



Presentation by Chief of the SA Navy

ON THE TRANSFORMATION OF THE SA NAVY TO THE JOINT STANDING COMMITTEE ON DEFENCE (JSCD)



**CHIEF SOUTH AFRICAN NAVY
VICE ADMIRAL J. MUDIMU, CLS, DMG, SM, MMS,
MMM, MMB**

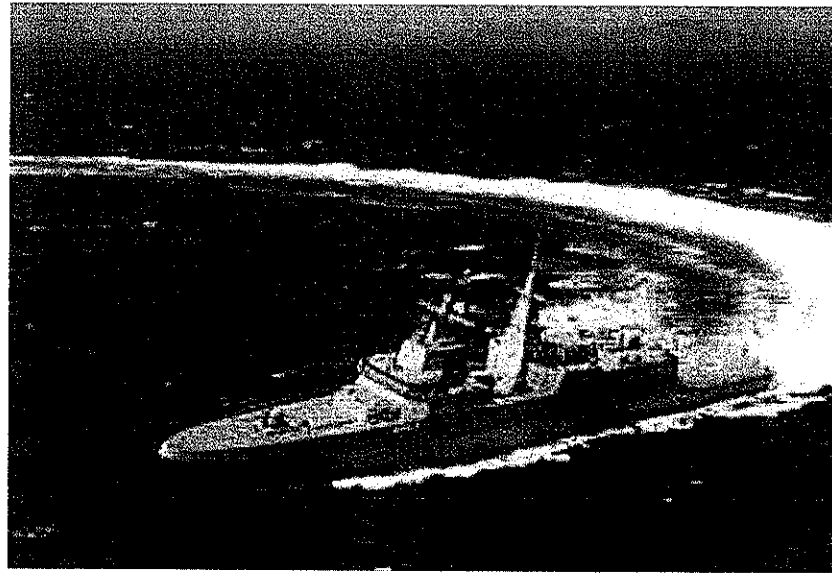


Introduction

- * The SA Navy has always been at the forefront in engendering transformational concepts and the SAN's track record, speaks for itself
- * The brief to the JSCD is to enable the committee to keep track on the progress made thus far in the implementation of the Transformation Policy

AIM

To brief the JSCD regarding transformation in the SA
Navy



SCOPE

- * **Mandate of the SA Navy**
- * **Management Structure**
- * **Transformation in the SAN**
 - * **HR Turnaround Strategy**
 - * **HR Transformation**
 - * *Comparison 1994 & 2011*
 - * *SAN by Rank and Race*
 - * *SAN by Gender*
 - * *Promotions*
 - * *Training*
 - * *Policy Infra-structure*
 - * *Scarce Skills*
- * **Managerial Challenges**
- * **Conclusion**



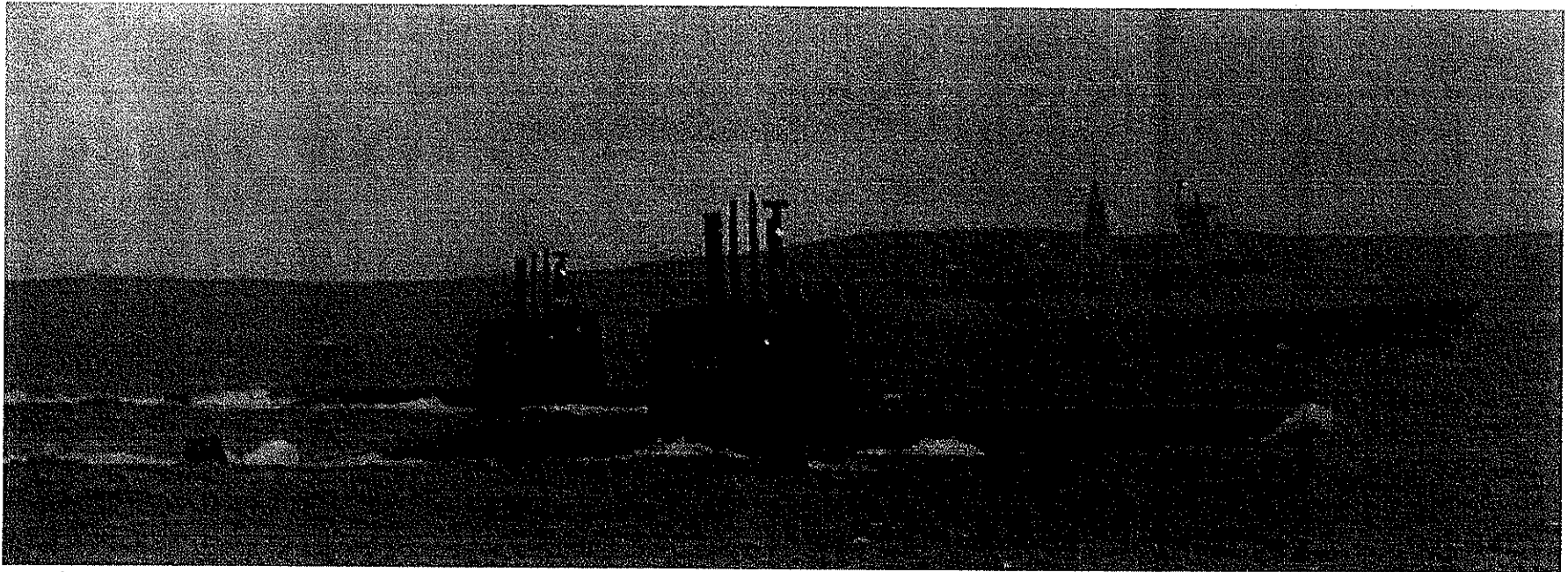
The sea is a vast manoeuvre space which can be exploited by the forces of good and evil....





MANDATE OF THE SA NAVY

The Maritime Defence Programme provides prepared and supported maritime defence capabilities for the maritime defence and protection of the RSA



SA Navy Mission Statement

CORE BUSINESS : TO FIGHT AT SEA

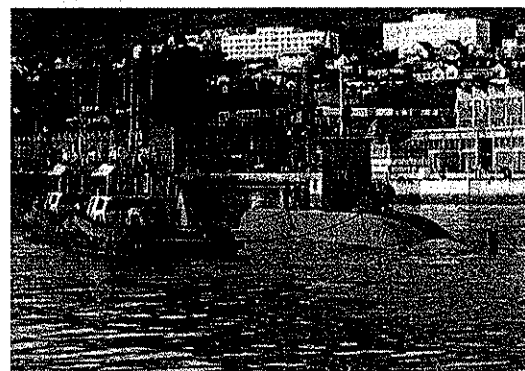
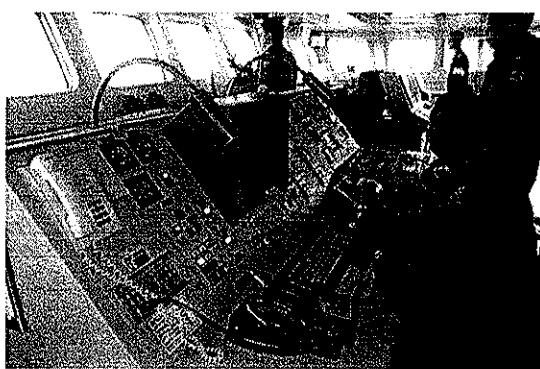
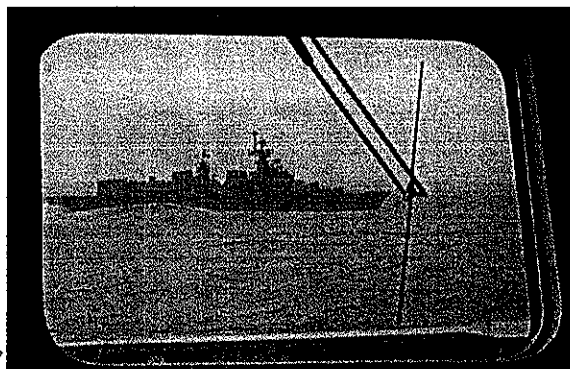
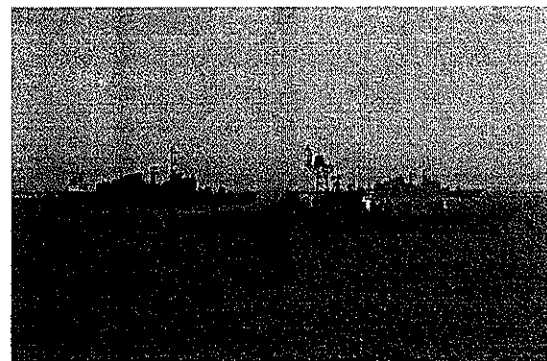
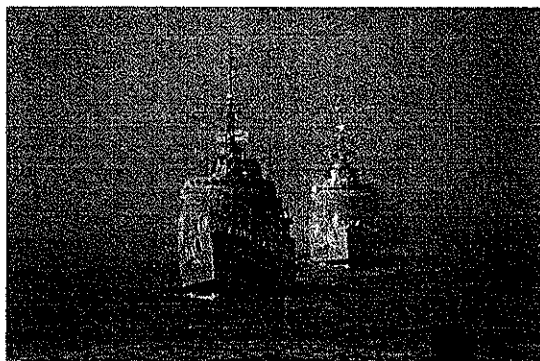
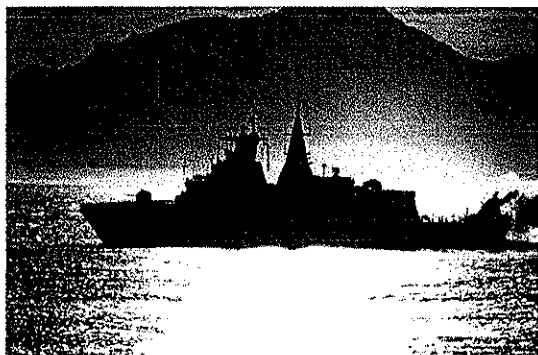
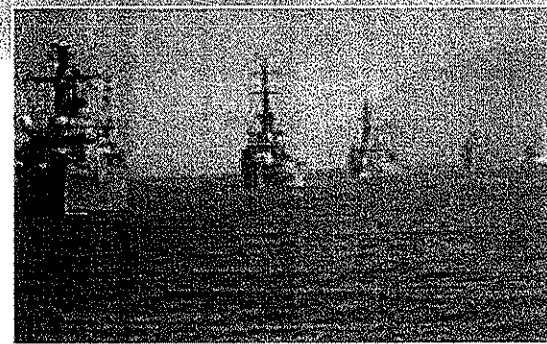
MISSION

