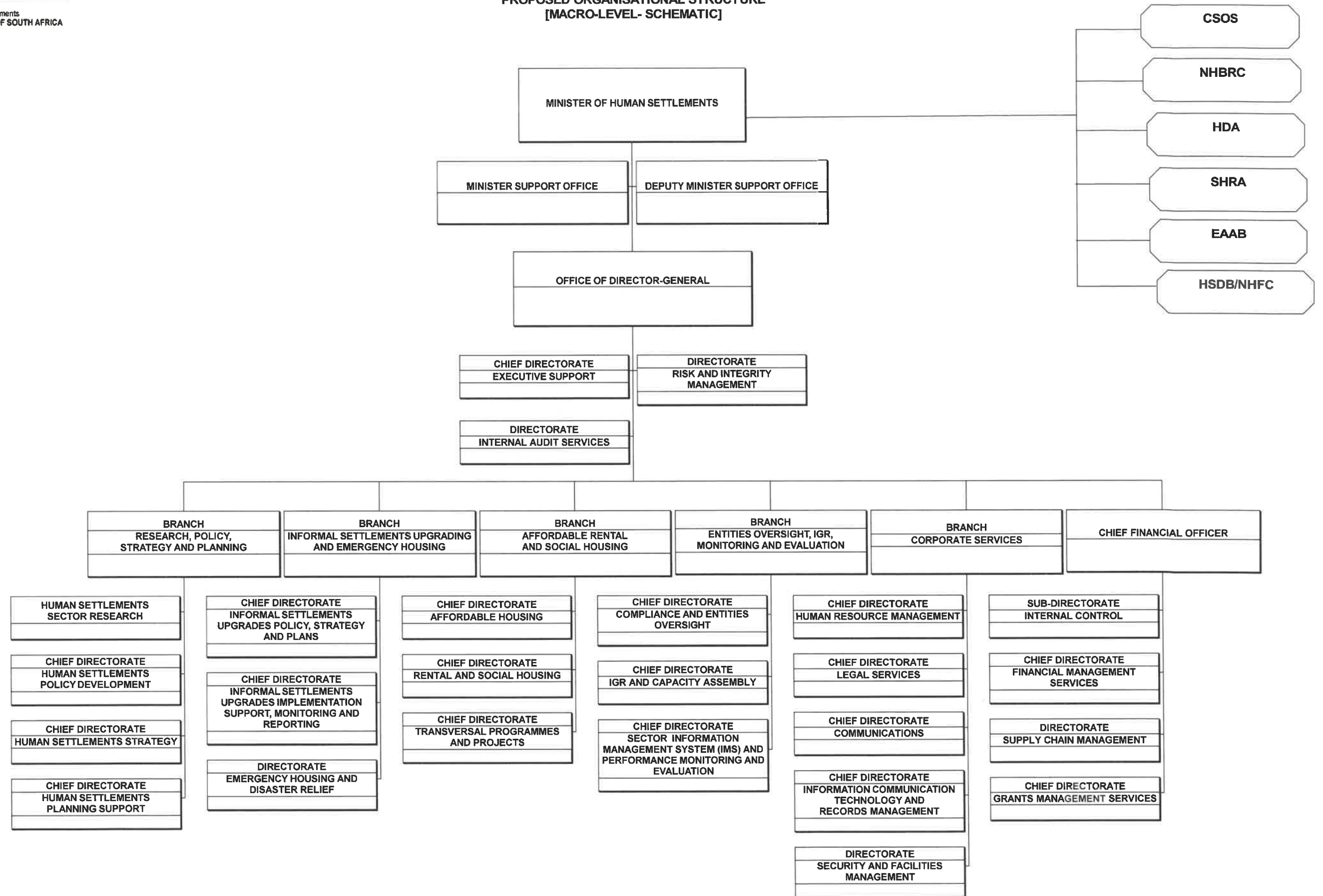
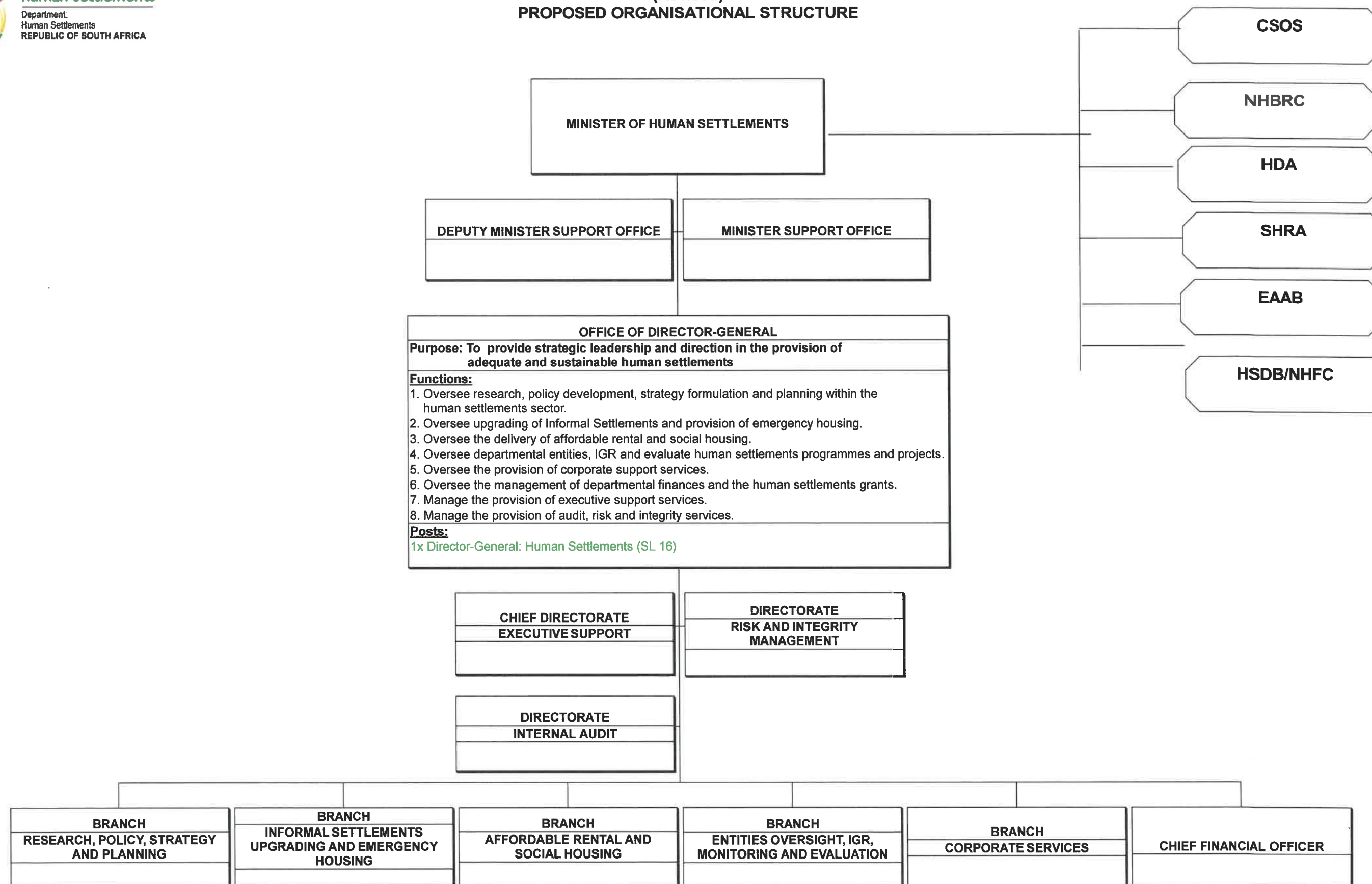


(Revised)
PROPOSED ORGANISATIONAL STRUCTURE
[MACRO-LEVEL- SCHEMATIC]



(Revised)
PROPOSED ORGANISATIONAL STRUCTURE





human settlements

Department:
Human Settlements
REPUBLIC OF SOUTH AFRICA

(Revised)
PROPOSED ORGANISATIONAL STRUCTURE

DEPUTY MINISTER SUPPORT OFFICE

Purpose: To support the Minister in the execution of duties related to the Portfolio

Functions:

1. Support the Minister on activities and duties specifically assigned.
2. Provide support to the Minister upon the Minister 's request
3. Manage the provision of administrative support to the Deputy Minister.
4. Facilitate Deputy Minister's outreach programme.



