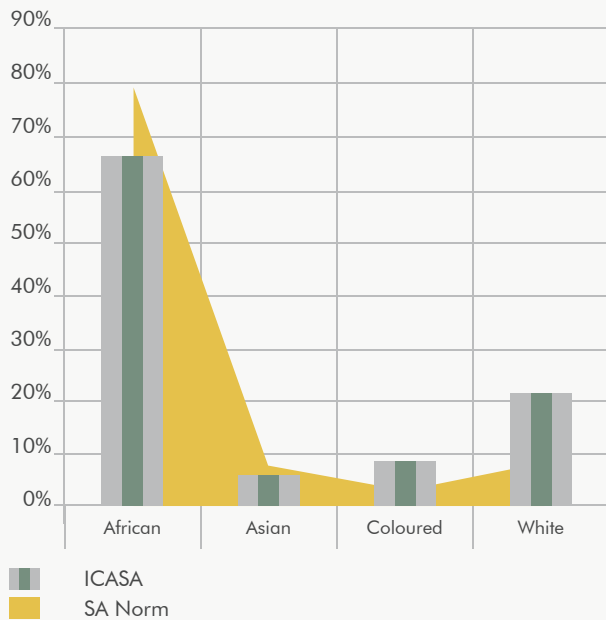


Human Resources

At the end of March 2006, ICASA employed a total of 284 permanent employees, 14 temporary employees, 14 fixed term contract employees and 4 interns.

A comparative analysis of ICASA's demographics as at 31 March 2006, against the official Census 2001 statistics of race distribution within South Africa, reveals the following:

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



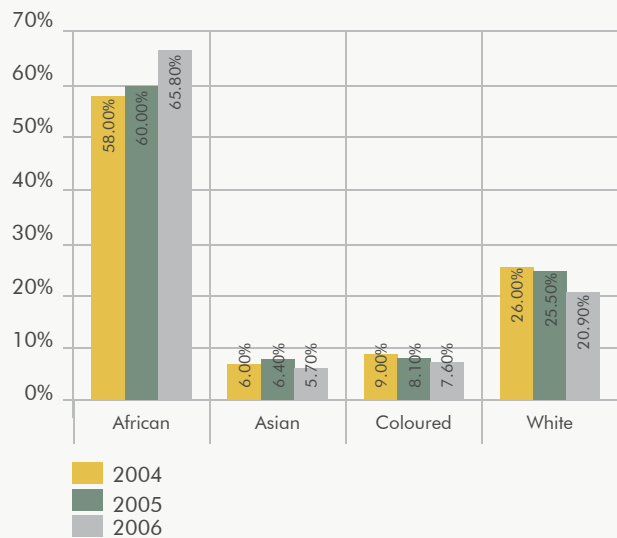
ICASA is endeavouring to achieve a workforce that mirrors the representation of the demographics of South Africa, and as such the Authority continues to concentrate on ensuring diversity and empowerment within the organisation's recruitment practices. It is pleasing to note that permanent staff employed by ICASA during the 2005/2006 financial year were all from the previously disadvantaged targeted groups; 35 Africans (15 females and 20 males), 1 Asian female and 1 White female. Equally pressing is the ability to retain key employees from being absorbed into the industry whilst striving to enhance both gender and race representivity within ICASA.

Table 1: ICASA Demographic profile as at 31 March 2006

Population Group	Total	% In each group		% Variance
		March 2005	March 2006	
African	208	60.0	65.8	5.8
Asian	18	6.4	5.7	(0.7)
Coloured	24	8.1	7.6	(0.5)
White	66	25.5	20.9	(4.6)
Grand Total	316	100.0	100.0	

The above statistics are presented graphically in Figure 2 below, in which the 5.8% upward shift in African representation can be noted, against the 5.8% downward trend of the other population groups.

Figure 2: ICASA Demographic profile as at 31 March 2006 versus March 2005 and 2004



The percentage of staff turnover for the year under review was 8%, compared to 8.12% in the previous year. ICASA therefore continues to face a challenge of retaining skilled staff who exit the organisation, mainly to the industry that it regulates. It is of concern that 38.5% of the above 8% organisational turnover was personnel in the Senior Management and above echelon, which translates to 35.7% of ICASA's Senior Management and above echelon who have exited the organisation during the period under review.

An in depth analysis across the Authority's divisions reflects, the race distribution is not evenly distributed at that level. This analysis is visible in the breakdown of the population group per division in table 2:

Table 2: Comparative Analysis per Race by Division as at March 2006

Division	African	Asian	Coloured	White	Total
Broadcasting	26	0	4	3	33
CEO's Office	3	1	0	0	4
Council	5	1	0	1	7
Council Aides and Support	12	1	2	1	16
Engineering and Technology	53	7	10	49	119
OFBS	63	2	6	9	80
Internal Audit	3	1	1	0	5
Legal, Communications and Consumer Support	22	3	1	2	28
Tele-communications	21	2	0	1	24
Grand Total	208	18	24	66	316

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 is an area which has remained historically white male dominated and the availability of appropriately qualified and experienced previously disadvantaged individuals 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 figure 3 and table 3, women constitute 46.2% of ICASA's workforce, which is an increase from 44.8% in the previous year.

Figure 3: Staff complement at 31 March 2006 by Gender

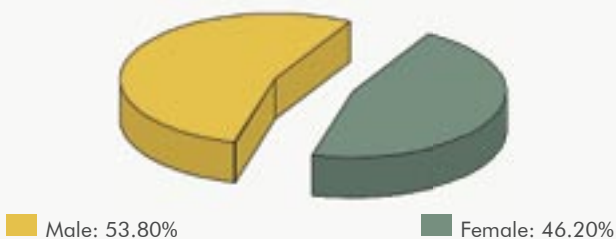


Table 3: Comparative Gender Status by Division as at March 2006

Division	Female	Male	Total	% Female		% Variance
				2005	2006	
Broadcasting	19	14	33	58.0	57.6	(4)
CEO's office	4	0	4	100	100	0
Council	3	4	7	42.8	42.8	0
Council Aides and Support	12	4	16	65.4	75.0	9.6
Engineering and Technology	34	85	119	28.6	28.6	0
OFBS	46	34	80	57.5	57.5	0
Internal Audit	3	2	5	60	60	0
Legal, Communications and Consumer Support	16	12	28	50	57.1	7.1
Tele-communications	9	15	24	52.9	37.5	(15.4)
Grand Total	146	170	316			

An area for concern, as reported above, is within the environment of Engineering and Technology, which will have to be addressed by means of interventions to attract females to the technical environment which has been a predominantly pursued by males as a career in the past.

Training and Development

ICASA's ongoing focus has been on the development of soft skills as well as technical training in the Engineering and Technology division. Priority was given to Project Management Training for managers.

It is foreseen that the emphasis for the coming year will be placed on developing the leadership and managerial competencies of the respective managers/supervisors within the organisation.

Study Assistance in the form of bursaries was also made available to employees and substantial focus was placed on the development of employees with no tertiary qualifications as well as on the development of specialist qualifications.