

PLEASE READ THIS FIRST	SECTION A: EMPLOYER	DETAILS & INSTRUCTIONS				
	Trade name	DEPARTMENT OF HEALTH				
	DTI registration name	DEPARTMENT OF THE PARTMENT				
•	DTI registration number					
PURPOSE OF THIS FORM	PAYE/SARS number	7160711281				
	UIF reference number	7.2007.2.200.0				
This form enables employers to	EE reference number	9063				
comply with Section 21 of the	Seta classification	HEALTH AND WELFARE SECTOR				
Employment Equity Act 55 of	Industry/Sector	HUMAN HEALTH AND SOCIAL WORK ACTIVITIES				
1998, as amended.	Telephone number	015 293 6000				
This farm anatoing the format for		PRIVATE BAG X9302				
This form contains the format for employment equity reporting by	Postal address	POLOKWANE				
designated employers to the	Postal code	0700				
Department of Labour.	City/Town	POLOKWANE				
Department of Education	Province	LIMPOPO				
WHO COMPLETES THIS		18 COLLEGE STREET				
FORM?	Physical address	POLOKWANE				
	Postal code	0700				
All designated employers.		POLOKWANE				
Employers who wish to	City/Town	LIMPOPO				
roluntarily comply with Chapter 3	Province	Officer at the time of submitting this report				
of the Act are also required to omplete this form.						
	Name and surname	DR F.T MHLONGO				
VHEN SHOULD EMPLOYERS	Telephone number	015 293 6294				
EPORT?	Fax number	015 293 6211				
	Email address	Mhlongotk100@gmail.com				
esignated employers must ubmit their report annually on		y Senior Manager at the time of submitting this report				
ne first working day of October	Name and Surname	DR M.E TEFFU				
by 15 January of the following		015 293 6359				
ear in the case of electronic	Telephone number					
porting.	Fax number	015 293 6211				
	Email address	Matome.Teffu@dhsd.limpopo.gov.za				
mployers who become	Business type					
esignated on or after the first	□ Private Sector	☐ State-Owned Enterprise				
orking day of April but before	☐ National Government	□X Provincial Government				
e first working day of October	☐ Local Government	☐ Educational Institution				
ust only submit their first report	☐ Non-profit Organisation					
the first working day of ctober of the following year.	Information about the organis	sation at the time of submitting this report				
, , , , , , , , , , , , , , , , , , ,		□ 0 to 49				
END TO:	Number of employees in the	□ 50 to 149				
	organisation	□ X150 or more				
nployment Equity Registry	Is your organisation an organ	□ XYes				
e Department of Labour	of State?	□ No				
ivate Bag X117						
etoria 0001	Is your organisation part of a	□ Yes				
	group / holding company?	□XNo				
nline reporting:						
ww.labour.gov.za						
elpline: 0860101018	If yes, please provide the					
	name					
FAXED OR E-MAILED PORTS WIIL BE ACCEPTED						
	Year for which this report is	2021				
	submitted	'				

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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 / 10 / 2020 to (date):

30 / 09 / 2021

DD / MM / YYYY

DD / MM / YYYY

Please indicate below the duration of your current Employment Equity Plan:

From (date):

01 / 10 / 2017 to (date):

30 / 09 / 2022

DD / MM / YYYY

DD / MM / YYYY

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 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 naturalisation (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.
- "Temporary employees" are those employees employed for less than three months. f.
- 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).
- 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.
- 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

		М	ale			Fen	nale		Foreign I	Vationals	
Occupational Levels	Α	С	ı	w	Α	С	ı	w	Male	Female	Total
Top management	2	0	0	0	3	0	0	0	0	0	5
Senior management	36	1	0	2	27	0	0	1	0	0	67
Professionally qualified and experienced specialists and mid-management		2	15	41	5216	4	17	73	99	64	7438
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	2035	3	0	10	7423	7	1	59	0	7	9545
Semi-skilled and discretionary decision making	3415	4	0	5	8894	6	0	13	1	1	12339
Unskilled and defined decision making	530	0	0	0	970	0	0	0	0	0	1500
TOTAL PERMANENT	7925	10	15	58	22533	17	18	146	100	72	30894
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	ı	10	15	58	22533	17	18	146	100	72	30894

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

		Ma	ale			Fen	nale		Foreign	Nationals	
Occupational Levels	Α	С	1	W	А	С	ı	w	Male	Female	Total
op management	0	0	0	0	0	0	0	0	0	0	0
Senior management	0	0	0	0	0	0	0	0	0	0	0
Professionally qualified and experienced specialists and mid-management	9	0	-0	0	10	0	0	2	0	0	21
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	16	0	0 .	0	13	1	0	0 .	0	0	30
Semi-skilled and discretionary decision making	33	0	0	0	22	0	0	0	0	0	55
Unskilled and defined decision making	15	0	0	0	9	0	0	0	0	0	24
TOTAL PERMANENT	73	0	0	0	54	1	0	. 2	0	0	130
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	73	0	0	0	54	1	0	2	0	0	130

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

		Ma	ale			Fen	nale		Foreign I	lationals	
Occupational Levels	Α	С	ı	W	Α	С	ı	w	Male	Female	Total
Top management											
Senior management	0	0	0	0	1	0	0	0	0	0	1
Professionally qualified and experienced specialists and mid-management		2	2	6	234	0	3	8	66	31	518
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	94	0	0	0	277	2	1	12	0	0	386
Semi-skilled and discretionary decision making	50	0	. 0	0	235	0	0	0	0	0	285
Unskilled and defined decision making	1,107	0	0	4	12619	1	0	0	0	0	13733
TOTAL PERMANENT	1417	2	2	10	13366	3	4	22	66	31	14923
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	1417	2	2	10	13366	3	4	22	66	31	14923

