



provincial treasury

Department:
Provincial Treasury
North West Provincial Government
Republic of South Africa

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CORPORATE SERVICES

Ref no: 8/3/P

To : Mr. NI Kunene
Head of Department

From : Mrs. Matshidiso Jansen
Chief Director: Corporate Services
(Chairperson: Employment Equity Forum)

Subject : Department Employment Equity Report 2024

Date : 17 September 2024

1. Purpose

The aim of the report is to request the Head of Department as follows:

- 1.1. To approve and authorize on-line Employment Equity Report 2024 (see attached) to Department of Labour.
- 1.2. Note the challenges and progress made by the Department in achieving the employment equity goal; and
- 1.3. Share the report with Member of Executive Council (MEC) for Finance.

2. Background

- 2.1. The Employment Equity Act, 55 of 1998 as amended requires that designated employers to report annually on their institution status of employment in attainment of employment equity target set; and
- 2.2. It gives designated employers to report annually before 01st October or on-line before the 15 January 2025.



Department Employment Equity Report 2024

3. Discussion

3.1. The report comes as the consolidation of information from Human Resources Management and Human Resource Development and salary information from Financial System.

3. Implications

3.1. Consultations Implication

The Employment Equity report will be placed on the notice board and website for all staff members and Department stakeholders to view it through Information Management Directorate.

3.2. Policy Implication

The report is the requirement of Employment Equity Act, 55 of 1998 as amended.

4. Recommendations

It is recommended that:

4.1. The Head of Department advise and approve the report.

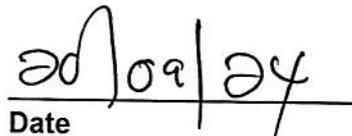
4.2. The Head of Department note the progress made by the Department in achieving the Employment Equity goal; and

4.3. The Head of Department share the report with Member of Executive Council (MEC) for Finance.



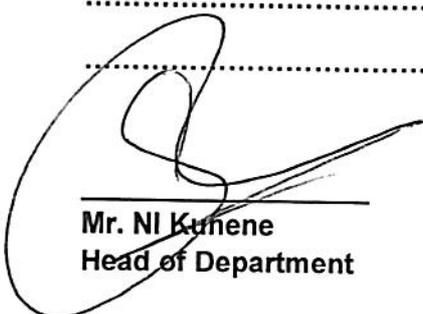
Ms. Matshidiso Jansen

Chairperson: Employment Equity Forum/Chief Director: Corporate Services



Date

Approved/~~Not Approved~~



Mr. NI Kunene
Head of Department



Date

**PLEASE READ THIS FIRST****SECTION A: EMPLOYER DETAILS & INSTRUCTIONS****PURPOSE OF THIS FORM**

This form enables employers to comply with Section 21 of the Employment Equity Act 55 of 1998, as amended.

This form contains the format for employment equity reporting by designated employers to the Department of Employment and Labour.

WHO COMPLETES THIS FORM?

All designated employers. Employers who wish to voluntarily comply with Chapter 3 of the Act are also required to complete this form.

WHEN SHOULD EMPLOYERS REPORT?

Designated employers must submit their report annually on the first working day of October or by 15 January of the following year in the case of electronic reporting.

Employers who become designated on or after the first working day of April but before the first working day of October must only submit their first report on the first working day of October of the following year.

SEND TO:

Employment Equity Registry
The Department of Employment and Labour
Private Bag X117
Pretoria 0001

Online Reporting:
www.labour.gov.za
Helpline: 0860101018

NO FAXED OR E-MAILED REPORTS WILL BE ACCEPTED

Trade name	DEPT OF FINANCE
DTI registration name	NORTH WEST PROVINCIAL TREASURY
DTI registration number	
PAYE/SARS number	7620715195
UIF reference number	
EE reference number	11646
Seta classification	FINANCIAL AND ACCOUNTING SERVICES
Industry/Sector	FINANCIAL AND INSURANCE ACTIVITIES
Industry Sub Sector	Financial service activities, except insurance and pension funding
Bargaining Council	Public Service Co-ordinating
Telephone number	0183882191
Postal address	2nd Floor, West Wing Ga-Rona Building MMABATHO
City/Town	MMABATHO
Postal code	2735
Province	NORTH WEST
Physical address	2nd Floor, West Wing Ga-Rona Building MMABATHO
City/Town	MMABATHO
Postal code	2735
Province	NORTH WEST
Details of CEO/ Accounting Officer at the time of submitting this report	
Name and surname	Israel Kunene
Telephone number	0183881062
Fax number	0183881742
Email address	ikunene@nwpg.gov.za
Details of Employment Equity Senior Manager at the time of submitting this report	
Name and surname	MOMPATI NGAKANTSI
Telephone number	0183882191
Fax number	0183881704
Email address	bngakantsi@nwpg.gov.za
Information about the organization at the time of submitting this report	
Business type	Provincial Government
Number of employees in the organization	150 or more
Is your organization an organ of State?	Yes
Is your organisation part of a group / holding company? If yes, please provide the name.	No
Year for which this report is submitted	2024

Please indicate below the preceding twelve month period the report covers (except for first time reporting where the period may be shorter):

From (date): 01/09/2023

To (date): 31/08/2024

Please indicate below the duration of your current employment equity plan:

From (date): 01/09/2019

To (date): 31/08/2024

PLEASE READ THIS FIRST

- a. The report should cover a twelve month period, except for first time reporting where this may not be possible and the months covered should be consistent from year to year for the duration of the plan.
- b. Employers must complete the EEA2 and the EEA4 forms and submit them together to the Department of Employment and Labour. Reports submitted by employers to the Department may only be hand delivered, posted or submitted online by the first working day of October or by 15 January of the following year only in the case of electronic reporting.
- c. An employer who becomes designated on or after the first working day of April, but before the first working day of October, must only submit its first report on the first working day of October in the following year.
- d. "Designated groups" mean Black people (i.e. Africans, Coloureds and Indians), women and people with disabilities who are citizens of the Republic of South Africa by birth or descent; or became citizens of the Republic of South Africa by naturalization (i) before 27 April 1994 or (ii) after 26 April 1994 and who would have been entitled to acquire citizenship by naturalisation prior to that date but who were precluded by apartheid policies.
- e. The alphabets "A", "C", "I", "W", "M" and "F" used in the tables have the following corresponding meanings and must be interpreted as "Africans", "Coloureds", "Indians", "Whites", "Males" and "Females" respectively.
- f. "Temporary employees" are those employees employed for less than three months.
- g. Guidelines on occupational levels are provided in the EEA9 Annexure of these regulations.
- h. **Numerical goals** must include the entire workforce profile, and **not** the difference between the current workforce profile and the projected workforce profile the employer seeks to achieve at the end of its employment equity plan (EE Plan).
- i. **Numerical targets** must include the entire workforce profile, and **not** the difference between the current workforce profile and the projected workforce profile the employer seeks to achieve by the next reporting period.
- j. All areas of the form must be fully and accurately completed and submitted by employers. Designated employers who fail to observe this provision will be deemed not to have reported.
- k. Employers must **not** leave blank spaces, use 'not applicable' (NA) or a 'dash' (-) when referring to the value "0" (Zero) or the word "No".

SECTION B: WORKFORCE PROFILE**1. WORKFORCE PROFILE**

1.1 Please report the total number of **employees** (including employees with disabilities) in each of the following **occupational levels**: Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management	1	0	1	0	0	0	0	0	0	0	2
Senior management	10	2	1	2	10	2	2	1	0	0	30
Professionally qualified and experienced specialists and mid-management	80	4	0	3	93	2	2	4	0	0	188
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	77	2	1	0	149	3	0	1	0	0	233
Semi-skilled and discretionary decision making	22	1	0	0	39	0	0	0	0	0	62
Unskilled and defined decision making	4	0	0	0	25	1	0	0	0	0	30
TOTAL PERMANENT	194	9	3	5	316	8	4	6	0	0	545
Temporary employees	8	0	0	5	5	0	0	0	0	0	18
GRAND TOTAL	202	9	3	10	321	8	4	6	0	0	563

