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PART A: OVERVIEW OF MINISTRY

I. STRATEGIC NOTE

- 1. Major Achievements for 2011 (as at September)**
- 830 inspections carried out, including 231 enquiries covering 33,157 workers in various sectors, as a result of which:
 - 97 contraventions established;
 - Rs6.4million recovered in favour of workers; and
 - 3,323 workers sensitised on their rights and responsibilities to promote harmonious industrial relations.
 - 7,859 complaints registered at Labour Offices of which 6,571 disposed of, and Rs75million recovered in favour of workers.
 - 593 court cases, including criminal cases, disposed of and a total sum of Rs11.8million recovered in favour of workers.
 - 132 representations received at the Conciliation and Mediation Section of which 105, including some received during previous periods, settled to the satisfaction of parties.
 - 2,572 inspections carried out at workplaces by the Occupational Safety and Health Inspectors to ensure the safety of workers and compliance with safety and health norms.
 - 1,326 inspections carried out by the Office of the Registrar of Associations to ensure compliance with legislation.
 - 1,242 registered jobseekers and redundant workers placed in new jobs.
- 2. Major Constraints and Challenges and how they are being addressed**
- Dependence on other institutions for completion of actions undertaken (such as prosecution, collection and compilation of statistical data) results in delays in processing of work permits and settlement of complaints with respect to industrial relations issues.
 - A concerted effort is being made, both at the level of the Ministry and the concerned departments/organisations to streamline procedures to improve responsiveness and processing.
- 3.Strategic Direction 2012-2014**
- The Ministry will devote its resources to the protection of workers, ensuring the prevalence of decent work conditions at the workplace as well as consolidating social dialogue. In parallel, the Ministry will promote occupational safety and health at the workplace and ensure that expatriate workers have decent living conditions in the dormitories.
 - The objective of the Registry of Associations is to promote good governance in associations.
 - The Ministry will formulate innovative programmes and practices to unlock opportunities for job creation, while expediting the processing of applications for work permit for sectors where there is a shortage of labour and skills locally.

4. Priority Objectives and Major Services to be provided for 2012-2014

Programme 541: Policy and Management for Labour and Employment

- Priority Objectives:
- Promote decent work, support employers and workers to create a safe, conflict-free and productive workplace and facilitate access to gainful employment
- Major Services:
- Delivery of Government Programmes according to the PBB
 - Response to enquiries and requests for action
 - Promotion of social dialogues through the National Tripartite Forum

Programme 542: Labour and Employment Relations Management

Sub-Programme 54201: Employment Relations

- Priority Objectives:
- Promote an equitable, sound and conflict-free environment in line with international norms
- Major Services:
- Enforcement of minimum terms and conditions of employment
 - Settlement of complaints made at Labour offices
 - Sensitisation of workers on their rights and obligations

Sub-Programme 54202: Occupational Safety and Health

- Priority Objectives:
- Promote a safe work environment in line with international norms
- Major Services:
- Enforcement of the Occupational Safety and Health legislations
 - Investigation of notifiable occupational accidents and dangerous occurrences
 - Sensitisation of workers, employers and other stakeholders on Occupational Safety and Health norms

Programme 543: Registration of Associations, Trade Unions and Superannuation Funds

- Priority Objectives:
- Monitor the operation of registered Associations, Trade Unions, and Employees Superannuation Funds
- Major Services:
- Registration of associations, trade unions and superannuation funds
 - Supervision of associations and trade unions to ensure compliance with relevant legislation

Programme 544: Employment Facilitation

- Priority Objectives:
- Ensure effective employment of jobseekers
- Major Services:
- Effective placement of registered jobseekers and redundant workers.
 - Delivery of work permits to foreign workers
 - Training and placement of low skilled young unemployed linked to a proportionate reduction in the number of work permits
 - Granting of licenses to private local recruitment agencies to place Mauritians locally and/or abroad

II. SUMMARY OF FINANCIAL RESOURCES BY PROGRAMMES AND SUB-PROGRAMMES

Code	Programmes and Sub-Programmes	Rs	Rs	Rs	Rs
		2011 Estimates	2012 Estimates	2013 Planned	2014 Planned
541	Policy and Management for Labour and Employment	21,608,000	35,924,000	36,268,000	36,694,000
542	Labour and Employment Relations Management	129,493,000	121,105,000	123,009,000	125,598,000
54201	Employment Relations	94,353,000	85,719,000	87,301,000	88,676,000
54202	Occupational Safety and Health	35,140,000	35,386,000	35,708,000	36,922,000
543	Registration of Associations, Trade Unions and Superannuation Funds	18,343,000	18,951,000	21,421,000	18,472,000
544	Employment Facilitation	66,476,000	67,055,000	65,179,000	59,296,000
	Total	235,920,000	243,035,000	245,877,000	240,060,000

