

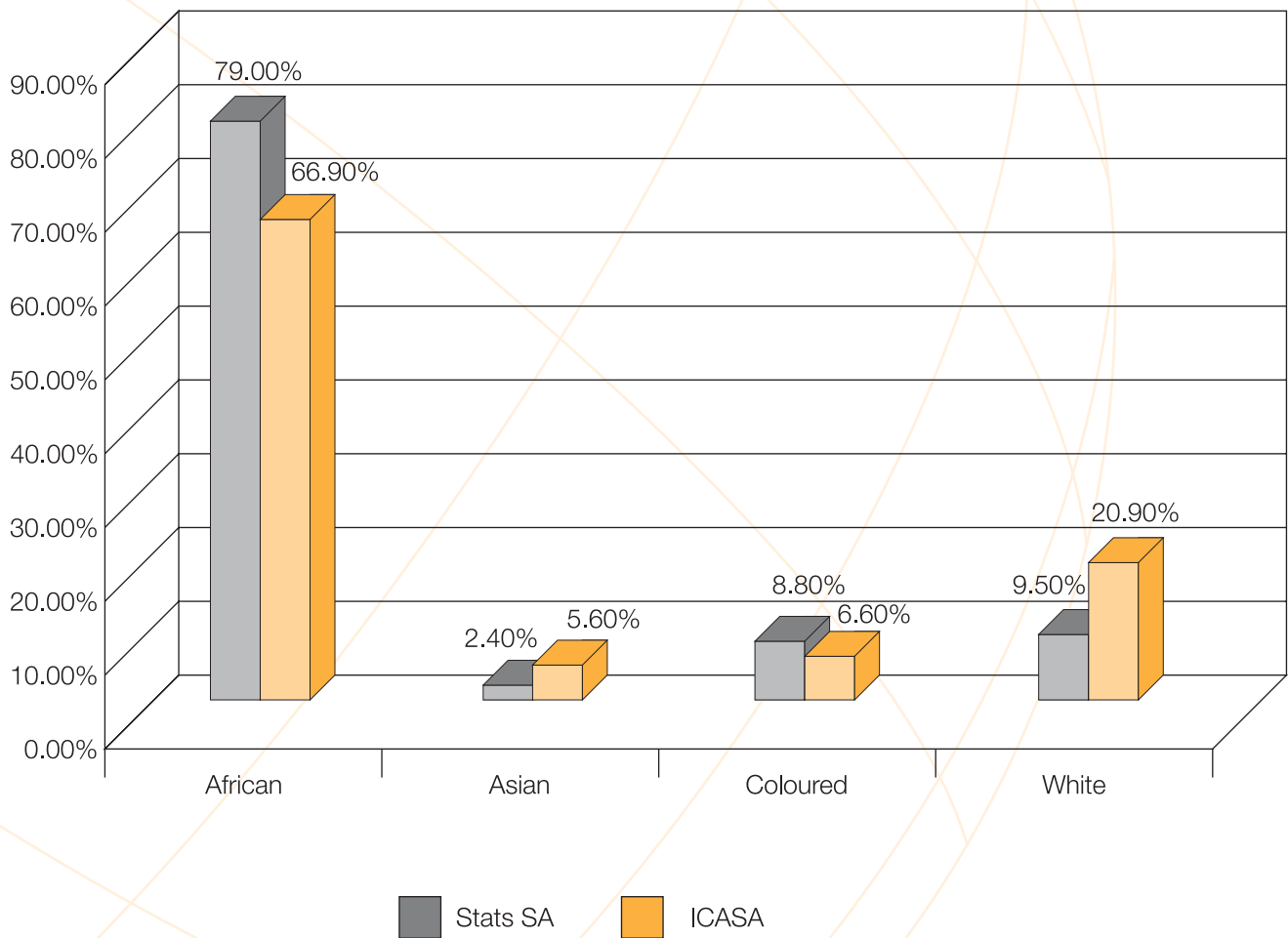


# *HUMAN RESOURCES*

At the end of March 2007, ICASA had a total of 302 permanent employees and 23 temporary/short-term contract employees. An analysis of ICASA's demographics of permanent and long-term contract staff as at 31 March 2007 compares as follows with the official Census 2001 statistics of race distribution within South Africa:

