

### **3. OBSERVATIONS**



**Introduction** Certain observations have been made during the evaluation undertaken. Some of these are of concern. Whilst these concerns could not be addressed immediately, the proposals in the next chapter address some of these concerns.

**Requirements of the White Papers** The requirements for the attainment of representativeness in the Public Service as stipulated in the White Paper on the Transformation of the Public Service and the White Paper on Affirmative Action in the Public Service is that within four years from 1995 all departments establishments must endeavour to be at least 50% black at management level. During the same period at least 30% of new recruits to the middle and senior management echelons should be women. Within ten years, people with disabilities should comprise at least 2% of public service personnel.

The following are the observations:

**Information from PERSAL** ● Complete information in respect of distribution per the salary levels is not available in most instances. In this regard departments have not totally updated such information onto PERSAL. This could be attributed to either the departments not taking seriously the issue of updating the information on PERSAL or lack of training/capacity in this regard. The number of cases which have not been distributed into the respective salary levels as indicated in table 5 is 31 319. It is evident that the system is not being optimally utilised and is being maintained at tremendous cost to the State. The Public Service needs to be reminded of the existence of PERSAL and the need to update the system at all times so that accurate information is available.

**Authenticity of Information** ● The information extracted from PERSAL has been accepted per se. Departments have not been requested to analyse the information for authenticity. As indicated under the limitations in Chapter 1, the issue will be addressed when the Public Service Commission embarks on its next project in the monitoring process of specifying its reporting requirements to departments on affirmative action programmes and employment equity plans. In this regard the goal can nevertheless be achieved by requesting the departments to indicate the breakdown of the composition of its personnel across the various salary levels.

**Interviews** ● The conducting of interviews with heads of national departments and provincial administrations to establish reasons, where applicable, as to why representativeness in terms of the White Papers has not been achieved in their respective institutions is deemed not feasible at this stage. This is as a result of the information not being available to correctly categorise the distribution of personnel to the respective salary levels. A more accurate picture must be obtained before the institutions could be identified and approached. This will be achieved when the Public Service Commission specifies its reporting requirements. The information could be analysed at that stage.

Notwithstanding the above the following observations are made on the state of representativeness in the Public Service, taking into consideration the information available:

**Management Level** ● In the management level, 1264 of the 2319 personnel are black. This represents 54,50 % and is above the requirement of 50%.

**Women** ● Insofar as women are concerned, 424 of the 2319 are in the management and senior management echelons. This represents 18,28%.

The salary range of R 180 852 to R 350 475 has been used to determine the state of representativeness at the management level and in respect of women.

**Persons  
With  
Disabilities**

- A mere 915 out of the total work force of 1 034245 are made up of persons with disabilities. This represents 0,1% (rounded off from 0,09%) and falls short of the target of 2% to be achieved by the end of the year 2005 for this target group. Although no specific target has been furnished in the White Papers to be attained by 1999, if one uses the 0,1% as a yardstick attained over the four year period from 1995 to 1999, it can be realistically assumed that the target of 2% to be attained by 2005 would not materialise unless the recruitment drive of persons with disabilities is significantly increased.

The position with regard to the three target groups in terms of the current evaluation is as follows :

	<b>POSITION IN DECEMBER 1999</b>
Percentage of black people at management level	54,50%
Percentage of women in management and senior management levels	18,28%
Percentage of people with disabilities	0,10%