

Performance management within the NLC is an integrated management strategy that seeks to:

- Create a shared vision of the purpose, aims and values of the NLC
- Help stakeholders and employees understand their part in contributing to the achievement of organisational aims and goals, as well as maintaining organisational values
- Manage and enhance the performance of individual employees and that of the NLC as a whole



Khau Moloko – NLC HCM  
Executive Manager

THE HEART OF THE  
NATIONAL LOTTERIES  
COMMISSION

The human capital division represents the heartbeat of the organisation in that it ensures the organisation gains knowledge, talents, skills, abilities, experience and intellectual capital through NLC’s most valued asset, its employees.

Organisational growth has resulted in the NLC increasing its workforce to support regulatory and operational requirements.

This growth has also enabled staff professional development as internal employees have been promoted to support organisational growth.

The human capital management function (HCM) has positioned itself as a strategic partner that creates value by supporting employees in establishing conducive working environments. The HCM operational strategy is aligned to the organisational strategy. We therefore see ourselves as a critical enabler of the NLC's ultimate outcomes and as custodians of a competent, capable and relevant public entity. HCM resides firmly within the strategic objectives of the organisation and subscribes to the requirements thereof. HCM promotes cascading of performance at all levels



01 A1 BUSINESS  
STRATEGY - 100%

Employee performance management is an ongoing process for establishing a shared understanding of what is to be achieved at an organisational level. The focus is on aligning the NLC's strategic objectives with the employees’ agreed measures, skills, competency requirements, development plans and the delivery of results.

03 B1 ORGANISATION &  
CHANGE - 100%

HCM has achieved all targets, including attaining quality assurance and conducting workshops on performance scorecards to ensure that these measures were understood on all levels. The leadership development programme was successfully completed and has impacted on the staff interaction across all levels.

02 A2 PEOPLE STRATEGY  
- 96%

Since its inception, our employee wellness programme (Zithande) has evolved to be an essential part of our organisation, with its core focus on the physical, mental and financial health of our staff members and their families.

04 F2 ETHICS &  
INTEGRITY - 100%

The Top Employer Certification means that the NLC has proven to be successful in its promise to be honest, open, accessible and fair in all our dealings, decisions and actions.

TO READ MORE ON OUR TOP EMPLOYER  
CERTIFICATION VISIT OUR WEBSITE ON  
[WWW.NLCSA.ORG.ZA](http://WWW.NLCSA.ORG.ZA)