(Revised)
PROPOSED ORGANISATIONAL STRUCTURE

MINISTER SUPPORT OFFICE

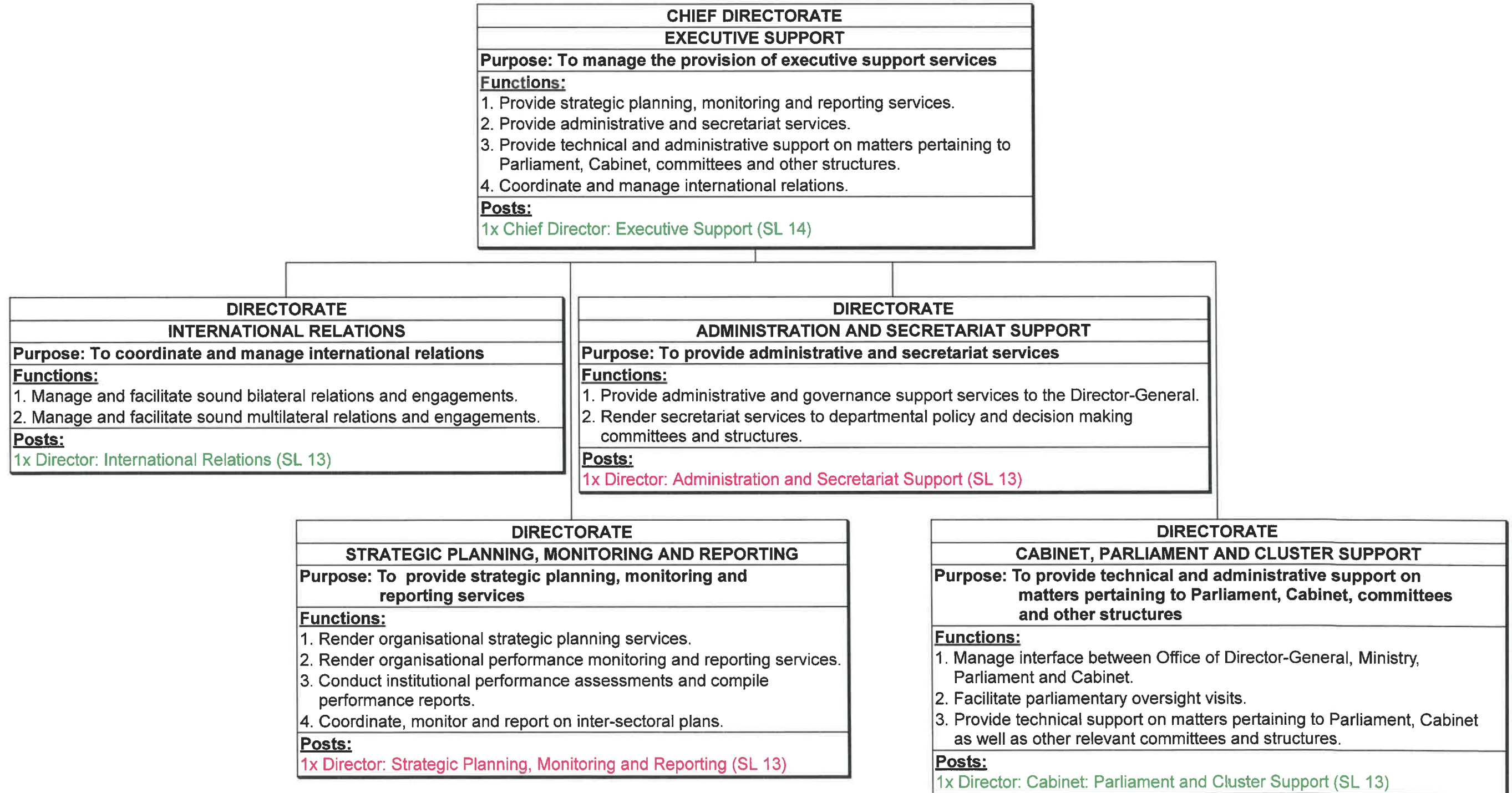
Purpose: To manage the office and render administrative support service to the Executive Authority

Functions:

1. Manage provision of administration support to the Executive Authority on Parliamentary, constituency, Portfolio Committees and Cabinet matters.
2. Facilitate implementation of matters emanating from the Executive Authority's portfolio and official matters emanating from other activities.
3. Provide ministerial media services.
4. Facilitate ministerial outreach programme.



(Revised)
PROPOSED ORGANISATIONAL STRUCTURE





human settlements

Department:
Human Settlements
REPUBLIC OF SOUTH AFRICA

(Revised)
PROPOSED ORGANISATIONAL STRUCTURE

DIRECTORATE
RISK AND INTEGRITY MANAGEMENT
Purpose: To manage risk and integrity management
Functions: 1. Provide ethics and integrity management services. 2. Provide risk management services.
Posts: 1x Director: Risk and Integrity Management (SL 13)



human settlements

Department:
Human Settlements
REPUBLIC OF SOUTH AFRICA

(Revised)
PROPOSED ORGANISATIONAL STRUCTURE

DIRECTORATE
INTERNAL AUDIT
Purpose: To provide internal audit services
<u>Functions:</u> 1. Conduct performance audits. 2. Conduct governance and compliance audits 3. Conduct information technology and financial audits. 4. Facilitate and conduct forensic audit.
<u>Posts:</u> 1x Director: Internal Audit (SL 13)



human settlements

Department:
Human Settlements
REPUBLIC OF SOUTH AFRICA

(Revised)
PROPOSED ORGANISATIONAL STRUCTURE

BRANCH
RESEARCH, POLICY, STRATEGY AND PLANNING
Purpose: To oversee research, policy development, strategy formulation and planning within the human settlements sector
Functions: 1. Manage the conduct of human settlements research. 2. Manage the development of policies and programmes for the sector (excl. Informal Settlements Upgrading Programme). 3. Manage the development of strategies and plans for the sector. 4. Manage the provision of planning support to Provinces and Municipalities in sector planning frameworks (excl. Informal Settlements Upgrading Programme).
Posts: 1x Deputy Director-General: Research, Policy, Strategy and Planning (SL 15)

SPECIALIST UNIT HUMAN SETTLEMENTS SECTOR RESEARCH	CHIEF DIRECTORATE HUMAN SETTLEMENTS POLICY DEVELOPMENT	CHIEF DIRECTORATE HUMAN SETTLEMENTS STRATEGY	CHIEF DIRECTORATE HUMAN SETTLEMENTS PLANNING SUPPORT



human settlements

Department:
Human Settlements
REPUBLIC OF SOUTH AFRICA

(Revised)
PROPOSED ORGANISATIONAL STRUCTURE

SPECIALIST UNIT
HUMAN SETTLEMENTS SECTOR RESEARCH
Purpose: To manage the conduct of human settlements research
Functions: 1. Facilitate and conduct research for human settlements programmes and projects. 2. Facilitate and conduct research requested by business units in the Department.
Posts: 1x Chief Research Specialist (SL 13)



human settlements

Department:
Human Settlements
REPUBLIC OF SOUTH AFRICA

(Revised)
PROPOSED ORGANISATIONAL STRUCTURE

CHIEF DIRECTORATE
HUMAN SETTLEMENTS POLICY DEVELOPMENT
Purpose: To manage the development of policies and programmes for the sector (excl. Informal Settlements Upgrading Programme)
Functions: 1. Develop policies for Rental, Social and Affordable Housing. 2. Develop other Human Settlements policies, guidelines, norms and standards.
Posts: 1x Chief Director: Policy Development (SL 14)

DIRECTORATE:
RENTAL, SOCIAL AND AFFORDABLE HOUSING POLICY DEVELOPMENT
Purpose: To develop policies for Rental, Social and Affordable Housing
Functions: 1. Review and develop policies, guidelines, norms and standards for Rental, Social and Affordable Housing. 2. Provide support in the interpretation and application of policies, guidelines, norms and standards for Rental, Social and Affordable Housing.
Posts: 1x Director: Rental, Social and Affordable Housing Policy Development (SL 13)

DIRECTORATE:
SECTOR POLICY AND PROGRAMMES DEVELOPMENT
Purpose: To develop other Human Settlements policies, guidelines, norms and standards
Functions: 1. Review and develop other policies, guidelines, norms and standards for other Human Settlements programmes. 2. Provide support in the interpretation and application of policies, guidelines, norms and standards for other Human Settlements programmes. 3. Publish and maintain the National Human Settlements Code.
Posts: 1x Director: Sector Policy and Programmes Development (SL 13)



human settlements

Department:
Human Settlements
REPUBLIC OF SOUTH AFRICA

(Revised)
PROPOSED ORGANISATIONAL STRUCTURE

CHIEF DIRECTORATE
HUMAN SETTLEMENTS STRATEGY
Purpose: To manage the development and implementation of human settlements sector strategy
Functions: 1. Develop human settlements sector strategy. 2. Monitor and report on implementation of the human settlements strategy.
Posts: 1x Chief Director: Human Settlements Strategy (SL 14)