## Human Resources Demographics

Figure 1: Comparison of ICASA race statistics with the South African official population statistics 2001



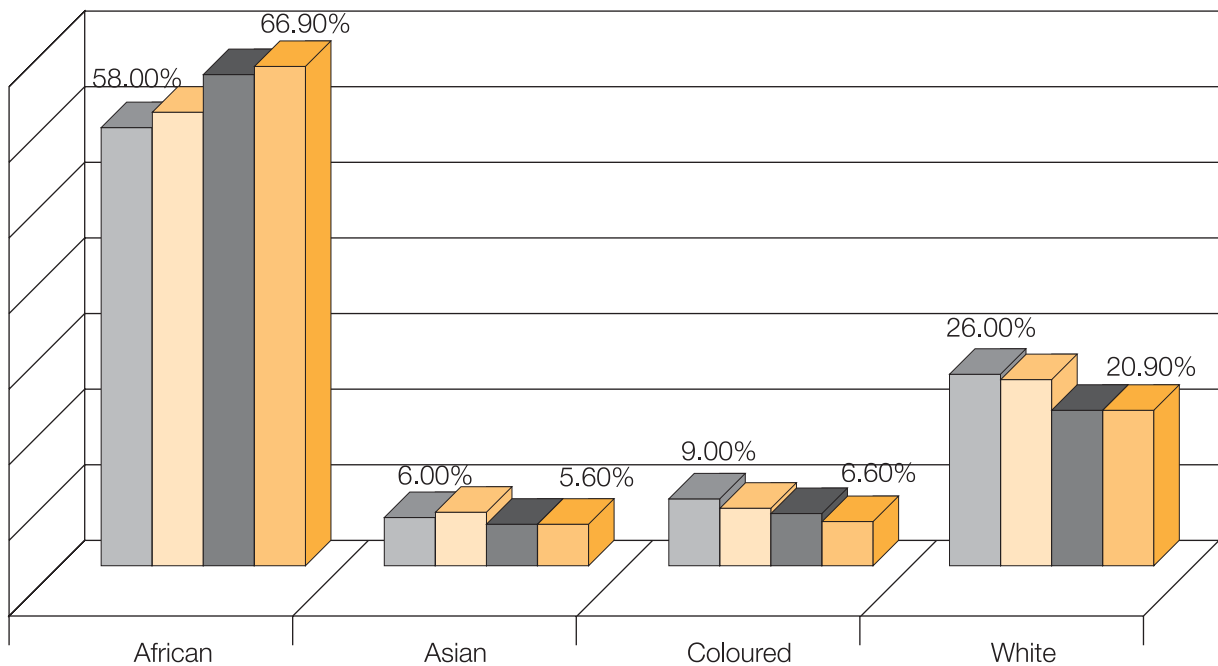
The pressing ability to retain key employees from being absorbed into the industry whilst striving to enhance fair representation with regard to both gender and race within ICASA still remains a challenge to the Authority.

Table 1: Demographic profile of ICASA's permanent and long-term contract staff as at 31 March 2007

Population group	Total	% In each group		% Variance
		March 2006	March 2007	
African	202	65.8	66.9	1.1
Asian	17	5.7	5.6	(0.1)
Coloured	20	7.6	6.6	(1.0)
White	63	20.9	20.9	0
<b>Grand Total</b>	<b>302</b>	<b>100.0</b>	<b>100.0</b>	<b>0</b>

The above statistics are presented graphically in Figure 2 below, in which the continued upward shift in African representation can be noted over the past four years, against the downward trend for the other population groups.

