



Boas Seruwe

COMMISSIONER'S REPORT

Poverty alleviation

In line with its mandate, the Fund paid R2 834 million to 474 793 contributors who lost their employment during the reporting period. In the 2007/08 financial year the Fund paid R2 030 million to 397 000 contributors. This indicates an increase of 77 793 claims and R803 million as compared to the previous year. Contributors who became ill and were not covered by their employers' scheme were 25 648 and were paid R211 million as compared to 25 000 in 2007/08 who were paid R187 million. There were 94 336 mothers who were either on maternity or adoption leave. These mothers were paid R537 million as compared to the R460 million that was paid to 89 000 mothers in the previous year.

Dependents of deceased contributors were not left to fend for themselves. The Fund paid R263 million to 15 959 dependents as compared to R242 million that was paid to 16 000 dependents in the previous financial year. In total, more than 610 000 families were assisted by the Fund during the reporting period as compared to 527 000 families that were assisted in the previous year, an increase of 83 736 families that benefited from the Fund.

On average, R5 967 was paid to each ordinary unemployment benefit contributor, R8 251 for illness, R5 698 for maternity and R16 533 was paid for dependents benefits.

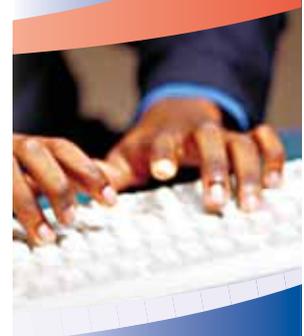
Income and investments

In spite of the unfavorable economic climate, the Fund collected R10 324 million as compared to R9 164 million in the previous financial year, an increase of 13%. The total value of assets increased from R27 823 million to R37 058 million an increase of 33%. Investment revenue increased from R2 187 million to R3 486 million, an increase of 61.9%. This is proof of the sound investment strategy that the Fund is pursuing assisted by the Public Investment Corporation. The total surplus for the year increase by 35% from R6 866 million to R9 219 million and the accumulated surplus is currently standing at R23 508 million.

Section 9 of the Act makes provision for the appointment of an Actuary to review the financial soundness of the Fund on an annual basis. I am pleased to report that we have sufficient reserves totaling R11 053 million and the Fund is fully funded and in a sound financial position as at 31 March 2009.

Social security reform

As part of the process of the social security reforms in the country, the Fund actively participated in all Inter Departmental Task Team Meetings (IDTT) that was formed to brief the Ministerial Committee on Social Security Reform.



The Fund explored various improvements to benefits that can assist government in using the Fund to provide much needed poverty relief to unemployed workers. Together with the Fund's Actuaries various scenarios were explored, and the Fund has clear recommendations on the improvement of benefits that will contribute significantly to government's intention of a Comprehensive Social Security Scheme.

Economic meltdown

The actuaries undertook an investigation on behalf of the Fund assessing the impact in the medium term of the current economic crisis on the Fund's operations. The Fund has set aside R4 000 million. An amount of R40 million from this fund will be used for the training of those who are on the UIF database and who are unemployed. A further R1 200 million has been set aside for training layoffs in conjunction with the National Skills Fund.

A training layoff scheme is aimed at companies that are in distress due to the economic situation. Companies that are in distress are those who experience financial difficulties due to the economic downturn and who may be considering retrenchments and possible closure. It is also aimed at workers who may be at risk of retrenchments.

The training of workers in distressed companies is linked to the skills needs of the company and in particular to the skills that may sustain the business and position it to benefit from improved economic conditions. Various training options may apply depending on the nature of the business, the position of workers whose jobs are at risk and future economic opportunities for the company. The menu for training options may include apprenticeships, learnerships, skills programmes of shorter duration and adult basic education and training.

Marketing, communication and stakeholders relations

The Fund recognizes that it is operating in a very dynamic environment where compliance by the employers is paramount and has to respond appropriately to the demands and expectations of the environment. The Fund embarked on an intensive Marketing and Advertising drive through the SABC. Six fully branded outdoor broadcasting campaigns were conducted in the following provinces: Western Cape (George), Mpumalanga, Limpopo (Lephalale), Gauteng (GaRankuwa and Soweto), and KwaZulu-Natal. The objective of these outdoor campaigns was to advertise our services at a public open place, serve clients through processing their claims and further educating them about the services offered by the Fund.

Technological support

At UIF we are mindful of the fact that, to meet our mandate, our activities have to be underpinned by a reliable and up to date technology. The Fund has embarked on a massive system overhaul to ensure that it is able to provide effective and efficient service to customers. This development process will facilitate a stronger financial management and control environment and in turn, help to improve the turn-around time of applications within the Fund.

