

2. FINDINGS



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Introduction The Public Service consists of persons employed by national departments and the nine provincial administrations as reflected in Schedules 1 and 2 of the Public Service Act, 1994 (as amended). The number of persons in terms of race, gender and persons with disabilities at national and provincial levels are indicated in the tables below.

NIA/SASS Due to the confidential nature of work undertaken by both the National Intelligence Agency (NIA) and the South African Secret Service (SASS), personnel and salary information of the staff are not maintained on PERSAL. Hence information in respect of these institutions have not been obtained.

INFORMATION AS EXTRACTED FROM PERSAL

National Departments Table 1: Distribution of persons employed at national level

Key: M = Male
F = Female
D = Persons with disabilities

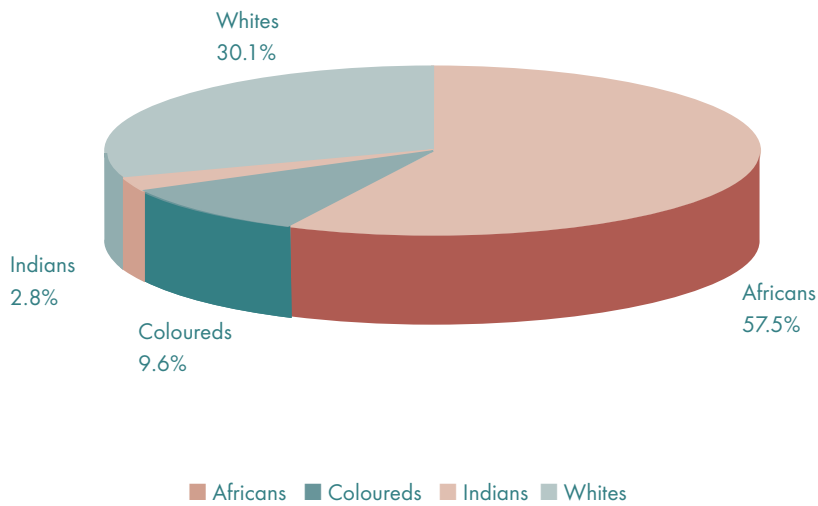
TABLE 1 : DISTRIBUTION OF PERSONS EMPLOYED AT NATIONAL LEVEL

DEPARTMENT	AFRICAN			COLOURED			INDIAN			WHITE			TOTAL			OVERALL TOTAL
	M	F	D	M	F	D	M	F	D	M	F	D	M	F	D	
Table 1																
Agriculture	1093	265	-	209	64	-	26	8	-	474	630	12	1802	967	12	2 781
Arts, Culture, Science and Technology	121	95	-	25	21	-	5	10	1	60	137	2	211	263	3	477
Communications	39	34	-	1	7	-	4	3	-	19	24	1	63	68	1	132
Correctional Services	14176	3219	29	4085	858	2	430	85	-	7738	1545	15	26429	5707	46	32 182
Defence *	6842	2997	-	2440	1084	-	51	52	-	1170	3665	-	10503	7798	-	18301
Education	153	203	2	12	5	-	11	9	-	60	178	-	236	395	2	633
Environmental Affairs and Tourism	207	121	-	235	38	-	17	6	-	404	208	11	863	373	11	1 247
Finance	147	177	-	24	36	-	12	10	-	74	206	1	257	429	1	687
Foreign Affairs	453	350	1	47	31	-	41	25	-	365	426	-	906	832	1	1739
Government Communications (GCIS)	105	85	-	17	9	-	6	3	-	20	53	2	148	150	2	300
Health	366	351	-	26	43	-	9	25	-	130	342	-	531	761	-	1292
Home Affairs (including Government Printer)	2172	2024	27	184	250	2	43	40	-	673	1356	19	3072	3670	48	6790
Housing	31	39	-	3	2	-	1	-	-	19	46	1	54	87	1	142
Independent Complaints Directorate	47	38	1	6	14	-	7	3	-	9	12	-	69	67	1	137
Justice and Constitutional Development	4165	2849	24	403	471	1	179	355	-	1855	3049	18	6602	6724	43	13369
Labour	1425	1241	20	203	308	3	84	88	2	451	1230	29	2163	2867	54	5084
Land Affairs	587	476	8	162	177	4	37	60	2	416	746	42	1202	1459	56	2717
Minerals and Energy	195	164	1	18	22	-	6	6	-	233	148	3	452	340	4	796
Public Enterprises	12	12	-	1	1	-	2	-	-	4	6	-	19	19	-	38
Office of the Presidency	80	109	3	22	27	1	4	11	1	13	26	-	119	173	5	297
Provincial and Local Government	58	52	-	10	4	-	5	1	-	27	40	1	100	97	1	198
Office of the Public Service Commission	43	40	2	9	6	-	3	-	-	22	28	-	77	74	2	153
Public Service and Administration	74	65	1	4	7	-	6	6	-	33	33	-	117	111	1	229
Public Works	1443	942	8	600	217	8	59	18	-	547	386	20	2649	1563	36	4248