VISION UNCHALLENGED AT SEA

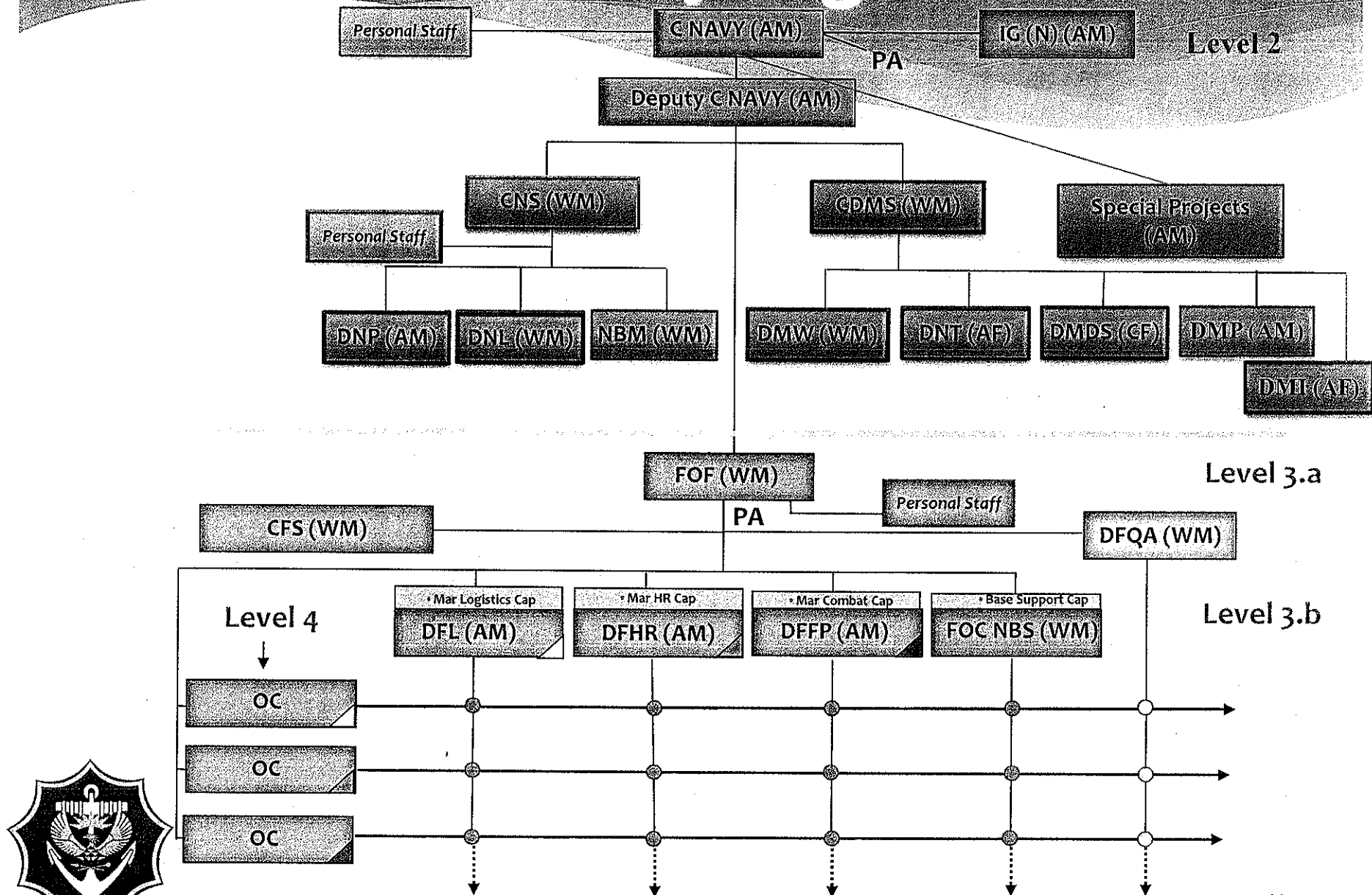
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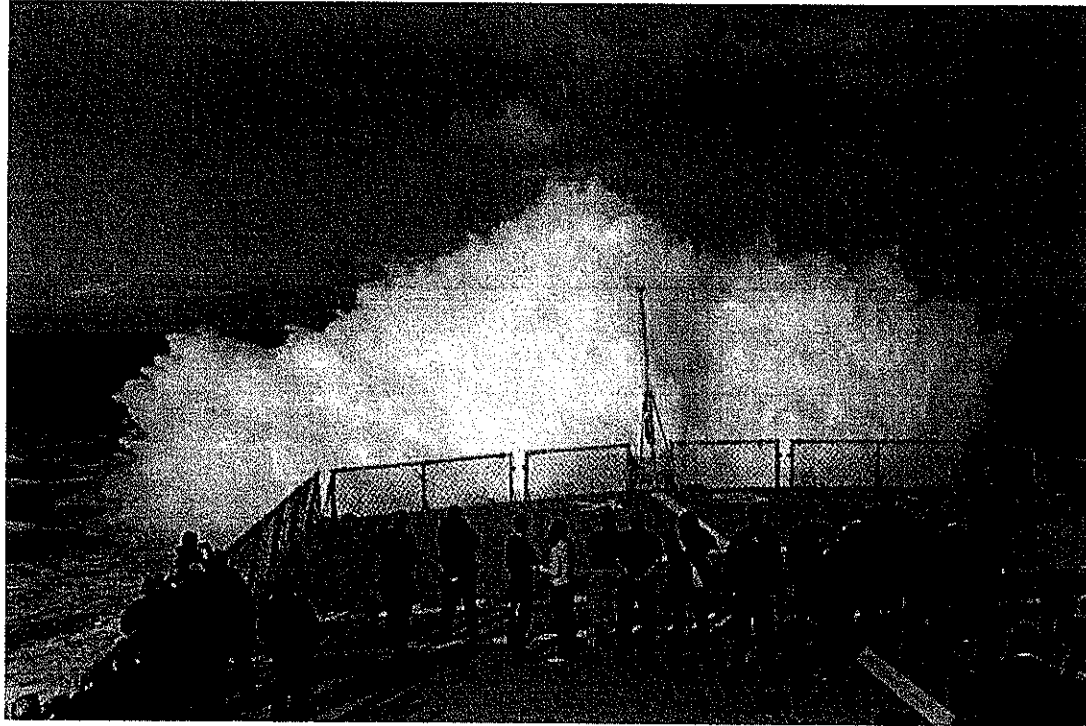
Multi-National Exercises



