

HR Oversight Report



TABLE I.1 – Main Service for Service Delivery Improvement and Standards.

Main Services	Actual Customers	Standard of Service	Actual Achievement Against Standard
Public Prosecutions	Victims of Crime	Number of cases finalised with diversion: 482 491	460,891
		Number of cases finalised without diversion: 357 928	331,045
		High Courts: achieve a conviction rate of 87%	87.8%
		Regional Courts: achieve a conviction rate of 74%	73.4%
		District Courts: achieve a conviction rate of 87%	90.7%
		No. of TCCs = 25	27
Witness Protection	Vulnerable and / or intimidated witnesses	No witnesses harmed	0
		Percentage of walkoffs	5%
Asset Forfeiture	Victims of Crime	Number of new completed forfeiture cases	320
		Number of new freezing orders	333
		Value of new freezing orders	R549.2m
		Success rate	95.7%



TABLE 1.2 – Consultation Arrangements for Customers

Type of Arrangement	Actual Customers	Actual Achievements
Public Education and Awareness		
National Road Shows	Community members in rural, semi-rural and peri-urban areas where access to media is limited	Roadshows were held at Ga-Matlala in Limpopo, Allanridge in Free State, Zoar in Western Cape, Cradock and Lusikisiki in Eastern Cape, reaching audiences of between 500 and 2000 at each road show.
Public Exhibitions	General public	<p>The NPA participated in the following exhibitions:</p> <ul style="list-style-type: none"> •Rand Show, •Royal Show, •Grahamstown Arts Festival, •Macufe, •Pretoria Show. <p>Information about the work of the NPA and the criminal justice system, in the form of booklets and pamphlets was distributed. Prosecutors and other members of the NPA were on hand to provide more information and address enquiries from the public</p>
Career Awareness Exhibitions	Law students and graduates at tertiary institutions; school learners	<p>Career Awareness Campaigns for students were held at:-</p> <ul style="list-style-type: none"> •Nelson Mandela Metropolitan University (Port Elizabeth campus) •University of Stellenbosch •University of Western Cape •University of North West (Potchefstroom campus) •University of Natal (Howard College) <p>NPA also participated in the following career awareness events:</p> <ul style="list-style-type: none"> •Unisa Moot Court competition for final year law students •Career expos at Orlando Community Hall (Soweto) and Sacred Heart Catholic Career Awareness •Free State Career Focus Week
Human Trafficking Awareness	Vulnerable groups and victims of human trafficking; general public	<p>Tsireledzani Campaign</p> <p>Human Trafficking Awareness Week (HTAW): The 5th annual Human Trafficking Awareness Week (HTAW) took place from 3 to 9 October 2010. Partners in addition to the NPA included, the IOM, the Department of Home Affairs (DHA), the Department of Education (DOE), and other key government partners and civil society organizations. The theme for 2010 was "Human Trafficking is real".</p>



TABLE 1.3 – Service Delivery Access Strategy

Access Strategy	Actual Achievements
Indigenous language courts	The NPA actively participates in the establishment of Indigenous Languages Courts. This project has borne positive results for the NPA through increased performance. Court proceedings are significantly shortened due to the fact that no interpretation services are required.
Court Preparation Programme	Court Preparation Officers (CPOs) provide support services to witnesses, especially women and children, on a daily basis. There are 125 Court Preparation Officers (CPOs) employed at 68 courts countrywide against a target of 140 courts. 69 196 witness sessions were conducted by CPOs – an average of 56 witnesses per CPO
Witness Protection Programme	OWP provides protection, support and related services to vulnerable witnesses and related people in judicial proceedings. No witnesses were harmed or threatened during while on the witness protection programme
2010 Fifa World Cup™ Courts	260 prosecutors were deployed at the 56 dedicated court rooms in the 9 host cities. These included 37 District Courts and 19 Regional Courts. These courts operated from 07:45 in the morning until 23:00 in the evening, seven days a week. 222 cases went through the Special Courts during the World Cup, of which 202 were finalised, with 138 convictions.
Providing basic information about the NPA through the website	Basic information on the website included: <ul style="list-style-type: none"> • Organisational structure • Media statements • Leadership profiles • Aspirant Prosecutors Programme • Photographic presentations of community outreach events • NPA job adverts
Performance Information on the website	<ul style="list-style-type: none"> • Quarterly performance reports and archive of annual reports published on the website
Facilitating easy access to the NPA	<ul style="list-style-type: none"> • Contact details of NPA main office, map and directions posted • Thuthuzela Care Centres contact details listed • Dedicated media email address (media@npa.gov.za) provided for all media enquiries: media enquiries referred to the relevant offices and responded to immediately or within 48 hours, depending on complexity of the enquiry • Communication email address (communication@npa.gov.za) serves as an online call centre for all enquiries and representations: enquiries responded to or channelled to the relevant offices and general information provided to enhance understanding of the work of the NPA
Participation at Thusong Service Centres	<ul style="list-style-type: none"> • The NPA established a presence at 19 Thusong Service Centres across all provinces. Prosecutors and communication officials delivered presentations to visitors, addressed specific enquiries and distributed information material printed in all language



TABLE 1.4 – Information Tools

Type of Information Tool	Actual Achievements
Public Education	Information communicated face to face during community outreach events or through mass media
Printed information products and promotional material	Distributed at all events and exhibitions and available on website
Events, exhibitions and expos	Conducted in all provinces
NPA Website	Updated regularly
NPA Newsletter (Khasho)	Printed monthly
Media Engagement (court interviews)	NPA spokespersons attended court cases and provided media commentary on court processes and outcomes on many important cases

