

Thabang Charlotte
Mampane – NLC
Commissioner

NATIONAL LOTTERIES COMMISSION

RECEIVES **TOP EMPLOYER**
CERTIFICATION 2021



NLC CELEBRATES ITS CERTIFICATION
AS AN EMPLOYER OF CHOICE

NLC CELEBRATES NOT ONLY OVER TWO DECADES OF CHANGING LIVES THROUGH OUR GRANT FUNDING MODEL BUT CREATING AN ENVIRONMENT THAT PROVIDES GROWTH OPPORTUNITIES AND SUSTAINABILITY FOR OUR EMPLOYEES

The National Lotteries Commission (NLC) took part in the Top Employer Institute's Certification Programme that recognises organisations for their outstanding people policies through their Human Capital Best Practices.

Over 1600 organisations participated in 2021 Top Employers programme.

We are beyond excited to announce that the NLC, following a vigorous and stringent process, has been certified as a Top Employer for 2021

Through the Top Employer Institute virtual award ceremony on January 28 2021, the NLC was announced as one of the Top Employers in South Africa. The NLC celebrates in a momentous certification.

NO.1 EMPLOYER OF CHOICE



KNOW MORE ABOUT NLC:

The NLC's mandate to regulate all lotteries and sports pools with integrity and ensure the protection of all participants is realised through the activities of the regulatory compliance division.

The NLC's regulatory mandate continues to be one of the organisation's main priority areas, focusing on regulating and monitoring compliance and performance of the operator with the Amended Lotteries Act and Licence Agreement.

The NLC ensures optimum and balanced regulation of lottery operators through the regulatory compliance model.

Future human resources goals

HCM has planned to align the organisation to the new technological era by creating a platform that enables an innovation hub. The NLC organisational design has been evolving due to the legislative change and alignment to the grant funding and regulatory compliance operational model, as well as the implementation of the ERP system for efficiency improvement. The focus for the next financial year will be on the following:

- Future-fit people strategy

The development and implementation of a future-fit people strategy, which will create an evolving organisation that is human-led and digitally enabled. The focus of the strategy will be on leadership, culture, competencies and the skills needed to facilitate value creation now, and in the future.

- Competent and credible workforce

HCM will utilise talent analytics based on business intelligence and business analysis to support the NLC. Upskilling and re-skilling programmes, professionalisation and capacitation of the NLC will be a priority during this financial year.

- High-performance culture

As a strategic business partner to all divisions, HCM will introduce programmes that cultivate a high-performance culture by focusing on the following strategic performance areas:

- 180-degree performance management scorecard.
- Implement a total reward model.
- Return on human capital (labour costs, cost per hire and cost per trainee, as well as absenteeism rates) as measurements to manage the people cost.

