

## Appendix H

### SIGNIFICANT DIFFERENCES IN RESPONSES

#### SENIOR MANAGEMENT

	National	Provincial	Financial	All
<b>4</b>	%	%	%	
Level 1: Knowledge & Comprehension	14	27	20	20
Level 2: Application	21	36	10	24
Level 3: Integration	50	18	70	42
Not applicable	14	18		13
<b>13</b>	%	%	%	
L1		36		14
Level 2: Application	31	18	50	32
Level 3: Integration	62	18	30	39
Not applicable	8	27	20	16
<b>17</b>	%	%	%	
		27	11	9
Level 2: Application	31	9	33	21
Level 3: Integration	69	55	44	65
		9	11	5
<b>18</b>	%	%	%	
Level 1: Knowledge & Comprehension	21	27	20	22
Level 2: Application	29	9	40	29
Level 3: Integration	43	36	20	36
Not applicable	7	27	20	13
<b>19</b>	%	%	%	
Level 1: Knowledge & Comprehension	8	55		16
Level 2: Application	31	9	50	30
Level 3: Integration	62	36	30	50
			20	5
<b>21</b>	%	%	%	
Level 1: Knowledge & Comprehension	15	46	20	27
Level 2: Application	39		20	25
Level 3: Integration	23		20	16
Not applicable	23	55	40	32
<b>22</b>	%	%	%	
Level 1: Knowledge & Comprehension	8	55		21

Level 2: Application	8	27	60	37
Level 3: Integration	75	18	30	37
Not applicable	8		10	5
<b>23</b>	%	%	%	
Level 1: Knowledge & Comprehension	8	60	10	30
Level 2: Application	15		30	23
Level 3: Integration	69	30	50	40
Not applicable	8	10	10	7
<b>24</b>	%	%	%	
Level 1: Knowledge & Comprehension	15	27	10	23
Level 2: Application	31	9	60	30
Level 3: Integration	46	36	20	36
Not applicable	8	27	10	11
		9		2
<b>26</b>	%	%	%	
Level 1: Knowledge & Comprehension	23	46	10	27
Level 2: Application	15	27	30	25
Level 3: Integration	54		50	36
Not applicable	8	27	10	11
<b>27</b>	%	%	%	
Level 1: Knowledge & Comprehension	23	36	10	20
Level 2: Application	39	27	60	39
Level 3: Integration	39	18	20	32
		18	10	9
<b>30</b>	%	%	%	
		9	10	7
Level 2: Application	46	64	30	45
Level 3: Integration	46	18	50	41
Not applicable	8	9	10	7
<b>31</b>	%	%	%	
Level 1: Knowledge & Comprehension	15	27		18
Level 2: Application	46	18	50	34
Level 3: Integration	15	27	20	25
Not applicable	23	27	30	23

### MIDDLE MANAGEMENT

	National	Provincial	Financial	Treasury	All
<b>5</b>	%	%	%	%	
Level 1: Knowledge & comprehension	17	18	29	9	21

Level 2: Application	20	27	37	18	28
Level 3: Integration	39	27	29	36	33
Not applicable	24	27	5	36	18
<b>6</b>	%	%	%	%	
Level 1: Knowledge & comprehension	14	14	22	9	18
Level 2: Application	29	29	32	36	29
Level 3: Integration	24	38	27	18	27
Not applicable	33	19	19	36	25
<b>8</b>	%	%	%	%	
Level 1: Knowledge & comprehension	21	14	19		18
Level 2: Application	23	24	16	36	22
Level 3: Integration	9	10	19	18	14
Not applicable	47	52	46	46	46
<b>9</b>	%	%	%	%	
Level 1: Knowledge & comprehension	21	14	11		16
Level 2: Application	14	29	26	27	24
Level 3: Integration	16	19	21	18	19
Not applicable	49	38	42	55	41
<b>10</b>	%	%	%	%	
Level 1: Knowledge & comprehension	7	18	16	9	11
Level 2: Application	16	9	14	9	16
Level 3: Integration	21	18	16	36	18
Not applicable	56	55	54	46	54
<b>11</b>	%	%	%	%	
Level 1: Knowledge & comprehension	14	23	18	20	16
Level 2: Application	21	14	16	30	19
Level 3: Integration	14	32	21	10	21
Not applicable	50	32	45	40	44
<b>12</b>	%	%	%	%	
Level 1: Knowledge & comprehension	19	27	24	18	22
Level 2: Application	35	14	21	27	27
Level 3: Integration	21	32	32	46	27
Not applicable	26	27	24	9	23
<b>13</b>	%	%	%	%	
Level 1: Knowledge & comprehension	12	18	13		13
Level 2: Application	19	27	32	27	26
Level 3: Integration	42	27	29	55	35
Not applicable	28	27	26	18	26

