

ANNEXURE B

ORGANISATIONAL STRUCTURE AND POST ESTABLISHMENT

The Department's organisational structure and details of the number and levels of posts and the representivity statistics for DWAF are presented in Annexure B.

The following assumptions underpinned these figures:

SUPPORT SERVICES

Will not change much in the next 3 years and posts will have to be filled. This is to manage the restructuring process.

WATER SERVICES

Transfer of water services schemes is planned for completion in the next 3 years. A VSP (Voluntary Severance Package) rate (24%) was taken plus mortality and turnover (10%) plus 1 000 transfers per year since it is not believed that 3 000 transfers will be able to be done a year. This was calculated from 2003 onwards.

FORESTRY

The same rates were used as above plus (10%).

WATER RESOURCES

The impacts on staff complements of water resources restructuring are not expected to be significant during the period described.



ANNEXURE B1

NUMBER AND LEVELS OF POSTS FILLED AND AUTHORISED, PER REGION/BRANCH, PER POPULATION GROUP AS AT 30/9/2004										
REGION /BRANCH	POSTS		AFRICAN		INDIAN		COLOURED		WHITE	
	Approved	Filled	Male	Female	Male	Female	Male	Female	Male	Female
Corporate Services	622	469	143	171	4	4	6	7	45	88
Financial Management	124	103	26	30	1	0	0	0	15	31
Policy and Regulation *	7836	5273	2669	1833	9	15	158	33	381	175
Regions	2691	1562	758	411	12	19	107	30	151	74
TOTAL	11273	7406	3596	2445	26	38	271	70	592	368
TRADING ACCOUNT										
Eastern Cape	2033	1198	886	262	1	0	13	0	28	8
Free State	429	307	159	32	0	0	79	2	24	12
Gauteng	866	575	395	76	4	2	3	3	71	21
KZN	756	434	320	45	15	13	2	2	29	8
North West	599	204	156	8	0	0	4	0	22	14
Mpumalanga	1452	886	657	199	1	0	0	0	18	11
Northern Cape	851	169	43	11	0	0	69	6	27	13
Limpopo	8456	5755	4095	1633	0	0	0	0	21	6
Western Cape	345	216	28	11	1	0	103	12	50	11
TOTAL	15 787	9744	6739	2277	22	15	273	25	290	104
GRAND TOTAL	27060	17151	10335	4722	48	53	544	95	882	472

- Comments:**
- 1 P/R include Forestry who has 3854 employees
 - 2 Unfunded posts are included in approved posts

ANNEXURE B2

POST STATUS OF THE DEPARTMENT OF WATER AFFAIRS AND FORESTRY AS AT: 30/09/2004

Management level	Approved	Employees	Vacant	Additional	2003	2004
Political office bearer	1	1	0	0	1	1
Top management	129	122	7	7	107	129
Middle management	1 003	769	234	70	681	839
Junior management	3 616	2 387	1 229	134	1 354	2 521
Low level supervision/production	18 697	12 687	6 010	974	16 230	13 661
TOTAL	23 446	15 960	7 486	1 185	18 373	17 151

- Notes:** Approved Number of approved posts on the establishment
- Employees Number of employees on the establishment
- Vacant Number of vacant posts
- Additional Number of employees appointed additional to the establishment (included in number of employees)



