

PART D: HUMAN RESOURCE MANAGEMENT



1. EXPENDITURE

The following tables summarize final audited expenditure by programme (Table 1.1) and by salary bands (Table 1.2). In particular, it provides an indication of the amount spent on personnel costs in terms of each of the programmes or salary bands within the department.

TABLE 1.1 - PERSONNEL COSTS BY PROGRAMME, 1 APRIL 2012 TO 31 MARCH 2013

Programme	Total Expenditure (R'000)	Compensation of Employees (R'000)	Training Expenditure (R'000)	Compensation of Employees as percent of Total Expenditure	Average Compensation of Employees Cost per Employee (R'000)	Employment
Administration	15 570 318	7 839 943	1 608 588	12,4	214	36703
Visible Policing	29 527 056	25 182 761		39,9	236	106527
Detective Service	13 693 650	9 934 016		15,7	252	39425
Crime Intelligence	2 570 087	2 287 274		3,6	256	8928
Protection & Security Services	1 795 482	1 580 565		2,5	248	6363
TOTAL	63 156 593	46 824 559	1 608 588	74,1	237	197946

TABLE 1.2 - PERSONNEL COSTS BY SALARY BANDS, 1 APRIL 2012 TO 31 MARCH 2013

Salary Bands	Compensation of Employees Cost (R'000)	Percentage of Total Compensation of Employees	Average Compensation of Employees per Employee (R'000)	Number of Employees
Lower skilled (Levels 1-2)	775 946	1,7	147	5278
Skilled (Levels 3-5)	17 173 436	36,7	163	105151
Highly skilled production (Levels 6-8)	20 327 098	43,4	259	78461
Highly skilled supervision (Levels 9-12)	7 846 762	16,8	949	8269
Senior management (Levels 13-16) and Executive Authority	701 317	1,5	891	787
TOTAL	46 824 559	100	237	197946

The following tables provide a summary per programme (Table 1.3) and salary bands (Table 1.4), of expenditure incurred as a result of salaries, overtime, homeowners allowance and medical assistance. In each case, the table provides an indication of the percentage of the personnel budget that was used for these items.

TABLE 1.3 - SALARIES, OVERTIME, HOME OWNERS ALLOWANCE AND MEDICAL ASSISTANCE BY PROGRAMME, 1 APRIL 2012 TO 31 MARCH 2013

Programme	Salaries (R'000)	Salaries as % of Compensation of Employees	Overtime (R'000)	Overtime as % of Compensation of Employees	Home Owners Allowance (R'000)	Home Owners Allowance as % of Compensation of Employees	Medical Assistance (R'000)	Medical Assistance as % of Compensation of Employees	Total Compensation of Employees per Programme (R'000)
Administration	5 428 117	69,2	19 705	0,3	333 560	4,3	696 678	8,9	7 839 943
Visible Policing	15 842 386	62,9	278 951	1,1	966 195	3,8	3 068 118	12,2	25 182 761
Detective Service	6 553 715	66,0	82 705	0,8	366 132	3,7	1 070 866	10,8	9 934 016
Crime Intelligence	1 526 541	66,7	8 421	0,4	83 625	3,7	238 725	10,4	2 287 274
Protection & Security Services	940 434	59,5	116 617	7,4	58 966	3,7	180 253	11,4	1 580 565
TOTAL	30 291 193	64,7	506 399	1,1	1 808 478	3,9	5 254 640	11,2	46 824 559

TABLE 1.4 - SALARIES, OVERTIME, HOME OWNERS ALLOWANCE AND MEDICAL ASSISTANCE BY SALARY BAND, 1 APRIL 2012 TO 31 MARCH 2013

Salary bands	Salaries (R'000)	Salaries as % of Compensation of Employees	Overtime (R'000)	Overtime as % of Compensation of Employees	Home Owners Allowance (R'000)	Home Owners Allowance as % of Compensation of Employees	Medical Assistance (R'000)	Medical Assistance as % of Compensation of Employees	Total Compensation of Employees per Salary Band (R'000)
Lower skilled (Levels 1-2)	515 131	1,1	1 785	0,0	62 687	0,1	324 064	0,7	775 946
Skilled (Levels 3-5)	10 696 510	22,8	204 990	0,4	973 501	2,1	4 049 799	8,6	17 173 436
Highly skilled production (Levels 6-8)	13 297 663	28,4	243 650	0,5	627 451	1,3	875 363	1,9	20 327 098
Highly skilled supervision (Levels 9-12)	5 270 092	11,3	55 974	0,1	142 536	0,3	3 688	0,0	7 846 762
Senior management (Levels 13-16) and Executive Authority	511 797	1,1	0	0,0	2 303	0,0	1 726	0,0	701 317
TOTAL	30 291 193	64,7	506 399	1,1	1 808 478	3,9	5 254 640	11,2	46 824 559

2. EMPLOYMENT

The following tables summarize the year-end establishment, the number of employees, the vacancy rate, and whether there are any staff that are additional to the establishment. This information is presented in terms of three key variables: - programme (Table 2.1), salary band (Table 2.2) and critical occupations (Table 2.3).

TABLE 2.1 - EMPLOYMENT AND VACANCIES BY PROGRAMME AT END OF PERIOD, 1 APRIL 2012 TO 31 MARCH 2013

Programme	Year-end establishment	Number of Employees	Vacancy Rate (%)	*Number of Staff Additional to the Establishment
Administration	34471	36703	-6,5	0
Visible Policing	106978	106527	0,4	0
Detective Service	40211	39425	2	0
Crime Intelligence	10732	8928	16,8	0
Protection & Security Services	6647	6363	4,3	0
TOTAL	199039	197946	0,5	0

TABLE 2.2 - EMPLOYMENT AND VACANCIES BY SALARY BAND AT END OF PERIOD, 1 APRIL 2012 TO 31 MARCH 2013

Salary Bands	Year-end establishment	Number of Employees	Vacancy Rate (%)	*Number of Staff Additional to the Establishment
Lower skilled (Levels 1-2)	5025	5278	-5	0
Skilled (Levels 3-5)	103374	105151	-1,7	0
Highly skilled production (Levels 6-8)	81272	78461	3,5	0
Highly skilled supervision (Levels 9-12)	8439	8269	2	0
Senior management (Levels 13-16)	927	785	15,3	0
Minister and Deputy Minister	2	2	0	0
TOTAL	199039	197946	0,5	0

Note: As at 31 March 2012, a total of 20 SMS positions have been advertised and in process of consideration or review. The structures for Forensic Services, Crime Intelligence, Protection and Security Services, Strategic Management as well as station structures are under review. Some posts towards the senior management level have been earmarked for the structural review but are still under a Job Evaluation process.

