

## Income differential statement

### PLEASE READ THIS FIRST

**WHAT IS THE PURPOSE OF THIS FORM?**  
This form contains the format for reporting income differentials to the Employment Conditions Commission.

**WHO FILLS IN THIS FORM?**  
All designated employers must complete every section of this statement.

**SEND TO:**  
Employment Equity Registry  
The Department of Labour  
Private Bag X117  
Pretoria 0001  
Telephone: 012 3094000  
Facsimile: 012 3094737 / 3094188  
e-mail: [ee@labour.gov.za](mailto:ee@labour.gov.za)

### SECTION A: EMPLOYER DETAILS

Trade name	<b>DEPARTMENT OF LOCAL GOVERNMENT AND HOUSING</b>
DTI registration name	Not applicable
DTI registration number	Not applicable
PAYE/SARS number	7340737735
UIF reference number	0702174/9
EE reference number	Not applicable
Industry/Sector	<b>PROVINCIAL ADMINISTRATION</b>
Seta classification	<b>PUBLIC SECTOR</b>
Telephone number	(021) 483-4920
Fax number	(021) 483-5783
Email address	<a href="mailto:Dekillia@pgwc.gov.za">Dekillia@pgwc.gov.za</a>
Postal address	<b>PRIVATE BAG X9083</b> <b>27 WALE STREET</b>
Postal code	8000
City/Town	<b>CAPE TOWN</b>
Province	<b>WESTERN CAPE</b>
Physical address	<b>27 WALE STREET</b>
Postal code	8000
City/Town	<b>CAPE TOWN</b>
Province	<b>WESTERN CAPE</b>

#### Details of CEO at the time of submitting this report

Name and surname	<b>SHANAAZ MAJIET</b>
Telephone number	(021) 483-5235
Fax number	(021) 483-8789
Email address	<a href="mailto:Smajiet@pgwc.gov.za">Smajiet@pgwc.gov.za</a>

#### Details of Equity Manager at the time of submitting this report

Name and Surname	<b>GERHARD ERASMUS</b>
Telephone number	(021) 483-4767
Fax number	(021) 483-5783
Email address	<a href="mailto:Gerasmus@pgwc.gov.za">Gerasmus@pgwc.gov.za</a>

#### Business type

<input type="checkbox"/> Private Sector	<input type="checkbox"/> Parastatal
<input type="checkbox"/> National Government	<input checked="" type="checkbox"/> Provincial Government
<input type="checkbox"/> Local Government	<input type="checkbox"/> Educational Institution
<input type="checkbox"/> Non-profit Organization	

#### Information about the organization at the time of submitting this report

Number of employees in the organization	<input type="checkbox"/> 0 to 49 <input type="checkbox"/> 50 to 149 <input checked="" type="checkbox"/> 150 or more
In terms of Section 14 of the Act, are you voluntary complying?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Is your organization an organ of State?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Date of submitting this report	<b>1 October 2008</b>

## SECTION B: INCOME DIFFERENTIALS STATEMENT

Please use the table below to indicate the total remuneration paid to all employees in each OCCUPATIONAL CATEGORY

Occupational categories	Total workers in category	Total Remuneration	Male								Female							
			African		Coloured		Indian		White		African		Coloured		Indian		White	
			No of workers	Total Remuneration	No of workers	Total Remuneration	No of workers	Total Remuneration	No of workers	Total Remuneration	No of workers	Total Remuneration	Total workers	Total Remuneration	Total workers	Total remuneration	Total workers	Total remuneration
Legislators, senior officials and managers	24	9905218.94	4	1193632.66	5	1229224.11	1	713602	6	2815941.88	2	627134.35	3	2033036.93	0	0.00	2	1292647.01
Professionals	320	33237278.85	53	5392559.74	81	10266101.96	2	406381.41	23	3559837.14	65	5623253.46	82	7421393.19	2	82592.35	14	891541.01
Technicians and associate professionals	48	35287745.45	7	5158620.44	28	9184615.78	0	0.00	7	5382212.34	2	3320637.85	1	7606755.5	0	80682.5	0	4147839.63
Clerks	259	15000587.4	33	1707727.8	51	3288310.38	1	35579.03	10	618208.33	44	2242419.2	92	5120066.21		108307.3	26	1879969.15
Plant and machine operators and assemblers	2	102141.68	1	22844.89	1	79296.79	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Elementary occupations	14	920729.61	1	18907.99	8	537952.8	0	0.00	2	184617.65	0	0.00	2	159858.63	0	0.00	1	19392.54
<b>Total Wages</b>	<b>667</b>	<b>94453701.93</b>	<b>99</b>	<b>13494293.52</b>	<b>174</b>	<b>24585501.82</b>	<b>4</b>	<b>1155562.44</b>	<b>48</b>	<b>12560817.34</b>	<b>113</b>	<b>11813444.86</b>	<b>180</b>	<b>22341110.46</b>	<b>0</b>	<b>271582.15</b>	<b>43</b>	<b>8231389.34</b>