DIRECTORATE
SECTOR STRATEGY DEVELOPMENT
Purpose: To develop human settlements sector strategy
Functions: 1. Coordinate human settlements strategy development. 2. Coordinate human settlements masterplan development.
Posts: 1x Director: Sector Strategy Development (SL 13)

DIRECTORATE
SECTOR STRATEGY MONITORING AND REPORTING
Purpose: To monitor and report on implementation of the human settlements strategy
Functions: 1. Assess implementation of the human settlements strategy. 2. Monitor and support implementation of the human settlements strategy. 3. Report on implementation of human settlements strategy.
Posts: 1x Director: Sector Strategy Monitoring and Reporting(SL 13)

(Revised)
PROPOSED ORGANISATIONAL STRUCTURE

CHIEF DIRECTORATE
HUMAN SETTLEMENTS PLANNING SUPPORT
Purpose: To manage the provision of planning support to Provinces and Municipalities (excl. Informal Settlements Upgrading Programme)
Functions 1. Provide human settlements planning support to Provinces and Municipalities in Region 1. 2. Provide human settlements planning support to Provinces and Municipalities in Region 2. 3. Provide human settlements planning support to Provinces and Municipalities in Region 3. 4. Provide human settlements sector planning frameworks.
Posts: 1x Chief Director: Human Settlements Planning Support (SL 14)

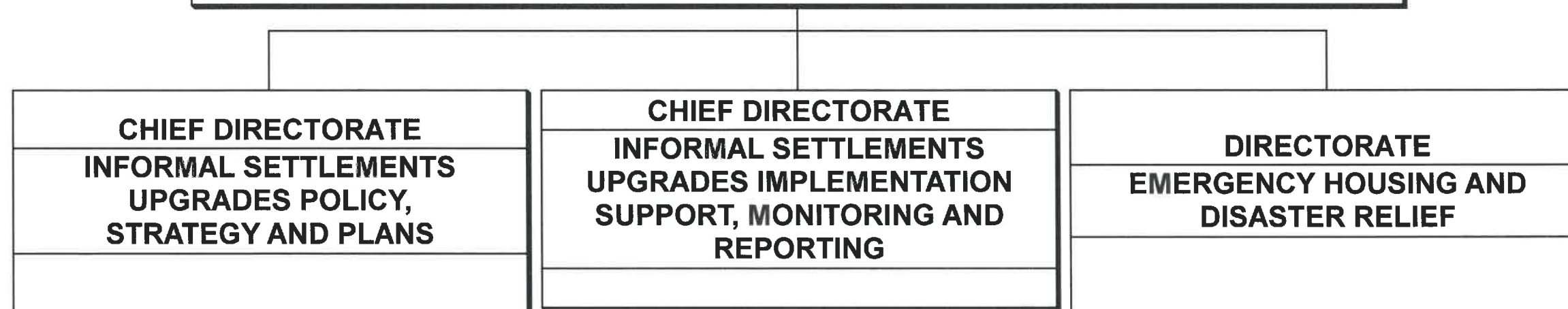
HUMAN SETTLEMENTS PLANNING SUPPORT: REGION 1	HUMAN SETTLEMENTS PLANNING SUPPORT: REGION 3
Purpose: To provide human settlements planning support to Provinces and Municipalities in Region 1	Purpose: To provide human settlements planning support to Provinces and Municipalities in Region 3
Functions 1. Support Provinces and Municipalities to develop multi-year Human Settlements development plans. 2. Support Provinces and Municipalities to develop grant related Business Plans. 3. Provide information for the compilation of the National Human Settlements Plans (e.g. HSDG Business Plans and USDG Plans, Social Housing Business Plan, the Multi-year Human Settlements Development Plans). 4. Verify project information and readiness for implementation, through the Project Readiness Matrix. 5. Ensure Provinces and Municipalities incorporate prioritised groups in their human settlements development plans.	Functions 1. Support Provinces and Municipalities to develop multi-year Human Settlements development plans. 2. Support Provinces and Municipalities to develop grant related Business Plans. 3. Provide information for the compilation of the National Human Settlements Plans (e.g. HSDG Business Plans and USDG Plans, Social Housing Business Plan, the Multi-year Human Settlements Development Plans). 4. Verify project information and readiness for implementation, through the Project Readiness Matrix. 5. Ensure Provinces and Municipalities incorporate prioritised groups in their human settlements development plans.
Posts: 1x Director: Human Settlements Planning Support: Region 1 (SL 13)	Posts: 1x Director: Human Settlements Planning Support: Region 3 (SL 13)

HUMAN SETTLEMENTS PLANNING SUPPORT: REGION 2	HUMAN SETTLEMENTS SECTOR FRAMEWORKS
Purpose: To provide human settlements planning support to Provinces and Municipalities in Region 2	Purpose: To provide human settlements sector planning frameworks
Functions 1. Support Provinces and Municipalities to develop multi-year Human Settlements development plans. 2. Support Provinces and Municipalities to develop grant related Business Plans. 3. Provide information for the compilation of the National Human Settlements Plans (e.g. HSDG Business Plans and USDG Plans, Social Housing Business Plan, the Multi-year Human Settlements Development Plans). 4. Verify project information and readiness for implementation, through the Project Readiness Matrix. 5. Ensure Provinces and Municipalities incorporate prioritised groups in their human settlements development plans.	Functions: 1. Develop and maintain human settlements frameworks and instruments. 2. Develop and maintain human settlements spatial and development plans. 3. Ensure alignment of sectoral development plans.
Posts: 1x Director: Human Settlements Planning Support: Region 2 (SL 13)	Posts: 1x Director: Human Settlements Sector Frameworks (SL 13)



(Revised)
PROPOSED ORGANISATIONAL STRUCTURE

BRANCH
INFORMAL SETTLEMENTS UPGRADING AND EMERGENCY HOUSING
Purpose: To oversee upgrading of Informal Settlements and provision of emergency housing
Functions: 1. Manage the development of informal settlements upgrade policies, strategies and plans. 2. Facilitate and coordinate the upgrading of informal settlements. 3. Coordinate the provision of temporary housing in emergency situations and relief during disasters.
Posts: 1x Deputy Director-General: Informal Settlements Upgrading and Affordable Housing (SL 15)





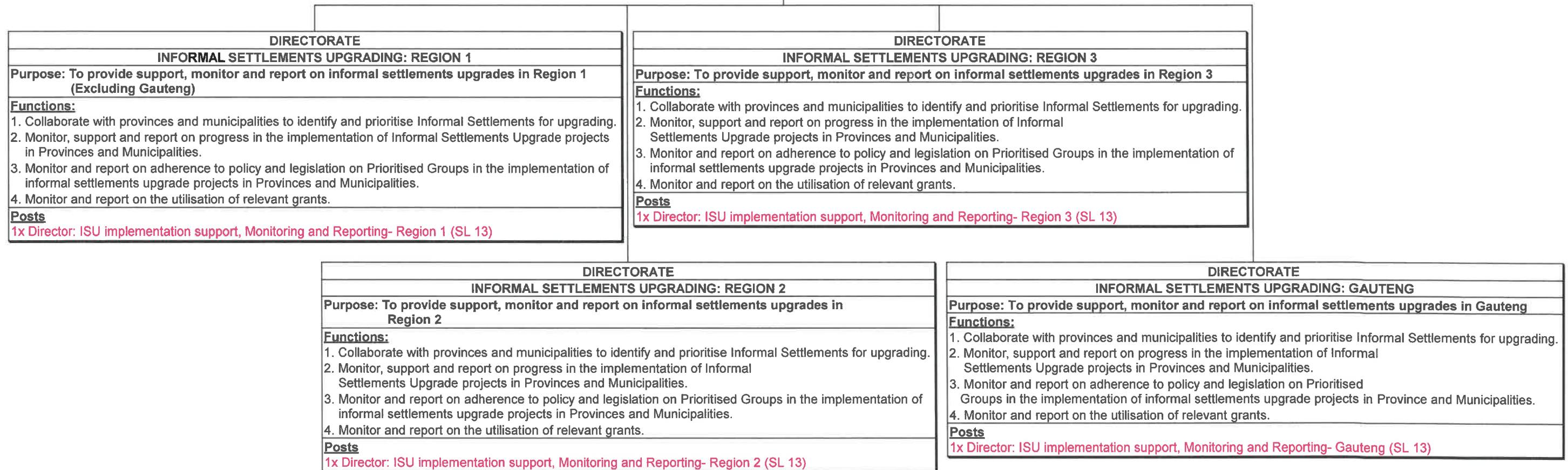
(Revised)
PROPOSED ORGANISATIONAL STRUCTURE

