

Feed back on issues raised by the Portfolio committee

Officials in Oudtshoorn without drivers licenses:

- Requisition for the training of 20 staff members to obtain code 14 drivers licenses submitted

Computerization of George Hospital:

- Process delayed due to renovations at hospital, will be completed during the coming week

Racism in the Province & how DHA is addressing it:

- Managers encouraged to discuss racism with staff, minutes to DPM for follow intervention
- Duty roster for Cape Town International Airport scrutinized by DPM monthly
- Managerial posts earmarked for filling by designated groups
- Internal Imbizo by Provincial Manager with staff and management

Report on Computerization of offices especially Refugee Office:

- 12 new Passport Capturing machines in Province
- 73 new printers received and distributed to Regions
- 161 computers installed in roll out (shortages will be addressed in second phase)
- Biometrics installed and functional
- 9 Hospitals functioning on line



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Human Resources

Establishment per business unit:

As at February 2007:

REGIONS	IMMIGRATION		CIVIC SERVICES		PROVINCIAL MANAGERS OFFICE		TOTAL	
	Filled	Vacant	Filled	Vacant	Filled	Vacant	Filled	Vacant
Cape Town	61	43	190	104	17	14	268	161
Paarl	3	17	69	73			72	90
George	8	12	32	54			40	66
Khayelitsha	1	18	106	56			107	74
TOTAL	73	90	397	287	17	14	487	391

- The ideal structure is 878 based on 2006 approved structure-
- Currently 487 filled posts
- Demands increasing due to new projects and mandates (Prison, Hospitals and Refugee/Inspectorate projects, Civil Union Marriages)



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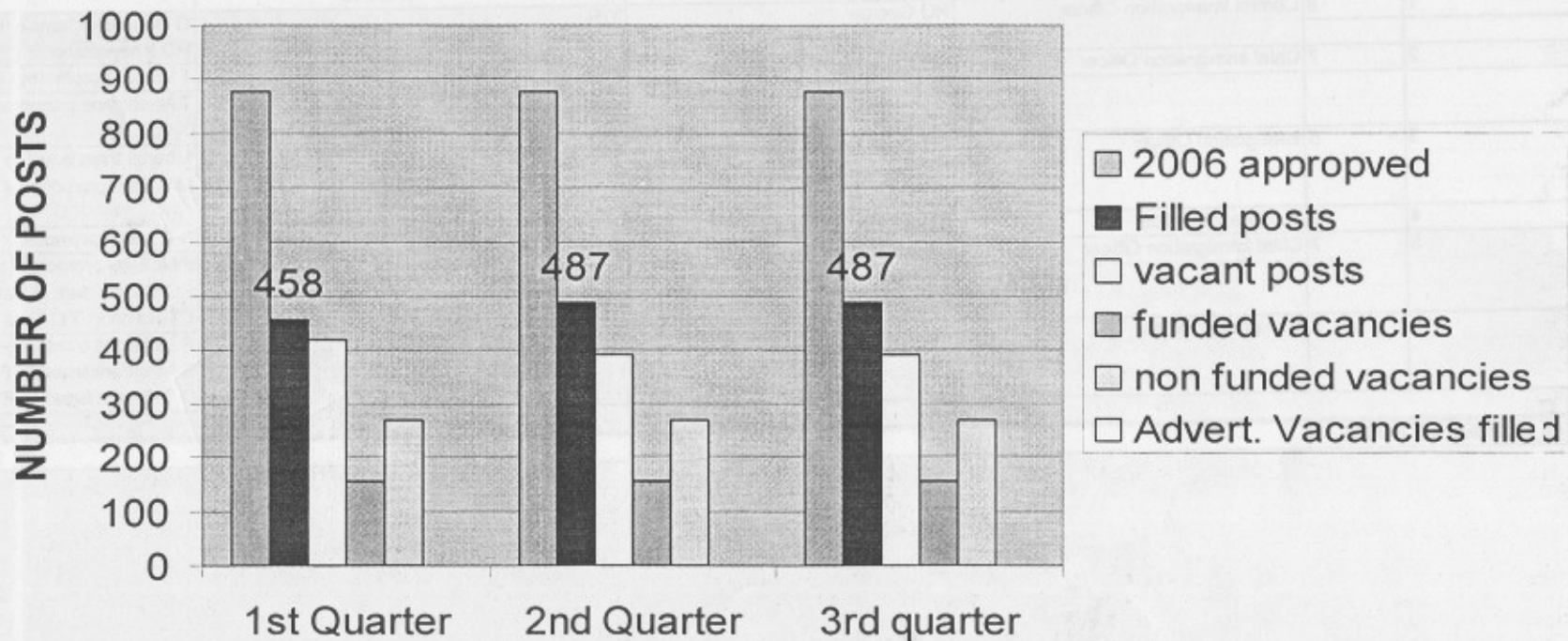
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Human resources continued