1.2 Please report the total number of **employees with disabilities only** in each of the following occupational levels: Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management	0	0	0	0	0	0	0	0	0	0	0
Senior management	0	1	0	0	0	0	0	0	0	0	1
Professionally qualified and experienced specialists and mid-management	1	0	0	0	1	0	0	1	0	0	3
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	1	0	0	0	5	0	0	0	0	0	6
Semi-skilled and discretionary decision making	1	0	0	0	1	0	0	0	0	0	2
Unskilled and defined decision making	0	0	0	0	0	0	0	0	0	0	0
TOTAL PERMANENT	3	1	0	0	7	0	0	1	0	0	12
Temporary employees	0	0	0	0	2	0	0	0	0	0	2
GRAND TOTAL	3	1	0	0	9	0	0	1	0	0	14

SECTION C: WORKFORCE MOVEMENT**2. Recruitment**

2.1 Please report the total number of new recruits, including people with disabilities. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management	0	0	0	0	0	0	0	0	0	0	0
Senior management	2	1	0	0	0	0	0	0	0	0	3
Professionally qualified and experienced specialists and mid-management	4	0	0	0	2	0	0	0	0	0	6
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	23	1	0	0	32	0	0	0	0	0	56
Semi-skilled and discretionary decision making	10	0	0	0	14	0	0	0	0	0	24
Unskilled and defined decision making	0	0	0	0	1	0	0	0	0	0	1
TOTAL PERMANENT	39	2	0	0	49	0	0	0	0	0	90
Temporary employees	36	0	0	1	65	0	0	0	0	0	102
GRAND TOTAL	75	2	0	1	114	0	0	0	0	0	192

3. Promotion

3.1 Please report the total number of promotions into each occupational level, including people with disabilities. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management	0	0	0	0	0	0	0	0	0	0	0
Senior management	0	0	0	0	0	1	1	0	0	0	2
Professionally qualified and experienced specialists and mid-management	2	0	0	0	1	0	0	0	0	0	3
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	4	0	0	1	8	0	0	0	0	0	13
Semi-skilled and discretionary decision making	1	0	0	0	0	0	0	0	0	0	1
Unskilled and defined decision making	0	0	0	0	0	0	0	0	0	0	0
TOTAL PERMANENT	7	0	0	1	9	1	1	0	0	0	19
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	7	0	0	1	9	1	1	0	0	0	19

4. Termination

4.1 Please report the total number of terminations in each occupational level, **including people with disabilities**.
Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management	0	0	0	0	0	0	0	0	0	0	0
Senior management	3	0	0	0	2	1	0	0	0	0	6
Professionally qualified and experienced specialists and mid-management	8	0	0	0	6	0	0	0	0	0	14
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	14	1	0	0	27	0	0	0	0	0	42
Semi-skilled and discretionary decision making	6	0	0	0	17	0	0	0	0	0	23
Unskilled and defined decision making	0	0	0	0	2	0	0	0	0	0	2
TOTAL PERMANENT	31	1	0	0	54	1	0	0	0	0	87
Temporary employees	15	0	0	1	20	0	0	0	0	0	36
GRAND TOTAL	46	1	0	1	74	1	0	0	0	0	123

SECTION D: SKILLS DEVELOPMENT**5. Skills Development**

5.1 Please report the total number of people **including people with disabilities**, who received training **ONLY** for the purpose of achieving the numerical goals, and not the number of training courses attended by individuals. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				Total
	A	C	I	W	A	C	I	W	
Top management	0	0	0	0	0	0	0	0	0
Senior management	0	0	0	0	0	0	0	0	0
Professionally qualified and experienced specialists and mid-management	0	0	0	0	0	0	0	0	0
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	0	0	0	0	0	0	0	0	0
Semi-skilled and discretionary decision making	0	0	0	0	0	0	0	0	0
Unskilled and defined decision making	0	0	0	0	0	0	0	0	0
TOTAL PERMANENT	0	0	0	0	0	0	0	0	0
Temporary employees	0	0	0	0	0	0	0	0	0
GRAND TOTAL	0	0	0	0	0	0	0	0	0

