

## SECTION 2: HUMAN RESOURCE MANAGEMENT

### 1. SERVICE DELIVERY

HR OVERSIGHT - APRIL 2006 to MARCH 2007 - Department of Health

TABLE 1.1 - Service Information Tool

Type of Information Tool	Actual Achievements
Management Committee Meetings	Discussion of all management issues and assessment of progress on cross-cutting projects
Senior Management Team	Discussion and consideration of strategic matters and provide guidance to management processes
Director General & Deputy DG's meetings	To discuss major strategic matters and provide advice to the branches on strategic work done in the branches
Core Group meetings	To discuss and provide strategic direction to the department, develop and advise on the matters for discussion at the National Health Council meetings and advise the Minister on major issues affecting the department and health services in the country and internationally
Technical Committee of the National Health Council	To discuss matters that affect health service delivery in the country. To discuss matters and advise the National Health Council on relevant issues
National Health Council	To discuss policy matters and receive reports on all matters relating to health service delivery

FORUM	NORMAL DURATION (DAYS)	MEETINGS SCHEDULED	MEETINGS HELD	MEETINGS CANCELLED
Management Committee	1	8	6	2
Strategic Management Team	1	21	11	10
Strategic Planning Session of the MC and SMT	2	2	2	0
National Health Council	2	4	2	2
Policy Committee of the NHC	1	5	4	1
Provincial Visit of the NHC to the North-West Province	1	1	1	0
Provincial Visit of the NHC to the Western Cape	1	1	1	0

TABLE 1.2 - Main Service for Service Delivery Improvement and Standards

OTHER MEETINGS AND SUBCOMMITTEES:	NORMAL DURATION (DAYS)	MEETINGS SCHEDULED	MEETINGS HELD	MEETINGS CANCELLED
National Consultative Health Forum	2	1	1	0
National Hospital Co-ordinating Committee (NHCC)	2	4	3	1
National Committee on Emergency Medical Services (NCEMS)	3½	4	3	1
National Chief Financial Officers' Forum (NCFOF)	1	4	4	0
National Health Information Systems Committee (NHISSA)	3½	4	3	1
Audit Committee (AC)	1	2	2	0
Inaugural meeting of the Health Technical Task Team for the 2010 FIFA World Cup	1	3	1	2
National Human Resource Committee (NHRC)	2	6	4	2
National District Health Systems Committee (NDHSC)	2	4	4	0
Meeting between the DOH and Private Sector on the 2010 FIFA World Cup	1	1	1	0
Ministerial Task Team on the MCC and MRC	4	4	4	0
Presidential Task Team on African Traditional Medicine	1	4	2	2

**TABLE 1.3 - Consultation Arrangements for Customers**

Type of Arrangement	Actual Customer	Potential Customer	Actual Achievements
The Department of Health pledges to protect the rights of both our internal and external clients.	Public and Private Health Sector, Provincial Departments Health Institutions Health Facilities NGOs		
All clients are provided with caring and effective services through an integrated and comprehensive approach.			
Actively engage with trade unions admitted to the PHWSBC on mutual interest matters affecting employees in the Public Health and Social Development Sector.			8 meetings of the PHWSBC held
All clients are provided with effective, efficient and courteous attention whether in person or through the use of electronic media.			

**TABLE 1.4 - Service Delivery Access Strategy**

Access Strategy	Actual Achievements
The Director-General has ensured that operational plans are developed each year to strengthen service delivery by the National Department of Health. A process of monitoring the implementation and its outcomes backs this up	Operational Plans developed
Publish final draft of National HR Plan for comment and adoption by National Health Council	Plan was launched in April 2006
Develop and implement strategies to strengthen human resources for health	Consultative process still taking place at NCOP level as prescribed by the Constitutional Court ruling.
Develop the National HR Information System	Advertising and awarding of the NHRIS tender by April 2006
Position NDOH as an employer of choice	Draft dispensation for all categories of nursing personnel was finalised with the assistance of a core group of Provincial DoHs and the DPSA.

