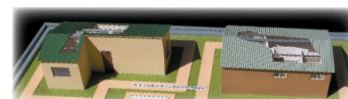


Annexures to the annual financial statements for the year ended 31 March 2005

**ANNEXURE 3
STATEMENT OF FINANCIAL GUARANTEES ISSUED AS AT 31 MARCH 2005 - LOCAL**

Guarantor institution	Guarantee in respect of	Original guaranteed capital amount R'000	Opening balance 01/04/2004 R'000	Guarantees issued during the year R'000	Guarantees released during the year R'000	Guaranteed interest outstanding as at 31 March 2005 R'000	Closing Balance 31/03/2005 R'000	Realised losses i.r.o. claims paid out R'000
Standard Bank of South Africa Limited	Housing	86	86		14		72	-
Nedbank Limited	Housing	134	134				134	-
FirstRand Bank Limited First	Housing	84	84				84	
ABSA	Housing	219	219	62	9		272	
Old Mutual Finance Limited	Housing	6	6				6	
People's Bank Limited Former Future Bank Corp	Housing	29	29		14		14	
People's Bank Limited incorporated	Housing	16	16				16	
FirstRand Bank Limited (FNB)	Housing	107	107	21			127	
Old Mutual Bank Division of Nedbank	Housing	53	53				53	
Subtotal		733	733	83	37	-	778	-
SERVCON	Other	245,284	204,955	-	-	-	204,955	-
Subtotal		245,284	204,955	-	-	-	204,955	-
Total		246,017	205,688	83	37	-	205,733	-



Annexures to the annual financial statements for the year ended 31 March 2005

ANNEXURE 4

PHYSICAL ASSET MOVEMENT SCHEDULE AS AT 31 MARCH 2005				
	Additions R'000	Disposals R'000	Transfers in R'000	Transfers out R'000
MACHINERY AND EQUIPMENT	8,817	677	-	499
Computer equipment	1,705	356		
Furniture and office equipment	3,700	-		
Other machinery and equipment	2,912	10		1
Transport assets	500	311		498
Total	8,817	677	-	499
PHYSICAL ASSET MOVEMENT SCHEDULE AS AT 31 MARCH 2004				
	Additions R'000	Disposals R'000	Transfers in R'000	Transfers out R'000
MACHINERY AND EQUIPMENT	3,519	1,002	-	-
Computer equipment	2,293	903		
Furniture and office equipment	499	74		
Other machinery and equipment	229	25		
Transport assets	498			
Total	3,519	1,002	-	-

Annexures to the annual financial statements for the year ended 31 March 2005

ANNEXURE 5

SOFTWARE AND OTHER INTANGIBLE ASSET MOVEMENT SCHEDULE AS AT 31 MARCH 2005

	Additions R'000	Disposals R'000	Transfers in R'000	Transfers out R'000
Computer software	490			
Total	490	-	-	-
SOFTWARE AND OTHER INTANGIBLE ASSET MOVEMENT SCHEDULE AS AT 31 MARCH 2004				
	Additions R'000	Disposals R'000	Transfers in R'000	Transfers out R'000
Computer software	557			
Total	557	-	-	-
This is a movement schedule as at 1 March 2003				



Annexures to the annual financial statements for the year ended 31 March 2005

**ANNEXURE 6
INTER-GOVERNMENTAL RECEIVABLES**

Government entity	Confirmed balance outstanding		Unconfirmed balance outstanding	
	31/03/2005	31/03/2004	31/03/2005	31/03/2004
	R'000	R'000	R'000	R'000
Department				
Other departments' salary refunds			165	11
Eastern Cape	124			124
KwaZulu-Natal	60			61
Northern Province	38			64
Total	222	-	165	260

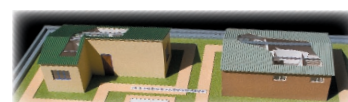
Include all amounts owing by national and provincial departments as well as all public entities, constitutional institutions and trading entities

Annexures to the annual financial statements for the year ended 31 March 2005

**ANNEXURE 7
INTER-DEPARTMENTAL PAYABLES – CURRENT**

Government entity	Confirmed balance outstanding		Unconfirmed balance outstanding	
	31/03/2005	31/03/2004	31/03/2005	31/03/2004
	R'000	R'000	R'000	R'000
Department				
Amounts not included in the statement of financial position				
Current				
Department of Health			13	
Department of Labour			29	
Office of Premier: KwaZulu-Natal			914	
SAMDl			33	
Total	-	-	989	-

Include all amounts owing to national and provincial departments as well as all public entities, Constitutional institutions and trading entities.