III. SUMMARY OF FUNDED POSITIONS BY PROGRAMMES AND SUB-PROGRAMMES

Code	Programmes and Sub-Programmes	Total		% Distribution	
		In Post 2011	Funded 2012	2011	2012
541	Policy and Management for Labour and Employment	48	54	10%	10%
542	Labour and Employment Relations Management	243	260	49%	49%
54201	Employment Relations	163	173	33%	33%
54202	Occupational Safety and Health	80	87	16%	16%
543	Registration of Associations, Trade Unions and Superannuation Funds	42	47	8%	9%
544	Employment Facilitation	164	169	33%	32%
	Total	497	530	100%	100%

PART B: SERVICES TO BE PROVIDED AND PERFORMANCE INFORMATION

DELIVERY UNITS	SERVICES TO BE PROVIDED	PERFORMANCE				
		Service Standards (Indicators)	2010 Actual	2012 Targets	2013 Targets	2014 Targets
PROGRAMME 541: Policy and Management for Labour and Employment						
Outcome: Access to gainful employment in a safe, conflict-free and productive workplace						
Office of the Minister, Office of the Supervising Officer and Administration	S1: Policy and Management Services	SS1: PBB Strategic Plan in line with guidelines submitted	-	May	May	Apr
		SS2: % of relevant budget measures implemented according to published timetable.	-	100%	100%	100%
		SS3: % of requests acknowledged within 5 working days	-	90%	95%	95%
PROGRAMME 542: Labour and Employment Relations Management						
Outcome: An equitable, sound, conflict-free and safe work environment in line with international norms						
SUB-PROGRAMME 54201: Employment Relations						
Labour and Industrial Relations Division	S1: Enforcement of minimum terms and conditions of employment	SS1: Number of inspections of workplaces	775	1,000	1,200	1,400
	S2: Settlement of complaints made at Labour offices	SS1: Rate of settlement of complaints at the level of Labour Offices	47%	37%	40%	45%
	S3: Sensitisation of workers and other stakeholders on their rights and obligations	SS1: Number of persons covered in workers education sessions	4,347	2,300	2,400	2,500
SUB-PROGRAMME 54202: Occupational Safety and Health						
Occupational Safety and Health Inspectorate	S1: Enforcement of legislation pertaining to Safety and Health	SS1: Number of inspections carried out at workplaces	2,179	2,250	2,250	2,300
	S2: Sensitization of workers and other stakeholders on occupational safety and health norms	SS1: Number of persons sensitized on safety and health norms	3,437	2,700	2,800	2,900

Ministry of Labour, Industrial Relations and Employment - *continued*

DELIVERY UNITS	SERVICES TO BE PROVIDED	PERFORMANCE				
		Service Standards (Indicators)	2010 Actual	2012 Targets	2013 Targets	2014 Targets
PROGRAMME 543: Registration of Associations, Trade Unions and Superannuation Funds						
Outcome: Proper operation of registered Associations, Trade Unions, and Employees Superannuation Funds						
Registry of Associations	S1: Registration of associations, trade unions and superannuation funds	SS1: Average time taken to process an application for registration (weeks)	10	6	5	5
	S2: Supervision of associations and trade unions to ensure compliance with relevant legislation	SS1: Number of inspections carried out	1,693	2,000	2,400	2,600
PROGRAMME 544: Employment Facilitation						
Outcome: Matching demand with supply on the employment market						
Employment Division	S1: Placement of jobseekers, including laid off workers seeking employment.	SS1: Number of jobseekers/unemployed placed	1,021	1,200	1,250	1,500
		SS2: % placement of laid off workers seeking employment	28%	32%	35%	40%
	S2: Provision of a skilled pool of human resource to match industry needs.	SS1: Number of unemployed jobseekers replacing work permit holders	-	6,000	6,000	6,000
	S3: Granting of work permits to foreign workers	SS1: % of work permits finalised within 2 weeks	36%	40%	45%	50%