Governance and risk management

It is an opportunity for me to thank the outgoing Unemployment Insurance Board. Its term came to an end during the year. The work done by the Board is highly commendable. Again it is an opportunity to welcome the new Board.

Managing risk is integral to the business processes of the Unemployment Insurance Fund. The Fund remains committed to the ongoing improvement of the risk and control procedures with a view of safeguarding staff, assets, corporate credibility and reputation. Business risk were assessed to identify areas of concerns and priorities. Management action plans were put



in place to address identified risk and monitoring was done constantly during the year. The management team retains responsibility for the total risk management process with the overall oversight by the Board. In these trying conditions, we will continue to assess the external risk and put plans in place to mitigate risk.

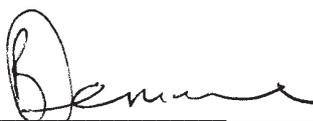
Internal Audit has completed a number of audits, although the majority of audits indicated a satisfactory control environment, those areas needing attention were discussed with management and the audit committee. Attention was given to identified weaknesses and the Fund will continue to address those weaknesses in the coming financial year. As part of strengthening compliance management, risk unit works closely with internal audit to provide integrated assurance services.

Conclusion

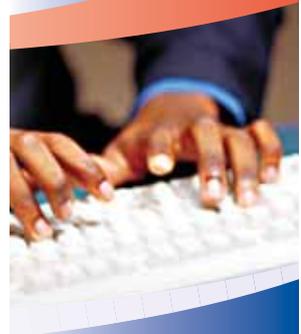
I would like to take this opportunity to acknowledge the great performance of management and staff. The team's ability and commitment has contributed significantly to the Fund's strong performance in 2008/09. I am confident that this good work will be continued, and that the Fund's contribution to poverty alleviation through broader social security will increasingly be of value to South Africa.

Sincere appreciation is accorded to the Board, who unreservedly contributed to the performance direction of the Fund. To old and new "re a leboga".

To the Minister and the Acting Director-General, your guidance and appreciation is valued. Lastly, the Fund remains committed to serve this country with dedication.



Boas Seruwe
Unemployment Insurance Commissioner



REPORT OF NON-EXECUTIVE BOARD

The Minister of Labour has established the Unemployment Insurance Board in terms of section 47 of the Unemployment Insurance Act, 2001. The Board consists of three members from each of organised business, organised labour, community constituencies and government. Board members are appointed for a period of three years. The term of office of the previous Board expired at the end of August 2008 and a new Board was appointed with effect from 1 November 2008. The new Chairperson of the Board is Ms S Zondeki, Deputy Director-General: Service Delivery.

In terms of section 48 of the Act, the Board's duties are to advise the Minister on unemployment insurance policy, policies arising from the application of the Act, policies for minimising unemployment and the creation of schemes to alleviate the effects of unemployment. Furthermore, the Board must make recommendations to the Minister on changes to legislation in so far as it impacts on policy of unemployment or policy on unemployment insurance and also perform any other function which may be requested by the Minister for purposes of giving effect to the Act. The Board met eight times including a special meeting during the reporting period.

During the reporting period the Board, inter alia, approved the budget, the strategic plan and the annual financials of the Fund.

The Board appointed a task team to evaluate the impact of the economic meltdown and to propose ways in which the UIF can assist companies in distress to retain jobs. This task team is expected to present a report to the Minister in the new financial year with recommendations on the role of the UIF.

The Board has a number of subcommittees which include the Financial and Risk Advisory, Investment, Audit and National Appeals Committee from among its ranks to, monitor financial, investments, audit and appeals related matters.

The Financial and Risk Advisory Committee functions as an Executive Committee of the Board, monitors and reviews the financial position of the Fund, ensures that the Fund complies with the Public Finance Management Act, and performs other oversight functions as requested by the Board. The Committee met five times during the reporting period.

During the reporting period the Committee recommended the approval of the Fund's budget to the UI Board. The Committee monitored and scrutinised the monthly financial statements of the Fund and was part of a Communication Task Team of the Fund in order to ensure an effective and efficient communication campaign.

The Committee acts as a risk management committee and has ensured that all issues raised by the Auditor-General were adequately addressed.

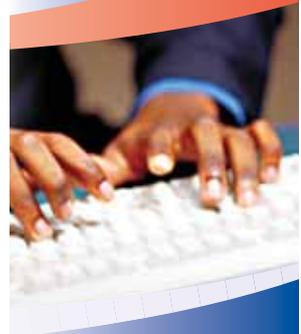
The Investment Committee monitors and reviews the investment mandate of the Fund and advises the Board and the Fund accordingly. The Committee met four times during the reporting period.

