



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
Semi-skilled and discretionary decision making, Permanent	110	3	3	116	3	120	16	2	138	13	270
Unskilled and defined decision making, Permanent	42	3	0	45	0	51	2	0	53	1	99
Not Available, Permanent	21	0	0	21	1	32	0	0	32	0	54
Contract (Top Management), Permanent	1	1	0	2	0	1	0	0	1	0	3
Contract (Senior Management), Permanent	6	0	3	9	4	12	1	1	14	3	30
Contract (Professionally qualified), Permanent	1	0	0	1	0	8	0	0	8	2	11
Contract (Semi-skilled), Permanent	1	0	0	1	0	0	0	0	0	0	1
Contract (Unskilled), Permanent	0	0	0	0	0	2	0	0	2	0	2
TOTAL	415	20	17	452	65	529	45	26	600	174	1291

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
Senior Management, Permanent	1	0	0	1	0	1	0	0	1	0	2
Professionally qualified and experienced specialists and mid-management, Permanent	9	0	0	9	0	9	2	1	12	0	21
Skilled technical and academically qualified workers, junior management, supervisors, foremen, Permanent	10	0	0	10	2	19	1	1	21	1	34
Semi-skilled and discretionary decision making, Permanent	24	0	1	25	0	31	1	0	32	1	58
Unskilled and defined decision making, Permanent	8	0	0	8	0	5	0	0	5	0	13
Not Available, Permanent	25	0	0	25	0	39	0	0	39	0	64
Contract (Senior Management), Permanent	0	0	0	0	2	1	0	0	1	1	4



**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
Contract (Professionally qualified), Permanent	0	0	0	0	0	1	0	0	1	0	1
Contract (Skilled technical), Permanent	0	0	0	0	0	1	0	0	1	0	1
Contract (Semi-skilled), Permanent	1	0	0	1	0	0	0	0	0	0	1
TOTAL	78	0	1	79	4	107	4	2	113	3	199

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
Senior Management, Permanent	10	0	0	10	3	9	1	0	10	1	24
Professionally qualified and experienced specialists and mid-management, Permanent	85	7	7	99	21	88	9	10	107	32	259
Skilled technical and academically qualified workers, junior management, supervisors, foremen, Permanent	69	7	2	78	11	123	9	6	138	97	324
Skilled technical and academically qualified workers, junior management, supervisors, foremen, Temporary	2	0	0	2	0	0	0	0	0	1	3
Semi-skilled and discretionary decision making, Permanent	78	2	2	82	3	80	11	1	92	6	183
Unskilled and defined decision making, Permanent	41	2	0	43	0	43	2	1	46	1	90
Not Available, Permanent	2	0	0	2	0	3	0	0	3	0	5
Contract (Senior Management), Permanent	2	0	2	4	1	1	0	0	1	0	6
Contract (Professionally qualified), Permanent	0	0	0	0	0	2	0	0	2	1	3
Contract (Semi-skilled), Permanent	0	0	0	0	0	1	0	0	1	0	1



**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
Contract (Unskilled), Permanent	0	0	0	0	0	1	0	0	1	0	1
TOTAL	289	18	13	320	39	351	32	18	401	139	899
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
Employees with disabilities	1	0	0	1	1	1	0	0	1	3	6

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	1	0	0	1	0	3	0	0	3	0	4
Professionally qualified and experienced specialists and mid-management, Permanent	9	1	0	10	4	9	0	1	10	4	28
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	5	0	0	5	1	12	0	1	13	6	25
Semi-skilled and discretionary decision making, Permanent	4	1	0	5	0	5	1	0	6	1	12
Unskilled and defined decision making, Permanent	3	0	1	4	0	2	0	1	3	1	8
Not Available, Permanent	24	0	0	24	0	27	0	1	28	0	52
Contract (Top Management), Permanent	1	0	0	1	0	0	0	0	0	0	1
	1	0	0	1	2	0	0	0	0	1	4
Contract (Professionally qualified), Permanent	2	0	0	2	0	2	2	0	4	1	7