ANNEXURE 8 EXPLANATIONS ON UNDER-SPENDING OF CONDITIONAL GRANTS

Housing Subsidy Grant

Limpopo

The province indicated the following matters, which affected the expenditure:

- Building of houses was affected by a shortage of bricks and the use of cement bricks was authorised.
- Non-compliance of developers when submitting claims without the relevant supporting documents.
- Usage of unspecified material by some of the contractors delayed the flow of payment.

The following remedial actions were taken:

- Specifications were amended to authorise certain individual contractors to use cement bricks.
- All local authorities were informed in writing that cement bricks may be used as indicated above.
- Contractors were reminded to attach the relevant supporting documents when they submit progress claims.
- Project managers were also requested to ensure that all supporting documents are attached to claims at the time of submission.
- A meeting was held with all contractors to urge them to complete projects in terms of provisions of the agreement.
- Contractors were urged and reminded to use the specified material as per departmental prescripts.

North West

During the course of the financial year a number of problems were experienced. Only some are indicated below:

- There are projects that are nearing the end of their project life cycle. As a result, the number of units that are constructed is reduced due to factors such as untraceable beneficiaries, qualification queries on application forms, duplicate or incorrect site allocation, etc.
- There are projects that have only recently been approved and are in the pre-planning and planning stages. During this period the expenditure is very low and progress is very slow. Significant spending will only be realised when the actual installation of services commences.
- The lack of skills and capacity and absence of effective project management both in the Department and at municipalities adds to the under-spending.

Remedial action taken:

- A detailed report has been drafted by Africon and the Department, which highlights the reasons for under-expenditure; categorises projects; and makes recommendation on the way to address problems.
- The recommendations in the Africon report are in the process of being implemented and the utilisation of consultants in respect of programme management will go a long way in ensuring that under-expenditure is reduced.



Human Settlement Redevelopment Programme (HSRP)

Limpopo and Mpumalanga

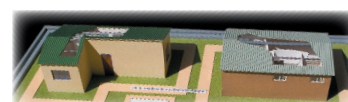
Most of the projects funded by the HSRP in these two provinces are large infrastructure projects to which HSRP contributes all or only a portion of the funding. The implementation of such projects is sometimes delayed by tender evaluation processes. Tenders are sometimes submitted at prices that exceed the project allocations. Negotiations with local authorities then have to be undertaken to source the additional funding from the local authorities or from other stakeholders. These delays have time as well as expenditure implications. Requests for the amendment of business plans that have already been approved delays the implementation progress of infrastructure projects. Large infrastructure projects often involve the processing of variation orders on the contract specifications. Again, these processes are time-consuming and intensive. They involve negotiations, the achievement of consensus between stakeholders and the amendment of project documentation.

Lastly, unforeseen circumstances can also play a significant role in temporarily delaying expenditure on larger infrastructure projects. Ground conditions could, for example, employ more substantive ground works than originally anticipated and could cause delays in terms of expenditure and implementation.

ANNEXURE 9 DIVISION OF REVENUE ACT Section 18(1) DISCLOSURE

Amounts transferred to provinces

HOUSING SUBSIDY GRANT	
PROVINCE	AMOUNT IN RAND
Eastern Cape	598 900
Free State	385 641
Gauteng	1 117 463
KwaZulu-Natal	748 463
Limpopo	369 818
Mpumalanga	296 457
Northern Cape	89 442
North West	421 378
Western Cape	446 035
TOTAL	4 473 597
HUMAN SETTLEMENT REDEVELOPMENT GRANT	
PROVINCE	AMOUNT IN RAND
Eastern Cape	11 660
Free State	9 010
Gauteng	22 260
KwaZulu-Natal	27 560
Limpopo	11 660
Mpumalanga	7 420
Northern Cape	3 180
North West	8 480
Western Cape	14 310
TOTAL	115 540



Funds withheld during the year

No grant funds were withheld during the financial year.

Certification on transfer bank account

It is hereby certified that all funds were deposited in the provincial primary bank accounts as per the instruction from the National Treasury.

