

# **PART D:** **HUMAN RESOURCE MANAGEMENT**

# 1. EXPENDITURE

The following tables summarize final audited personnel related 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 2013 TO 31 MARCH 2014**

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	17,266,269	8,744,750	1,668,476	12.7	241	36304
Visible Policing	32,062,097	27,299,233		39.7	263	103746
Detective Service	14,704,048	11,043,781		16.1	278	39748
Crime Intelligence	2,740,027	2,457,302		3.6	282	8723
Protection & Security Services	2,018,957	1,739,651		2.5	275	6331
<b>TOTAL</b>	<b>68,791,398</b>	<b>51,284,717</b>	<b>1,668,476</b>	<b>74.6</b>	<b>263</b>	<b>194852</b>

**TABLE 1.2 - PERSONNEL COSTS BY SALARY BANDS, 1 APRIL 2013 TO 31 MARCH 2014**

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)	849,857	1.7	141	6038
Skilled (Levels 3 - 5)	18,809,249	36.7	192	98042
Highly skilled production (Levels 6 - 8)	22,263,306	43.4	272	81806
Highly skilled supervision (Levels 9 - 12)	8,594,186	16.8	1,048	8202
Senior management (Levels 13 - 16) and Executive Authority	768,119	1.5	1,005	764
<b>TOTAL</b>	<b>51,284,717</b>	<b>100</b>	<b>263</b>	<b>194852</b>

The following tables summarize final audited personnel related expenditure by programme (Table 2.1) and by salary bands (Table 2.2). 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 1.3 - SALARIES, OVERTIME, HOME OWNERS ALLOWANCE AND MEDICAL ASSISTANCE BY PROGRAMME, 1 APRIL 2013 TO 31 MARCH 2014**

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	6,064,449	69.3	23,975	0.3	334,467	3.8	776,461	8.9	8,744,750
Visible Policing	16,944,633	62.1	253,347	0.9	963,941	3.5	3,585,256	13.1	27,299,233
Detective Service	7,193,637	65.1	80,215	0.7	364,709	3.3	1,262,632	11.4	11,043,781
Crime Intelligence	1,631,349	66.4	9,940	0.4	80,333	3.3	271,374	11	2,457,302
Protection & Security Services	1,029,921	59.2	129,460	7.4	60,143	3.5	206,757	11.9	17,39,651
<b>TOTAL</b>	<b>32,863,989</b>	<b>64.1</b>	<b>496,937</b>	<b>1.0</b>	<b>1,803,593</b>	<b>3.5</b>	<b>6,102,480</b>	<b>11.9</b>	<b>51,284,717</b>

**TABLE 1.4 - SALARIES, OVERTIME, HOME OWNERS ALLOWANCE AND MEDICAL ASSISTANCE BY SALARY BAND, 1 APRIL 2013 TO 31 MARCH 2014**

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)	375,644	0.7	1,752	0.0	62,518	0.1	376,352	0.7	849,857
Skilled (Levels 3 - 5)	12,883,925	25.1	201,160	0.4	970,871	1.9	4,703,237	9.2	18,809,249
Highly skilled production (Levels 6 - 8)	14,238,511	27.8	239,097	0.5	625,756	1.2	1,016,603	2.0	22,263,306
Highly skilled supervision (Levels 9 - 12)	4,771,921	9.3	54,928	0.1	142,151	0.3	4,283	0.0	8,594,186
Senior management (Levels 13 - 16) and Executive Authority	593,989	1.2	0	0.0	2,297	0.0	2,004	0.0	768,119
<b>TOTAL</b>	<b>32,863,989</b>	<b>64.1</b>	<b>496,937</b>	<b>1.0</b>	<b>1,803,593</b>	<b>3.5</b>	<b>6,102,480</b>	<b>11.9</b>	<b>51,284,717</b>

## 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 2013 TO 31 MARCH 2014**

Programme	Year-end establishment	Number of Employees	Vacancy Rate (%)	Number of Staff Additional to the Establishment
Administration	35537	36304	-2.2	0
Visible Policing	106046	103746	2.2	0
Detective Service	40836	39748	2.7	0
Crime Intelligence	8922	8723	2.2	0
Protection & Security Services	6501	6331	2.6	0
<b>TOTAL</b>	<b>197842</b>	<b>194852</b>	<b>1.5</b>	<b>0</b>

**TABLE 2.2 - EMPLOYMENT AND VACANCIES BY SALARY BAND AT END OF PERIOD, 1 APRIL 2013 TO 31 MARCH 2014**

Salary Bands	Year-end establishment	Number of Employees	Vacancy Rate (%)	Number of Staff Additional to the Establishment
Lower skilled (Levels 1-2)	7290	6038	17.2	0
Skilled (Levels 3-5)	98835	98042	0.8	0
Highly skilled production (Levels 6-8)	82455	81806	0.8	0
Highly skilled supervision (Levels 9-12)	8453	8202	3.0	0
Senior management (Levels 13-16)	807	762	5.6	0
Minister and Deputy Minister	2	2	0.0	0
<b>TOTAL</b>	<b>197842</b>	<b>194852</b>	<b>1.5</b>	<b>0</b>

Note: As at 31 March 2014 a total of 2868 positions have been advertised and in process of consideration and or review.

