

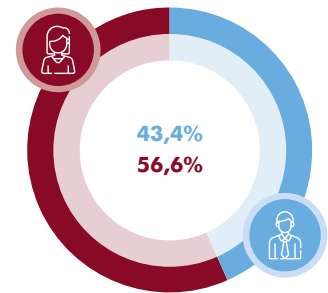
PEOPLE VIABILITY

AGSA workforce

On 31 March 2021, we had 3 703 staff (3 667 in 2019-20), including trainee auditors and short-term contract employees. This was an increase of 36 (0,98%) employees from last year. We continued our moratorium on hiring except in cases where specialist skills were required to fulfil our mandate. Most of these positions were fixed-term contracts to manage our long-term remuneration obligation under uncertain economic conditions. During the performance year, 88,8% of positions in the organisation were filled, which was 1,2% below our targeted rate of 90%.

AGSA WORKFORCE PROFILE

	2018-19	2019-20	2020-21
Occupancy rate	93,7%	93,9%	88,8%
Number of positions	3 796	3 904	4 171
Number of employees	3 556	3 667	3 703
Vacancies	240	237	468



Against an economically active population (EAP) target of 44,8%, 56,6% of our workforce are women, which is an increase from 55,4% in 2019-20. Males make up 43,4% of our workforce; a decrease from 44,6% and against the EAP target of 55,2%.

Our diverse and inclusive workforce reflects the demographics of South Africa. The race profile shows that the African group has the highest overall representation at 78,5%, against an EAP target of 77,9%.



WORKFORCE DISTRIBUTION BY AGE AND RACE





AGE GROUP	ETHNIC GROUP					TOTAL	AGSA %
	AFRICAN	FOREIGN	COLOURED	INDIAN	WHITE		
<25	150		13	5	1	169	4,6
25-35	2 023	2	115	92	35	2 267	61,2
36-55	682	18	100	107	221	1 128	30,5
>55	52	3	5	5	74	139	3,7
Total	2 907	23	233	209	331	3 703	
%	78,5	0,6	6,3	5,7	8,9	100,0%	

You can get more details on our management control in the transformation section, from pages 91 to 92.

The AGSA comprises a predominately young workforce, with 65,8% (2019-20: 68,29%) under the age of 36 years and an average employee age of 34 years. The age demographics reflect that our future is sustained by a strong pipeline

of young professionals. In addition, it is vital to diversify our workforce to bring in new thinking and energy. This information about our employees helps us to make long-term decisions about the future of our workforce in areas such as workforce planning, the employee value proposition, talent mobility and new ways of working.

WORKFORCE DISTRIBUTION BY GENDER AND CONTRACT TYPE

CONTRACT TYPE	GENDER				TOTAL	AGSA %
						
Auditor-general	1	100,0			1	0,03
Fixed-term contract	244	53,2	215	46,8	459	12,39
Permanent	1 151	56,0	903	44,0	2 054	55,47
Trainee contract	699	58,8	490	41,2	1 189	32,11
Total	2 095	56,6	1 608	43,4	3 703	