Monitoring of provinces

All provinces submitted the required conditional grant reports and provided information in terms of the approved guidelines. In some instances this was achieved after many follow-ups in respect of both financial and non-financial information. The National Department submitted expenditure reports and related information to the HOD and MINMEC meetings, where the content was discussed in detail. In addition, the Department conducted a high-level performance audit in seven of the nine provinces. In five of the seven provinces an audit was done on both grants, and in two provinces only on the Housing Subsidy Grant.

Compliance with the conditions of the Human Settlement Redevelopment Programme (HSRP) is being monitored in terms of an approved Monitoring and Reporting Framework. Despite having this framework in place it has been difficult to monitor compliance with the Division of Revenue Act. This was due to a lack of quality reporting in accordance with the above framework by some provinces.

In this respect, the Department organises project manager meetings; provides provinces with detailed monthly feedback regarding the quality of the monthly reports; and conducts provincial visits where necessary. In addition to these interventions, the Department also requested detailed project-by-project status quo reports in some provinces from the project implementers to ensure that information contained in the monthly reports is accurate and concise. These feedback processes focus on resolving inconsistencies and omissions of required information. This task has, however, been challenging as the project managers in some provinces are changed regularly. As a result, ongoing training and capacitation must occur to ensure that the required information is submitted.

In accordance with the Grant Framework, funding that has not been committed in terms of approved business plans was not transferred to the provinces throughout the course of the financial year.

In view of the fact that the various elements supported in the pilot programme will be rolled out through the comprehensive plan, it was decided to phase out the HSRP in the 2005/06 financial year. All funding to be transferred to the provinces in the 2005/06 financial year has thus already been committed in terms of approved business plans.

Extent of achievements

These are the unaudited figures for the 2004/05 financial year for the provincial housing departments:

A total of 780 projects, representing 241 145 housing subsidies, was approved. This brings the total number of subsidies approved since 1994/95, with the inception of the Housing Subsidy Scheme, to 2 686 907.

Some 72% of the total number approved was in respect of the Project-linked Subsidy Instrument, followed by consolidation subsidies (9%) and institutional subsidies (6%).

During the 2004/05 financial year, 165 009 subsidies have been allocated to specific individuals, bringing the total number of subsidies allocated to specific beneficiaries to 1 586 594. Of the to-



tal number of 1 586 594 subsidies approved for specific beneficiaries, 51.13% were awarded to female-headed households, with the highest percentage in Limpopo and Mpumalanga.

In addition, 178 612 housing units were completed or are under construction, which is slightly lower than in the previous financial year. Since 1994, the total number of housing units completed or under construction is 1 793 124.

Funds utilised for administration

The total amount of the grant funding allocated was transferred to the provinces and no portion of the allocation was retained by the national department for administration purposes.

SOUTH AFRICAN HOUSING FUND REPORT

As reflected in the annual report of 2003/2004, the Department's intention to disestablish the South African Housing Fund was indicated as a prerequisite legislative action to amend the Housing Act of 1997. Due to political changes in the Ministry during 2004, the legislation could not be submitted to Cabinet and Parliament as was the original intention. However, MINMEC approved the disestablishment of the Fund and that draft legislation be prepared for Executive approval.

A draft Bill was submitted to the Minister for consideration on 28 April 2005, before the matter could be submitted to Cabinet. The delisting of the South African Housing Fund was approved with effect from 18 November 2003.

In view of the above the South African Housing Fund was dormant as from 1 April 2004 to facilitate the final audit of the Fund and consequently no transactions were processed during the financial year.

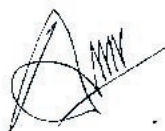
APPROVAL OF THE FINANCIAL STATEMENTS

The financial statements that appear on pages 148 to 153 were approved by the accounting authority.