**TABLE 2.3 - EMPLOYMENT AND VACANCIES BY CRITICAL OCCUPATIONS,  
1 APRIL 2013 TO 31 MARCH 2014**

Critical Occupations	Year-end establishment	Number of Employees	Vacancy Rate (%)	Number of Staff Additional to the Establishment
Aircraft pilots & related associate professionals	49	49	0	0
Architects town and traffic planners	3	3	0	0
Chemists	1780	1479	16.9	0
Engineers and related professionals	113	113	0	0
General legal administration & related professionals	431	427	0.9	0
Natural sciences related	5	5	0	0
Police	141707	140611	0.8	0
Psychologists and vocational counsellors	120	120	0	0
<b>TOTAL</b>	<b>144208</b>	<b>142807</b>	<b>1</b>	<b>0</b>

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. As at 31 March 2014 and with reference to the appointment of Chemists and Police Recruits a total of 1370 positions on level 1 to 12 have been advertised and in process of consideration and or review.

### 3. FILLING OF SMS POSTS

**TABLE 3.1 - SMS ESTABLISHMENT INFORMATION AS ON 31 MARCH 2014**

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
Salary level 13	609	575	94	34	5.6
Salary level 14	168	158	94	10	6.0
Salary level 15	29	28	97	1	3.4
Salary level 16	1	1	100	0	0.0
<b>TOTAL</b>	<b>807</b>	<b>762</b>	<b>94</b>	<b>45</b>	<b>5.6</b>

TABLE 3.2 - SMS ESTABLISHMENT INFORMATION AS ON 30 SEPTEMBER 2013

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
Salary level 13	609	593	97	16	2.6
Salary level 14	168	165	98	3	1.8
Salary level 15	29	29	100	0	0.0
Salary level 16	1	1	100	0	0.0
<b>TOTAL</b>	<b>807</b>	<b>788</b>	<b>98</b>	<b>19</b>	<b>2.4</b>

TABLE 3.3 - ADVERTISING AND FILLING OF SMS POSITIONS AS ON 31 MARCH 2014

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	51	15	4
Band B	16	7	0
Band C	2	4	0
Band D	0	0	0
<b>TOTAL</b>	<b>69</b>	<b>26</b>	<b>4</b>

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
Two posts were evaluated and advertised on SMS Band A at Human Resource Utilization. The filling of the posts were placed on hold pending the finalization of the new structure where after the posts were filled through a selection process (Post No 12/01/2418 and 12/01/2420)

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

Not Applicable
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Note: Positions are filled 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 the outstanding positions are 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 2013 TO 31 MARCH 2014

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)	6038	0	0	0	0	0	0
Skilled (Levels 3-5)	98042	0	0	0	0	0	0
Highly skilled production (Levels 6-8)	81806	66	0.1	0	0	0	0
Highly skilled supervision (Levels 9-12)	8202	747	9.1	0	0	0	0
Senior management (Levels 13-16)	764	135	17.7	0	0	0	0
TOTAL	194852	948	0.5	0	0	0	0

## TABLE 4.2 - PROFILE OF EMPLOYEES WHOSE POSITIONS WERE UPGRADED DUE TO THEIR JOBS BEING UPGRADED, 1 APRIL 2013 TO 31 MARCH 2014

None

## TABLE 4.3 - EMPLOYEES WHOSE SALARY LEVEL EXCEED THE GRADE DETERMINED BY JOB EVALUATION, 1 APRIL 2013 TO 31 MARCH 2014 [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 2013 TO 31 MARCH 2014 [I.T.O. PSR 1.V.C.3]

None

With regard to tables 4.2 to 4.4 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 2013 TO 31 MARCH 2014

Salary Bands	*Employment at Beginning of Period (April 2013)	Recruitments	Terminations	Turnover Rate (%)
Lower skilled (Levels 1-2)	5840	259	61	1
Skilled (Levels 3-5)	98422	571	951	1
Highly skilled production (Levels 6-8)	83910	129	2233	2.7
Highly skilled supervision (Levels 9-12)	8473	21	292	3.4
Senior management (Levels 13-16)	808	7	51	6.3
<b>TOTAL</b>	<b>197453</b>	<b>987</b>	<b>3588</b>	<b>1.8</b>

\*Note: Employment at the end of the previous period, as reported in the Department's Annual Report for 2012/2013, will differ from employment at the beginning of this period due to service terminations and appointments recorded in 2013/2014 with a salary effective date prior to 31 March 2013.