**TABLE 1.5 - Complaint Mechanism**

Complaint Mechanism	Actual Achievements
Grievance Procedure as prescribed by the Public Service Commission	
Fraud Helpline	Awareness campaigns are being rolled-out in the Department

**2. EXPENDITURE****HR OVERSIGHT - APRIL 2006 to MARCH 2007 - Department of Health****TABLE 2.1 - Personnel costs by Programme**

Programme	Total Voted Expenditure (R'000)	Compensation of Employees Expenditure (R'000)	Training Expenditure (R'000)	Consultant and Special Services (R'000)	Compensation of Employees as percent of Total Expenditure	Average Compensation of Employees Cost per Employee (R'000)	Employment
Prog 1: Administration	172,842	66,908	567	1,640	38.73%	52	284
Prog 2: Strategic Hlt Programm	2,080,370	89,074	56	10,042	4.29%	69	768
Prog 3: Health Service Deliver	8,994,867	55,857	10	7,455	0.62%	43	372
Prog 4: Human Resources	89,968	19,890	8	1,265	22.11%	15	140
Theft and losses	3,523	0	0	0	0.00%	0	0
Z=Total as on Financial Systems (BAS)	11,338,047	231,729	641	20,402	2.04%	180	1564

**TABLE 2.2 - Personnel costs by Salary band**

Salary Bands	Compensation of Employees Cost (R'000)	Percentage of Total Personnel Cost for Department	Average Compensation Cost per Employee (R)	Total Personnel Cost for Department including Goods and Transfers (R'000)	Number of Employees
Lower skilled (Levels 1-2)	6,091	2.6	44,138	231,729	138
Skilled (Levels 3-5)	19,345	8.3	54,647	231,729	354
Highly skilled production (Levels 6-8)	48,138	20.8	133,346	231,729	361
Highly skilled supervision (Levels 9-12)	94,406	40.7	266,684	231,729	354
Senior management (Levels 13-16)	30,351	13.1	365,675	231,729	83
Contract (Levels 1-2)	1,303	0.6	0	231,729	0
Contract (Levels 3-5)	55	0	0	231,729	0
Contract (Levels 6-8)	312	0.1	0	231,729	0
Contract (Levels 9-12)	3,602	1.6	0	231,729	0
Contract (Levels 13-16)	17,643	7.6	17,643	231,729	1
Periodical Remuneration	10,478	4.5	38,522	231,729	272
Abnormal Appointment	5	0	5,000	231,729	1
<b>TOTAL</b>	<b>231,729</b>	<b>100</b>	<b>148,164</b>	<b>231,729</b>	<b>1564</b>

**TABLE 2.3 - Salaries, Overtime, Home Owners Allowance and Medical Aid by Programme**

Programme	Salaries (R'000)	Salaries as % of Personnel Cost	Overtime (R'000)	Overtime as % of Personnel Cost	HOA (R'000)	HOA as % of Personnel Cost	Medical Ass. (R'000)	Medical Ass. as % of Personnel Cost	Total Personnel Cost per Programme (R'000)
Prog 1: Administration	44,213	66.1	955	1.4	1,142	1.7	2,629	3.9	66,908
Prog 2: Strategic Hlt Programm	57,991	65.1	99	0.1	1,173	1.3	3,477	3.9	89,074
Prog 3: Health Service Deliver	38,984	69.8	48	0.1	1,147	2.1	2,116	3.8	55,857
Prog 4: Human Resources	12,254	61.6	0	0	303	1.5	567	2.9	19,890
<b>TOTAL</b>	<b>153,442</b>	<b>66.2</b>	<b>1,102</b>	<b>0.5</b>	<b>3,765</b>	<b>1.6</b>	<b>8,789</b>	<b>3.8</b>	<b>231,729</b>