TABLE 1.5 – Complaint Mechanism

Complaint Mechanism	Actual Achievements
Opportunity to submit representations via email to communication@npa.gov.za	All representations submitted on this platform aptly referred either to the relevant DPP office or to the NDPP through the Legal Affairs Division in the Office of the NDPP. 100% of representations received were dealt with within 30 days against a target of 85%
Corruption Hotline	Through reports that we received from the Hotline, one official went through a disciplinary hearing where he was found guilty and the other one received a written warning



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TABLE 2.1 - Personnel costs by Programme

Programme	Total Voted Expenditure (R'000)	Compensation of Employees Expenditure (R'000)	Training Expenditure (R'000)	Professional and Special Services (R'000)	Compensation of Employees as percent of Total Expenditure	Average Compensation of Employees Cost per Employee (R'000)	Employment
SP 1: Public Prosecutions	1 860 783	1 720 338	205	5 212	92,45%	410	4 200
SP 2: Office for Witness Protection	127 977	51 006	784	0	39,86%	352	145
SP 3: Asset Forfeiture Unit	156 956	83 231	83	58 313	53,03%	527	158
SP 4: Support Services	348 947	97 647	2 071	10 792	27,98%	271	360
TOTAL	2 494 663	1 952 222	3 143	74 317	78,26%	1 559	4 863

TABLE 2.2 - Personnel costs by Salary band

Salary Bands	Compensation of Employees Cost (R'000)	Percentage of Total Personnel Cost for Department	Average Compensation Cost per Employee (R)	Total Personnel Cost for Department including Goods and Transfers (R'000)	Number of Employees
Lower skilled (Levels 1-2)	1 278	0,1	116 182	1 983 710	11
Skilled (Levels 3-5)	43 653	2,2	179 642	1 983 710	243
Highly skilled production (Levels 6-8)	154 214	7,8	187 380	1 983 710	823
Highly skilled supervision (Levels 9-12)	1 306 085	65,8	471 511	1 983 710	2 770
Senior management (Levels 13-16)	356 277	18	762 906	1 983 710	467
Contract (Levels 1-2)	148	0	9 867	1 983 710	15
Contract (Levels 3-5)	12 526	0,6	122 804	1 983 710	102
Contract (Levels 6-8)	32 536	1,6	130 144	1 983 710	250
Contract (Levels 9-12)	40 108	2	306 168	1 983 710	131
Contract (Levels 13-16)	4 567	0,2	913 400	1 983 710	5
Abnormal Appointment	352	0	7 652	1 983 710	46
TOTAL	1 951 744	98,4	401 346	1 983 710	4 863

* The information provided in this table is based on PERSAL/Vulindlela information for transactions captured on PERSAL during the reporting period.



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TABLE 2.3 - Salaries, Overtime, Home Owners Allowance and Medical Aid by Programme

Programme	Salaries (R'000)	Salaries as % of Personnel Cost	Overtime (R'000)	Overtime as % of Personnel Cost	HOA (R'000)	HOA as % of Personnel Cost	Medical Ass. (R'000)	Medical Ass. as % of Personnel Cost	Total Personnel Cost per Programme (R'000)
National Prosecuting Authority	1 585 571	79,9	6 556	0,3	16 588	0,8	54 252	2,7	1 983 710
TOTAL	1 585 571	79,9	6 556	0,3	16 588	0,8	54 252	2,7	1 983 710

Total personnel cost also include amongst other: performance rewards, service bonus, leave discounting, periodical payments and pension contribution. These are not included in the table above. The purpose of this table is to indicate the % of specific identified conditions of service.

TABLE 2.4 - Salaries, Overtime, Home Owners Allowance and Medical Aid by Salary Band

Salary bands	Salaries (R'000)	Salaries as % of Personnel Cost	Overtime (R'000)	Overtime as % of Personnel Cost	HOA (R'000)	HOA as % of Personnel Cost	Medical Ass. (R'000)	Medical Ass. as % of Personnel Cost	Total Personnel Cost per Salary Band (R'000)
Lower skilled (Levels 1-2)	830	64,9	0	0	64	5	200	15,6	1 279
Skilled (Levels 3-5)	29 942	68,4	147	0,3	2 086	4,8	4 342	9,9	43 797
Highly skilled production (Levels 6-8)	113 047	73	1 323	0,9	4 294	2,8	9 649	6,2	154 927
Highly skilled supervision (Levels 9-12)	1 052 753	79,3	4 537	0,3	9 285	0,7	34 591	2,6	1 327 143
Senior management (Levels 13-16)	299 187	81,7	283	0,1	859	0,2	5 470	1,5	366 126
Contract (Levels 1-2)	148	100	0	0	0	0	0	0	148
Contract (Levels 3-5)	12 503	99,7	21	0,2	0	0	0	0	12 538
Contract (Levels 6-8)	32 165	98,7	242	0,7	0	0	0	0	32 599
Contract (Levels 9-12)	40 078	99,6	3	0	0	0	0	0	40 221
Contract (Levels 13-16)	4 566	99,8	0	0	0	0	0	0	4 575
Abnormal Appointment	352	98,9	0	0	0	0	0	0	356
TOTAL	1 585 571	79,9	6 556	0,3	16 588	0,8	54 252	2,7	1 983 709

Total personnel cost also include amongst other: performance rewards, service bonus, leave discounting, periodical payments and pension contribution. These are not included in the table above. The purpose of this table is to indicate the % of specific identified conditions of service.