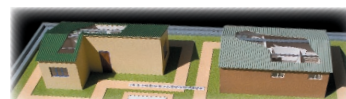
N Mbengu
Acting Chief Financial Officer

Date: 31 May 2005



A Vawda
Accounting Officer

Date: 31 May 2005



REPORT OF THE AUDITOR-GENERAL TO PARLIAMENT ON THE FINANCIAL STATEMENTS OF THE SOUTH AFRICAN HOUSING FUND FOR THE YEAR ENDED 31 MARCH 2005

AUDIT ASSIGNMENT

The financial statements as set out on pages 148 to page 153, for the year ended 31 March 2005, have been audited in terms of section 188 of the Constitution of the Republic of South Africa, 1996 (Act No. 108 of 1996) read with sections 4 and 20 of the Public Audit Act, 2004 (Act No. 25 of 2004) and section 11(8) of the Housing Act, 1997 (Act No. 107 of 1997). These financial statements, the maintenance of effective control measures and compliance with relevant laws and regulations are the responsibility of the accounting officer. My responsibility is to express an opinion on these financial statements, based on the audit.

NATURE AND SCOPE

The audit was conducted in accordance with Statements of South African Auditing Standards. Those standards require that I plan and perform the audit to obtain reasonable assurance that the financial statements are free of material misstatement.

An audit includes:

- examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements,
- assessing the accounting principles used and significant estimates made by management, and
- evaluating the overall financial statement presentation.

Furthermore, an audit includes an examination, on a test basis, of evidence supporting compliance in all material respects with the relevant laws and regulations, which came to my attention and are applicable to financial matters.

The audit was completed in accordance with Auditor – General Directive No1 of 2005.

I believe that the audit provides a reasonable basis for my opinion.

AUDIT OPINION

In my opinion, the financial statements fairly present, in all material respects, the financial position of the South African Housing Fund at 31 March 2005 and the results of its operations and cash flows for the year then ended, in accordance with generally accepted accounting practice.



EMPHASIS OF MATTER

Without qualifying the audit opinion expressed above, attention is drawn to the following matter:

Disestablishment of the South African Housing Fund

As disclosed in note 8 to the financial statements, the disestablishment of the South African Housing Fund was approved by the Minister and Members of the Executive Council on 15 August 2003. The department is still in the process of amending the Housing Act, 1997 (Act No. 107 of 1997) to make provision for the disestablishment of the South African Housing Fund.

Trade and other receivables

Although the debt amounting to R 420 274 as reflected in note 3 to the financial statements has been fully provided for as a bad debt, insufficient steps have been taken to recover the debt.

APPRECIATION

The assistance rendered by the staff of the Department of Housing during the audit is sincerely appreciated.



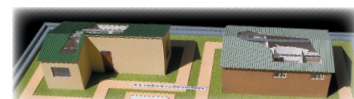
C Benjamin for Auditor-General

Pretoria

12 July 2005



A U D I T O R - G E N E R A L



BALANCE SHEET AT 31 MARCH 2005

	Notes	31 March 2005 R'000	31 March 2004 R'000
ASSETS			
Non current assets		25,356	25,356
Investments and loans	2	25,356	25,356
Current assets		7,240	7,240
Trade and other receivables	3	-	-
Cash and cash equivalents	7.2	7,240	7,240
TOTAL ASSETS		32,596	32,596
EQUITY AND LIABILITIES			
Capital and reserves		31,958	31,959
Treasury reserves			
Non-distributable reserves			
Accumulated profits/(losses)		31,958	31,959
Current liabilities		638	637
Trade and other payables	4	638	637
TOTAL EQUITY AND LIABILITIES		32,596	32,596
INCOME STATEMENT FOR THE YEAR ENDED 31 MARCH 2005			
	Notes	31 March 2005 R'000	31 March 2004 R'000
Grant received from the National Department of Housing	-		4,246,239
Other operating income	-		-
Other operating expenses	-		-4,246,241
Operating loss	-		-2
(Deficit)/surplus for the period	-		-2

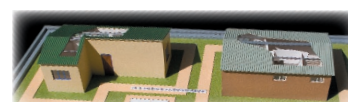


STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED 31 MARCH 2005

Notes	Accumulated funds 31 March 2005 R'000	Accumulated funds 31 March 2004 R'000
Balance as at 1 April	31,958	31,961
Balance as previously reported	31,958	31,961
Deficit for the period		-2
Balance as at 31 March	31,958	31,959

CASH FLOW STATEMENT FOR THE YEAR ENDED 31 MARCH 2005

Notes	31 March 2005 R'000	31 March 2004 R'000
CASH FLOWS FROM OPERATING ACTIVITIES:	-	2
Cash receipts from customers	-	-4,246,241
Cash paid to suppliers and employees	-	4,246,243
Cash generated from/(utilised in) operations 7.1	-	-2
CASH FLOWS FROM INVESTING ACTIVITIES:	-	-5,002
Loans to local authorities	-	-
Investments in CPD	-	-5,002
CASH FLOWS FROM FINANCING ACTIVITIES:		
Net (decrease)/increase in cash and cash equivalents	-	-5,002
Cash and cash equivalents at beginning of period	7,240	12,242
Cash and cash equivalents at end of period	7,240	7,240



SUMMARY OF ACCOUNTING POLICIES FOR THE YEAR ENDED 31 MARCH 2005

The principal accounting policies adopted in the preparation of these financial statements are set out below.

