

(which form part of the 1 293 posts) will be filled over the 2019/20 MTEF. Also, the department was granted approval to fill a further 101 posts in October 2018, due to posts vacated from January to June 2018. Again due to lengthy internal recruitment processes, the department intends to fill these posts over the 2019/20 MTEF and they form part of the 1 293 posts. As the department has been granted approval to fill the above-mentioned remaining 67 posts and 101 posts, they will have to ask for approval to fill only 1 125 posts of the 1 293 posts in 2019/20.

Although the above-mentioned posts have not been filled, the department has budgeted for the full structure, and anticipates to fill 1 293 posts in 2019/20, as mentioned previously. This will need to be reviewed by the department, depending on the progress made with regard to the filling of posts.

The number of personnel reflects a steady increase, and shows an average growth of 8.7 per cent from 2018/19 to 2021/22. The year-on-year growth of 26 per cent in 2019/20, 7.1 per cent in 2020/21 and 7 per cent in 2021/22 is largely in line with National Treasury's guidelines. As explained, the high 2019/20 growth caters for the filling of posts pending the finalisation of the structure. However, this growth does not appear sufficient to cater for the filling of these posts, and will be reviewed by the department. This is also dependent on whether the department manages to fill the 1 293 posts in 2019/20, as budgeted for.

The category *Others – Interns, EPWP, learnerships, etc.*, includes contract workers, interns, learnerships totalling 266 in 2019/20.

9.2 Training

Table 12.28 gives a summary of spending and information on training for the period 2015/16 to 2021/22. The department's training budget reflects an erratic trend over the period, and caters for in-house and external training and capacity building. The growth over the 2019/20 MTEF in comparison to the 2018/19 Revised Estimate is mainly inflationary related.

Table 12.28 : Information on training: Transport

R thousand	Audited Outcome			Main Appropriation	Adjusted Appropriation	Revised Estimate	Medium-term Estimates		
	2015/16	2016/17	2017/18	2018/19			2019/20	2020/21	2021/22
Number of staff	5 369	5 264	3 880	6 691	4 565	4 565	5 858	5 858	5 858
Number of personnel trained	1 465	1 612	1 773	1 950	1 950	1 950	2 060	2 173	2 173
of which									
Male	640	704	774	851	851	851	899	948	948
Female	825	908	999	1 099	1 099	1 099	1 161	1 225	1 225
Number of training opportunities	166	189	212	235	235	235	248	262	262
of which									
Tertiary	-	1	2	3	3	3	3	3	3
Workshops	48	58	68	78	78	78	82	87	87
Seminars	8	10	12	14	14	14	15	16	16
Other	110	120	130	140	140	140	148	156	156
Number of bursaries offered	123	178	144	168	168	168	177	187	187
Number of interns appointed	43	65	70	75	75	75	79	83	83
Number of learnerships appointed	21	20	20	20	20	20	21	22	22
Number of days spent on training	232	232	232	232	232	232	245	258	258
Payments on training by programme									
1. Administration	824	791	1 137	912	365	365	393	418	438
2. Transport Infrastructure	3 785	5 666	9 792	6 365	4 986	3 750	3 936	4 175	4 401
3. Transport Operations	2	1 175	34	1 328	-	198	209	221	233
4. Transport Regulation	1 876	355	426	400	854	859	905	956	1 008
5. Community Based Programmes	9	-	12	-	-	-	-	14	15
Total	6 496	7 987	11 401	9 005	6 205	5 172	5 443	5 784	6 095

The training in Programme 1 relates to administrative functions. The training in Programme 2 is in respect of training for the Zibambele and Vukuzakhe emerging contractors relating to maintenance of the provincial roads. Under Programme 3, the training is in respect of safety and compliance such as road safety education, including pedestrian safety. The training under Programme 4 includes the costs for the Traffic Training College and the Technical Training Centre in respect of the training of traffic officers, and the training under Programme 5 relates to project management and community liaison training for staff members. The department is required by the Skills Development Act to budget at least 1 per cent of its salary expense for staff training. To facilitate this process, the department is affiliated to the line function TETA and CETA. Table 12.28 reflects costs as per the *Training and development* item under *Goods and services*, and the associated costs such as *Travel and subsistence* are excluded.