**Note:**

The total of 667 includes employees appointed as non-permanent personnel as at the end 31 March 2008.

**PLEASE PROVIDE REASONS FOR DISPARITIES WITHIN EACH OCCUPATIONAL CATEGORY BELOW:**

**Legislators, senior officials and managers**


**Professionals**




**Technicians and associate professionals**


**Clerks**




**Service and sales workers**


**Skilled agricultural and fishery workers**




**Craft and related trades workers**


**Plant and machine operators and assemblers**




**Elementary occupations**


Please use the table below to indicate the total remuneration paid to all employees in each OCCUPATIONAL LEVEL

Occupational levels	Total workers in level	Total Remuneration	Male								Female							
			African		Coloured		Indian		White		African		Coloured		Indian		White	
			No. of workers	Total Remuneration	No. of workers	Total Remuneration	No. of workers	Total Remuneration	No. of workers	Total Remuneration	No. of workers	Total Remuneration	No. of workers	Total Remuneration	No. of workers	Total Remuneration	No. of workers	Total Remuneration
Top Management	6	2807898.64	1	324710.01	2	816617.58	1	713602	0	0.00	0	0.00	1	1034401.28	0	0.00	1	735185.35
Senior Management	18	8494959.91	3	868922.65	3	1633235.14	0	0.00	6	2815941.88	2	627134.35	2	998635.65	0	0.00	2	734472.66
Professionally qualified and experienced specialists and mid-management	47	19830836.03	7	2543226.32	13	4692551.41	0	0.00	13	6933458.3	2	627396.39	5	2280468.88	0	0.00	7	2753734.73
Skilled technical and academically qualified workers, junior management, supervisors, foremen and superintendents	153	36017203.45	22	5578120.7	46	10670742.15	2	406381.41	17	2464653.22	16	3497585.68	37	10017811.27	2	163274.85	11	3218634.17
Semi-skilled and discretionary decision making	428	25726333.85	64	4122060.96	102	6124621.35	1	31079.03	10	346763.94	94	7061328.44	133	7628388.84	2	108307.3	22	467485.67
Unskilled and defined decision making	15	1576470.05	2	57252.88	8	647734.19	0	0.00	2	4500	0	0.00	2	381404.54	0	0.00	1	321876.76
<b>Total Wages</b>	<b>667</b>	<b>94453701.93</b>	<b>99</b>	<b>13494293.52</b>	<b>174</b>	<b>24585501.82</b>	<b>4</b>	<b>1155562.44</b>	<b>48</b>	<b>12560817.34</b>	<b>114</b>	<b>11813444.86</b>	<b>180</b>	<b>22341110.46</b>	<b>4</b>	<b>271582.15</b>	<b>44</b>	<b>8231389.34</b>

**Note:**

The total of 667 includes employees appointed as non-permanent personnel as at 31 March 2008.



**PLEASE PROVIDE REASONS FOR DISPARITIES WITHIN EACH OCCUPATIONAL LEVEL BELOW:**

**Top Management**


**Senior Management**




**Professionally qualified and experienced specialists and mid-management**


**Skilled technical and academically qualified workers, junior management, supervisors, foremen and superintendents**




**Semi-skilled and discretionary decision-making**


**Unskilled and defined decision-making**