TABLE 2.3 - EMPLOYMENT AND VACANCIES BY CRITICAL OCCUPATIONS, 1 APRIL 2012 TO 31 MARCH 2013

Critical Occupations	Year-end establishment	Number of Employees	Vacancy Rate (%)	*Number of Staff Additional to the Establishment
Aircraft pilots & related associate professionals	48	48	0	0
Architects town and traffic planners	4	4	0	0
Chemists	1620	1354	16,4	0
Engineers and related professionals	122	122	0	0
General legal administration & related professionals	448	448	0	0
Natural sciences related	5	5	0	0
Police	95798	94598	1,3	0
Psychologists and vocational counsellors	126	126	0	0
TOTAL	98171	96705	1,5	0

*Note: The Head of Department/Chief Executive Officer and Senior Managers are, by their very nature, critical occupations, but have not been separately listed. Hence critical occupations have been addressed within the Occupational Classes of Aircraft Pilots; Architects; Chemists (Physical Science, Chemical Science, Pharmacists

& Health Science Related); Engineer & related professionals (Electronic & Engineering science); General Legal Administration & Related Professionals (Attorneys, Legal Administration & Legal related); Natural science; Police (Functional Personnel SAPS) and Psychologists & vocational science. The critical occupations (Occupational Classes) do not reflect all the positions filled within SAPS, but only those, which are considered as a priority for the optimal functioning of SAPS's core functions.

3. FILLING OF SMS POSTS

TABLE 3.1 - SMS ESTABLISHMENT INFORMATION AS ON 31 MARCH 2013

SMS Band	Year-end establishment	Total Number of SMS members per Band	% of SMS positions filled per Bands	Total Number of SMS positions vacant per Band	% of SMS positions vacant per Bands
Band A	716	588	82,1	128	17,9
Band B	178	168	94,4	10	5,6
Band C	32	28	87,5	4	12,5
Band D	1	1	100,0	0	0,0
TOTAL	927	785	84,7	142	15,3

TABLE 3.2 - SMS ESTABLISHMENT INFORMATION AS ON 30 SEPTEMBER 2012

SMS Band	Mid-year establishment	Total Number of SMS members per Band	% of SMS positions filled per Bands	Total Number of SMS positions vacant per Band	% of SMS positions vacant per Bands
Band A	706	579	82,0	127	18,0
Band B	175	166	94,9	9	5,1
Band C	31	29	93,5	2	6,5
Band D	1	1	100,0	0	0,0
TOTAL	913	775	84,9	138	15,1

Note: The mid-year establishment as on 30 September 2011 was in accordance with the Department's HR Plan and excluded positions ring fenced for expansions and other organisational demands.

TABLE 3.3 - ADVERTISING AND FILLING OF SMS POSITIONS AS ON 31 MARCH 2013

SMS Band	Advertising	Filling of positions	
	Number of Vacancies per Band advertised in 6 months of becoming vacant	Number of Vacancies per Band filled in 6 months after becoming vacant	Number of Vacancies not filled in 6 months but filled in 12 months
Band A	83	55	10
Band B	23	10	3
Band C	1	2	0
Band D	0	1	0
TOTAL	107	68	13

TABLE 3.4 - REASONS FOR NOT HAVING COMPLIED WITH THE FILLING OF VACANT SMS POSITIONS - ADVERTISED WITHIN 6 MONTHS AND FILLED WITHIN 12 MONTHS AFTER BECOMING VACANT

Reasons for vacancies not advertised within 6 months

In compliance - Please refer to note

Reasons for vacancies not filled within 12 months

One post was evaluated and advertised on SMS Band B at Visible Policing and was filled by means of a lateral transfer.

TABLE 3.5 - DISCIPLINARY STEPS TAKEN FOR NOT COMPLYING WITH THE PRESCRIBED TIME FRAMES FOR FILLING SMS POSITIONS WITHIN 12 MONTHS

Not applicable

Note: Positions are funded over a multi-year period according to predetermined targets of the total establishment, taking into account personnel losses. Vacant positions at a certain level or in terms of a specific business unit are therefor planned and regarded as funded only upon the date of advertisement. With reference to table 3.3, a total of 20 positions have been advertised and in process of consideration or review.

4. JOB EVALUATIONS

The Public Service Regulations, 1999 introduced job evaluation as a way of ensuring that work of equal value is remunerated equally. With regard to the SAPS, the Equate Job Evaluation System is utilized to determine the salary levels for positions on National and Provincial levels whereas the Resource Allocation Guide (RAG) is utilized to determine salary levels for station positions. Table 4.1 indicates the number of positions evaluated by utilizing the two systems.

TABLE 4.1 - JOB EVALUATION, 1 APRIL 2012 TO 31 MARCH 2013

Salary Bands	Number of Employees	Number of Jobs Evaluated	% of Jobs Evaluated by Salary Bands	Number of positions Upgraded	% of Upgraded positions Evaluated	Number of positions Downgraded	% of Downgraded positions Evaluated
Lower skilled (Levels 1-2)	5278	0	0	0	0	0	0
Skilled (Levels 3-5)	105151	0	0	0	0	0	0
Highly skilled production (Levels 6-8)	78461	106	0,1	0	0	0	0
Highly skilled supervision (Levels 9-12)	8269	886	10,7	0	0	0	0
Senior management (Levels 13-16)	785	42	5,4	0	0	0	0
Minister and Deputy Minister	2	0	0	0	0	0	0
TOTAL	197946	1034	0,5	0	0	0	0

TABLE 4.2 - PROFILE OF EMPLOYEES WHOSE POSITIONS WERE UPGRADED DUE TO THEIR JOBS BEING UPGRADED, 1 APRIL 2012 TO 31 MARCH 2013

None

TABLE 4.3 - EMPLOYEES WHOSE SALARY LEVEL EXCEED THE GRADE DETERMINED BY JOB EVALUATION, 1 APRIL 2012 TO 31 MARCH 2013 [I.T.O PSR 1.V.C.3]

None

TABLE 4.4 - PROFILE OF EMPLOYEES WHOSE SALARY LEVEL EXCEEDED THE GRADE DETERMINED BY JOB EVALUATION, 1 APRIL 2012 TO 31 MARCH 2013 [I.T.O. PSR 1.V.C.3]

None

With regard to tables 3.2 to 3.4 vacant newly created positions are evaluated and then filled through the normal advertisement and filling procedure, therefore no individual employees were affected by job evaluations in terms of their salary levels.