DEPARTMENT	AFRICAN			COLOURED			INDIAN			WHITE			TOTAL			OVERALL TOTAL
	M	F	D	M	F	D	M	F	D	M	F	D	M	F	D	
Table 1																
South African Management and Development Institute	17	20	-	1	1	-	-	-	-	7	15	2	26	36	2	64
South African Police Service (SAPS)- Includes Secretariat for Safety and Security	62852	9625	-	8117	2283	1	3594	960	1	24466	13060	8	99029	25928	10	124967
South African Revenue Service (SARS)	1347	1543	-	373	489	-	226	337	-	1757	5526	6	3703	7895	6	11604
Sport and Recreation	23	30	-	6	3	-	-	-	-	14	23	1	43	56	1	100
State Expenditure	63	68	-	14	13	-	11	3	-	74	102	-	162	186	-	348
Statistics South Africa	200	154	2	11	7	-	7	13	-	56	192	4	274	366	6	646
Trade and Industry	218	214	-	20	11	-	28	15	-	175	242	-	441	482	-	923
Transport	69	44	1	5	6	-	7	7	-	35	65	-	116	122	1	239
Water Affairs and Forestry	14844	6031	55	780	51	1	47	25	-	1162	570	14	16833	6677	70	23580
Welfare and Population Development	37	71	1	7	5	-	2	7	-	30	83	2	76	166	3	245
TOTAL	113704	33748	186	18080	6571	23	4971	2191	7	42592	34398	214	179347	76908	430	256685

* The information in respect of Defence is maintained on the PERSOL System. The PERSOL System does not make provision for information on disability. The creation of such a facility on the System will be looked into.

Representation in terms of race in the national departments



Representation in terms of gender and persons with disabilities in the national departments

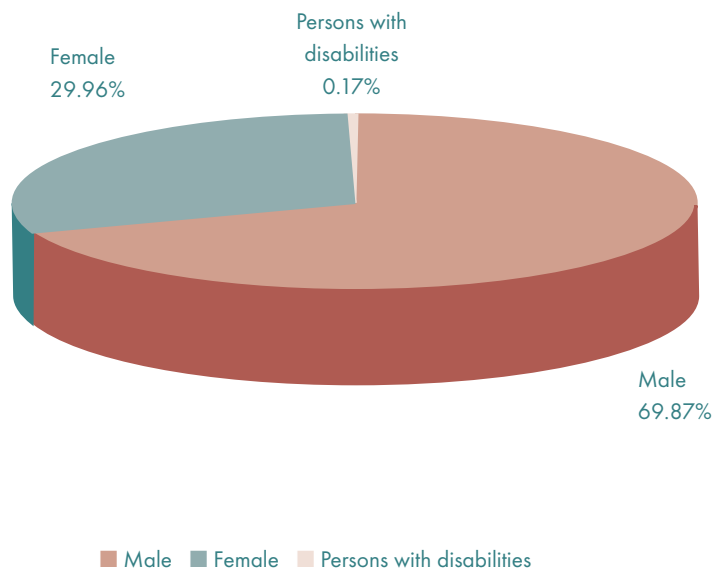
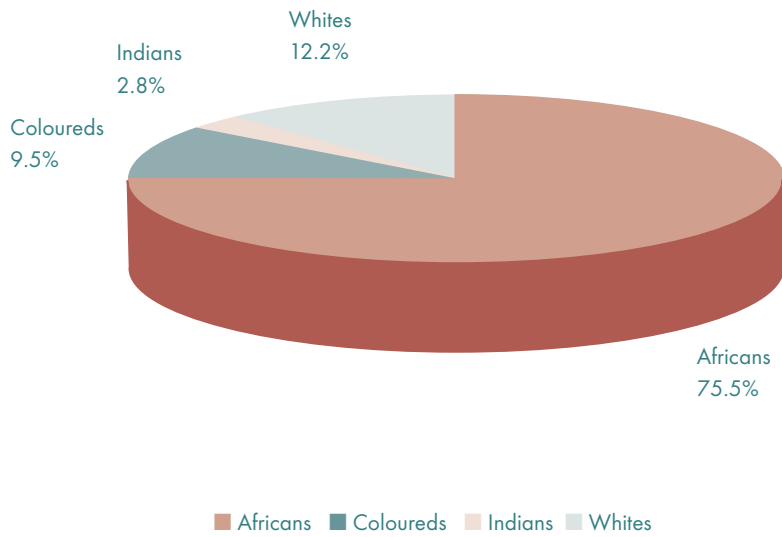