PART C: INPUTS - FINANCIAL RESOURCES

1. SUMMARY BY ECONOMIC CATEGORIES

Code	Economic Categories	Rs	Rs	Rs	Rs
		2011 Estimates	2012 Estimates	2013 Planned	2014 Planned
21	Compensation of Employees	157,249,000	160,937,000	166,419,000	170,327,000
22	Goods and Services	58,746,000	60,158,000	59,968,000	60,743,000
24	Interest	-	-	-	-
25	Subsidies	-	-	-	-
26	Grants	8,900,000	8,990,000	8,990,000	8,990,000
27	Social Benefits	-	-	-	-
28	Other Expense	-	-	-	-
31	Acquisition of Non-Financial Assets	11,025,000	12,950,000	10,500,000	-
32	Acquisition of Financial Assets	-	-	-	-
	Total	235,920,000	243,035,000	245,877,000	240,060,000

2. SUMMARY FOR YEAR 2012

Code	Programmes	Rs	Rs	Rs	Rs
		Compensation of Employees [code 21]	Goods and Services [code 22]	Subsidies/ Grants [codes 25-28]	Acquisition of Assets [codes 31- 32]
541	Policy and Management for Labour and Employment	25,462,000	10,462,000	-	-
542	Labour and Employment Relations Management	79,582,000	30,933,000	8,990,000	1,600,000
543	Registration of Associations, Trade Unions and Superannuation Funds	13,546,000	3,905,000	-	1,500,000
544	Employment Facilitation	42,347,000	14,858,000	-	9,850,000
	Total	160,937,000	60,158,000	8,990,000	12,950,000

Programme 541: Policy and Management for Labour and Employment

Item No.	Details	Rs	Rs	Rs	Rs
		2011 Estimates	2012 Estimates	2013 Planned	2014 Planned
21	Compensation of Employees	11,860,000	25,462,000	25,951,000	26,357,000
21110	Personal Emoluments	10,415,000	22,010,000	22,499,000	22,905,000
21111	Other Staff Costs	1,445,000	1,852,000	1,852,000	1,852,000
21210	Social Contributions	-	1,600,000	1,600,000	1,600,000
22	Goods and Services	9,748,000	10,462,000	10,317,000	10,337,000
22010	Cost of Utilities	2,030,000	2,389,000	2,389,000	2,389,000
22020	Fuel and Oil	400,000	445,000	445,000	445,000
22030	Rent	5,990,000	6,050,000	6,050,000	6,050,000
22040	Office Equipment and Furniture	50,000	50,000	50,000	50,000
22050	Office Expenses	240,000	340,000	340,000	340,000
22060	Maintenance	445,000	600,000	450,000	455,000
22070	Cleaning Services	43,000	43,000	43,000	43,000
22100	Publications and Stationery	505,000	500,000	500,000	515,000
22900	Other Goods and Services	45,000	45,000	50,000	50,000
	Total	21,608,000	35,924,000	36,268,000	36,694,000

Ministry of Labour, Industrial Relations and Employment - continued

Item No.	Details	Rs	Rs	Rs	Rs
		2011 Estimates	2012 Estimates	2013 Planned	2014 Planned
Programme 542: Labour and Employment Relations Management					
Sub-Programme 54201: Employment Relations					
21	Compensation of Employees	61,588,000	54,821,000	57,403,000	58,778,000
21110	Personal Emoluments	53,368,000	48,093,000	50,675,000	52,050,000
21111	Other Staff Costs	8,220,000	6,728,000	6,728,000	6,728,000
22	Goods and Services	21,065,000	20,908,000	20,908,000	20,908,000
22010	Cost of Utilities	4,030,000	3,970,000	3,970,000	3,970,000
22030	Rent	12,500,000	12,150,000	12,150,000	12,150,000
22040	Office Equipment and Furniture	150,000	150,000	150,000	150,000
22050	Office Expenses	735,000	750,000	750,000	750,000
22060	Maintenance	780,000	865,000	865,000	865,000
22070	Cleaning Services	102,000	103,000	103,000	103,000
22090	Security	150,000	150,000	150,000	150,000
22100	Publications and Stationery	805,000	780,000	780,000	780,000
22120	Fees	1,205,000	1,300,000	1,300,000	1,300,000
22160	Overseas Training	-	-	-	-
22170	Travelling within the Republic	30,000	60,000	60,000	60,000
22900	Other Goods and Services	578,000	630,000	630,000	630,000
26	Grants	8,900,000	8,990,000	8,990,000	8,990,000
26210	Current Grant to International Organisations	1,900,000	1,990,000	1,990,000	1,990,000
	<i>of which:</i>				
26210098	<i>Contribution to International Labour Organisation</i>	<i>1,275,000</i>	<i>1,380,000</i>	<i>1,380,000</i>	<i>1,380,000</i>
26210099	<i>Contribution to African Regional Labour Administration Centre</i>	<i>625,000</i>	<i>610,000</i>	<i>610,000</i>	<i>610,000</i>
26313	Current Grant to Extra Budgetary Units	7,000,000	7,000,000	7,000,000	7,000,000
	<i>of which:</i>				
26313013	<i>EPZ Labour Welfare Fund</i>	<i>4,000,000</i>	<i>4,000,000</i>	<i>4,000,000</i>	<i>4,000,000</i>
26313092	<i>Trade Union Trust Fund</i>	<i>3,000,000</i>	<i>3,000,000</i>	<i>3,000,000</i>	<i>3,000,000</i>
31	Acquisition of Non-Financial Assets	2,800,000	1,000,000	-	-
31112	Non-Residential Buildings	2,800,000	-	-	-
31132	Intangible fixed Assets	-	1,000,000	-	-
	Total	94,353,000	85,719,000	87,301,000	88,676,000