TABLE 5.2 - ANNUAL TURNOVER RATES BY CRITICAL OCCUPATION, 1 APRIL 2013 TO 31 MARCH 2014

Critical Occupations	*Employment at Beginning of Period (April 2013)	Recruitments	Terminations	Turnover Rate (%)
Aircraft pilots & related associate professionals	46	5	2	4.3
Architects town and traffic planners	3	0	0	0
Chemists	1418	81	20	1.4
Engineers and related professionals	114	0	1	0.9
General legal administration & related professionals	439	0	12	2.7
Natural sciences related	5	0	0	0
Police	142947	162	2498	1.7
Psychologists and vocational counsellors	124	3	7	5.6
TOTAL	145096	251	2540	1.8

\*Note: Employment at the end of the previous period, as reported in the Department's Annual Report for 2012/2013, will differ from employment at the beginning of this period due to service terminations and appointments recorded in 2013/2014 with a salary effective date prior to 31 March 2013.

TABLE 5.3 - REASONS WHY STAFF ARE LEAVING THE DEPARTMENT, 1 APRIL 2013 TO 31 MARCH 2014

Termination Types	Number	% of Total Resignations	% of Total Employment	Total	Total Employment
Death	679	18.9	0.3	3588	194852
Resignation	1647	45.9	0.8	3588	194852
Expiry of contract	34	0.9	0	3588	194852
Discharged due to ill health	276	7.7	0.1	3588	194852
Dismissal-misconduct	126	3.5	0.1	3588	194852
Retirement	814	22.7	0.4	3588	194852
Other	12	0.3	0	3588	194852
TOTAL	3588	100	1.8	3588	194852

TABLE 5.4 - SECTION 35 TERMINATIONS, 1 APRIL 2013 TO 31 MARCH 2014

RANK	Number of Section 35 terminations awarded
0	0

TABLE 5.5 - PROMOTIONS BY CRITICAL OCCUPATION, 1 APRIL 2013 TO 31 MARCH 2014

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	49	0	0
Architects town and traffic planners	3	0	0
Chemists	1479	0	0
Engineers and related professionals	113	1	0.9
General legal administration & related professionals	427	2	0.5
Natural sciences related	5	0	0
Police	140611	7533	5.4
Psychologists and vocational counsellors	120	0	0
<b>TOTAL</b>	<b>142807</b>	<b>7536</b>	<b>5.3</b>

TABLE 5.6 - PROMOTIONS BY SALARY BAND, 1 APRIL 2013 TO 31 MARCH 2014

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)	6038	102	1.7
Skilled (Levels 3-5)	98042	19141	19.5
Highly skilled production (Levels 6-8)	81806	7537	9.2
Highly skilled supervision (Levels 9-12)	8202	0	0
Senior management (Levels 13-16)	764	18	2.4
<b>TOTAL</b>	<b>194852</b>	<b>26798</b>	<b>13.8</b>

TABLE 5.7 - REGULATION 45 APPOINTMENTS, 1 APRIL 2013 TO 31 MARCH 2014

During 2013/2014 financial year, one member was appointed/promoted in accordance with Regulation 45 (9) of the South African Police Service Employment Regulations, 2008 at a cost of R14 187-19 for the financial year.

RANK	Number of Promotions in terms of Regulation 45
Sergeant	1
<b>TOTAL</b>	<b>1</b>

#### Operational Response Services:

An employee attached to the Air Wing, operating as the only Air Hostess in the Service, was due to the unique position and suitability of the employee, promoted/appointed to the rank of Sergeant.

## 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 2014**

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	293	59	36	388	113	181	22	11	214	49	764
Professionals	3169	428	263	3860	1474	2679	396	222	3297	1633	10264
Clerks	6362	887	287	7536	519	15267	2980	771	19018	4409	31482
Service and sales workers	83482	11406	2919	97807	10700	28140	3494	487	32121	2788	143416
Craft and related trades workers	599	130	44	773	293	41	0	0	41	7	1114
Plant and machine operators and assemblers	194	8	5	207	6	11	0	0	11	0	224
Elementary occupations	3390	524	23	3937	41	3138	441	7	3586	24	7588
<b>TOTAL</b>	<b>97489</b>	<b>13442</b>	<b>3577</b>	<b>114508</b>	<b>13146</b>	<b>49457</b>	<b>7333</b>	<b>1498</b>	<b>58288</b>	<b>8910</b>	<b>194852</b>

