# NATIONAL ASSEMBLY

**FOR WRITTEN REPLY**

**QUESTION NO. 760**

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**(INTERNAL QUESTION PAPER NO. 09)**

**Ms N I Tarabella Marchesi (DA) to ask the Minister of Health:**

(1) How many staff members resigned from their employ at the Aberdeen Hospital in the Eastern Cape (a) in the (i) 2013-14 and (ii) 2014-15 financial years and (b) since 1 April 2015;

(2) whether exit interviews are conducted with staff who have resigned, before they leave; if not, why not; if so, what reasons have been supplied for the resignations in each case in each specified financial year;

(3) whether he has taken any action to address concerns raised by employees who have resigned; if not, why not; if so, what are the relevant details of such action?

###### NW878E

**REPLY:**

According to the Eastern Cape Provincial Department of Health, the response is as follows:

1. The following tables reflect the details in this regard

**Resignations for the periods 2013/14, 2014/15 and 2015/16**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **2013/14** | | **2014/15** | | **2015/16** | |
| Designation | Number | Designation | Number | Designation | Number |
| Professional Nurse | 3 | Professional Nurse | 2 | Professional Nurse | 3 |
|  |  | Staff Nurse | 1 | Medical Officer | 1 |
|  |  | Radiographer\* | 1 | Nursing Assistant | 1 |

\* There are currently 4 radiographers (3 permanent and 1 Community Service Radiographer)

**Appointments for the periods 2013/14, 2014/15 and 2015/16**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **2013/14** | | **2014/15** | | **2015/16** | |
| **Designation** | **Number** | **Designation** | **Number** | **Designation** | **Number** |
| Professional Nurse | 3 | Professional Nurse | 2 | Chief Executive Officer | 1 |
| Nursing Assistant | 1 | Staff Nurse | 1 | Nursing Assistant | 1 |
|  |  |  |  | Medical Officers (as of 22 March 2016) | 2 |

1. Exit interviews are conducted when employees leave the employ of any facility within the Department. The following are some of the reasons that were forwarded for resignations at Aberdeen Hospital:

* Desire to change to a different workplace;
* Inconsistent application of policy; and
* Lack of action in dealing with difficult employees.

1. The Department assesses all reasons for employees’ termination and provides feedback to line managers for corrective action.

* In respect of employee leaving for personal change, no action was taken as the employees were leaving of their free will;
* In respect of the other two reasons as mentioned above, the employees were engaged, but had indicated that they were no longer willing to stay.

END.