ANNEXURE B3

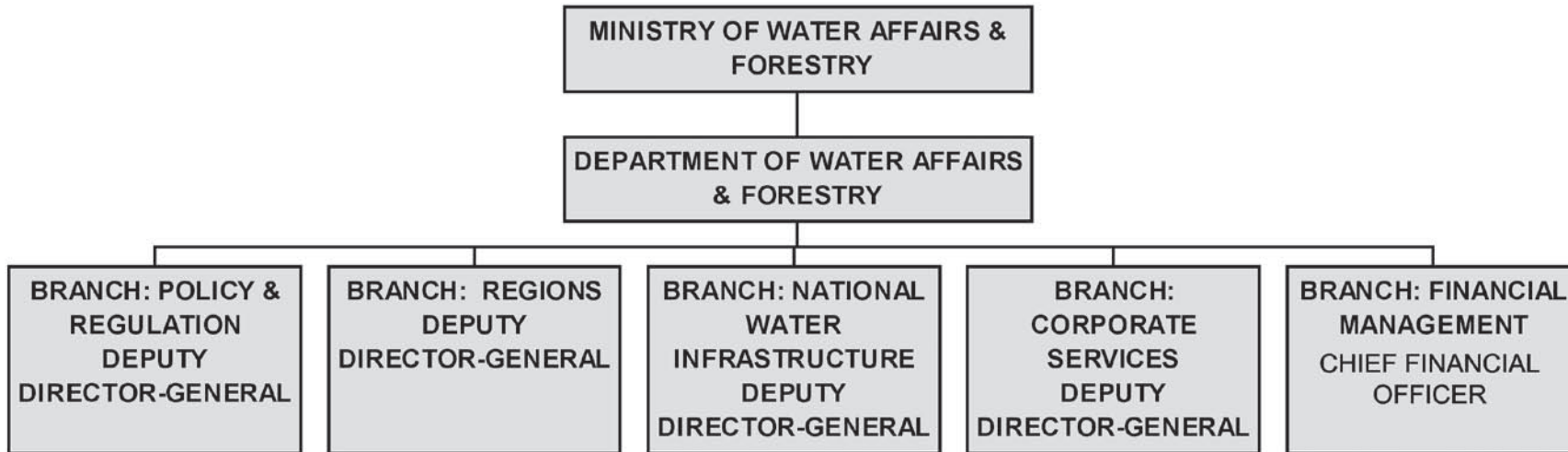
REPRESENTIVITY STATISTICS FOR DWAF AS AT 30/9/04

Race	Gender	Political office bearer	Top / Senior management (level 13-16)	Professional qualified/Specialist (level 9-12)	Skilled / Technical workers (level 6-8)	Lower level/ Production (level 1-5)	Total 17 151
African	Female	1	9	106	598	4 012	4 726
	Male	-	28	246	1 080	8 979	10 338
	Total	1	37	352	1 678	12 991	15 064
Asians	Female	-	1	14	23	15	53
	Male	-	5	12	27	4	48
	Total	-	6	26	50	19	101
Coloured	Female	-	2	12	34	47	95
	Male	-	4	17	64	459	544
	Total	-	6	29	98	506	639
White	Female	-	6	80	329	53	468
	Male	-	74	349	369	92	884
	Total	-	80	429	698	145	1 352

B.4 ORGANOGRAM STRUCTURE OF THE DEPARTMENT: NUMBER AND LEVELS OF POSTS PER FUNCTIONAL AREA OF ACTIVITY TO THE LEVEL OF DIRECTORATE:

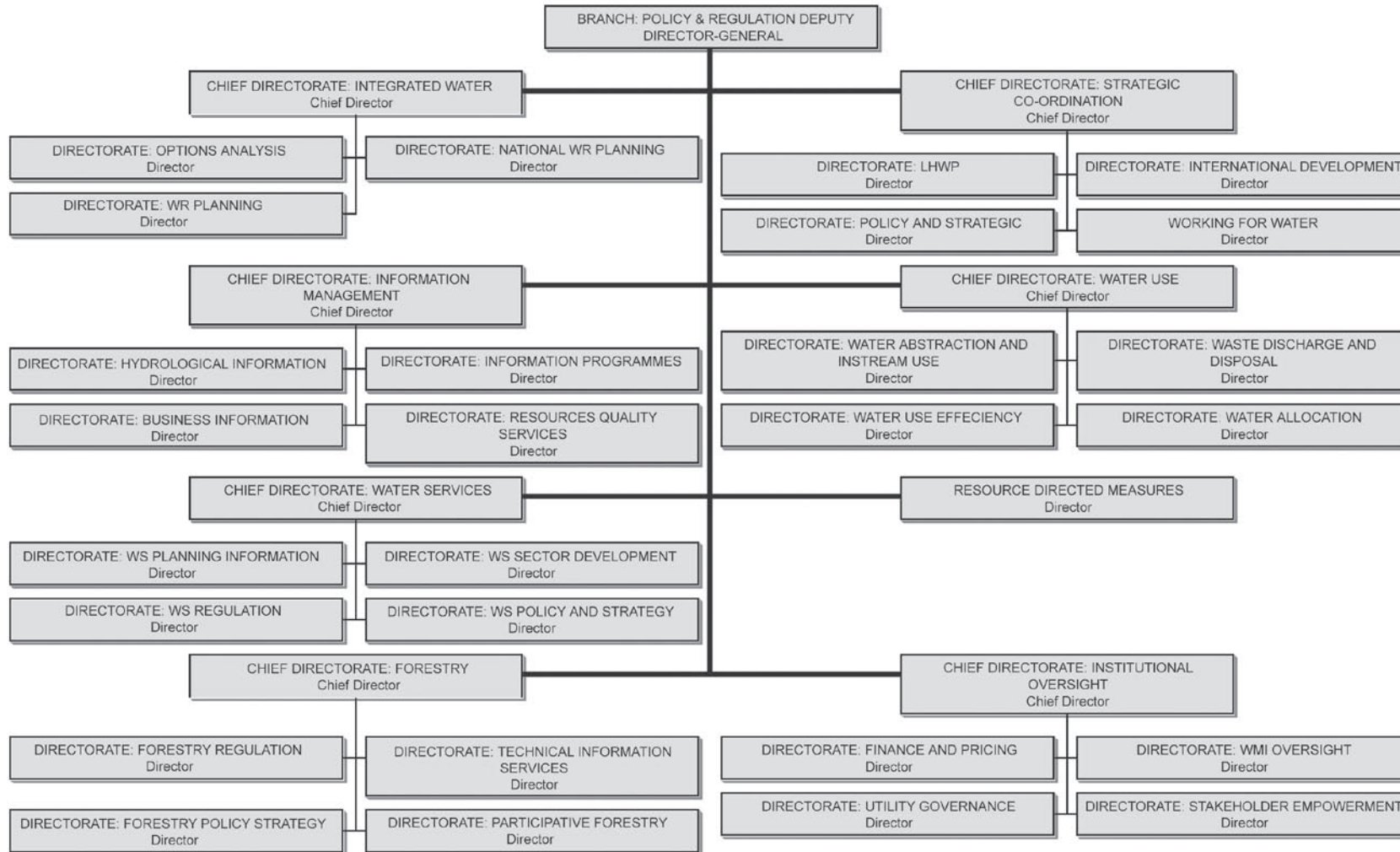
DEPARTMENT OF WATER AFFAIRS & FORESTRY

CHART 1



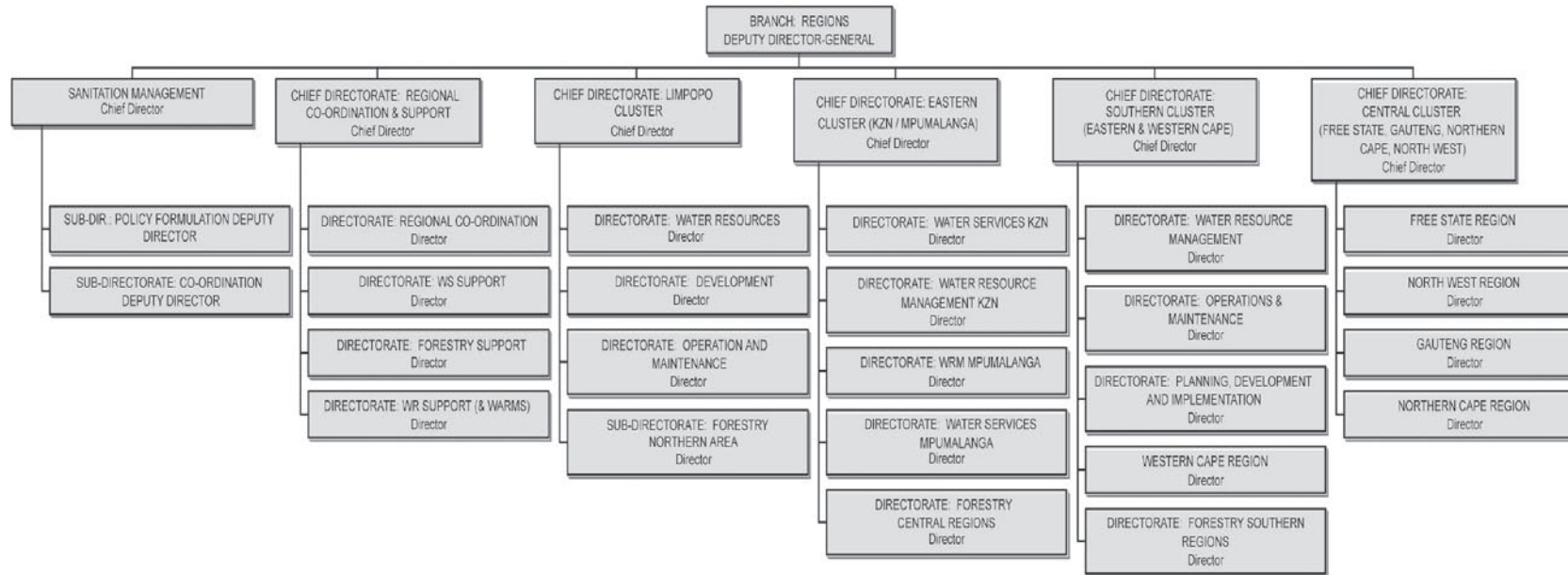
DEPARTMENT OF WATER AFFAIRS & FORESTRY

CHART 2