CHIEF DIRECTORATE
INFORMAL SETTLEMENTS UPGRADES POLICY, STRATEGY AND PLANS
Purpose: To manage the development of informal settlements upgrading policies, strategies and plans
Functions: 1. Develop policies for the upgrading of informal settlements. 2. Develop informal settlements upgrading strategies, plans and frameworks.
Posts: 1x Chief Director: Informal Settlement policy, Strategy and Planning Frameworks (SL 14)

DIRECTORATE:	DIRECTORATE:
INFORMAL SETTLEMENTS POLICY DEVELOPMENT	INFORMAL SETTLEMENTS STRATEGY AND PLANNING FRAMEWORKS
Purpose: To develop policies for the upgrading of informal settlements	Purpose: To develop informal settlements upgrading strategies, plans and frameworks
Functions: 1. Review and develop policies, guidelines, norms and standards for Informal Settlements upgrading. 2. Provide support in the interpretation and application of policies, guidelines, norms and standards for Informal Settlements upgrading. .	Functions: 1. Collaborate with Provinces and Municipalities to develop implementation strategies and plans to upgrade Informal Settlements. 2. Provide informal settlements planning frameworks.
Posts: 1x Director: Informal Settlements Policy Development (SL 13)	Posts: 1x Director: Informal Settlements Strategy and Planning Frameworks (SL 13)

(Revised)
PROPOSED ORGANISATIONAL STRUCTURE

CHIEF DIRECTORATE
INFORMAL SETTLEMENTS UPGRADES IMPLEMENTATION SUPPORT, MONITORING AND REPORTING
Purpose: To facilitate and coordinate the upgrading of informal settlements
Functions:
1. Provide support, monitor and report on informal settlements upgrades in Region 1 (Excluding Gauteng).
2. Provide support, monitor and report on informal settlements upgrades in Region 2.
3. Provide support, monitor and report on informal settlements upgrades in Region 3.
4. Provide support, monitor and report on informal settlements upgrades in Gauteng.
Posts:
1x Chief Director: ISU upgrades implementation support, monitoring and reporting (SL 14)





(Revised)
PROPOSED ORGANISATIONAL STRUCTURE

DIRECTORATE
EMERGENCY HOUSING AND DISASTER RELIEF
Purpose: To coordinate the provision of temporary housing in emergency situations and relief during disasters
Functions: 1. Collaborate with Provinces and Municipalities to develop plans and strategies for emergency housing relief. 2. Support Provinces and Municipalities to provide emergency housing during disasters and/or emergency situations. 3. Monitor and report on the utilisation of the relevant grant.
Posts: 1x Director: Emergency Housing and Disaster Relief (SL 13)



human settlements

Department:
Human Settlements
REPUBLIC OF SOUTH AFRICA

(Revised)
PROPOSED ORGANISATIONAL STRUCTURE

BRANCH

AFFORDABLE RENTAL AND SOCIAL HOUSING

Purpose: To oversee the delivery of affordable, rental and social housing

Functions:

1. Manage and facilitate the implementation of affordable housing programmes and projects.
2. Manage and facilitate the implementation of rental and social housing programmes and projects.
3. Manage and facilitate the implementation of transversal programmes and projects.

Posts:

1x Deputy Director-General: Affordable, Rental and Social housing (SL 15)

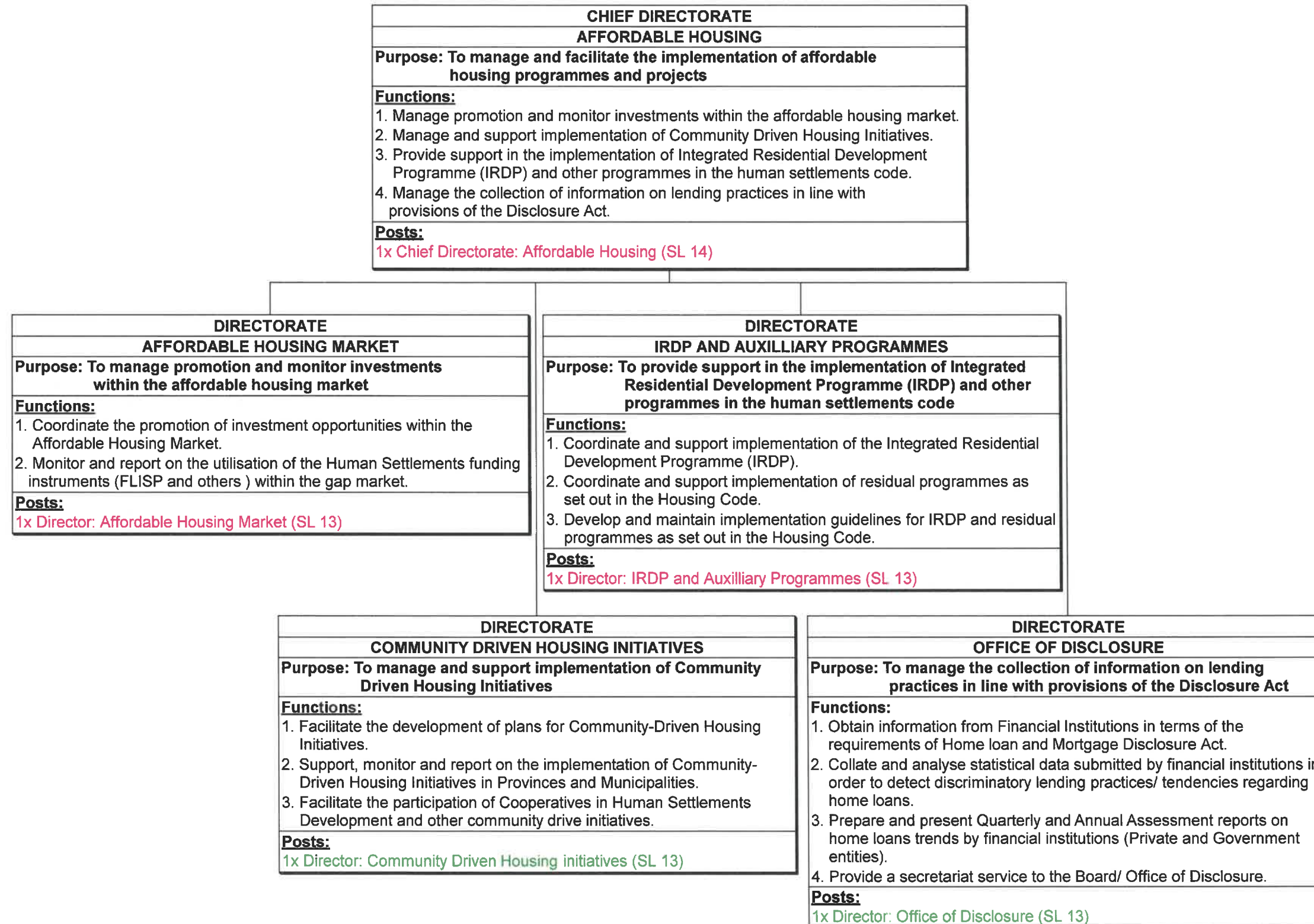
**CHIEF DIRECTORATE
AFFORDABLE HOUSING**

**CHIEF DIRECTORATE
RENTAL AND SOCIAL HOUSING**

**CHIEF DIRECTORATE
TRANSVERSAL PROGRAMMES
AND PROJECTS**



(Revised)
PROPOSED ORGANISATIONAL STRUCTURE



(Revised)
PROPOSED ORGANISATIONAL STRUCTURE

CHIEF DIRECTORATE
RENTAL AND SOCIAL HOUSING
Purpose: To manage and facilitate the implementation of rental and social housing programmes and projects
Functions: 1. Provide support, monitor and report on the implementation of rental and social housing programmes and projects in Region 1. 2. Provide support, monitor and report on the implementation of rental and social housing programmes and projects in Region 2. 3. Provide support, monitor and report on the implementation of rental and social housing programmes and projects in Region 3.
Posts: 1x Chief Director: Rental and Social Housing (SL 14)