SECTION E: NUMERICAL GOALS & TARGETS

6. Numerical Goals

6.1 Please indicate the numerical goals as contained in the EE Plan (i.e. the entire workforce profile **including people with disabilities**) you project to achieve at the end of your current Employment Equity Plan in terms of occupational levels. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management	4	0	2	1	4	0	0	0	0	0	11
Senior management	10	2	1	1	13	1	1	1	0	0	30
Professionally qualified and experienced specialists and mid-management	94	6	0	8	97	2	2	8	0	0	217
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	73	2	1	7	89	3	1	6	0	0	182
Semi-skilled and discretionary decision making	60	2	1	7	90	1	0	6	0	0	167
Unskilled and defined decision making	14	0	0	0	36	1	0	0	0	0	51
TOTAL PERMANENT	255	12	5	24	329	8	4	21	0	0	658
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	255	12	5	24	329	8	4	21	0	0	658

7. Numerical Targets

7.1 Please indicate the numerical targets as contained in the EE Plan (i.e. the workforce profile **including people with disabilities**) you project to achieve at the end of the next reporting cycle, in terms of occupational levels. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management	3	0	2	1	4	0	1	0	0	0	11
Senior management	7	2	0	1	9	1	1	1	0	0	22
Professionally qualified and experienced specialists and mid-management	64	6	0	2	62	2	2	4	0	0	142
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	66	2	1	5	107	2	0	1	0	0	184
Semi-skilled and discretionary decision making	40	2	0	0	74	2	0	0	0	0	118
Unskilled and defined decision making	5	1	0	0	31	1	0	0	0	0	38
TOTAL PERMANENT	185	13	3	9	287	8	4	6	0	0	515
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	185	13	3	9	287	8	4	6	0	0	515

SECTION F: MONITORING & EVALUATION**8. Consultation**

8.1 Please indicate below the stakeholders that were involved in the consultation process when developing and implementing your Employment Equity Plan and the preparation of this Employment Equity Report.

Consultation	Yes	No
Consultative body or employment equity forum	Yes	
Registered trade union (s)	Yes	
Employees	Yes	

9. Barriers and affirmative action measures

9.1 Please indicate which categories of employment policy or practice barriers to employment equity were identified. If your answer is 'Yes' to barriers in any of the categories, please indicate whether or not there are affirmative action measures developed and the time-frames to overcome them.

Categories	Barriers	Affirmative Action Measures	Timeframe for Implementation of AA Measures	
			Start Date (DD/MM/YYYY)	End Date (DD/MM/YYYY)
Recruitment Procedures	Yes	Yes	01/09/2024	31/08/2029
Advertising Positions	No	No		
Selection criteria	Yes	Yes	01/09/2024	31/08/2029
Appointments	No	No		
Job classification and grading	No	No		
Remuneration and benefits	No	No		
Terms and conditions of employment	No	No		
Job assignments	No	No		
Work environment and facilities	Yes	Yes	01/09/2024	31/08/2029
Training and development	Yes	Yes	01/09/2024	31/08/2029
Performance and evaluation systems	No	No		
Promotions	No	No		
Transfers	No	No		
Succession and experience planning	No	No		
Disciplinary measures	No	No		
Dismissals	No	No		
Retention of designated groups	No	No		
Corporate culture	No	No		
Reasonable accommodation	Yes	Yes	01/09/2024	31/08/2029
HIV and AIDS education and prevention programmes	No	No		
Assigned senior manager(s) to manage EE implementation	No	No		
Budget allocation in support of employment equity goals	No	No		
Time off for employment equity consultative committee to meet	No	No		

10. Monitoring and evaluation of implementation:

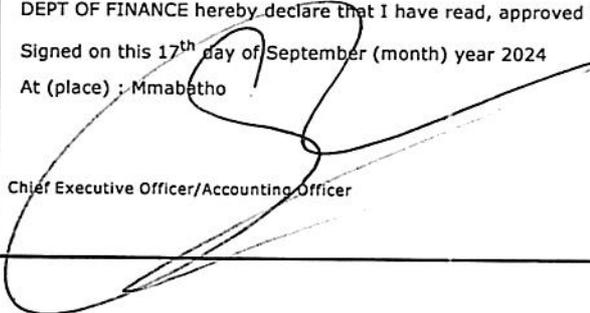
10.1 How regularly do you monitor progress on the implementation of the Employment Equity Plan? Please choose one.

