



labour

Department

Labour
REPUBLIC OF SOUTH AFRICA

EMPLOYMENT EQUITY

Postal Address: Private Bag x117, PRETORIA, 0001. Street Address: Laboria Building, 215 Schoeman Street,
PRETORIA
Tel: 0860101018 Fax: (012)309 4188 or (012) 309 4739

The Chief Executive Officer
SOUTH AFRICAN POLICE SERVICE
SA POLICE SERVICES HEAD OFFICE
231 PRETORIUS STREET
PRETORIA
PRETORIA
0001

DOL Ref. No.: 6404
Date: 10 January 2011
Contact Person: Tshililo Muthelo
Contact Number: 0860101018

Dear Sir/Madam

ACKNOWLEDGEMENT OF SUCCESSFUL COMPLETION OF EMPLOYMENT EQUITY REPORT FOR THE 2010 REPORTING PERIOD

This serves to inform you that your organisation is deemed to have **Reported** for the 2010 reporting period.

Therefore, your organisation will appear on the Employment Equity Public Register for 2010 that will be published by the Minister of Labour in terms of Section 41 of the Employment Equity Act No. 55 of Badiri

Yours in Equity



pp Director-General
DEPARTMENT OF LABOUR

Lefapha la Bodin Lefapha la Mesebetsi . uMnyango wezeMisebenzi . Muhasho wa zwa Mishurno . Departement van Arbeid
Kgoro ya Merero ya Bashomi
Ndzawulo ya to Batho Pele purho LiTiko leTemisebenti ISebe lezeMisebenDepartmentgo wezokuSebenzi

Batho Pele - putting people first



Private Reg
Privaatsak

X94 Pretoria
Navrae: Lieutenant

FaxNavr
ae:

393-5068

Your reference / U verwysing 3/1/5/1/275

My reference / My verwysing:

Enquiries / Navrae: Lieutenant General M A Nchwe

NASIONALE

(012) KOMMISSARIS

THE NATIONAL COMMISSIONER
DIE NASIONALE KOMMISSARIS

PRETORIA

0001

The Director General
Department of Labour
Private Bag x 117
PRETORIA
0001

31 DEC 2010

Dear Colleague

**SUBMISSION OF THE SOUTH AFRICAN POLICE SERVICE SECTION 21
REPORT FOR THE PERIOD 1 OCTOBER 2009 TO 30 SEPTEMBER 2010**

The South African police submit its Employment Equity Section 21 Report (*annexure A*) covering the period 1 October 2009 to 30 September 2010 in line with the requirements of the Employment Equity Act, Act No. 55 of 1998.

The Section 21 Report is in line with the prescribed format as underlined in the Employment Equity Regulations and has been consulted on with all the relevant stakeholders.

Kind regards

A handwritten signature in black ink, appearing to read 'BH Cele', written over a circular stamp.

National Commissioner
South African Police Service
BH Cele

NATIONAL COMMISSIONER: SOUTH AFRICAN POLICE



PLEASE READ THIS FIRST

WHAT IS THE PURPOSE OF THIS FORM?

This form contains the format for reporting income differentials to the Employment Conditions Commission.

WHO FILLS IN THIS FORM?

All designated employers must complete every section of this statement.

SEND TO:

Employment Equity Registry
The Department of Labour
Private Bag X117
Pretoria 003094188
Telephone: 012 3094000
Facsimile: 012 3094737 / 3054188
e-mail: ee@labour.gov.za

SECTION A: EMPLOYER DETAILS

| | |
|-------------------------|---|
| Trade name | SOUTH AFRICAN POLICE SERVICE |
| DTI registration name | SOUTH AFRICAN POLICE SERVICE |
| DTI registration number | 7060713148 |
| PAYEISARS number | u060713148 |
| UIF reference number | u060713148 |
| EE reference number | 6404 |
| Seta classification | SAFETY AND SECURITY SERVICES EDUCATION AND TRAINING AUTHORITY |
| Industry/Sector | COMMUNITY, SOCIAL AND PERSONAL SERVICES |
| Telephone number | 0123931514 |
| Fax number | 0123932167 |
| Email address | seabin@saps.org.za |
| Postal address | SA POLICE SERVICES HEAD OFFICE 231 PRETORIUS STREET |
| Postal code | 0001 |
| City/Town | PRETORIA |
| Province | GAUTENG |
| Physical address | SA POLICE SERVICES HEAD OFFICE 231 PRETORIUS STREET |

| | |
|-------------|----------|
| Postal code | 0001 |
| City/Town | PRETORIA |
| Province | GAUTENG |

Details of CEO at the time of submitting this report

| | |
|-----------------------|--|
| Name and surname | National Commissioner BHEKI CELE |
| Private Sector | Parastatal |
| Telephone number | 0123931514 |
| National Government U | Provincial Government U |
| Fax number | 0123932167 |
| Local Government ni | Government U |
| Email address | natcom.m@saps.org.za Educational Institution In |

Details of Equity Manager at the time of submitting this report

| | |
|------------------|--|
| Name and surname | Angela Mkhabela |
| Telephone number | 0123935462 |
| Fax number | 0123935068 |
| Email address | seabin@saps.org.za |

business type

| | |
|---|---|
| Number of employees in the organization | 0 to 49 U 50 to 149 • 150 or more |
| Is your organization an organ of State? | Yes |

s your organisation part of a



| |
|---|
| group / holding company? If yes, please provide the name. |
|---|

| | |
|--------------------------------|------------|
| Date of submitting this report | 2011/01/07 |
|--------------------------------|------------|



THE FOLLOWING MUST BE TAKEN INTO CONSIDERATION WHEN COMPLETEING THE EEA4 FORMS

1. Foreign nationals should be included when completing the EEA4 form in the appropriate space provided in the table below.
2. Temporary employees mean workers who are employed to work for three consecutive months or less;
3. The calculation of remuneration must include twelve months of a financial year that is in line with the period covered by the EEA2 reporting form. *Where* a person has not worked for a full twelve month period, the total remuneration worked should be included.
4. All payment amounts to be reflected in the table below must be rounded to the nearest Rand (R) and included as total remuneration for each group in terms of race and gender. No blank spaces, commas (,), full stops or decimal points (.) or any other separator should be included when capturing the payment amounts in each of the cells in the table below — for example R7 345 567.22 must be captured as 7345567 with no separators.
5. The payments below indicate what must be included and what must be excluded in an employee's remuneration for the purposes of calculating pay in order to complete the EEA4 form.

5.1 Included

- a. Housing or accommodation allowance or subsidy or housing or accommodation received as a benefit in kind;
- b. Car allowance or provision of a car, except to the extent that the car is provided to enable the employee to work;
- c. Any cash payments made to an employee, except those listed as exclusions in terms of this schedule;
- d. Any other payment in kind received by an employee, except those listed as exclusions in terms of this schedule;
- e. Employer's contributions to medical aid, pension, provident fund or similar schemes;
- f. Employer's contributions to funeral or death benefit schemes.

5.2 Excluded

- a. Any cash payment or payment in kind provided to enable the employee to work (for example, an equipment, tool or similar allowance or the provision of transport or the payment of a transport allowance to enable the employee to travel to and from work);
- b. A relocation allowance;
- c. Gratuities (for example, tips received from customers) and gifts from the employer;
- d. Share incentive schemes;
- e. Discretionary payments not related to an employee's hours of work or performance (for example, a discretionary profit-sharing scheme);
- f. An entertainment allowance;
- g. An education or schooling allowance.

6. The value of payments in kind must be determined as follows —
 - a. a value agreed to in either a contract of employment or collective agreement, provided that the agreed value may not be less than the cost to the employer of providing the payment in kind; or
 - b. the cost to the employer of providing the payment in kind.
7. An employee is not entitled to a payment or the cash value of a payment in kind as part of remuneration if-
 - a. the employee received the payment or enjoyed, or was entitled to enjoy, the payment in kind during the relevant period; or
 - b. in the case of a contribution to a fund or scheme that forms part of remuneration, the employer paid the contribution in respect of the relevant period.
8. If a payment fluctuates over a period of 13 weeks or if an employee has been in employment for a shorter period, the actual amount for that period should be calculated.

INCOME DIFFERENTIALS

Please use the table below to indicate the number of employees, including people with disabilities, and their remuneration in each occupational level in terms of race and gender.

| Occupational levels | | Male | | | | Female | | | | FORIEGN NATIONALS | | Total |
|---|--------------------------|--------------------|--------------|-------------|-------------|------------|-----------|-----------|------------|-------------------|---|-------------|
| | | A | C | I | W | A | C | I | W | M | F | |
| Top Management | Number of workers | 12 | 3 | 1 | 3 | 4 | 0 | 0 | 1 | 0 | 0 | 24 |
| | Remuneration | 14130960 | 3443331 | 1153458 | 3513066 | 4596789 | 0 | 0 | 1170762 | 0 | 0 | 28008366 |
| Senior Management | Number of workers | 264 | 45 | 33 | 143 | 105 | 13 | 8 | 49 | 0 | 0 | 660 |
| | Remuneration | 195008742 | 32931456 | 24826095 | 105768486 | 75359151 | 8996340 | 5774856 | 35996430 | 0 | 0 | 484661556 |
| Professionally qualified and experienced specialists and mid management | Number of workers | 2938 | 459 | 362 | 1671 | 1250 | 204 | 109 | 730 | 0 | 0 | 7723 |
| | Remuneration | 888878649 | 140254998 | 119959137 | 553685049 | 360046224 | 58965855 | 35035785 | 220582272 | 0 | 0 | 2377407969 |
| Skilled technical and academically qualified workers, junior management, supervisors, foremen and superintendents | Number of workers | 41489 | 5706 | 2441 | 11313 | 7428 | 1609 | 784 | 6892 | 0 | 0 | 77662 |
| | Remuneration | 6734356575 | 922942755 | 407847684 | 1947129861 | 1151366994 | 242484000 | 118879779 | 1043152134 | 0 | 0 | 12568159782 |
| Semi skilled and discretionary decision making | Number of workers | 45504 | 6310 | 784 | 1235 | 29762 | 4535 | 567 | 2139 | 0 | 0 | 90836 |
| | Remuneration | 3917160159 | 555420447 | 66526398 | 107894643 | 2510147252 | 362921222 | 43829796 | 174995595 | 0 | 0 | 7738895514 |
| Unskilled and defined decision making | Number of workers | 6387 | 796 | 90 | 107 | 4028 | 394 | 23 | 63 | 0 | 0 | 11888 |
| | Remuneration | 187790301 | 26101746 | 2686440 | 3996069 | 123035682 | 14457210 | 836424 | 2976555 | 0 | 0 | 361880427 |
| Total Permanent | Number of workers | 96594 | 13319 | 3711 | 14472 | 42577 | 6755 | 1491 | 9874 | 0 | 0 | 188793 |
| | Remuneration | 1193732538€ | 1681094732 | 622999212 | 2721987174 | 4224552092 | 687824628 | 20435664C | 1478873746 | 0 | 0 | 23559013614 |
| Temporary Employees | Number of workers | 2 | 1 | 3 | 14 | 1 | 0 | 0 | 4 | 0 | 0 | 25 |
| | Remuneration | 284088 | 189636 | 597870 | 3350208 | 189636 | 0 | 0 | 387492 | 0 | 0 | 4998930 |
| TOTAL | Number of workers | 96596 | 13320 | 3714 | 14486 | 42578 | 6755 | 1491 | 9878 | 0 | 0 | 188818 |
| | Remuneration | 11937609474 | 168128436€ | 623597082 | 2725337382 | 422474172c | 687824626 | 20435664C | 147926124e | 0 | 0 | 23564012544 |

