

DEPARTMENT OF TRANSPORT
KWAZULO-NATAL
UMNYANGO WELUKUTHA



TRANSFORMATION AND HUMAN RESOURCES

Part 4

TRANSFORMATION AND HUMAN RESOURCES

Professional support in the form of technical, financial, communication and information technology and personnel services constitute the backbone of an organisation's capacity to deliver public goods and services effectively. The Human Resources Directorate is the engine behind this repertoire of strengths.

The Human Resources Directorate achieves this by:

- creating and maintaining the Department's establishment records (clear database and accessible Human Resources Information System);
- evaluating jobs and advising Management;
- developing and implementing the Departmental Human Resources Plan according to the Department's staffing requirements and Employment Equity Act;
- developing, disseminating, implementing, monitoring and evaluating all Departmental Human Resources Management Policies;
- developing and implementing the Department's Employment Equity Plan and report on progress;
- developing and implementing the Department's Skills Development Plan, assist with career pathing and ensuring that the Department's workforce is well developed and competent in order to make a meaningful contribution towards the achievement of the Department's vision and mission;
- ensuring sound Labour Relations, a service delivery oriented culture and work ethic;
- developing, marketing and implementing an effective Performance Management System in the Department.
- managing all service benefits and ensuring well managed service terminations or exits.

As at 31st March 2002 the Department of Transport had 7 329 approved positions in the establishment. Of these 4 567 or 62,4% were filled resulting in a vacancy rate of 37,6% mostly in administration (41% vacancies) and roads (42% vacancies).

Four programmes make up the establishments' works:

Administration:	593 established posts 347 filled;
Roads:	5 651 established posts 3 190 filled;
Road Traffic:	1 056 established posts 929 filled;
Public Transport:	29 established posts 26 filled.

Tables 1 through 11 show the various staff and expenditure movements that have occurred in the financial year 2001/2002.

The total amount of approved funds for the 2001 / 2002 financial year was R1,113,716.

Five programmes summarised below are:

- Administration
- Roads
- Road Traffic
- Public Transport, and
- Auxiliary and Associated Services

1. SERVICE DELIVERY

Table 1 – Report against outputs and service delivery indicators

Original Targets set in the Medium-Term Expenditure Estimate			Report Against Targets
Sub-programme	Outputs	Service Delivery Indicators	Status
Community Access Roads	Construction Of Local Access Roads	575 km	566km
	Causeways Constructed	90 no.	103 no.
	Zibambele Contractors	10,000 no.	9,856 no.
Construction	New Bridges / Box Culverts	2 no.	2 no.
	Upgrade To Surfaced Roads	45 km	51 km
Maintenance	Road Rehabilitation	230 km	201km
	Re-Gravelling	500 km	581 km
	Reseals	350 km	352 km
Law Enforcement	Vehicles Weighed	120,000	172,503
	Drivers Licence Conversions	100,000	98,761
	Drivers Licence Checks	300,000	544,523
	Breath Tests	200,000	216,509
	Vehicles Screened Speed	4,500,000	4,333,498
	Booze Bus Operations	250	212
	Seat Belt Checks	260,000	538,437
	Roadside Safety Checks	200,000	331,269
Road Safety Education	Population Exposed To Road Safety Interactions	7,000,000	7,338,980
	Campaigns for Drivers	15	16
	Campaigns for Commuters	10	11
	Community Road Safety Councils	34	32
	Technical Interventions	4	4
Transport Engineering	Monitor Accident Trends In Provincial Area – Reduction In Fatal Accidents By %	5%	18%
	Focus On High Accident Locations – Reduce The Number Of Hazardous Locations On The Road	50	90
	Accident Statistics - Counts	10	14

2. EXPENDITURE

Since 1994 the KwaZulu-Natal Department of Transport has systematically reduced its number of establishment posts to ensure that a higher proportion of our budget is spent on actual services to the public. The proportion of the Transport budget spent on Personnel in the 2001/2002 financial year was 26,45%. Due to the restructuring process during 2002/2003 the proportion of the Transport budget spent on Personnel will rise to 27%.

