

BRIEFING TO THE JOINT BUDGET
COMMITTEE



PUBLIC SERVICE COMMISSION

DEPARTMENT: EDUCATION AUDIT HISTORY FROM 2000

Name of Department	National Department of Education																	
Monitoring and Evaluation System implemented	<p>YES (2001/2002)</p> <p><u>Scores out of 5 for the 9 Constitutional Principles</u></p> <p>Principle 1: Professional Ethics - 3.5</p> <p>Principle 2: Efficiency, Economy and Effectiveness - 3</p> <p>Principle 3: Development Orientation - 3</p> <p>Principle 4 : Impartiality and Fairness - 1</p> <p>Principle 5: Public Participation in Policy-making – 3.5</p> <p>Principle 6: Accountability - 2</p> <p>Principle 7: Transparency - 4</p> <p>Principle 8: Good Human Resource Management and Career-Development Practices – (Recruitment: 2.5 and Skills Development: 2.5)</p> <p>Principle 9: Representativity - 3</p>																	
Head of Department evaluated	<table border="1"> <thead> <tr> <th data-bbox="584 1331 740 1366">2001/02</th> <th data-bbox="740 1331 887 1366">2002/03</th> <th data-bbox="887 1331 1033 1366">2003/04</th> <th data-bbox="1033 1331 1233 1366">2004/05</th> <th data-bbox="1233 1331 1379 1366">2005/06</th> <th data-bbox="1379 1331 1552 1366">2006/07</th> </tr> </thead> <tbody> <tr> <td data-bbox="584 1366 740 1492">Yes</td> <td data-bbox="740 1366 887 1492">Yes</td> <td data-bbox="887 1366 1033 1492">Yes</td> <td data-bbox="1033 1366 1233 1492">No: DG did not complete Financial Year</td> <td data-bbox="1233 1366 1379 1492">Yes</td> <td data-bbox="1379 1366 1552 1492">Yes</td> </tr> </tbody> </table>						2001/02	2002/03	2003/04	2004/05	2005/06	2006/07	Yes	Yes	Yes	No: DG did not complete Financial Year	Yes	Yes
2001/02	2002/03	2003/04	2004/05	2005/06	2006/07													
Yes	Yes	Yes	No: DG did not complete Financial Year	Yes	Yes													
Other surveys conducted in the department	<ul style="list-style-type: none"> • Batho Pele • Fraud Prevention Plan 																	
Other compliance issues	<p>Financial disclosure</p> <table border="1"> <thead> <tr> <th data-bbox="584 1715 833 1877">Financial year</th> <th data-bbox="833 1715 1081 1877">Number of SMS member</th> <th data-bbox="1081 1715 1330 1877">Number of forms received</th> <th data-bbox="1330 1715 1552 1877">Number of forms outstanding</th> </tr> </thead> <tbody> <tr> <td data-bbox="584 1877 833 1931">2000/2001</td> <td data-bbox="833 1877 1081 1931">45</td> <td data-bbox="1081 1877 1330 1931">34</td> <td data-bbox="1330 1877 1552 1931">11</td> </tr> <tr> <td data-bbox="584 1931 833 1982">2001/2002</td> <td data-bbox="833 1931 1081 1982">59</td> <td data-bbox="1081 1931 1330 1982">59</td> <td data-bbox="1330 1931 1552 1982">0</td> </tr> </tbody> </table>						Financial year	Number of SMS member	Number of forms received	Number of forms outstanding	2000/2001	45	34	11	2001/2002	59	59	0
Financial year	Number of SMS member	Number of forms received	Number of forms outstanding															
2000/2001	45	34	11															
2001/2002	59	59	0															

	2002/2003	58	58	0																					
	2003/2004	75	71	4																					
	2004/2005	73	67	6																					
	2005/2006	81	75	6																					
	2006/2007	94	89	5																					
	2007/2008	100	94	6																					
Financial misconduct cases	<table border="1"> <thead> <tr> <th>Financial Year</th> <th>No. of cases</th> <th>Financial Cost</th> </tr> </thead> <tbody> <tr> <td>2001/2002</td> <td>0</td> <td>R0.00</td> </tr> <tr> <td>2002/2003</td> <td>Report did not specify number of cases.</td> <td>R5,437,440.40</td> </tr> <tr> <td>2003/2004</td> <td>Report did not specify number of cases.</td> <td>R0.00</td> </tr> <tr> <td>2004/2005</td> <td>0</td> <td>R0.00</td> </tr> <tr> <td>2005/2006</td> <td>1</td> <td>R80, 241.61</td> </tr> <tr> <td>2006/2007</td> <td>0</td> <td>R0.00</td> </tr> </tbody> </table>				Financial Year	No. of cases	Financial Cost	2001/2002	0	R0.00	2002/2003	Report did not specify number of cases.	R5,437,440.40	2003/2004	Report did not specify number of cases.	R0.00	2004/2005	0	R0.00	2005/2006	1	R80, 241.61	2006/2007	0	R0.00
Financial Year	No. of cases	Financial Cost																							
2001/2002	0	R0.00																							
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2006/2007	0	R0.00																							
Performance Agreements signed	<p>The PSC can only provide information for Performance Agreements of the Heads of Department. The information for all other SMS members is kept by the Department of Public Service and Administration.</p> <p>2007/2008: YES 2008/2009: YES</p>																								
SMS turnover rate	<p>As at 31 August 2007 the vacancy rates in the Department of Education were as follows:</p> <p>No. of posts vacant as per PERSAL: 290 No. of posts vacant as reflected by the department: 243</p>																								

DEPARTMENT: HEALTH AUDIT HISTORY FROM 2000

Name of Department	National Department of Health														
Monitoring and Evaluation System implemented	M&E system not yet implemented														
Head of Department evaluated	2001/02	2002/03	2003/04	2004/05	2005/06	2006/07									
	No	No (Acting HoD)	No (DG did not complete Financial Year)	No (DG did not complete Financial Year)	No (Documents not received)	No (Documents not received)									
Other surveys conducted in the department	<ul style="list-style-type: none"> • Batho Pele • Fraud Prevention Plan 														
Other compliance issues	Financial disclosure														
	Financial year	Number of SMS member	Number of forms received	Number of forms outstanding											
	2000/2001	44	0	44											
	2001/2002	71	0	71											
	2002/2003	71	0	71											
	2003/2004	77	65	12											
	2004/2005	77	0	77											
	2005/2006	86	0	86											
	2006/2007	91	0	91											
	2007/2008	99	9	90											
Financial misconduct cases	<table border="1"> <thead> <tr> <th>Financial Year</th> <th>No. of cases</th> <th>Financial Cost</th> </tr> </thead> <tbody> <tr> <td>2001/2002</td> <td>0</td> <td>R0.00</td> </tr> <tr> <td>2002/2003</td> <td>Report did not</td> <td>R0.00</td> </tr> </tbody> </table>						Financial Year	No. of cases	Financial Cost	2001/2002	0	R0.00	2002/2003	Report did not	R0.00
Financial Year	No. of cases	Financial Cost													
2001/2002	0	R0.00													
2002/2003	Report did not	R0.00													

		specify number of cases.	
	2003/2004	Report did not specify number of cases.	R0.00
	2004/2005	4	R132,459.63
	2005/2006	4	R143,631.65
	2006/2007	2	R37,190.23
Performance Agreements signed	<p>The PSC can only provide information for Performance Agreements of the Heads of Department. The information for all other SMS members is kept by the Department of Public Service and Administration.</p> <p>2007/2008: NO 2008/2009: NO</p>		
SMS turnover rate	<p>As at 31 August 2007 the vacancy rates in the Department of Health were as follows:</p> <p>No. of posts vacant as per PERSAL: 301 No. of posts vacant as reflected by the department: 301</p>		

DEPARTMENT: HOUSING AUDIT HISTORY FROM 2000

Name of Department	National Department of Housing																	
Monitoring and Evaluation System implemented	<p>YES (2001/2002)</p> <p><u>Scores for the 9 Constitutional Principles</u></p> <p>Principle 1: Professional Ethics - 1</p> <p>Principle 2: Efficiency, Economy and Effectiveness - 4</p> <p>Principle 3: Development Orientation - 4</p> <p>Principle 4 : Impartiality and Fairness - 1</p> <p>Principle 5: Public Participation in Policy-making – 4</p> <p>Principle 6: Accountability - 3</p> <p>Principle 7: Transparency - 2</p> <p>Principle 8: Good Human Resource Management and Career-Development Practices – (Recruitment: 2 and Skills Development: 2)</p> <p>Principle 9: Representativity – 3</p>																	
Head of Department evaluated	<table border="1"> <tr> <th>2001/02</th> <th>2002/03</th> <th>2003/04</th> <th>2004/05</th> <th>2005/06</th> <th>2006/07</th> </tr> <tr> <td>Yes</td> <td>Yes</td> <td>No (Evaluated under Dept of Transport)</td> <td>No (DG did not complete Financial Year)</td> <td>No (DG did not complete Financial Year)</td> <td>No (DG did not complete Financial Year)</td> </tr> </table>	2001/02	2002/03	2003/04	2004/05	2005/06	2006/07	Yes	Yes	No (Evaluated under Dept of Transport)	No (DG did not complete Financial Year)	No (DG did not complete Financial Year)	No (DG did not complete Financial Year)					
2001/02	2002/03	2003/04	2004/05	2005/06	2006/07													
Yes	Yes	No (Evaluated under Dept of Transport)	No (DG did not complete Financial Year)	No (DG did not complete Financial Year)	No (DG did not complete Financial Year)													
Other surveys conducted in the department	<ul style="list-style-type: none"> • Batho Pele • Fraud Prevention Plan 																	
Other compliance issues	<p>Financial disclosure</p> <table border="1"> <thead> <tr> <th>Financial year</th> <th>Number of SMS member</th> <th>Number of forms received</th> <th>Number of forms outstanding</th> </tr> </thead> <tbody> <tr> <td>2000/2001</td> <td>15</td> <td>0</td> <td>15</td> </tr> <tr> <td>2001/2002</td> <td>20</td> <td>20</td> <td>0</td> </tr> </tbody> </table>						Financial year	Number of SMS member	Number of forms received	Number of forms outstanding	2000/2001	15	0	15	2001/2002	20	20	0
Financial year	Number of SMS member	Number of forms received	Number of forms outstanding															
2000/2001	15	0	15															
2001/2002	20	20	0															

	2002/2003	20	0	20																					
	2003/2004	26	0	26																					
	2004/2005	29	0	29																					
	2005/2006	33	0	33																					
	2006/2007	48	40	8																					
	2007/2008	62	50	12																					
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Performance Agreements signed.	<p>The PSC can only provide information for Performance Agreements of the Heads of Department. The information for all other SMS members is kept by the Department of Public Service and Administration.</p> <p>2007/2008: YES 2008/2009: NO</p>																								
SMS turnover rate	<p>As at 31 August 2007 the vacancy rates in the Department of Housing were as follows:</p> <p>No. of posts vacant as per PERSAL: 94 No. of posts vacant as reflected by the department: 86</p>																								

DEPARTMENT: TRANSPORT AUDIT HISTORY FROM 2000

Name of Department	National Department of Transport																	
Monitoring and Evaluation System implemented	<p>YES 2007/2008</p> <p><u>Scores for the 9 Constitutional Principles</u></p> <p>Principle 1: Professional Ethics – 2.5</p> <p>Principle 2: Efficiency, Economy and Effectiveness – 2.75</p> <p>Principle 3: Development Orientation - 4</p> <p>Principle 4 : Impartiality and Fairness - 0</p> <p>Principle 5: Public Participation in Policy-making – 1</p> <p>Principle 6: Accountability - 2</p> <p>Principle 7: Transparency - 3</p> <p>Principle 8: Good Human Resource Management and Career-Development Practices – 2</p> <p>Principle 9: Representativity - 1</p>																	
Head of Department evaluated	<table border="1"> <thead> <tr> <th data-bbox="577 1271 735 1303">2001/02</th> <th data-bbox="740 1271 882 1303">2002/03</th> <th data-bbox="887 1271 1028 1303">2003/04</th> <th data-bbox="1033 1271 1174 1303">2004/05</th> <th data-bbox="1179 1271 1320 1303">2005/06</th> <th data-bbox="1325 1271 1538 1303">2006/07</th> </tr> </thead> <tbody> <tr> <td data-bbox="577 1310 735 1464">No (Acting HoD)</td> <td data-bbox="740 1310 882 1464">No (DG did not complete Financial Year)</td> <td data-bbox="887 1310 1028 1464">Yes</td> <td data-bbox="1033 1310 1174 1464">Yes</td> <td data-bbox="1179 1310 1320 1464">Yes</td> <td data-bbox="1325 1310 1538 1464">No (Evaluation meeting cancelled)</td> </tr> </tbody> </table>						2001/02	2002/03	2003/04	2004/05	2005/06	2006/07	No (Acting HoD)	No (DG did not complete Financial Year)	Yes	Yes	Yes	No (Evaluation meeting cancelled)
2001/02	2002/03	2003/04	2004/05	2005/06	2006/07													
No (Acting HoD)	No (DG did not complete Financial Year)	Yes	Yes	Yes	No (Evaluation meeting cancelled)													
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Financial year	Number of SMS member	Number of forms received	Number of forms outstanding															
2000/2001	24	0	24															
2001/2002	30	30	0															

	2002/2003	40	40	0																					
	2003/2004	41	41	0																					
	2004/2005	65	62	3																					
	2005/2006	69	69	0																					
	2006/2007	90	90	0																					
	2007/2008	106	83	23																					
Financial misconduct cases	<table border="1"> <thead> <tr> <th>Financial Year</th> <th>No. of cases</th> <th>Financial Cost</th> </tr> </thead> <tbody> <tr> <td>2001/2002</td> <td>0</td> <td>R0.00</td> </tr> <tr> <td>2002/2003</td> <td>Report did not specify number of cases.</td> <td>R5,121.41</td> </tr> <tr> <td>2003/2004</td> <td>Report did not specify number of cases.</td> <td>R0.00</td> </tr> <tr> <td>2004/2005</td> <td>5</td> <td>R96,599.18</td> </tr> <tr> <td>2005/2006</td> <td>1</td> <td>R62,361.20</td> </tr> <tr> <td>2006/2007</td> <td>0</td> <td>R0.00</td> </tr> </tbody> </table>				Financial Year	No. of cases	Financial Cost	2001/2002	0	R0.00	2002/2003	Report did not specify number of cases.	R5,121.41	2003/2004	Report did not specify number of cases.	R0.00	2004/2005	5	R96,599.18	2005/2006	1	R62,361.20	2006/2007	0	R0.00
Financial Year	No. of cases	Financial Cost																							
2001/2002	0	R0.00																							
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Performance Agreements signed	<p>The PSC can only provide information for Performance Agreements of the Heads of Department. The information for all other SMS members is kept by the Department of Public Service and Administration.</p> <p>2007/2008: YES 2008/2009: YES</p>																								
SMS turnover rate	<p>As at 31 August 2007 the vacancy rates in the Department of Transport were as follows:</p> <p>No. of posts vacant as per PERSAL: 327 No. of posts vacant as reflected by the department: 272</p>																								

DEPARTMENT: AGRICULTURE AUDIT HISTORY FROM 2000

Name of Department	National Department of Agriculture																	
Monitoring and Evaluation System implemented	<p>YES (2001/2002)</p> <p><u>Scores for the 9 Constitutional Principles</u></p> <p>Principle 1: Professional Ethics - 3</p> <p>Principle 2: Efficiency, Economy and Effectiveness - 3</p> <p>Principle 3: Development Orientation - 4</p> <p>Principle 4 : Impartiality and Fairness - 2</p> <p>Principle 5: Public Participation in Policy-making - 2</p> <p>Principle 6: Accountability - 3</p> <p>Principle 7: Transparency - 5</p> <p>Principle 8: Good Human Resource Management and Career-Development Practices – (Recruitment: 3 and Skills Development:3)</p> <p>Principle 9: Representativity - 3</p>																	
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2001/02	2002/03	2003/04	2004/05	2005/06	2006/07													
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Other surveys conducted in the department	<ul style="list-style-type: none"> • Batho Pele • Fraud Prevention Plan 																	
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Financial year	Number of SMS member	Number of forms received	Number of forms outstanding															
2000/2001	29	28	1															
2001/2002	40	0	40															

	2002/2003	40	0	40																					
	2003/2004	45	0	45																					
	2004/2005	43	37	6																					
	2005/2006	48	45	3																					
	2006/2007	63	59	4																					
	2007/2008	61	57	4																					
Financial misconduct cases	<table border="1"> <thead> <tr> <th>Financial Year</th> <th>No. of cases</th> <th>Financial Cost</th> </tr> </thead> <tbody> <tr> <td>2001/2002</td> <td>5</td> <td>R0.00</td> </tr> <tr> <td>2002/2003</td> <td>Report did not specify number of cases.</td> <td>R0.00</td> </tr> <tr> <td>2003/2004</td> <td>Report did not specify number of cases.</td> <td>R0.00</td> </tr> <tr> <td>2004/2005</td> <td>3</td> <td>R101,110.00</td> </tr> <tr> <td>2005/2006</td> <td>2</td> <td>R82,386.00</td> </tr> <tr> <td>2006/2007</td> <td>2</td> <td>R16,030,000.00</td> </tr> </tbody> </table>				Financial Year	No. of cases	Financial Cost	2001/2002	5	R0.00	2002/2003	Report did not specify number of cases.	R0.00	2003/2004	Report did not specify number of cases.	R0.00	2004/2005	3	R101,110.00	2005/2006	2	R82,386.00	2006/2007	2	R16,030,000.00
Financial Year	No. of cases	Financial Cost																							
2001/2002	5	R0.00																							
2002/2003	Report did not specify number of cases.	R0.00																							
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Performance Agreements signed	<p>The PSC can only provide information for Performance Agreements of the Heads of Department. The information for all other SMS members is kept by the Department of Public Service and Administration.</p> <p>2007/2008: NO 2008/2009: NO</p>																								
SMS turnover rate	<p>As at 31 August 2007 the vacancy rates in the Department of Agriculture were as follows:</p> <p>No. of posts vacant as per PERSAL: No. of posts vacant as reflected by the department:</p>																								

DEPARTMENT: LAND AFFAIRS AUDIT HISTORY FROM 2000

Name of Department	National Department of Land Affairs											
Monitoring and Evaluation System implemented	M&E system not yet implemented											
Head of Department evaluated	2001/02	2002/03	2003/04	2004/05	2005/06	2006/07						
	Yes	Yes	No (Documents not received)	No (DG did not complete Financial Year)	No (Documents not received)	No (HoD dismissed)						
Other surveys conducted in the department	Batho Pele											
Other compliance issues	Financial disclosure											
	Financial year	Number of SMS member	Number of forms received	Number of forms outstanding								
	2000/2001	34	0	34								
	2001/2002	65	64	1								
	2002/2003	68	68	0								
	2003/2004	68	59	9								
	2004/2005	74	69	5								
	2005/2006	82	0	82								
	2006/2007	74	63	11								
	2007/2008	79	0	79								
Financial misconduct cases	<table border="1"> <thead> <tr> <th>Financial Year</th> <th>No. of cases</th> <th>Financial Cost</th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> <td> </td> </tr> </tbody> </table>						Financial Year	No. of cases	Financial Cost			
Financial Year	No. of cases	Financial Cost										

	2001/2002	7	R0.00
	2002/2003	Report did not specify number of cases.	R0.00
	2003/2004	Report did not specify number of cases.	R0.00
	2004/2005	0	R0.00
	2005/2006	1	R20,000,000.00
	2006/2007	10	R187,598.03
Performance Agreements signed in 2008/2009	<p>The PSC can only provide information for Performance Agreements of the Heads of Department. The information for all other SMS members is kept by the Department of Public Service and Administration.</p> <p>2007/2008: NO 2008/2009: NO</p>		
SMS turnover rate	<p>As at 31 August 2007 the vacancy rates in the Department of Land Affairs were as follows:</p> <p>No. of posts vacant as per PERSAL: 1420 No. of posts vacant as reflected by the department: 869</p>		

**DEPARTMENT: WATER AFFAIRS AND FORESTRY AUDIT
HISTORY FROM 2000**

Name of Department	National Department of Water Affairs and Forestry																	
Monitoring and Evaluation System implemented	<p><u>Scores for the 9 Constitutional Principles</u></p> <p>Principle 1: Professional Ethics -</p> <p>Principle 2: Efficiency, Economy and Effectiveness -</p> <p>Principle 3: Development Orientation -</p> <p>Principle 4 : Impartiality and Fairness -</p> <p>Principle 5: Public Participation in Policy-making –</p> <p>Principle 6: Accountability -</p> <p>Principle 7: Transparency -</p> <p>Principle 8: Good Human Resource Management and Career-Development Practices – (Recruitment: and Skills Development:)</p> <p>Principle 9: Representativity -</p>																	
Head of Department evaluated	<table border="1"> <thead> <tr> <th data-bbox="594 1287 741 1320">2001/02</th> <th data-bbox="741 1287 883 1320">2002/03</th> <th data-bbox="883 1287 1065 1320">2003/04</th> <th data-bbox="1065 1287 1236 1320">2004/05</th> <th data-bbox="1236 1287 1407 1320">2005/06</th> <th data-bbox="1407 1287 1555 1320">2006/07</th> </tr> </thead> <tbody> <tr> <td data-bbox="594 1320 741 1485">Yes</td> <td data-bbox="741 1320 883 1485">Yes</td> <td data-bbox="883 1320 1065 1485">No (Documents not received)</td> <td data-bbox="1065 1320 1236 1485">No (DG did not complete Financial Year)</td> <td data-bbox="1236 1320 1407 1485">No (DG did not complete Financial Year)</td> <td data-bbox="1407 1320 1555 1485">No (DG did not complete Financial Year)</td> </tr> </tbody> </table>						2001/02	2002/03	2003/04	2004/05	2005/06	2006/07	Yes	Yes	No (Documents not received)	No (DG did not complete Financial Year)	No (DG did not complete Financial Year)	No (DG did not complete Financial Year)
2001/02	2002/03	2003/04	2004/05	2005/06	2006/07													
Yes	Yes	No (Documents not received)	No (DG did not complete Financial Year)	No (DG did not complete Financial Year)	No (DG did not complete Financial Year)													
Other surveys conducted in the department	Batho Pele																	
Other compliance issues	<p>Financial disclosure</p> <table border="1"> <thead> <tr> <th data-bbox="594 1698 833 1731">Financial year</th> <th data-bbox="833 1698 1072 1791">Number of SMS member</th> <th data-bbox="1072 1698 1311 1791">Number of forms received</th> <th data-bbox="1311 1698 1555 1838">Number of forms outstanding</th> </tr> </thead> <tbody> <tr> <td data-bbox="594 1861 833 1894">2000/2001</td> <td data-bbox="833 1861 1072 1894">59</td> <td data-bbox="1072 1861 1311 1894">3</td> <td data-bbox="1311 1861 1555 1894">56</td> </tr> <tr> <td data-bbox="594 1917 833 1949">2001/2002</td> <td data-bbox="833 1917 1072 1949">104</td> <td data-bbox="1072 1917 1311 1949">99</td> <td data-bbox="1311 1917 1555 1949">5</td> </tr> </tbody> </table>						Financial year	Number of SMS member	Number of forms received	Number of forms outstanding	2000/2001	59	3	56	2001/2002	104	99	5
Financial year	Number of SMS member	Number of forms received	Number of forms outstanding															
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	2002/2003	104	92	12																					
	2003/2004	128	112	16																					
	2004/2005	125	118	7																					
	2005/2006	130	92	38																					
	2006/2007	136	124	12																					
	2007/2008	150	120	30																					
Financial misconduct cases	<table border="1"> <thead> <tr> <th>Financial Year</th> <th>No. of cases</th> <th>Financial Cost</th> </tr> </thead> <tbody> <tr> <td>2001/2002</td> <td>0</td> <td>R0.00</td> </tr> <tr> <td>2002/2003</td> <td>Report did not specify number of cases.</td> <td>R30,126.00</td> </tr> <tr> <td>2003/2004</td> <td>Report did not specify number of cases.</td> <td>R0.00</td> </tr> <tr> <td>2004/2005</td> <td>4</td> <td>R1,708,786.30</td> </tr> <tr> <td>2005/2006</td> <td>11</td> <td>R904,603.39</td> </tr> <tr> <td>2006/2007</td> <td>10</td> <td>R187,598.03</td> </tr> </tbody> </table>				Financial Year	No. of cases	Financial Cost	2001/2002	0	R0.00	2002/2003	Report did not specify number of cases.	R30,126.00	2003/2004	Report did not specify number of cases.	R0.00	2004/2005	4	R1,708,786.30	2005/2006	11	R904,603.39	2006/2007	10	R187,598.03
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SMS turnover rate	<p>As at 31 August 2007 the vacancy rates in the Department of Water Affairs and Forestry were as follows:</p> <p>No. of posts vacant as per PERSAL: 1383 No. of posts vacant as reflected by the department: 2144</p>																								