**TABLE 2.4 - Salaries, Overtime, Home Owners Allowance and Medical Aid by Salary Band**

Salary bands	Salaries (R'000)	Salaries as % of Personnel Cost	Overtime (R'000)	Overtime as % of Personnel Cost	HOA (R'000)	HOA as % of Personnel Cost	Medical Ass. (R'000)	Medical Ass. as % of Personnel Cost	Total Personnel Cost per Salary Band (R'000)
Lower skilled (Levels 1-2)	4,503	73.9	5	0.1	168	2.8	325		6,091
Skilled (Levels 3-5)	13,155	68	152	0.8	367	1.9	1,324	6.8	19,345
Highly skilled production (Levels 6-8)	34,868	72.4	124	0.3	879	1.8	2,832	5.9	48,138
Highly skilled supervision (Levels 9-12)	67,982	72	163	0.2	770	0.8	2,998	3.2	94,406
Senior management (Levels 13-16)	17,461	57.5	578	1.9	889	2.9	879	2.9	30,351
Contract (Levels 1-2)	1,211	92.9	0	0	0	0	0	0	1,303



Salary bands	Salaries (R'000)	Salaries as % of Personnel Cost	Overtime (R'000)	Overtime as % of Personnel Cost	HOA (R'000)	HOA as % of Personnel Cost	Medical Ass. (R'000)	Medical Ass. as % of Personnel Cost	Total Personnel Cost per Salary Band (R'000)
Contract (Levels 3-5)	53	96.4	0	0	0	0	0	0	55
Contract (Levels 6-8)	244	78.2	0	0	0	0	1	0.3	312
Contract (Levels 9-12)	3,100	86.1	80	2.2	367	10.2	30	0.8	3,602
Contract (Levels 13-16)	10,865	61.6	0	0	325	1.8	400	2.3	17,643
Periodical Remuneration	0	0	0	0	0	0	0	0	10,478
Abnormal Appointment	0	0	0	0	0	0	0	0	5
<b>TOTAL</b>	<b>153,442</b>	<b>66.2</b>	<b>1,102</b>	<b>0.5</b>	<b>3,765</b>	<b>1.6</b>	<b>8,789</b>	<b>3.8</b>	<b>231,729</b>

#### HR OVERSIGHT - APRIL 2006 to MARCH 2007 - Department of Health

**TABLE 3.1 - Employment and Vacancies by Programme at end of period**

Programme	Number of Posts	Number of Posts Filled	Vacancy Rate (%)	Number of Posts Filled Additional to the Establishment
Prog 1: Administration	414	234	43.5	21
Prog 2: Strategic Hlt Programm	724	607	16.2	14
Prog 3: Health Service Deliver	393	321	18.3	12
Prog 4: Human Resources	225	129	42.7	17
<b>TOTAL</b>	<b>1756</b>	<b>1291</b>	<b>26.5</b>	<b>64</b>

**TABLE 3.2 - Employment and Vacancies by Salary Band at end of period**

Salary Band	Number of Posts	Number of Posts Filled	Vacancy Rate (%)	Number of Posts Filled Additional to the Establishment
Lower skilled (Levels 1-2), Permanent	193	138	28.5	51
Skilled (Levels 3-5), Permanent	348	354	-1.7	8
Highly skilled production (Levels 6-8), Permanent	565	361	36.1	1
Highly skilled production (Levels 6-8), Temporary	0	0	0	0
Highly skilled supervision (Levels 9-12), Permanent	531	354	33.3	2
Highly skilled supervision (Levels 9-12), Temporary	0	0	0	0
Senior management (Levels 13-16), Permanent	117	83	29.1	0
Contract (Levels 1-2), Permanent	0	0	0	0
Contract (Levels 3-5), Permanent	0	0	0	0
Contract (Levels 6-8), Permanent	0	0	0	0
Contract (Levels 9-12), Permanent	0	0	0	0
Contract (Levels 13-16), Permanent	2	1	50	2
<b>TOTAL</b>	<b>1756</b>	<b>1291</b>	<b>26.5</b>	<b>64</b>