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Table 2.1 – Personnel costs by programme, 2001/02

Programme	Total Expenditure (R'000)	Personnel Expenditure (R'000)	Administrative Expenditure (R'000)	Professional and Special Services (R'000)	Personnel cost as a percent of total expenditure	Average personnel cost per employee (R'000)
Administration	76,387	31,976	10,327	20,306	42%	93.67
Roads	851,096	177,216	25,120	531,427	21%	55.56
Road Traffic	158,550	76,888	18,127	48,901	48%	82.76
Public Transport	19,704	2,739	2,387	14,139	14%	105.35
Auxiliary and Associated Services	9,088	-	-	1,759	-	-
Special Functions	2,281	-	-	-	-	-
Statutory payments	526	526	-	-	100%	526
TOTAL	1,117,632	289,345	55,961	616,576	26%	

Table 2.2 – Personnel costs by salary level, 2001/02

Salary levels	Personnel Expenditure (R'000)	Personnel costs as a % of total expenditure (R'000)
Salary levels 1-2	79,953	7%
Salary levels 3-5	77,187	7%
Salary levels 6-8	103,474	9%
Salary levels 9-12	22,415	2%
Senior Management Service	6,316	1%
TOTAL	289,345	26%

Table 2.3 – Overtime, Allowances, and benefits by programme, 2001/02

Programme	Overtime		Allowances		Benefits	
	Amount (R'000)	% of personnel costs	Amount (R'000)	% of personnel costs	Amount (R'000)	% of personnel costs
Administration	233	0.08%	5,673	1.96%	5,317	1.84%
Roads	1,405	0.49%	24,616	8.51%	26,012	8.99%
Road Traffic	10,259	3.55%	10,468	3.62%	13,488	4.66%
Public Transport	-	-	978	0.34%	450	0.16%
Auxiliary and Associated Services	-	-	-	-	-	-
TOTAL	11,897	4.11%	41,735	14.42%	45,267	15.64%

Table 2.4 – Overtime, Allowances, and benefits by salary level, 2001/02

Salary level	Overtime		Allowances		Benefits	
	Amount (R'000)	% of personnel costs	Amount (R'000)	% of personnel costs	Amount (R'000)	% of personnel costs
Salary levels 1-2	971	0.34%	9,323	3.22%	10,420	3.60%
Salary levels 3-5	4,878	1.69%	8,407	2.91%	12,651	4.37%
Salary levels 6-8	5,711	1.97%	15,978	5.52%	18,512	6.41%
Salary levels 9-12	337	0.12%	5,987	2.07%	3,011	1.04%
Senior Management Service	-	-	2,040	0.71%	673	0.23%
TOTAL	11,897	4.11%	41,735	14.42%	45,267	15.65%

3. EMPLOYMENT AND VACANCIES

Table 3.1 – Approved establishment by programme

Programme	Approved Establishment		Medium-term establishment estimate	
	1 April 2001	31 March 2002	31 March 2003	31 March 2004
Administration	605	593		
Roads	5,665	5,651		
Road Traffic	1,026	1,056		
Public Transport	29	29		
TOTAL	7,525	7,329		

Table 3.2 – Employment and vacancies by programme, 31 March 2002

Programme	Establishment	Number of employees	Vacancy Rate	Additional to the establishment
Administration	593	347	41.48%	1
Roads	5,651	3,274	42.06%	17
Road Traffic	1,056	929	12.03%	0
Public Transport	29	26	10.34%	0
TOTAL	7,329	4,576	37.56%	18

Table 3.3 – Employment and vacancies by salary band, 31 March 2002

Salary Band	Establishment	Number of employees	Vacancy Rate	Additional to the establishment
Salary levels 1-2	3,958	2,020	48.96%	0
Salary levels 3-5	2,019	1,455	27.93%	17
Salary levels 6-8	1,198	989	17.45%	1
Salary levels 9-12	130	93	28.46%	0
Senior Management Service	24	19	20.83%	0
TOTAL	7,329	4,576	37.56%	18

Table 3.4 – Employment and vacancies by critical occupation, March 2002

Critical occupations	Establishment	Number of employees	Vacancy Rate	Additional to the establishment
N/A				
TOTAL				

The Department has not identified any positions critical to its functioning.