DIRECTORATE	DIRECTORATE	DIRECTORATE
RENTAL AND SOCIAL HOUSING: REGION 1	RENTAL AND SOCIAL HOUSING: REGION 2	RENTAL AND SOCIAL HOUSING: REGION 3
Purpose: To provide support, monitor and report on the implementation of rental and social housing programmes and projects in Region 1	Purpose: To provide support, monitor and report on the implementation of rental and social housing programmes and projects in Region 2	Purpose: To provide support, monitor and report on the implementation of rental and social housing programmes and projects in Region 3
Functions: 1. Collaborate with Provinces and Municipalities and to develop implementation strategies and plans for Rental and Social Housing. 2. Monitor, report and support Provinces and Municipalities in the implementation of Rental and Social Housing projects. 3. Monitor, report and support Provinces and Municipalities to adhere to legislation on Prioritised Groups in the implementation of Rental and Social and projects. 4. Provide support to Provinces in setting-up rental housing tribunals. 5. Monitor and report on the utilisation of relevant grants (CCG).	Functions: 1. Collaborate with Provinces and Municipalities and to develop implementation strategies and plans for Rental and Social Housing. 2. Monitor, report and support Provinces and Municipalities in the implementation of Rental and Social Housing projects. 3. Monitor, report and support Provinces and Municipalities to adhere to legislation on Prioritised Groups in the implementation of Rental and Social and projects. 4. Provide support to Provinces in setting-up rental housing tribunals. 5. Monitor and report on the utilisation of relevant grants (CCG).	Functions: 1. Collaborate with Provinces and Municipalities and to develop implementation strategies and plans for Rental and Social Housing. 2. Monitor, report and support Provinces and Municipalities in the implementation of Rental and Social Housing projects. 3. Monitor, report and support Provinces and Municipalities to adhere to legislation on Prioritised Groups in the implementation of Rental and Social and projects. 4. Provide support to Provinces in setting-up rental housing tribunals. 5. Monitor and report on the utilisation of relevant grants (CCG).
Posts: 1x Director: Rental and Social Housing- Region 1 (SL 13)	Posts: 1x Director: Rental and Social Housing- Region 2 (SL 13)	Posts: 1x Director: Rental and Social Housing- Region 3 (SL 13)

(Revised)
PROPOSED ORGANISATIONAL STRUCTURE

CHIEF DIRECTORATE
TRANSVERSAL PROGRAMMES AND PROJECTS
Purpose: To manage and facilitate the implementation of transversal programmes and projects
Functions: 1. Provide implementation support, monitor utilisation of grants and report progress in the implementation of APEX Projects Type A (Catalytic Projects). 2. Provide implementation support, monitor utilisation of grants and report progress in the implementation of APEX Projects Type B (Mining Towns Revitalisation projects). 3. Provide implementation support, monitor utilisation of grants and report progress in the implementation of APEX Projects Type C (Title Deeds Restoration Programme (TDRP)). 4. Coordinate and facilitate the accreditation of Municipalities.
Posts: 1x Chief Director: Transversal Programmes and Projects (SL 14)

PROJECT MANAGEMENT UNIT
APEX PROJECTS TYPE A
Purpose: To provide implementation support, monitor utilisation of grants and report progress in the implementation of APEX Projects Type A (Catalytic Projects)
Functions: 1. Coordinate and support end-to-end requirements for the delivery of Catalytic Projects. 2. Monitor compliance to human settlements and/or applicable frameworks in Catalytic Projects.
Posts: 1x Project Specialist- Project Type A (SL 13)

PROJECT MANAGEMENT UNIT
APEX PROJECTS TYPE C
Purpose: To provide implementation support, monitor utilisation of grants and report progress in the implementation of APEX Projects Type C (Title Deeds Restoration Programme (TDRP))
Functions: 1. Coordinate and support end-to-end requirements for the reclamation of Title Deeds. 2. Provide support to addressing backlogs on Title Deeds.
Posts: 1x Project Specialist- Project Type C (SL 13)

PROJECT MANAGEMENT UNIT
APEX PROJECTS TYPE B
Purpose: To provide implementation support, monitor utilisation of grants and report progress in the implementation of APEX Projects Type B (Mining Towns Revitalisation projects)
Functions: 1. Coordinate and support end-to-end requirements for the delivery of Mining Town Revitalisation Projects. 2. Monitor compliance to human settlements and/or applicable frameworks in Mining Town Revitalisation Projects.
Posts: 1x Project Specialist- Project Type B (SL 13)

DIRECTORATE
MUNICIPAL ACCREDITATION
Purpose: To coordinate and facilitate the accreditation of Municipalities
Functions: 1. Develop and implement accreditation framework. 2. Provide support to Provinces in the accreditation of their Municipalities. 3. Support accredited Municipalities to maintain their status and carry-out their responsibilities on human settlements.
Posts: 1x Director: Municipal Accreditation (SL 13)



(Revised)
PROPOSED ORGANISATIONAL STRUCTURE

BRANCH
ENTITIES OVERSIGHT, IGR, MONITORING AND EVALUATION
Purpose: To oversee departmental entities, IGR and evaluate human settlements programmes and projects
Functions: 1. Monitor department's entities and provide regulatory compliance services. 2. Manage intergovernmental relations and capacity assembly. 3. Manage sector Information Management System (IMS) and evaluate human settlements programmes and projects.
Posts: 1x Deputy Director-General: Entities Oversight, IGR, monitoring and Evaluation (SL 15)

CHIEF DIRECTORATE COMPLIANCE AND ENTITIES OVERSIGHT

CHIEF DIRECTORATE IGR AND CAPACITY ASSEMBLY

CHIEF DIRECTORATE SECTOR INFORMATION MANAGEMENT SYSTEM (IMS) AND PERFORMANCE MONITORING AND EVALUATION

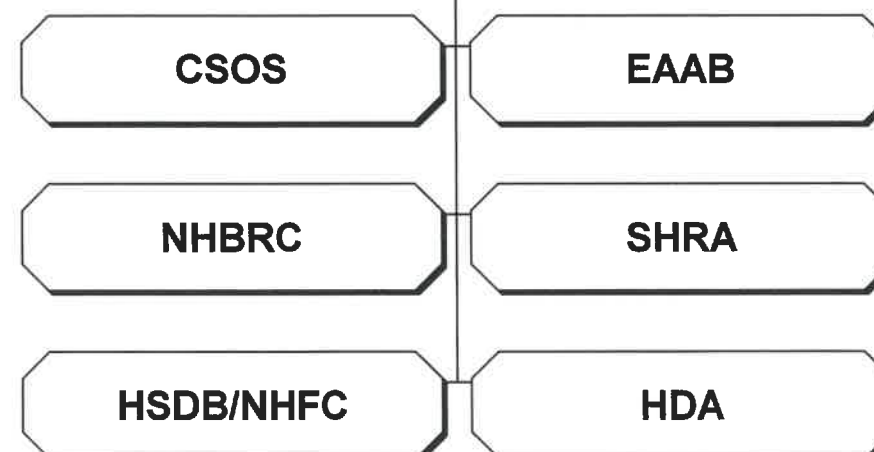


(Revised)
PROPOSED ORGANISATIONAL STRUCTURE

CHIEF DIRECTORATE
COMPLIANCE AND ENTITIES OVERSIGHT
Purpose: To monitor department's entities and provide regulatory compliance services
Functions: 1. Provide entity oversight and interface services in support of the Minister. 2. Provide regulatory compliance assurance services and support transformation efforts in the sector.
Posts: 1x Chief Director: Entities Oversight and Compliance (SL 14)

DIRECTORATE
COMPLIANCE AND SECTOR TRANSFORMATION
Purpose: To provide regulatory compliance assurance services and support transformation efforts in the sector
Functions: 1. Support and monitor legislative and regulatory compliance. 2. Coordinate transformation in the human settlements sector.
Posts: 1x Director: Compliance and Sector Transformation (SL 13)

DIRECTORATE
HUMAN SETTLEMENTS ENTITIES OVERSIGHT
Purpose: To provide entity oversight and interface services in support of the Minister
Functions: 1. Develop and implement governance and regulatory compliance framework. 2. Render corporate and financial planning support to departmental entities. 3. Monitor the implementation of shareholder compact and/or service delivery agreements.
Posts: 1x Director: Human Settlements Entities Oversight (SL 13)





human settlements

Department:
Human Settlements
REPUBLIC OF SOUTH AFRICA

(Revised)
PROPOSED ORGANISATIONAL STRUCTURE

CHIEF DIRECTORATE
IGR AND CAPACITY ASSEMBLY
Purpose: To manage intergovernmental relations and capacity assembly
Functions: 1. Coordinate intergovernmental relations and strategic partnerships. 2. Develop capacity of the Human Settlements sector.
Posts: 1x Chief Director: IGR and Capacity Assembly (SL 14)