5. EMPLOYMENT CHANGES

This section provides information on changes in employment over the financial year. Turnover rates provide an indication of trends in the employment profile of the department. The following tables provide a summary of turnover rates by salary bands (Table 5.1) and by critical occupations (Table 5.2).

TABLE 5.1 - ANNUAL TURNOVER RATES BY SALARY BANDS, 1 APRIL 2012 TO 31 MARCH 2013

Salary Bands	*Employment at Beginning of Period (April 2012)	Recruitments	Terminations	Turnover Rate (%)
Lower skilled (Levels 1-2)	5321	25	68	1.3
Skilled (Levels 3-5)	104395	1654	898	0.9
Highly skilled production (Levels 6-8)	79788	199	1526	1.9
Highly skilled supervision (Levels 9-12)	8460	15	206	2.4
Senior management (Levels 13-16)	810	14	37	4.6
TOTAL	198774	1907	2735	1.4

*Note: Employment at the end of the previous period, as reported in the Department's Annual Report for 2011/2012, will differ from employment at the beginning of this period due to service terminations and appointments recorded in 2012/2013 with a salary effective date prior to 31 March 2012.

TABLE 5.2 - ANNUAL TURNOVER RATES BY CRITICAL OCCUPATION, 1 APRIL 2012 TO 31 MARCH 2013

Critical Occupations	*Employment at Beginning of Period (April 2012)	Recruitments	Terminations	Turnover Rate (%)
Aircraft pilots & related associate professionals	45	5	2	4.4
Architects town and traffic planners	4	0	0	0
Chemists	1317	52	15	1.1
Engineers and related professionals	124	3	5	4
General legal administration & related professionals	442	16	10	2.3
Natural sciences related	5	0	0	0
Police	96404	26	1832	1.9
Psychologists and vocational counsellors	100	27	1	1
TOTAL	98441	129	1865	1.9

*Note: Employment at the end of the previous period, as reported in the Department's Annual Report for 2011/2012, will differ from employment at the beginning of this period due to service terminations and appointments recorded in 2012/2013 with a salary effective date prior to 31 March 2012.

TABLE 5.3 - REASONS WHY STAFF ARE LEAVING THE DEPARTMENT, 1 APRIL 2012 TO 31 MARCH 2013

Termination Types	Number	% of Total Resignations	% of Total Employment	Total	Total Employment
Death	727	26.6	0.4	2735	197946
Resignation	1004	36.7	0.5	2735	197946
Expiry of contract	29	1.1	0	2735	197946
Discharged due to ill health	193	7.1	0.1	2735	197946
Dismissal-misconduct	114	4.2	0.1	2735	197946
Retirement	651	23.8	0.3	2735	197946
Other	17	0.6	0	2735	197946
TOTAL	2735	100	1.4	2735	197946

TABLE 5.4 - SECTION 35 TERMINATIONS, 1 APRIL 2012 TO 31 MARCH 2013

RANK	Number of Section 35 terminations awarded
Major General	1

*Note: The amount paid by SAPS to the employee amounted to R 1 425 059.56. The payment was in respect of leave gratuity, pro-rata service bonus, severance package and notice period. The additional liability towards the Government Pension Administration Agency (GPAA) as on 2013.06.30 amounts to R 2 028 384.59.

TABLE 5.5 - PROMOTIONS BY CRITICAL OCCUPATION, 1 APRIL 2012 TO 31 MARCH 2013

Critical Occupations	Employment at the End of Period	Promotions to another Salary Level	Salary Level Promotions as a % of Employment
Aircraft pilots & related associate professionals	48	2	4.2
Architects town and traffic planners	4	0	0
Chemists	1354	4	0.3
Engineers and related professionals	122	0	0
General legal administration & related professionals	448	5	1.1
Natural sciences related	5	0	0
Police	94598	34	0
Psychologists and vocational counsellors	126	2	1.6
TOTAL	96705	47	0

TABLE 5.6 - PROMOTIONS BY SALARY BAND, 1 APRIL 2012 TO 31 MARCH 2013

Salary Bands	Employment at the End of Period	Promotions to another Salary Level	Salary Level Promotions as a % of Employment
Lower skilled (Levels 1-2)	5278	35	0.7
Skilled (Levels 3-5)	105151	8	0
Highly skilled production (Levels 6-8)	78461	134	0.2
Highly skilled supervision (Levels 9-12)	8269	5	0.1
Senior management (Levels 13-16)	787	56	7.1
TOTAL	197946	238	0.1

TABLE 5.7 - REGULATION 45 APPOINTMENTS, 1 APRIL 2012 TO 31 MARCH 2013

During 2012/2013 financial year, 11 members were appointed/promoted in accordance with Regulation 45 of the South African Police Service Employment Regulations, 2008, with an estimated financial implication of R1 042 804-00.

RANK	Number of Promotions in terms of Regulation 45
Lieutenant General	1
Major General	0
Brigadier	1
Colonel	0
Lieutenant Colonel	5
Captain	0
Lieutenant	2
Warrant Officer	2
Sergeant	0
TOTAL	11

ABBREVIATION

DIVISIONAL COMMISSIONER: TECHNOLOGY MANAGEMENT SERVICES

The senior manager was appointed as the Divisional Commissioner: Technology Management Services at the level of Lieutenant General. He has been in the Information and Technology industry for 20 years and the senior manager's experience includes Software Development/System Analysis & Design/Systems Management/Project Management/Systems Architecture (large and distributed)/IT Strategy/Industry Solutions and Networking. The senior manager is competent and able to facilitate and implement new opportunities for information technology in the SAPS.

PILOTS

Two members formed part of a Designated Pilot Training Programme. They successfully completed their training and one member qualified to be appointed as a Fully Operational Pilot (Lieutenant) and the other member qualified to be appointed as one Junior Pilot (Warrant Officer).

FORENSIC ANALYST

A member attached to the Forensic Science Laboratory has completed a Bachelor of Science Degree. The member was trained as a Evidence Recovery Specialist and has met the requirements for appointment as Forensic Analyst (Warrant Officer) which is the entry level of the occupation

MEMBERS IN POSSESSION OF PHILOSOPHIAE DOCTOR (PHD) QUALIFICATIONS

Five members in possession of a PHD qualification were promoted to the rank of Lieutenant Colonel. The skills of persons with PHD qualifications are sought after in the open labour market and the skills competencies of members with PHD qualifications relevant to their working environment has to be retained as far as possible.