4. JOB EVALUATION

Table 4.1 – Job Evaluation, 1 April 2001 to 31 March 2002

	Establishment	Number of Jobs Evaluated	Post Upgraded		Posts downgraded	
			Number	% of total	Number	% of total
Salary levels 1-2	3,958	0	-	-	-	-
Salary levels 3-5	2,019	4	-	-	-	-
Salary levels 6-8	1,198	39	6	0.50%	1	0.08%
Salary levels 9-12 (#)	130	9	1	0.77%	-	-
Senior Management Service (*)	24	5	-	-	-	-
TOTAL	7,329	57	7	0.10%	1	0.01%

Table 4.2 – Profile of employees absorbed in an upgraded post, 1 April 2001 to 31 March 2002

Total number of employees absorbed in an upgraded post				
Beneficiaries	African	Asian	Coloured	White
Female	2	2	1	1
Male	-	-	-	1
Employees with a disability	-	-	-	-

Table 4.3 – Remuneration levels that exceeded the grade determined by job evaluation, 1 April 2001 to 31 March 2002 (in terms of PSR V, C.3)

Occupation	Number of employees	Job evaluation level	Remuneration level	Reason for deviation
Chief Auxiliary Services Officer	1	5	6	Post currently exists at salary level 6 with an incumbent in the post. The post may be re-designed in light of the evaluation results
Total Number of Employees whose remuneration exceeded the grade determined by job evaluation in 2001/ 02				1
Percentage of total employment				0.02%

Table 4.4 summarises the beneficiaries of the above in terms of race, gender, and disability.

Total number of employees whose remuneration levels exceed the grade determined by job evaluation				
Beneficiaries	African	Asian	Coloured	White
Female	-	-	-	1
Male	-	-	-	-
Employees with a disability	-	-	-	-

5. EMPLOYMENT CHANGES

Table 5.1 – Appointments, promotions, and terminations, 1 April 2001 to 31 March 2002

	Employees, 1 April 2001	Appointments and transfer	Promotions	Terminations and transfers	Net % change
African					
Male	3,138	83	97	208	-3.98%
Female	429	61	40	25	8.39%
Asian					
Male	224	10	16	13	-1.34%
Female	168	11	20	7	2.38%
Coloured					
Male	78	6	6	2	5.13%
Female	51	1	6	2	-1.96%
White					
Male	381	6	23	35	-7.61%
Female	298	11	24	14	-1.01%
TOTAL	4,767	189	232	306	-2.45%
Employees with a disability	6	-	-	-	0.00%

Table 5.2 – Annual turnover rates by salary band

Salary Band	Appointments and transfer	Terminations and transfers	Turnover rate
Levels 1-2	19	117	-4.85%
Levels 3-5	146	132	-1.03%
Levels 6-8	20	56	-3.64%
Levels 9-12	1	1	0.00%
SMS	3	1	10.53%
TOTALS	189	306	-2.56%

Table 5.3 – Annual turnover rates by critical occupation

Occupation:	Appointments and transfer	Terminations and transfers	Turnover rate
N/A			
TOTALS			

Table 5.4 – Reasons why staff are leaving the department

Termination Type	Number	Per 1 000 employees
Death	92	20.10
Resignation	59	12.89
Expiry of contract	51	11.15
Dismissal – operational changes	-	-
Dismissal – misconduct	17	3.72
Dismissal – inefficiency	-	-
Discharged due to ill-health	25	5.46
Retirement	58	12.67
Other	4	0.88

6. AFFIRMATIVE ACTION

The Department has established an Employment Equity Committee, which deals with all issues relating to Employment Equity. This Committee has developed an Employment Equity Implementation Programme as well as the draft Employment Equity Plan that will be ratified by the various bargaining structures this year.

The Employment Equity Plan will include measures to redress numeric under representivity. The Skills Development Plan will also be used to achieve our numeric targets.

Table 6.1 – Progress made with respect to affirmative action, 2001/02 [Employees at levels below the SMS]

	Progress – 2001/02				Medium-Term targets (if any)		
	1 April 2001	Target set for 31 March 2002	Actual number at 31 March 2002	Variance	March 2003	March 2004	March 2005
African							
Male	3,130		2,923	-6.61%			
Female	427		464	8.67%			
Asian							
Male	223		223	0.00%			
Female	168		173	2.98%			
Coloured							
Male	78		76	-2.56%			
Female	51		49	-3.92%			
White							
Male	377		352	-6.63%			
Female	297		297	0.00%			
TOTAL	4,751		4,557	-4.08%			
Employees with a disability	6		6	0%			

It should be noted that due to the fact that the Employment Equity Plan has not yet been approved and that the restructuring process is not yet complete, no affirmative action targets have been set.