**TABLE 3.3 - Employment and Vacancies by Critical Occupation at end of period**

Critical Occupations	Number of Posts	Number of Posts Filled	Vacancy Rate (%)	Number of Posts Filled Additional to the Establishment
Administrative related, Permanent	314	187	40.4	14



**TABLE 3.3 - Employment and Vacancies by Critical Occupation at end of period**

Critical Occupations	Number of Posts	Number of Posts Filled	Vacancy Rate (%)	Number of Posts Filled Additional to the Establishment
Advocates, Permanent	1	1	0	0
Artisan project and related superintendents, Permanent	1	1	0	0
Auxiliary and related workers, Permanent	2	1	50	0
Chemical and physical science technicians, Permanent	1	1	0	0
Chemists, Permanent	40	32	20	0
Cleaners in offices workshops hospitals etc., Permanent	72	63	12.5	0
Client inform clerks (switchb receipt inform clerks), Permanent	6	6	0	0
Communication and information related, Permanent	28	9	67.9	5
Computer programmers., Permanent	3	3	0	0
Computer system designers and analysts., Permanent	2	0	100	0
Environmental health, Permanent	1	1	0	7
Finance and economics related, Permanent	16	11	31.3	0
Financial and related professionals, Permanent	35	26	25.7	0
Financial clerks and credit controllers, Permanent	33	18	45.5	4
Food services aids and waiters, Permanent	21	21	0	0
General legal administration & rel. professionals, Permanent	6	3	50	0
Head of department/chief executive officer, Permanent	1	1	0	0
Health sciences related, Permanent	118	81	31.4	0
Human resources & organisat developm & relate prof, Permanent	14	13	7.1	0
Human resources clerks, Permanent	37	29	21.6	5
Human resources related	15	14	6.7	0
Information technology related, Permanent	9	6	33.3	0
Language practitioners interpreters & other commun, Permanent	4	3	25	0
Legal related, Permanent	2	1	50	0
Librarians and related professionals, Permanent	2	2	0	0
Library mail and related clerks, Permanent	35	31	11.4	0
Light vehicle drivers, Permanent	6	5	16.7	0
Logistical support personnel, Permanent	6	5	16.7	0
Material-recording and transport clerks, Permanent	44	38	13.6	0
Medical practitioners, Permanent	8	5	37.5	0

**TABLE 3.3 - Employment and Vacancies by Critical Occupation at end of period**

Critical Occupations	Number of Posts	Number of Posts Filled	Vacancy Rate (%)	Number of Posts Filled Additional to the Establishment
Medical research and related professionals, Permanent	49	35	28.6	6
Medical specialists, Permanent	10	7	30	0
Medical technicians/technologists, Permanent	5	2	60	0
Messengers porters and deliverers, Permanent	31	28	9.7	0
Natural sciences related, Permanent	21	18	14.3	0
Other administrat & related clerks and organisers, Permanent	267	213	20.2	0
Other administrative policy and related officers, Permanent	95	73	23.2	11
Other information technology personnel., Permanent	14	14	0	9
Other occupations, Permanent	41	32	22	0
Pharmacists, Permanent	18	6	66.7	0
Pharmacologists pathologists & related professiona, Permanent	48	34	29.2	0
Physicists, Permanent	20	15	25	0
Professional nurse, Permanent	3	1	66.7	0
Radiography, Permanent	5	2	60	0
Rank: Minister, Permanent	1	1	0	0
Secretaries & other keyboard operating clerks, Permanent	87	61	29.9	0
Security guards, Permanent	1	1	0	0
Security officers, Permanent	48	41	14.6	0
Senior managers, Permanent	104	84	19.2	3
Social sciences related, Permanent	1	1	0	0
Social work and related professionals, Permanent	1	1	0	0
Staff nurses and pupil nurses, Permanent	1	1	0	0
Trade labourers, Permanent	2	2	0	0
TOTAL	1756	1291	26.5	64