The SA Navy Organisation



SA NAVY Human Resources



Introduction to Transformation in the SA Navy

Transformation is defined as a changed in form, outward appearance, character or disposition of an organisation. It is a non-incremental and simultaneous change of the SA Navy's strategy and structure, systems and processes, measurement and controls, culture and expectations, costs and capabilities



The Organisational Transformation of the SA Navy

- * A pro-active systems approach has been followed
- * Maximum synchronisation between functional areas within the Navy
- * Focus on the Core Business: **Prepare Naval Forces**
- * Exploiting information technology
- * Balance between all HR components



Transformation Strategy (HR)

- * Review of the Human Resources Strategy
- * Retention of Scarce Skills
- * Targeted recruitment interventions
- * PSAP recruiting [*taking transformation of the PSAP environment into account*]
- * Review of core HR Processes
 - * Staffing of Defence Act (Uniformed) Members
 - * Selection and Development of MSDS
 - * Institution of SA Navy Staffing / Promotion Boards
 - * Human Resources Planning Process



HR Transformation

SA NAVY REPRESENTIVITY AS AT 1 SEPTEMBER 2011 (NAVY BUDGET HOLDER)



Human Resource: Comparison SAN: HR Transformation: 1994/2011

SA NAVY REPRESENTIVITY AS AT 1 JULY 1994 (NAVY BUDGET
HOLDER)

RANK	AFRICAN			COLOURED			INDIAN			WHITE			BLACK	WHITE
	M	W	TOTAL	M	W	TOTAL	M	W	TOTAL	M	W	TOTAL		
			6.8%			41.9%			7.1%			44.2%	55.8%	44.2%

SA NAVY REPRESENTIVITY AS AT 1 SEPTEMBER 2011 (NAVY
BUDGET HOLDER)

RANK	AFRICAN			COLOURED			INDIAN			WHITE			BLAC K	WHITE
	M	W	TOTAL	M	W	TOTAL	M	W	TOTAL	M	W	TOTAL		
			48.2%			28.9%			4.0%			18.8%	81.2%	18.8%



SA Navy (Military Personnel) Race Representation per Rank as at 1 Nov 2011 (BH)

V Adm	1 (100%)		
R Adm	2 (36%)	3 (60%)	
R Adm (JG)	2 (14.5%)	5 (38.5%)	
Capt (SAN)	34 (41.1%)	50 (60.2%)	
Cdr	37 (33.3%)	63 (57.3%)	
Lt Cdr	12 (13.5%)	33 (37.5%)	
LT (SAN)	-6 (-6.4%)	16 (17.6%)	
Sub-LT	-13 (-13.4%)	10 (10.6%)	
ENS	-7 (-12.1%)	7 (11.9%)	
Cpln	-1 (-7.3%)	2 (16.7%)	
WO1	99 (29.2%)	181 (53.2%)	
WO2	10 (3.5%)	81 (27.5%)	
CPO	-11 (-1.7%)	131 (20.7%)	
PO	-115 (-13.5%)	90 (10.5%)	
LS	-144 (-15.6%)	77 (8.4%)	
AB	-213 (-13.6%)	164 (10.4%)	
SEA	-1 (-0.1%)	204 (23.9%)	
Defence Review	Black 76%	White 24%	
Current	Black 81.2%	White 18.6%	
Gap	Deviation 1%		

SA Navy (Military Personnel) Gender Representation per Rank as at 1 Nov 2011 (BH)

V Adm	1 (100%)	
R Adm	5 (100%)	
R Adm (JG)	16 (89%)	2 (11%)
Capt (SAN)	73 (88%)	10 (12%)
Cdr	96 (87%)	14 (13%)
Lt Cdr	71 (81%)	17 (19%)
LT (SAN)	66 (73%)	25 (27%)
Sub-LT	62 (66%)	32 (34%)
ENS	43 (73%)	16 (27%)
Cpln	10 (83%)	2 (17%)
WO1	314 (92%)	26 (8%)
WO2	258 (87%)	37 (13%)
CPO	545 (86%)	87 (14%)
PO	690 (81%)	164 (19%)
LS	626 (68%)	293 (32%)
AB	1063 (68%)	509 (32%)
SEA	600 (70%)	253 (30%)



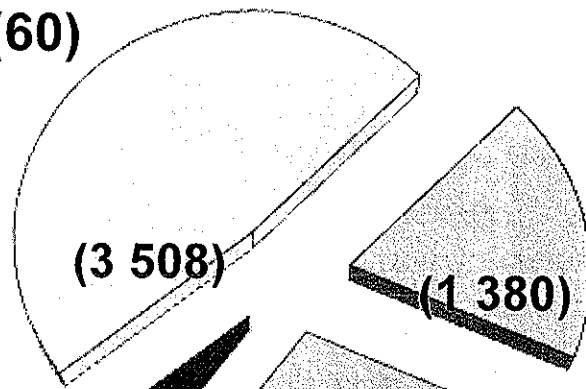
Male 75.3%

Female 24.7%

No Specified Ratio

SA Navy Personnel Composition: DAP & PSAP Combined

AFRICAN
48% (60)



WHITE
19% (23)

- WHITE
- COLOURED
- ASIAN
- AFRICAN

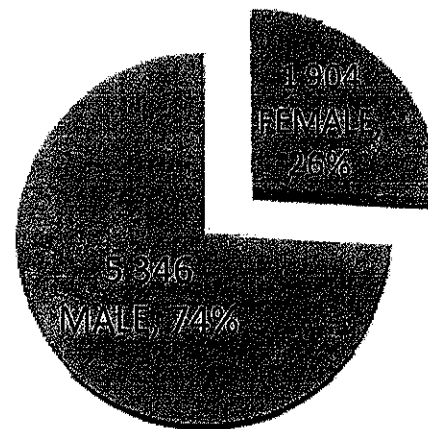
(293)
ASIAN
4% (2)

(2 126)
COLOURED
29% (15)

Total = 7 307



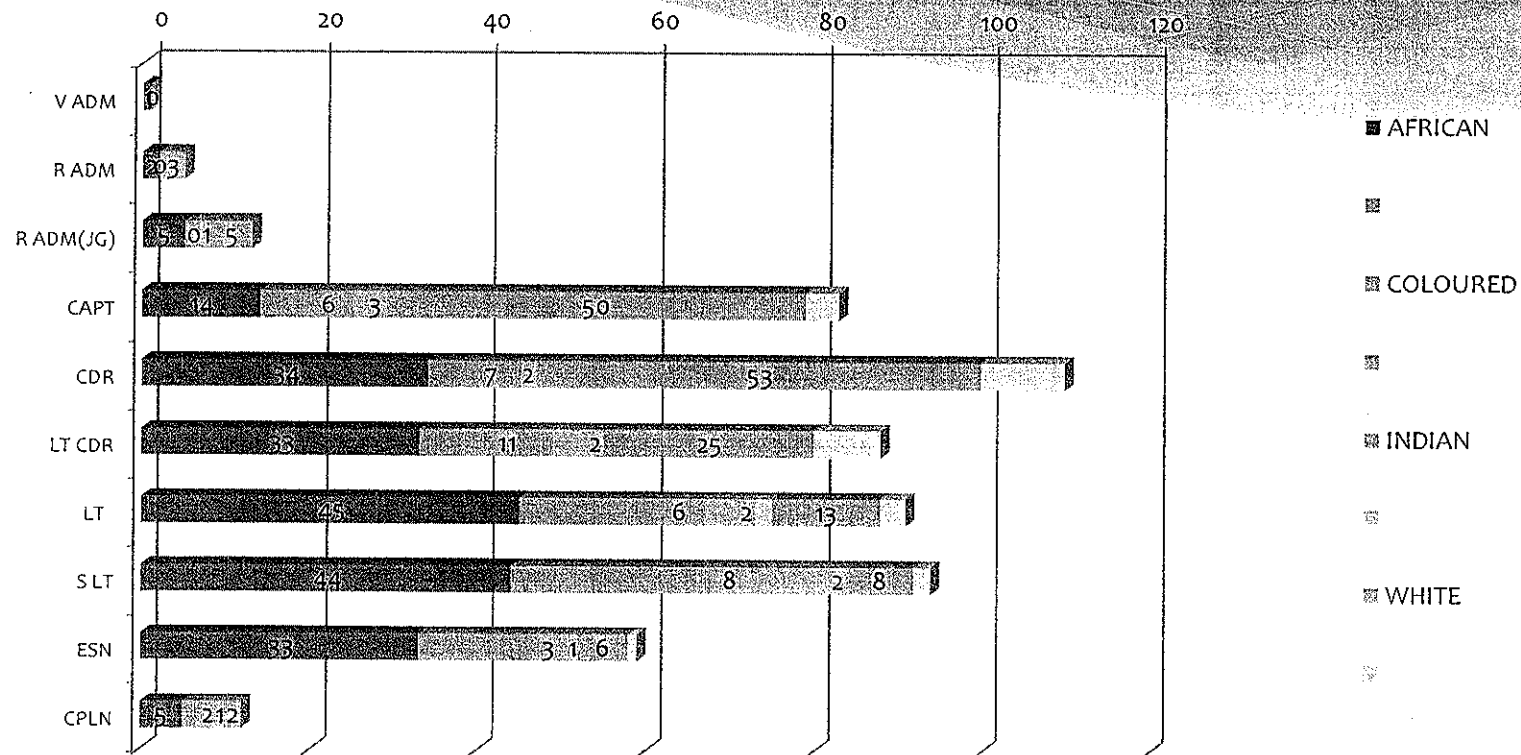
Ratio Males/Females in SAN (DAP & PSAP Combined)