  

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	598	113	36	747	428	215	52	15	282	246	1703

TABLE 6.2 - TOTAL NUMBER OF EMPLOYEES IN EACH OF THE FOLLOWING OCCUPATIONAL BANDS AS ON 31 MARCH 2014

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	15	3	1	19	2	8	0	0	8	2	31
Senior management	278	56	35	369	111	173	22	11	206	47	733
Professionally qualified and experienced	3175	483	358	4016	1530	1582	244	124	1950	706	8202
Skilled technical and academically qualified	42616	6642	2329	51587	10571	10341	2185	795	13321	6327	81806
Semi-skilled and discretionary decision making	49078	5859	841	55778	897	34483	4518	560	39561	1806	98042
Unskilled and defined decision making	2327	399	13	2739	35	2870	364	8	3242	22	6038
<b>TOTAL</b>	<b>97489</b>	<b>13442</b>	<b>3577</b>	<b>114508</b>	<b>13146</b>	<b>49457</b>	<b>7333</b>	<b>1498</b>	<b>58288</b>	<b>8910</b>	<b>194852</b>

TABLE 6.3 - RECRUITMENT FOR THE PERIOD 1 APRIL 2013 TO 31 MARCH 2014

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	0	0	0	0	0	1
Senior management	3	0	0	3	1	2	0	0	2	0	6
Professionally qualified and experienced	6	0	0	6	2	12	1	0	13	1	22
Skilled technical and academically qualified	41	5	2	48	4	69	2	1	72	4	128
Semi-skilled and discretionary decision making	322	9	7	338	5	207	11	2	220	8	571
Unskilled and defined decision making	135	6	0	141	1	112	4	0	116	1	259
<b>TOTAL</b>	<b>508</b>	<b>20</b>	<b>9</b>	<b>537</b>	<b>13</b>	<b>402</b>	<b>18</b>	<b>3</b>	<b>423</b>	<b>14</b>	<b>987</b>

TABLE 6.4 - PROGRESSION TO ANOTHER SALARY NOTCH FOR THE PERIOD 1 APRIL 2013 TO 31 MARCH 2014

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	19	0	4	23	4	5	0	0	5	2	34
Senior management	314	70	37	421	129	218	27	13	258	54	862
Professionally qualified and experienced	2087	282	162	2531	428	1041	153	83	1277	374	4610
Skilled technical and academically qualified	6616	1036	422	8074	1605	2912	734	346	3992	2952	16623
Semi-skilled and discretionary decision making	13936	1648	191	15775	211	8321	1397	160	9878	762	26626
Unskilled and defined decision making	718	133	7	858	23	704	100	5	809	15	1705
<b>TOTAL</b>	<b>23690</b>	<b>3169</b>	<b>823</b>	<b>27682</b>	<b>2400</b>	<b>13201</b>	<b>2411</b>	<b>607</b>	<b>16219</b>	<b>4159</b>	<b>50460</b>

TABLE 6.5 - TERMINATIONS FOR THE PERIOD 1 APRIL 2013 TO 31 MARCH 2014

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	2	0	0	2	0	0	0	0	0	0	2
Senior management	26	0	3	29	13	4	1	0	5	2	49
Professionally qualified and experienced	303	51	23	377	141	55	14	5	74	66	658
Skilled technical and academically qualified	1039	150	55	1244	243	119	29	13	161	236	1884
Semi-skilled and discretionary decision making	490	75	8	573	26	239	47	6	292	43	934
Unskilled and defined decision making	21	1	3	25	5	28	3	0	31	0	61
<b>TOTAL</b>	<b>1881</b>	<b>277</b>	<b>92</b>	<b>2250</b>	<b>428</b>	<b>445</b>	<b>94</b>	<b>24</b>	<b>563</b>	<b>347</b>	<b>3588</b>

TABLE 6.6 - DISCIPLINARY ACTIONS FOR THE PERIOD 1 APRIL 2013 TO 31 MARCH 2014

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 counseling	107	24	8	139	8	11	3	1	15	1	163
Demotion	0	0	0	0	0	0	0	0	0	0	0
Dismissal	368	61	7	436	23	31	7	0	38	6	503
Final written warning	252	108	6	366	20	66	42	1	109	3	498
Fine	606	102	13	721	22	69	10	1	80	4	827
Suspended dismissal	405	102	5	512	28	50	15	2	67	10	617
Case withdrawn	385	176	19	580	39	85	30	1	116	13	748
Not guilty	822	256	26	1104	70	153	48	2	203	18	1395
Suspended without payment	61	5	5	71	5	8	0	0	8	1	85
Verbal warning	37	17	1	55	2	7	7	0	14	0	71
Written warning	362	89	8	459	26	87	29	0	116	13	614
Postponement of sanction	46	2	0	48	5	4	0	0	4	0	57
<b>TOTAL</b>	<b>3451</b>	<b>942</b>	<b>98</b>	<b>4491</b>	<b>248</b>	<b>571</b>	<b>191</b>	<b>8</b>	<b>770</b>	<b>69</b>	<b>5578</b>