**4. EVALUATION****HR OVERSIGHT - APRIL 2006 to MARCH 2007 - Department of Health****TABLE 4.1 - Job Evaluation**

Salary Band	Number of Posts	Number of Jobs Evaluated	% of Posts Evaluated	Number of Posts Upgraded	% of Upgraded Posts Evaluated	Number of Posts Downgraded	% of Downgraded Posts Evaluated
Lower skilled (Levels 1-2)	193	11	5.7	11	100	0	0
Contract (Levels 1-2)	0	0	0	0	0	0	0
Contract (Levels 3-5)	0	0	0	0	0	0	0
Contract (Levels 6-8)	0	0	0	0	0	0	0
Contract (Levels 9-12)	0	0	0	0	0	0	0



HR OVERSIGHT - APRIL 2006 to MARCH 2007 - Department of Health

TABLE 4.1 - Job Evaluation

Salary Band	Number of Posts	Number of Jobs Evaluated	% of Posts Evaluated	Number of Posts Upgraded	% of Upgraded Posts Evaluated	Number of Posts Downgraded	% of Downgraded Posts Evaluated
Contract (Band A)	0	0	0	0	0	0	0
Contract (Band B)	0	0	0	0	0	0	0
Contract (Band C)	0	5	0	0	0	0	0
Contract (Band D)	2	0	0	0	0	0	0
Skilled (Levels 3-5)	348	23	6.6	11	47.8	0	0
Highly skilled production (Levels 6-8)	565	5	0.9	3	60	1	20
Highly skilled supervision (Levels 9-12)	531	72	13.6	13	18.1	0	0
Senior Management Service Band A	91	11	12.1	0	0	0	0
Senior Management Service Band B	21	5	23.8	0	0	0	0
Senior Management Service Band C	4	0	0	0	0	0	0
Senior Management Service Band D	1	0	0	0	0	0	0
TOTAL	1756	132	7.5	38	28.8	1	0.8

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

Beneficiaries	African	Asian	Coloured	White	Total	
Female	13	0	0	3	16	
Male	21	0	0	1	22	117
Total	34	0	0	4	38	
Employees with a Disability	0	0	0	0	0	

TABLE 4.3 - Employees whose salary level exceed the grade determined by Job Evaluation [i.t.o PSR 1.V.C.3]

Occupation	Number of Employees	Job Evaluation Level	Remuneration Level	Reason for Deviation	No of Employees in Dept
Pharmacist	1	9	10 (notch 11)	Retention of services	1
Radiographer	1	6	7	Retention of services	1
Total	2				
Percentage of Total Employment	8.4				0

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

Beneficiaries	African	Asian	Coloured	White	Total
Female	1	1	0	1	3
Male	2	0	0	0	2
Total	3	1	0	1	5
Employees with a Disability	0	0	0	0	0

## 5. EMPLOYMENT CHANGES

HR OVERSIGHT - APRIL 2006 to MARCH 2007 - Department of Health

TABLE 5.1 - Annual Turnover Rates by Salary Band

Salary Band	Employment at Beginning of Period (April 2006)	Appointments	Terminations	Turnover Rate (%)
Lower skilled (Levels 1-2), Permanent	230	77	58	25.2
Skilled (Levels 3-5), Permanent	251	58	12	4.8
Highly skilled production (Levels 6-8), Permanent	315	34	25	7.9
Highly skilled production (Levels 6-8), Temporary	0	0	0	0
Highly skilled supervision (Levels 9-12), Permanent	291	21	26	8.9
Highly skilled supervision (Levels 9-12), Temporary	2	0	1	50
Senior Management Service Band A, Permanent	39	2	4	10.3
Senior Management Service Band B, Permanent	4	0	0	0
Senior Management Service Band C, Permanent	5	0	0	0
Senior Management Service Band D, Permanent	1	0	0	0
Contract (Levels 1-2), Permanent	8	0	2	25
Contract (Levels 3-5), Permanent	1	1	3	300
Contract (Levels 6-8), Permanent	3	1	4	133.3
Contract (Levels 9-12), Permanent	19	1	7	36.8
Contract (Band A), Permanent	23	4	3	13
Contract (Band B), Permanent	8	0	1	12.5
Contract (Band C), Permanent	2	0	0	0
Contract (Band D), Permanent	2	0	1	50
TOTAL	1204	199	147	12.2

