

Income differential statement

PLEASE READ THIS FIRST

WHAT IS THE PURPOSE OF THIS FORM?
This form contains the format for reporting income differentials to the Employment Conditions Commission.

WHO FILLS IN THIS FORM?
All designated employers must complete every section of this statement.

SEND TO:
Employment Equity Registry
The Department of Labour
Private Bag X117
Pretoria 0001
Telephone: 012 3094000
Facsimile: 012 3094737 / 3094188
e-mail: ee@labour.gov.za

SECTION A: EMPLOYER DETAILS

Trade name	Department of Economic Development and Tourism
DTI registration name	NA
DTI registration number	NA
PAYE/SARS number	7440742940
UIF reference number	482221/8
EE reference number	9567
Industry/Sector	Public Service (Provincial Government)
Seta classification	PSETA
Telephone number	082 457 5591
Fax number	
Email address	danielm@pseta.gov.za
Postal address	PO Box 979
	Cape Town
Postal code	8001
City/Town	Cape Town
Province	Western Cape
Physical address	Waldorf Building
	80 St George's Mall
Postal code	8000
City/Town	Cape Town
Province	Western Cape

Details of CEO at the time of submitting this report

Name and surname	Mr Brendon Roberts
Telephone number	021-483 5065
Fax number	021-483 3409
Email address	EcoHead@pgwc.gov.za

Details of Senior Manager for Employment Equity at the time of submitting this report

Name and Surname	Ms E Olivier
Telephone number	021-483 9141
Fax number	021-483 9142
Email address	Eolivie@pgwc.gov.za

Business Type

- | | |
|--|---|
| <input type="checkbox"/> Private Sector | <input type="checkbox"/> Parastatal |
| <input type="checkbox"/> National Government | <input checked="" type="checkbox"/> Provincial Government |
| <input type="checkbox"/> Local Government | <input type="checkbox"/> Educational Institution |
| <input type="checkbox"/> Non-profit Organization | |

Information about the organization at the time of submitting this report

Number of employees in the organization	<input type="checkbox"/> 0 to 49 <input type="checkbox"/> 50 to 149 <input checked="" type="checkbox"/> 150 or more
In terms of Section 14 of the Act, are you voluntary complying?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Is your organization an organ of State?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Date of submitting this report	1 October 2008

WHAT MUST BE TAKEN INTO CONSIDERATION WHEN COMPLETING THE EEA4 FORMS

1. Foreign nationals, i.e. all those individuals who are not citizens of South African, should be excluded when completing the EEA4 forms.
2. Non-permanent employees should be included in the EEA4 forms in terms of the relevant occupational category and occupational level.
3. The calculation of remuneration must include twelve months of a financial year that is in line with the period covered by the EEA2 reporting form. Where this is not possible, e.g. in the case of non-permanent employees, the total payment the person received for the period worked should be divided by the number of months worked, and then multiplied by twelve.
4. The payments below indicates what must be included and what must be exclude in an employee's remuneration for the purposes of calculating pay in order to complete the EEA4 forms.

INCLUDED:

- Salaries and fees paid to directors
- Salary payments made to directors, executives and managers
- Payments for all types of leave which relate to the reference period
- Commissions paid
- Employer's contribution to pension, provident, medical aid, sick pay and other funds (e.g. UIF and CC)
- Payments for piecework, incentive or profit sharing schemes
- Fringe benefits paid in cash such as housing, mortgage and rent subsidies and transport allowance (e.g. monthly petrol allowance)
- Allowances and penalty payments relating to ordinary time hours
- Performance and other bonuses
- Value of any salary sacrificed
- Amounts paid

EXCLUDED:

- Payments to independent contractors
- Imputed value of fringe benefits
- Fringe benefits tax
- Reimbursement for expenses e.g. travel, entertainment, meals and other expenses
- Amounts paid from abroad to employees based in SA e.g. embassy employees
- Severance, terminations and redundancy payments
- Overtime pay
- Payments which do NOT relate to the reference period

SECTION B: INCOME DIFFERENTIALS STATEMENT

Please use the table below to indicate the total remuneration paid to all employees in each OCCUPATIONAL CATEGORY