DIRECTORATE
INTERGOVERNMENTAL RELATIONS AND STRATEGIC PARTNERSHIPS
Purpose: To coordinate intergovernmental relations and strategic partnerships
Functions: 1. Develop and implement inter-governmental collaboration forums and coordinate implementation of delivery agreements. 2. Mobilise and strengthening stakeholder participation in the human settlements sector. 3. Develop and build strategic partnerships and ensure support to stakeholder forums. 4. Coordinate sponsorships and partnerships between the department and external parties.
Posts 1x Director: Intergovernmental Relations and Strategic Partnerships (SL 13)

DIRECTORATE
CAPACITY ASSEMBLY
Purpose: To develop capacity in the Human Settlements sector
Functions: 1. Facilitate the development and professionalisation of the human settlements sector. 2. Facilitate and coordinate training and skills development in the sector.
Posts: 1x Director: Capacity Assembly (SL 13)

(Revised)
PROPOSED ORGANISATIONAL STRUCTURE

CHIEF DIRECTORATE
SECTOR INFORMATION MANAGEMENT SYSTEM (IMS) AND PERFORMANCE MONITORING AND EVALUATION
Purpose: To manage sector Information Management System (IMS) and evaluate human settlements programmes and projects
Functions: 1. Monitor human settlements programmes and projects. 2. Evaluate human settlements programmes and projects. 3. Manage sector Information Management Systems (IMS) related to the Housing Subsidy System environment (HSS environment).
Posts: 1x Chief Director: Sector Information Management System and Performance Monitoring and Evaluation (SL 14)

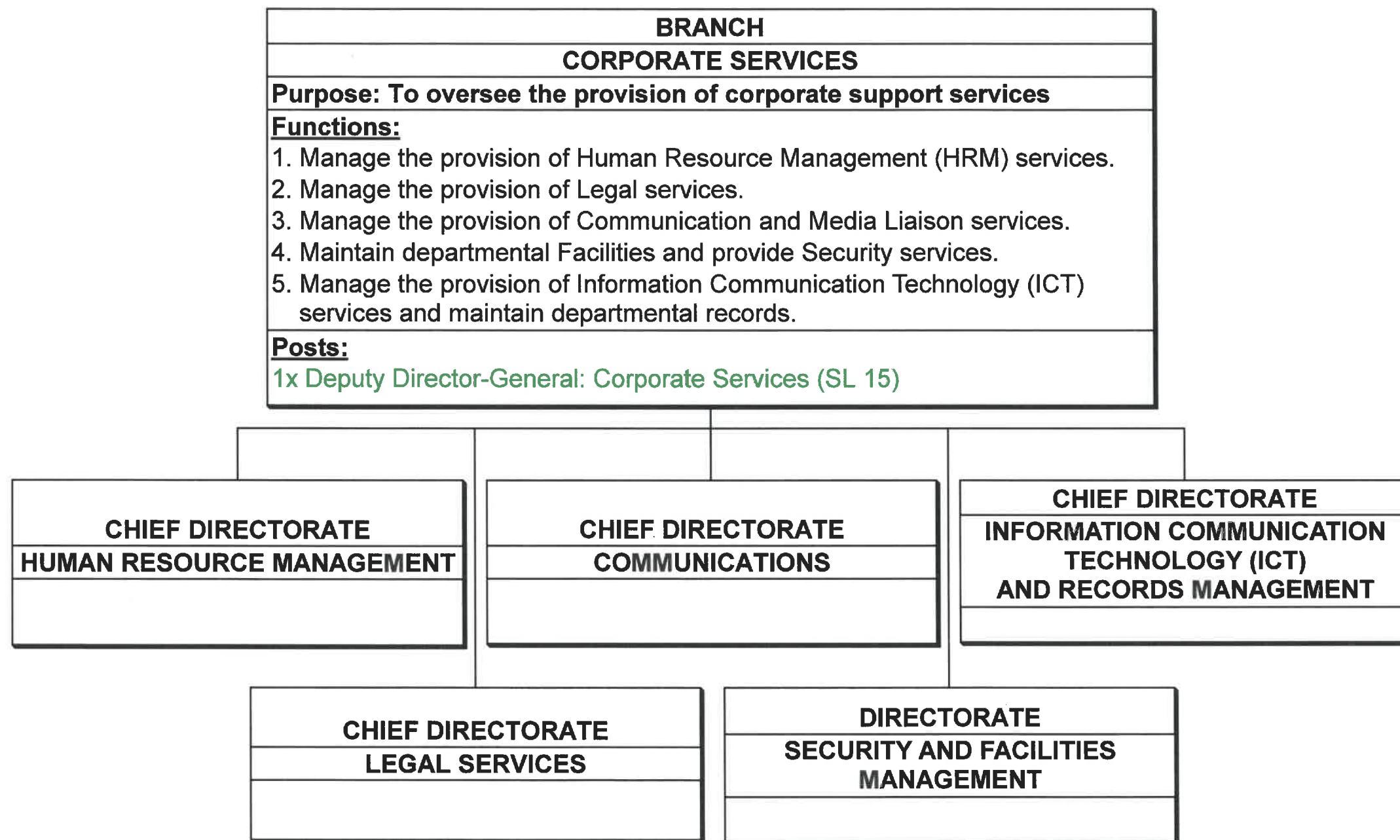
DIRECTORATE
HUMAN SETTLEMENTS PROGRAMMES AND PROJECTS MONITORING
Purpose: To monitor human settlements programmes and projects
Functions: 1. Monitor and report on human settlements programmes. 2. Monitor and report on human settlements projects.
Posts: 1x Director: Human Settlements Programmes and Projects Monitoring (SL 13)

DIRECTORATE
HUMAN SETTLEMENTS PROGRAMMES AND PROJECTS EVALUATION
Purpose: To evaluate human settlements programmes and projects
Functions: 1. Evaluate and assess impact of departmental policy interventions. 2. Evaluate and assess impact of departmental programmes. 3. Evaluate and assess impact of human settlements projects
Posts: 1x Director: Human Settlements Programmes and Projects Evaluation (SL 13)

DIRECTORATE
SECTOR INFORMATION MANAGEMENT SYSTEMS
Purpose: To manage sector Information Management Systems (IMS) related to the Housing Subsidy System environment (HSS environment)
Functions: 1. Design, develop and maintain systems related to the HSS Environment. 2. Provide functional support to systems related to the HSS Environment. 3. Provide technical support to systems related to the HSS Environment. 4. Implement a data management, verification and analysis system (GIS) for monitoring performance of Provinces and Municipalities.
Posts: 1x Director: Sector Information Management Systems (SL 13)



(Revised)
PROPOSED ORGANISATIONAL STRUCTURE



(Revised)
PROPOSED ORGANISATIONAL STRUCTURE

CHIEF DIRECTORATE
HUMAN RESOURCE MANAGEMENT
Purpose: To manage the provision of Human Resource Management (HRM) services
Functions: 1. Render Human Resource Planning, Recruitment processes and administer employees Conditions of Services. 2. Render organisational development, transformation and Employee Wellness services. 3. Provide Labour Relations services. 4. Render Human Resource Utilisation and Development services.
Posts: 1x Chief Director: Human Resource Management (SL 14)