Progress with regards to the filling of vacancies:

PROGRESS ON THE FILLING OF VACANCIES



Human Resources

Vacancies prioritized for filling in 2007/2008:

NO	S/L	POST DESCRIPTION	DIRECTORATE/OFFICE	JOB EVALUATED Y/N	NUMBER OF POSTS	REASON FOR VACANCY
1	8	Control Immigration Officer	RO George	Y/N		1 G Hendricks transferred to RO Khayelitsha
2	7	Chief Immigration Officer	RO Cape Town- Inspectorate	Y		3 T Watney promoted to C T Nqubelane promoted to C
3	5	Immigration Officer	RO Cape Town - Inspectorate	Y		2 Mbanzi transferred to C M J Veto promotion to C
4	6	Immigration Officer	Cape Town Harbour	Y		1 S Carelse promoted to C
5	7	Chief Immigration Officer	Cape Town International Airport	Y		4 J McEvoy promoted to C RO Cape Town, P S n CT Harbour, T C Ts k
6	5	Immigration Officer	Cape Town International Airport	Y		3 F Mnyande transferred to C B Nini transferred to C D Toli transferred to R
TOTAL NUMBER OF POSTS					14	



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Human resources continued

Progress with regards to the filling of vacancies:

	A		C		I		W		TOTAL GRANTS
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
Level 15									
Level 14	0	1	0	0	0	0	0	0	1
Level 13	0	1	0	0	0	0	0	0	1
Level 12	1	0	0	0	0	0	1	0	2
Level 11	0	0	0	0	0	0	0	0	1
Level 10	1	0	0	0	0	0	2	0	3
Level 9	1	1	1	1	0	1	0	2	7
Level 8	14	15	9	2	0	0	4	7	51
Level 6	11	9	0	15	0	0	10	37	82
Total:	41	35	23	30	0	1	20	51	203



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Equity:

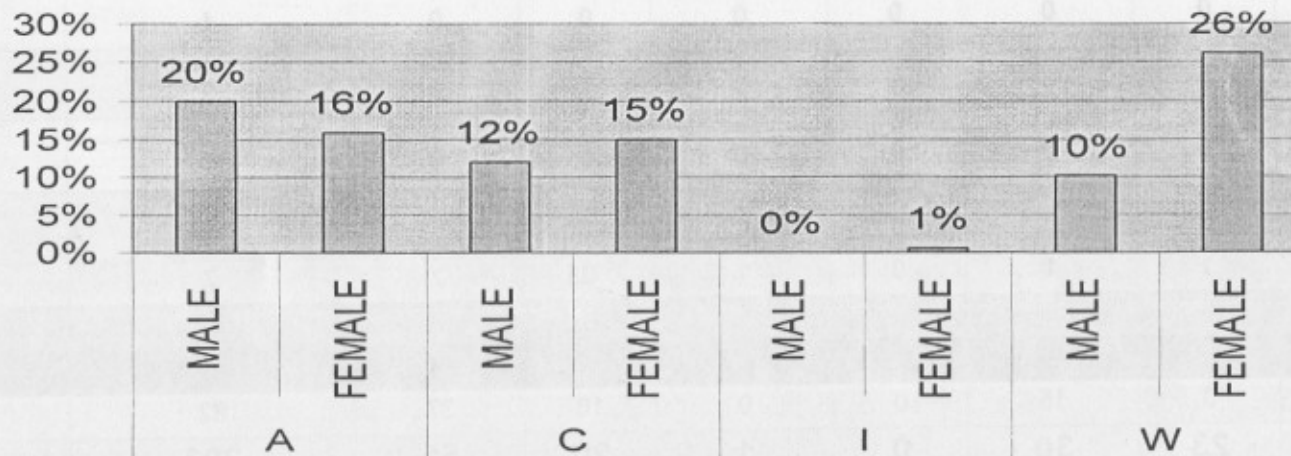
Equity in terms of WC demographics: African = 24,8%

Coloured= 55,1 %

Indian= 1,3%

White = 18,8%

EMPLOYMENT EQUITY REPORT: 2ND QUARTER (LEVEL 6 - 14)



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ESTABLISHMENT OF THE NATIONAL IMMIGRATION BRANCH IN THE WESTERN CAPE PROVINCE

Regions	Number approved	FILLED			SUSPENDED	VACANT	ADVERTISE D
		PERM	LEARNER	INTERN			
CAPE TOWN INTERNATIONAL	63	22			1	41	7
CAPE TOWN HARBOUR	14	12				2	
INSPECTORATE	62	16				46	
BACKLOG REFUGEE OFFICE	39 CONTRACT						
REFUGEE RECEPTION OFFICE	27	23	8	15	6	4	
TOTAL	205	73	8	15	7	93	7

* 17 Trainee Immigration Officers are currently deployed at Cape Town International Airport.