Occupational categories	Total workers in category	Total Remuneration	Male						Female											
			African		Coloured		Indian		White		African		Coloured		Indian		White			
			No of workers	Total Remuneration	No of workers	Total Remuneration	No of workers	Total Remuneration	No of workers	Total Remuneration	No of workers	Total Remuneration	No of workers	Total Remuneration	Total workers	Total remuneration	Total workers	Total remuneration		
Legislators, senior officials and managers	42	14 264 437.40	7	1 868 965.23	12	3 737 124.75	0	0	0	0	4	1 469 319.45	3	303.4 910	11	4 349 124.05	1	512 212.67	4	1 417 387.82
Professionals	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Technicians and associate professionals	58	8 638 859.35	11	1 299 087.55	14	2 257 975.70	0	0	0	1	197 745.67	7	1 119 383.0 3	18	2 692 591.45	0	0	0	7	1 072 075.95
Clerks	96	8 445 184.78	10	849 479.06	19	1 626 575.79	0	0	0	0	0	23	1 835 759.2 6	36	3 306 259.24	0	0	0	8	827 111.43
Service and sales workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Skilled agricultural and fishery workers	0	0	0	0	0	0	0	0	0	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	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	0	0	0	0	0	0	0	0	0
Elementary occupations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	196	31 348 481.53	28	4 017 531.84	45	7 621 676.24	0	0	0	5	1 667 065.12	33	3 865 445.7 2	65	10 347 974.74	1	512 212.67	19	3 316 575.20	

PLEASE PROVIDE REASONS FOR DISPARITIES WITHIN EACH OCCUPATIONAL CATEGORY BELOW:

Legislators, senior officials and managers

The Government utilises a job evaluation system (EQUATE), which rates the worth (monetary value) for each post level. Post levels vary from levels 1 to 16. This explains the vertical salary differentiation. Salary scales do not discriminate between gender and race, or even people with disabilities. Horizontal disparity is explained by staff being located at the same salary levels but on different salary notches.

Professionals

The above comments apply equally here. Additionally, there is a shortage of available professionals in the country, hence salaries are enhanced with monetary and other incentives.

Technicians and associate professionals

The comments made above apply equally here.

Clerks

The comments made above apply equally here.

Service and sales workers

Not applicable

Skilled agricultural and fishery workers

Not applicable

Craft and related trades workers

Not applicable

Plant and machine operators and assemblers

Not applicable

Elementary occupations

The comments made above apply equally here.

Please use the table below to indicate the total remuneration paid to all employees in each OCCUPATIONAL LEVEL

Occupational levels	Total workers in level	Total Remuneration	Male												Female				
			African			Coloured			Indian			White			Indian		White		
			No. of workers	Total Remuneration	No. of workers	Total Remuneration	No. of workers	Total Remuneration	No. of workers	Total Remuneration	No. of workers	Total Remuneration	No. of workers	Total Remuneration	No. of workers	Total Remuneration	No. of workers	Total Remuneration	
Top Management	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Senior Management	15	6 423 257.95	4	1 116 835.95	3	1 276 994.29	0	0	0	0	0	1	555 517.04	5	2 743 576.96	1	512 212.67	0	0
Professionally qualified and experienced specialists and mid-management	68	14 127 360.77	11	1 814 994.57	19	4 190 679.80	0	0	0	0	8	1 637 555.12	18	3 386 753.70	0	0	0	8	1 985 829.50
Skilled technical and academically qualified workers, junior management, supervisors, foremen and superintendents	64	7 593 483.56	10	870 617.71	13	1 453 342.88	0	0	0	0	11	1 268 102.70	20	2 747 532.04	0	0	0	10	1 253 888.23
Semi-skilled and discretionary decision making	48	3 137 774.26	3	215 083.61	10	700 659.27	0	0	0	0	13	741 666.86	21	1 403 507.05	0	0	0	1	76 857.47
Unskilled and defined decision making	1	66 604.99	0	0	0	0	0	0	0	0	0	0	1	66 604.99	0	0	0	0	0
Total	196	31 348 481.53	28	4 017 531.84	45	7 621 676.24	0	0	0	0	33	3 865 445.72	65	10 347 974.74	1	512 212.67	19	3 316 575.20	

PLEASE PROVIDE REASONS FOR DISPARITIES WITHIN EACH OCCUPATIONAL LEVEL BELOW:

Top Management

The Government utilises a job evaluation system (EQUATE), which rates the worth (monetary value) for each post level. Post levels vary from levels
1 to16. This explains the vertical salary differentiation. Salary scales do not discriminate
between gender and race, or even people with disabilities. Horizontal disparity is explained by staff being located at the same salary levels but on different salary notches.

Senior Management

The comments made above apply equally here.

Professionally qualified and experienced specialists and mid-management

The comments made above apply equally here.

Skilled technical and academically qualified workers, junior management, supervisors, foremen and superintendents

The comments made above apply equally here.

Semi-skilled and discretionary decision-making

The comments made above apply equally here.

Unskilled and defined decision-making

Not applicable