Table 6.2 – Progress made with respect to affirmative action, Senior Management Service, 2001/02

	Progress – 2001/02				Medium-Term targets (if any)		
	1 April 2001	Target set for 31 March 2002	Actual number at 31 March 2002	Variance	March 2003	March 2004	March 2005
African							
Male	8		10	25.00%			
Female	2		2	0.00%			
Asian							
Male	1		1	0.00%			
Female	-		-	0.00%			
Coloured							
Male	-		-	0.00%			
Female	-		-	0.00%			
White							
Male	4		5	25.00%			
Female	1		1	0.00%			
TOTAL	16		19	18.75%			
Employees with a disability	-		-	0.00%			

Table 6.3 – Progress made with respect to affirmative action, Department, 2001/02

	Progress – 2001/02				Medium-Term targets (if any)		
	1 April 2001	Target set for 31 March 2002	Actual number at 31 March 2002	Variance	March 2003	March 2004	March 2005
African							
Male	3,138		2,933	-6.53%			
Female	429		466	8.62%			
Asian							
Male	224		224	0.00%			
Female	168		173	2.98%			
Coloured							
Male	78		76	-2.56%			
Female	51		49	-3.92%			
White							
Male	381		357	-6.30%			
Female	298		298	0.00%			
TOTAL	4,767		4,576	-4.01%			
Employees with a disability	6		6	0.00%			

7. PERFORMANCE REWARDS

Table 7.1 – Performance Rewards by race, gender, and disability, 1 April 2001 to 31 March 2002

	Beneficiary Profile			Cost	
	Number of beneficiaries	Number of employees	% of total within group	Cost (R'000)	Per capita cost
African					
Male	154	2,933	5.25%	463	3,009
Female	47	466	10.09%	152	3,238
Asian					
Male	38	224	16.96%	216	5,677
Female	49	173	28.32%	313	6,391
Coloured					
Male	6	76	7.89%	25	4,176
Female	13	49	26.53%	55	4,252
White					
Male	81	357	22.69%	695	8,582
Female	90	298	30.20%	535	5,941
TOTAL	478	4,576	10.45%	2,454	5,135
Employees with a disability	-	6	-	-	-

Table 7.2 – Performance Rewards by salary level, 1 April 2001 to 31 March 2002

Salary Level	Beneficiary Profile			Cost	
	Number of beneficiaries	Number of employees	% of total within group	Cost (R'000)	Per capita cost
Levels 1-2	80	2,020	3.96%	105	1,317
Levels 3-5	163	1,455	11.20%	452	2,774
Levels 6-8	199	989	20.12%	1,318	6,623
Levels 9-12	36	93	38.71%	579	16,081
Senior Management Service	-	19	0.00%	-	-
TOTAL	478	4576	10.45%	2,454	5,135

Table 7.3 – Performance Rewards by critical occupations, 1 April 2001 to 31 March 2002

Critical Occupations	Beneficiary Profile			Cost	
	Number of beneficiaries	Number of employees	% of total within group	Cost (R'000)	Per capita cost
N/A					
TOTAL					

8. FOREIGN WORKERS

Table 8.1 – Foreign Workers, 1 April 2001 to 31 March 2002

BY GRADE (SALARY BAND)	1 April 2001		31 March 2002		Change	
	Number	% of total	Number	% of total	Number	% change
Salary levels 1-2	-	-	-	-	-	-
Salary levels 3-5	1	25%	2	33,37%	1	50%
Salary levels 6-8	1	25%	2	33.33%	1	50%
Salary levels 9-12	1	25%	1	16.67%	-	0%
Senior Management Service	1	25%	1	16.67%	-	0%
BY MAJOR OCCUPATION						
Director	1	25%	1	16.67%	-	0%
Deputy Chief Engineer	1	25%	1	16.67%	-	0%
Assistant Engineer	-	25%	1	16.67%	-	50%
Senior Administration Clerk II	1	25%	1	16.67%	-	0%
Student Industrial Technician	-	-	1	16.67%	1	50%
Driver Grade II	1	25%	1	16.67%	-	0%
TOTAL	4	100%	6	100%	1	100%

9. SICK LEAVE

Table 9.1 – Sick leave, 1 April 2001 to 31 March 2002

GRADE (SALARY BAND)	Total days taken	Per cent certification	Number of Employees using sick leave	% of total employees using sick leave	Average per employee	Estimated Cost (R'000)
Levels 1-2	7,340	100%	905	33.64%	8.11	806
Levels 3-5	7,541	100%	893	33.20%	8.44	1,097
Levels 6-8	7,246	100%	817	30.37%	8.87	1,806
Levels 9-12	427	100%	66	2.45%	6.47	233
SMS	35	100%	9	0.33%	3.89	37
TOTAL	22,589	-	2,690	-	8.40	3,982

It should be noted that if an official is absent on sick leave for more than three days they are required to submit a medical certificate.

