

REPORT TO:HUMAN SETTLEMENTS PORTFOLIO COMMITTEE

1. ITEM NUMBER HUMSET: 16/05/22

SUBJECT

HUMAN SETTLEMENTS_VACANCY ANALYSIS AS AT 31 MARCH 2022

ONDERWERP

MENSLIKE NEDERSETTINGS: ONTLEDING VAN VAKATURES SOOS OP 31 MAART 2022

ISIHLOKO

UKUHLALA ABANTU_UKUHLALUTYWA KWE-VACANCY AS NGE-31 MARCH 2022

3. DELEGATED AUTHORITY

In terms of delegation

This report
is

- Committee name** : Human Settlements Portfolio Committee
- The Executive Mayor together with the Mayoral Committee (MAYCO)
- Council

4. DISCUSSION

This report seeks to maintain and improve communication with the Human Settlements Portfolio Committee on the status of vacancies within the Directorate. A synopsis in respect of the state of vacancies against the attached Corporate report (i.e. annexure A) as at 31^s March 2022 is shown. The target vacancy rate for the Directorate is at 12, 66% for the end of the 3rd quarter i.e. 31st March 2022.

The Human Settlements Directorate is pleased to confirm that it achieved its vacancy rate for the 3rd quarter i.e. 10,03%. The Directorate made thirty-five (35) new appointments during the 3rd quarter which positively impacted on the vacancy rate.

Hereunder follows a breakdown of the new appointments during the 3rd quarter.

JANUARY / FEBRUARY / MARCH 2022

Designation	Department	Actual No. of Vacancies Filled
Special Workman	Public Housing	7
Clerks	Public Housing	4
Handy man / Senior Handyman	Public Housing	3
Maintenance Assistance	Public Housing	7
Senior Foreman	Public Housing	4
Head: Maintenance	Public Housing	1
Support Assistant	ED's Office	1
Senior Clerk	Housing Development / Public Housing	3
Administrative Officer 1	Housing Development	1
Senior Professional Officer	Human Settlements: Planning	1
Facilitator: Homeownership	Human Settlements: Planning	1
Specialist Clerk	Human Settlements: Planning	1
Project Manager	Project Management Office	1
Total		35

During this period, 20 appointments were also made for April 2022.

Designation	Department	Actual No. of Vacancies Filled
Senior Handyman	Public Housing	1
Artisan: Engineering	Public Housing	2
Artisan: Construction	Public Housing	1
Specialist Clerk	Public Housing	5
Maintenance Assistant	Public Housing	7
Field Worker	Informal Settlements	4
Total		20

Financial Implications

- None Opex Capex
- Capex: New Projects
- Capex: Existing projects requiring additional funding
- Capex: Existing projects with no additional funding requirements

Policy and Strategy

- Yes No

Legislative Vetting

- Yes No

Legal Implications

- Yes No

Staff Implications

- Yes No

Risk Implications

- Yes The risks for approving and/or not approving the recommendations are listed below:
- No Report is for decision and has no risk implications.
- No Report is for noting only and has no risk implications.

POPIA Compliance

- Yes It is confirmed that this report has been checked and considered for POPIA compliance.

5. RECOMMENDATIONS

It is recommended that the report be noted.

ISINDULULO

Kundululweukubamakuqwalaselweingxelo.

AANBEVELING

Daar word aanbeveel dat daar van die verslag kennis geneem word.

ANNEXURES

ANNEXURE A_ CORPORATE VACANCY ANALYSIS AS PER DIRECTORATE
AS AT 31ST MARCH 2022

ANNEXURE A: Vacancy Analysis for Total Organisation

BASE ESTABLISHMENT JULY 2021													
Directorate	Org Unit No	FILLED POSTS (Perm)			FILLED POSTS (Temp)			VACANT POSTS			TOTAL POSTS		
		No Of Staff	Value	No Of Staff	Value	No Of Staff	Value	No Of Posts	Value	No Of Posts	Value	No Of Posts	Value
CITY MANAGER	70010684	306	R 216 158 977	36	R 27 256 013	16	R 7 589 034	357	R 251 007 624				
	70000606	5416	R 2 152 461 575	264	R 100 273 795	255	R 76 118 533	5955	R 2 328 853 903				
	70007827	2026	R 1 136 984 142	218	R 87 724 535	172	R 62 054 838	2416	R 1 276 683 515				
	70010484	356	R 241 260 845	5	R 2 627 729	21	R 11 374 430	382	R 255 257 004				
	70010519	2326	R 1 102 209 936	4	R 1 662 511	232	R 89 230 923	2762	R 1 172 103 370				
	70009868	1638	R 806 319 732	7	R 4 545 063	127	R 46 485 888	1772	R 851 350 664				
	70010475	281	R 255 229 806	5	R 3 681 507	59	R 31 125 991	345	R 260 837 307				
	70015226	740	R 338 846 954	15	R 6 517 974	100	R 39 400 800	855	R 377 465 728				
	70002892	4451	R 1 798 542 095	879	R 164 247 703	755	R 178 370 451	6095	R 2 139 160 243				
	70015225	845	R 539 931 922	7	R 3 622 480	77	R 30 209 198	929	R 563 763 600				
70001976	1716	R 685 778 604	6	R 3 605 404	314	R 86 240 479	2036	R 775 628 487					
70022828	3364	R 917 783 986	0	R 0	213	R 57 345 851	3577	R 975 129 839					
70001982	4080	R 1 528 842 159	29	R 10 653 953	868	R 232 868 690	4977	R 1 772 374 902					
70000000	27746	R 11 687 450 731	1486	R 416 429 667	3268	R 944 415 708	32488	R 12 988 296 106					