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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 Filled Additional to the Establishment
National Prosecuting Authority	5 688	4 817	15,3	503
TOTAL	5 688	4 817	15,3	503

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 Filled Additional to the Establishment
Lower skilled (Levels 1-2), Permanent	14	14	0	2
Skilled (Levels 3-5), Permanent	331	241	27,2	0
Highly skilled production (Levels 6-8), Permanent	1 002	822	18	0
Highly skilled supervision (Levels 9-12), Permanent	3 339	2 770	17	0
Senior management (Levels 13-16), Permanent	499	467	6,4	0
Contract (Levels 1-2)	15	15	0	15
Contract (Levels 3-5)	102	102	0	102
Contract (Levels 6-8)	250	250	0	250
Contract (Levels 9-12)	131	131	0	129
Contract (Levels 13-16)	5	5	0	5
TOTAL	5 688	4 817	15,3	503



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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 Filled Additional to the Establishment
Administrative related	1 203	950	21	101
Advocates	669	613	8,4	14
Cleaners in offices workshops hospitals etc.	10	10	0	1
Client inform clerks (switchb receipt inform clerks)	18	15	16,7	0
Communication and information related	15	12	20	0
General and special investigations	81	65	19,8	4
Head of department/ chief executive officer	2	0	100	0
Human resources & organisational development & related professions	4	2	50	1
Human resources related	1	1	0	0
Information technology related	1	1	0	0
Library mail and related clerks	15	10	33,3	0
Messengers porters and deliverers	38	29	23,7	0
Other information technology personnel	1	1	0	0
Prosecutor	3 134	2 710	13,5	374
Protection services	110	99	10	0
Risk management and security services	4	0	100	0
Secretaries & other keyboard operating clerks	114	85	25,4	3
Senior managers	268	214	20,1	5
TOTAL	5 688	4 817	15,3	503



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TABLE 4.1 - Job Evaluation

Salary Band	Number of Posts	Number of Jobs Evaluated	% of Posts Evaluated	Number of Posts Upgraded	% of Upgraded Posts Evaluated	Number of Posts Downgraded	% of Downgraded Posts Evaluated
Contract (Levels 1-2)	15	0	0	0	0	0	0
Contract (Levels 3-5)	102	0	0	0	0	0	0
Contract (Levels 6-8)	250	0	0	0	0	0	0
Contract (Levels 9-12)	131	0	0	0	0	0	0
Contract (Band A)	4	0	0	0	0	0	0
Contract (Band B)	1	0	0	0	0	0	0
Lower skilled (Levels 1-2)	14	0	0	0	0	0	0
Skilled (Levels 3-5)	331	0	0	0	0	0	0
Highly skilled production (Levels 6-8)	1 002	3	0,3	2	66,7	0	0
Highly skilled supervision (Levels 9-12)	3 339	26	0,8	0	0	19	73,1
Senior Management Service Band A (Level 13)	362	9	2,5	0	0	6	66,7
Senior Management Service Band B (Level 14)	115	0	0	0	0	0	0
Senior Management Service Band C (Level 15)	2	0	0	0	0	0	0
Senior Management Service Band D (Level 16)	20	0	0	0	0	0	0
TOTAL	5 688	38	0,7	2	5,3	25	65,8

TABLE 4.2 - Profile of employees whose positions were upgraded due to their posts being upgraded

Beneficiaries	African	Asian	Coloured	White	Total
Female	46	3	17	8	74
Male	1	0	1	0	2
TOTAL	47	3	18	8	76
Employees with a Disability	0	0	0	0	0

NOTE: Positions upgraded also emanated from job evaluations conducted in the previous financial year.

TABLE 4.3 - Employees whose salary level exceed the grade determined by Job Evaluation [i.t.o PSR I.V.C.3]

Occupation	Number of Employees	Job Evaluation Level	Remuneration Level	Reason for Deviation	No of Employees in Dept
None					



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TABLE 4.4 - Profile of employees whose salary level exceeded the grade determined by job evaluation [i.t.o. PSR I.V.C.3]

Beneficiaries	African	Asian	Coloured	White	Total
Female	0	0	0	0	0
Male	0	0	0	0	0
TOTAL	0	0	0	0	0
Employees with a Disability					

TABLE 5.1 - Annual Turnover Rates by Salary Band

Salary Band	Employment at Beginning of Period (April 2010)	Appointments	Terminations	Turnover Rate
Lower skilled (Levels 1-2), Permanent	11	0	0	0
Skilled (Levels 3-5), Permanent	237	18	5	2,1
Highly skilled production (Levels 6-8), Permanent	811	97	19	2,3
Highly skilled supervision (Levels 9-12), Permanent	2 837	54	69	2,4
Senior Management Service Band A, Permanent (Level 13)	235	1	9	3,8
Senior Management Service Band B, Permanent (Level 14)	99	0	4	4
Senior Management Service Band C, Permanent (Level 15)	5	0	0	0
Senior Management Service Band D, Permanent (Level 16)	13	1	3	23,1
Contract (Levels 1-2)	0	16	3	0
Contract (Levels 3-5)	159	136	179	112,6
Contract (Levels 6-8)	110	234	128	116,4
Contract (Levels 9-12)	42	157	128	304,8
Contract (Band A)	5	3	5	100
Contract (Band B)	2	1	2	100
TOTAL	4 566	718	554	12,1



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TABLE 5.2 - Annual Turnover Rates by Critical Occupation