Ministry of Labour, Industrial Relations and Employment - *continued*

Item No.	Details	Rs	Rs	Rs	Rs
		2011 Estimates	2012 Estimates	2013 Planned	2014 Planned
Sub-Programme 54202 : Occupational Safety and Health					
21	Compensation of Employees	26,051,000	24,761,000	25,678,000	26,292,000
21110	Personal Emoluments	22,936,000	21,640,000	22,557,000	23,171,000
21111	Other Staff Costs	3,115,000	3,121,000	3,121,000	3,121,000
22	Goods and Services	9,089,000	10,025,000	10,030,000	10,630,000
22010	Cost of Utilities	1,286,000	1,575,000	1,575,000	1,575,000
22030	Rent	5,900,000	5,900,000	5,900,000	6,500,000
22040	Office Equipment and Furniture	90,000	90,000	90,000	90,000
22050	Office Expenses	410,000	1,045,000	1,045,000	1,045,000
22060	Maintenance	205,000	210,000	210,000	210,000
22070	Cleaning Services	42,000	48,000	48,000	48,000
22100	Publications and Stationery	450,000	450,000	450,000	450,000
22120	Fees	343,000	344,000	344,000	344,000
22160	Overseas Training	-	-	-	-
22900	Other Goods and Services	363,000	363,000	368,000	368,000
31	Acquisition of Non Financial Assets		600,000	-	-
31132	Intangible fixed Assets	-	600,000	-	-
	Total	35,140,000	35,386,000	35,708,000	36,922,000
Programme 543: Registration of Associations, Trade Unions and Superannuation Funds					
21	Compensation of Employees	13,910,000	13,546,000	14,066,000	14,462,000
21110	Personal Emoluments	12,155,000	12,139,000	12,659,000	13,055,000
21111	Other Staff Costs	1,755,000	1,407,000	1,407,000	1,407,000
22	Goods and Services	3,933,000	3,905,000	3,855,000	4,010,000
22010	Cost of Utilities	596,000	620,000	620,000	620,000
22030	Rent	2,350,000	2,350,000	2,350,000	2,500,000
22040	Office Equipment and Furniture	40,000	40,000	40,000	40,000
22050	Office Expenses	295,000	220,000	220,000	220,000
22060	Maintenance	110,000	160,000	110,000	110,000
22070	Cleaning Services	40,000	40,000	40,000	40,000
22090	Security	50,000	30,000	30,000	30,000
22100	Publications and Stationery	230,000	225,000	225,000	230,000
22120	Fees	90,000	90,000	90,000	90,000
22170	Travelling within the Republic	32,000	30,000	30,000	30,000
22900	Other Goods and Services	100,000	100,000	100,000	100,000
31	Acquisition of Non Financial Assets	500,000	1,500,000	3,500,000	-
31132	Intangible fixed Assets	500,000	1,500,000	3,500,000	-
	Total	18,343,000	18,951,000	21,421,000	18,472,000