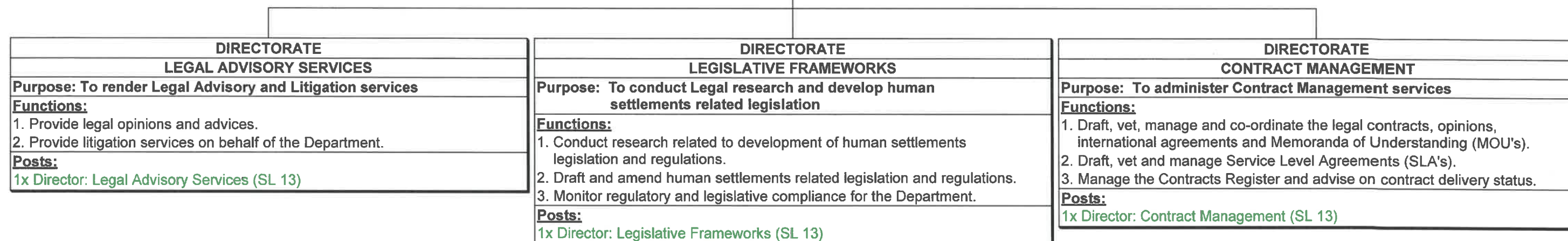
DIRECTORATE	DIRECTORATE
HUMAN RESOURCE PLANNING AND ADMINISTRATION	LABOUR RELATIONS
Purpose: To render Human Resource Planning, Recruitment processes and administer employees Conditions of Services	Purpose: To provide Labour Relations services
Functions: 1. Coordinate and facilitate the development and implementation of Human Resource Plan. 2. Administer attraction, recruitment, selection, appointment and exit of employees. 3. Administer and implement employee compensation, general conditions of services, benefits and incentive system. 4. Maintain personnel records. 5. Maintain human resource and staff establishment information (including PERSAL control).	Functions: 1. Facilitate departmental collective bargaining and dispute resolution processes. 2. Facilitate the resolution of disciplinary cases, grievances and dispute processes. 3. Represent department at conciliation and arbitration processes. 4. Monitor implementation of arbitration awards and collective agreements.
Posts: 1x Director: Human Resource Planning and Administration (SL 13)	Posts: 1x Director: Labour Relations (SL 13)

DIRECTORATE	DIRECTORATE
ORGANISATIONAL DEVELOPMENT, TRANSFORMATION AND EMPLOYEE WELLNESS PROGRAMMES	HUMAN RESOURCE UTILIZATION AND DEVELOPMENT
Purpose: To render organisational development, transformation and Employee Wellness services	Purpose: To provide Human Resource Utilisation and development services
Functions: 1. Provide organisational design and job evaluation services. 2. Administer diversity and transformation programmes. 3. Administer Employee Health and Wellness programmes.	Functions: 1. Develop and facilitate implementation of departmental human resource and skills development strategies and plans. 2. Provide and facilitate the provision of training and development programmes (bursaries; learnerships; etc.) 3. Coordinate implementation of performance management system. 4. Facilitate the implementation of career management programmes (succession planning; talent management; career pathing; etc.)
Posts: 1x Director: Organisational Development, Transformation and Employee Wellness (SL 13)	Posts: 1x Director: Human Resource Utilization and Development (SL 13)



(Revised)
PROPOSED ORGANISATIONAL STRUCTURE

CHIEF DIRECTORATE
LEGAL SERVICES
Purpose: To manage the provision of Legal services
Functions: 1. Render Legal Advisory and Litigation services. 2. Conduct Legal research and develop human settlements related legislation. 3. Administer Contract Management services.
Posts: 1x Chief Director: Legal Services (SL 14)





human settlements

Department:
Human Settlements
REPUBLIC OF SOUTH AFRICA

(Revised)
PROPOSED ORGANISATIONAL STRUCTURE

CHIEF DIRECTORATE

COMMUNICATIONS

Purpose: To manage the provision of Communication and Media
Liaison services

Functions:

1. Provide Corporate Communication and Language Maanagement services.
2. Provide Media, Public Information and Marketing services.

Posts:

1x Chief Director: Communications (SL 14)

DIRECTORATE

CORPORATE COMMUNICATION

Purpose: To provide Corporate Communication and
Language Maanagement services

Functions:

1. Provide communication production services and implement Official Languages Act 12 of 2012.
2. Render internal communication services.
3. Manage departmental events (internal & external).

Posts:

1x Director: Corporation Communication (SL 13)

DIRECTORATE

PUBLIC INFORMATION AND MEDIA SERVICES

Purpose: To provide Media, Public Information and Marketing services

Functions:

1. Develop and implement departmental marketing and public information strategy.
2. Render comprehensive media service and communication campaigns management.
3. Develop and manage the departmental web pages (internet and intranet).

Posts:

1x Director: Public Information, Marketing and Media Services (SL 13)



(Revised)
PROPOSED ORGANISATIONAL STRUCTURE

DIRECTORATE
SECURITY AND FACILITIES MANAGEMENT
Purpose: To maintain departmental Facilities and provide Security services
Functions: 1. Administer physical security services (access control, key control, etc.). 2. Provide information and personnel security services. 3. Provide cleaning and food services. 4. Provide facilities maintenance services.
Posts: 1x Director: Security and Facilities Management (SL 13)



(Revised)
PROPOSED ORGANISATIONAL STRUCTURE

CHIEF DIRECTORATE
INFORMATION COMMUNICATION TECHNOLOGY (ICT) AND RECORDS MANAGEMENT
Purpose: To manage the provision of Information Communication Technology (ICT) services and maintain departmental records
Functions: 1. Provide Information Technology (IT) infrastructure planning and business application support 2. Provide IT support, technical and operational services. 3. Maintain departmental Records and provide Knowledge Management services.
Posts: 1x Chief Director: Information Communication Technology (SL 14)

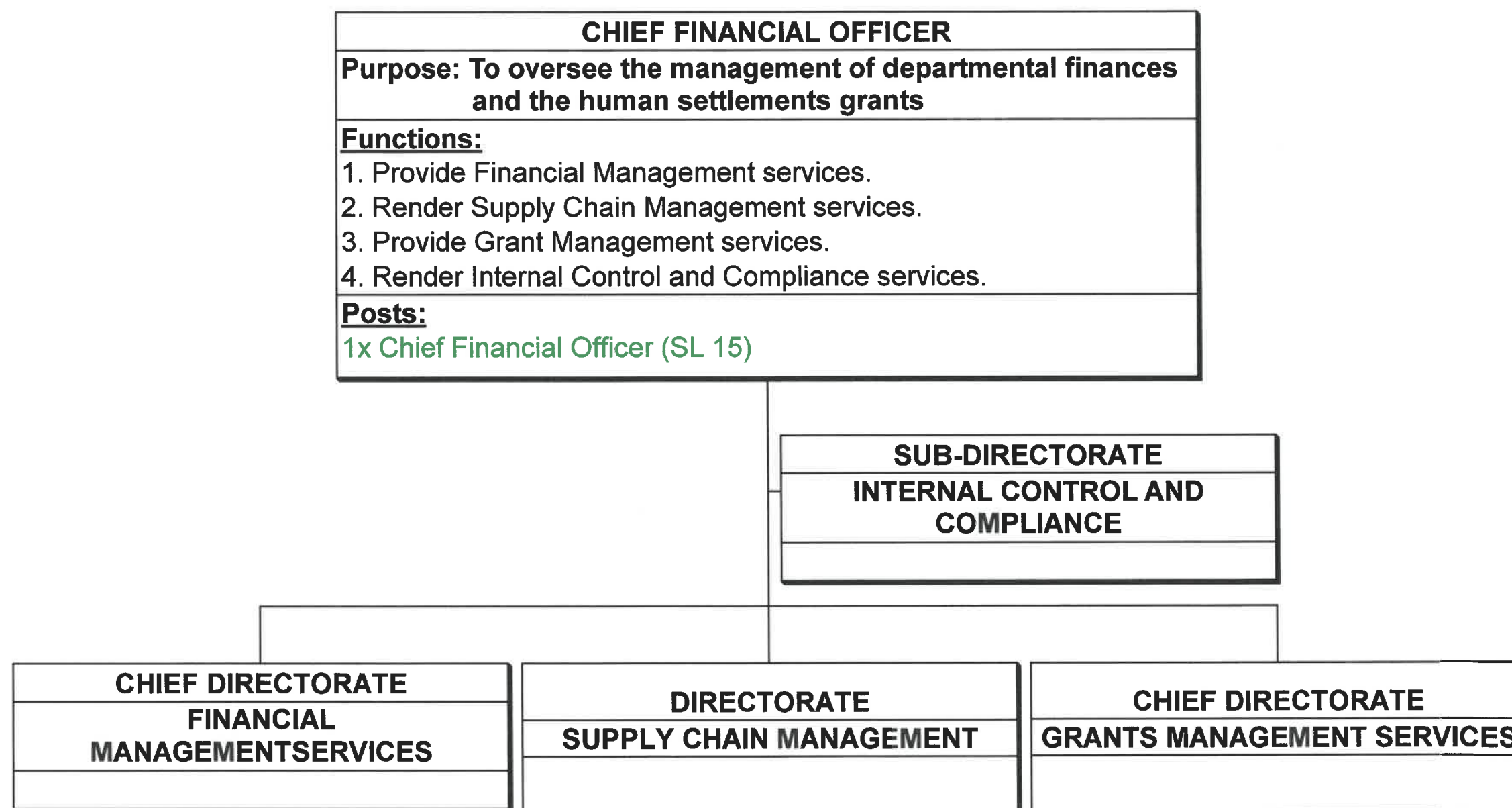
DIRECTORATE
INFORMATION TECHNOLOGY INFRASTRUCTURE
Purpose: To provide Information Technology (IT) infrastructure planning and business application support
Functions: 1. Render IT infrastructure planning, implementation and support. 2. Manage IT infrastructure security, regulatory compliance and risk management.
Posts: 1x Director: Information Technology Infrastructure (SL 13)