Please provide reasons for the disparities in remuneration within the various occupational levels



| PLEASE READ THIS FIRST | SECTION A: EMPLOYER DETAILS | | |
|--|--|--|--|
| <p>PURPOSE OF THIS FORM This form enables employers to comply with Section 21 of the Employment Equity Act 55 of 1998.</p> <p>This form contains the format for employment equity reporting by employers to the Department of Labour. Both small employers (i.e. employers employing fewer than 150 employees) and large employers (i.e. employers employing 150 or more employees) are required to use this form. Those employers who are not designated, but wish to voluntarily comply, must also use this reporting form.</p> <p>Although all sections of this form apply to large employers, only certain sections of this form should be completed by small employers. Employers who report for the first time are not required to complete the progress report section of this form.</p> <p>WHO SHOULD COMPLETE THIS FORM? All designated employers that have to submit a report in terms of the Employment Equity Act, 55 of 1998. Employers who wish to voluntarily comply with the reporting requirements of the Act are also required to complete this form.</p> <p>WHEN SHOULD EMPLOYERS REPORT? SOUTH AFRICAN POLICE SERVICE</p> <ul style="list-style-type: none"> Large employers must submit their first report within six months of being designated, and thereafter annually on the first working day of October; and Small employers must submit their first report within twelve months of being designated, and thereafter on the first working day of October of every year that ends with an even number. <p>ESSENTIAL REQUIREMENTS Large employers, i.e. employers with 150 and more employees, must complete the entire EEA2 reporting form. Small employers, i.e. employers with fewer than 150 employees, must only complete areas of the EEA2 form that apply to them. Large employers, i.e. employers with 150 and more employees, must complete the entire EEA2 reporting form. Small employers, i.e. employers with fewer than 150 employees, must only complete areas of the EEA2 form that apply to them. All relevant areas of the form must be fully and accurately completed by employers. Designated employers who fail to observe this provision will be deemed not to have</p> | Trade name | | |
| | DTI registration name | | |
| | DTI registration number | | |
| | PAYE/SARS number | | |
| | UIF reference number | | |
| | EE reference number | SOUTH AFRICAN POLICE SERVICE | |
| | Seta classification | 7060713148 | |
| | Industry/Sector | u060713148 | |
| | Telephone number | 6404 | |
| | Fax number | SAFETY AND SECURITY | |
| | Email address | SERVICES EDUCATION AND TRAINING AUTHORITY | |
| | Postal address | COMMUNITY, SOCIAL AND PERSONAL SERVICES | |
| | | 0123931514 | |
| | | 0123932167 | |
| | | seabin@saps.org.za | |
| | Postal code | SA POLICE SERVICES HEAD OFFICE | |
| | City/Town | 231 PRETORIUS STREET | |
| | Province | 0001 | |
| Physical address | PRETORIA | | |
| | GAUTENG | | |
| | SA POLICE SERVICES HEAD OFFICE | | |
| | 231 PRETORIUS STREET | | |
| Postal code | 0001 | | |
| City/Town | PRETORIA | | |
| Province | GAUTENG | | |
| Details of CEO at the time of submitting this report | | | |
| Name and surname | National Commissioner BHEKI CELE | | |
| Telephone number | 0129391514 | | |
| Fax number | 0123932167 | | |
| Email address | natcomm@saps.org.za | | |
| reported. Guidance to overcome difficulties on how to complete the form properly must be obtained from the Department prior to completing and submitting the report. | | | |
| SEND TO: | | | |
| Employment Equity Registry The Department of Labour Private Bag X117 | | | |

**Details of Employment
Equity Manager at the
time of submitting this
report**

| | |
|------------------|---------------------------|
| Name and surname | Brigadier NK Seabi |
| Telephone number | 0123935462 |
| Fax number | 0123935068 |

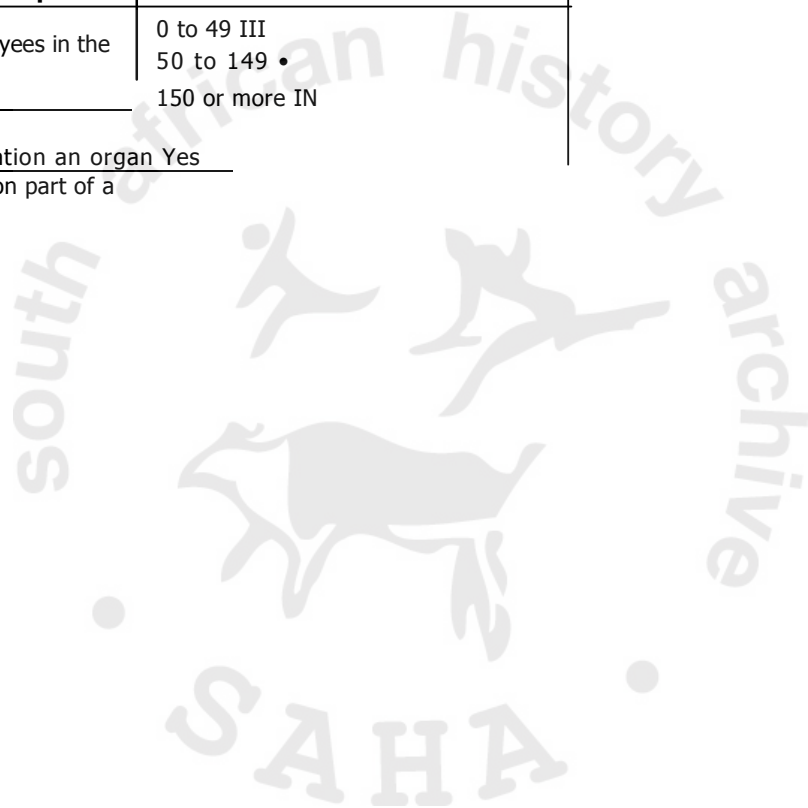
seabin@saps.org.za

Business type

| | |
|---|--|
| Private Sector III National Government • Local Government 1111 Non-profit Organization • | Parastatal • Provincial Government • Educational Institution • |
|---|--|