TABLE 5.2 - Annual Turnover Rates by Critical Occupation

Occupation	Employment at Beginning of Period (April 2006)	Appointments	Terminations	Turnover Rate (%)
Administrative related, Permanent	152	30	16	10.5
Advocates, Permanent	2	0	0	0
Appraisers-valuers and related professionals, Permanent	1	0	0	0
Archivists curators and related professionals, Permanent	0	0	0	0
Artisan project and related superintendents, Permanent	0	0	0	0
Auxiliary and related workers, Permanent	2	1	0	0
Chemists, Permanent	29	6	6	20.7
Cleaners in offices workshops hospitals etc., Permanent	68	11	6	8.8
Client inform clerks (switchboard reception inform clerks), Permanent	9	3	5	55.6
Communication and information related, Permanent	23	2	4	17.4
Computer programmers, Permanent	1	2	0	0
Computer system designers and analysts, Permanent	0	0	1	0
Engineers and related professionals, Permanent	0	0	0	0
Environmental health, Permanent	0	0	0	0
Finance and economics related, Permanent	12	1	1	8.3
Financial and related professionals, Permanent	27	4	7	25.9
Financial clerks and credit controllers, Permanent	26	3	3	11.5
Food services aids and waiters, Permanent	18	0	0	0
General legal administration & rel. professionals, Permanent	4	0	1	25
Head of department/chief executive officer, Permanent	1	0	0	0
Health sciences related, Permanent	90	6	9	10



**TABLE 5.2 - Annual Turnover Rates by Critical Occupation**

Occupation	Employment at Beginning of Period (April 2006)	Appointments	Terminations	Turnover Rate (%)
Human resources & organisat developm & relate prof, Permanent	15	2	1	6.7
Human resources & organisat developm & relate prof, Temporary	1	0	0	0
Human resources clerks, Permanent	35	9	6	17.1
Human resources related, Permanent	11	0	1	9.1
Information technology related, Permanent	7	0	0	0
Language practitioners interpreters & other commun, Permanent	3	0	1	33.3
Librarians and related professionals, Permanent	2	0	0	0
Library mail and related clerks, Permanent	27	2	3	11.1
Library mail and related clerks, Temporary	1	0	0	0
Light vehicle drivers, Permanent	6	0	1	16.7
Logistical support personnel, Permanent	3	0	0	0
Material-recording and transport clerks, Permanent	30	0	0	0
Medical practitioners, Permanent	4	0	0	0
Medical practitioners, Temporary	2	0	1	50
Medical research and related professionals, Permanent	28	4	2	7.1
Medical specialists, Permanent	7	1	1	14.3
Medical technicians/technologists, Permanent	2	0	0	0
Messengers porters and deliverers, Permanent	29	4	1	3.4
Natural sciences related, Permanent	13	2	3	23.1
Other admin & related clerks and organisers, Permanent	170	41	9	5.3
Other administrative policy and related officers, Permanent	74	5	5	6.8
Other information technology personnel., Permanent	12	4	1	8.3
Other occupations, Permanent	20	31	31	155
Other occupations, Temporary	0	0	0	0
Pharmacists, Permanent	6	0	2	33.3
Pharmacologists pathologists & related professiona, Permanent	37	5	6	16.2
Physicists, Permanent	16	0	1	6.3
Professional nurse, Permanent	3	0	1	33.3
Radiography, Permanent	3	0	0	0
Rank: Minister, Permanent	1	0	0	0
Secretaries & other keyboard operating clerks, Permanent	57	14	6	10.5
Security guards, Permanent	7	0	0	0
Security officers, Permanent	34	2	2	5.9
Senior managers, Permanent	69	3	2	2.9
Social sciences related, Permanent	0	1	1	0
Social Worker and related professionals, Permanent	1	0	0	0
Staff nurses and pupil nurses, Permanent	1	0	0	0
Trade labourers, Permanent	2	0	0	0
<b>TOTAL</b>	<b>1204</b>	<b>199</b>	<b>147</b>	<b>12.2</b>