CURRENT ESTABLISHMENT as at 28 Feb 2022													
Directorate	Org Unit No	FILLED POSTS (Perm)			FILLED POSTS (Temp)			VACANT POSTS			TOTAL POSTS		
		No Of Staff	Value	No Of Staff	Value	No Of Posts	Value	No Of Posts	Value	No Of Posts	Value	No Of Posts	Value
CITY MANAGER	70010684	350	R 254 439 173	2	R 14 035 055	32	R 14 035 055	2	R 30	2	R 30	14 069 108	
	70000606	6207	R 2 475 661 197	16	R 432	448	R 137 335 304	16	R 432	16	R 432	2 612 438 501	
	70007827	2518	R 1 370 626 365	11	R 305	316	R 136 943 301	11	R 305	11	R 305	1 507 574 666	
	70010484	398	R 267 463 937	48	R 22 729 614	48	R 22 729 614	2	R 46	2	R 46	290 193 551	
	70010519	2777	R 1 225 882 764	22	R 251	273	R 89 316 291	22	R 251	22	R 251	1 226 138 055	
	70009868	1799	R 890 249 105	35	R 168	204	R 65 669 915	35	R 168	35	R 168	890 417 020	
	70010475	350	R 278 113 459	9	R 46	55	R 29 251 278	9	R 46	9	R 46	278 162 725	
	70015226	907	R 417 435 402	46	R 94	137	R 50 416 841	46	R 94	46	R 94	417 531 248	
	70002892	6295	R 2 287 180 749	20	R 592	612	R 175 936 921	20	R 592	20	R 592	2 287 776 671	
	70015225	947	R 592 296 363	10	R 83	93	R 37 593 594	10	R 83	10	R 83	592 333 957	
70001976	2077	R 835 875 716	36	R 298	334	R 102 111 721	36	R 298	36	R 298	836 187 444		
70022828	3584	R 1 018 796 318	5	R 230	235	R 69 705 070	5	R 230	5	R 230	1 019 026 388		
70001982	4089	R 1 595 071 859	33	R 11 832 553	1002	R 302 361 246	33	R 904	33	R 904	1 596 274 412		
70000000	27896	R 12 082 227 674	1928	R 517 167 182	3789	R 1 235 406 350	1928	R 517 167 182	1928	R 517 167 182	12 603 394 856		

STAFF MOVEMENT FOR PERIOD 1 July 2021 to 28 Feb 2022												
Directorate	Org Unit No	APPOINTMENTS			TERMINATIONS			% Growth				
		Internal	External	Rehire	TOTAL	Resignations	Other	TOTAL	Staff	Total	Posts	
CITY MANAGER	70010684	21	17	2	40	13	23	36	-7.02%	-1.96%		
	70000606	147	172	506	825	151	225	376	1.04%	4.23%		
	70007827	84	82	122	288	37	224	261	-1.87%	4.22%		
	70010484	4	5	2	11	6	8	14	-3.05%	4.19%		
	70010519	82	25	11	118	14	62	76	-1.03%	0.54%		
	70009868	56	14	8	78	21	45	66	-3.04%	1.52%		
	70010475	17	22	3	42	5	17	22	3.19%	6.08%		
	70015226	60	27	17	104	6	28	34	1.99%	6.08%		
	70002892	381	64	460	905	50	114	164	6.62%	3.45%		
	70015225	48	15	12	75	9	18	27	0.23%	1.84%		
70001976	120	26	26	172	9	65	74	1.22%	2.01%			
70022828	97	33	35	165	24	80	104	-0.45%	0.20%			
70001982	225	76	67	368	43	115	158	-0.17%	2.55%			
70000000	1342	578	1271	3191	388	1024	1412	0.97%	2.67%			

Approval Form

Supported for inclusion on the agenda



HUMAN SETTLEMENTS_VACANCY ANALYSIS AS AT 31 MARCH 2022

Report Reference: 519997
Meeting: Section 79 Portfolio Committee - Human Settlements
Meeting Date: 05.05.2022
Meeting Venue: Meeting Room A 5TH Floor Podium

Contact Person: Gerard Joyce
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Item	Section	Approver	Approval	Approved Date	Approver Comments
01	Author	Gerard Eugene Joyce	Approved	19.04.2022 12:22:03	
02	Director	Nolwandle Gqiba	Approved	20.04.2022 09:28:22	
03	Executive Director	Nolwandle Gqiba	Approved	20.04.2022 09:29:53	
04	Legal Compliance	Joan Mari Holt	Approved with Comments	21.04.2022 11:31:52	For information.
05	Chairperson	ALBERT NTSODO	Approved	22.04.2022 15:18:23	

ECS Officer: