

2011/2012

HR OVERSIGHT - APRIL 2011 to MARCH 2012 - Department of Home Affairs**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 Additional to Establishment
1 Administration	1238	1094	11,6	
2 Civic Services	8397	7276	13,4	
3 Immigration Services	1077	721	33,1	
4 Transfers to Agencies	0	0	0,0	
TOTAL	10712	9091	15,1	

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 Additional to Establishment
Lower skilled (Levels 1-2), Permanent	0	0	0,0	
Skilled (Levels 3-5), Permanent	729	729	0,0	
Highly skilled production (Levels 6-8), Permanent	8900	7603	14,6	
Highly skilled supervision (Levels 9-12), Permanent	897	606	32,4	
Senior management (Levels 13-16), Permanent	186	125	32,8	
Contract, all levels		28	0,0	
TOTAL	10712	9091	15,1	

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 Additional to Establishment
Information technology related, Permanent	35	28	20,0	
Other Information technology related, Permanent	72	58	19,4	
Regulatory Inspectors, Permanent	2166	1857	14,3	
TOTAL	2273	1943	14,5	

TABLE 5.1 - Annual Turnover Rates by Salary Band

Salary Band	Employment at Beginning of Period (April 2011)	Appointments	Terminations	Turnover Rate
Lower skilled (Levels 1-2), Permanent	0	0	0	0,0
Skilled (Levels 3-5), Permanent	732	434	58	7,9
Highly skilled production (Levels 6-8), Permanent	6844	651	205	3,0
Highly skilled supervision (Levels 9-12), Permanent	557	98	42	7,5
Senior Management Service (Level 13 - 16)	103	33	15	14,6
Contract, all levels	1023	787	873	85,3
TOTAL	9259	2003	1193	12,9

TABLE 5.2 - Annual Turnover Rates by Critical Occupation

Occupation	Employment at Beginning of Period (April 2011)	Appointments	Terminations	Turnover Rate
Information technology related, Permanent	20	6	0	0,0
Other Information technology related, Permanent	55	8	5	9,1
Regulatory Inspectors, Permanent	1594	330	43	2,7
TOTAL	1669	344	48	2,9

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	49	4,1	0,5	1193	9091
Resignation, Permanent	75	6,3	0,8	1193	9091
Expiry of contract, Permanent	871	73,0	9,6	1193	9091
Discharged due to ill health, Permanent	7	0,6	0,1	1193	9091
Dismissal-misconduct, Permanent	54	4,5	0,6	1193	9091
Retirement, Permanent	67	5,6	0,7	1193	9091
Other	70	5,9	0,8	1193	9091
TOTAL	1193	100	13,1	1193	9091
Resignations as % of Employment					