

Salary Band	Number of Posts	Number of Jobs Evaluated	% of Posts Evaluated	No. of Posts Upgraded	% of Upgraded Posts Evaluated	No. of Posts Downgraded	% of Downgraded Posts
Senior Management Service Band D	1	0	0	0	0	0	0
Other	1	0	0	0	0	0	0
TOTAL	1,547	187	12.1	39	20.9	1	0.5

TABLE 4.2 - Profile of employees whose positions were upgraded due to their posts being upgraded

Beneficialities	African	Asian	Coloured	White	Total
Female	8	0	0	1	9
Male	11	0	1	3	15
Total	19	0	1	4	24
Employees with a Disability	0	0	0	0	0

TABLE 4.3 - Employees whose salary level exceeded the grade determined by Job Evaluation [to PSR 1.V.C.3]

Occupation	Number of Employees	Job Evaluation Level	Remuneration Level	Reason for Deviation	No of Employees in Dept
Cleaners	34	1+	2	Increased job demands	9
Principal Specialist	1	12+	13	recruitment & retention	15
Computer Programmers	4	9+	10	Increased job demands	24
Total	39				0
Percentage of Total Employment	0				

TABLE 4.4 - Profile of employees whose salary level exceeded the grade determined by job evaluation [to PSR 1.V.C.3]

Beneficiaries	African	Asian	Coloured	White	Total
Female	1	0	0	0	1
Male	0	0	0	0	0
Total	1	0	0	0	0
Employees with a Disability	0	0	0	0	1

HR OVERSIGHT - APRIL 2005 to MARCH 2006 - Department of Health

TABLE 5.1 - Annual Turnover Rates by Salary Band

Salary Band	Employment at beginning of Period (April 2005)	Appointments	Terminations	Turnover Rate
Lower skilled (Levels 1-2), Permanent	124	8	7	5.6
Skilled (Levels 3-5), Permanent	233	39	9	3.9
Highly skilled production (Levels 6-8), Permanent	372	14	24	6.5
Highly skilled production (Levels 6-8), Temporary	3	0	0	0
Highly skilled supervision (Levels 9-12), Permanent	331	22	26	7.9
Highly skilled supervision (Levels 9-12), Temporary	1	0	0	0
Senior Management Service Band A, Permanent	35	0	5	14.3
Senior Management Service Band B, Permanent	10	0	2	20
Senior Management Service Band C, Permanent	4	0	0	0
Senior Management Service Band D, Permanent	1	0	0	0
Other, Permanent	0	30	16	0
Contract (Levels 1-2), Permanent	12	3	0	0
Contract (Levels 3-5), Permanent	1	0	0	0
Contract (Levels 6-8), Permanent	3	1	1	33.3
Contract (Levels 9-12), Permanent	21	2	6	28.6

Salary Band	Employment at beginning of Period (April 2005)	Appointments	Terminations	Turnover Rate
Contract (Band A), Permanent	19	4	3	15.8
Contract (Band B), Permanent	7	0	0	0
Contract (Band C), Permanent	4	0	0	0
Contract (Band D), Permanent	0	0	1	0
TOTAL	1,181	123	100	8.5

TABLE 5.2 - Annual Turnover Rates by Classification

Occupation	Employment at beginning of Period (April 2005)	Appointments	Terminations	Turnover Rate
Administrative related, Permanent	104	15	12	11.5
Advocates, Permanent	1	0	0	0
Appraisers-valuers and related professionals, Permanent	2	0	1	50
Archivists curators and related professionals, Permanent	1	0	0	0
Artisan project and related superintendents, Permanent	1	0	0	0

Occupation	Employment at beginning of Period (April 2005)	Appointments	Terminations	Turnover Rate
Auxiliary and related workers, Permanent	1	0	0	0
Chemists, Permanent	33	0	4	12.1
Cleaners in offices workshops hospitals etc., Permanent	70	4	6	8.6
Client inform clerks(switchb receipt inform clerks), Permanent	9	4	2	22.2
Communication and information related, Permanent	23	0	2	8.7
Computer programmers., Permanent	6	0	1	16.7
Computer system designers and analysts., Permanent	1	1	0	0
Dieticians and nutritionists, Permanent	1	0	0	0
Environmental health, Permanent	1	0	0	0
Finance and economics related, Permanent	10	2	1	10
Financial and related professionals, Permanent	26	7	7	26.9
Financial clerks and credit controllers, Permanent	30	7	0	0
Food services aids and waiters, Permanent	21	0	1	4.8
General legal administration and rel. professionals, Permanent	7	0	1	14.3
Head of department/chief executive officer, Permanent	1	0	0	0