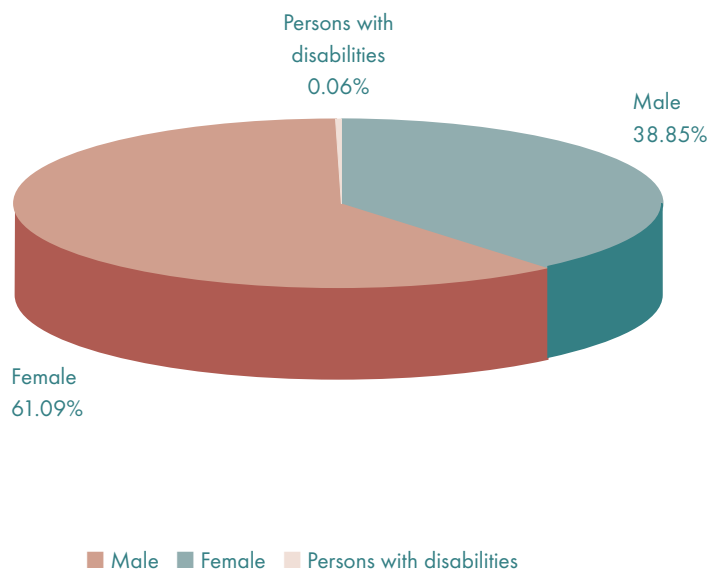
TABLE 2 : DISTRIBUTION OF PERSONS EMPLOYED AT PROVINCIAL LEVEL

PROVINCE	AFRICAN			COLOURED			INDIAN			WHITE			TOTAL			OVERALL TOTAL
	M	F	D	M	F	D	M	F	D	M	F	D	M	F	D	
Table 2																
Eastern Cape	42715	72016	15	3653	5939	-	236	212	-	2622	5347	10	49226	83514	25	132765
Free State	20218	26562	5	798	1279	-	16	16	-	3265	7196	4	24297	35053	9	59359
Gauteng	26529	51124	64	1480	3198	4	987	1627	-	7637	21277	49	36633	77226	117	113976
KwaZulu-Natal	44163	73051	44	934	2259	2	7599	10459	10	4639	9249	13	57335	95018	69	152422
Mpumulanga	19037	26134	7	92	222	1	95	102	-	1845	4018	1	21069	30476	9	51554
North West	23433	35693	46	265	564	1	79	83	-	1731	3870	8	25508	40210	55	65773
Northern Cape	1795	2533	3	3424	5109	1	20	17	-	894	2225	-	6133	9884	4	16021
Northern Province	55378	57416	19	47	67	-	87	80	-	1175	2334	2	56687	59897	21	116605
Western Cape	3473	5461	15	16282	28061	74	159	186	-	5290	9997	87	25204	43705	176	69085
TOTAL	236741	349990	218	26975	46698	83	9278	12782	10	29098	65513	174	302092	474983	485	777560