Ministry of Labour, Industrial Relations and Employment - continued

Item No.	Details	Rs	Rs	Rs	Rs
		2011 Estimates	2012 Estimates	2013 Planned	2014 Planned
Programme 544: Employment Facilitation					
21	Compensation of Employees	43,840,000	42,347,000	43,321,000	44,438,000
21110	Personal Emoluments	40,060,000	38,857,000	39,831,000	40,948,000
21111	Other Staff Costs	3,780,000	3,490,000	3,490,000	3,490,000
22	Goods and Services	14,911,000	14,858,000	14,858,000	14,858,000
22010	Cost of Utilities	2,425,000	2,475,000	2,475,000	2,475,000
22020	Fuel and Oil	150,000	150,000	150,000	150,000
22030	Rent	8,418,000	8,418,000	8,418,000	8,418,000
22040	Office Equipment and Furniture	175,000	175,000	175,000	175,000
22050	Office Expenses	785,000	760,000	760,000	760,000
22060	Maintenance	1,030,000	1,080,000	1,080,000	1,080,000
22070	Cleaning Services	100,000	100,000	100,000	100,000
22100	Publications and Stationery	1,325,000	925,000	925,000	925,000
22120	Fees	250,000	450,000	450,000	450,000
22160	Overseas Training	128,000	200,000	200,000	200,000
22900	Other Goods and Services	125,000	125,000	125,000	125,000
31	Acquisition of Non-Financial Assets	7,725,000	9,850,000	7,000,000	-
31132	Intangible Fixed Assets	7,725,000	9,850,000	7,000,000	-
31132401	<i>Upgrading of ICT Infrastructure e-Government Projects Review and Modernise Work Permit System</i>	4,500,000	7,500,000	7,000,000	-
31132104	<i>Enhancement of Employment Service of which: Upgrading of Labour Market Information System (LMIS)</i>	3,225,000	2,350,000	-	-
		2,700,000	2,350,000	-	-
	Total	66,476,000	67,055,000	65,179,000	59,296,000

PART D: HUMAN RESOURCES
STAFFING POSITIONS BY PROGRAMMES AND SUB-PROGRAMMES

Salary Code	Position Titles	In Post 2011	Funded Positions		
			2012	2013	2014
Programme 541: Policy and Management for Labour and Employment		48	54	54	54
	Minister	1	1	1	1
02 00 93	Permanent Secretary	1	1	1	1
02 75 82	Principal Assistant Secretary	1	1	1	1
02 45 67	Assistant Secretary		1	1	1
01 54 64	Assistant Manager, Financial Operations	1	1	1	1
01 41 55	Financial Operations Officer	1	1	1	1
01 29 49	Assistant Financial Operations Officer	2	2	2	2
21 54 64	Assistant Manager (Procurement and Supply)	1	1	1	1
21 29 49	Assistant Procurement and Supply Officer	1	1	1	1
01 29 55	Internal Control Officer		2	2	2
08 41 55	Higher Executive Officer		-	-	-
08 37 51	Office Supervisor	1	1	1	1
08 34 55	Confidential Secretary	3	3	3	3
08 31 51	Senior Officer	4	4	4	4
24 27 37	Head Office Care Attendant	1	1	1	1
08 18 48	Officer	14	15	15	15
08 17 44	Word Processing Operator	5	5	5	5
24 13 31	Driver	3	3	3	3
22 12 39	Receptionist/ Telephone Operator	1	1	1	1
24 10 30	Office Care Attendant	5	5	5	5
24 07 27	Store Attendant		-	-	-
24 06 25	Handy Worker	1	3	3	3
24 02 21	General Worker	1	1	1	1
Programme 542: Labour and Employment Relations Management		243	260	260	260
Sub Programme 54201: Employment Relations		163	173	173	173
02 00 90	Chairperson, National Remuneration Board	1	1	1	1
	President, Commission for Conciliation and Mediation	1	1	1	1
02 75 82	Vice Chairperson, National Remuneration Board	1	1	1	1
	Vice President, Commission for Conciliation and Mediation	1	1	1	1
18 75 79	Director, Labour & Industrial Relations	1	1	1	1
02 67 78	Head Remuneration Analyst		1	1	1
18 62 73	Assistant Director, Labour & Industrial Relations	8	8	8	8
02 59 71	Senior Remuneration Analyst	1	-	-	-