Note: The percentage ratio for males to females in 2010 was [males] 76% to [females] 24%



Graphical Representation: Officers

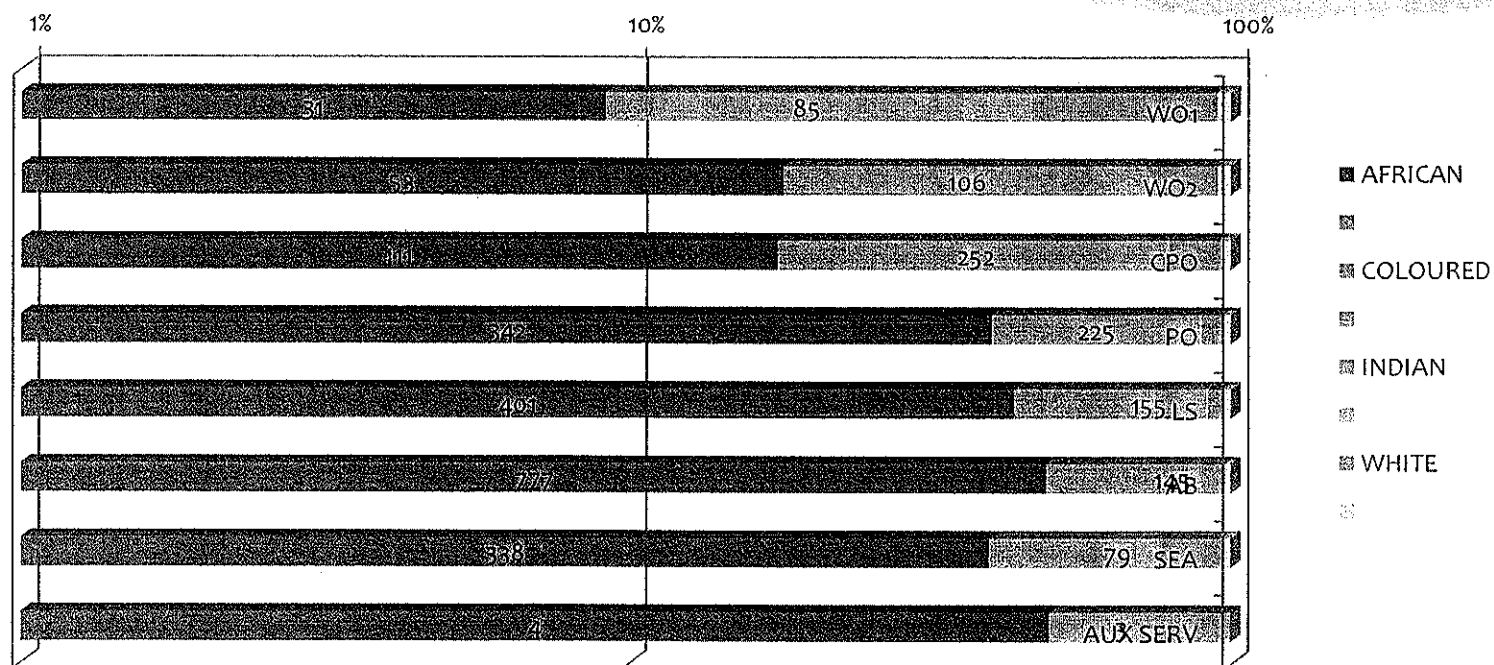


REPRESENTIVITY : OFFICERS

Rank	Total Members	AF	AM	CF	GM	IF	IM	WF	WM
Vice Admiral	1	0	1	0	0	0	1	0	0
Rear Admiral	4	0	1	0	0	0	1	0	3
Rear Admiral (Jnr Grd)	14	1	6	1	0	0	1	0	5
Capt (SA Navy)	84	5	15	1	6	0	3	4	50
Commander	108	4	33	0	6	0	2	10	53
Lt Cdr	87	5	33	3	11	1	2	8	25
Lt	88	16	43	3	6	2	2	3	13
Sub Lieutenant	100	23	48	9	8	0	2	2	8
Ensign	54	13	31	1	3	1	0	1	4
Chaplain	12	2	5	0	2	0	1	0	2
Sub Total	553	69	216	18	42	4	13	28	163
		AFRICAN		COLOURED		INDIAN		WHITE	
TOTAL	553	285		60		17		191	
		PERCENT		PERCENT		PERCENT		PERCENT	
	100%	51%		10%		4%		35%	
	TARGET 2011	AFRICAN		COLOURED		INDIAN		WHITE	
	100%	60%		15%		2%		23%	
ALL		MALE FEMALE							
TOTAL		434 119							
		PERCENT							
TOTAL%	100%	78% 22%							