Representation in terms of race in the provincial administrations



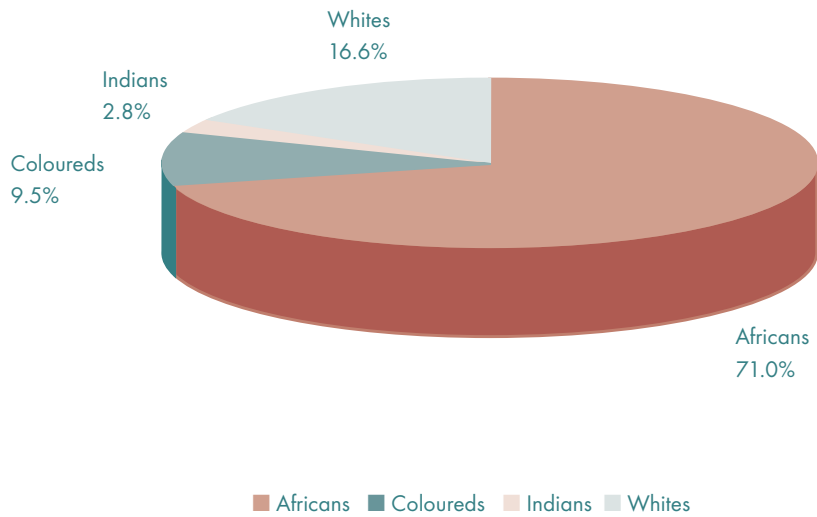
Representation in terms of gender and persons with disabilities in the provincial administrations



Composition of the Public Service

National Departments	256 685
Provincial Administrations	777 560
Total	1 034 245

Representation in terms of race in the Public Service



Representation in terms of gender and persons with disabilities in the Public Service