TABLE 6.6 - Disciplinary Action

Disciplinary action	Male, African	Male, Coloured	Male, Indian	Male, Total Blacks	Male, White	Female, African	Female, Coloured	Female, Indian	Female, Total Blacks	Female, White	Total	Not Available
TOTAL	2	0	0	2	1	1	0	0	1	0	4	0



**TABLE 6.7 - Skills Development**

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	31	2	1	34	3	69	1	2	72	2	111
Professionals	25	4	1	30	1	36	0	1	37	39	107
Technicians and Associate Professionals	12	0	1	13	3	27	0	1	28	3	47
Clerks	90	1	2	93	1	113	3	2	118	22	234
Service and Sales Workers	0	0	0	0	0	0	0	0	0	0	0
Skilled Agriculture and Fishery Workers	0	0	0	0	0	0	0	0	0	0	0
Craft and related Trades Workers	0	0	0	0	0	0	0	0	0	0	0
Plant and Machine Operators and Assemblers	0	0	0	0	0	0	0	0	0	0	0
Elementary Occupations	14	0	0	14	0	68	6	1	75	2	91
TOTAL	172	7	5	184	8	313	10	7	330	68	590
Employees with disabilities	1	0	0	1	2	1	0	0	1	3	7

7. PERFORMANCE**HR OVERSIGHT - APRIL 2006 to MARCH 2007 - Department of Health****TABLE 7.1 - Performance Rewards by Race, Gender and Disability**

Demographics	Number of Beneficiaries	Total Employment	Percentage of Total Employment	Cost (R)	Average Cost per Beneficiary (R)
African, Female	190	529	36%	1,633,351.00	8,597
African, Male	140	415	34%	1,317,116.00	9,408
Asian, Female	17	26	65%	208,764.10	12,280
Asian, Male	9	17	53%	147,155.30	16,351
Coloured, Female	21	45	47%	102,402.10	4,876
Coloured, Male	15	20	75%	102,641.00	6,843
Total Blacks, Female	228	600	38%	1,944,517.20	8,529
Total Blacks, Male	164	452	36%	1,566,912.30	9,554
White, Female	125	174	72%	1,102,717.00	8,822
White, Male	32	65	49%	477,472.40	14,921
Employees with a disability	3	7	43%	24,318.00	8,106
TOTAL	549	1291	43%	5,091,618.90	9,274

TABLE 7.2 - Performance Rewards by Salary Band for Personnel below Senior Management Service

Salary Band	Number of Beneficiaries	Total Employment	Percentage of Total Employment	Cost (R'000)	Average Cost per Beneficiary (R)
Lower skilled (Levels 1-2)	18	138	13%	35	1,944
Skilled (Levels 3-5)	92	354	26%	251	2,728
Highly skilled production (Levels 6-8)	185	361	51%	1,018	5,503
Highly skilled supervision (Levels 9-12)	197	354	56%	2,462	12,497
Contract (Levels 1-2)	0	0	0%	0	0
Contract (Levels 3-5)	0	0	0%	0	0
Contract (Levels 9-12)	4	0	0%	45	11,250
TOTAL	496	1207	41%	3811	7683