TABLE 6.7 - SKILLS DEVELOPMENT FOR THE PERIOD 1 APRIL 2013 TO 31 MARCH 2014

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	1	0	0	0	0	0	2
Senior management	102	30	20	152	65	56	8	5	69	25	311
Professionally qualified and experienced	2998	454	309	3761	1259	1468	249	107	1824	609	7453
Skilled technical and academically qualified	44103	7227	2095	53425	10765	10043	2008	528	12579	4019	80788
Semi-skilled and discretionary decision making	66456	8512	993	75961	1053	37989	4231	304	42524	792	120330
Unskilled and defined decision making	3345	371	123	3839	147	2483	301	17	2801	53	6840
<b>TOTAL</b>	<b>117005</b>	<b>16594</b>	<b>3540</b>	<b>137139</b>	<b>13290</b>	<b>52039</b>	<b>6797</b>	<b>961</b>	<b>59797</b>	<b>5498</b>	<b>215724</b>

\*Note: Total number of members declared competent in all training interventions completed during the period 1 April 2013 to 31 March 2014 as per the Training Administration System on 8 April 2014. The total personnel trained and found competent as reflected in this table reflects only personnel of the SAPS trained and found competent.

## 7. PERFORMANCE

**TABLE 7.1 - SIGNING OF PERFORMANCE AGREEMENTS BY SMS MEMBERS AS ON 31 MAY 2013**

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
Salary level 13	609	575	48	0
Salary level 14	168	158	16	10
Salary level 15	29	28	1	4
Salary level 16	1	1	1	100
<b>TOTAL</b>	<b>807</b>	<b>762</b>	<b>66</b>	<b>9</b>

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 agreements by 31 May 2013.

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

The SAPS Employment Regulations, 2008, prescribe signing of performance agreements by the end of July of each year. The reason for this is that some system information (i.e. crime levels), which is required for customisation and finalisation of performance agreements, only becomes available by the end of May each year. By the end of July 2013 (in accordance with the SAPS Employment Regulations), 99.6% of the senior managers had signed performance agreements.

Information of senior managers that were not required to conclude a performance agreement (i.e. external deployment, newly appointed, etc), were excluded from the calculation.

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

No disciplinary action was required. Three senior managers did not sign performance agreements as their placement had not been confirmed by the end of July 2013 and therefore they were not in a position to sign performance agreements.

TABLE 7.4 - PERFORMANCE REWARDS BY RACE AND GENDER, 1 APRIL 2013 TO 31 MARCH 2014

Demographics	Number of Beneficiaries	Total Employment	% of Total within Group	Cost (R'000)	Average Cost per Beneficiary (R)
African, Female	0	49457	0.0	0	0
African, Male	0	97489	0.0	0	0
Asian, Female	0	1498	0.0	0	0
Asian, Male	0	3577	0.0	0	0
Coloured, Female	0	7333	0.0	0	0
Coloured, Male	0	13442	0.0	0	0
Total Blacks, Female	0	<b>58288</b>	0.0	0	0
Total Blacks, Male	0	<b>114508</b>	0.0	0	0
White, Female	0	8910	0.0	0	0
White, Male	0	13146	0.0	0	0
<b>TOTAL</b>	<b>0</b>	<b>194852</b>	<b>0.0</b>	<b>0</b>	<b>0</b>

TABLE 7.5 - PERFORMANCE REWARDS BY SALARY BANDS FOR PERSONNEL BELOW SENIOR MANAGEMENT, 1 APRIL 2013 TO 31 MARCH 2014

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	6038	0	0	0
Skilled (Levels 3-5)	0	98042	0	0	0
Highly skilled production (Levels 6-8)	0	81806	0	0	0
Highly skilled supervision (Levels 9-12)	0	8202	0	0	0
<b>TOTAL</b>	<b>0</b>	<b>194088</b>	<b>0</b>	<b>0</b>	<b>0</b>

TABLE 7.6 - PERFORMANCE REWARDS BY CRITICAL OCCUPATION, 1 APRIL 2013 TO 31 MARCH 2014

Critical Occupations	Number of Beneficiaries	Total Employment	% of Total Employment	Cost (R'000)	Average Cost per Beneficiary (R)
Aircraft pilots & related associate professionals	0	49	0	0	0
Architects town and traffic planners	0	3	0	0	0
Chemists	0	1479	0	0	0
Engineers and related professionals	0	113	0	0	0
General legal administration & related professionals	0	427	0	0	0
Natural sciences related	0	5	0	0	0
Police	0	140611	0	0	0
Psychologists and vocational counsellors	0	120	0	0	0
<b>TOTAL</b>	<b>0</b>	<b>142807</b>	<b>0</b>	<b>0</b>	<b>0</b>