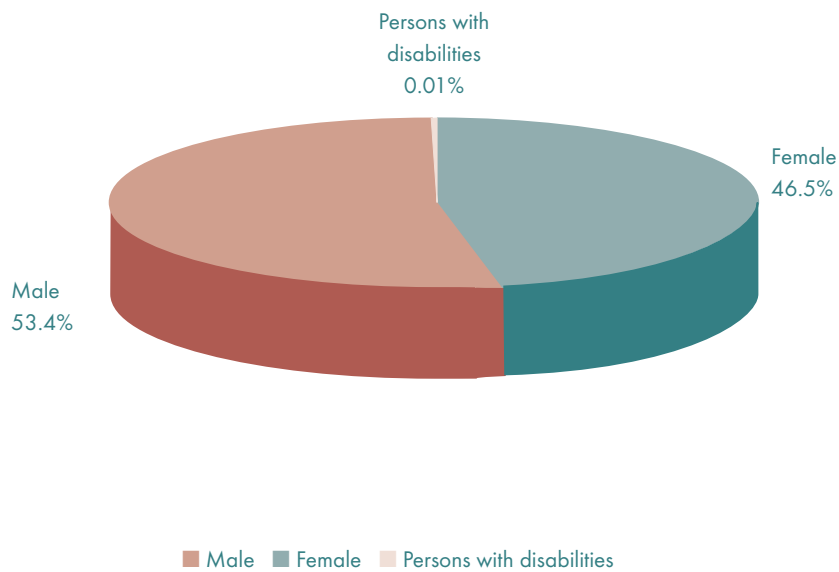


TABLE 3 : SUMMARY OF DISTRIBUTION PER SALARY LEVEL IN NATIONAL DEPARTMENTS

SALARY STRUCTURE GROUP	AFRICAN			COLOURED			INDIAN			WHITE			TOTAL			TOTAL
	M	F	D	M	F	D	M	F	D	M	F	D	M	F	D	
SUMMARY Table 3																
Lower skilled workers (R29 171 and below)	24290	12466	53	3350	1674	7	115	45	-	527	330	10	28282	14515	70	42867
Skilled workers (R29 172 to R50 609)	19862	8889	81	3570	2348	13	651	658	3	3266	8503	67	27349	20398	164	47911
Highly skilled production (R50 610 to R117 233)	63426	9338	40	10318	1880	2	3610	911	1	31614	18061	102	108968	30190	145	139303
Highly skilled supervision (R117 234 to R180 851)	1225	449	4	213	43	0	202	65	1	3491	1091	15	5131	1648	20	6799
Management (R180 852 to R245 897)	393	141	0	62	22	0	71	14	1	604	77	5	1130	254	6	1390
Senior Management (R245 898 to R350 475)	38	9	0	6	3	0	10	3	0	39	4	0	93	19	0	112
NOT AVAILABLE*	4470	2456	8	561	601	1	312	495	1	3051	6332	15	8394	9884	25	18303
TOTAL	113704	33748	186	18080	6571	23	4971	2191	7	42592	34398	214	179347	76908	430	256685

* As indicated earlier, all information regarding the total distribution of personnel per salary level as maintained by PERSAL is not available. Hence the not available column here and in the subsequent tables.

TABLE 4 : SUMMARY OF DISTRIBUTION PER SALARY LEVEL IN THE PROVINCIAL ADMINISTRATIONS

SALARY STRUCTURE GROUP	AFRICAN			COLOURED			INDIAN			WHITE			TOTAL			TOTAL
	M	F	D	M	F	D	M	F	D	M	F	D	M	F	D	
	SUMMARY Table 4															
Lower skilled workers (R29 171 and below)	82503	61325	72	7273	7594	28	526	556	2	1332	997	12	91634	70472	114	162220
Skilled workers (R29 172 to R50 609)	38563	75686	70	4128	11242	23	1593	2175	5	3452	12562	67	47736	101665	165	149566
Highly skilled production (R50 610 to R117 233)	104354	205864	67	13313	26158	32	5727	9464	3	16679	47220	81	140073	288706	183	428962
Highly skilled supervision (R117 234 to R180 851)	8129	3392	7	1340	299	-	1088	390	-	5922	2400	12	16479	6481	19	22979
Management (R180 852 to R245 897)	268	69	-	41	13	-	41	9	-	251	47	1	601	138	1	740
Senior Management (R245 898 to R350 475)	28	8	-	6	1	-	6	1	-	24	3	-	64	13	-	77
NOT AVAILABLE	2896	3646	2	874	1391	-	297	187	-	1438	2284	1	5505	7508	3	13016
TOTAL	236741	349990	218	26975	46698	83	9278	12782	10	29098	65513	174	302092	474983	485	777560

TABLE 5 : SUMMARY OF DISTRIBUTION PER SALARY LEVEL IN NATIONAL DEPARTMENTS AND THE PROVINCIAL ADMINISTRATIONS

SALARY STRUCTURE GROUP	AFRICAN			COLOURED			INDIAN			WHITE			TOTAL			TOTAL
	M	F	D	M	F	D	M	F	D	M	F	D	M	F	D	
SUMMARY Table 5																
Lower skilled workers (R29 171 and below)	106793	73791	125	10623	9268	35	641	601	2	1859	1327	22	119916	84987	184	205087
Skilled workers (R29 172 to R50 609)	58425	84575	151	7698	13590	36	2244	2833	8	6718	21065	134	75085	122063	329	197477
Highly skilled production (R50 610 to R117 233)	167780	215202	107	23631	28038	34	9337	10375	4	48293	65281	183	249041	318896	328	568265
Highly skilled supervision (R117 234 to R180 851)	9354	3841	11	1553	342	-	1290	455	1	9413	3491	27	21610	8129	39	29778
Management (R180 852 to R245 897)	661	210	-	103	35	-	112	23	1	855	124	6	1731	392	7	2130
Senior Management (R245 898 to R350 475)	66	17	-	12	4	-	16	4	-	63	7	-	157	32	-	189
NOT AVAILABLE	7366	6102	10	1435	1992	1	609	682	1	4489	8616	16	13899	17392	28	31319
TOTAL	350445	383738	404	45055	53269	106	14249	14973	17	71690	99911	388	481439	551891	915	1034245