Occupation	Employment at beginning of Period (April 2005)	Appointments	Terminations	Turnover Rate
Health sciences related, Permanent	91	5	5	5.5
Human resources and organisat developm and relate prof, Permanent	14	3	1	7.1
Human resources and organisat developm and relate prof, Temporary	1	0	0	0
Human resources clerks, Permanent	34	5	2	5.9
Human resources related, Permanent	12	0	1	8.3
Information technology related, Permanent	2	1	0	0
Language practitioners interpreters and other commun, Permanent	7	0	0	0
Librarians and related professionals, Permanent	2	0	0	0
Library mail and related clerks, Permanent	32	1	1	3.1
Library mail and related clerks, Temporary	1	0	0	0
Light vehicle drivers, Permanent	6	0	0	0
Logistical support personnel, Permanent	3	0	1	33.3
Material-recording and transport clerks, Permanent	26	4	0	0
Medical practitioners, Permanent	6	0	0	0

Occupation	Employment at beginning of Period (April 2005)	Appointments	Terminations	Turnover Rate
Medical practitioners, Temporary	1	0	0	0
Medical research and related professionals, Permanent	24	0	3	12.5
Medical specialists, Permanent	7	0	3	42.9
Medical technicians/technologists, Permanent	3	0	1	33.3
Messengers porters and deliverers, Permanent	23	5	0	0
Natural sciences related, Permanent	14	0	1	7.1
Other administrat and related clerks and organisers, Permanent	221	13	8	3.6
Other administrative policy and related officers, Permanent	68	4	5	7.4
Other information technology personnel., Permanent	7	5	2	28.6
Other occupations, Permanent	11	14	8	72.7
Other occupations, Temporary	1	0	0	0
Pharmacists, Permanent	10	0	1	10
Pharmacologists pathologists and related professiona, Permanent	24	10	6	25
Physicists, Permanent	18	0	1	5.6
Professional nurse, Permanent	3	0	0	0

Occupation	Employment at beginning of Period (April 2005)	Appointments	Terminations	Turnover Rate
Radiography, Permanent	3	0	0	0
Rank: Unknown, Permanent	2	0	0	0
Secretaries and other keyboard operating clerks, Permanent	56	6	3	5.4
Security guards, Permanent	6	0	0	0
Security officers, Permanent	35	3	3	8.6
Senior managers, Permanent	52	4	6	11.5
Social sciences related, Permanent	4	0	0	0
Staff nurses and pupil nurses, Permanent	1	0	0	0
Trade labourers, Permanent	1	0	0	0
TOTAL	1,181	123	100	8.5

TABLE 5.3 - Reasons why staff are leaving the Department

Termination Type	Number	Percentage of Total Resignations	Percentage of Total Employment	Total	Total Employment
Death, Permanent	3	3	0.3	100	1181
Resignation, Permanent	65	65	5.5	100	1181
Expiry of contract, Permanent	14	14	1.2	100	1181
Discharged due to ill health, Permanent	1	1	0.1	100	1181
Dismissal-misconduct, Permanent	3	3	0.3	100	1181
Retirement, Permanent	14	14	1.2	100	1181
TOTAL	100	100	8.5	100	1181

Resignations as % of Employment

8.5

TABLE 5.4 - Promotions by Critical Occupation

Occupation	Employment at Beginning of Period (April 2005)	Promotions to another Salary Level	Salary level Promotions as a % of Employment	Progressions to another Notch within Salary Level	Notch Progressions as a % of Employment
Administrative related	104	31	29.8	47	45.2
Advocates	1	0	0	0	0
Appraisers-valuers and related professionals	2	0	0	2	100
Archivists curators and related professionals	1	0	0	1	100
Artisan project and related superintendents	1	0	0	1	100
Auxiliary and related workers	1	0	0	0	0
Chemists	33	1	3	26	78.8
Cleaners in offices workshops hospitals etc.	70	5	7.1	64	91.4
Client inform clerks (switchboard inform clerks)	9	0	0	8	88.9
Communication and information related	23	3	13	5	21.7

Occupation	Employment at Beginning of Period (April 2005)	Promotions to another Salary Level	Salary level Promotions as a % of Employment	Progressions to another Notch within Salary Level	Notch Progressions as a % of Employment
Computer programmers.	6	1	16.7	4	66.7
Computer system designers and analysts.	1	0	0	0	0
Dieticians and nutritionists	1	1	100	0	0
Environmental health	1	0	0	1	100
Finance and economics related	10	0	0	4	40
Financial and related professionals	26	4	15.4	6	23.1
Financial clerks and credit controllers	30	6	20	14	46.7
Food services aids and waiters	21	0	0	19	90.5
General legal administration and rel. professionals	7	0	0	2	28.6
Head of department/chief executive officer	1	0	0	0	0
Health sciences related	91	10	11	40	44
Human resources and organisat developm and relate prof	15	9	60	5	33.3
Human resources clerks	34	3	8.8	19	55.9
Human resources related	12	1	8.3	4	33.3