Graphical Representation: NCOs

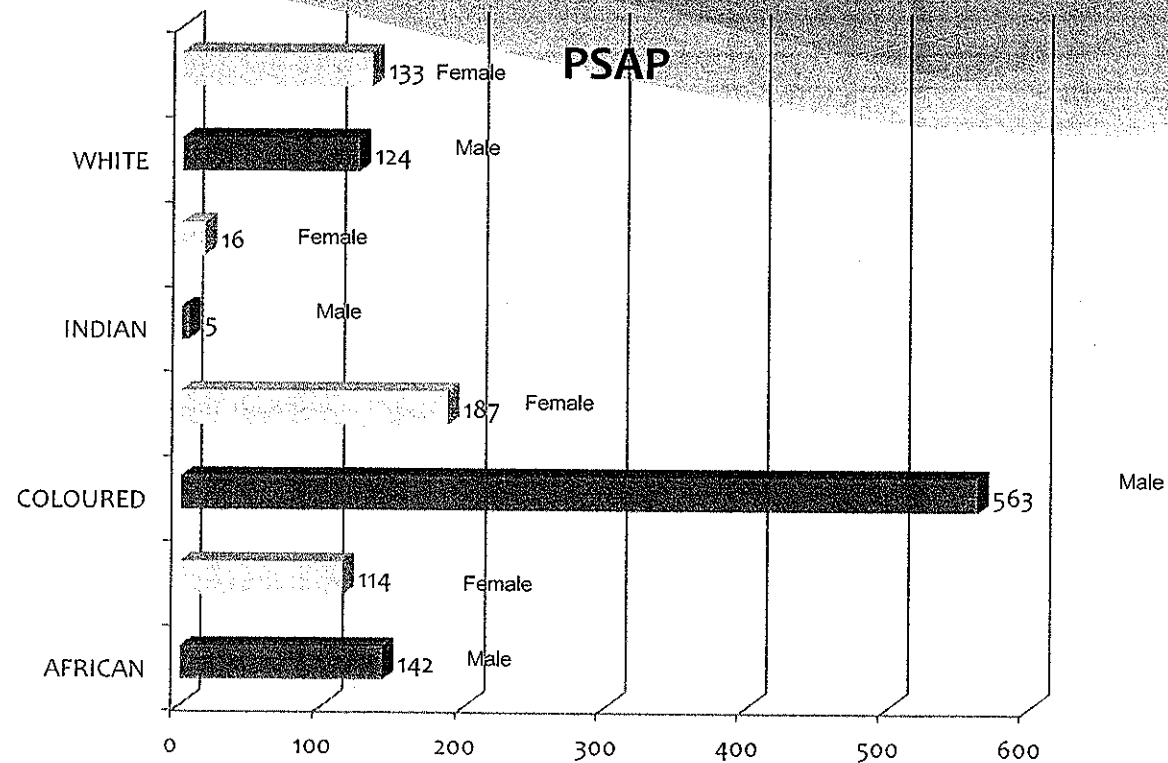


REPRESENTIVITY : RATINGS

Rank	Total Members	AF	AM	CF	CM	IF	IM	WF	WM
Warrant Officer Class One	337	6	32	3	81	0	34	18	163
Warrant Officer Class Two	302	14	52	8	110	1	32	15	70
Chief Petty Officer	619	30	105	24	248	6	76	23	107
Petty Officer	847	64	338	63	229	6	58	24	66
Leading Seaman	935	208	404	65	152	4	22	29	51
Able Seaman	1596	420	788	65	148	0	9	32	134
Seaman	908	190	372	43	81	2	10	31	179
Senior Pioneers	8	0	4	0	3	0	0	0	1
Sub Total	4720	932	1461	187	1043	20	276	133	668
		AFRICAN		COLOURED		INDIAN		WHITE	
TOTAL	4720	2393		1230		296		801	
		PERCENT		PERCENT		PERCENT		PERCENT	
	100%	51%		26%		6%		17%	
	TARGET 2011	AFRICAN		COLOURED		INDIAN		WHITE	
	100%	60%		15%		2%		23%	
ALL		FEMALE	MALE						
TOTAL	4720	1272	3448						
		PERCENT							
		26.95%	73.05%						



Graphical Representation: PSAP



REPRESENTIVITY : PSAP

SEAFARY LEVEL	TOTAL	AF	AY	CF	CU	IF	IV	WF	WM
Level14									
Level13									
Level12									
Level11									
Level10	53				15				30
Level9	23				11			2	10
Level8	184	4	8	1	100	1	3	6	61
Level7	274	2	4	3	140	2	1	18	104
Level6	252	5	5	31	72	7	2	115	15
Level5	148	8	9	18	103		2	3	5
Level4	253	1	18	21	211				2
Level3	75	1	14	3	56			1	
Level2	254	11	40	87	112		1		3
Level1	1			1					
		AFRICAN		COLOURED		INDIAN		WHITE	
Total	1540	133		995		19		393	
		PERCENT		PERCENT		PERCENT		PERCENT	
	100%	9%		65%		1%		26%	
	TARGET 2011	AFRICAN		COLOURED		INDIAN		WHITE	
	100%	60%		15%		2%		23%	
ALL		MALE		FEMALE					
TOTAL	1540	1184		356					
		PERCENT							
		77%		23%					



PROMOTION OF NAVAL DAP (INTERNAL AND EXTERNAL) FROM 01 JAN 1999 TO 31 DEC 1999

RANK	EX-FORCE	RACE				TOTAL
		Asian M	Coloured M	White F	White M	
R ADM (JG)	SADF	0	0	0	1	1
CAPT (SAN)	SADF	0	0	0	5	5
CDR	SADF	0	0	0	5	5
WO 1	SADF	1	4	2	15	22
WO 2	SADF	2	3	1	4	10
CPO	SADF	3	19	0	4	26
PO	SADF	3	5	0	1	9
LS	SADF	0	1	0	0	1
TOTAL		9	32	3	35	79



PROMOTION OF NAVAL DAP (INTERNAL AND EXTERNAL) FROM 01 JAN 2004 TO 31 DEC 2004

RANK	EX-FORCE	RACE						
		Asian M	Black (African) F	Black M	Coloured M	White F	White M	TOTAL
R ADM	SADF	0	0	0	0	0	1	1
R ADM (JG)	APLA	0	0	1	0	0	0	1
CAPT (SAN)	SADF	1	0	0	0	0	3	4
CDR	SADF	0	0	0	0	0	5	5
LT CDR	MK	0	0	2	0	0	0	2
	NON	0	0	0	0	1	0	1
WO 1	SADF	0	0	0	0	0	9	9
WO 2	SADF	1	0	0	10	4	5	20
CPO	MK	0	1	2	0	0	0	3
	NON	0	0	0	1	0	0	1
	SADF	4	0	0	9	0	3	16
PO	APLA	0	0	1	0	0	0	1
	MK	0	1	1	0	0	0	2
	SADF	0	0	0	3	0	0	3
CPLN	NON	0	0	1	0	0	0	1
TOTAL		6	2	8	23	5	26	70



PROMOTION STATISTICS 2006: Officers

DESCRIPTION	PERIOD JAN 06 TO APR 07		
	CAPT	R ADM (JG)	R ADM
TOTAL PROMOTED	20	7	1
FORMER NON STATUTORY FORCES	7	2	-
WOMAN	7	1	-

RANK	RACE			
	AFRICAN	INDIAN	COLOURED	WHITE
Capt	9	1	3	7
R Adm (JG)	2	-	-	5
R Adm	-	-	-	1



PROMOTION STATISTICS 2006: Officers

DESCRIPTION	PERIOD JAN 06 TO APR 07				
	CDR	LT CDR	LT	S LT	ESN
TOTAL	40	31	56	54	68
FORMER NON STATUTORY FORCE	19	6	2	-	-
WOMAN	9	6	7	15	13

RANK	RACE			
	AFRICAN	INDIAN	COLOURED	WHITE
CDR	25	-	2	13
LT CDR	11	2	4	14
LT	29	4	7	16
S LT	34	2	4	14
ESN	48	2	5	13



PROMOTION STATISTICS 2006: NCOs

DESCRIPTION	PERIOD JAN 06 TO APR 07					
	WO 1	WO 2	CPO	PO	LS	AB
TOTAL PROMOTED	47	61	122	209	626	549
FORMER NON STATUTORY FORCES	17	13	10	3	-	-
WOMAN	5	7	16	52	53	160

RANK	RACE			
	AFRICAN	INDIAN	COLOURED	WHITE
WO 1	19	6	12	10
WO 2	18	3	27	13
CPO	44	14	39	25
PO	103	20	70	16
LS	176	8	44	34
AB	432	7	53	57



PROMOTION OF NAVAL DAP (INTERNAL AND EXTERNAL)

