

ISSUES RAISED BY PORTFOLIO COMMITTEE IN 2006



❖ **Telebridge manned by SAPS only and no DHA officials**

3 permanent appointments for TeleBridge, 3 officials from Sterkspruit and Mthatha deployed temporarily, current approved structure of 7

❖ **Sterkspruit – no mobile units, only 4 DHA officials, 2 computers but servicing 157 000 people – Current approved establishment of 24 , 7 funded, 6 filled, 18 vacant unfunded**

❖ **Mthatha and Mqanduli – Offices/service points in a bad state
Mthatha office undergoing last phase of RAMP ,Mqanduli –
Alternative accommodation identified, DPW in negotiations with
landlord**

EASTERN CAPE POPULATION DYNAMICS



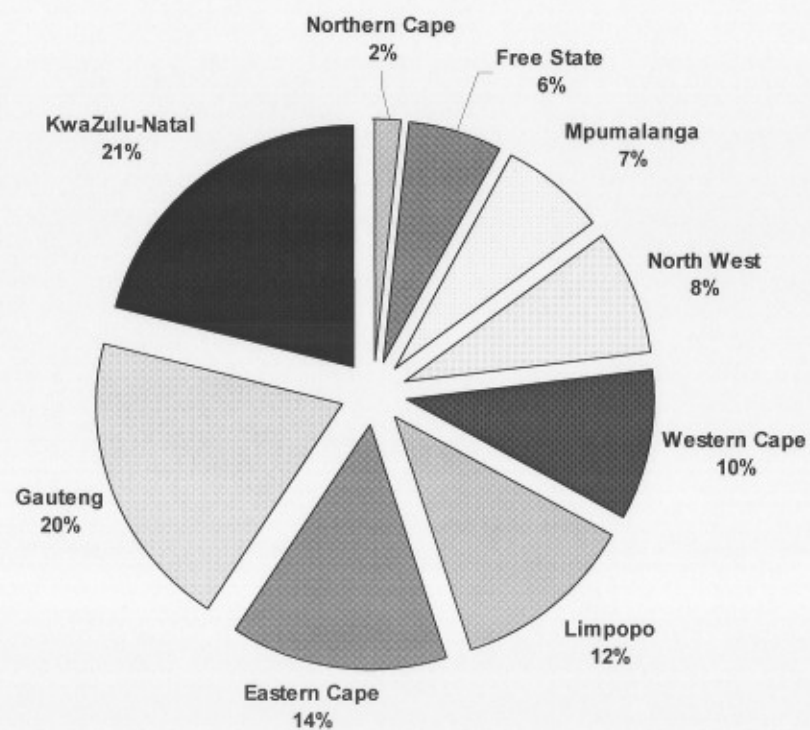
Eastern Cape has the second biggest land area of 169 580 square metres in the country, making the travel distance between towns, administrative areas and farm areas long.

Education levels	Population
No schooling and some primary	43%
Completed primary and some Secondary	37%
Grade 12/ Standard 10	14%
Higher Education	6%



POPULATION

Population by Province





PROVINCIAL STRUCTURE

Provincial Manager post is vacant.

AREA MANAGER SOUTH <i>Filled, based in King William's Town</i>	AREA MANAGER NORTH <i>Filled, based in Mthatha currently utilized as Acting Provincial Manager</i>
Regional Manager Port Elizabeth <i>Recruitment process finalized, appointment awaiting Job Evaluation</i>	Regional Manager Mthatha <i>Filled</i>
Regional Manager King William's Town <i>Filled</i>	Regional Manager Lusikisiki <i>Recruitment process finalized, appointment awaiting Job Evaluation</i>
Regional Manager Queenstown <i>Recruitment process finalized, appointment awaiting Job Evaluation</i>	Regional Manager Mount Frere <i>Recruitment process finalized, appointment awaiting Job Evaluation</i>

HOME AFFAIRS OFFICES IN EASTERN CAPE



Offices	Current/Functional	Approved
Regional Offices	3	6
District Offices	14	27
Service Points	27	27
MPCCs	3	7
Ports of entry	2	3
Refugee Reception Offices	1	1
Total	50	71

STATUS OF POSTS IN THE EASTERN CAPE as at 05 March 2007.doc

Staff Establishment March 2007.doc



POPULATION PER REGIONAL OFFICE

King Sabata Dalindyebo, Mhlontlo, Nyandeni, Port St Johns, Qaukeni, Ntabankulu, Mbizana, Ingquza, Umzimvubu, Umzimkhulu, Elundini, Mbashe, Mnquma, Intsikayethu, Engcobo, Sakhisizwe, Elukhanji, Emalahleni, Tsolwana, Inkwanca, Gariep!, Maletswai, Elundini; and Senqu, Kouga, Koukamma, Nelson Mandela Metro, Cacadu, Amahlathi, Buffalo City, Ngqushwa, Nkonkobe, Inxuba, Inxuba yethemba, Camdeboo, Blue Crane, Ikhwezi, Makana, Ndlambe, Sundays River Valley, Baviaanskloof

Regional Offices	District Councils	Population
Mthatha Regional Office	DC12 (SE) & DC15	1 197 510
King William's Town RO	DC 12 (NE)	1 078 637
Lusikisiki Regional Office	DC 15	1 064 584
Port Elizabeth Regional Office	DC 10	1 005 776
Mount Frere Regional Office	DC 44 & DC14	891 721
Queenstown Regional Office	DC 13	810 285
TOTAL		6 048 513