SECTION HEAD: FORMER PRESIDENTS, FOREIGN HEAD OF STATES AND DIARY MANAGEMENT: PRESIDENTIAL PROTECTION SERVICES

A member attached to the Presidential Protection Services as a National Commander possesses the relevant skills and given the member's performance in exercising duties, the member was appointed at the level of Brigadier in the said post.

DETECTIVE SERVICE

A Detective attached to the Stock Theft Unit since 1988 was promoted to the rank of Lieutenant. The member is vastly experienced in all Stock Theft related matters and was responsible for the training of 1450 members during Stock Theft courses. The member further presented a lecture on Organized Stock Theft Operations to SARPCCO and was also invited to the Ivory Coast and Tanzania.

6. EMPLOYMENT EQUITY

The tables in this section are based on the formats prescribed by the Employment Equity Act, 55 of 1998.

TABLE 6.1 - TOTAL NUMBER OF EMPLOYEES (INCL. EMPLOYEES WITH DISABILITIES) IN EACH OF THE FOLLOWING OCCUPATIONAL CATEGORY AS ON 31 MARCH 2013

Occupational Categories	Male, African	Male, Coloured	Male, Indian	Male, Total Blacks	Male, White	Female, African	Female, Coloured	Female, Indian	Female, Total Blacks	Female, White	Total
Legislators, senior officials and managers	308	57	38	403	121	178	22	12	212	51	787
Professionals	3240	439	277	3956	1531	2609	397	224	3230	1676	10393
Clerks	6570	913	300	7783	546	15449	3024	786	19259	4618	32206
Service and sales workers	84972	11588	2995	99555	11124	27848	3490	497	31835	2901	145415
Craft and related trades workers	595	124	48	767	302	38	0	0	38	7	1114
Plant and machine operators and assemblers	190	8	5	203	7	12	0	0	12	0	222
Elementary occupations	3485	548	21	4054	42	3215	462	9	3686	27	7809
TOTAL	99360	13677	3684	116721	13673	49349	7395	1528	58272	9280	197946

Occupational Categories	Male, African	Male, Coloured	Male, Indian	Male, Total Blacks	Male, White	Female, African	Female, Coloured	Female, Indian	Female, Total Blacks	Female, White	Total
Employees with disabilities	418	69	27	514	311	122	23	10	155	160	1140

TABLE 6.2 - TOTAL NUMBER OF EMPLOYEES IN EACH OF THE FOLLOWING OCCUPATIONAL BANDS AS ON 31 MARCH 2013

Occupational Bands	Male, African	Male, Coloured	Male, Indian	Male, Total Blacks	Male, White	Female, African	Female, Coloured	Female, Indian	Female, Total Blacks	Female, White	Total
Top management	16	3	1	20	1	8	0	0	8	2	31
Senior management	292	54	37	383	120	170	22	12	204	49	756
Professionally qualified and experienced	3250	483	363	4096	1573	1528	233	121	1882	718	8269
Skilled technical and academically qualified	40979	6094	2375	49448	10853	8974	1852	811	11637	6523	78461
Semi-skilled and discretionary decision making	52898	6747	889	60534	1080	36080	4939	572	41591	1946	105151
Unskilled and defined decision making	1925	296	19	2240	46	2589	349	12	2950	42	5278
TOTAL	99360	13677	3684	116721	13673	49349	7395	1528	58272	9280	197946

TABLE 6.3 - RECRUITMENT FOR THE PERIOD 1 APRIL 2012 TO 31 MARCH 2013

Occupational Bands	Male, African	Male, Coloured	Male, Indian	Male, Total Blacks	Male, White	Female, African	Female, Coloured	Female, Indian	Female, Total Blacks	Female, White	Total
Top management	0	0	0	0	0	1	0	0	1	0	1
Senior management	7	1	0	8	0	4	1	0	5	0	13
Professionally qualified and experienced	5	0	0	5	2	7	0	1	8	0	15
Skilled technical and academically qualified	67	10	14	91	6	90	3	3	96	6	199
Semi-skilled and discretionary decision making	655	52	2	709	6	878	52	2	932	7	1654
Unskilled and defined decision making	19	1	0	20	0	3	2	0	5	0	25
TOTAL	753	64	16	833	14	983	58	6	1047	13	1907

TABLE 6.4 - PROGRESSION TO ANOTHER SALARY NOTCH FOR THE PERIOD 1 APRIL 2012 TO 31 MARCH 2013

Occupational Bands	Male, African	Male, Coloured	Male, Indian	Male, Total Blacks	Male, White	Female, African	Female, Coloured	Female, Indian	Female, Total Blacks	Female, White	Total
Top management	9	2	0	11	2	5	0	0	5	1	19
Senior management	213	40	30	283	108	95	18	10	123	40	554
Professionally qualified and experienced	3478	727	482	4687	2245	1076	253	111	1440	1165	9537
Skilled technical and academically qualified	20895	2952	1278	25125	6659	2811	631	425	3867	4418	40069
Semi-skilled and discretionary decision making	18358	2434	397	21189	504	19413	3176	460	23049	1593	46335
Unskilled and defined decision making	873	167	11	1051	35	857	134	8	999	40	2125
TOTAL	43826	6322	2198	52346	9553	24257	4212	1014	29483	7257	98639

TABLE 6.5 - TERMINATIONS FOR THE PERIOD 1 APRIL 2012 TO 31 MARCH 2013

Occupational Bands	Male, African	Male, Coloured	Male, Indian	Male, Total Blacks	Male, White	Female, African	Female, Coloured	Female, Indian	Female, Total Blacks	Female, White	Total
Top management	1	0	0	1	0	1	0	0	1	1	3
Senior management	17	2	0	19	11	2	0	0	2	2	34
Professionally qualified and experienced	169	17	11	197	99	43	13	5	61	45	402
Skilled technical and academically qualified	744	82	38	864	212	65	27	9	101	160	1337
Semi-skilled and discretionary decision making	424	69	7	500	26	263	43	11	317	48	891
Unskilled and defined decision making	29	5	1	35	2	28	2	0	30	1	68
TOTAL	1384	175	57	1616	350	402	85	25	512	257	2735