Occupation	Employment at Beginning of Period (April 2010)	Appointments	Terminations	Turnover Rate
Administrative related	830	139	97	11,7
Advocates	455	25	24	5,3
Attorneys	3	0	1	33,3
Cleaners in offices workshops hospitals etc.	10	0	0	0
Client inform clerks(switchb receipt inform clerks)	14	4	0	0
Communication and information related	2	1	0	0
Custodian personnel	1	0	0	0
Custodian personnel	1	0	0	0
Finance and economics related	8	0	0	0
Financial and related professionals	12	0	0	0
Financial clerks and credit controllers	8	1	1	12,5
General and special investigations	75	5	7	9,3
General legal administration & rel. professionals	82	0	0	0
Head of department/chief executive officer	1	0	0	0
Human resources & organisat developm & relate prof	7	1	2	28,6
Human resources clerks	14	0	1	7,1
Human resources related	9	0	0	0
Information technology related	1	0	0	0
Language practitioners interpreters & other commun	2	0	0	0
Library mail and related clerks	16	0	2	12,5
Logistical support personnel	3	0	0	0
Magistrates	2	0	0	0
Messengers porters and deliverers	28	1	1	3,6
Military personnel	1	0	0	0
Other administrat & related clerks and organisers	26	0	0	0
Other administrative policy and related officers	8	0	0	0
Other occupations	15	0	0	0
Prosecutor	2 618	533	400	15,3
Protection services	102	0	1	1
Rank: Unknown	1	0	0	0
Risk management and security services	1	0	0	0
Saps	8	1	0	0
Secretaries & other keyboard operating clerks	32	1	2	6,3
Senior managers	169	6	15	8,9
Trade/industry advisers & other related profession	1	0	0	0
TOTAL	4 566	718	554	12,1



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	11	2	0,2	554	4 566
Resignation	95	17,1	2,1	554	4 566
Expiry of contract	425	76,7	9,3	554	4 566
Discharged due to ill health	3	0,5	0,1	554	4 566
Dismissal-misconduct	10	1,8	0,2	554	4 566
Retirement	10	1,8	0,2	554	4 566
TOTAL	554	100	12,1	554	4 566

Resignations as % of Employment 12,1%

TABLE 5.4 - Granting of Employee Initiated Severance Packages

Category	No of applications received	No of applications referred to the MPSA	No of applications supported by MPSA	No of Packages approved by department
Lower Skilled (Salary Level 1-2)	0	0	0	0
Skilled (Salary Level 3-5)	0	0	0	0
Highly Skilled Production (Salary Level 6-8)	0	0	0	0
Highly Skilled Supervision (Salary Level 9-12)	0	0	0	0
Senior Management (Salary Level 13 and higher)	0	0	0	0
TOTAL	0	0	0	0



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TABLE 5.5 - Promotions by Critical Occupation

Occupation	Employment at Beginning of Period (April 2010)	Promotions to another Salary Level	Salary Level Promotions as a % of Employment	Progressions to another Notch within Salary Level	Notch progressions as a % of Employment
Administrative related	830	114	13,7	501	60,4
Advocates	455	314	69	30	6,6
Attorneys	3	2	66,7	1	33,3
Cleaners in offices workshops hospitals etc.	10	0	0	8	80
Client inform clerks(switchb receipt inform clerks)	14	0	0	10	71,4
Communication and information related	2	0	0	1	50
Custodian personnel	1	1	100	0	0
Custodian personnel:	1	0	0	0	0
Finance and economics related	8	4	50	1	12,5
Financial and related professionals	12	2	16,7	10	83,3
Financial clerks and credit controllers	8	0	0	5	62,5
General and special investigations	75	33	44	19	25,3
General legal administration & rel. professionals	82	48	58,5	12	14,6
Head of department/chief executive officer	1	0	0	0	0
Human resources & organisat developm & relate prof	7	2	28,6	1	14,3
Human resources clerks	14	1	7,1	10	71,4
Human resources related	9	3	33,3	2	22,2
Information technology related	1	1	100	0	0
Language practitioners interpreters & other commun	2	0	0	0	0
Librarians and related professionals	0	1	0	0	0
Library mail and related clerks	16	0	0	11	68,8
Life sciences related	0	1	0	0	0
Logistical support personnel	3	1	33,3	2	66,7
Magistrates	2	3	150	0	0
Material-recording and transport clerks	0	1	0	0	0
Messengers porters and deliverers	28	2	7,1	20	71,4
Military personnel	1	0	0	1	100
Other administrat & related clerks and organisers	26	1	3,8	12	46,2
Other administrative policy and related officers	8	2	25	1	12,5
Other occupations	15	8	53,3	6	40
Prosecutor	2 618	915	35	683	26,1
Protection services	102	22	21,6	61	59,8
Rank: Unknown	1	0	0	0	0
Risk management and security services	1	0	0	1	100
Saps	8	0	0	3	37,5
Secretaries & other keyboard operating clerks	32	5	15,6	49	153,1
Senior managers	169	28	16,6	71	42
Trade/industry advisers & other related profession	1	1	100	0	0
TOTAL	4 566	1 516	33,2	1 532	33,6



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TABLE 5.6 - Promotions by Salary Band