1. BASIS OF PREPARATION

The principal accounting policies of the Fund and the disclosures made in the financial statements conform to Generally Accepted Accounting Practice. The financial statements are prepared on the historical cost basis. The principal policies are consistent with those applied in previous years.

Government grants

Income received from the national Department of Housing is recognised over the periods necessary, to match them with related costs for which they are intended, to compensate on a systematic basis.

Revenue recognition

Where applicable, interest received on the Corporation for Public Deposits (CPD) is recognised on the accrual basis.

Financial instruments

Financial instruments carried on the balance sheet include cash and bank balances, investments, receivables and creditors.

Measurement

Financial instruments are initially measured at cost. Subsequent to initial recognition these instruments are measured as set out below.

Investments

Investments are stated at cost. Investments are with the Corporation for Public Accounts and are guaranteed.

Trade and other receivables

Trade and other receivables are stated at cost, less provision for doubtful debts.

Cash and cash equivalents

Cash and cash equivalents are measured at cost, plus interest income as it accrues.

Financial liabilities

Financial liabilities are recognised at amortised cost, namely original debt less principal payments and amortisations.

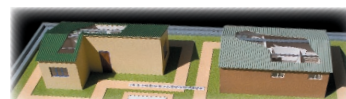
Administration costs

All administration costs are borne by the Department of Housing.



NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2005

NO.	31 March 2005 R'000	31 March 2004 R'000
2. INVESTMENTS		
Corporation for Public Accounts (CPD)	25,356	25,356
	25,356	25,356
Corporation for Public Deposits (CPD)		
Investments in the Corporation for Public Deposits are not ceded. On 24 January 1996 Cabinet approved the suspension of interest payments with effect from 1 February 1996.		
3. TRADE AND OTHER RECEIVABLES		
Debtors	421	421
Less: Provision for bad debt	-421	-421
	-	-
4. TRADE AND OTHER PAYABLES		
Post Office account	638	637
	638	637
5. GOVERNMENT GRANTS		
5.1 Grants received from National Department of Housing	-	4,246,239
National Housing Fund	-	4,246,239
5.2 Other Government assistance		
In addition to the Government Grant referred to in Note 6.1, the Fund also received the following assistance from Government:		
<ul style="list-style-type: none"> • Administrative expenditure for the account of the South African Housing Fund was borne by the national Department of Housing. This has been consistent throughout the existence of the Fund. • National Treasury approved that all audit costs, which originated from the auditing of the South African Housing Fund as from 1 April 1996 will be charged against the budgeted vote in the Department of Housing. 		
6. NOTES TO THE CASH FLOW STATEMENT		
6.1 Reconciliation of net loss to cash utilised in operations		
Net (deficit)/surplus	-	-2
Adjustments for: Provision for bad debt	-	-
Write-off of loans to local authorities	-	-
Unpaid subsidies	-	-
Shares transferred	-	-
Operating profit before working capital changes	-	-2
Movement in working capital:		
Increase in accounts receivable	-	-
Increase in accounts payable	-	-
	-	-2
6.2 Cash and cash equivalents		
Cash on hand and calculated balances	7,240	7,240
Bank overdraft		
	7,240	7,240



7. Administration costs

All administration costs are borne by the Department of Housing

8. Disestablishment of the South African Housing Fund

At the meeting of the MINMEC Committee of 15 August 2003, MINMEC approved the disestablishment of the South African Housing Fund and the Provincial Housing Development funds established in terms of various provincial housing acts. A draft bill has been submitted to the Minister for consideration on 28 April 2005 before the matter can be submitted to Cabinet. The delisting of the South African Housing Fund was approved with effect from 18 November 2003.