Monthly	Quarterly
	Quarterly

10.2 Did you achieve the annual objectives as set out in your Employment Equity Plan for this period?

Yes	No	Please explain
Yes		Male and females of all races are competing equal at senior management, and more female are promoted. Equally so while the target of 2% is met for people with disabilities, 2 were promoted and 2 are on the temporary employment.

EEA2 Section G: Signature of the Chief Executive Officer/ Accounting Officer

Chief Executive Officer/Accounting Officer
<p>I Israel Kunene (full Name) CEO/Accounting Officer of DEPT OF FINANCE hereby declare that I have read, approved and authorized this information.</p> <p>Signed on this 17th day of September (month) year 2024</p> <p>At (place) : Mmabatho</p> <p></p> <p>Chief Executive Officer/Accounting Officer</p>



PLEASE READ THIS FIRST

SECTION A: EMPLOYER DETAILS & INSTRUCTIONS

PURPOSE OF THIS FORM

This form enables employers to comply with Section 27 (1) of the Employment Equity Act 55 of 1998 as amended.

This form contains the format for an Income Differential Statement to be completed by designated employer and submitted to the Department of Employment and Labour.

WHO COMPLETES THIS FORM?

All designated employers must submit a report in terms of Section 27 (1) of the Employment Equity Act, 55 of 1998 as amended.

WHEN SHOULD EMPLOYERS REPORT?

Designated employers must submit their report annually at a Department of Employment and Labour office on the first working day of October for immediate capturing or by 15 January of the following year for online reporting.

Employers who become designated on or after the first working day of April but before the first working day of October must submit their Income Differential Statement on the first working day of October of the following year.

Online Reporting:
www.labour.gov.za
Helpline: 0860101018

NO FAXED OR E-MAILED REPORTS WILL BE ACCEPTED

Trade name	DEPT OF FINANCE
DTI registration name	NORTH WEST PROVINCIAL TREASURY
DTI registration number	
PAYE/SARS number	7620715195
UIF reference number	
EE reference number	11646
Seta classification	FINANCIAL AND ACCOUNTING SERVICES
Industry/Sector	FINANCIAL AND INSURANCE ACTIVITIES
Industry Sub Sector	Financial service activities, except insurance and pension funding
Bargaining Council	Public Service Co-ordinating
Telephone number	0183882191
Postal address	2nd Floor, West Wing Ga-Rona Building MMABATHO
City/Town	MMABATHO
Province	NORTH WEST
Postal code	2735
Physical address	2nd Floor, West Wing Ga-Rona Building MMABATHO
City/Town	MMABATHO
Province	NORTH WEST
Postal code	2735
Details of CEO/Accounting Officer at the time of submitting this report	
Name and surname	Israel Kunene
Telephone number	0183881062
Fax number	0183881742
Email address	ikunene@nwpg.gov.za
Details of Employment Equity Senior Manager at the time of submitting this report	
Name and surname	MOMPATI NGAKANTSI
Telephone number	0183882191
Fax number	0183881704
Email address	bngakantsi@nwpg.gov.za
Information about the organization at the time of submitting this report	
Business type	Provincial Government
Number of employees in the organization	150 or more
Is your organization an organ of State?	Yes
Is your organisation part of a group / holding company? If yes, please provide the name.	No
Year for which this report is submitted	2024

SECTION B: THE FOLLOWING MUST BE TAKEN INTO CONSIDERATION WHEN COMPLETING THE EEA4 FORMS

1. The objective of the EEA4 Form is to collect information for the assessment of the remuneration gap between the highest paid and lowest paid employees and, at the same time, to assess inequalities in remuneration in relation to race and gender in the various occupational levels. It must be noted that the total number of employees in the EEA2 in each occupational level (Workforce profile table 1.1) must be taken into account when completing this form (EEA4).