Salary Band	Employment at Beginning of Period (April 2010)	Promotions to another Salary Level	Salary Level Promotions as a % of Employment	Progressions to another Notch within Salary Level	Notch progressions as a % of Employment
Lower skilled (Levels 1-2), Permanent	11	0	0	9	81,8
Skilled (Levels 3-5), Permanent	237	10	4,2	185	78,1
Highly skilled production (Levels 6-8), Permanent	811	91	11,2	459	56,6
Highly skilled supervision (Levels 9-12), Permanent	2 837	971	34,2	770	27,1
Senior management (Levels 13-16), Permanent	352	429	121,9	109	31
Contract (Levels 3-5)	159	0	0	0	0
Contract (Levels 6-8)	110	13	11,8	0	0
Contract (Levels 9-12)	42	2	4,8	0	0
Contract (Levels 13-16)	7	0	0	0	0
TOTAL	4 566	1 516	33,2	1 532	33,6

TABLE 6.1 - Total number of Employees (incl. Employees with disabilities) per Occupational Category (SASCO)

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	38	7	6	51	59	22	1	9	32	16	158
Professionals	1 309	145	65	1 519	350	731	176	148	1 055	475	3 399
Technicians and associate professionals	226	27	8	261	20	443	68	22	533	64	878
Clerks	15	0	0	15	1	75	28	5	108	24	148
Service and sales workers	56	13	8	77	45	33	2	4	39	18	179
Elementary occupations	19	3	0	22	5	19	1	3	23	2	52
Other	3	0	0	3	0	0	0	0	0	0	3
TOTAL	1 666	195	87	1 948	480	1 323	276	191	1 790	599	4 817

	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	2	1	0	0	1	1	5



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TABLE 6.2 - Total number of Employees (incl. Employees with disabilities) per Occupational Bands

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
Top Management, Permanent	5	2	0	7	5	5	0	1	6	0	18
Senior Management, Permanent	82	17	17	116	158	34	11	31	76	99	449
Professionally qualified and experienced specialists and mid-management, Permanent	1 092	135	50	1 277	275	591	130	113	834	384	2 770
Skilled technical and academically qualified workers, junior management, supervisors, foremen, Permanent	235	21	7	263	15	390	75	20	485	59	822
Semi-skilled and discretionary decision making, Permanent	66	6	1	73	2	122	25	8	155	11	241
Unskilled and defined decision making, Permanent	3	0	0	3	0	11	0	0	11	0	14
Contract (Senior Management)	1	0	0	1	1	3	0	0	3	0	5
Contract (Professionally qualified)	48	7	6	61	11	21	11	9	41	18	131
Contract (Skilled technical)	96	5	2	103	8	97	15	6	118	21	250
Contract (Semi-skilled)	31	2	4	37	5	41	9	3	53	7	102
Contract (Unskilled)	7	0	0	7	0	8	0	0	8	0	15
TOTAL	1 666	195	87	1 948	480	1 323	276	191	1 790	599	4 817



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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
Top Management, Permanent	0	0	0	0	0	1	0	0	1	0	1
Senior Management, Permanent	0	0	0	0	0	0	0	1	1	0	1
Professionally qualified and experienced specialists and mid-management, Permanent	20	4	0	24	2	17	2	2	21	7	54
Skilled technical and academically qualified workers, junior management, supervisors, foremen, Permanent	38	3	1	42	6	36	6	2	44	5	97
Semi-skilled and discretionary decision making, Permanent	4	0	0	4	0	10	4	0	14	0	18
Contract (Senior Management)	0	0	0	0	1	3	0	0	3	0	4
Contract (Professionally qualified)	58	9	6	73	13	26	15	11	52	19	157
Contract (Skilled technical)	92	5	2	99	7	86	15	7	108	20	234
Contract (Semi-skilled)	41	3	5	49	7	57	11	3	71	9	136
Contract (Unskilled)	8	0	0	8	0	8	0	0	8	0	16
TOTAL	261	24	14	299	36	244	53	26	323	60	718

	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	0	0	0	0	0	0	0	0	0	0	0



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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
Top Management, Permanent	0	0	0	0	0	1	0	0	1	0	1
Senior Management, Permanent	147	31	20	198	130	65	15	37	117	92	537
Professionally qualified and experienced specialists and mid-management, Permanent	688	92	26	806	172	400	88	69	557	206	1 741
Skilled technical and academically qualified workers, junior management, supervisors, foremen, Permanent	138	14	6	158	6	281	59	11	351	35	550
Semi-skilled and discretionary decision making, Permanent	52	6	1	59	2	97	20	8	125	9	195
Unskilled and defined decision making, Permanent	0	0	0	0	0	9	0	0	9	0	9
Contract (Professionally qualified)	0	0	0	0	0	0	0	0	0	2	2
Contract (Skilled technical)	5	0	0	5	1	6	0	0	6	1	13
TOTAL	1 030	143	53	1 226	311	859	182	125	1 166	345	3 048

	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	0	0	0	0	0	2



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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
Top Management, Permanent	2	0	0	2	1	0	0	0	0	0	3
Senior Management, Permanent	1	0	0	1	6	0	1	1	2	4	13
Professionally qualified and experienced specialists and mid- management, Permanent	25	1	0	26	5	17	3	2	22	16	69
Skilled technical and academically qualified workers, junior management, supervisors, foremen, Permanent	3	0	0	3	1	9	1	0	10	5	19
Semi-skilled and discretionary decision making, Permanent	1	0	0	1	0	3	0	1	4	0	5
Contract (Senior Management)	0	0	0	0	4	3	0	0	3	0	7
Contract (Professionally qualified)	42	9	5	56	13	20	13	10	43	16	128
Contract (Skilled technical)	49	4	1	54	5	52	5	3	60	9	128
Contract (Semi-skilled)	68	5	3	76	7	63	13	6	82	14	179
Contract (Unskilled)	1	0	0	1	0	2	0	0	2	0	3
TOTAL	192	19	9	220	42	169	36	23	228	64	554

