

**ANNEXURE B: EMPLOYEE QUALIFICATION PROFILE**

Employment category	Highest level qualifications held by employees (June 2009)																						Total	
	Below		NQF 1		NQF 2		NQF 3		NQF 4		NQF 5		NQF 6		NQF 7		NQF 8		Unknown		Total			
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F		
<b>SOC 100 Legislators</b>																								
	Executive Mayor																					0	0	
	Mayor								1													1	0	
	Local Government Legislators (Councillors)			1				2	1	29	17	1		7	6	2						41	25	
	Traditional Leaders & Heads of Villages																					0	0	
	Other (specify below)																							
	Ward Committee Members																					0	0	
	<b>SUB-TOTALS</b>	0	0	0	1	0	0	2	1	30	17	1	0	7	6	2	0	0	0	0	0	42	25	
<b>SOC 100 Directors and Corporate Managers</b>																								
11131	Municipal Manager															1						1	0	
11133	General Managers																					0	0	
1211	Corporate Services Managers										2	1		1			1					2	3	
1212	Finance Managers													1			1					2	0	
1213	Human Resource Managers											1										1	0	
1214	Policy and Planning Managers											2	2	1								3	2	
1221	Engineering Managers										4				1							4	1	
1222	Construction Managers																					0	0	
1231	ICT Managers																					0	0	
1251	Health, Welfare and Education Service Managers																					0	0	
12922	Commissioned Fire Officer																					0	0	
12923	Commissioned Police Officer (Metro/Traffic Police)																					0	0	
12991	Laboratory Managers																					0	0	
12992	Environment, Parks and Land Care Managers															1						0	1	
12993	Sports Administrator or Manager																					0	0	
12994	Arts Administrator or Managers																					0	0	
1491	Sport and Recreation Managers																					0	0	
1492	Customer Services Managers										4	1										4	1	
	Other (specify below)																							
	Internal Audit Manager											1										1	0	
	<b>SUB-TOTALS</b>	0	0	0	0	0	0	0	0	0	14	4	2	3	2	1	0	0	0	0	0	18	8	
<b>SOC 200 Professionals</b>																								
Corporate Services	Core Admin								1	2	2	2		2								3	6	
	Core Finance													1	1							1	1	
	Legal													1								1	0	
	IT																					0	0	
	Procurement								1		1	1										2	1	
<b>HR and Training</b>																								
Financial Services	Property Valuation										1	3		1								1	4	
	Rates																					0	0	
	Billing									2	1	1										1	3	
	Client Services																					0	0	
Community Services	Parks										1			2								1	2	
	Community Facilities										3											3	0	
	Libraries																					0	0	
	Recreation Centres																					0	0	
	Primary Health Care Facilities													1								1	0	
	Cemeteries																					0	0	
Environmental Management	Environmental Health																					0	3	
	Pollution Control																					0	0	
	By-laws																					0	0	

Employment category		Highest level qualifications held by employees (June 2009)																							
		Below		NQF 1		NQF 2		NQF 3		NQF 4		NQF 5		NQF 6		NQF 7		NQF 8		Unknown		Total		Total	
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F		
Legal	Licensing											1											0	1	1
Emergency Services	Fire & rescue																						0	0	0
	Disaster Planning and Management																						0	0	0
Community Safety	Public Safety												1										1	0	1
	Traffic Management																						0	0	0
Public Transport																							0	0	0
Municipal Planning	LED/IDP/Urban Planning										1	1			1								2	1	3
	Land use management																						0	0	0
Housing														1									0	1	1
Technical Services	Roads and Stormwater																						0	0	0
	Solid Waste and Landfill									1		1											2	0	2
	Water supply and waste water																						0	0	0
	Electricity																						0	0	0
<b>SUB-TOTALS</b>		<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>6</b>	<b>12</b>	<b>8</b>	<b>4</b>	<b>9</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>19</b>	<b>23</b>	<b>42</b>
<b>SOC 300 Technicians and Trade Workers</b>																									
Corporate Services	Core Admin																						0	0	0
	Core Finance																						0	0	0
	Legal																						0	0	0
	IT																						0	0	0
	Procurement																						0	0	0
<b>HR and Training</b>																									
Financial Services	Property Valuation																						0	0	0
	Rates																						0	0	0
	Billing																						0	0	0
	Client Services																						0	0	0
Community Services	Parks																						0	0	0
	Community Facilities																						0	0	0
	Libraries																						0	0	0
	Recreation Centres																						0	0	0
	Primary Health Care Facilities																						0	0	0
Environmental Management	Cemeteries																						0	0	0
	Environmental Health																						0	0	0
Legal	Pollution Control																						0	0	0
	By-laws																						0	0	0
Emergency Services	Licensing																						0	0	0
	Fire & rescue																						0	0	0
Community Safety	Disaster Planning and Management																						0	0	0
	Public Safety																						0	0	0
Public Transport	Traffic Management																						0	0	0
Municipal Planning	LED/IDP/Urban Planning																						0	0	0
	Land use management																						0	0	0
Housing											1		2										3	0	3
Technical Services	Roads and Stormwater										3		1										4	0	4
	Solid Waste and Landfill																						0	0	0
	Water supply and waste water												5		2								7	0	7
	Electricity												13	2									13	2	15
<b>SUB-TOTALS</b>		<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>0</b>	<b>21</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>27</b>	<b>2</b>	<b>29</b>
<b>SOC 400 Community and Personal Service Work</b>																									
Corporate Services	Core Admin										1		2										3	0	3
	Core Finance																						0	0	0
	Legal																						0	0	0
	IT																						0	0	0
	Procurement																						0	0	0
<b>HR and Training</b>																									
Financial Services	Property Valuation																						0	0	0
	Rates																						0	0	0
	Billing																						0	0	0