2. All employees (including Foreign Nationals) must be included when completing the EEA4 form in the appropriate space provided in the table below. Temporary employees are employees employed to work for less than three months over a period of 12 months.

3. "Remuneration" means any payment in money or in kind, or both in money and in kind, made or owing to any person in return for that person working for any other person, including the State.

4. Remuneration (i.e. fixed and variable remuneration) contained in this form must reflect information of the same employees reflected in the EEA2 Form for the reporting period concerned across all occupational levels. The workforce in terms of race and gender must be exactly the same as the workforce outlined in the EEA2 Form.

5. All employees, including Foreign Nationals and temporary employees (i.e. those employees employed to work for less than three months) must be included when completing the EEA4 Form.

6. Calculation of remuneration must include a period of twelve months and reflect the same reporting period covered by the EEA2 Form. Where an employee had not worked for a full twelve month period, an amount equivalent to the annual remuneration must be calculated and furnished. For example, the annual equivalent for an employee who worked for three months and earned R30 000 is R120 000 (i.e. $(R30\ 000 / 3) * 12$). All remuneration amounts to be reflected in the table below must be rounded up to the nearest Rand (R) and included as total remuneration (fixed / guaranteed remuneration plus any variable remuneration) that was paid out for each group in terms of population group and gender.

7. No blank spaces, commas (,), full stops or decimal points (.) or any other separator should be included when capturing the remuneration information in each of the cells in the table below — for example R7 345 567.6 must be captured as 7345568 with no separators.

8. All remuneration (i.e. total cost to company) must be included in the form as annualized fixed / guaranteed remuneration and annualized variable remuneration). The information below provides inclusions and exclusions to consider when completing the EEA4 Form.

8.1 Fixed / Guaranteed remuneration includes:

- a) Salary/wage;
- b) Housing or accommodation subsidy or housing or accommodation received as a benefit in kind;
- c) Travel allowance or provision of a car, except to the extent that the allowance or the car is provided to enable the employee to work as provided for by the Fourth and Seventh Schedules of the Income Tax Act;
- d) Any cash payments made to an employee, except those listed as exclusions in terms of this schedule;
- e) Any other payments in kind received by an employee, except those listed as exclusions in terms of this schedule;
- f) Employer's contributions to medical aid, pension, provident fund or similar benefit funds;
- g) Employer's contributions to income protection, funeral or death benefit schemes; and
- h) Guaranteed (non-discretionary) annual bonus/13th cheque.

8.2 Variable remuneration includes:

- a) Short-term incentives: annual or shorter incentives and (generally) cash performance-based payments, including deferrals (commission schemes are included here);
- b) Long-term incentives: longer than one year, (usually) share-based awards and cash-based settlement that have a vesting period of more than one year must also be included, which may be retention and / or performance-based;
- c) Lump sums in respect of ongoing employment e.g. back pay and leave paid upon termination;
- d) Discretionary payments not related to an employee's hours of work or performance (for example, a retention bonus);
- e) As provided for by the Income Tax Act, the taxable benefit portion of bursaries and scholarships provided to the employee and/or relatives of the employee; and
- f) Dividends included as remuneration by the Fourth Schedule of the Income Tax Act.

8.3 Excluded:

- a) Any allowance, cash payment or payment in kind provided to enable the employee to work (for example, an equipment, tool or similar allowances or the provision of transport or the payment of a transport allowance to enable the employee to travel to and from work);
- b) Gratuities (for example, tips received from customers) and gifts from the employer;
- c) Non-employment related lump sums such as severance pay; and
- d) Dividends not included as remuneration by the Fourth Schedule of the Income Tax Act.

9. Information and Calculations:

Information is required on the number of employees, including persons with disabilities, and the total remuneration in each occupational level in terms of the population group and gender in **Section C of the EEA4 form**.

In addition, remuneration information is required for the lowest paid individual at the lowest occupational level and the remuneration of the highest paid individual is required for each of the other occupational levels in your organisation in terms of population group and gender in **Section D of the EEA4 form**.

9.1 Please provide the remuneration of the employee with the **highest total remuneration** (i.e. fixed/guaranteed and variable remuneration) for each occupational level in terms of population group and gender. Where applicable, information must be provided for both males and females for Africans, Coloureds, Indians, Whites and Foreign Nationals.

9.2 Please provide the remuneration of the employee with the lowest total remuneration (i.e. fixed/guaranteed and variable remuneration) for the lowest occupational level in your organisation in terms of population group and gender. Where applicable, information must be provided for both males and females for Africans, Coloureds, Indians, Whites and Foreign Nationals.

9.3 Please provide the average/mean remuneration, the median remuneration and the remuneration gap as required in **Section E of the EEA4 Form**.

SECTION C: WORKFORCE PROFILE AND TOTAL REMUNERATION

Please use the table below to indicate the number of employees, including people with disabilities, and the total remuneration in terms of population group and gender for each occupational level. In addition, please provide the total remuneration per occupational level in your organisation.

Occupational levels	Male				Female				FOREIGN NATIONALS		Total	
	A	C	I	W	A	C	I	W	Male	Female		
Top Management	Number of employees	1	0	1	0	0	0	0	0	0	0	2
	Total Remuneration	2412066	0	1235480	0	0	0	0	0	0	0	4147546
	Number of employees	10	2	1	2	10	2	2	1	0	0	30
Senior Management	Total Remuneration	11947864	2275076	1311198	2689251	12335473	2090152	2316653	1115944	0	0	36083561
	Number of employees	80	4	0	3	93	2	2	4	0	0	188
	Total Remuneration	59903917	3360219	0	2102948	62646927	1490648	1703095	4137737	0	0	135345491
Professionally qualified and experienced specialists and mid-management	Number of employees	77	2	1	0	149	3	0	1	0	0	233
	Total Remuneration	24825227	905251	532822	0	5263147	1262031	0	445053	0	0	80641531
	Number of employees	22	1	0	0	39	0	0	0	0	0	62
Semi-skilled and discretionary decision making	Total Remuneration	6081864	296071	0	0	10133849	0	0	0	0	0	16511784
	Number of employees	4	0	0	0	25	1	0	0	0	0	30
	Total Remuneration	719320	0	0	0	4877639	191699	0	0	0	0	5788658
Unskilled and defined decision making	Number of employees	194	9	3	5	316	8	4	6	0	0	545
	Total Remuneration	105890258	6836567	3581500	4792199	142625035	5034530	4019748	5698734	0	0	278478571
	Number of employees	8	0	0	5	5	0	0	0	0	0	18
Temporary Employees	Total Remuneration	2501367	0	0	1050277	1385305	0	0	0	0	0	4936949
	Number of employees	202	9	3	10	321	8	4	6	0	0	563
	Total Remuneration	108391625	6836567	3581500	5842476	144010340	5034530	4019748	5698734	0	0	283415520

SECTION D: FIXED / GUARANTEED AND VARIABLE REMUNERATION

Please provide the remuneration of the employee with the **highest total remuneration (i.e. fixed/guaranteed and variable remuneration)** in terms of population group and gender for all the occupational levels, **except for the lowest occupational level in your organisation**. Please provide the remuneration of the employee with the **lowest total remuneration** in your organisation in terms of population group and gender. Where a choice has to be made between two employees with the same total remuneration, i.e. one employee having a higher fixed/guaranteed remuneration and the other employee having a higher variable remuneration, the employee with the higher variable remuneration, **except at the lowest occupational level, wherein an employee with the lowest variable remuneration should be chosen** when completing the form below.