TABLE 6.6 - DISCIPLINARY ACTIONS FOR THE PERIOD 1 APRIL 2012 TO 31 MARCH 2013

Disciplinary Actions	Male, African	Male, Coloured	Male, Indian	Male, Total Blacks	Male, White	Female, African	Female, Coloured	Female, Indian	Female, Total Blacks	Female, White	Total
Correctional counselling	100	27	1	128	12	5	1	0	6	3	149
Demotion	0	0	0	0	0	0	0	0	0	0	0
Dismissal	348	68	12	428	22	22	4	0	26	3	479
Final written warning	236	85	5	326	27	16	5	0	21	0	374
Fine	806	142	19	967	62	45	19	1	65	8	1102
Suspended dismissal	514	139	13	666	49	37	13	1	51	12	778
Case withdrawn	298	119	20	437	38	14	7	0	21	4	500
Not guilty	970	369	66	1405	127	58	20	2	80	13	1625
Suspended without payment	38	3	4	45	2	3	1	0	4	0	51
Verbal warning	65	26	1	92	14	16	2	0	18	1	125
Written warning	320	116	12	448	36	31	5	0	36	6	526
Postponement of sanction	0	0	0	0	0	0	0	0	0	0	0
Suspended sanction	69	3	0	72	0	5	0	0	5	0	77
TOTAL	3764	1097	153	5014	389	252	77	4	333	50	5786

TABLE 6.7 - SKILLS DEVELOPMENT FOR THE PERIOD 1 APRIL 2012 TO 31 MARCH 2013

Occupational Bands	Male, African	Male, Coloured	Male, Indian	Male, Total Blacks	Male, White	Female, African	Female, Coloured	Female, Indian	Female, Total Blacks	Female, White	Total
Top management	1	0	0	1	2	2	0	0	2	0	5
Senior management	110	19	11	140	28	70	7	1	78	21	267
Professionally qualified and experienced	3115	427	242	3784	1027	1581	177	87	1845	491	7147
Skilled technical and academically qualified	40053	4868	1212	46133	8294	8212	1490	482	10184	3601	68212
Semi-skilled and discretionary decision making	32737	4785	529	38051	685	22376	3129	281	25786	720	65242
Unskilled and defined decision making	1140	366	142	1648	146	1143	444	17	1604	27	3425
TOTAL	77156	10465	2136	89757	10182	33384	5247	868	39499	4860	144298

*Note: Total number of members declared competent in all training interventions completed during the period 1 April 2012 to 31 March 2013 as per the Training Administration System on 2013-04-22.

7. PERFORMANCE

TABLE 7.1 - SIGNING OF PERFORMANCE AGREEMENTS BY SMS MEMBERS AS ON 31 MAY 2012

SMS Band	Total Number of Funded SMS Posts	Total Number of SMS members per Band	Total Number of Signed Performance Agreements	Signed Performance Agreements as a Percentage of Total Number of SMS Members
Band A	716	588	139	23.6
Band B	178	168	34	20.2
Band C	32	28	6	21.4
Band D	1	1	0	0.0
TOTAL	927	785	179	22.8

Note: The signing of performance agreements is captured on the SAPS PERSAP system. The information above reflects the total number of senior managers that, according to the system, signed their performance agreement by 31 May 2012. Information of senior managers that were not required to conclude a performance agreement (i.e. external deployment, newly appointed, etc), were excluded from the above.

TABLE 7.2 - REASONS FOR NOT HAVING CONCLUDED PERFORMANCE AGREEMENTS FOR ALL SMS MEMBERS

The SAPS Employment Regulations allow for signing of performance agreements by the end of July of each year. This is due to the fact that information from some systems only becomes available by the end of May whereafter senior managers are required to customise their performance agreements in terms of the available information. By the end of July 2012 (in accordance with SAPS Employment Regulations), 95% of the senior managers had signed performance agreements.

TABLE 7.3 - DISCIPLINARY STEPS TAKEN AGAINST SMS MEMBERS FOR NOT HAVING CONCLUDED PERFORMANCE AGREEMENTS

No reports have been received with regard to the institution of formal disciplinary steps. A process has been initiated to implement sanctions in the form of withholding of pay progression from non-complying senior managers.

To encourage good performance, the department has granted the following performance reward during the year under review.

TABLE 7.4 - PERFORMANCE REWARDS BY RACE AND GENDER, 1 APRIL 2012 TO 31 MARCH 2013

Demographics	*Number of Beneficiaries	Total Employment	% of Total within Group	Cost (R'000)	Average Cost per Beneficiary (R)
African, Female	11	49349	0.02	223	20,273
African, Male	9	99360	0.01	209	23,222
Asian, Female	1	1528	0.07	33	33,000
Asian, Male	1	3684	0.03	56	56,000
Coloured, Female	0	7395	0.00	0	0
Coloured, Male	0	13677	0.00	0	0
Total Blacks, Female	12	58272	0.02	256	21,333
Total Blacks, Male	10	116721	0.01	265	26,500
White, Female	1	9280	0.01	9	9,000
White, Male	2	13673	0.01	31	15,500
TOTAL	25	197946	0.01	561	22,440

*Note: Performance Rewards paid in the 2012/2013 financial year were for services rendered in the 2011/2012 financial year.

TABLE 7.5 - PERFORMANCE REWARDS BY SALARY BANDS FOR PERSONNEL BELOW SENIOR MANAGEMENT, 1 APRIL 2012 TO 31 MARCH 2013

Salary Bands	*Number of Beneficiaries	Total Employment	% of Total per Level and Employment	Cost (R'000)	Average Cost per Beneficiary (R)
Lower skilled (Levels 1-2)	0	5278	0.00	0	0
Skilled (Levels 3-5)	3	105151	0.00	15	5,000
Highly skilled production (Levels 6-8)	5	78461	0.00	49	9,800
Highly skilled supervision (Levels 9-12)	10	8269	0.10	207	20,700
TOTAL	18	197159	0.00	271	15,056

*Note: Performance Rewards paid in the 2012/2013 financial year were for services rendered in the 2011/2012 financial year. The classification of beneficiaries were done in accordance with the salary band profile of employees as at 31 March 2013.