**Information about the
organization at the time of
submitting this report**

| | |
|---|--|
| Number of employees in the organization | 0 to 49 III 50 to 149 • 150 or more IN |
| of State? | |
| Is your organization an organ | Yes |
| Is your organisation part of a | |



Email address

Pretoria 0001
Telephone: 012 3094000
Facsimile: 012 3094737 13094188
[e-mail: ee@labour.gov.za](mailto:ee@labour.gov.za)

group / holding company?
If yes, please provide the
name.

No

Date of submitting this report 2011/01/07



Please indicate below the period the report covers (in the case of large employers the preceding twelve months and for small employers twenty-four months, except for first time reporting where the period may be shorter):

From (date): 2009/10/01 To (date): 2010/09/30

Please indicate below the duration of your current employment equity plan:

From (date): 2010/01/01 To (date): 2014112/31

PLEASE READ THIS FIRST

- a. The method of reporting should remain for the period of the plan, and must be consistent from reporting period to reporting period.
- b. Employers must refrain from leaving blank spaces or using a dash (-) when referring to the value "0" (Zero) or the word "No". All relevant areas of the form must be fully and accurately completed by employers. Designated employers who fail to observe this provision will be deemed not to have reported.
- c. "Temporary employees" mean workers who are employed to work for three consecutive months or less.
- d. The **Numerical goal** is the workforce profile the employer projects to achieve at the end of the employer's current employment equity plan (EE Plan). The numerical goals of the employer must be the same for the entire duration of the EE Plan.
- e. The **Numerical target** is the workforce profile the employer projects to achieve by the end of the next reporting period.
- f. Large employers, i.e. employers with 150 and more employees, must complete the entire EEA2 reporting form. Small employers, i.e. employers with fewer than 150 employees, must only complete areas of the EEA2 form that apply to them. Areas that only apply to small employers shall be made available by the Department of Labour in a separate form as well.
- g. The alphabets "A", "C", "I", "W", "M" and "F" used in the tables have the following corresponding meanings and must be interpreted as 'Africans', 'Coloureds', 'Indians', 'Whites', 'Males' and 'Females' respectively.

SECTION B: WORKFORCE PROFILE AND CORE & SUPPORT FUNCTIONS**1. WORKFORCE PROFILE**

1.1 Please report the total number of **employees** (including employees with disabilities) in each of the following **occupational levels**: Note: A=Africans, C=Coloureds, I=Indians and W=Whites

| Occupational Levels | Male | | | | Female | | | | Foreign National | | TOTAL |
|--|-------|-------|------|-------|--------|------|------|------|------------------|--------|--------|
| | A | C | I | W | A | C | I | W | Male | Female | |
| Top management | 12 | 3 | 1 | 3 | 4 | 0 | 0 | 1 | 0 | 0 | 24 |
| Senior management | 264 | 45 | 33 | 143 | 105 | 13 | 8 | 49 | 0 | 0 | 660 |
| Professionally qualified and experienced specialists and mid-management | 2938 | 459 | 362 | 1671 | 1250 | 204 | 109 | 730 | 0 | 0 | 7723 |
| Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents | 41489 | 5706 | 2441 | 11313 | 7428 | 1609 | 784 | 6892 | 0 | 0 | 77662 |
| Semi-skilled and discretionary decision making | 45504 | 6310 | 784 | 1235 | 29762 | 4535 | 567 | 2139 | 0 | 0 | 90836 |
| Unskilled and defined decision making | 6387 | 796 | 90 | 107 | 4028 | 394 | 23 | 63 | 0 | 0 | 11888 |
| TOTAL PERMANENT | 96594 | 13319 | 3711 | 14472 | 42577 | 6755 | 1491 | 9874 | 0 | 0 | 188793 |
| Temporary employees | 2 | 1 | 3 | 14 | 1 | 0 | 0 | 4 | 0 | 0 | 25 |
| GRAND TOTAL. | 96596 | 13320 | 3714 | 14486 | 42578 | 6755 | 1491 | 9878 | 0 | 0 | 188818 |

1.2 Please report the total number of **employees with disabilities** in each of the following occupational levels: Note: A=Africans, C=Coloureds, I=Indians and W=Whites

| Occupational Levels | Male | | | | Female | | | | Foreign National | | TOTAL |
|--|------|----|----|-----|--------|----|---|-----|------------------|--------|-------|
| | A | C | I | W | A | C | I | W | Male | Female | |
| Top management | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Senior management | 2 | 0 | 1 | 3 | 0 | 0 | 0 | 3 | 0 | 0 | 9 |
| Professionally qualified and experienced specialists and mid-management | 13 | 1 | 3 | 49 | 5 | 2 | 0 | 11 | 0 | 0 | 84 |
| Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents | 210 | 34 | 14 | 186 | 32 | 8 | 4 | 84 | 0 | 0 | 572 |
| Semi-skilled and discretionary decision making | 138 | 27 | 5 | 34 | 85 | 14 | 1 | 40 | 0 | 0 | 344 |
| Unskilled and defined decision making | 6 | 1 | 0 | 4 | 2 | 0 | 0 | 4 | 0 | 0 | 17 |
| TOTAL PERMANENT | 369 | 63 | 23 | 276 | 124 | 24 | 5 | 142 | 0 | 0 | 1026 |
| Temporary employees | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 1 | 0 | 0 | 3 |
| GRAND TOTAL | 369 | 63 | 23 | 278 | 124 | 24 | 5 | 143 | 0 | 0 | 1029 |

2. Core operation functions and Support functions by occupational level

A job could either be a **Core operation** function or a **Support** function. **Core operation Function** positions are those that directly relate to the core business of an organization and may lead to revenue generation e.g. sales production, etc. **Support Function** positions provide infrastructure and other enabling conditions for revenue generation e.g. human resources corporate services etc.

2.1 Please indicate the total number of employees (including people with disabilities), that are involved in **/Core OperationalFunction** positions at each level in your organization. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

| Occupational Levels | Male | | | | Female | | | | Foreign National | | TOTAL |
|--|-------|-------|------|-------|--------|------|-----|------|------------------|--------|--------|
| | A | C | I | W | A | C | I | W | Male | Female | |
| Top management | 10 | 3 | 1 | 2 | 3 | 0 | 0 | 1 | 0 | 0 | 20 |
| Senior management | 187 | 28 | 20 | 82 | 60 | 11 | 5 | 25 | 0 | 0 | 418 |
| Professionally qualified and experienced specialists and mid-management | 2177 | 370 | 255 | 1114 | 759 | 108 | 49 | 307 | 0 | 0 | 5139 |
| Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents | 38421 | 5235 | 2135 | 9755 | 3885 | 837 | 295 | 2246 | 0 | 0 | 62809 |
| Semi-skilled and discretionary decision making | 36975 | 5124 | 528 | 813 | 15541 | 1836 | 117 | 417 | 0 | 0 | 61351 |
| Unskilled and defined decision making | 5436 | 610 | 78 | 68 | 3167 | 242 | 14 | 18 | 0 | 0 | 9633 |
| TOTAL PERMANENT | 83206 | 11370 | 3017 | 11834 | 23415 | 3034 | 480 | 3014 | 0 | 0 | 139370 |
| Temporary employees | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |
| GRAND TOTAL | 83207 | 11370 | 3017 | 11835 | 23415 | 3034 | 480 | 3014 | 0 | 0 | 139372 |

2.2 Please indicate the total number of employees (including people with disabilities), that are involved in **Support Function** positions at each level in your organization. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

| Occupational Levels | Male | | | | Female | | | | Foreign National | | TOTAL |
|--|-------|------|-----|------|--------|------|------|------|------------------|--------|-------|
| | A | C | I | W | A | C | I | W | Male | Female | |
| Top management | 2 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 4 |
| Senior management | 77 | 17 | 13 | 61 | 45 | 2 | 3 | 24 | 0 | 0 | 242 |
| Professionally qualified and experienced specialists and mid-management | 761 | 89 | 107 | 557 | 491 | 96 | 60 | 423 | 0 | 0 | 2584 |
| Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents | 3068 | 471 | 306 | 1558 | 3543 | 772 | 489 | 4646 | 0 | 0 | 14853 |
| Semi-skilled and discretionary decision making | 8529 | 1186 | 256 | 422 | 14221 | 2699 | 450 | 1722 | 0 | 0 | 29485 |
| Unskilled and defined decision making | 951 | 186 | 12 | 39 | 861 | 152 | 9 | 45 | 0 | 0 | 2255 |
| TOTAL PERMANENT | 13388 | 1949 | 694 | 2638 | 19162 | 3721 | 1011 | 6860 | 0 | 0 | 49423 |
| Temporary employees | 1 | 1 | 3 | 13 | 1 | 0 | 0 | 4 | 0 | 0 | 23 |
| GRAND TOTAL | 13389 | 1950 | 697 | 2651 | 19163 | 3721 | 1011 | 6864 | 0 | 0 | 49446 |

SECTION C: WORKFORCE MOVEMENT**3. Recruitment**

3.1 Please report the total number of new recruits, including people with disabilities. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

| Occupational Levels | Male | | | | Female | | | | Foreign National | | TOTAL |
|--|------|-----|----|-----|--------|-----|----|-----------|------------------|----------|----------|
| | A | C | I | W | A | C | I | W | Male | Female | |
| Top management | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Senior management | 7 | 2 | 0 | 2 | 3 | 0 | 0 | 0 | 0 | 0 | 14 |
| Professionally qualified and experienced specialists and mid-management | 4 | 2 | 0 | 5 | 5 | 0 | 1 | 7 | 0 | 0 | 24 |
| Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents | 137 | 20 | 18 | 113 | 111 | 8 | 7 | 44 | 0 | 0 | 458 |
| Semi-skilled and discretionary decision making | 250 | 24 | 14 | 26 | 334 | 68 | 16 | 29 | 0 | 0 | 761 |
| Unskilled and defined decision making | 2340 | 197 | 26 | 21 | 1583 | 93 | 6 | 3 | 0 | 0 | 4269 |
| TOTAL PERMANENT | 2738 | 245 | 58 | 167 | 2036 | 169 | 30 | 83 | 0 | 0 | 5526 |
| Temporary employees | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| GRAND TOTAL | 2738 | 245 | 58 | 167 | 2036 | 169 | 30 | 83 | 0 | 0 | 5526 |