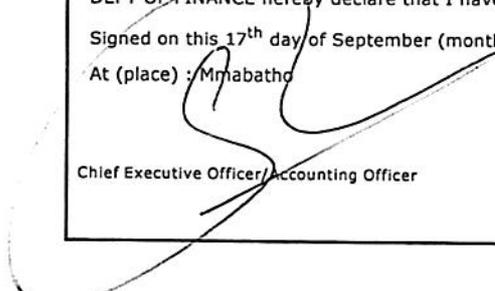
Occupational levels		MALE				FEMALE				FOREIGN NATIONALS	
		A	C	I	W	A	C	I	W	M	F
Top Management	Fixed/Guaranteed	2383937	0	1735480	0	0	0	0	0	0	0
	Variable	28128	0	0	0	0	0	0	0	0	0
	Total Remuneration	2412065	0	1735480	0	0	0	0	0	0	0
Senior Management	Fixed/Guaranteed	1418013	1269204	1313198	1451906	1534406	1078987	1271598	1115944	0	0
	Variable	0	0	0	0	19757	0	3051	0	0	0
	Total Remuneration	1418013	1269204	1313198	1451906	1554163	1078987	1274649	1115944	0	0
Professionally qualified, experienced specialists and mid-management	Fixed/Guaranteed	994243	973024	0	960988	1040783	879592	994243	1035888	0	0
	Variable	74770	884	0	51657	0	0	0	44860	0	0
	Total Remuneration	1069013	973908	0	1012645	1040783	879592	994243	1080748	0	0
skilled technically, academically qualified and, junior management	Fixed/Guaranteed	464750	500955	500775	0	523376	438154	0	439736	0	0
	Variable	100940	0	32047	0	57517	51137	0	5317	0	0
	Total Remuneration	565690	500955	532822	0	580893	489291	0	445053	0	0
Semi-skilled and discretionary decision making	Fixed/Guaranteed	318522	243412	0	0	279498	0	0	0	0	0
	Variable	251687	52659	0	0	72554	0	0	0	0	0
	Total Remuneration	570209	296071	0	0	352052	0	0	0	0	0
Unskilled and defined decision making	Fixed/Guaranteed	145140	0	0	0	179083	166364	0	0	0	0
	Variable	31100	0	0	0	3350	25336	0	0	0	0
	Total Remuneration	176240	0	0	0	182433	191700	0	0	0	0

SECTION E: AVERAGE AND MEDIAN PAY AND THE REMUNERATION GAP

Please note the **average/ mean remuneration** involves adding up a number of amounts in remuneration and dividing the total by the total number of employees included in the total. The **'median'** is the "middle" value in a list of payments (i.e. remuneration) ranked from lowest to highest.

What is the average annual remuneration for the top 10% of your top earners?	Average Annual Remuneration	R 1160872
What is the average annual remuneration for the bottom 10% of your bottom earners?	Average Annual Remuneration	R 89622
What is the median earners remuneration in your organisation?	Median Earners Remuneration	R 463875
Please indicate whether your organisation has a policy in place to address and close the vertical gap between the highest and lowest paid employees in your workforce?	NO	
How many times (e.g. 10x, 15x, 20x) is the vertical gap between the highest and lowest paid worker in your organisation in terms of the policy?	0	
Is the remuneration-gap between the highest and lowest paid employees in your organisation aligned to your policy?	YES	
	NO	
Are AA measures to address the remuneration gap included in your EE Plan?	YES	
	NO	X
Please indicate a key reason for the Income Differentials that apply to your organisation.	a) seniority/ length of service	
	b) Qualifications	X
	c) Performance	
	d) Demotion	
	e) Experiential training	
	f) Short of skill	
	g) Transfer of busines	

EEA4 Section F: Signature of the Chief Executive Officer/ Accounting Officer

Chief Executive Officer/Accounting Officer
<p>I Israel Kunene (full Name) CEO/Accounting Officer of DEPT OF FINANCE hereby declare that I have read, approved and authorized this information. Signed on this 17th day of September (month) year 2024 At (place) : Mmabatho</p>  <p>Chief Executive Officer/Accounting Officer</p>