TABLE 7.3 - Performance Rewards by Critical Occupation

Critical Occupations	Number of Beneficiaries	Total Employment	Percentage of Total Employment	Cost (R'000)	Average Cost per Beneficiary (R)
Administrative related	80	180	44%	843	10,538
Advocates	1	1	100%	8	8,000
Agriculture related	0	2	0%	0	0
Appraisers-valuers and related professionals	0	1	0%	0	0
Artisan project and related superintendents	0	1	0%	0	0
Auxiliary and related workers	0	2	0%	0	0
Chemists	6	29	21%	38	6,333
Cleaners in offices workshops hospitals etc.	10	69	14%	27	2,700
Client inform clerks (switchb receipt inform clerks)	2	6	33%	7	3,500
Communication and information related	9	21	43%	175	19,444
Computer programmers.	1	4	25%	7	7,000
Computer system designers and analysts.	0	1	0%	0	0
Custodian personnel	0	1	0%	0	0
Dieticians and nutritionists	1	2	50%	6	6,000
Engineers and related professionals	0	1	0%	0	0
Environmental health	0	2	0%	0	0
Finance and economics related	5	12	42%	75	15,000
Financial and related professionals	8	19	42%	87	10,875
Financial clerks and credit controllers	14	28	50%	51	3,643
Food services aids and waiters	5	20	25%	12	2,400
General legal administration & rel. professionals	4	5	80%	87	21,750
Head of department/chief executive officer	0	1	0%	0	0
Health sciences related	44	72	61%	721	16,386
Human resources & organisat developm & relate prof	9	17	53%	54	6,000
Human resources clerks	18	32	56%	89	4,944
Human resources related	7	13	54%	98	14,000
Information technology related	1	6	17%	16	16,000
Language practitioners interpreters & other comun	1	3	33%	7	7,000
Librarians and related professionals	0	2	0%	0	0
Library mail and related clerks	16	33	48%	53	3,313
Light vehicle drivers	1	4	25%	3	3,000
Logistical support personnel	0	5	0%	0	0
Material-recording and transport clerks	12	34	35%	55	4,583
Medical practitioners	0	7	0%	0	0
Medical research and related professionals	9	19	47%	141	15,667
Medical specialists	3	5	60%	52	17,333
Medical technicians/technologists	2	2	100%	8	4,000
Messengers porters and deliverers	10	24	42%	18	1,800
Natural sciences related	11	20	55%	115	10,455
Other administrat & related clerks and organisers	102	225	45%	460	4,510
Other admin policy and related officers	37	66	56%	263	7,108



TABLE 7.3 - Performance Rewards by Critical Occupation

Critical Occupations	Number of Beneficiaries	Total Employment	Percentage of Total Employment	Cost (R'000)	Average Cost per Beneficiary (R)
Other information technology personnel.	2	12	17%	24	12,000
Other occupations	1	28	4%	13	13,000
Pharmacists	5	7	71%	55	11,000
Pharmacologists pathologists & related professiona	14	27	52%	169	12,071
Physicists	4	15	27%	31	7,750
Professional nurse	1	2	50%	11	11,000
Radiography	2	4	50%	24	12,000
Rank: Unknown	0	5	0%	0	0
Secretaries & other keyboard operating clerks	28	63	44%	149	5,321
Security guards	0	1	0%	0	0
Security officers	10	41	24%	17	1,700
Senior managers	53	84	63%	1,019	19,226
Social sciences related	0	4	0%	0	0
Staff nurses and pupil nurses	0	1	0%	0	0
TOTAL	549	1291	43%	5088	9268

TABLE 7.4 - Performance Related Rewards (Cash Bonus) by Salary Band for Senior Management Service

SMS Band	Number of Beneficiaries	Total Employment	Percentage of Total Employment	Cost (R'000)	Average Cost per Beneficiary (R)	% of SMS Wage Bill	Personnel Cost SMS (R'000)
Band A	37	65	57%	626	1,692	1.9	33,715
Band B	13	13	100%	353	2,715	3.8	9,284
Band C	3	4	75%	301	10,033	5.3	5,662
Band D	0	2	0%	0	0	0	0
TOTAL	53	84	63%	1280	2415.1	2.6	48,661