Employment category		Highest level qualifications held by employees (June 2009)																							
		Below		NQF 1		NQF 2		NQF 3		NQF 4		NQF 5		NQF 6		NQF 7		NQF 8		Unknown		Total		Total	
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F		M
Community Services	Client Services																						0	0	0
	Parks																						0	0	0
	Community Facilities								1	4	2												4	3	7
	Libraries																						0	0	0
	Recreation Centres																						0	0	0
	Primary Health Care Facilities																						0	0	0
Environmental Management	Cemeteries																						0	0	0
	Environmental Health																						0	0	0
Legal	Pollution Control																						0	0	0
	By-laws								1		4	5											5	5	10
Emergency Services	Licensing																						0	0	0
	Fire & rescue																						2	1	3
Community Safety	Disaster Planning and Management									2						1							0	0	0
	Public Safety																						0	0	0
Public Transport	Traffic Management																						11	3	14
																							0	0	0
Municipal Planning	LED/IDP/Urban Planning																						1	0	1
	Land use management									1													1	0	1
Housing																							0	0	0
																							0	0	0
Technical Services	Roads and Stormwater																						0	0	0
	Solid Waste and Landfill																						0	0	0
	Water supply and waste water																						0	0	0
	Electricity																						0	0	0
<b>SUB-TOTALS</b>		<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>12</b>	<b>7</b>	<b>14</b>	<b>3</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>27</b>	<b>12</b>	<b>39</b>	
<b>SOC 500 Clerical and Administrative Workers</b>																									
Corporate Services	Core Admin									4	9	2	6										6	15	21
	Core Finance																						0	0	0
	Legal																						0	0	0
	IT																						0	0	0
	Procurement												1										1	0	1
HR and Training													1										1	0	1
																							0	0	0
Financial Services	Property Valuation																						0	0	0
	Rates																						0	0	0
	Billing									1	7	1	4	1									3	11	14
	Client Services											3		1									0	4	4
Community Services	Parks																						0	0	0
	Community Facilities																						0	1	1
	Libraries										4	1	2										1	6	7
	Recreation Centres																						0	0	0
	Primary Health Care Facilities																						0	0	0
Environmental Management	Cemeteries																						0	0	0
	Environmental Health																						0	0	0
Legal	Pollution Control																						0	0	0
	By-laws																						0	0	0
Emergency Services	Licensing									2	7		3										2	10	12
	Fire & rescue																						0	0	0
Community Safety	Disaster Planning and Management																						0	0	0
	Public Safety																						0	0	0
Public Transport	Traffic Management										1	1											1	1	2
																							0	0	0
Municipal Planning	LED/IDP/Urban Planning																						0	0	0
	Land use management																						1	1	2
Housing																							1	1	2
																							0	0	0
Technical Services	Roads and Stormwater																						0	0	0
	Solid Waste and Landfill										1												1	0	1
	Water supply and waste water																						0	0	0
	Electricity																						0	0	0

