strive towards a high performance culture. The organisational development section has been focusing on interventions to create opportunities for discovery and to empower line managers with the skills to build high-performance teams.

LEARNING AND DEVELOPMENT

There is a continued drive to develop the management and leadership capabilities of line managers at all levels, as the technical nature of the organisation’s environment has led to technical expertise taking precedence over the other managerial competencies. To this end further supervisory skills training and leadership development workshops have been held to equip the line managers accordingly.

The PPECB, in conjunction with the Agricultural Sector Education and Training Authority (AgriSETA) and the Department of Agriculture, Forestry and Fisheries (DAFF), have continued to run the Agri-Export Technologist programme (AETP). This learnership has proven beneficial in providing a pipeline of skilled inspection staff to PPECB’s operational division on both a permanent and temporary employee basis. In addition, some of the graduates have been employed in the wider agricultural sector outside of the PPECB.

A Graduate Placement programme is also in place, where unemployed graduates are employed for a period of one year to gain workplace experience and to make them more employable in their chosen career field. To date, the PPECB has helped graduates gain experience in Marketing and Communications, Human Resources, Information and Communications Technology and the Laboratory.

DEVELOPMENT

The PPECB continued with its joint venture project with DAFF – the SAGAP Certification programme – and for the period in review, 14 smallholder farmers have been SAGAP-certified and as such have met the minimum food safety requirement to

export. A total of 219 smallholder farmers have also received training on food safety and good agricultural practices to raise awareness of food safety requirements and prepare them for certification requirements. There has also been continued collaboration with other government entities and departments, including the Agricultural Research Council (ARC), and the Western Cape Department of Agriculture.

HARMONISATION

This unit has achieved the following for the year in review:

- A total of 14 consistency reports have been completed detailing the status and potential risks of the PPECB inspectorate, both on product inspections and cold chain monitoring functions
- A total of seven central harmonisation workshops have been hosted internally and prioritised in line with emanating business risks and extended business mandates
- No less than 71 regional workshops and practical sessions have been conducted to ensure that PPECB technical personnel are harmonised to a practical level
- Forty two port audits have been conducted to support the business and clients at risk
- Six accelerated skills transfer courses were presented to transfer knowledge and experience
- The independent measures of the programme reveals a competency percentage of 94% for the PPECB's technical personnel, 96% on the cold chain and 93% for inspections

TALENT MANAGEMENT

During 2015/2016, the HR division began preparing the environment for formal talent management and succession planning in support of the PPECB's strategic objective – strengthening the PPECB's capacity to provide a professional suite of services, by:

- Engaging employees and managers on the PPECB performance culture
- Enhancing recruitment and selection processes
- Implementing an integrated Talent Management system – The basic Talent Management system modules were rolled out to integrate recruitment and performance

management data and to start building a platform for succession planning. Line managers were empowered to manage their talent by having online access to the recruitment progress on their vacancies, as well as greater visibility on their direct report's performance and development

- Career path – A series of workshops were conducted to review the career path processes for inspection and cold chain, and the focus at this stage is to continue with reviewing the career path to ensure alignment to performance

CONCLUSION

Although it has been a challenging year, the HR division was able to deliver on its strategic objectives and provide the support expected by the organisation.