8. FOREIGN WORKERS

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

TABLE 8.1 - Foreign Workers by Salary Band

Salary Band	Employment at Beginning Period	Percentage of Total	Employment at End of Period	Percentage of Total	Change in Employment	Percentage of Total	Total Employment at Beginning of Period	Total Employment at End of Period	Total Change in Employment
Highly skilled supervision (Levels 9-12)	1	16.7	0	0	-1	-16.7	6	12	6
Senior management (Levels 13-16)	2	33.3	2	16.7	0	0	6	12	6
Contract (Levels 13-16)	1	16.7	3	25	2	33.3	6	12	6
Periodical Remuneration	2	33.3	7	58.3	5	83.3	6	12	6
TOTAL	6	100	12	100	6	100	6	12	6

TABLE 8.2 - Foreign Workers by Major Occupation

Major Occupation	Employment at Beginning Period	Percentage of Total	Employment at End of Period	Percentage of Total	Change in Employment	Percentage of Total	Total Employment at Beginning of Period	Total Employment at End of Period	Total Change in Employment
Professionals and managers	6	100	12	100	6	100	6	12	6
TOTAL	6	100	12	100	6	100	6	12	6



9. LEAVE

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

TABLE 9.1 - Sick Leave for Jan 2006 to Dec 2006

Salary Band	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)	479	78.1	64	7.5	7	74	859	374
Skilled (Levels 3-5)	1029	78	187	21.8	6	203	859	803
Highly skilled production (Levels 6-8)	1748	72	284	33.1	6	654	859	1259
Highly skilled supervision (Levels 9-12)	1394	73.8	252	29.3	6	1,055	859	1029
Senior management (Levels 13-16)	178	77	31	3.6	6	331	859	137
Other	29	34.5	11	1.3	3	2	859	10
Contract (Levels 3-5)	1	100	1	0.1	1	0	859	1
Contract (Levels 9-12)	128	92.2	11	1.3	12	93	859	118
Contract (Levels 13-16)	113	81.4	18	2.1	6	223	859	92
TOTAL	5099	75	859	100	6	2635	859	3823

TABLE 9.2 - Disability Leave (Temporary and Permanent) for Jan 2006 to Dec 2006

Salary Band	Total Days	% Days with Medical Certification	Number of Employees using Disability Leave	% of Total Employees using Disability Leave	Average Days per Employee	Estimated Cost (R'000)	Total number of days with medical certification	Total number of Employees using Disability Leave
Lower skilled (Levels 1-2)	27	92.6	1	4.2	27	4	25	24
Skilled (Levels 3-5)	46	100	6	25	8	10	46	24
Highly skilled production (Levels 6-8)	190	100	12	50	16	68	190	24
Highly skilled supervision (Levels 9-12)	58	100	5	20.8	12	44	58	24
TOTAL	321	99.4	24	100	13	126	319	24

TABLE 9.3 - Annual Leave for Jan 2006 to Dec 2006

Salary Band	Total Days Taken	Average days per Employee	Number of Employees who took leave
Lower skilled (Levels 1-2)	1948.24	22	89
Skilled (Levels 3-5)	4229	16	258
Highly skilled production (Levels 6-8)	7854.16	20	392
Highly skilled supervision (Levels 9-12)	7741	19	398
Senior management (Levels 13-16)	974	16	62
Other	155	7	22
Contract (Levels 1-2)	4	4	1
Contract (Levels 3-5)	14	14	1
Contract (Levels 6-8)	27	14	2
Contract (Levels 9-12)	220.92	15	15
Contract (Levels 13-16)	548	16	35
TOTAL	23715.32	19	1275

TABLE 9.4 - Capped Leave for Jan 2006 to Dec 2006

	Total days of capped leave taken	Average number of days taken per employee	Average capped leave per employee as at 31 December 2006	Number of Employees who took Capped leave	Total number of capped leave available at 31 December 2006	Number of Employees as at 31 December 2006
Lower skilled (Levels 1-2)	41	6	46	7	3543	77
Skilled (Levels 3-5)	45	5	36	9	3416	95
Highly skilled production (Levels 6-8)	226	5	39	43	9379	239
Highly skilled supervision (Levels 9-12)	176	6	39	30	8188	209
Senior management (Levels 13-16)	29	5	50	6	2264	45
TOTAL	517	5	40	95	26790	665