REPRESENTATIVITY: RACE & LEVELS

Salary Levels	Filled	Black		Colored		Indian		White	
		M	F	M	F	M	F	M	F
Salary Level 13	2	1	1	0	0	0	0	0	0
Salary Level 12	1	1	0	0	0	0	0	0	0
Salary Level 11	0	0	0	0	0	0	0	0	0
Salary Level 10	4	3	1	0	0	0	0	0	0
Salary Level 9	4	1	2	1	0	0	0	0	0
Salary Level 8	76	24	46	2	2	0	0	0	2
Salary Level 7	54	21	27	1	0	0	0	2	3
Salary Level 6	128	33	74	2	2	0	0	5	12
Salary Level 5	70	15	52	1	2	0	0	0	0
Salary Level 4	44	11	29	1	2	0	0	1	0
Salary Level 3	130	54	69	4	2	0	0	1	0
Salary Level 2	43	21	18	2	1	0	0	0	1
Salary Level 1	4	3	1	0	0	0	0	0	0
Totals	560	188	320	14	11	0	0	9	18
		33.6%	57,1%	2,5%	2.0%			1.6%	3.2%
Grand Totals	560	Black	508	Colored	25	Indian	0	White	27
%									
Totals	560	Males:	211	Females:	349				



REPRESENTATIVITY IN OFFICES

SUMMARY

No	Office	African	Coloured	White	Total
1.	Provincial Manager's Office	19	-	-	19
2.	Area Manager: South	3	1	-	4
3.	Area Manager: North	1	-	-	1
4.	Port Elizabeth Region	86	15	15	116
5.	King William's Town Region	141	6	11	158
6.	Queenstown Region	61	2	1	64
7.	Mthatha Region	104	-	-	104
8.	Lusikisiki Region	44	-	-	44
9.	Mount Frere Region	50	-	-	50
	TOTAL	509	24	27	560

MISCONDUCT CASES SEPT 2006 – FEB 2007



Dismissals (1 PE Regional Office, 1 PE Refugee Office, 1 Humansdorp Service Point, 1 Middledrift DO , Grahamstown DO	5
3 months Suspension Mthatha, PE Regional Office, KWT RO	3
Final written warning: PE Permitting Section	1
Suspensions: PE Permitting	1
Criminal cases Qtown – soliciting bribe and PE aiding and abetting	2
Arbitrations: Mdantsane DO – assault	1
Conciliations: Mthatha DO	2
Current investigations (Engcobo DO Solicit bribe a, Mount Frere DO – negligence, Grahamstown DO – aiding and abetting, Idutywa misuse of state vehicle, Mthatha – aiding and abetting, 2 King William’s Town absenteeism and nepotism, 2 Port Elizabeth RO – misuse of state vehicle, Lusikisiki RO – financial irregularity	9
Referred report of DR to ER (Assault – Engcobo, Bribery Engcobo, Sexual harrasment Mthatha	3
Awaiting appointment of Departmental Representative from Employee Relations (PE – unacceptable behaviour, KWT - negligence, Qtown – soliciting bribes, PE – aiding and abetting, Bworth – unauthorized use of vehicle	5



TRAINING

- ❖ PMDS training focused around work plan formulation and performance measurements conducted
- ❖ Questionnaires developed and circulated to newly appointed and existing staff on their experience and qualifications
- ❖ Skills database updated and improved and annual training programme compiled in line with identified needs
- ❖ 20 NYS appointed and request for additional NYS forwarded to HRD
- ❖ Transport Officers received training on Electronic Log Sheets
- ❖ Personnel Practitioners received training on Persal
- ❖ Black Sash conducted training on Human Rights
- ❖ Promotion of Administrative Justice Act workshopped
- ❖ Computer training schedule finalized with SITA in line with skills audit, introduction, intermediate and advanced will be offered, already 60 Officials trained.



TRAINING

- ❖ 40 Officials were trained on First Aid,
- ❖ 2 officials were trained on HIV/AIDS counselling
- ❖ 25 officials were trained on IT computer troubleshooting,
- ❖ Workshops conducted on Deportation;
- ❖ 106 officers trained on PILIR, GEMS
- ❖ 80 Officers workshopped on WHO AM I ON LINE
- ❖ 11 Officers were given basic French Language training from the Refugee Reception Office, Inspectorate and Admissions in RO Port Elizabeth
- ❖ BAS Training conducted for Humansdorp, Engcobo, GReinette and Mt Frere
- ❖ IOs from KWT, Mt Frere & Mthatha attended International Migration Course at Wits University.
- ❖ Labour Relations training conducted for all officials ASD and above



EQUIPMENT

Equipment and Furniture

70 tables, 231 chairs, 23 wheelchairs, 1 Franking machine, 19 Fridges, 17 Microwaves, 3 Photo-copiers, 6 Fax Machines, 218 Steel Cabinets, 38 Cupboards, 120 Heaters, 2 Scanners, 2 Shredders and 4 Safes

Vehicles

5 NIB Branded vehicles and 4 for Service Delivery, 2 for Area IT Managers, 1 for Control Security Officer and 1 for Financial Management. Out of 135 vehicles in the Province, 13 have been identified for replacement due to high mileage. The 13 vehicles are already available at Head Office and will be delivered to the Province.