TABLE 7.6 - PERFORMANCE REWARDS BY CRITICAL OCCUPATION, 1 APRIL 2012 TO 31 MARCH 2013

Critical Occupations	Number of Beneficiaries	Total Employment	% of Total Employment	Cost (R'000)	Average Cost per Beneficiary (R)
Aircraft pilots & related associate professionals	0	48	0	0	0
Architects town and traffic planners	0	4	0	0	0
Chemists	0	1354	0	0	0
Engineers and related professionals	0	122	0	0	0
General legal administration & related professionals	0	448	0	0	0
Natural sciences related	0	5	0	0	0
Police	0	94598	0	0	0
Psychologists and vocational counsellors	0	126	0	0	0
TOTAL	0	96705	0	0	0

TABLE 7.7 - PERFORMANCE REWARDS BY SALARY BANDS FOR SENIOR MANAGEMENT, 1 APRIL 2012 TO 31 MARCH 2013

SMS Band	*Number of Beneficiaries	Total Employment	% of Total per Band and Employment	Cost (R'000)	Average Cost per Beneficiary (R)
Band A	5	588	0.9	205	41,000
Band B	2	168	1.2	87	43,500
Band C	0	28	0	0	0
Band D	0	1	0	0	0
Minister and Deputy Minister	0	2	0	0	0
TOTAL	7	787	0.9	292	41,714

*Note: Performance Rewards paid in the 2012/2013 financial year were for services rendered in the 2011/2012 financial year.

8. FOREIGN WORKERS

The Department did not employ any foreign workers for the period 1 April 2012 to 31 March 2013.

9. LEAVE

The Public Service Commission identified the need for careful monitoring of sick leave within the public service. The following tables provide an indication of the use of sick leave (Table 9.1) and disability leave (Table 9.2). In both cases, the estimated cost of the leave is also provided.

TABLE 9.1 - SICK LEAVE FOR 1 JANUARY 2012 TO 31 DECEMBER 2012

Salary Bands	Total Days	% Days with Medical Certification	Number of Employees using Sick Leave	% of Total Employees using Sick Leave	Average Days per Employee	Estimated Cost (R'000)	Total number of Employees using Sick Leave	Total number of days with medical certification
Lower skilled (Levels 1-2)	33001	93.5	3879	2.8	9	7,542	138563	30840
Skilled (Levels 3-5)	608074	93.8	75105	54.2	8	241,108	138563	570590
Highly skilled production (Levels 6-8)	369538	93.7	46915	33.9	8	255,931	138563	346197
Highly skilled supervision (Levels 9-12)	94816	93.6	12217	8.8	8	103,632	138563	88774
Senior management (Levels 13-16)	3255	94.7	447	0.3	7	10,040	138563	3081
TOTAL	1108684	93.8	138563	100	8	618,253	138563	1039482

TABLE 9.2 - INCAPACITY LEAVE (TEMPORARY AND PERMANENT) FOR 1 JANUARY 2012 TO 31 DECEMBER 2012

Salary Bands	Total Days	% Days with Medical Certification	Number of Employees using Sick Leave	% of Total Employees using Sick Leave	Average Days per Employee	Estimated Cost (R'000)	Total number of Employees using Sick Leave	Total number of days with medical certification
Lower skilled (Levels 1-2)	4525	99.8	218	2.5	21	1,079	4515	8889
Skilled (Levels 3-5)	79080	100	3262	36.7	24	29,800	79069	8889
Highly skilled production (Levels 6-8)	161692	99.9	4348	48.9	37	113,865	161542	8889
Highly skilled supervision (Levels 9-12)	38454	99.8	1028	11.6	37	41,082	38383	8889
Senior management (Levels 13-16)	1131	100	33	0.4	34	3,577	1131	8889
TOTAL	284882	99.9	8889	100	32	189,403	284640	8889

TABLE 9.3 - TEMPORARY INCAPACITY LEAVE FOR 1 JANUARY 2012 TO 31 DECEMBER 2012

Type of incapacity leave considered	Health Risk Manager		Number of disputes	How were disputes resolved
	Acceptance of advice	Deviation from advice		
Short term incapacity	1644	0	0	Not applicable
Long term incapacity	4943	0	0	Not applicable

Types of illness

For the reporting period the highest number of applications for short term temporary incapacity leave were for respiratory conditions followed by muscular skeletal and mental and behavioural conditions. For long periods of temporary incapacity leave psychiatric conditions were the leading cause.

TABLE 9.4 - ILL-HEALTH RETIREMENT FOR 1 JANUARY 2012 TO 31 DECEMBER 2012

Ill-Health Retirement approved	Health Risk Manager		Number of disputes	How were disputes resolved
	Acceptance of advice	Deviation from advice		
Number of cases referred	167	115	0	Not applicable

Types of illness

Psychological and medical conditions were the leading cause for ill health retirement applications.

TABLE 9.5 - EXPENDITURE INCURRED FOR TEMPORARY AND ILL-HEALTH RETIREMENTS (HEALTH RISK MANAGER) FOR THE PERIOD 1 JANUARY 2012 TO 31 DECEMBER 2012

Total expenditure incurred (R'000)	Average time frame for payments made to service provider
R13 412	12

TABLE 9.6 - ANNUAL LEAVE FOR 1 JANUARY 2012 TO 31 DECEMBER 2012

Salary Bands	Total Days Taken	Average days per Employee	Number of Employees who took leave
Lower skilled (Levels 1-2)	98336	20	5012
Skilled (Levels 3-5)	1955181	21	91799
Highly skilled production (Levels 6-8)	1740577	26	67686
Highly skilled supervision (Levels 9-12)	507610	27	19143
Senior management (Levels 13-16)	20298	25	798
TOTAL	4322003	23	184438

TABLE 9.7 - CAPPED LEAVE FOR 1 JANUARY 2012 TO 31 DECEMBER 2012

Salary Bands	Total days of capped leave taken	Average number of days taken per employee	Number of Employees who took Capped leave	Total number of capped leave (June 2000) available at 31 December 2012
Lower skilled (Levels 1-2)	0	0	0	0
Skilled (Levels 3-5)	1862	7	263	190474
Highly skilled production (Levels 6-8)	25818	8	3066	3681198
Highly skilled supervision (Levels 9-12)	8054	8	955	1619442
Senior management (Levels 13-16)	274	11	24	70630
TOTAL	36008	8	4308	5561744

10. HIV

TABLE 10.1 - STEPS TAKEN TO REDUCE THE RISK OF OCCUPATIONAL EXPOSURE

Categories of employees identified to be at high risk of contracting HIV / AIDS and related diseases	Key steps taken to reduce the risk
Detectives	Detective surgical gloves are issued to all functional members, detectives, forensic scientists and fingerprint experts.
Functional police members	During safety, health and environment training, the need for gloves and safe working procedures are explained to members in accordance with the regulations for Hazardous Biological Agents.
Forensic scientists	All members have access to post-exposure prophylactic drugs that are paid for by the SAPS as employer
Fingerprint experts	All occupational accidents involving body fluids and blood contamination are reported and being dealt with by the Section: SHE Management, Head Office.