3. **Promotion**

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

		Ма	le			Fen	nale		Foreign	Nationals	
Occupational Levels	Α	С	1	W	Α	С	ı	w	Male	Female	Total
Top management	0	0	0	0	0	0	0	0	0	0	0
Senior management	0	0	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	0	0
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled and discretionary decision making	0	0	0	0	0	0	0	0	0	0	0
Unskilled and defined decision making	0	0	0	0	0	0	0	0	0.	0	0
TOTAL PERMANENT	0	0	0	0	0	0	0	0	0	0	0
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	0	0	0	0	0	0	0	0	0	0	0

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

		M	lale			Fen	nale		Foreign I	Nationals	
Occupational Levels	А	С	ı	w	А	С	ı	w	Male	Female	Total
Top management	0	0	0	0	0	0	0	0	0	0	0
Senior management	3	0	0	0	6	0	0	0	0	0	9
Professionally qualified and experienced specialists and mid-management	389	1	4	44	776	2	2	26	4	1	1249
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	334	1	0	3	995	6	1	18	0	0	1358
Semi-skilled and discretionary decision making	751	0	2	1	5695	1	0	2	0	0	6452
Unskilled and defined decision making	42	0	0	0	36	0	0	1	0	0	79
TOTAL PERMANENT	1519	2	6	48	7508	9	3	47	4	1	9147
emporary employees	0	0	0	0	0	0	0	0	0	0	0
RAND TOTAL	1519	2	6	48	7508	9	3	47	4	1	9147

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

		Ma	ale			Fer	nale		
Occupational Levels	Α	С	ı	w	Α	С	I	· w	Total
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
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:

		N	lale			Fer	male		Foreign Nationals		
Occupational Levels	А	С	1	w	А	С	1	w	Male	Female	Total
Top management	4	0	0	0	2	0	0	0	0	0	6
Senior management	45	1	0	3	36	0	0	1	0	0	88
Professionally qualified and experienced specialists and mid-management		6	29	72	5238	9	22	142	110	52	7845
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	2135	7	4	31	5595	8	10	95	3	12	7901
Semi-skilled and discretionary decision making	6052	10	1	20	11959	15	4	55	0	0	18116
Unskilled and defined decision making	1195	2	2	2	1604	3	2	5	0	0	2815
TOTAL PERMANENT	11596	26	36	128	24435	35	38	298	113	64	36769
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	11596	26	36	128	24435	35	38	298	113	64	36769

7. Numerical targets

7.1. Please indicate the numerical targets as contained in the EE Plan (i.e. the entire 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

		Ma	ale			Fer	nale		Foreign	Nationals	
Occupational Levels	Α	С	1	w	А	С	1	w	Male	Female	Total
Top management	4	0	0	0	2	0	0	0	0	0	6
Senior management	45	1	0	3	36	0	0	1	0	0	86
Professionally qualified and experienced specialists and mid-management	2134	5	29	70	5238	9	22	140	110	52	7809
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	2085	7	4	27	5596	7	10	89	3	12	7840
Semi-skilled and discretionary decision making	5646	9	1	18	11959	15	4	51	0	0	17703
Unskilled and defined decision making	1194	2	2	2	1604	3	2	5	0	0	2814
TOTAL PERMANENT	11108	24	36	120	24435	34	38	286	113	64	36258
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	11108	24	36	120	24435	34	38	286	113	64	36258

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

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		RIERS	ACTION N	MATIVE IEASURES	IMPLEMEN	AME FOR TION OF AA BURES
	YES	NO	YES	NO	START DATE	END DATE
Recruitment procedures			/		1 Oct 2017	31 Aug 2018
Advertising positions	\		✓		1 Oct 2017	31 Aug 2022
Selection criteria	✓		~		1 Oct 2017	31 Aug 2022
Appointments						
Job classification and grading						
Remuneration and benefits						
Terms & conditions of employment						
Job assignments						
Work environment and facilities	✓		✓	,	1 Oct 2019	31 Aug 2020
Training and development	✓		✓		1 Oct 2018	31 Aug 2019
Performance and evaluation						
Promotions						
Transfers						-
Succession & experience planning						
Disciplinary measures		2				
Dismissals						
Retention of designated groups						
Corporate culture						
Reasonable accommodation	/	T T	V		1 March 2018	30 Sept 2018
HIV&AIDS prevention and wellness programmes						
Assigned senior manager(s) to nanage EE implementation						
Budget allocation in support of employment equity goals						
Fime off for employment equity consultative committee to meet						

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
	X

10.2. Did you achieve the annual objectives as set out in

your Employment Equity Plan for this period?

Yes	No	Please explain
	X	Posts not advertised due to financial constraints

SECTION G: Signature of the Chief Executive Officer/Accounting Officer

Chief Executive Officer/Accounting Officer				
Dr T MHLONGO I(full N	Jame) CEO/Accounting Officer			
hereby declare that I have read, approved and authorized this report.				
Signed on thisday of	(month) year			
At (place):—POLOKWANE Chief Executive Officer/Accounting Officer				