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Table 9.2 – Disability leave (temporary and permanent), 1 April 2001 to 31 March 2002

GRADE (SALARY BAND)	Total days taken	Per cent certification	Number of Employees using disability leave	% of total employees using disability leave	Average per employee	Estimated Cost (R'000)
Levels 1-2	508	100%	28	1,39%	18.14	793
Levels 3-5	147	100%	21	1,44%	7.00	146
Levels 6-8	532	100%	28	2,83%	19.00	2,920
Levels 9-12	152	100%	2	2,15%	76.00	72
SMS	-	-	-	-	-	-
TOTAL	1,339	100%	79		16.95	3,860

Table 9.3 – Annual Leave, 1 April 2001 to 31 March 2002

GRADE (SALARY BAND)	Total days taken	Number of Employees in grade	Average per employee
Levels 1-2	61,374	2,020	30.38
Levels 3-5	33,775	1,455	23.21
Levels 6-8	25,281	989	25.56
Levels 9-12	2,424	93	26.06
Levels 13-14	240	16	15.00
Levels 15-16	20	3	6.67
TOTAL	123,144	4,576	26.90

It should be noted that those officials who fall under the category salary unclassified are employees appointed on contract and placed on personal notches.

Table 9.4 – Leave payouts

REASON	Total Amount (R'000)	Number of Employees	Average per employee
Non-utilisation of leave for current cycle	52	34	1,526.41
Leave accrued before 30 June 2001	3	192	13.95
TOTAL	55	226	241.49

10. LABOUR RELATIONS

The following collective agreements were entered into with trade unions within the department.

Table 10.1 – Collective agreements, 1 April 2001 to 31 March 2002

Subject Matter	Date
Policy for the issue of Cellphones in the department	27 February 2002
Camp Allowance (#)	24 April 2001
Official use of Government owned motor vehicles (#)	24 April 2001
Terms of employment for Employees engaged in Monetary Transactions (#)	24 April 2001
Total number of collective agreements	4

All collective agreements marked (#) have been submitted to the General Public Service Sectoral Bargaining Council for ratification during the period 1 April 2001 to 31 March 2002 and to date have not as yet been ratified.

The following table summarises the outcome of disciplinary hearings conducted within the department for the year under review.

Table 10.2 – Misconduct and discipline

Outcomes of disciplinary hearings	Number	% of total
Verbal warning	170	50.90%
Written warning	108	32,34%
Final written warning	30	8.98%
Not guilty	1	0,30%
Case withdrawn	5	1,50%
Dismissal	17	5.09%
Demotion	3	0,90%
TOTAL	334	-

11. SKILLS DEVELOPMENT

During 2001 the Department appointed a Skills Development Facilitator who is responsible for the development of the Skills Development Plan. The Plan was submitted to the Public Service Education Training Authority (PSETA) on 14 March 2001 and to Construction Education Training Authority (CETA) on 05 September 2001. As a result of restructuring in the Department the skills plan has been slow in effective implementation. In order to bring about the effective implementation of the Skills Plan, the Department will need to appoint and train trainers, assessors, moderators, module writers and quality controllers according to SAQA.

The Skills Development Levy has been paid to CETA. The amount of R189 930,10 was deposited in the CETA's bank account on 08/01/2002. This levy payment is the administrative cost in order for the SETA's to be able to assist with the training of officials according to SAQA.

Due to the restructuring there is no Human Resources Development component within the Department and it is envisaged that the new structure will make provision for the developmental functions as well as Skills Development activities. However, the Human Resources Development Committee is being utilised for any Skills Development matters.

In addition the Department has 5 Standard Generating Bodies (SGBs),

- Mechanical,
- Engineering,
- Road Traffic Inspectorate,
- Motor Licensing Bureau, and
- Administration.