DETAILED INCOME STATEMENT FOR THE YEAR ENDED 31 MARCH 2005

	31 March 2005 R'000	31 March 2004 R'000
OPERATING INCOME	-	-4,246,239
Grant received from national government for: National Housing Fund	-	-4,246,239
LESS : EXPENSES	-	4,246,241
Administration expenses:	-	2
Bank charges	-	2
OTHER OPERATING EXPENDITURE:	-	4,246,239
Amounts paid to provinces in respect of: Housing Subsidy Scheme		4,246,239
Operating loss		(2)
Finance income		(2)



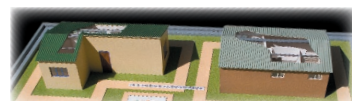
SERVICE DELIVERY

Main services provided and standards

Main service	Actual customers	Potential customers	Standard of service	Actual achievement against standard
1. Internal service delivery.	Internal officials of the Department.	Internal officials of the Department.	Consultation; service standards; access to services; courtesy to customers; information; openness and transparency; redress; value for money.	Reviewed and updated internal service delivery standards.
2. External service delivery.	MINMEC; Heads of Housing (HODs); municipalities; housing support institutions; private sector; construction sector; financial sector; organised civil society; international governmental organisations.		<ol style="list-style-type: none"> 1. Financial reporting and accountability. 2. Strategic guidance on Government direction and priorities. 3. Housing policy and legislation development and review. 4. Monitoring and impact assessment. 5. Information dissemination and communication. 7. Capacity-building. 	<p>Timely monthly and quarterly reports issued by the Department to all stakeholders. Strategic Plan of Department developed with clear guidelines.</p> <p>In the process of reviewing and developing the External Service Delivery Improvement Plan.</p>

PART 5

HUMAN RESOURCES MANAGEMENT



Consultation arrangements with customers

Type of arrangement	Actual customers	Potential customers	Actual achievement
1. Internal 1.1 Fact sheet 1.2 Groupwise 1.3 Intranet 1.4 Minister and Strategic Management Committee 1.5 Strategic Management Committee 1.6 Departmental Standing Tender Committee 1.7 Audit Committee 1.8 Employment Equity Forum 1.9 Departmental Bargaining Chamber 2. External 2.1 MINMEC 2.2 HODs 2.3 Municipalities 2.4 Housing support institutions 2.5 Forum of South African Directors-General Social Cluster 2.6 Organised civil society	Internal within the Department of Housing.	Officials within the Department of Housing.	A 100% usage of internal arrangements. Some 132 meetings were arranged and serviced.

Service delivery access strategy

Access strategy	Actual achievement
1. Internal 1.1 Fact sheet 1.2 Groupwise 1.3 Intranet 2. External 2.1 National housing policies 2.2 Website 2.3 SABC	A 100% usage of fact sheets, Groupwise and Intranet. 100% to all stakeholders.

Service information tool

Type of information tools	Actual achievement
1. Internal 1.1 Fact sheet 1.2 Groupwise 1.3 Intranet 2. External 2.1 Internet	100% usage of internal arrangements. 100% usage of Internet.



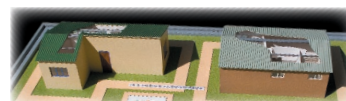
Complaints mechanism

Complaints mechanism	Actual achievement
1. Internal 1.1 Existing grievance procedures	An internal grievance procedure was compiled in line with the Office of the Public Service Commission.
2. External 2.1 Help Desk 2.2 Hotline	The Call Centre received 6 663 calls between April 2004 and March 2005.

EMPLOYMENT EQUITY

Total number of employees (including employees with disabilities) per occupational category

Occupational category	Male					Female					Total
	African	Coloured	Indian	Total Black	White	African	Coloured	Indian	Total Black	White	
Legislators, senior officials and managers (permanent)	8	0	2	10	5	6	1	1	8	0	23
Professionals (permanent)	38	2	5	45	9	35	3	1	39	20	113
Clerks (permanent)	27	1	0	28	1	31	1	7	39	20	88
Service and sales workers (permanent)	7	1	0	8	0	4	0	0	4	0	12
Plant and machine operators and assemblers (permanent)	2	0	0	2	0	0	0	0	0	2	2
Elementary occupations (permanent)	7	1	0	8	0	9	0	0	9	1	18
Total	89	5	7	101	15	85	5	9	99	41	256
Employees with disabilities	2	0	0	2	0	0	0	0	0	0	2