Occupation	Employment at Beginning of Period (April 2005)	Promotions to another Salary Level	Salary level Promotions as a % of Employment	Progressions to another Notch within Salary Level	Notch Progressions as a % of Employment
Information technology related	2	4	200	0	0
Language practitioners interpreters and other commun	7	0	0	0	0
Librarians and related professionals	2	0	0	2	100
Library mail and related clerks	33	2	6.1	30	90.9
Light vehicle drivers	6	0	0	6	100
Logistical support personnel	3	0	0	2	66.7
Material-recording and transport clerks	26	4	15.4	20	76.9
Medical practitioners	7	1	14.3	0	0
Medical research and related professionals	24	3	12.5	10	41.7
Medical specialists	7	0	0	1	14.3
Medical technicians/technologists	3	0	0	3	100
Messengers porters and deliverers	23	1	4.3	22	95.7
Natural sciences related	14	5	35.7	9	64.3
Other administrat and related clerks and organisers	221	18	8.1	137	62

Occupation	Employment at Beginning of Period (April 2005)	Promotions to another Salary Level	Salary level Promotions as a % of Employment	Progressions to another Notch within Salary Level	Notch Progressions as a % of Employment
Other administrative policy and related officers	68	18	26.5	42	61.8
Other information technology personnel.	7	4	57.1	4	57.1
Other occupations	12	0	0	0	0
Pharmacists	10	0	0	5	50
Pharmacologists pathologists and related professiona	24	1	4.2	10	41.7
Physicists	18	1	5.6	6	33.3
Professional nurse	3	0	0	1	33.3
Radiography	3	1	33.3	2	66.7
Rank: Unknown	2	0	0	0	0

Occupation	Employment at Beginning of Period (April 2005)	Promotions to another Salary Level	Salary level Promotions as a % of Employment	Progressions to another Notch within Salary Level	Notch Progressions as a % of Employment
Secretaries and other keyboard operating clerks	56	7	12.5	34	60.7
Security guards	6	0	0	0	0
Security officers	35	2	5.7	8	22.9
Senior managers	52	5	9.6	1	1.9
Social sciences related	4	1	25	0	0
Staff nurses and pupil nurses	1	0	0	1	100
Trade labourers	1	0	0	0	0
TOTAL	1,181	153	13	628	53.2

TABLE 5.5 - Promotions by Salary Band

Salary Band	Employment at Beginning of Period (April 2005)	Promotions to another Salary Level	Salary level Promotions as a % of Employment	Progressions to another Notch within Salary Level	Notch Progressions as a % of Employment
Lower skilled (Levels 1-2), Permanent	124	6	4.8	105	84.7
Skilled (Levels 3-5), Permanent	233	26	11.2	119	51.1
Highly skilled production (Levels 6-8), Permanent	372	63	16.9	251	67.5
Highly skilled production (Levels 6-8), Temporary	3	0	0	2	66.7
Highly skilled supervision (Levels 9-12), Permanent	331	45	13.6	145	43.8
Highly skilled supervision (Levels 9-12), Temporary	1	0	0	0	0
Senior management (Levels 13-16), Permanent	50	12	24	0	0
Contract (Levels 1-2), Permanent	12	0	0	0	0
Contract (Levels 3-5), Permanent	1	0	0	0	0
Contract (Levels 6-8), Permanent	3	0	0	2	66.7
Contract (Levels 9-12), Permanent	21	1	4.8	3	14.3
Contract (Levels 13-16), Permanent	30	0	0	1	3.3
TOTAL	1,181	153	13	628	53.2

HR OVERSIGHT - APRIL 2005 to MARCH 2006 - Department of Health

TABLE 6.1 - Total number of employees (including employees with disabilities) per occupational category (S.A.S.C.O.)

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, Permanent	10	1	4	15	9	24	0	2	26	4	54
Professionals, Permanent	162	12	7	181	45	219	12	18	249	88	563
Professionals, Temporary	0	0	0	0	0	1	0	0	1	1	2
Clerks, Permanent	105	3	4	112	8	164	17	6	187	91	398
Clerks, Temporary	0	0	0	0	0	0	0	0	0	1	1
Service and sales workers, Permanent	25	2	0	27	2	10	0	0	10	0	39
Craft and related trades workers, Permanent	0	0	0	0	1	0	0	0	0	0	1
Plant and machine operators and assemblers, Permanent	5	0	0	5	1	0	0	0	0	0	6

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
Elementary occupations, Permanent	57	5	0	62	0	66	8	1	75	0	137
Elementary occupations, Temporary	0	0	0	0	0	1	0	0	1	0	1
Other, Permanent	0	0	0	0	1	1	0	0	1	0	2
TOTAL	364	23	15	402	67	486	37	27	550	185	1,204