**TABLE 7.7 - PERFORMANCE REWARDS BY SALARY BANDS FOR SENIOR MANAGEMENT, 1 APRIL 2013 TO 31 MARCH 2014**

SMS Band	*Number of Beneficiaries	Total Employment	% of Total per Band and Employment	Cost (R'000)	Average Cost per Beneficiary (R)
Band A	0	575	0	0	0
Band B	0	158	0	0	0
Band C	0	28	0	0	0
Band D	0	1	0	0	0
Minister and Deputy Minister	0	2	0	0	0
<b>TOTAL</b>	<b>0</b>	<b>764</b>	<b>0</b>	<b>0</b>	<b>0</b>

## 8. FOREIGN WORKERS

The Department did not employ any foreign workers for the period 1 April 2013 to 31 March 2014.



## 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 2013 TO 31 DECEMBER 2013**

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)	43947	93.8	4050	2.6	11	11,041	155831	41239
Skilled (Levels 3-5)	791099	94.3	80153	51.4	10	342,116	155831	745990
Highly skilled production (Levels 6-8)	621430	94.9	56775	36.4	11	469,220	155831	589863
Highly skilled supervision (Levels 9-12)	140942	95.1	14365	9.2	10	168,026	155831	134044
Senior management (Levels 13-16)	4183	95.5	488	0.3	9	13,598	155831	3995
<b>TOTAL</b>	<b>1601601</b>	<b>94.6</b>	<b>155831</b>	<b>100</b>	<b>10</b>	<b>1,004,001</b>	<b>155831</b>	<b>1515131</b>

**TABLE 9.2 - INCAPACITY LEAVE (TEMPORARY AND PERMANENT) FOR 1 JANUARY 2013 TO 31 DECEMBER 2013**

Salary Bands	Total Days	% Days with Medical Certification	Number of Employees using Incapacity Leave	% of Total Employees using Incapacity Leave	Average Days per Employee	Estimated Cost (R'000)	Total number of days with medical certification	Total number of Employees using Incapacity Leave
Lower skilled (Levels 1-2)	3723	100	88	2.7	42	950	3723	3,251
Skilled (Levels 3-5)	43189	99.9	932	28.7	46	18,069	43164	3,251
Highly skilled production (Levels 6-8)	110346	99.9	1733	53.3	64	88,020	110273	3,251
Highly skilled supervision (Levels 9-12)	29597	99.9	480	14.8	62	34,937	29559	3,251
Senior management (Levels 13-16)	767	100	18	0.6	43	2,577	767	3,251
<b>TOTAL</b>	<b>187622</b>	<b>99.9</b>	<b>3251</b>	<b>100</b>	<b>58</b>	<b>144,553</b>	<b>187486</b>	<b>3,251</b>

TABLE 9.3 - TEMPORARY INCAPACITY LEAVE FOR 1 JANUARY 2013 TO 31 DECEMBER 2013

Type of incapacity leave considered	Health Risk Manager		Number of disputes	How were disputes resolved
	Acceptance of advice	Deviation from advice		
Short term incapacity	4047	0	0	Not applicable
Long term incapacity	1248	0	0	Not applicable

## Types of illness

For the reporting period the highest number of applications for short term temporary incapacity leave were for Musculoskeletal System and Connective Tissue conditions followed by Mental and Behavioural disorders and Respiratory System. For long periods of temporary incapacity leave Musculoskeletal System and Tissue Conditions followed by Mental and behavioural disorders were the leading cause.

TABLE 9.4 - ILL-HEALTH RETIREMENT FOR 1 JANUARY 2013 TO 31 DECEMBER 2013

Incapacity leave approved	Health Risk Manager		Number of disputes	How were disputes resolved
	Acceptance of advice	Deviation from advice		
Number of cases referred	270	76	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 2013 TO 31 DECEMBER 2013

Total expenditure incurred (R'000)	Average timeframe for payments made to service provider
13,716	30

TABLE 9.6 - ANNUAL LEAVE FOR 1 JANUARY 2013 TO 31 DECEMBER 2013

Salary Bands	Total Days Taken	Average days per Employee	Number of Employees who took leave
Lower skilled (Levels 1-2)	107729	23	4748
Skilled (Levels 3-5)	1956005	21	91451
Highly skilled production (Levels 6-8)	1941207	27	70595
Highly skilled supervision (Levels 9-12)	592068	29	20160
Senior management (Levels 13-16)	21958	28	787
<b>TOTAL</b>	<b>4618968</b>	<b>25</b>	<b>187741</b>