DIRECTORATE
INFORMATION TECHNOLOGY SYSTEMS SUPPORT
Purpose: To provide IT support, technical and perational services
Functions: 1. Render end-user operational and network support. 2. Render IT systems administration, optimazation and database administration.
Posts: 1x Director : Information Technology Systems Support (SL 13)

DIRECTORATE
RECORDS AND KNOWLEDGE MANAGEMENT
Purpose: To maintain departmental Records and provide Knowledge Management services
Functions: 1. Manage Departmental records and information. 2. Coordinate Knowledge Management and provide library services.
Posts: 1x Director: Records and Knowledge Management (SL 13)



(Revised)
PROPOSED ORGANISATIONAL STRUCTURE





human settlements

Department:
Human Settlements
REPUBLIC OF SOUTH AFRICA

(Revised)
PROPOSED ORGANISATIONAL STRUCTURE

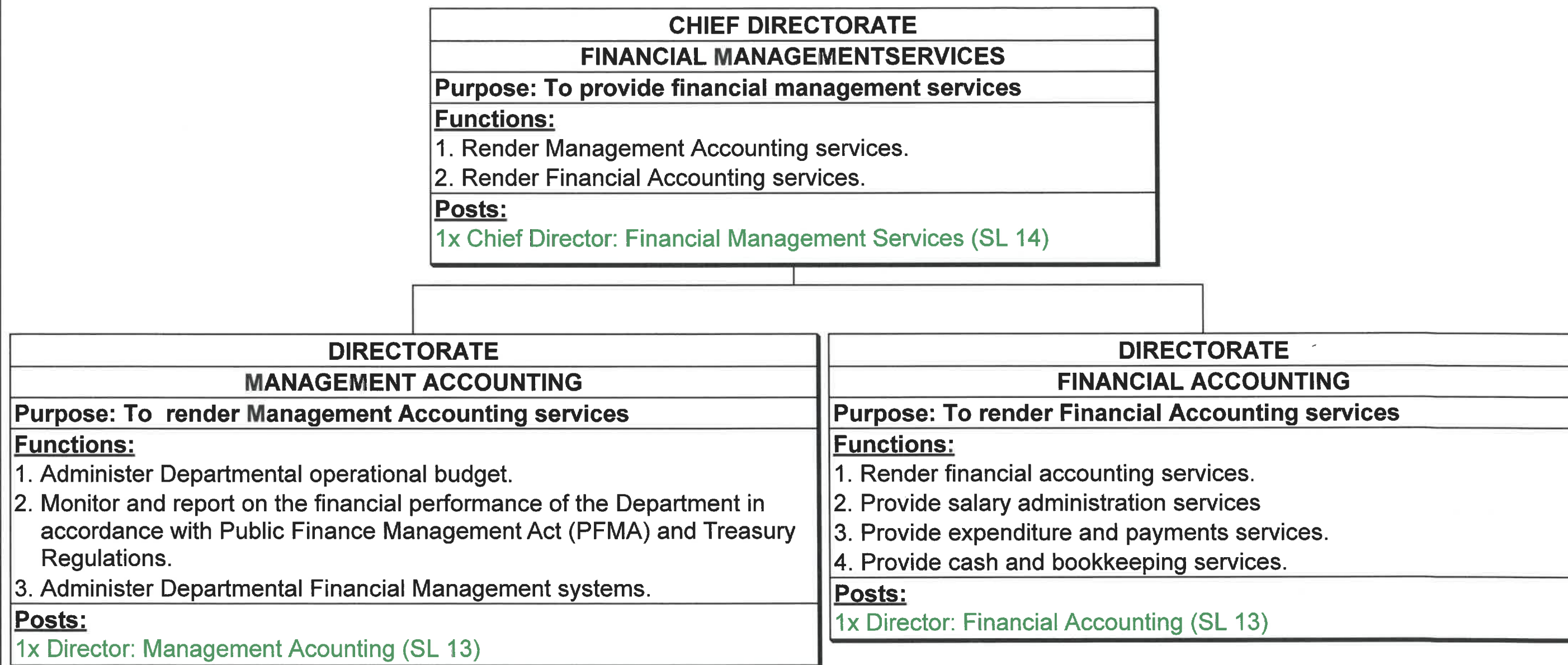
SUB-DIRECTORATE
INTERNAL CONTROL AND COMPLIANCE
Purpose: To render Internal Control and Compliance services
Functions: 1. Monitor and ensure financial compliance. 2. Monitor and report on theft and financial losses for the department. 3. Provide financial information assurance services.



human settlements

Department:
Human Settlements
REPUBLIC OF SOUTH AFRICA

(Revised)
PROPOSED ORGANISATIONAL STRUCTURE





(Revised)
PROPOSED ORGANISATIONAL STRUCTURE

DIRECTORATE
SUPPLY CHAIN MANAGEMENT
Purpose: To render Supply Chain Management services
Functions: 1. Provide asset and disposal management services. 2. Render demand and acquisition management services. 3. Provide transport and logistics management services. 4. Administer orders and payments services (including contract management).
Posts: 1x Director: Supply Chain Management (SL 13)

(Revised)
PROPOSED ORGANISATIONAL STRUCTURE

CHIEF DIRECTORATE
GRANTS MANAGEMENT SERVICES
Purpose: To provide grant management services
Functions: 1. Coordinate administration of human settlements grants and monitor utilisation of allocated funds in Region 1 2. Coordinate administration of human settlements grants and monitor utilisation of allocated funds in Region 2 3. Coordinate administration of human settlements grants and monitor utilisation of allocated funds in Region 3
Posts: 1x Chief Director: Grants Management Services (SL 14)

DIRECTORATE	DIRECTORATE	DIRECTORATE
GRANTS MANAGEMENT: REGION 1	GRANTS MANAGEMENT: REGION 2	GRANTS MANAGEMENT: REGION 3
Purpose: To coordinate administration of human settlements grants and monitor utilisation of allocated funds in Region 1	Purpose: To coordinate administration of human settlements grants and monitor utilisation of allocated funds in Region 2	Purpose: To coordinate administration of human settlements grants and monitor utilisation of allocated funds in Region 3
Functions: 1. Facilitate the inputs in Division of Revenue Act (DORA) and grant frameworks. 2. Analyse cash flow projections and annual budgets for Human Settlements Grants (HSG's). 3. Coordinate the disbursement of funds for HSGs in accordance with DORA. 4. Monitor compliance of Provinces and Municipalities to prescripts in the utilisation of allocated funds. 5. Monitor and report on the expenditure of HSGs and 'value for money'. 6. Receive and verify reports from programme and project implementation support teams. 7. Analyse the monthly and quarterly financial reports on the expenditure of HSGs. 8. Analyse the HSGs annual financial reports.	Functions: 1. Facilitate the inputs in Division of Revenue Act (DORA) and grant frameworks. 2. Analyse cash flow projections and annual budgets for Human Settlements Grants (HSG's). 3. Coordinate the disbursement of funds for HSGs in accordance with DORA. 4. Monitor compliance of Provinces and Municipalities to prescripts in the utilisation of allocated funds. 5. Monitor and report on the expenditure of HSGs and 'value for money'. 6. Receive and verify reports from programme and project implementation support teams. 7. Analyse the monthly and quarterly financial reports on the expenditure of HSGs. 8. Analyse the HSGs annual financial reports.	Functions: 1. Facilitate the inputs in Division of Revenue Act (DORA) and grant frameworks. 2. Analyse cash flow projections and annual budgets for Human Settlements Grants (HSG's). 3. Coordinate the disbursement of funds for HSGs in accordance with DORA. 4. Monitor compliance of Provinces and Municipalities to prescripts in the utilisation of allocated funds. 5. Monitor and report on the expenditure of HSGs and 'value for money'. 6. Receive and verify reports from programme and project implementation support teams. 7. Analyse the monthly and quarterly financial reports on the expenditure of HSGs. 8. Analyse the HSGs annual financial reports.
Posts: 1x Director: Grants Management- Region 1 (SL 13)	Posts: 1x Director: Grants Management- Region 2 (SL 13)	Posts: 1x Director: Grants Management- Region 3 (SL 13)