	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	1	0	0	1	2	2	0	0	2	4	9

TABLE 6.2 - Total number of employees (incl. employees with disabilities) per occupational band and

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, Permanent	2	0	0	2	1	3	0	1	4	1	8
Senior Management, Permanent	10	2	1	13	9	19	1	0	20	0	42
Professionally qualified and experienced specialists and mid-management, Permanent	101	7	6	114	34	126	9	11	146	55	349
Professionally qualified and experienced specialists and mid-management, Temporary	0	0	0	0	0	2	0	0	2	0	2
Skilled technical and academically qualified workers, junior management, supervisors, foremen, Permanent	74	6	2	82	14	125	10	9	144	105	345

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
Skilled technical and academically qualified workers, junior management, supervisors, foremen, Temporary	0	0	0	0	0	0	0	0	0	2	2
Semi-skilled and discretionary decision making, Permanent	98	3	2	103	3	111	14	3	128	14	248
Unskilled and defined decision making, Permanent	49	5	1	55	1	55	2	1	58	2	116
Not Available, Permanent	12	0	0	12	0	15	0	1	16	0	28
Contract (Top Management), Permanent	3	0	1	4	1	4	0	0	4	1	10
Contract (Senior Management), Permanent	7	0	2	9	4	8	0	1	9	2	24
Contract (Professionally qualified), Permanent	4	0	0	4	0	10	1	0	11	3	18

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
Contract (Skilled technical), Permanent	1	0	0	1	0	2	0	0	2	0	3
Contract (Semi-skilled), Permanent	0	0	0	0	0	1	0	0	1	0	1
Contract (Unskilled), Permanent	3	0	0	3	0	5	0	0	5	0	8
TOTAL	364	23	15	402	67	486	37	27	550	185	1,204

TABLE 6.3 - Recruitment

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
Professionally qualified and experienced specialists and mid-management, Permanent	7	0	0	7	2	9	0	3	12	5	26
Skilled technical and academically qualified workers, junior management, supervisors, foremen, Permanent	4	0	0	4	0	11	1	2	14	0	18
Semi-skilled and discretionary decision making, Permanent	16	1	1	18	0	24	1	1	26	1	45
Unskilled and defined decision making, Permanent	4	0	0	4	0	8	0	0	8	0	12
Not Available, Permanent	18	0	0	18	0	22	0	1	23	0	41
Contract (Senior Management), Permanent	0	0	0	0	1	2	0	0	2	1	4

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
Contract (Professionally qualified), Permanent	0	0	0	0	0	1	0	0	1	1	2
Contract (Skilled technical), Permanent	0	0	0	0	0	1	0	0	1	0	1
Contract (Unskilled), Permanent	1	0	0	1	0	2	0	0	2	0	3
TOTAL	50	1	1	52	3	80	2	7	89	8	152

TABLE 6.4 - Promotions

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, Permanent	0	0	0	0	0	1	0	0	1	0	1
Senior Management, Permanent	3	1	0	4	1	5	0	0	5	1	11
Professionally qualified and experienced specialists and mid-management, Permanent	49	5	2	56	20	67	2	6	75	40	191
Skilled technical and academically qualified workers, junior management, supervisors, foremen, Permanent	72	6	2	80	15	100	10	8	118	101	314
Skilled technical and academically qualified workers, junior management, supervisors, foremen, Temporary	0	0	0	0	0	0	0	0	0	2	2
Semi-skilled and discretionary decision making, Permanent	49	0	1	50	3	71	6	0	77	16	146
Unskilled and defined decision making, Permanent	48	3	1	52	0	53	3	1	57	2	111
Contract (Top Management), Permanent	0	0	0	0	1	0	0	0	0	0	1

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
Contract (Senior Management), Permanent	0	0	0	0	0	0	0	0	0	1	1
Contract (Professionally qualified), Permanent	0	0	0	0	0	1	0	0	1	3	4
Contract (Skilled technical), Permanent	1	0	0	1	0	1	0	0	1	0	2
TOTAL	222	15	6	243	40	299	21	15	335	166	784

	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	2	0	0	2	1	4	0	0	4	4	11

TABLE 6.5 - Terminations

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
Senior Management, Permanent	0	0	0	0	2	2	0	1	3	1	6
Professionally qualified and experienced specialists and mid-management, Permanent	8	0	0	8	5	8	1	0	9	5	27
Skilled technical and academically qualified workers, junior management, supervisors, foremen, Permanent	8	0	1	9	2	4	0	3	7	8	26
Semi-skilled and discretionary decision making, Permanent	4	0	0	4	0	4	0	0	4	1	9
Unskilled and defined decision making, Permanent	3	1	0	4	0	3	0	0	3	0	7
Unskilled and defined decision making, Temporary	1	0	0	1	0	0	0	0	0	0	1
Not Available, Permanent	6	0	0	6	0	10	0	0	10	0	16