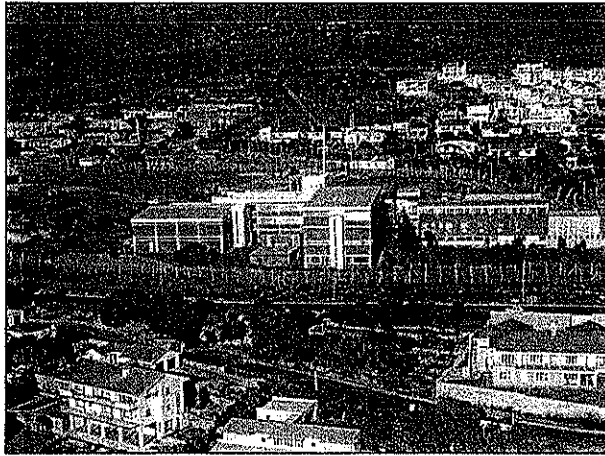
FROM 01 JAN 2011 TO 30 SEP 2011

RANK	EX-FORCE	RACE								
		Asian Females	Asian Males	Black(African) Females	Black(African) Males	Coloured	C M	White F	W M	TOTAL
R ADM (JG)	NON SADF	0 0	0 0	1 0	0 0	0 1	0 0	0 0	0 0	1 1
CAPT (SAN)	APLA MK NON SADF	0 0 0 0	0 0 0 0	0 0 0 0	1 2 1 1	0 0 0 1	0 0 0 0	0 0 0 0	0 0 0 1	1 2 1 3
CDR	MK NON SADF	0 0 0	0 0 0	0 1 0	1 1 1	0 0 0	0 3 0	0 2 0	0 2 2	1 9 3
LT CDR	NON SADF	0 0	0 0	3 0	12 1	3 0	3 1	3 0	6 1	30 3
LT (SAN)	NON	0	1	14	24	2	2	0	7	50
S LT	NON	0	0	9	28	2	6	1	5	51
ESN	NON	1	0	10	22	2	4	1	6	51
WO 1	MK NON SADF	0 0 0	0 0 6	3 0 0	9 1 3	0 1 0	0 1 15	0 0 0	0 0 12	12 3 36
WO 2	APLA MK NON SADF	0 0 1 0	0 0 0 4	0 0 4 1	3 3 11 7	0 0 0 0	0 0 1 10	0 0 0 1	0 0 0 4	3 3 17 27
CPO	APLA MK NON SADF	0 0 0 1	0 0 2 2	1 0 23 0	0 1 27 15	0 0 12 2	0 0 13 13	0 0 2 0	0 0 8 4	1 1 87 37
PO	NON SADF	2 0	5 1	33 0	112 9	17 0	18 15	4 0	19 6	210 31
LS	NON SADF	2 0	5 0	87 0	180 2	15 0	34 2	12 0	19 1	354 5
AB	NON SADF	0 0	3 0	191 0	243 1	20 0	49 0	16 0	84 0	606 1
SEA	NON	1	4	91	161	18	37	20	72	404
CPLN	NON	0	1	1	0	0	1	0	0	3
TOTAL		8	34	473	883	95	229	62	259	2043

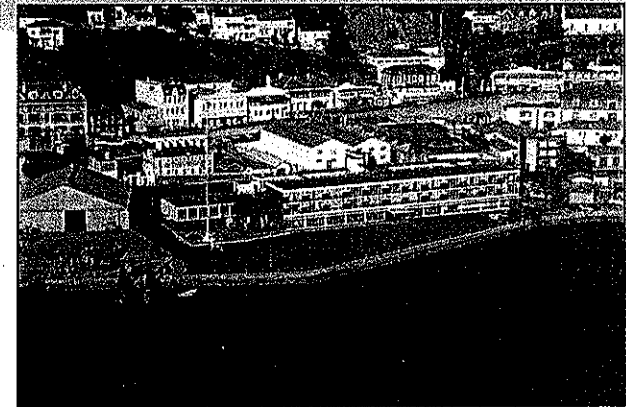


Training Units

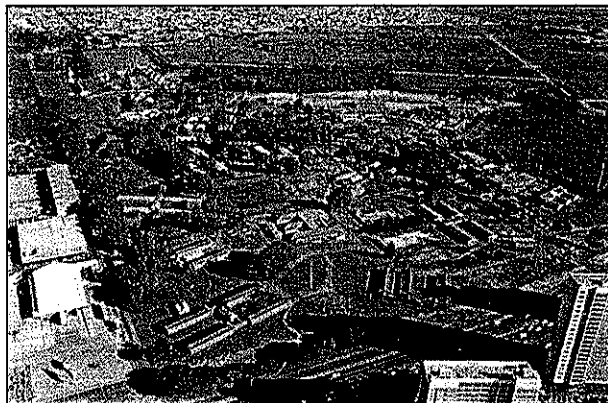
MARITIME WARFARE SCHOOL



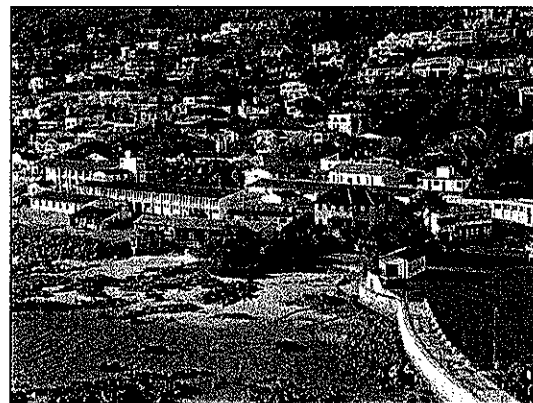
SAS SIMONSBERG



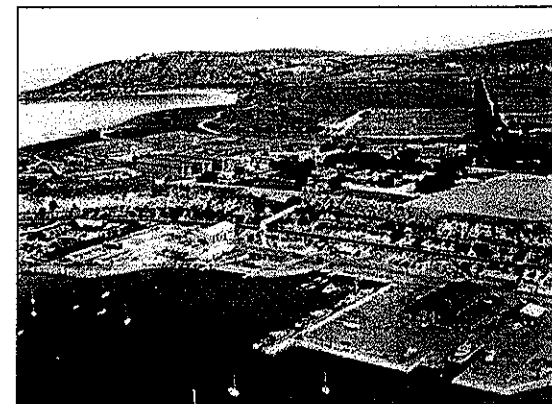
SAS WINGFIELD



SA NAVAL COLLEGE



SAS SALDANHA



CREDIT BEARING LEARNING: ACCREDITATION

- * Accreditation.

- * Applications for accreditation submitted (All 5 Training Providers)
- * 3 Applications approved and 2 applications referred to correct SETA
 - * SAS WINGFIELD = MERSETA & Energy SETA
 - * Staff College = Services SETA

- * Quality Management System. Completed for all Training Providers

- * ETD's

- * SAN Registered as Service Provider (via Assessment College)
- * Steady Progress



CREDIT BEARING LEARNING: QUALIFICATIONS

- * **Skills Analysis.**

Completed

- * **Skills Audit.**

Verification

Progress steady but slow

- * **Standards Generations Body**

- * Slow due to complicated process
- * Crucial to registration of Qualifications

- * **Combat Qualifications**

- * 5 X Qualifications at SAQA
- * Meeting to resolve outstanding issues (SAQA + SAN = Transport SETA)

- * **Technical Qualifications**

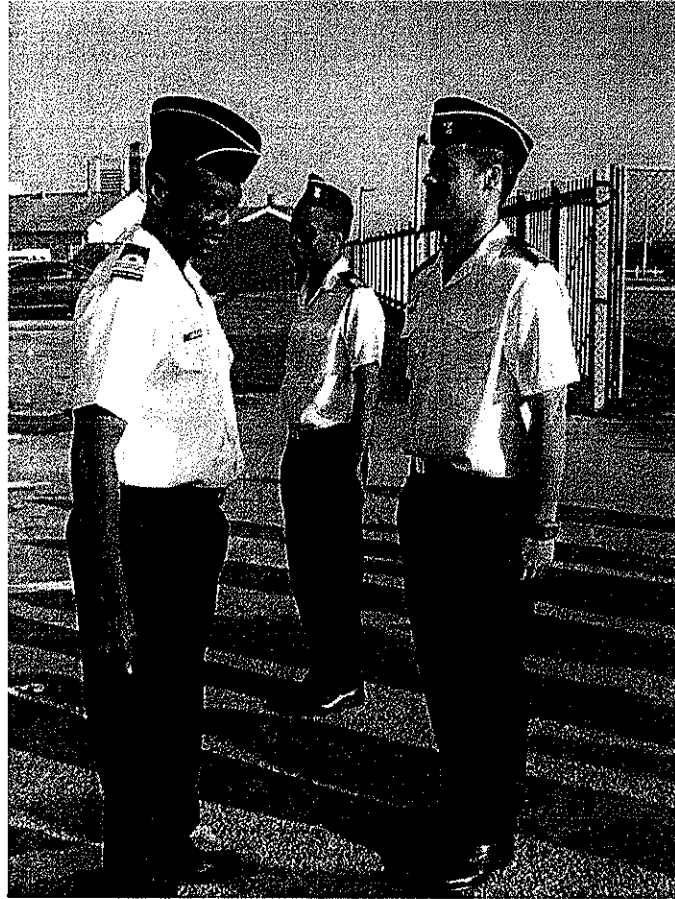
- * 3 X Quals "ready" for Registration

- * **Learning Pathway for SANDF Officers**

- * Approved by PDSC
- * SAN well ahead



TRANSFORMATION OF THE POLICY INFRA - STRUCTURE



INTENT

- * To generate a policy infrastructure
- * Which is:
 - * - relevant;
 - * - enabling as well as prescriptive;
 - * - user friendly; and
 - * - systemic