Employment category	Highest level qualifications held by employees (June 2009)																								
	Below		NQF 1		NQF 2		NQF 3		NQF 4		NQF 5		NQF 6		NQF 7		NQF 8		Unknown		Total		Total		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F			
<b>SUB-TOTALS</b>		0	0	0	0	0	0	0	0	9	32	8	18	1	0	0	0	0	0	0	0	18	50	68	
<b>SOC 700 Machine Operators and Drivers</b>																									
Corporate Services	Core Admin								1													1	0	1	
	Core Finance																						0	0	0
	Legal																						0	0	0
	IT																						0	0	0
	Procurement																						0	0	0
<b>HR and Training</b>																									
Financial Services	Property Valuation																					0	0	0	
	Rates																					0	0	0	
	Billing																					0	0	0	
	Client Services																					0	0	0	
Community Services	Parks	3		3		2		13	2	3	1											24	3	27	
	Community Facilities					1		1														2	0	2	
	Libraries																					0	0	0	
	Recreation Centres																					0	0	0	
	Primary Health Care Facilities																					0	0	0	
Environmental Management	Cemeteries																					0	0	0	
	Environmental Health																					0	0	0	
Legal	Pollution Control																					0	0	0	
	By-laws																					0	0	0	
Emergency Services	Licensing							1	1													1	1	2	
	Fire & rescue																					0	0	0	
Community Safety	Disaster Planning and Management																					0	0	0	
	Public Safety																					0	0	0	
Public Transport	Traffic Management						1															1	0	1	
																						0	0	0	
Municipal Planning	LED/IDP/Urban Planning																					0	0	0	
	Land use management																					0	0	0	
Housing		1		2				1														4	0	4	
Technical Services	Roads and Stormwater	5				9		7														21	0	21	
	Solid Waste and Landfill	3		1		3		2														9	0	9	
	Water supply and waste water					11		14		6	2											31	2	33	
	Electricity	17		7		8		9		3	2											44	2	46	
<b>SUB-TOTALS</b>		29	0	13	0	34	0	48	3	14	5	0	0	0	0	0	0	0	0	0	0	138	8	146	
<b>SOC 800 Labourers</b>																									
Corporate Services	Core Admin						2		1													0	3	3	
	Core Finance																					0	0	0	
	Legal																					0	0	0	
	IT																					0	0	0	
	Procurement						1	1														1	1	2	
<b>HR and Training</b>																									
Financial Services	Property Valuation																					0	0	0	
	Rates																					0	0	0	
	Billing																					0	0	0	
	Client Services																					0	0	0	
Community Services	Parks	7		11		19	1	8	2	2												47	3	50	
	Community Facilities																					0	0	0	
	Libraries																					0	0	0	
	Recreation Centres																					0	0	0	
	Primary Health Care Facilities																					0	0	0	
Environmental Management	Cemeteries																					0	0	0	
	Environmental Health	2																				2	0	2	
Legal	Pollution Control																					0	0	0	
	By-laws																					0	0	0	
Emergency Services	Licensing		1																			0	1	1	
	Fire & rescue																					0	0	0	
Emergency Services	Disaster Planning and Management																					0	0	0	
																						0	0	0	

Employment category		Highest level qualifications held by employees (June 2009)																							
		Below		NQF 1		NQF 2		NQF 3		NQF 4		NQF 5		NQF 6		NQF 7		NQF 8		Unknown		Total		Total	
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F		M
Community Safety	Public Safety																						0	0	0
	Traffic Management	2																					2	0	2
Public Transport																							0	0	0
Municipal Planning	LED/IDP/Urban Planning																						0	0	0
	Land use management																						0	0	0
Housing		2		1		3		2															8	0	8
Technical Services	Roads and Stormwater	13	4	8		4		5															30	4	34
	Solid Waste and Landfill	11	21	17	3	5		8	7	10	5												51	36	87
	Water supply and waste water	9	2	7	6	11		1															28	8	36
	Electricity	13		9		4		7			3												33	3	36
SUB-TOTALS		59	28	53	9	46	4	32	10	12	8	0	0	0	0	0	0	0	0	0	0	202	59	261	
Apprentices																									
Technical Services	Roads and Stormwater																						0	0	0
	Solid Waste and Landfill																						0	0	0
	Water supply and waste water																						0	0	0
	Electricity																						0	0	0
SUB-TOTALS		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTALS		88	28	66	10	90	4	83	15	84	75	70	35	16	19	4	1	0	0	0	0	491	187	678	