**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	5	3.4	0.4	147	1204
Resignation, Permanent	92	62.6	7.6	147	1204
Resignation, Temporary	1	0.7	0.1	147	1204
Expiry of contract, Permanent	34	23.1	2.8	147	1204
Discharged due to ill health, Permanent	1	0.7	0.1	147	1204
Dismissal-misconduct, Permanent	1	0.7	0.1	147	1204
Retirement, Permanent	11	7.5	0.9	147	1204
Other, Permanent	2	1.4	0.2	147	1204
<b>TOTAL</b>	<b>147</b>	<b>100</b>	<b>12.2</b>	<b>147</b>	<b>1204</b>

**Resignations as % of Employment**

**12.2**

**TABLE 5.4 - Promotions by Critical Occupation**

Occupation	Employment at Beginning of Period (April 2006)	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	152	35	23	73	48
Advocates	2	1	50	0	0
Appraisers-valuers and related professionals	1	0	0	1	100
Archivists curators and related professionals	0	0	0	0	0
Artisan project and related superintendents	0	0	0	0	0
Auxiliary and related workers	2	1	50	0	0
Chemists	29	4	13.8	23	79.3
Cleaners in offices workshops hospitals etc.	68	0	0	54	79.4
Client inform clerks (switchb receipt inform clerks)	9	0	0	4	44.4
Communication and information related	22	5	22.7	6	27.3
Computer programmers.	1	0	0	2	200
Computer system designers and analysts.	0	0	0	0	0
Custodian personnel	1	1	100	0	0
Dieticians and Nutritionist	2			1	50
Engineers and related professionals	0	0	0	0	0
Environmental health	0	1	0	0	0
Finance and economics related	12	2	16.7	6	50
Financial and related professionals	27	5	18.5	7	25.9
Financial clerks and credit controllers	26	6	23.1	17	65.4
Food services aids and waiters	18	1	5.6	16	88.9

**TABLE 5.4 - Promotions by Critical Occupation**

Occupation	Employment at Beginning of Period (April 2006)	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
General legal administration & rel. professionals	4	1	25	3	75
Head of department/chief executive officer	1	0	0	0	0
Health sciences related	90	13	14.4	49	54.4
Human resources & organisat develop & relate prof	16	6	37.5	8	50
Human resources clerks	35	5	14.3	23	65.7
Human resources related	11	3	27.3	7	63.6
Information technology related	7	0	0	1	14.3
Language practitioners interpreters & other commun	3	0	0	1	33.3
Librarians and related professionals	2	0	0	2	100
Library mail and related clerks	28	5	17.9	25	89.3
Light vehicle drivers	6	0	0	6	100
Logistical support personnel	3	2	66.7	2	66.7
Material-recording and transport clerks	30	5	16.7	19	63.3
Medical practitioners	6	1	16.7	3	50
Medical research and related professionals	28	6	21.4	12	42.9
Medical specialists	7	0	0	2	28.6
Medical technicians/technologists	2	1	50	1	50
Messengers porters and deliverers	29	0	0	21	72.4
Natural sciences related	13	2	15.4	7	53.8
Other admin & related clerks and organisers	168	31	18.5	156	92.9
Other administrative policy and related officers	74	17	23	39	52.7
Other information technology personnel.	12	1	8.3	2	16.7
Other occupations	20	0	0	0	0
Pharmacists	6	2	33.3	5	83.3
Pharmacologists pathologists & related professiona	37	6	16.2	15	40.5
Physicists	16	1	6.3	11	68.8
Professional nurse	3	1	33.3	1	33.3
Radiography	3	0	0	2	66.7
Rank: Minister	1	0	0	0	0
Secretaries & other keyboard operating clerks	57	14	24.6	39	68.4
Security guards	7	0	0	0	0
Security officers	34	1	2.9	25	73.5
Senior managers	69	3	4.3	11	15.9