	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	0	0	0	0	0	0	0	0	0	0	0

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	45	6	2	53	10	16	5	4	25	5	93	0



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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	8	4	6	18	9	11	8	5	24	14	65
Professionals	589	170	145	904	324	546	69	115	730	344	2302
Technicians and Associate Professionals	97	46	10	153	67	174	20	20	214	62	496
Clerks	10	4	5	19	4	13	2	4	19	8	50
Service and Sales Workers	58	27	3	88	40	39	13	10	62	35	225
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	6	0	0	6	0	7	0	0	7	0	13
TOTAL	768	251	169	1188	444	790	112	154	1056	463	3151
Employees with disabilities	0	0	0	0	0	0	0	0	0	0	0

TABLE 7.1 - Performance Rewards by Race, Gender and Disability

Demographics	Number of Beneficiaries	Total Employment	Percentage of Total Employment	Cost (R'000)	Average Cost per Beneficiary (R)
African, Female	176	1 322	13,3	3 426	19 465
African, Male	175	1 665	10,5	4 433	25 331
Asian, Female	48	191	25,1	1 558	32 460
Asian, Male	16	87	18,4	578	36 106
Coloured, Female	57	276	20,7	1 349	23 671
Coloured, Male	31	195	15,9	941	30 371
Total Blacks, Female	281	1 789	15,7	6 333	22 538
Total Blacks, Male	222	1 947	11,4	5 952	26 812
White, Female	162	598	27,1	5 533	34 155
White, Male	126	478	26,4	4 973	39 472
Employees with a disability	2	5	40	68	34 239
TOTAL	793	4 817	16,5	22 860	28 828



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)	Total cost as a % of the total personnel expenditure
Lower skilled (Levels 1-2)	2	11	18,2	11	5 500	0
Skilled (Levels 3-5)	64	243	26,3	569	8 891	0
Highly skilled production (Levels 6-8)	151	823	18,3	2 056	13 616	0
Highly skilled supervision (Levels 9-12)	433	2 770	15,6	13 176	30 430	1
Contract (Levels 1-2)	0	15	0	0	0	0
Contract (Levels 3-5)	0	102	0	0	0	0
Contract (Levels 6-8)	0	250	0	0	0	0
Contract (Levels 9-12)	0	131	0	0	0	0
Abnormal Appointment	0	46	0	0	0	0
TOTAL	650	4 391	14,8	15 812	24 326	1



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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	184	867	21,2	2 650	14 402
Advocates	106	461	23	4 880	46 038
Attorneys	1	4	25	37	37 000
Cleaners in offices, workshops, hospitals etc.	2	10	20	11	5 500
Client inform clerks (switchb receipt inform clerks)	2	15	13,3	18	9 000
Communication and information related	1	3	33,3	34	34 000
Custodian personnel	1	1	100	50	50 000
Custodian personnel	0	1	0	0	0
Engineering sciences related	0	1	0	0	0
Finance and economics related	0	5	0	0	0
Financial and related professionals	2	12	16,7	37	18 500
Financial clerks and credit controllers	2	7	28,6	28	14 000
General and special investigations	12	69	17,4	481	40 083
General legal administration & rel. professionals	18	79	22,8	869	48 278
Head of department/chief executive officer	0	1	0	0	0
Human resources & organisat developm & relate prof	2	5	40	52	26 000
Human resources clerks	4	6	66,7	66	16 500
Human resources related	2	8	25	56	28 000
Information technology related	0	1	0	0	0
Language practitioners interpreters & other commun	0	2	0	0	0
Library mail and related clerks	1	11	9,1	13	13 000
Life sciences related	0	1	0	0	0
Logistical support personnel	1	2	50	13	13 000
Magistrates	2	2	100	85	42 500
Material-recording and transport clerks	0	1	0	0	0
Messengers porters and deliverers	5	25	20	45	9 000
Military personnel	0	1	0	0	0
Other administrat & related clerks and organisers	9	24	37,5	88	9 778
Other administrative policy and related officers	5	9	55,6	115	23 000
Other occupations	3	17	17,6	129	43 000
Prosecutor	361	2 814	12,8	11 385	31 537
Protection services	22	100	22	542	24 636
Rank: Unknown	0	3	0	0	0
Risk management and security services	1	1	100	16	16 000
Saps	0	8	0	0	0
Secretaries & other keyboard operating clerks	28	82	34,1	471	16 821
Senior managers	16	157	10,2	689	43 063
Trade/industry advisers & other related profession	0	1	0	0	0
TOTAL	793	4 817	16,5	22 860	28 827



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 (Level 13)	8	339	2,4	280	35 000	0,1	226 496
Band B (Level 14)	19	115	16,5	846	44 526	0,7	120 823
Band C (Level 15)	0	2	0	0	0	0	0
Band D (Level 16)	0	16	0	0	0	0	0
TOTAL	27	472	5,7	1 126	41 703	0,3	347 319

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
Skilled (Levels 3-5)	1	50	1	20	0	0	2	5	3
Highly skilled production (Levels 6-8)	1	50	1	20	0	0	2	5	3
Contract (Levels 3-5)	0	0	1	20	1	33,3	2	5	3
Contract (Levels 6-8)	0	0	1	20	1	33,3	2	5	3
Contract (Levels 9-12)	0	0	1	20	1	33,3	2	5	3
TOTAL	2	100	5	100	3	100	2	5	3

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	2	100	5	100	3	100	2	5	3
TOTAL	2	100	5	100	3	100	2	5	3