TABLE 10.2 - DETAILS OF HEALTH PROMOTION AND HIV/AIDS PROGRAMMES

Question	Yes	No	Details, if Yes
1. Has the department designated a member of the SMS to implement the provisions contained in Part VI E of Chapter 1 of the Public Service Regulations, 2001? If so, provide her/his name and position.	X		Acting Deputy National Commissioner: Human Resources Management (NNH Mazubuko) . Private Bag X94 Pretoria, 0001 Tel No: 012 393 4472 Fax no: 012 393 2454
2. Does the department have a dedicated unit or have you designated specific staff members to promote health and well being of your employees? If so, indicate the number of employees who are involved in this task and the annual budget that is available for this purpose.	X		The Employee Health & Wellness Component consists of four Sections namely; Social Worker Services, Psychological Services, Spiritual Services and Quality of Work Life, comprising of professionals who are mainly responsible for the psycho-socio and spiritual well-being of all SAPS employees, as well as their immediate family members. There are approximately 600 professionals employed within the EHW environment, rendering care and support to SAPS employees nationally. The Section Quality of Work Life (QWL) comprises of HIV & AIDS and Disability Management, which are budgeted Programmes. To date, there has been an annual budget of 5 million and 4 million respectively for both programmes.
3. Has the department introduced an Employee Assistance or Health Promotion Programme for your employees? If so, indicate the key elements/ services of the programme.	X		The Component Employee Health and Wellness delivers services of which key element are wellness support programmes, such as stress and trauma management, suicide prevention, spiritually based programmes, personal financial management, colleague sensitivity, HIV & Aids programmes, disability sensitisation programmes, substance abuse programmes, relationship programmes, personal wellness programmes and anger management programmes. The wellness support programmes are expanded to include health promotion programmes whereby employees are being tested for HIV and other chronic conditions such as high blood pressure, diabetes, cholesterol and body mass index on voluntary basis. Reasonable accommodation is provided for employees with disability to enhance productivity levels.
4. Has the department established (a) committee(s) as contemplated in Part VI E.5 (e) of Chapter 1 of the Public Service Regulations, 2001? If so, please provide the names of the members of the committee and the stakeholder(s) that they represent.	X		The Division Personnel management within SAPS is the custodian of the National Wellness Strategic Forum which is a monitoring vehicle of all aspects related to the health and wellness of SAPS employees including their immediate family members. The forum consists of representatives from various Divisions within SAPS such as Divisional Commissioner of Personnel Management (Chairperson), Human Resource Development, legal Services, Supply Chain Management, Human Resource Utilization as well as Organized Labour (POPCRU and SAPU). There are key external role-players such as Department of Public Works, Polmed, GEMS and SAPS's Health Risk Manager. Similar structures have been established in the Provinces. Both the national and provincial wellness fora are expected to convene on a quarterly and strategic reports are shared amongst all the role-players regarding the health and wellness of employees.

5. Has the department reviewed the employment policies and practices of your department to ensure that these do not unfairly discriminate against employees on the basis of their HIV status? If so, list the employment policies/practices so reviewed.	X		The revised SAPS HIV&AIDS Workplace Policy is aligned to Chapter 2 of the Constitution of the Republic of South Africa (Bill of Rights) and related Acts.
6. Has the department introduced measures to protect HIV-positive employees or those perceived to be HIV-positive from discrimination? If so, list the key elements of these measures.	X		The revised SAPS HIV&AIDS Workplace Policy is aligned to Chapter 2 of the Constitution of the Republic of South Africa (Bill of Rights) to ensure that employees infected and affected by HIV&AIDS are not discriminated against. The policy further articulates the significance of ensuring that SAPS employees who contracts HIV through occupational and accidental exposure are being compensated accordingly as outlined in the Compensation of Injuries and Diseases Act and Occupational Health and Safety Act. The SAPS HIV&AIDS awareness programme contains a module which is aimed at empowering employees on dealing with stigma and discrimination of HIV infected employees on the basis of their HIV positive status and how supervisors and managers must address related challenges. HIV&AIDS a positive employees are also mobilized to become activists and ambassadors through programmes such as Greater Involvement of People Living with HIV&AIDS (GIPA) and Meaningful involvement of People Living with HIV&AIDS (MIPA).
7. Does the department encourage its employees to undergo Voluntary Counselling and Testing? If so, list the results that you have achieved.	X		During the 2012/2013 financial year, SAPS HIV&AIDS Workplace Programme was mandated to expose 15% of the total SAPS establishment to HIV Counselling and Testing (HCT) services. 10.5% of the total establishment was screened against the set target.
8. Has the department developed measures/ indicators to monitor & evaluate the impact of your health promotion programme? If so, list these measures/indicators.	X		Organisational indicators, e.g. The Suicide rate and health illness trends (top 5 diseases), as well as referrals to medical boards are constantly being monitored.

11. LABOUR RELATIONS

TABLE 11.1 - COLLECTIVE AGREEMENTS, 1 APRIL 2012 TO 31 MARCH 2013

Number	Name of agreement	Date signed
1/2012	South African Police Service Discipline Regulations	7 November 2012

TABLE 11.2 - MISCONDUCT AND DISCIPLINE HEARINGS FINALISED, 1 APRIL 2012 TO 31 MARCH 2013

Outcome of Disciplinary Hearings	Number	% of Total
Correctional counselling	150	2.6
Demotion	0	0.0
Dismissal	496	8.5
Final written warning	378	6.4
Fine	1112	19.0
Postponement of sanction	0	0.0
Suspended sanction	78	1.3
Suspended dismissal	791	13.5
Case withdrawn	507	8.7
Not guilty	1641	28.0
Suspended without payment	51	0.9
Verbal warning	126	2.1
Written warning	531	9.1
TOTAL	5861	100.0