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Table 11.1 – Skills development by salary band, 1 April 2001 to 31 March 2002

Grade (Salary Band)	Internal Training		External Training		Expenditure	
	Training day equivalents	Average days per employee	Training day equivalents	Average days per employee	Total expenditure (R'000)	Average per employee
Levels 1-2	1,693	0.37	15	0.00	32	7.18
Levels 3-5	2,002	0.44	1,478	0.32	541	118.35
Levels 6-8	303	0.07	1,145	0.25	140	30.73
Levels 9-12	46	0.01	63	0.01	11	2.46
SMS	7	0.36%		0.00	5	1.31
TOTAL	4,051	0.89	2,701	0.51	729	160.04

Table 11.2 – Skills development by race, gender, and disability, 1 April 2001 to 31 March 2002

Grade (Salary Band)	Internal Training		External Training		Expenditure	
	Training day equivalents	Average days per employee	Training day equivalents	Average days per employee	Total expenditure (R'000)	Average per employee
African						
Male	4,895	1.07	898	0.20	106	23.29
Female	367	0.08	181	0.04	43	9.48
Asian						
Male	933	0.20	225	0.05	34	7.47
Female	4	0.00	333	0.07	13	3.02
Coloured						
Male	1,171	0.26	542	0.12	21	4.66
Female	10	0.00	111	0.02	5	1.12
White						
Male	633	0.14	784	0.17	66	14.54
Female	159	0.03	508	0.11	35	7.74
TOTAL	8,174	1.79	3,582	0.78	323	71.32
Employees with a disability	-	-	-	-	-	-

Table 11.3 – Skills development by type of training, 1 April 2001 to 31 March 2002

Type of training	Training			Expenditure		
	Number of beneficiaries	Training day equivalents	Average days per person	% of total	Total expenditure (R'000)	Average per beneficiary
Internal training	1,014	5	0.0011	0.01%	368	363.84
Formal training	161	5	0.0011	0.01%	57	358.19
Computer training	49	5	0.0011	0.01%	57	1,175.20
Management development	11	2,640	0.58	2.89%	154	14,000.00
Office-based training	67	3	0.0007	0.00%	7	112.46
Policy-specific training	35	5	0.0011	0.01%	519	14,829.66
ABET	349	88,560	19.35	-	750	2,149.00
Other	4					
TOTAL	1,690	91,223	19.94	-	1,912	1,132.99

Table 11.4 – Total expenditure on skills development by programme, 2001/02

Programme	Expenditure – 2001/02			Medium-term expenditure estimates		
	Original estimate	Actual expenditure	Variance	2002/ 03	2003/ 04	2004/ 05
Administration	2,373	2,292	81			
Roads	2,727	2,274	453			
Road Traffic	769	584	185			
Public Transport	50	191	(141)			
TOTAL	5,919	5,341	578			

Table 11.5 – Bursaries granted by salary level, 1 April 2001 to 31 March 2002

Salary Level	Beneficiary Profile			Cost	
	Number of beneficiaries	Number of employees in salary band	% of total in salary band	Cost (R'000)	Per capita cost
Levels 1-2	7	2,020	0.35%	13	1,876
Levels 3-5	70	1,455	4.81%	79	1,133
Levels 6-8	69	989	6.98%	75	1,074
Levels 9-12	1	93	1.08%	1	1,495
Senior Management Service	-	19	0.00%	-	-
TOTAL	147	4,576	3.21%	168	1,143

Table 11.6 – Bursaries granted by race, gender and disability, 1 April 2001 to 31 March 2002

	Beneficiary Profile			Cost	
	Number of beneficiaries	Number of employees in salary band	% of total in salary band	Cost (R'000)	Per capita cost
African					
Male	37	2,933	1.26%	20	535
Female	39	466	8.37%	43	1,097
Asian					
Male	15	224	6.70%	16	1,054
Female	29	173	16.76%	40	1,380
Coloured					
Male	1	76	1.32%	2	2,000
Female	8	49	16.33%	2	260
White					
Male	12	357	3.36%	34	2,855
Female	6	298	2.01%	11	1,880
TOTAL	147	4,576	3.21%	168	1,143
Employees with a disability	-	6	-	-	-

12. INJURY ON DUTY

TABLE 12.1 – Injury on duty, 1 April 2001 to 31 March 2002

Nature of injury on duty	Number	% of total
Required basic medical attention only	101	96,19%
Temporary Total Disablement	2	1,90%
Permanent Disablement	0	%
Fatal	2	1,90%
TOTAL	105	