4. Promotion

4.1 Please report the total number of promotions into each occupational level, including people with disabilities. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

| Occupational Levels | Male | | | | Female | | | | Foreign National | | TOTAL |
|--|------|-----|-----|-----|--------|-----|-----|-----|------------------|--------|----------|
| | A | C | I | W | A | C | I | W | Male | Female | |
| Top management | 3 | 0 | 0 | 0 | 2 | 0 | 0 | 1 | 0 | 0 | 6 |
| Senior management | 29 | 4 | 1 | 4 | 30 | 2 | 2 | 6 | 0 | 0 | 78 |
| Professionally qualified and experienced specialists and mid-management | 191 | 43 | 20 | 39 | 208 | 35 | 11 | 47 | 0 | 0 | 594 |
| Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents | 1368 | 244 | 92 | 192 | 1116 | 127 | 93 | 367 | 0 | 0 | 3599 |
| Semi-skilled and discretionary decision making | 576 | 112 | 15 | 37 | 946 | 219 | 44 | 84 | 0 | 0 | 2033 |
| Unskilled and defined decision making | 103 | 19 | 0 | 2 | 85 | 10 | 0 | 1 | 0 | 0 | 220 |
| TOTAL PERMANENT | 2270 | 422 | 128 | 274 | 2387 | 393 | 150 | 506 | 0 | 0 | 6530 |
| Temporary employees | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| GRAND TOTAL | 2270 | 422 | 128 | 274 | 2387 | 393 | 150 | 506 | 0 | 0 | 6530 |

5. Termination

5.1 Please report the total number of terminations in each occupational level, including people with disabilities.

Note: A=Africans, C=Coloureds, I=Indians and W=Whites

| Occupational Levels | Male | | | | Female | | | | Foreign National | | TOTAL |
|--|------|-----|----|-----|--------|----|----|-----|------------------|--------|-------|
| | A | C | I | W | A | C | I | W | Male | Female | |
| Top management | 3 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 5 |
| Senior management | 6 | 1 | 2 | 10 | 1 | 0 | 1 | 0 | I=Indian | 0 | 21 |
| Professionally qualified and experienced specialists and mid-management | 55 | 4 | 8 | 40 | 11 | 2 | 1 | 14 | 0 | 0 | 135 |
| Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents | 626 | 67 | 33 | 240 | 83 | 13 | 6 | 146 | 0 | 0 | 1214 |
| Semi-skilled and discretionary decision making | 467 | 46 | 8 | 32 | 282 | 48 | 6 | 36 | 0 | 0 | 925 |
| Unskilled and defined decision making | 78 | 9 | 1 | 2 | 25 | 6 | 1 | 2 | 0 | 0 | 124 |
| TOTAL PERMANENT | 1235 | 127 | 53 | 325 | 402 | 69 | 15 | 198 | 0 | 0 | 2424 |
| Temporary employees | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| GRAND TOTAL | 1235 | 127 | 53 | 325 | 402 | 69 | 15 | 198 | 0 | 0 | 2424 |

5.2 Please report the total number of terminations, including people with disabilities, in each termination category below. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

| Terminations | Male | | | | Female | | | | Foreign National | | TOTAL |
|---|------|-----|----|-----|--------|----|----|-----|------------------|--------|-------|
| | A | C | I | W | A | C | I | W | Male | Female | |
| Resignation | 315 | 55 | 18 | 162 | 118 | 36 | 11 | 108 | 0 | 0 | 823 |
| Non-renewal of contract | 64 | 4 | 2 | 2 | 23 | 0 | 0 | 0 | 0 | 0 | 95 |
| Dismissal — Operational requirements (retrenchment) | 1 | □ | □ | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Dismissal - misconduct | 51 | 10 | 6 | 8 | 4 | 0 | 0 | 1 | 0 | 0 | 80 |
| Dismissal - incapacity | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Retirement | 336 | 22 | 17 | 115 | 75 | 12 | 2 | 78 | 0 | 0 | 657 |
| Death | 468 | 36 | 10 | 38 | 182 | 21 | 2 | 11 | 0 | 0 | 768 |
| TOTAL | 1235 | 127 | 53 | 325 | 402 | 69 | 15 | 198 | 0 | 0 | 2424 |

SECTION D: SKILLS DEVELOPMENT**6. Skills Development**

6.1 Please report the total number of people from the designated groups, including people with disabilities, who received training **solely** for the purpose of achieving the numerical goals, and not the number of training courses attended by individuals. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

| Occupational Levels | Male | | | | Female | | | | TOTAL |
|---|--------|-------|------|-------|--------|------|------|------|-----------|
| | A | C | I | W | A | C | I | W | |
| Top management | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Senior management | 256 | 46 | 29 | 144 | 52 | 13 | 5 | 28 | 573 |
| Professionally qualified experienced specialists and mid-management | 3630 | 609 | 507 | 1501 | 1352 | 193 | 110 | 562 | 1=Indians |
| Skilled technical and academically qualified female workers, junior management, supervisors, foremen, and | 41370 | 8971 | 4442 | 14195 | 6670 | 1864 | 830 | 4638 | 82980 |
| Qualified and discretionary decision making | 48472 | 9067 | 846 | 1831 | 25406 | 4268 | 417 | 1262 | 91569 |
| Unskilled and defined decision making | 17377 | 2247 | 248 | 19682 | 7171 | 786 | 38 | 70 | 47619 |
| TOTAL PERMANENT | 111105 | 20940 | 6072 | 37353 | 40651 | 7124 | 1400 | 6560 | 231205 |
| Temporary employees | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| GRAND TOTAL | 111105 | 20940 | 6072 | 37353 | 40651 | 7124 | 1400 | 6560 | 231205 |