TABLE 9.5 - LEAVE PAYOUTS

Reason	Total Amount (R'000)	Number of Employees	Average Payment per Employee (R)
Capped leave payouts on termination of service for 2006/07	76	19	4000
Current leave payout on termination of service for 2006/07	7	9	778
TOTAL	83	28	2964

10. HIV and AIDS

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

TABLE 10.1 - Steps taken to reduce the risk of occupational exposure

Units/categories of employees identified to be at high risk of contracting HIV & related diseases (if any)	Key steps taken to reduce the risk
None	None

TABLE 10.2 - Details of Health Promotion and HIV and AIDS Programmes [tick Yes/No and provide required information]

Question	Yes	No	Details, if yes
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		Mr H J P Groenewald, Director: Human Resources Management. He is the chairperson of the departmental HIV and AIDS working group.
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		Ms S More; Employee Assistant Programme officer. The Department has been unable to appoint an HIV and AIDS Co-ordinator due to unavailability of funds. There is no dedicated budget for Employee Assistance or HIV Programme.
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		Ms S More is the Employee Assistant Programme Officer. The Department has been unable to appoint an HIV and AIDS Co-ordinator due to unavailability of funds. The EAP core service is to identify troubled employees, offer counseling, do referrals and follow-up
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		All Chief Directorates are represented, together with a NEHAWU representative, PSA representative and the Chairperson Mr H J P Groenewald.

**TABLE 10.2 - Details of Health Promotion and HIV and AIDS Programmes [tick Yes/No and provide required information]**

Question	Yes	No	Details, if yes
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		Yes. All departmental policies/ workplace guidelines are developed to ensure that no discrimination exists against employees on the basis of their HIV status, for example Recruitment and Leave Policy.
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		Employee policy on HIV and AIDS and STD in the work place is available and under review; Employees and prospective employees have the right to confidentiality with regard to their HIV and AIDS status; If an employee informs an employer of his or her HIV and AIDS status
Does the department encourage its employees to undergo Voluntary Counselling and Testing? If so, list the results that you have achieved.	X		On consultation with the Employee Assistant Programme officer and the Department's nurse, employees are counseled and encouraged to subject themselves to voluntary testing.
Has the department developed measures/indicators to monitor & evaluate the impact of your health promotion programme? If so, list these measures/indicators.		X	The HIV and AIDS Committee is presently busy with measures to evaluate health promotion programmes, however, condoms usage in the Department has been monitored.

11. LABOUR RELATIONS**HR OVERSIGHT - APRIL 2006 to MARCH 2007 - Department of Health****TABLE 11.1 - Collective Agreements**

Subject Matter	Date
Amendment to the Constitution of Council	May-06
Rules of Conduct for council	May-06

TABLE 11.2 - Misconduct and Discipline Hearings Finalised

Outcomes of disciplinary hearings	Number	Percentage of Total	Total
Suspension without pay	1	20.00%	5
Final Written Warning	1	20.00%	5
Not guilty	1	20.00%	5
Written Warning	1	20.00%	5
Counselling	1	20.00%	5
TOTAL	5	100.00%	5

TABLE 11.3 - Types of Misconduct Addressed and Disciplinary Hearings

Type of misconduct	Number	Percentage of Total	Total
Remunerative work outside public service	1	12.50%	8
Unauthorised use of departmental vehicle	1	12.50%	8
Falsification	2	25.00%	8
Unauthorised absence	2	25.00%	8
Failure to comply with code of conduct	1	12.50%	8
Poor performance	1	12.50%	8
TOTAL	8	100.00%	8

TABLE 11.4 - Grievances Lodged

Number of grievances addressed	Number	Percentage of Total	Total
Resolved	17	70.83%	24
Not Resolved	7	29.17%	24
TOTAL	24	100.00%	24