During the reporting period, the Investment Committee commissioned an asset and liability study in order to maximise returns on investments. A new investment mandate, based on the asset and liability study was recommended to the Board for implementation during the 2009/10 financial year.



The National Appeals Committee is established in terms of section 50(2)(a)(i) of the Act and the functions of this committee are to review the decisions made by the Commissioner and the Claims Officers, to inform the Board about their decisions, to ensure that the Act is interpreted correctly and to obtain outside legal or other professional advice.

During the reporting period the National Appeals Committee considered 527 appeals of aggrieved beneficiaries and only two appeals were upheld. By far the majority of these appeals (460 in total) involve appellants who resigned from employment. A further 50 appeals were dismissed because the appellants had exhausted their available benefit credit days, six were dismissed because the appellants were not employed as contributors during the qualifying period, nine were dismissed because the appellants were not regarded as dependants in terms of the Act. One was refused because the appellant was not capable and available for work. The appeals of applicants whose applications were not lodged within the required period of time are adjudicated by certain Claims Officers in the various provinces of South Africa. Claims Officers are duly appointed by the Unemployment Insurance Commissioner in terms of the powers conferred upon him in section 44(2) of the Act as the National Appeals Committee does not have the jurisdiction to adjudicate over these cases.



AUDIT COMMITTEE REPORT

We are pleased to present our report for the year ended 31 March 2009 in terms of Treasury Regulations whereby the Audit Committee is required amongst others to report on the effectiveness of the internal controls, the quality of in-year management and monthly reports submitted in terms of Division of Revenue Act as well as its own evaluation of the annual financial statements.

Audit Committee members and attendance

The Audit Committee consists of members listed below and meets at least four times per year as per approved terms of reference. During the 2008/09 financial year, five meetings were held.

Name of member	Number of meetings attended
Mr. N Mlamla (Chairperson)	5
Mr. GH Strauss	5
Ms. G Spelman	5
Mr. C Terhoeven	3
Mr. F Petersen (co-opted)	5

The main meeting of the Audit Committee is preceded by an in-camera session of the Audit Committee members only and concluded by separate session with the following key invitees:

Management
Internal Auditors
and External Auditors

Audit Committee Responsibility

Report of the Audit Committee as required by paragraphs 27.1.7, 27.1.10(b and c) and 3.1.13 of the Treasury Regulations and Sections 76 and 77 of the Public Finance Management Act, Act 1 of 1999, as amended by Act 29 of 1999.

The Audit Committee reports that it has adopted formal terms of reference as its Audit Committee Charter, and has discharged all of its responsibilities for the year, in compliance with the charter.

The quality of in year management and monthly/quarterly reports submitted in terms of the PFMA and the Division of Revenue Act.

The Audit Committee is satisfied with the content and quality of monthly and quarterly reports prepared and issued by management during the year under review.

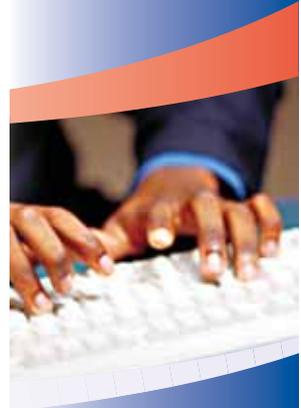
The internal and external auditors have unrestricted access to the Committee and its chairperson.



Evaluation of Annual Financial Statements

The Audit Committee has:

- Reviewed and discussed with the Unemployment Insurance Commissioner and the Chief Financial Officer the annual financial statements to be presented for auditing purposes.
- Reviewed changes in accounting policies and practices.
- Recommended that the Accounting Authority of the Fund approve the annual financial statements.





Effectiveness of Internal Control

The main objective is to assess the adequacy and effectiveness of governance, risk management and control processes within the organization and to report accordingly to the Board, through the Audit Committee and management. The internal audit is currently experiencing capacity constraints, however, interim measure has been put in place to capacitate the activity.

The internal audit has finalized its annual plan which was based on the strategic risk of the Fund. The performance information was for the first time audited at the Provincial Offices. Auditor-General recommendations were followed up at Provincial Offices by the Compliance section and a satisfactory compliance level was observed.

Based on the results of the internal audit reports, the internal controls were observed to be generally effective except on issues that were highlighted by the internal audit. Performance Information and Department of Labour expenditure claims still need management attention.

There was no material fraud reported to the Audit Committee.

A handwritten signature in blue ink, consisting of a large, stylized 'M' followed by a horizontal line extending to the right.

Mr Ncedo Mlamla
Chairperson of the Audit Committee
26 May 2009

THE REPORT OF THE ACTUARY OF UNEMPLOYMENT INSURANCE FUND

In line with section 9(1) of the Act, the Director-General appointed NBC Actuaries to perform an actuarial evaluation of the Fund. The Actuaries report is based on the un-audited management accounts of the Unemployment Insurance Fund as at 31 March 2009 and in line with section 9(3) of the Act.

SUMMARY OF ACTUARIAL REPORT

The Fund should hold an outstanding claims reserve of R2 401 million as at 31 March 2009.

The Fund should hold an unearned premium reserve of R11 053 million at 31 March 2009. This should be divided into current liability of R4 672 million and a longer term liability of R6 381 million.

No further reserves are necessary for the Fund as at 31 March 2009.

The Fund showed a surplus after allowing for movement in reserves of R8 077 million in the 2009 financial year.

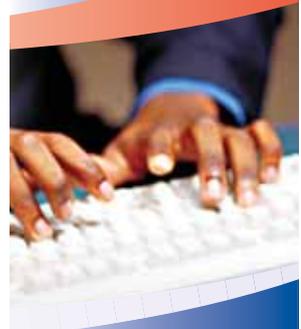
The Fund has an accumulated surplus of R23 508 million at 31 March 2009.

The Fund is therefore in a sound financial position at 31 March 2009.

The Board is currently considering the possibility of a number of benefit improvements. It is important to note that some of these changes, if implemented, may have a significant impact on the existing and future emerging surplus.

The Actuaries recommend that any decision to change benefits should, however, be phased in over time and the financial impact of any such decisions taken into account prior to implementation in order to ensure that the Fund continues to remain financially sound into the future.

The current economic crisis will result in a medium term increase in outstanding claims reserves and hence a decrease in surplus growth. However, the Fund's current investment strategy provided a cushion and the Actuaries do not expect the crisis to lead to a deep recession with massive unemployment across all industries. We therefore do not believe that the long term solvency of the Fund is under threat.



PROGRAMME PERFORMANCE

STRATEGIC GOALS

The strategic goal of the Fund is to give effect to the successful delivery on the UIF mandate. The following strategic goals have been adopted:

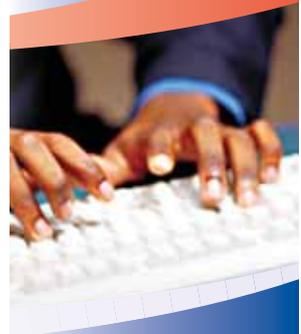
- Improve UIF image.
- Improve financial position of the Fund.
- Enhance financial management capacity of the Fund.
- Increase compliance with legislation.
- Implement re-engineered business processes.

PROGRAMME PERFORMANCE

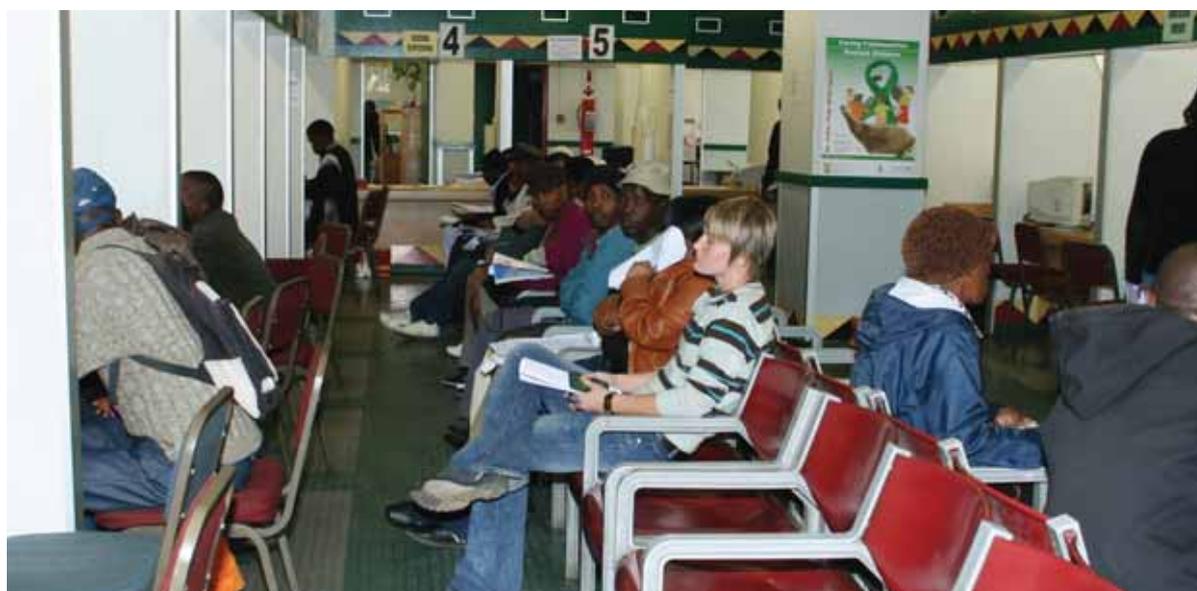
Key output	Indicator	Target	Actual	Constraints	Action
Clean audit report.	Improve revenue inflows	Improve revenue inflows by at least CPIX compared to 2007/08	Achieved. R 10 324 million was collected during 2008/09 as compared to R 9 164 million during 2007/08. An increase of 12.7%, 4.2% more than CPI that measured 8.5% at 31 March 2009		
	Increase number of employees on database.	Increase number of employees on the database by 6% as compared to 2007/08.	Not Achieved. 7 630 699 employees are on database as compared to 7 392 493 as at 31 March 2008, a 3 percent increase	Capacity constraints.	Increase number of staff.
	Reduce overpayment account.	Improve by 5% the Rand value of recovery of overpayments as compared to 2007/08.	Achieved. R22.241 million was recovered in 2008/09 compared to R 16.398 million in 2007/08. An increase of 35.6%		
	Improve financial and operations management.	Obtain an unqualified audit report without emphasis of matter for the 2008/09 report.	Achieved		

Key output	Indicator	Target	Actual	Constraints	Action
Increase stakeholder awareness and support for the Fund.	Entrench UIF as a safety net against unemployment hardships.	Implement and monitor communication plan.	Achieved.		
	Educate stakeholders about their rights and obligations.	Conduct four advocacy campaigns per province and eight National ones.	Achieved.		
	Improve relations with stakeholders.	Attend two meetings per sector per annum.	Achieved.		
Recruit and retain competent staff	Work place skills plan in place.	Implementation of workplace skills plan.	Achieved.		

The total number of persons deemed to be contributors was nil



Key output	Indicator	Target	Actual	Constraints	Action
	Reduce staff turn-over.	Reduce staff turn-over by 40%.	Achieved.		
	Succession plan in place	Implementation of plan.	Not Achieved. The department does not have an approved human resource plan		The department is finalising its HR plan
Enhance quality of service.	Reduce registry function.	Reduce registry function by 30%.	Not Achieved	Contractual disputes.	To review current approach to scanning
	Pay benefits on time.	Finalise 90% of benefit claims within five weeks of receipt.	Not Achieved. Of the 627 244 claims recieved 388 891 were finalised within 5 weeks, a 62 % achievement	Incomplete information supplied by beneficiaries. The Fund processed almost 100 000 claims more than the previous year without an increase in staff	Intensify communication campaign. Posts to be created to deal with increased demand.
	Ensure system availability.	Obtain 95% system availability.	Achieved.		



HUMAN RESOURCES MANAGEMENT

The Human Resource Management Directorate continues to fulfill the Unemployment Insurance Fund's mandate through providing organizational development services, recruitment and selection, administration of service benefits, management of employee relations as well as training and development of staff.

During November 2008 the Fund embarked on a process to capacitate its processing centres to ensure that service delivery is improved at all centres that process benefit claims. Work study investigations have been conducted in all the processing centres. The revised structure will be implemented during 2009/10 financial year.

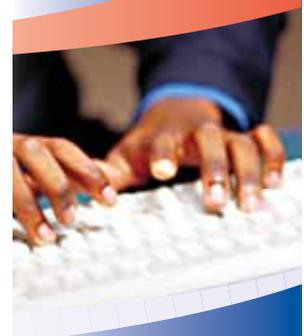
At the end of March 2009 the Fund's Head Office staff establishment had 439 posts. The status of the establishment of the Fund as on 31 March 2009 was as follows: 380 posts filled and 59 posts vacant. The distribution of the 439 posts per salary band was as follows: 59% of the posts were at SR 3-6 while 21%, 17% and 3% were at SR 7-8, SR 9 – 12 and SR 13 – 15 respectively.

The Employment Equity status of the Fund is as follows: 59% women and 41% males. The Fund strives to meet employment equity targets at all levels of the establishment.

The Fund maintains sound labour relations through the implementation of existing collective agreements, disciplinary code and grievance procedure in the Public Service. During 2008/09 financial year 11 grievances were lodged. These grievances were resolved to the satisfaction of the aggrieved. There are, however, eight pending cases of alleged misconduct which are currently receiving attention.

The Fund is committed to delivering a professional service and relies on employees to produce the required results. In order to provide quality and reliable service to clients, the Fund continuously embarks on a process to narrow the competency gap between the required and actual knowledge, skills and abilities among its employees. The strategic goal was supported by the allocation of funds for skills development during the 2008/09 financial year.

During the period under review, 34 business training sessions at both Head Office and provinces were conducted. The training was mainly focused on the Unemployment Insurance Act, 2001 (Act 63 of 2001), Unemployment Insurance Contributions Act, 2002 (Act 4 of 2002), Public Finance Management Act, 1999 (Act 1 of 1999) and financial procedures. Other training interventions such as Adult Basic Education and Training (ABET), bursaries for studies at institutions of higher learning and short courses were conducted in order to enhance the knowledge and skills of the employees.



1. STAFF DEVELOPMENT

The Fund, in an effort to encourage a culture of life-long learning and to address the imbalances of the past, introduced ABET Programmes for nine officials.

Progress on ABET Programme for the year ended 31 March 2009

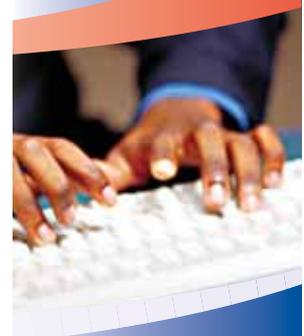
Name of the course	No of Participants	Gender and Race									
		Males					Females				
		A	W	C	I	D	A	W	C	I	D
ABET Level 1	0	0	0	0	0	0	0	0	0	0	0
ABET Level 2	1	0	0	0	0	0	1	0	0	0	0
ABET Level 3	2	1	0	0	0	0	1	0	0	0	0
ABET Level 4	6	2	0	0	0	0	2	1	1	0	0
TOTAL	9	3	0	0	0	0	4	1	1	0	0



2. SHORT COURSES

Short courses attended for the year ended 31 March 2009

Name of the course	Number of Delegates
Management Development Programme	15
Preparation for Annual Budget Course	3
Policy Development Course	15
Customer Service Management	5
Advanced Programme in Risk Management	1
The Public and Accounting Principles for Public Entities	1
Certified Internal Audit Examination	5
Competency Based Assessment	2
Customer Care	1
Project Management in an IT Environment	1
Supply Chain Management	3
Project Management	20
Internal and Risk Management	4
Financial Management	20
Strategic Public Sector Asset Management	2
Talent Management	1
Presentation Skills	9
Maxwell's Leadership Workshop	8
Strategic Public Sector Asset Management Forum	2
Strategic Public Procurement Conference	5
Treasury, Cash and Risk Management workshop	3
Policy Research Methodology	11
Policy Development	4
MS PowerPoint	16
MS Word	21
MS Excel	96
Public Procurement and Supply Chain Management	10
Financial Intelligence for HR Practitioner	1
Risk Management	5
Forensic and Investigative Auditing	2
PSIRA Grade E-C	3
Stress, Time and Conflict Management	26
Power Speaking	1
Advanced Micro Excel	7
Basic Principles of Financial Statements Analysis and Interpretation	13
Public Sector Performance Auditing Workshop	7
Total Number of Staff Trained	179



3. BURSARIES AWARDED

Bursaries Awarded for the year ended 3 March 2009

Name of the course	No of Recipients	Gender and Race									
		Males					Females				
		A	W	C	I	D	A	W	C	I	D
Bachelor of Commerce	1	1	0	0	0	0	0	0	0	0	0
B Tech Internal Audit	1	0	0	0	0	0	1	0	0	0	0
B Tech Logistics	1	1	0	0	0	0	0	0	0	0	0
B Tech Finance and Accounting	1	1	0	0	0	0	0	0	0	0	0
National Diploma: Public Relations Management	1	1	0	0	0	0	0	0	0	0	0
TOTAL	5	4	0	0	0	0	1	0	0	0	0

4. INTERNSHIP

Ten interns were appointed at the Fund. Three at Internal Audit, three at Risk Management and Four at Supply Chain Management. Four of these Interns were appointed permanently in the Department. A further nine agents were put through a learnership in terms of section 18.2 and another 17 were put through in terms of section 18.1 of the Skills Development Act. Six supervisors also underwent training in terms of the same act. The supervisors have been certified on NQF Level 4.

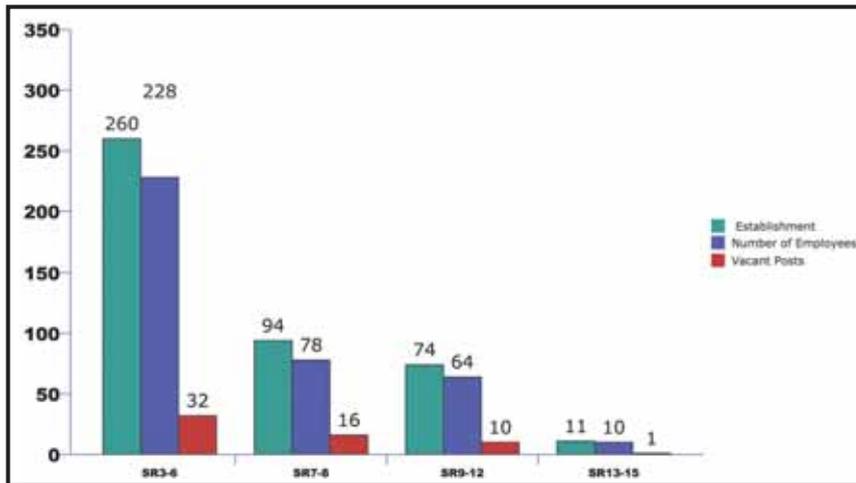
5. STAFF ESTABLISHMENT OF UIF HEAD OFFICE

The staff establishment of the Fund consists of the total of 439 posts, 380 posts are filled and 59 posts are vacant.

Employment and vacancies by salary band for the year ended 31 March 2009

Salary Band	Establishment	Number of Employees	Vacant Posts	Vacancy Rate %
SR Level 3-6	260	228	32	12
SR 7-8	94	78	16	17
SR 9-12	74	64	10	15
SR 13-15	11	10	1	9
Total	439	380	59	13.4

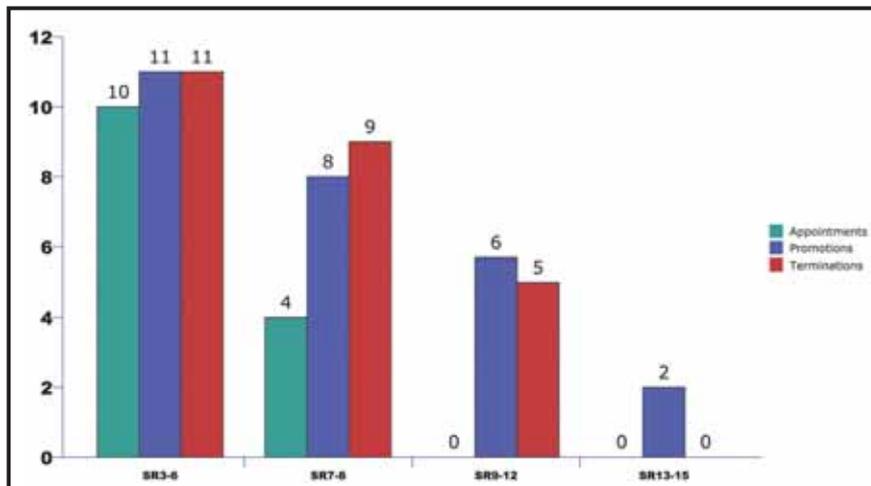
Employment and vacancies by salary band for the year ended 31 March 2009



6. APPOINTMENTS, PROMOTIONS AND TERMINATIONS

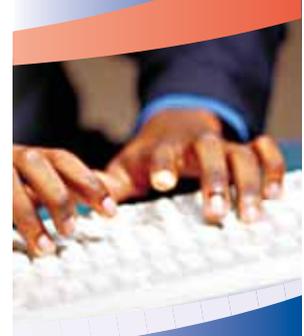
Appointments, promotions and terminations for the year ended 31 March 2009

Salary Band	Appointments	Promotions	Terminations
Levels 3-6	10	11	11
Levels 7-8	4	8	9
Levels 9-12	0	6	5
Professionals (13-15)	0	2	0
TOTAL	14	27	25



Promotions by critical occupations for the year ended 31 March 2009

Occupation:	Promotions and Transfers
Executive Manager: Financial Reporting	1
Executive Manager: SCM and Budgets	1
TOTAL	2



7. ANNUAL TURN OVER RATE BY SALARY BAND

Annual turnover rate by salary band for the year ended 31 March 2009

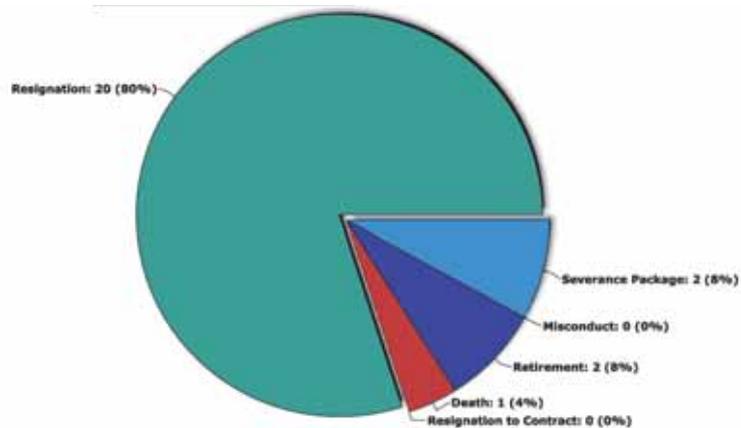
Salary Band	Employment by salary band	Promotion and transfer	Terminations	Turn over Rate
Levels 3-6	228	10	11	4,8
Levels 7-8	78	4	9	11,5
Levels 9-12	64		5	7,5
Professionals (13-14)	10			
TOTAL	380	14	25	6,6

8. REASONS WHY STAFF LEAVE THE DEPARTMENT

Reasons why staff left the Department for the year ended 31 March 2009

Resignation	20
Resignation to contract	0
Death	1
Retirement	2
Misconduct	0
Severance Package	2
Total	25

Reasons why staff left the Department for the year ended 31 March 2009



9. MISCONDUCT AND DISCIPLINE

Misconduct and Discipline for the year ended 31 March 2009

OUTCOME OF DISCIPLINARY HEARINGS	NUMBER	% of total
Pending cases	8	100
TOTAL	8	100

10. AFFIRMATIVE ACTION AND EMPLOYMENT EQUITY

Progress made with respect to affirmative action for the year ended 31 March 2009

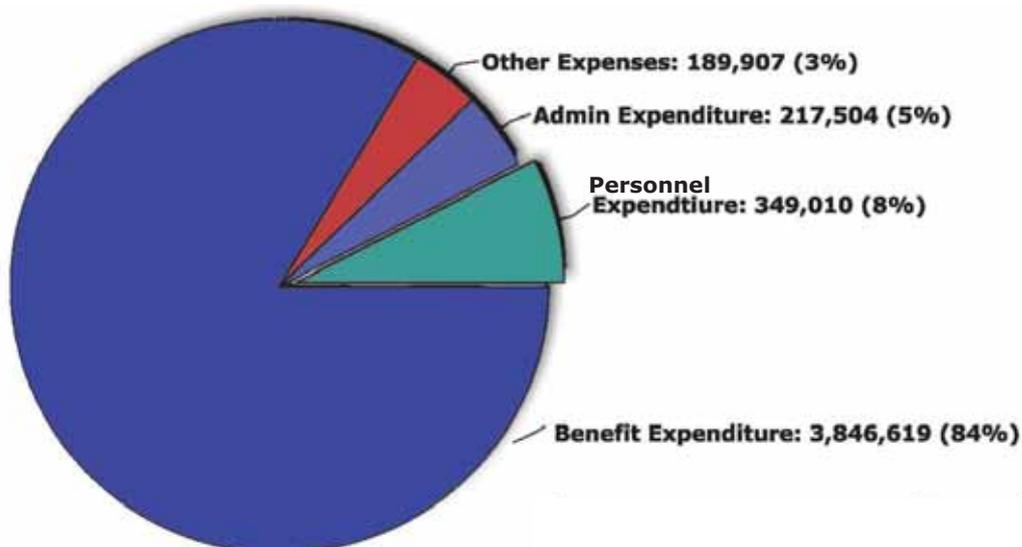
Race	Gender	Numerical Target	% Target	Actual Number as of 31 March 2009	Achieved% as of March 2009	Difference %	Difference numerical
African	Male	171	38.9	135	35.5	3.4	36
	Female	162	36.9	134	35.2	1.7	28
White	Male	40	8.9	13	3.4	5.5	27
	Female	40	9.4	74	19.5	-10	-34
Coloured	Male	5	1.4	6	1.6	-0.2	-1
	Female	10	1.7	10	2.6	-0.9	0
Asian	Male	6	1.5	4	1.1	0.4	0
	Female	5	1.3	1	0.3	1.0	3
People with disabilities		16	5%	3	0.8	4.2	13

11. SUMMARY OF PERSONNEL COSTS AND RELATED INFORMATION

Personnel costs and related information for the year ended 31 March 2009

Total Expenditure R'000	Personnel Expenditure R'000	Admin Expenditure R'000	Other operating expenses, including depreciation, interest paid and auditors remuneration R'000	Benefits Expenditure including changes in benefits payable R'000	Personnel cost as a % of total expenditure
4,603,040	349,010	217,504	189,907	3,846,619	7.58

Personnel costs and related information for the year ended 31 March 2009



**Overtime, allowances and staff benefits
for the year ended 31 March 2009**

Overtime	Allowances	Benefits
R8 073 000	R16 137 000	R56 035 000