Promotion Policy

- * The policies, which speaks to transformation and the need to rightsize, is the Promotion Policy and Career Management Policy
 - * The DOD Career Manage Policy is in the process of being re-evaluated and developed
 - * The SAN's Promotion and Appointment Policies stipulates the minimum time in rank [3 years] as well as the minimum qualifications [functional courses] required for progression ito rank and leg progression
 - * Both the Policies make provision for *fast tracking ito representivity targets across rank, demographics and gender*

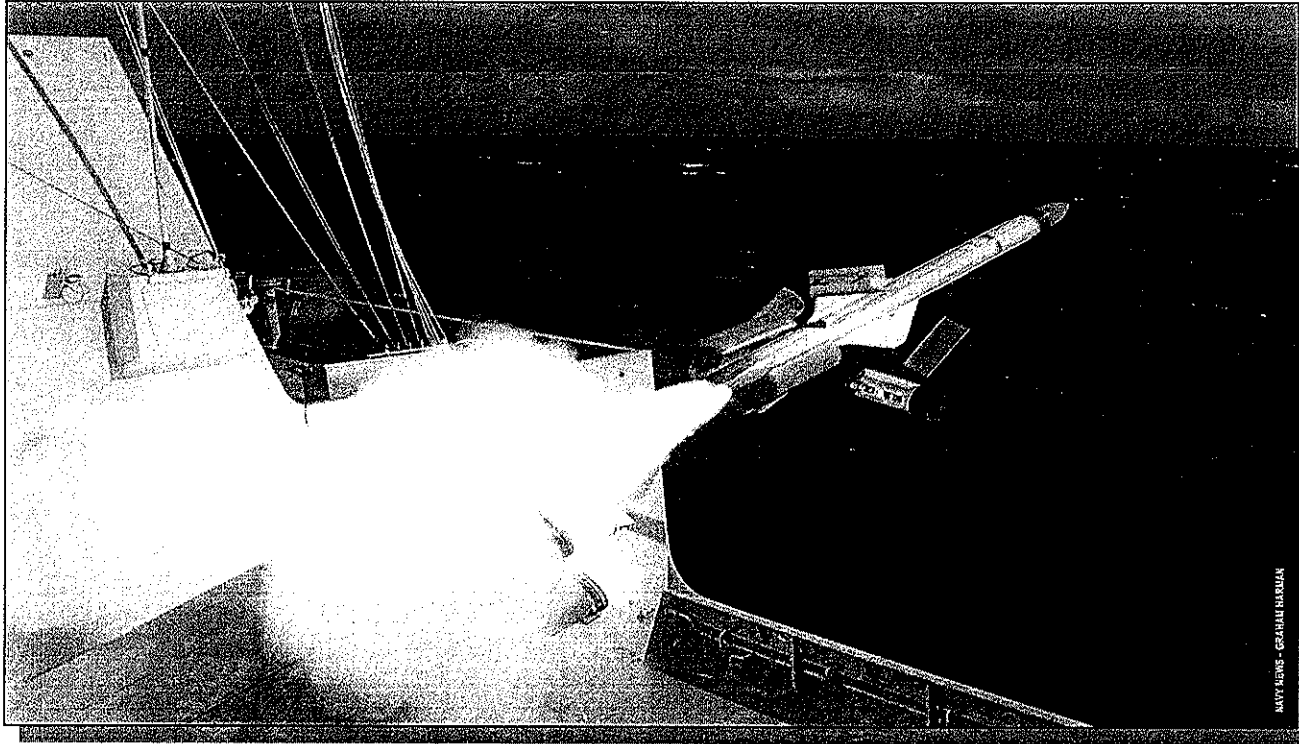


Equity and Human Resource Empowerment

- * Equal Opportunities and Affirmative Action
- * Mentorship
- * Staffing and Utilisation of Woman at Sea
- * Social Responsibility
- * Learning Partnership
- * Gender Transformation



Transformation into Officer's Commanding Appointments & Scarce Skills



Officer's Commanding

COMBAT (Seagoing)

- * Black Officers Appointed as Officer's Commanding Naval Vessels (Frigates) – 2 x African Males and 2 x White Males
- * Independent Ships - 2 x White Males
- * Offshore Patrol Vessels - 1 x African Male and 3 x White Males
- * Inshore Patrol Vessels - 3 x African Males
- * Total African Males: 6 x Officer's Commanding [of a total of 18 OC's]



Officer's Commanding

UNITS (Ashore)

Training Units

- * SAS SIMONSBERG – 1 x White Male
- * Naval College Gordon's Bay – 1 x White Male
- * SAS SALDANHA - 1 x Indian (Asian) Male
- * SAS WINGFIELD – 1 x Coloured Male
- * Maritime Reaction Squadron – 1 x African Male
- * Staff College Muizenberg – 1 x Coloured Male

* Logistics Units

- * South African Navy Armament Depot – 1 x White Male
- * Naval Stores Depot (Wingfield) – 1 x African Female
- * Fleet Maintenance Unit – 1 x African Male
- * Publications Unit – 1 x African Male

* Smaller Units

- * SAS IMMORTELLE – 1 x White Male
- * Naval Station Durban – 1 x African Male
- * Naval Station PE – 1 x African Male

NOTE

Total Number of Units - 13
[4 x White Males and 9
Black Officers]



Combat: Officers

TOTAL 133

Female: 19.55%

RANK	RACE							
	AFRICAN		INDIAN		COLOURED		WHITE	
Gender	Male	Female	Male	Female	Male	Female	Male	Female
LT CDR	17	3	1	0	5	1	20	4
LT	20	1	1	1	3	0	8	3
S LT	17	5	1	0	5	1	2	1
ESN	2	4	0	0	2	1	3	1
Total	56	13	3	1	15	3	33	9
Percentage	42.11%	9.77%	2.26%	0.75%	11.28%	2.26%	24.81%	6.77%
Total Percentage	51.88%		3.01%		13.54%		31.58%	



DIVERS

TOTAL 133

	Race								Gender	
	A		I		C		W		M	F
	55		2		21		55			
	M	F	M	F	M	F	M	F	122	11
	53	2	2	0	15	6	52	3	91.72%	8.27%
Total									133	



TECHNICAL

TOTAL 997

	Race								Gender	
	A		I		C		W		M	F
	471		52		211		263			
	M	F	M	F	M	F	M	F	888	109
	386	85	51	1	195	16	256	7	89.07%	10.93%
Total									997	



HR Challenges and Achievements

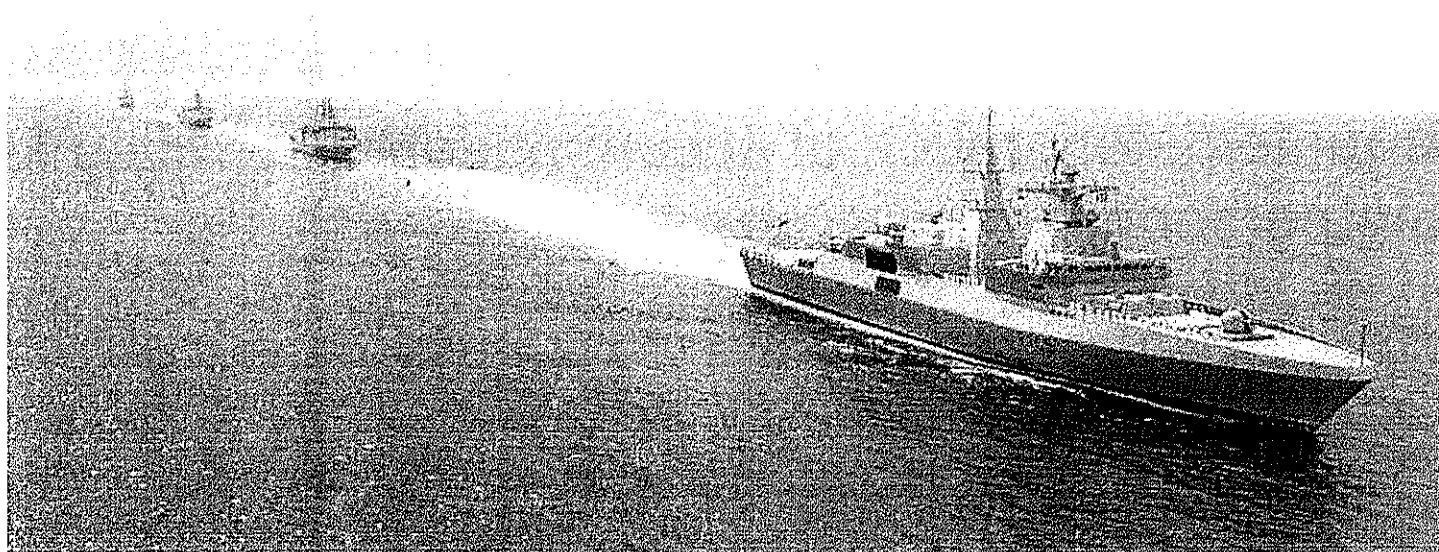


SA NAVY: HR MANAGERIAL CHALLENGES

- * Maintaining a balance between operating cost and HR Cost (60:40)
- * Managing the aspirations of serving personnel
 - * Timex (time expired after MSDS, promotions versus post)
- * Inadequate/deterioration of accommodation facilities for serving personnel