6.2 Please report the total number of **people with disabilities** only who received training **solely** for the purpose of achieving the numerical goals, and not the number of training courses attended by individuals. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

| Occupational Levels | Male | | | | Female | | | | TOTAL |
|--|------|----|----|-----|--------|---|---|----|-------|
| | A | C | I | W | A | C | I | W | |
| Top management | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Senior management | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Professionally qualified and experienced specialists and mid-management | 13 | 0 | 7 | 39 | 0 | 1 | 0 | 10 | 70 |
| Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents | 86 | 26 | 20 | 122 | 16 | 4 | 5 | 29 | 308 |
| Semi-skilled and discretionary decision making | 42 | 9 | 1 | 17 | 22 | 1 | 1 | 12 | 105 |
| Unskilled and defined decision making | 1 | 1 | 0 | 4 | 0 | 0 | 0 | 3 | 9 |
| TOTAL PERMANENT | 142 | 36 | 28 | 182 | 38 | 6 | 6 | 54 | 492 |
| Temporary employees | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| GRAND TOTAL | 142 | 36 | 28 | 182 | 38 | 6 | 6 | 54 | 492 |

SECTION E: NUMERICAL GOALS & TARGETS

7. Numerical Goals

7.1 Please indicate the numerical goals (i.e. the workforce profile) you project to achieve for the total number of employees, including people with disabilities, at the end of your current employment equity plan in terms of occupational levels. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

| Occupational Levels | Male | | | | Female | | | | Foreign National | | TOTAL |
|--|-------|------|------|-------|--------|------|------|------|------------------|--------|--------|
| | A | C | I | W | A | C | I | W | Male | Female | |
| Top management | 13 | 1 | 0 | 2 | 13 | 1 | 0 | 2 | 0 | 0 | 32 |
| Senior management | 286 | 32 | 9 | 33 | 286 | 32 | 9 | 33 | 0 | 0 | 720 |
| Professionally qualified and experienced specialists and mid-management | 3555 | 397 | 110 | 418 | 3555 | 397 | 110 | 418 | 0 | 0 | 8960 |
| Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents | 44388 | 4951 | 1376 | 5225 | 31945 | 3563 | 990 | 3760 | 0 | 0 | 96198 |
| Semi-skilled and discretionary decision making | 39436 | 4398 | 1223 | 4642 | 26291 | 2932 | 815 | 3095 | 0 | 0 | 82832 |
| Unskilled and defined decision making | 1552 | 173 | 48 | 183 | 1034 | 115 | 32 | 122 | 0 | 0 | 3259 |
| TOTAL PERMANENT | 89230 | 9952 | 2766 | 10503 | 63124 | 7040 | 1956 | 7430 | 0 | 0 | 192001 |
| Temporary employees | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| GRAND TOTAL | 89230 | 9952 | 2766 | 10503 | 63124 | 7040 | 1956 | 7430 | 0 | 0 | 192001 |

7.2 Please indicate the numerical goals (i.e. the workforce profile) you project to achieve for the total number of **employees with disabilities only** at the end of your current employment equity plan in terms of occupational levels.

| Occupational Levels | Male | | | | Female | | | | Foreign National | | TOTAL |
|--|------|----|----|-----|--------|----|---|-----|------------------|--------|-------|
| | A | C | I | W | A | C | I | W | Male | Female | |
| Top management | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Senior management | 2 | 0 | 1 | 3 | 1 | 0 | 0 | 3 | 0 | 0 | 10 |
| Professionally qualified and experienced specialists and mid-management | 15 | 1 | 3 | 49 | 8 | 2 | 0 | 11 | 0 | 0 | 89 |
| Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents | 220 | 34 | 14 | 186 | 56 | 10 | 4 | 84 | 0 | 0 | 608 |
| Semi-skilled and discretionary decision making | 149 | 27 | 5 | 34 | 94 | 14 | 2 | 40 | 0 | 0 | 365 |
| Unskilled and defined decision making | 6 | 1 | 0 | 4 | 3 | 0 | 0 | 4 | 0 | 0 | 18 |
| TOTAL PERMANENT | 392 | 63 | 23 | 276 | 162 | 26 | 6 | 142 | 0 | 0 | 1090 |
| Temporary employees | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| GRAND TOTAL | 392 | 63 | 23 | 276 | 162 | 26 | 6 | 142 | 0 | 0 | 1090 |

8. Numerical Targets

8.1 Please indicate the numerical targets (i.e. the workforce profile) you project to achieve for the total number of employees, including people with disabilities, at the end of the next reporting in terms of occupational levels. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

| Occupational Levels | Male | | | | Female | | | | Foreign National | | TOTAL |
|--|--------------|--------------|-------------|--------------|--------------|-------------|-------------|--------------|------------------|----------|---------------|
| | A | C | I | W | A | C | I | W | Male | Female | |
| Top management | 12 | 3 | 1 | 3 | 10 | 1 | 0 | 2 | 0 | 0 | 32 |
| Senior management | 270 | 45 | 33 | 143 | 154 | 18 | 8 | 49 | 0 | 0 | 720 |
| Professionally qualified and experienced specialists and mid-management | 3183 | 459=Indians | 362 | 1671 | 2165 | 281 | 109 | 730 | 0 | 0 | 8960 |
| Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents | 43306 | 5706 | 2441 | 11313 | 22793 | 2834 | 913 | 6892 | 0 | 0 | 96198 |
| Semi-skilled and discretionary decision making | 41489 | 5706 | 2441 | 11313 | 12252 | 1947 | 792 | 6892 | 0 | 0 | 82832 |
| Unskilled and defined decision making | 1552 | 173 | 48 | 183 | 1034 | 115 | 32 | 122 | 0 | 0 | 3259 |
| TOTAL PERMANENT | 89812 | 12092 | 5326 | 24626 | 38408 | 5196 | 1854 | 14687 | 0 | 0 | 192001 |
| Temporary employees | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | a | 0 |
| GRAND TOTAL | 89812 | 12092 | 5326 | 24626 | 38408 | 5196 | 1854 | 14687 | 0 | 0 | 192001 |