TABLE 9.7 - CAPPED LEAVE FOR 1 JANUARY 2013 TO 31 DECEMBER 2013

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 2013
Lower skilled (Levels 1-2)	986	5	215	173014
Skilled (Levels 3-5)	15454	7	2107	3370552
Highly skilled production (Levels 6-8)	6557	7	877	1622203
Highly skilled supervision (Levels 9-12)	305	10	32	66062
Senior management (Levels 13-16)	23302	7	3231	5231831
<b>TOTAL</b>	<b>46604</b>	<b>7</b>	<b>6462</b>	<b>10463662</b>

## 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, forensics 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 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		Divisional Commissioner: Human Resource Management (NNH Mazubuko). Private Bag X94 Pretoria 0001 Tel No : 012 393 4472 Fax : 012 393 2454



<p>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.</p>	x		<p>The Employee Health &amp; Wellness Component consists of four Sections namely; Social Work 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&amp; 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.</p>
<p>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.</p>	x		<p>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&amp;Aids programme , disability sensitisation programmes , substance abuse programmes, relationship programmes, personal wellness programmes anger management programmes. The wellness support programmes are expanded to include health promotion programmes whereby employees are being for HIV and other chronic conditions such as high blood pressure, diabetes, and cholesterol and body mass index on voluntary basis. Reasonable accommodation is provided for employees with disability to enhance productivity levels.</p>
<p>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.</p>	x		<p>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 HRM (Chairperson), Human Resource Development Legal Services, Supply Chain Management as well as Organized Labour (POPCRU and SAPU). There are key external role-players such as Department of Public Works, Polmed, GEMS and SAP's Health Risk Manager. Similar structures have been established in the Provinces. Both the national and provincial wellness for a are expected to convene on a quarterly and strategic reports are shared amongst all the role- players regarding the health and wellness of employees.</p>
<p>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.</p>	x		<p>The revised SAPS HIV&amp; AIDS Workplace Policy is aligned to Chapter 2 of the Constitution of the Republic of South Africa (Bill of Rights) and related Acts.</p>

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 positive employees are 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		SAPS HIV&AIDS Workplace Programme mandated to expose 15% of the total SAPS establishment to HIV Counselling and Testing (HCT) services.
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 2013 TO 31 MARCH 2014

Number	Name of agreement	Date signed
SSSBC: Agreement 1/2014	Levy agreement	31-Mar-14

TABLE 11.2 - MISCONDUCT AND DISCIPLINE HEARINGS FINALISED, 1 APRIL 2013 TO 31 MARCH 2014

Outcome of Disciplinary Hearings	Number	% of Total
Correctional counseling	178	2.9
Demotion	0	0.0
Dismissal	537	8.9
Final written warning	524	8.7
Fine	995	16.4
Postponement of sanction	60	1.0
Suspended dismissal	664	11.0
Case withdrawn	827	13.7
Not guilty	1467	24.2

Suspended without payment	88	1.5
Verbal warning	72	1.2
Written warning	641	10.6
TOTAL	6053	100

**TABLE 11.3 - TYPES OF MISCONDUCT ADDRESSED AND DISCIPLINARY HEARINGS, 1 APRIL 2013 TO 31 MARCH 2014**

Regulation 20	Nature	Number Persons Found Guilty	% of Total
(a)	Fails to comply with, or contravenes an Act, regulation or legal obligation	491	16.5
(b)	Wilfully or negligently mismanages the finances of the State.	4	0.1
(c)	Without permission possesses or uses the property of the State, another employee or a visitor.	96	3.2
(d)	Intentionally or negligently damages and or causes loss of State property.	136	4.6
(e)	Endangers the lives of others by disregarding safety rules or regulations.	13	0.4
(f)	Prejudices the administration, discipline or efficiency of a department, office or institution of the State.	122	4.1
(g)	Misuses his or her position in the Service to promote or to prejudice the interest of any political party.	1	0.0
(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.	3	0.1
(i)	Fails to carry out a lawful order or routine instruction without just or reasonable cause.	315	10.6
(j)	Absents himself or herself from work without reason or permission.	569	19.1
(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.	0	0.0
(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.	12	0.4
(o)	While on duty, is under the influence of an intoxicating, illegal, unauthorised, habit-forming drugs, including alcohol.	120	4.0
(p)	While on duty, conducts herself or himself in an improper, disgraceful and unacceptable manner.	75	2.5
(q)	Contravenes any prescribed Code of Conduct for the Service or the Public Service, whichever may be applicable to him or her.	65	2.2
(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.	53	1.8
(t)	Intimidates or victimises other employees.	2	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.	7	0.2
(x)	Falsifies records or any other documentation.	12	0.4
(y)	Participates in any unlawful labour or industrial action.	27	0.9
(z)	Commits a common law or statutory offence.	846	28.4
<b>TOTAL</b>		<b>2980</b>	<b>100</b>

**TABLE 11.4 - GRIEVANCES LODGED FOR THE PERIOD 1 APRIL 2013 TO 31 MARCH 2014**

Number of Grievances Addressed	Number	% of Total
Not resolved	287	19.6
Resolved	1178	80.4
<b>TOTAL</b>	<b>1465</b>	<b>100</b>

**TABLE 11.5 - DISPUTES LODGED WITH COUNCILS FOR THE PERIOD 1 APRIL 2013 TO 31 MARCH 2014**

Number of Disputes Lodged	Number	% of total
SSSBC	545	86.1
PSCBC	53	8.4
CCMA	15	2.4
Private Arbitrations	20	3.2
<b>TOTAL</b>	<b>633</b>	<b>100</b>

**TABLE 11.6 - STRIKE ACTIONS FOR THE PERIOD 1 APRIL 2013 TO 31 MARCH 2014**

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 2013 TO 31 MARCH 2014**

Precautionary Suspensions	Totals / Amount
Number of people suspended	820
Number of people whose suspension exceeded 90 days	284
Average number of days suspended	75
Cost (R'000) of suspensions	10,738

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

TABLE 12.1 - MEMBERS ATTENDING TRAINING FOR THE PERIOD 1 APRIL 2013 TO 31 MARCH 2014

Occupational Bands	Gender	Course	Re-skilling	Skills Programme	Workshop	Total
Top management	Female	0	0	0	0	0
	Male	2	0	0	0	2
Senior management	Female	92	0	0	2	94
	Male	214	0	1	2	217
Professionally qualified and experienced	Female	2237	1	89	106	2433
	Male	4655	1	168	196	5020
Skilled technical and academically qualified	Female	15649	4	570	375	16598
	Male	60484	107	2453	1146	64190
Semi-skilled and discretionary decision making	Female	39974	92	2523	727	43316
	Male	70389	485	5057	1083	77014
Unskilled and defined decision making	Female	2797	0	39	18	2854
	Male	3897	0	71	18	3986
Gender sub totals	Female	60749	97	3221	1228	65295
	Male	139641	593	7750	2445	150429
<b>Total</b>		<b>200390</b>	<b>690</b>	<b>10971</b>	<b>3673</b>	<b>215724</b>

\*Note: Total number member attending training for the period 1 April 2013 to 31 March 2014 as per Training Administration System on 8 April 2014.

TABLE 12.2 - MEMBERS FOUND COMPETENT IN TRAINING PROVIDED FOR THE PERIOD 1 APRIL 2013 TO 31 MARCH 2014

Occupational Bands	Gender	Course	Re-skilling	Skills Programme	Workshop	Total
Top management	Female	0	0	0	0	0
	Male	2	0	0	0	2
Senior management	Female	88	0	0	2	90
	Male	204	0	1	2	207
Professionally qualified and experienced	Female	2224	1	63	106	2394
	Male	4608	1	141	196	4946
Skilled technical and academically qualified	Female	15486	4	493	375	16358
	Male	59768	106	2098	1146	63118
Semi-skilled and discretionary decision making	Female	39626	88	2044	727	42485
	Male	69511	473	4497	1081	75562
Unskilled and defined decision making	Female	2719	0	1	18	2738
	Male	3848	0	16	18	3882
Gender sub totals	Female	60143	93	2601	1228	64065
	Male	137941	580	6753	2443	147717
<b>Total</b>		<b>198084</b>	<b>673</b>	<b>9354</b>	<b>3671</b>	<b>211782</b>

\*Note: Total number of members declared competent in all training interventions completed during the period 1 April 2013 to 31 March 2014 as per the Training Administration System on 8 April 2014. The total personnel trained and found competent as reflected in these tables reflect only personnel of

the SAPS trained and found competent.

## 13. INJURIES

The following table provides basic information on injury on duty.

TABLE 13.1 - INJURY ON DUTY REPORTED, 1 APRIL 2013 TO 31 MARCH 2014

Nature of injury on duty	Number	% of total
Required medical attention with no temporary disablement	2034	30.3
Required medical attention with temporary disablement	4167	62
Permanent disablement	280	4.2
Fatal	236	3.5
<b>Total</b>	<b>6717</b>	<b>100</b>

## 14. UTILIZATION OF CONSULTANTS

Page 307 refers to goods and services, of which “consultants, contractors and special services” is a sub-classification.