<b>22</b>	%	%	%	<b>Valid</b>	
Level 1: Knowledge & comprehension	14	19	18	27	14
Level 2: Application	14	24	32	18	21
Level 3: Integration	7	57	21	36	17
Not applicable	64	100	29	18	48
<b>23</b>	%	%	%	%	
Level 1: Knowledge & comprehension	21	14	24	27	19
Level 2: Application	19	9	21	18	20
Level 3: Integration	23	46	37	36	35
Not applicable	37	32	18	18	26
<b>24</b>	%	%	%	%	
Level 1: Knowledge & comprehension	12	18	21	27	16
Level 2: Application	21	18	18	18	20
Level 3: Integration	28	41	26	27	31
Not applicable	40	23	34	27	33
<b>25</b>	%	%	%	%	
Level 1: Knowledge & comprehension	19	23	13	36	18
Level 2: Application	33	14	21	46	24
Level 3: Integration	9	32	37	9	26
Not applicable	40	32	29	9	32
Total	100	100	100	100	
<b>26</b>	%	%	%	%	
Level 1: Knowledge & comprehension	12	5	16	20	10
Level 2: Application	14	18	19	20	18
Level 3: Integration	5	36	14	10	15
Not applicable	69	41	51	50	57
Total	100	100	100	100	
<b>27</b>	%	%	%	%	
Level 1: Knowledge & comprehension	20	18	21	36	19
Level 2: Application	20	18	18	18	21
Level 3: Integration	15	27	26	27	22
Not applicable	46	36	34	18	38
<b>29</b>	%	%	%	%	
Level 1: Knowledge & comprehension	36	23	37	40	34
Level 2: Application	24	27	29	20	28
Level 3: Integration	10	23	21	20	16
Not applicable	31	27	13	20	23

## LOWER GRADES

	All	National	Financial	Provincial	Treasury
<b>7</b>	%	%	%	%	%
Level 1	19	19	19	18	17
Level 2	29	23	23	25	17
Level 3	29	40	40	32	17
N/A	24	18	18	24	50
<b>10</b>	%	%	%	%	%
Level 1	14	15	15	16	17
Level 2	15	16	16	16	83
Level 3	16	19	19	15	0
N/A	56	50	50	52	0
<b>11</b>	%	%	%	%	%
Level 1	12	11	11	13	33
Level 2	17	24	24	13	67
Level 3	13	15	15	16	0
N/A	59	51	51	59	0
<b>12</b>	%	%	%	%	%
Level 1	9	5	5	9	17
Level 2	14	15	15	14	83
Level 3	11	12	12	10	0
N/A	66	68	68	67	0
<b>13</b>	%	%	%	%	%
Level 1	13	11	11	15	33
Level 2	16	14	14	18	17
Level 3	20	20	20	21	50
N/A	52	55	55	46	0
<b>24</b>	%	%	%	%	%
Level 1	16	9	9	15	17
Level 2	13	15	15	11	17
Level 3	14	15	15	18	67
N/A	57	60	60	57	0
<b>25</b>	%	%	%	%	%
Level 1	10	6	6	13	17
Level 2	10	9	9	11	83
Level 3	15	17	17	19	0
N/A	66	68	68	58	0
<b>26</b>	%	%	%	%	%
Level 1	11	14	14	7	17

Level 2	12	5	5	20	83
Level 3	13	20	20	14	0
N/A	64	61	61	59	0
<b>30</b>	%	%	%	%	%
Level 1	19	21	21	19	50
Level 2	18	13	13	21	50
Level 3	12	21	21	15	0
N/A	51	44	44	45	0
<b>31</b>	%	%	%	%	%
Level 1	11	9	9	6	17
Level 2	14	17	17	15	83
Level 3	9	15	15	8	
N/A	67	60	60	71	
<b>32</b>	%	%	%	%	%
Level 1	10	13	13	8	17
Level 2	9	13	13	9	17
Level 3	10	17	17	12	67
N/A	72	58	58	71	
<b>36</b>	%	%	%	%	%
Level 1	31	29	29	33	50
Level 2	15	17	17	13	17
Level 3	17	27	27	21	17
N/A	37	28	28	34	17
<b>37</b>	%	%	%	%	%
Level 1	29	25	25	27	67
Level 2	19	20	20	22	17
Level 3	17	30	30	18	17
N/A	36	26	26	33	
<b>38</b>	%	%	%	%	%
Level 1	23	23	23	20	50
Level 2	15	19	19	20	17
Level 3	17	23	23	22	33
N/A	44	35	35	38	