Ministry of Labour, Industrial Relations and Employment - continued

Salary Code	Position Titles	In Post 2011	Funded Positions		
			2012	2013	2014
18 56 66	Principal Labour & Industrial Relations Officer	12	12	12	12
	Principal Conciliation & Mediation Officer (New Post)	-	-	-	-
08 48 60	Senior Shorthand Writer	2	2	2	2
18 46 61	Senior Labour & Industrial Relations Officer	31	31	31	31
02 44 67	Remuneration Analyst	1	2	2	2
08 42 56	Shorthand Writer	2	2	2	2
08 41 55	Higher Executive Officer	2	2	2	2
08 34 55	Confidential Secretary	2	2	2	2
08 31 51	Senior Officer	2	3	3	3
	Conciliation & Mediation Officer (New Post)	-	-	-	-
18 25 52	Labour & Industrial Relations Officer	46	52	52	52
08 18 48	Officer	15	15	15	15
08 17 44	Word Processing Operator	5	5	5	5
18 18 20	Trainee Labour & Industrial Relations Officer	-	-	-	-
24 13 31	Driver	1	1	1	1
22 12 39	Receptionist/ Telephone Operator	1	1	1	1
24 19 33	Senior Office Care Attendant	-	1	1	1
24 10 30	Office Care Attendant	14	15	15	15
24 06 25	Handy Worker	11	11	11	11
24 02 21	General Worker	2	2	2	2
Sub-Programme 54202: Occupational Safety & Health		80	87	87	87
18 75 79	Director, Occupational Safety & Health	1	1	1	1
26 65 75	Head, Specialist Support Services	1	1	1	1
18 65 75	Chief Occupational Safety & Health Officer	4	4	4	4
26 49 67	Occupational Safety & Health Engineer	4	4	4	4
18 56 66	Divisional Occupational Safety & Health Officer	5	5	5	5
18 46 62	Principal Occupational Safety & Health Officer	11	11	11	11
18 35 58	Occupational Safety & Health Officer/ Senior Occupational Safety officer	29	34	34	34
08 41 55	Higher Executive Officer	1	1	1	1
08 31 51	Senior Officer	-	1	1	1
24 27 37	Head Office Care Attendant	1	1	1	1
08 18 48	Officer	10	10	10	10
08 17 44	Word Processing Operator	4	4	4	4
24 13 31 } 24 13 36 }	Driver	1	1	1	1
22 12 39	Receptionist/ Telephone Operator	1	1	1	1
24 10 30	Office Care Attendant	2	3	3	3
24 06 25	Handy Worker	5	5	5	5

Ministry of Labour, Industrial Relations and Employment - continued

Salary Code	Position Titles	In Post 2011	Funded Positions		
			2012	2013	2014
Programme 543: Registration of Associations, Trade Unions and Superannuation Funds		42	47	47	47
18 75 79	Registrar of Associations	1	1	1	1
18 62 73	Deputy Registrar of Associations	1	1	1	1
18 52 66	Principal Inspector of Associations	2	3	3	3
18 44 58		5	5	5	5
08 41 55	Higher Executive Officer	1	1	1	1
08 31 51	Senior Officer	2	3	3	3
18 25 52	Inspector of Associations	15	14	14	14
08 18 48	Officer	10	10	10	10
08 17 44	Word Processing Operator	1	2	2	2
24 13 31	Driver	1	1	1	1
22 12 39	Receptionist/ Telephone Operator	1	1	1	1
24 10 30	Office Care Attendant	1	4	4	4
24 06 25	Handy Worker	1	1	1	1
Programme 544: Employment Facilitation		164	169	169	169
18 75 79	Director, Employment Service	1	1	1	1
02 75 82	Principal Assistant Secretary	1	1	1	1
18 58 69	Deputy Director, Employment Service	1	1	1	1
18 49 61	Chief Employment Officer	5	5	5	5
02 45 67	Assistant Secretary	2	2	2	2
18 41 55	Senior Employment Officer	14	14	14	14
01 48 59	Senior Financial Operations Officer		1	1	1
01 41 55	Financial Operations Officer	1	1	1	1
01 29 49	Assistant Financial Operations Officer	2	1	1	1
21 29 49	Assistant Procurement and Supply Officer	1	1	1	1
08 41 55	Higher Executive Officer	3	3	3	3
08 37 51	Office Supervisor		-	-	-
08 34 55	Confidential Secretary	1	1	1	1
08 31 51	Senior Officer	18	18	18	18
08 29 49	Executive Officer	1	1	1	1
24 27 37	Head Office Care Attendant	1	1	1	1
18 21 50	Employment Officer	33	35	35	35
08 18 48	Officer	38	40	40	40
08 18 45	Clerical Officer/Higher Clerical Officer	1	1	1	1
08 17 44	Word Processing Operator	8	8	8	8
24 13 31	Driver	2	2	2	2
22 12 39	Receptionist/Telephone Operator	1	1	1	1
24 07 27	Stores Attendant	-	-	-	-
24 10 30	Office Care Attendant	15	15	15	15
24 02 21 } 24 02 16 }	General Worker	14	15	15	15
Total		497	530	530	530