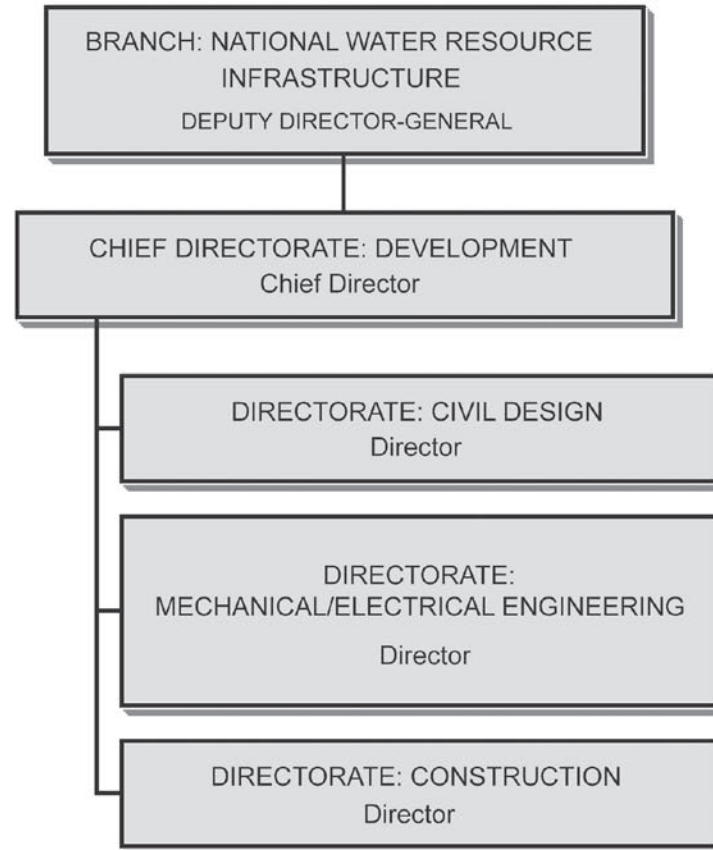
DEPARTMENT OF WATER AFFAIRS & FORESTRY STRUCTURE: REGIONS

CHART 3



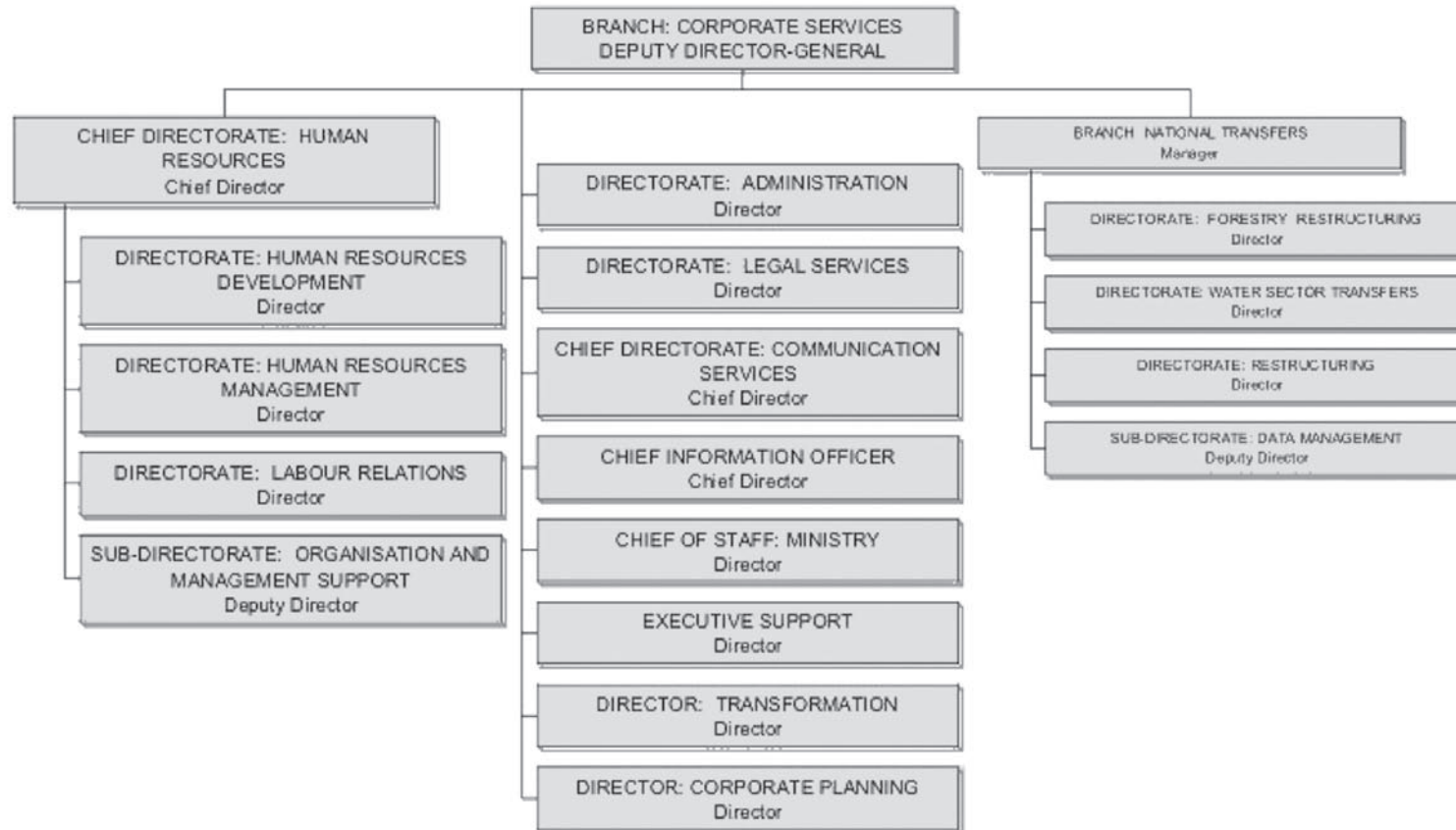
DEPARTMENT OF WATER AFFAIRS & FORESTRY: NATIONAL WATER RESOURCE INFRASTRUCTURE

CHART 4



DEPARTMENT OF WATER AFFAIRS AND FORESTRY: CORPORATE SERVICES

CHART 5



DEPARTMENT OF WATER AFFAIRS & FORESTRY: FINANCIAL MANAGEMENT

CHART 6