Total number of employees (including employees with disabilities) per occupational band

Occupational band	Male					Female					Total
	African	Coloured	Indian	Total Black	White	African	Coloured	Indian	Total Black	White	
Top Management, Permanent	0	0	1	1	1	3	0	0	3	0	5
Senior Management, Permanent	12	1	1	14	5	3	1	1	5	1	25
Professionally qualified and experienced specialists and mid-management, Permanent	33	1	5	39	9	25	1	2	28	15	91
Skilled technical and academically qualified workers, junior management, supervisors, foreman, Permanent	20	1	0	21	0	30	3	6	39	22	82
Semi-skilled and discretionary decision making, Permanent	20	2	0	22	0	18	0	0	18	3	43
Unskilled and defined decision making, Permanent	4	0	0	4	0	6	0	0	6	0	10
Total	89	5	7	101	15	85	5	9	99	41	256

Recruitment

Occupational band	Male					Female				
	African	Coloured	Indian	Total Black	White	African	Coloured	Indian	Total Black	White
Lower skilled (Levels 1-2) (permanent)	0	0	0	0	0	0	0	0	0	0
Skilled (Levels 3-5) (permanent)	12	0	0	12	1	11	1	1	13	0
Highly skilled production (Levels 6-8) (permanent)	6	0	1	7	0	16	0	5	21	2
Highly skilled supervision (Levels 9-12) (permanent)	12	0	3	15	0	18	0	2	20	3
Senior management (Levels 13-16) (permanent)	3	0	0	3	1	3	0	0	3	0
Minister (level 26)	0	0	0	0	0	1	0	0	0	0
Total	33	0	4	37	2	49	1	8	57	5

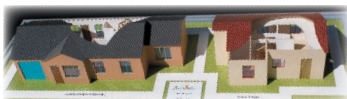
Promotion by Salary Bands

Salary Band	Male					Female					Total	
	African	Coloured	Indian	Total Blacks	White	African	Coloured	Indian	Total Blacks	White		
Lower skilled (Levels 1-2), Permanent												0
Skilled (Levels 3-5), Permanent	2											2
Highly skilled production (Levels 6-8), Permanent	5					5						10
Highly skilled supervision (Levels 9-12), Permanent	4				2	1				2		9
Senior management (Levels 13-16), Permanent										1		1
TOTAL	11				2	6	1			2	2	22

Promotion by Critical Occupation

Occupation	Male					Female					Promotions to another Salary Level	
	African	Coloured	Indian	Total Blacks	White	African	Coloured	Indian	Total Blacks	White		
Administrative Staff and related Deputy/Assistant Directors	2				1	2						5
Communication Personnel and related Assistant/Deputy Directors	1											1
Corporate Support Personnel and related Assistant/Deputy Directors	1											1
Financial staff and related Assistant/Deputy Directors	1				1					1		3
Legal Staff	1											1
Planners and related Deputy/Assistant Directors	1									1		2
Provisioning Administration staff and related Assistant/Deputy Directors	2											2
Secretariat Support Staff	1					3						3
Secretaries and Personal Assistants						2						3
Senior Managers											1	1
Total	10				2	7	1			2	2	22





Terminations

Occupational band	Male					Female				
	African	Coloured	Indian	Total Black	White	African	Coloured	Indian	Total Black	White
Lower skilled (Levels 1-2) (permanent)	0	0	0	0	0	0	0	0	0	0
Skilled (Levels 3-5) (permanent)	2	0	0	2	0	0	0	0	0	0
Highly skilled production (Levels 6-8) (permanent)	5	0	0	5	0	5	0	1	6	0
Highly skilled supervision (Levels 9-12) (permanent)	3	0	0	3	2	1	0	0	1	2
Senior management (Levels 13-16) (permanent)	0	0	0	0	0	0	1	0	1	0
Minister (level 26)										
Total	10	0	0	10	2	6	1	1	8	2

Disciplinary action

Disciplinary action	Male					Female				
	African	Coloured	Indian	Total Black	White	African	Coloured	Indian	Total Black	White
Suspended without payment	1	0	0	1	0	0	0	0	0	0
Total	1	0	0	1	0	0	0	0	0	0