Figure 2: Demographic profile of ICASA's permanent and long-term contract staff as at 31 March 2007, versus March 2004, 2005 and 2006



An in-depth analysis of the Authority's various divisions reflects uneven distribution of races in some divisions, as can be seen in the breakdown per division in Table 2:

Table 2: Comparative analysis of racial representation per division as at 31 March 2007

Division	African	Asian	Coloured	White	Total
Broadcasting	21	0	4	3	28
CEO's office	1	1	0	0	2
Council	6	0	0	2	8
Council aides and support	12	1	1	2	16
Engineering and Technology	51	8	9	44	112
OFBS	55	2	5	10	72
Internal audit	5	2	1	0	8
Legal, Communications and Consumer Support	20	0	0	1	21
Telecommunications	18	2	0	1	21
Postal	13	1	0	0	14
<b>Grand total</b>	<b>202</b>	<b>17</b>	<b>20</b>	<b>63</b>	<b>302</b>

From the above, it is clear that under-representation of the targeted groups is still evident in the technically advanced area of Engineering and Technology. This area is still dominated by white males, and the availability and attraction of appropriately qualified and experienced males from the previously disadvantaged groups remains a challenge. The Authority is actively recruiting previously disadvantaged individuals into this technologically advanced division and has also embarked on training in this field.

An analysis of gender representation in ICASA reveals that, as shown in Table 3, women constitute 46.68% of ICASA's workforce, which is an increase from 46.2% in the previous year.

Table 3: Comparative Gender Status by Division as at 31 March 2007

Division	Female	Male	Total	% Female		% Variance
				2006	2007	
Broadcasting	15	13	28	57.6	53.6	(4)
CEO's office	2	0	2	100	100	0
Council	3	5	8	42.8	37.5	(5.3)
Council aides and support	12	4	16	75.0	75.0	0
Engineering and Technology	35	77	112	28.6	31.2	2.6
OFBS	41	31	72	57.5	56.9	(0.6)
Internal Audit	6	2	8	60	75	15
Legal, Communications & Consumer Support	9	12	21	57.1	42.8	(14.3)
Telecommunications	9	12	21	37.5	42.8	5.3
Postal	9	5	14	-	64.3	-
<b>Grand total</b>	<b>141</b>	<b>161</b>	<b>302</b>			

From the above it is evident that the situation with regard to racial and gender distribution is still a cause for concern in the area of Engineering and Technology. This will have to be addressed by way of interventions to attract females to the technical environment, which in the past was pursued predominantly by males as a career.

Figure 3: Staff complement at 31 March 2007 by Gender



## Significant HR Activities

### **Transfer of ICASA Staff to South African Maritime Safety Authority (SAMSA)**

With effect from 1 May 2006, four staff members from the ICASA Regional Offices who had previously been performing maritime radio survey duties were transferred to SAMSA after a process of consultation.

**Job evaluation and grading.** In June 2006, the former Acting CEO and Council approved the appointment of PE Corporate Services (PECS) to conduct a Job Evaluation and Grading Exercise for ICASA, which was necessitated by the existence of salary disparities and labour grievances that resulted from a previous exercise commissioned by the former CEO and conducted by Global Edge Consulting in February – March 2005.

The project, which involved extensive interviews with staff members, led to the development of Individual Job Profiles and the grading of positions by an Internal Grading Committee, facilitated by a consultant from PECS.

**VIP Leave Module.** The VIP leave module was activated in July 2006 after configuration and set-up on the VIP Payroll system. HR staff members received training in the application of the leave module and from August 2006 employees' leave credits have been reflected on their pay slips. This module assists with the management of leave through a computerised system that is integrated with the payroll.

**Long Service Awards 2006.** A total of 19 employees who qualified for Long Service Awards between 1 April 2006 and 1 December 2006 received their awards in December 2006.

### **ICASA Amendment Act - Postal Regulator Merger.**

Following the promulgation of the ICASA Amendment Act, and after consultation and negotiation with the relevant representatives of organised labour, Postal Regulator Staff performing their function at the Department of Communications were integrated into ICASA with effect from 1 January 2007.

**Performance bonuses.** In line with the performance agreement reached with organised labour, performance bonuses were paid to staff in March 2007 after all staff members had received training to enable them to complete individual performance agreements. Staff members were evaluated on their performance, the relevant performance reviews were completed and moderated by the respective divisional heads, and representatives of organised labour were afforded the opportunity to participate during the moderation process.