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TABLE 9.1 - Sick Leave for Jan 2010 to Dec 2010

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)	89	94,4	8	0,2	11	20	3 431	84
Skilled (Levels 3-5)	1852	86,6	210	6,1	9	598	3 431	1 604
Highly skilled production (Levels 6-8)	5939,5	86,3	678	19,8	9	3 029	3 431	5 126
Highly skilled supervision (Levels 9-12)	16667	89,7	2 058	60	8	20 903	3 431	14 942
Senior management (Levels 13-16)	2645	87,2	324	9,4	8	7 255	3 431	2 307
Contract (Levels 3-5)	94	76,6	21	0,6	4	31	3 431	72
Contract (Levels 6-8)	323	83,6	72	2,1	4	169	3 431	270
Contract (Levels 9-12)	274	83,2	58	1,7	5	277	3 431	228
Contract (Levels 13-16)	8	75	2	0,1	4	22	3 431	6
TOTAL	27891,5	88,3	3 431	100	8	32 304	3 431	24 639

TABLE 9.2 - Disability Leave (Temporary and Permanent) for Jan 2010 to Dec 2010

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
Skilled (Levels 3-5)	209	100	2	9,1	105	60	209	22
Highly skilled production (Levels 6-8)	90	100	4	18,2	23	45	90	22
Highly skilled supervision (Levels 9-12)	246	100	11	50	22	330	246	22
Senior management (Levels 13-16)	106	100	5	22,7	21	355	106	22
TOTAL	651	100	22	100	30	790	651	22



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TABLE 9.3 - Annual Leave for Jan 2010 to Dec 2010

Salary Band	Total Days Taken	Average days per Employee	Number of Employees who took leave
Lower skilled (Levels 1-2)	225	20	11
Skilled (Levels 3-5)	4789	20	244
Highly skilled production (Levels 6-8)	15523	19	823
Highly skilled supervision (Levels 9-12)	57087,16	20	2 801
Senior management (Levels 13-16)	11580,48	23	495
Contract (Levels 3-5)	292	10	30
Contract (Levels 6-8)	1251	9	133
Contract (Levels 9-12)	782	8	93
Contract (Levels 13-16)	62	8	8
TOTAL	91591,64	20	4 638

TABLE 9.4 - Capped Leave for Jan 2010 to Dec 2010

	Total days of capped leave taken	Average number of days taken per employee	Average capped leave per employee as at 31 December 2010	Number of Employees who took Capped leave	Total number of capped leave available at 31 December 2010	Number of Employees as at 31 December 2010
Highly skilled production (Levels 6-8)	42	5	37	9	4577	125
Highly skilled supervision (Levels 9-12)	576	5	43	110	45054	1 052
Senior management (Levels 13-16)	283	6	59	45	24518	417
TOTAL	901	5	47	164	74149	1 594

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 2010/11	813	61	13 328
TOTAL	813	61	13 328

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
The NPA did not conduct a prevalence study but relied on the findings of the South African National HIV Prevalence, Incidence, Behaviour and Communication Survey, 2008.	Condoms were made accessible at the workplace to promote safe and protective sexual behaviour.



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

<p>1. 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.</p>	<p>Mr Ronnie Pather: Senior Manager Employee Relations.</p>
<p>2. 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.</p>	<p>Number of employees 3, Annual Budget R 1.8 million allocated for wellness services.</p>
<p>3. Has the department introduced an Employee Assistance or Health Promotion Programme for your employees? If so, indicate the key elements/services of the programme.</p>	<p>The NPA does implement an integrated wellness programme, providing both Employee Assistance Programme and wellness services. An external service provider has been appointed to provide counselling and trauma management to employees experiencing psycho social problems that affect their performance. Preventative wellness training in stress management and workplace relations are also offered.</p>
<p>4. 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.</p>	<p>The EWP Action Committee constituting of employees representing various business units: Mona Moerane - Communication Unit, Moipone Khaeane - NPS, Tshiamo Moela - PCLU, Mokgadi Bokaba - AFU, Phuthi Semanya - EWP (HRM&D), Mmathapelo Molefe - EWP, Mamokete Ramoshaba - IMU and Mncedisi Sineke - HRM&D. However, the need to review and strengthen the composition and responsibilities of the committee members has been identified and will be implemented in the next financial year.</p>
<p>5. 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.</p>	<p>The NPA is implementing the HIV&AIDS policy signed off in 2007, which prohibits unfair discrimination against employees on the basis of their HIV&AIDS status. The DPSA guide on Disciplinary and Incapacity Matters applies to employees living with HIV&AIDS when the need arises.</p>
<p>6. 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.</p>	<p>HIV&AIDS and Law workshops are conducted to raise awareness and education to prevent discrimination against HIV- positive employees. There is an involvement of people living with HIV during the commemoration of the national events to destigmatise HIV&AIDS. Confidentiality is maintained during professional counselling and the processing of incapacity leave. Counselling and support is incorporated in EAP services</p>
<p>7. Does the department encourage its employees to undergo Voluntary Counselling and Testing? If so, list the results that you have achieved.</p>	<p>Confidential onsite HCT and Health screening services are offered by reputable service providers at the workplace to promote access to the service and encourage employees to know their HIV and health status. Eight hundred and eighty nine(889)employees participated in wellness screening.</p>
<p>8. Has the department developed measures/indicators to monitor & evaluate the impact of your health promotion programme? If so, list these measures/indicators.</p>	<p>Cumulative statistics and trends on HCT and Employee Assistance Programmes are kept and analysed to determine average service utilization per office and to determine the number of employees testing positive and referred for further services. Evaluation is conducted after awareness sessions to determine and monitor the immediate impact of information shared during awareness session on behavioural change. Monthly and quarterly statistics are kept to monitor the emerging trends. Risks identified during the health screening services and the Health Risk Manager's reports are analysed to inform programme development.</p>