TRANSFORMATION ACHIEVEMENTS



Significant Achievements within the HR Environment

- * The training and development of the NYS at SAS SALDANHA
- * Training initiatives of the DUT
- * Number of PSAP recruited to reduce the reliance contract labour
- * Correcting the demographics at entry level by attracting young South Africans
- * The drop in the attrition levels attributed to the HR Retention Strategy



CONCLUSION

* The SA Navy has made much progress in truly becoming the “Peoples Navy” and therefore reflects the resolve of our country; of selfless service in pursuit of organisational excellence in the Maritime Defence Programme of Government





“The sea is a vital *national interest* and that is why we maintain the Navy. ... We are a *maritime nation* trading all over the world. We accept our *obligation* to combine with other maritime nations to uphold the *freedom of the seas* and to protect our national interests through *naval power*.”

*(President Nelson Mandela,
International Fleet Review,
Cape Town, 5 April 1997)*



QUESTIONS



SA NAVY REPRESENTIVITY AS AT 1 JULY 1994 (NAVY BUDGET HOLDER)

RANK	AFRICAN			COLOURED			INDIAN			WHITE			TOTAL			BLACK	WHITE	BLACK %	WHITE %
	M	W	TOTAL	M	W	TOTAL	M	W	TOTAL	M	W	TOTAL	M	W	TOTAL				
V ADM	0	0	0	0	0	0	0	0	0	1	0	1	1	0	1	0	1	0.0%	100.0%
R ADM	0	0	0	0	0	0	0	0	0	2	0	2	2	0	2	0	2	0.0%	100.0%
R ADM (JG)	0	0	0	0	0	0	0	0	0	10	0	10	10	0	10	0	10	0.0%	100.0%
CAPT (SAN)	0	0	0	0	0	0	0	0	0	49	0	49	49	0	49	0	49	0.0%	100.0%
CDR	0	0	0	2	0	2	3	0	3	132	5	137	137	5	142	5	137	3.5%	96.5%
LT CDR	0	0	0	6	0	6	1	0	1	87	8	95	94	8	102	7	95	6.9%	93.1%
LT (SAN)	0	0	0	1	0	1	6	0	6	80	6	86	87	6	93	7	86	7.5%	92.5%
SUB LT	2	0	2	7	0	7	4	0	4	82	7	89	95	7	102	13	89	12.7%	87.3%
ESN	3	0	3	3	0	3	2	0	2	87	2	89	95	2	97	8	89	8.2%	91.8%
CPLN	0	0	0	1	0	1	0	0	0	10	0	10	11	0	11	1	10	9.1%	90.9%
WO1	0	0	0	4	0	4	0	0	0	259	5	264	263	5	268	4	264	1.5%	98.5%
WO2	0	0	0	28	0	28	12	0	12	126	15	141	166	15	181	40	141	22.1%	77.9%
CPO	0	0	0	228	0	228	109	0	109	380	46	426	717	46	763	337	426	44.2%	55.8%
PO	1	0	1	410	3	413	140	1	141	278	51	329	829	55	884	555	329	62.8%	37.2%
LS	25	0	25	300	24	324	132	7	139	279	34	313	736	65	801	488	313	60.9%	39.1%
AB	61	0	61	180	10	190	132	2	134	323	12	335	696	24	720	385	335	53.5%	46.5%
SEA	169	0	169	145	10	155	36	2	38	89	6	95	439	18	457	362	95	79.2%	20.8%
AUX SERV	22	0	22	63	0	63	0	0	0	25	0	25	110	0	110	85	25	77.3%	22.7%
MILITARY SUB-TOT	283	0	283	1,378	47	1,425	577	12	589	2,299	197	2,496	4,537	256	4,793	2,297	2,496	47.9%	52.1%
PSAP	260	39	299	1,792	350	2,142	4	12	16	719	549	1,268	2,775	950	3,725	2,457	1,268	66.0%	34.0%
GRAND TOTAL	543	39	582	3,170	397	3,567	581	24	605	3,018	746	3,764	7,312	1,206	8,518	4,754	3,764	55.8%	44.2%
			6.8%				41.9%				7.1%				44.2%				100%
																55.8%	44.2%		

SA NAVY REPRESENTIVITY AS AT 1 SEPTEMBER 2011 (NAVY BUDGET HOLDER)

RANK	AFRICAN			COLOURED			INDIAN			WHITE			TOTAL			BLACK	WHITE	BLACK %	WHITE %
	M	W	TOTAL	M	W	TOTAL	M	W	TOTAL	M	W	TOTAL	M	W	TOTAL				
V ADM	1	0	1	0	0	0	0	0	0	0	0	0	1	0	1	1	0	100.0%	0.0%
R ADM	1	0	1	0	0	0	0	0	0	3	0	3	4	0	4	1	3	25.0%	75.0%
R ADM (JG)	6	1	7	0	1	1	1	0	1	5	0	5	12	2	14	9	5	64.3%	35.7%
CAPT (SAN)	15	5	20	6	1	7	3	0	3	50	4	54	74	10	84	30	54	35.7%	64.3%
CDR	33	4	37	6	0	6	2	0	2	53	10	63	94	14	108	45	63	41.7%	58.3%
LT CDR	33	5	38	11	3	14	2	0	2	25	8	33	71	16	87	54	33	62.1%	37.9%
LT (SAN)	43	16	59	6	3	9	2	2	4	13	3	16	64	24	88	72	16	81.8%	18.2%
SUB LT	48	23	71	8	9	17	2	0	2	8	2	10	66	34	100	90	10	90.0%	10.0%
ESN	31	13	44	3	1	4	0	1	1	4	1	5	38	18	54	49	5	90.7%	9.3%
CPLN	5	2	7	2	0	2	1	0	1	2	0	2	10	2	12	10	2	83.3%	16.7%
WO1	32	6	38	81	3	84	34	0	34	163	18	181	310	27	337	156	181	46.3%	53.7%
WO2	52	14	66	110	8	118	32	1	33	70	15	85	264	38	302	217	85	71.9%	28.1%
CPO	105	30	135	248	24	272	76	6	82	107	23	130	536	83	619	489	130	79.0%	21.0%
PO	338	64	402	229	63	292	58	6	64	65	24	89	690	157	847	758	89	89.5%	10.5%
LS	404	208	612	152	65	217	22	4	26	51	29	80	629	306	935	855	80	91.4%	8.6%
AB	788	420	1,208	148	65	213	9	0	9	134	32	166	1,079	617	1,596	1,430	166	89.6%	10.4%
SEA	372	190	562	81	43	124	10	2	12	179	31	210	642	268	908	698	210	76.9%	23.1%
AUX SERV	4	0	4	3	0	3	0	0	0	1	0	1	8	0	8	7	1	87.5%	12.5%
MILITARY SUB-TOT	2,311	1,001	3,312	1,094	289	1,383	254	22	276	933	200	1,133	4,582	1,512	6,104	4,971	1,133	81.4%	18.6%
PSAP	149	116	265	573	191	764	6	16	22	125	137	262	853	460	1,313	1,051	262	80.0%	20.0%
GRAND TOTAL	2,460	1,117	3,577	1,667	480	2,147	260	38	298	1,058	337	1,395	5,445	1,972	7,417	6,022	1,395	81.2%	18.8%
			48.2%				28.9%				4.0%				100%				
																81.2%	18.8%		