**TABLE 11.5 - Disputes Lodged**

Number of disputes addressed	Number	% of total
Upheld	0	0.00%
Dismissed	1	100.00%
Total	1	100.00%

TABLE 11.6

Strike Actions	
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

Precautionary Suspensions	
Number of people suspended	1
Number of people whose suspension exceeded 30 days	1
Average number of days suspended	47
Cost (R'000) of suspensions	approx R36 000

12. SKILLS DEVELOPMENT**HR OVERSIGHT - APRIL 2006 to MARCH 2007 - Department of Health****TABLE 12.1 - Training Needs identified**

Occupational Categories	Gender	Employment	Learnerships	Skills Programmes & other short courses	Other forms of training	Total
Legislators, senior officials and managers	Female	35	0	96	0	96
	Male	30	0	51	0	51
Professionals	Female	363	0	85	0	85
	Male	254	0	37	0	37
Technicians and associate professionals	Female	0	1	45	0	46
	Male	0	1	23	0	24
Clerks	Female	288	0	221	0	221
	Male	134	0	212	0	212
Service and sales workers	Female	11	0	0	0	0
	Male	32	0	0	0	0
Skilled agriculture and fishery workers	Female	0	0	0	0	0
	Male	0	0	0	0	0
Craft and related trades workers	Female	0	0	0	0	0
	Male	1	0	0	0	0
Plant and machine operators and assemblers	Female	0	0	0	0	0
	Male	4	0	0	0	0
Elementary occupations	Female	77	0	37	24	61
	Male	62	0	43	14	57
Gender sub totals	Female	774	1	484	24	509
	Male	517	1	366	14	381
Total		1291	2	850	38	890



**TABLE 12.2 - Training Provided**

Occupational Categories	Gender	Employment	Learnerships	Skills Programmes & other short courses	Other forms of training	Total
Legislators, senior officials and managers	Female	35	0	74	0	74
	Male	30	0	37	0	37
Professionals	Female	363	0	76	0	76
	Male	254	1	31	0	32
Technicians and associate professionals	Female	0	1	31	0	32
	Male	0	0	16	0	16
Clerks	Female	288	0	140	0	140
	Male	134	0	94	0	94
Service and sales workers	Female	11	0	0	0	0
	Male	32	0	0	0	0
Skilled agriculture and fishery workers	Female	0	0	0	0	0
	Male	0	0	0	0	0
Craft and related trades workers	Female	0	0	0	0	0
	Male	1	0	0	0	0
Plant and machine operators and assemblers	Female	0	0	0	0	0
	Male	4	0	0	0	0
Elementary occupations	Female	77	0	0	24	24
	Male	62	0	0	14	14
Gender sub totals	Female	774	1	321	24	346
	Male	517	1	178	14	193
Total		1291	2	499	38	539

13. INJURIES**HR OVERSIGHT - APRIL 2006 to MARCH 2007 - Department of Health****TABLE 13.1 - Injury on Duty**

Nature of injury on duty	Number	% of total
Required basic medical attention only	10	100
Temporary Total Disablement	0	0
Permanent Disablement	0	0
Fatal	0	0
Total	10	

14. CONSULTANTS**HR OVERSIGHT - APRIL 2006 to MARCH 2007 - Department of Health****TABLE 14.1 - Report on consultant appointments using appropriated funds**

Project Title	Total number of consultants that worked on the project	Duration: Work days	Contract value in Rand
Fixing and upgrading of the student allocation system database	2	100 hours (+4 days) per month	R144 000.00 in 24 months
Global fund Round 6 Country Co-ordinating Mechanism (CCM) proposal - Consolidate Proposal	3	25	R105 750.00
Global fund Round 6 Country Co-ordinating Mechanism (CCM) proposal - Proposal Budget revision	2	17	R142 023.00
Total number of projects	Total individual consultants	Total duration: Work days	Total contract value in Rand
3	7	90	R 319,773.00