8.2 Please indicate the numerical targets (i.e. the workforce profile) you project to achieve for the total number of **employees with disabilities only** at the end of the next reporting period in terms of occupational levels. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

| Occupational Levels | Male | | | | Female | | | | Foreign National | | TOTAL |
|--|------------|-----------|-----------|------------|------------|-----------|----------|------------|------------------|----------|-------------|
| | A | C | I | W | A | C | I | W | Male | Female | |
| Top management | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Senior management | 2 | 0 | 1 | 3 | 1 | 0 | 0 | 3 | 0 | 0 | 10 |
| Professionally qualified and experienced specialists and mid-management | 15 | 1 | 3 | 49 | 8 | 2 | 0 | 11 | 0 | 0 | 89 |
| Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents | 220 | 34 | 14 | 186 | 56 | 10 | 4 | 84 | 0 | 0 | 608 |
| Semi-skilled and discretionary decision making | 149 | 27 | 5 | 34 | 94 | 14 | 2 | 40 | 0 | 0 | 365 |
| Unskilled and defined decision making | 6 | 1 | 0 | 4 | 3 | 0 | 0 | 4 | 0 | 0 | 18 |
| TOTAL PERMANENT | 392 | 63 | 23 | 276 | 162 | 26 | 6 | 142 | 0 | 0 | 1090 |
| Temporary employees | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| GRAND TOTAL | 392 | 63 | 23 | 276 | 162 | 26 | 6 | 142 | 0 | 0 | 1090 |

SECTION F: MONITORING & EVALUATION (THIS SECTION IS NOT APPLICABLE TO SMALL EMPLOYERS)**9. Disciplinary Action**

9.1 Disciplinary action: (report the total number of disciplinary actions during the twelve months preceding this report). Note: A=Africans, C=Coloureds, I=Indians and W=Whites

| Disciplinary Action | Male | | | | Female | | | | Foreign | | TOTAL |
|---------------------|------|-----|----|-----|--------|----|---|----|---------|--------|-------|
| | A | C | I | W | A | C | I | W | Male | Female | |
| | 1379 | 416 | 57 | 156 | 79 | 42 | 3 | 27 | 0 | 0 | |

10. Awareness of Employment Equity 10.1 Please indicate which of the following awareness measures were implemented by your organization:

| | Yes | No | No. of employees covered |
|--|-----|----|--------------------------|
| Formal written communication | Yes | | 188818 |
| Policy statement includes reference to employment equity | Yes | | 188818 |
| Summary of the Act displayed | Yes | | 188818 |
| Employment Equity training | Yes | | 540 |
| Diversity management programmes | Yes | | 540 |
| Discrimination awareness programmes | Yes | | 540 |

11. Consultation

11.1 Please indicate which stakeholders were involved in the consultation process prior to the development of your employment equity plan:

| | Yes | No |
|--|-----|----|
| Consultative body or employment equity forum | Yes | |
| Registered trade union (s) | Yes | |
| Employees | Yes | |

12. Barriers and affirmative action measures

12.1 Please indicate in which categories of employment policy or practice barriers to employment equity were identified. If your answer is 'Yes' to barriers in any of the categories, please indicate whether you have developed affirmative action measures and the timeframes to overcome them.

| Categories | BARRIERS | | AFFIRMATIVE ACTION MEASURES | | TIMEFRAME FOR IMPLEMENTING OF AA MEASURES | |
|---|----------|----|-----------------------------|----|---|------------|
| | Yes | No | Yes | No | START DATE | END DATE |
| Recruitment procedures | Yes | | Yes | | 2010/01/01 | 2014/12/31 |
| Advertising positions | | No | | | | |
| Selection criteria | | No | | | | |
| Appointments | | No | | | | |
| Job classification and grading | | No | | | | |
| Remuneration and benefits | | No | | | | |
| Terms and conditions of employment | | No | | | | |
| Job assignments | | No | | | | |
| Work environment and facilities | | No | | | | |
| Training and development | | No | | | | |
| Performance and evaluation systems | | No | | | | |
| Promotions | | No | | | | |
| Transfers | Yes | | Yes | | 2010/01/01 | 2014/12/31 |
| Succession and experience planning | | No | | | | |
| Disciplinary measures | Yes | | Yes | | 2010/01/01 | 2014/12/31 |
| Dismissals | | No | | | | |
| Retention of designated groups | | No | | | | |
| Corporate culture | | Na | | | | |
| Reasonable accommodation | | No | | | | |
| HIV and AIDS education and prevention programmes | | No | | | | |
| Appointed senior manager(s) to manage EE implementation | | No | | | | |
| Budget allocation in support of employment equity goals | | No | | | | |
| Time off for employment equity consultative committee to meet | | No | | | | |

13. Monitoring and evaluation of implementation:

13.1 How regularly do you monitor progress on the implementation of the employment equity plan? Please choose one.

| Weekly | Monthly | Quarterly | Yearly |
|--------|---------|-----------|--------|
| | | Quarterly | |

13.2 Did you achieve the annual objectives as set out in your employment equity plan for this period?

| Yes | No | Please explain |
|-----|----|---|
| Yes | | IMPLEMENTED AFFIRMATIVE ACTION MEASURES IN SPECIALIZED ENVIRONMENTS |

SECTION G: SIGNATURE OF THE CHIEF EXECUTIVE OFFICER

Chief Executive Officer

I hereby declare that I have read, approved and authorized this report. Signed on this 31 day of December year
2010

At place: PRETORIA

Executive Officer

National Commissioner BHEKI CELE Signature Chief
Full Name