TABLE 11.3 - TYPES OF MISCONDUCT ADDRESSED AND DISCIPLINARY HEARINGS, 1 APRIL 2012 TO 31 MARCH 2013

Regulation 20	Nature	Number Persons Found Guilty	% of Total
(a)	Fails to comply with, or contravenes an Act, regulation or legal obligation	476	15.1
(b)	Wilfully or negligently mismanages the finances of the State.	14	0.4
(c)	Without permission possesses or uses the property of the State, another employee or a visitor.	71	2.2
(d)	Intentionally or negligently damages and or causes loss of State property.	137	4.3
(e)	Endangers the lives of others by disregarding safety rules or regulations.	15	0.5
(f)	Prejudices the administration, discipline or efficiency of a department, office or institution of the State.	115	3.6
(g)	Misuses his or her position in the Service to promote or to prejudice the interest of any political party.	3	0.1
(h)	Accepts any compensation in cash or otherwise from a member of the public or another employee for performing her or his duties without written approval from the employer.	1	0.0
(i)	Fails to carry out a lawful order or routine instruction without just or reasonable cause.	355	11.2
(j)	Absents himself or herself from work without reason or permission.	502	15.9
(k)	Commits an act of sexual harassment.	8	0.3
(l)	Unfairly discriminates against others on the basis of race, gender, disability, sexuality or other grounds prohibited by the Constitution.	3	0.1
(m)	Without written approval of the employer performs work for compensation in a private capacity for another person or organisation either during or outside working hours.	3	0.1
(n)	Without authorisation, sleeps on duty.	13	0.4
(o)	While on duty, is under the influence of an intoxicating, illegal, unauthorised, habit-forming drugs, including alcohol.	148	4.7
(p)	While on duty, conducts herself or himself in an improper, disgraceful and unacceptable manner.	65	2.1
(q)	Contravenes any prescribed Code of Conduct for the Service or the Public Service, whichever may be applicable to him or her.	75	2.4
(r)	Incites other employees to unlawful conduct or conduct in conflict with accepted procedure.	0	0.0
(s)	Displays disrespect towards others in the workplace or demonstrates abusive or insolent behaviour.	72	2.3
(t)	Intimidates or victimises other employees.	3	0.1
(u)	Prevent other employees from belonging to any trade union.	0	0.0
(v)	Operates any money lending scheme for employees during working hours or from the premises of Service.	0	0.0
(w)	Gives a false statement or evidence in the execution of his or her duties.	5	0.2
(x)	Falsifies records or any other documentation.	13	0.4
(y)	Participates in any unlawful labour or industrial action.	0	0.0
(z)	Commits a common law or statutory offence.	1059	33.6
TOTAL		3156	100

TABLE 11.4 - GRIEVANCES LODGED FOR THE PERIOD 1 APRIL 2012 TO 31 MARCH 2013

Number of Grievances Addressed	Number	% of Total
Not resolved	199	12.7
Resolved	1372	87.3
TOTAL	1571	100

**TABLE 11.5 - DISPUTES LODGED WITH COUNCILS FOR THE PERIOD
1 APRIL 2012 TO 31 MARCH 2013**

Number of Disputes Lodged	Number	% of total
SSSBC	805	88.7
PSCBC	63	6.9
CCMA	19	2.1
Private Arbitrations	21	2.3
TOTAL	908	100

**TABLE 11.6 - STRIKE ACTIONS FOR THE PERIOD 1 APRIL 2012 TO
31 MARCH 2013**

Strike Actions	Total
Total number of person working days lost	0
Total cost (R'000) of working days lost	0
Amount (R'000) recovered as a result of no work no pay	0

**TABLE 11.7 - PRECAUTIONARY SUSPENSIONS FOR THE PERIOD
1 APRIL 2012 TO 31 MARCH 2013**

Precautionary Suspensions	Totals / Amount
Number of people suspended	158
Number of people whose suspension exceeded 90 days	87
Average number of days suspended	173
Cost (R'000) of suspensions	R 15,176

“Note: Precautionary suspensions are Regulation 13 suspensions and exclude the following suspensions:
Section 43 - Imprisonments
Regulation 18 (5) - Fail to appear at disciplinary hearing
Regulation 16 (4) - Appeals”

12. SKILLS DEVELOPMENT

This section highlights the efforts of the department with regard to skills development.

TABLE 12.1 - MEMBERS ATTENDING TRAINING FOR THE PERIOD 1 APRIL 2012 TO 31 MARCH 2013

Occupational Bands	Gender	Course	Re-skilling	Skills Programme	Workshop	Total
Top management	Female	2	0	0	0	2
	Male	0	0	3	0	3
Senior management	Female	57	0	38	4	99
	Male	80	0	75	13	168
Professionally qualified and experienced	Female	1402	0	831	103	2336
	Male	2404	1	2269	137	4811
Skilled technical and academically qualified	Female	7584	4	5458	739	13785
	Male	18426	70	33721	2210	54427
Semi-skilled and discretionary decision making	Female	22391	83	2282	1750	26506
	Male	30374	268	5623	2471	38736
Unskilled and defined decision making	Female	821	0	734	76	1631
	Male	721	0	1005	68	1794
Gender sub totals	Female	32257	87	9343	2672	44359
	Male	52005	339	42696	4899	99939
Total		84262	426	52039	7571	144298

*Note: Total number member attending training for the period 1 April 2012 to 31 March 2013 as per Training Administration System on 2013-04-22.

TABLE 12.2 - MEMBERS FOUND COMPETENT IN TRAINING PROVIDED FOR THE PERIOD 1 APRIL 2012 TO 31 MARCH 2013

Occupational Bands	Gender	Course	Re-skilling	Skills Programme	Workshop	Total
Top management	Female	2	0	0	0	2
	Male	0	0	3	0	3
Senior management	Female	55	0	36	4	95
	Male	78	0	70	13	161
Professionally qualified and experienced	Female	1376	0	679	103	2158
	Male	2342	1	1908	136	4387
Skilled technical and academically qualified	Female	7424	4	4141	739	12308
	Male	17650	70	24777	2203	44700
Semi-skilled and discretionary decision making	Female	21935	80	1904	1747	25666
	Male	29558	265	4883	2467	37173
Unskilled and defined decision making	Female	769	0	466	76	1311
	Male	666	0	689	68	1423
Gender sub totals	Female	31561	84	7226	2669	41540
	Male	50294	336	32330	4887	87847
Total		81855	420	39556	7556	129387

*Note: Total number of members declared competent in all training interventions completed during the period 1 April 2012 to 31 March 2013 as per the Training Administration System on 2013-04-22.

13. INJURIES

The following table provides basic information on injury on duty.

Nature of injury on duty	Number	% of total
Required medical attention with no temporary disablement	162	1,95
Required medical attention with temporary disablement	7585	91,28
Permanent disablement	483	5,81
Fatal	80	0,96
Total	8310	100

Note: The total number of permanent disablement represents incidents from previous years concluded in the 2012/2013 financial year.

14. UTILISATION OF CONSULTANTS

See page 231 which refers to goods and services, of which “consultants, contractors and special services” is a sub-classification.