**TABLE 5.4 - Promotions by Critical Occupation**

Occupation	Employment at Beginning of Period (April 2006)	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
Social Work and related professionals	1	0	0	0	0
Staff nurses and pupil nurses	1	1	100	0	0
Trade labourers	2	0	0	1	50
TOTAL	1204	190	15.8	709	58.9

**TABLE 5.5 - Promotions by Salary Band**

Salary Band	Employment at Beginning of Period (April 2006)	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	230	1	0.4	94	40.9
Skilled (Levels 3-5), Permanent	251	34	13.5	148	59
Highly skilled production (Levels 6-8), Permanent	315	78	24.8	248	78.7
Highly skilled supervision (Levels 9-12), Permanent	291	64	22	197	67.7
Highly skilled supervision (Levels 9-12), Temporary	2	0	0	0	0
Senior management (Levels 13-16), Permanent	49	13	26.5	11	22.4
Contract (Levels 1-2), Permanent	8	0	0	1	12.5
Contract (Levels 3-5), Permanent	1	0	0	1	100
Contract (Levels 6-8), Permanent	3	0	0	0	0
Contract (Levels 9-12), Permanent	19	0	0	3	15.8
Contract (Levels 13-16), Permanent	35	0	0	6	17.1
TOTAL	1204	190	15.8	709	58.9

**6. EMPLOYMENT EQUITY****HR OVERSIGHT - APRIL 2006 to MARCH 2007 - Department of Health****TABLE 6.1 - Total number of Employees (incl. Employees with disabilities) per Occupational Category (SASCO)**

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	13	1	4	18	10	26	1	2	29	3	60
Professionals, Permanent	192	10	10	212	42	242	17	19	278	84	616
Professionals, Temporary	0	0	0	0	0	0	0	0	0	1	1
Clerks, Permanent	120	3	3	126	8	178	19	5	202	85	421
Clerks, Temporary	0	0	0	0	0	0	0	0	0	1	1
Service and sales workers, Permanent	28	2	0	30	2	11	0	0	11	0	43



HR OVERSIGHT - APRIL 2006 to MARCH 2007 - Department of Health

TABLE 6.1 - Total number of Employees (incl. Employees with disabilities) per Occupational Category (SASCO)

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
Craft and related trades workers, Permanent	0	0	0	0	1	0	0	0	0	0	1
Plant and machine operators and assemblers, Permanent	3	0	0	3	1	0	0	0	0	0	4
Elementary occupations, Permanent	58	4	0	62	0	68	8	0	76	0	138
Elementary occupations, Temporary	0	0	0	0	0	1	0	0	1	0	1
Other, Permanent	1	0	0	1	1	3	0	0	3	0	5
<b>TOTAL</b>	<b>415</b>	<b>20</b>	<b>17</b>	<b>452</b>	<b>65</b>	<b>529</b>	<b>45</b>	<b>26</b>	<b>600</b>	<b>174</b>	<b>1291</b>

	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	1	0	0	1	3	7

TABLE 6.2 - Total number of Employees (incl. Employees with disabilities) per Occupational Band

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	1	0	0	1	1	3	0	1	4	0	6
Senior Management, Permanent	17	2	1	20	10	22	0	0	22	2	54
Professionally qualified and experienced specialists and mid-management, Permanent	119	5	8	132	31	130	13	16	159	49	371
Professionally qualified and experienced specialists and mid-management, Temporary	0	0	0	0	0	1	0	0	1	0	1
Skilled technical and academically qualified workers, junior management, supervisors, foremen, Permanent	96	6	2	104	15	147	13	6	166	102	387
Skilled technical and academically qualified workers, junior management, supervisors, foremen, Temporary	0	0	0	0	0	0	0	0	0	2	2