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TABLE 11.1 - Collective Agreements

Subject Matter	Date
None	

TABLE 11.2 - Misconduct and Discipline Hearings Finalised

Outcomes of disciplinary hearings	Number	Percentage of Total	Total
Counselling	1	2,1	48
Verbal warning	2	4,2	48
Written warning	8	16,7	48
Final written warning	16	33,3	48
Suspension without pay	3	6,3	48
Resignation	3	6,3	48
Dismissals	6	12,5	48
Not guilty	5	10,4	48
Withdrawn/set aside	4	8,3	48
TOTAL	48	100	48

TABLE 11.3 - Types of Misconduct Addressed and Disciplinary Hearings

Type of misconduct	Number	Percentage of Total	Total
Prejudicing the administration	2	4,2	48
Bringing the organisation into disrepute	1	2,1	48
Unauthorised absence	4	8,3	48
Racism	2	4,2	48
Unethical Conduct	4	8,3	48
Corruption	4	8,3	48
Assault	2	4,2	48
Pornography	2	4,2	48
Financial disclosures	5	10,4	48
Non compliance with policies	1	2,1	48
Remunerative work	2	4,2	48
Misrepresentation	1	2,1	48
Poor performance	1	2,1	48
Derelection of duty	5	10,4	48
Misuse of motor vehicle	2	4,2	48
Fraud	2	4,2	48
Insubordination	7	14,6	48
Incapacity	1	2,1	48
TOTAL	48	100	48



TABLE 11.4 - Grievances Lodged

Number of grievances addressed	Number	Percentage of Total	Total
Finalised	221	86	257
Pending	36	14	257
TOTAL	257	100	257

TABLE 11.5 - Disputes Lodged

Number of disputes addressed	Number	% of total
Upheld	1	3,3
Dismissed/withdrawn/settled	11	36,7
Pending	18	60
TOTAL	30	100

TABLE 11.6 - Strike Actions

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	8
Number of people whose suspension exceeded 30 days	8
Average number of days suspended	6-12 months
Cost (R'000) of suspensions	2500



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TABLE 12.1 - Training Needs identified

Occupational Categories	Gender	Employment	Learnerships	Skills Programmes & other short courses	Other forms of training (Bursaries)	Other forms of training (Aspirant Prosecutor Programme)	Total
Legislators, senior officials and managers	Female	49	0	41	1	0	42
	Male	124	0	34	1	0	35
Professionals	Female	1439	0	1056	21	85	1162
	Male	1761	0	1279	30	65	1374
Technicians and associate professionals	Female	580	59	231	43	0	333
	Male	262	25	218	34	0	277
Clerks	Female	94	0	27	5	0	32
	Male	17	0	23	3	0	26
Service and sales workers	Female	57	0	103	6	0	109
	Male	130	0	137	10	0	147
Skilled agriculture and fishery workers	Female	0	0	0	0	0	0
	Male	0	0	0	0	0	0
Craft and related trades workers	Female	0	0	0	0	0	0
	Male	0	0	0	0	0	0
Plant and machine operators and assemblers	Female	0	0	0	0	0	0
	Male	0	0	0	0	0	0
Elementary occupations	Female	26	0	0	2	0	2
	Male	27	0	0	2	0	2
Gender sub totals	Female	2245	59	1458	78	85	1680
	Male	2321	25	1691	80	65	1861
TOTAL		4566	84	3149	158	150	3541



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TABLE 12.2 - Training Provided

Occupational Categories	Gender	Employment	Learnerships	Skills Programmes & other short courses	Other forms of training (Aspirant Prosecutor Programme)	Total
Legislators, senior officials and managers	Female	49	0	13	0	13
	Male	124	0	13	0	13
Professionals	Female	1439	0	988	85	1073
	Male	1761	0	1078	65	1143
Technicians and associate professionals	Female	580	59	350	0	409
	Male	262	25	177	0	202
Clerks	Female	94	0	27	0	27
	Male	17	0	23	0	23
Service and sales workers	Female	57	0	103	0	103
	Male	130	0	137	0	137
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	0	0	0	0	0
Plant and machine operators and assemblers	Female	0	0	0	0	0
	Male	0	0	0	0	0
Elementary occupations	Female	26	0	5	0	5
	Male	27	0	3	0	3
Gender sub totals	Female	2245	59	1486	85	1630
	Male	2321	25	1431	65	1521
TOTAL		4566	84	2917	150	3151

TABLE 13.1 - Injury on Duty

Nature of injury on duty	Number	% of total
Temporary Total Disablement	42	93,3
Permanent Disablement	2	4,4
Fatal	1	2,2
TOTAL	45	



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
None			

Total number of projects	Total individual consultants	Total duration: Work days	Total contract value in Rand
None			

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
None			

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
Accelerating child protection through prevention and response to sexual violence and HIV/AIDS in SA	6	13 December 2007 to 31 March 2012	50 000 000
Women Justice AND Empowerment Initiative	2	22 September 2008 to 31 March 2012	11 700 000

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
Accelerating child protection through prevention and response to sexual violence and HIV/AIDS in SA	NGO	UNICEF	6
Women Justice AND Empowerment Initiative	NGO	USAID	1