**TABLE 14.2 - Analysis of consultant appointments using appropriated funds, i.t.o. HDIs**

Project Title	Percentage ownership by HDI groups	Percentage management by HDI groups	Number of Consultants from HDI groups that work on the project
Fixing and upgrading of the student allocation system database	100%	100%	2
Global fund Round 6 Country Co-ordinating Mechanism (CCM) proposal	100%	100%	5

TABLE 14.3 - Report on consultant appointments using Donor funds

Project Title	Total number of consultants that worked on the project	Duration: Work days	Donor and Contract value in Rand
Workplan 1: Strengthening Systems to Support the South African Comprehensive Plan (SuCOP)			
Project 1: Conducting a rapid assessment of the current patient referral patterns in the 5 identified districts.	1	30 days	R30 000.00 Excluding Vat
Project 2: Conducting a rapid assessment of the current patient referral patterns in another 5 identified districts	1	30 days	R25 000.00 Excluding Vat
Workplan 3: Partnerships for the Delivery of Primary Health Care including HIV and AIDS			
Project 1: To conduct District Health Expenditure Reviews (DHER's) in the North West Province	1	30 days	R35 899.00 Excluding Vat
Project 2: To conduct District Health Expenditure Reviews in the Northern Cape	1	30 days	R35 899.00 Excluding Vat
Project 3: To assess and report on the economic aspects of the HBC services rendered by NPO's contracted under PDPHCP and comparison with the public sector	1	16 non-consecutive days	R40 500.00 Excluding Tax
Project 4: Continuation of the assessments for the District Health Plans 2007/2008 for Northern Cape, Western Cape, Free State and Gauteng Province	3	13 non-consecutive days	R45 500.00 Excluding Tax
Cervical Cancer Screening Programme	1	229 days	R275 000.00
Adaptation of the IMCI training manual	1	56	R123 200.00
Development of training modules for Psychosocial Care and Support	7	85	R75 856.00
Evaluation of the HIV adaptations made to IMCI training materials	14	260	R12 000 000.00
Hospital Management Training Programme	1	20	R47 000.00
Total number of projects	Total individual consultants	Total duration: Work days	Total contract value in Rand
11	30	799	R12 799 854.00

TABLE 14.4 - Analysis of consultant appointments using Donor funds, i.t.o. HDIs

Project Title	Percentage ownership by HDI groups	Percentage management by HDI groups	Number of Consultants from HDI groups that work on the project
Workplan 1: Strengthening Systems to Support the South African Comprehensive Plan (SuCOP)			
Project 1: Conducting a rapid assessment of the current patient referral patterns in the 5 identified districts.	0%	0%	0
Project 2: Conducting a rapid assessment of the current patient referral patterns in the 5 identified districts	0%	0%	0





TABLE 14.4 - Analysis of consultant appointments using Donor funds, i.t.o. HDIs

Project Title	Percentage ownership by HDI groups	Percentage management by HDI groups	Number of Consultants from HDI groups that work on the project
Workplan 3: Partnerships for the Delivery of Primary Health Care including HIV and AIDS			
Project 1: To conduct District Health Expenditure Reviews (DHER's) in the North West Province	0%	0%	0
Project 2: To conduct District Health Expenditure Reviews in the Northern Cape	0%	0%	0
Project 3: To assess and report on the economic aspects of the HBC services rendered by NPO's contracted under PDPHCP and comparison with the public sector	0%	0%	0
Project 4: Continuation of the assessments for the District Health Plans 2007/2008 for Northern Cape, Western Cape, Free State and Gauteng Province	0%	0%	0
Cervical Cancer Screening Programme	0%	0%	0
Adaptation of the IMCI training manual	100%	100%	1
Development of training modules for Psychosocial Care and Support	100%	100%	5
Evaluation of the HIV adaptations made to IMCI training materials	100%	100%	12
Hospital Management Training Programme	100%	100%	1