* 21 Permitting Officers have been trained as a back-up workforce to cope with the expected influx of international arrival passengers.

* Minister has approved an establishment at Mossel Bay and Saldanha Harbours of 6 Immigration Officials and 1 cleaner at each of these respective Ports of Entry. Will be budgeted for in 2007/8)

* 15 interns and 8 learners have also been deployed at the Refugee Reception Office.



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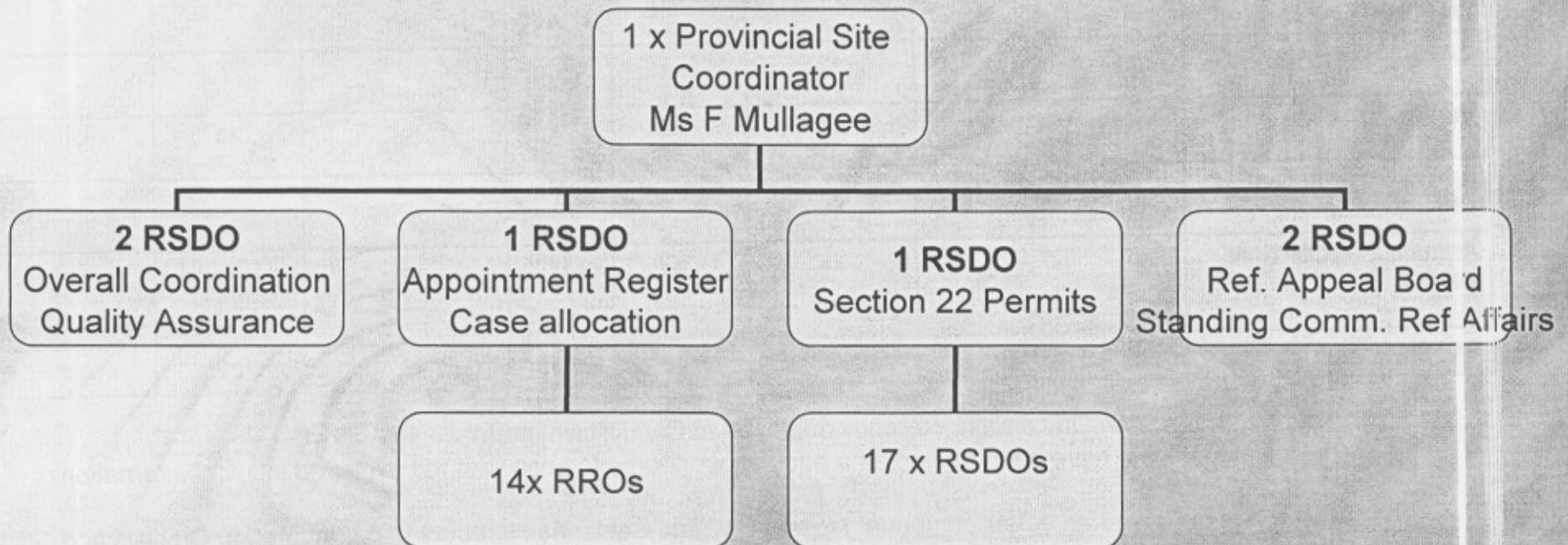
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Refugee Backlog Office

39 post for contract workers were approved of which 37 are currently filled

- 14 are utilized as Refugee Reception Officers (RRO) and 23 are utilized as Refugee Status Determination Officers (RSDO)



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Refugee Reception Office Cape Town:

RANK	APPROVED ESTABLISHMENT 1998	FILLED POSTS	VACANT POSTS	SUSPENDED	NUMBER OF POSTS REQUIRED
Assistant Director	1	1	0	0	0
Senior Admin Officer (Refugee Status Determination Officer)	7	5	2	2	23
Chief Admin Clerk	2	2	0	2	0
S/ Admin Clerk (Refugee Reception Officer)	15	14	1	3	9
Cleaner	1	1	0	0	1
Total	26	23	3	7	33

* 15 RSDO and 8 RRO's

* Submission requesting the appointment of 33 Contact Workers submitted



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Human resources continued

NYS Program Western Cape :

REGION	LEARNERS DEPLOYED	TRAINING CONDUCTED
Cape Town	10	All Regions received the following training, Customer Care, Civic Services Immigration: Admission, Permitting In-service training
Paarl	8	
George	11	
Khayelitsha	13	
Refugee Reception Office	16 Learners 15 Interns	Interview skills: Refugee Reception Officers – UNHCR, Adjudication of asylum seeker case – UCT Legal Resource Center
Total:	73	



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