###### National Assembly

###### Question Number: 1039

**1039**. **Mr M S F de Freitas (DA) to ask the Minister of Transport:**

With reference to his reply to question 376 on 8 March 2018, (a)(i) what officials will he not retain and (ii) why not, in each case, (b)(i) what new officials will he bring into this office and (ii) why, in each case and (c) what are the cost implications in each case? **NW1034E**

**Reply**

(a)(i) what officials will he not retain and (ii) why not, in each case,

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| Job title | (a)(i)  Employees that will not be retained | (a)(ii)  reason |
| **Chief of Staff** Salary level 14  R1 127 334pa | Not retained | As prescribed in paragraph 3.3 of the Financial Manual 2016, the contract employment of employees should terminate at the end of the first month after the month, in which the term of the Executive Authority terminates, for any reason. Employees in the Transport Ministry were appointed on contract for a period linked to the term of office of the then Minister, Mr M J Maswanganyi, MP. Subsequently, their employment contracts terminated on 31 March 2018. |
| **Registry Clerk, Pretoria**  **Salary level 6**  R183 558pa | Not retained | As above |
| **Messenger/Driver, Pretoria**  **Salary level 4**  R127 851pa | Not retained | Retires on 30 April 2018. |
| **Food Service Aid, Pretoria**  **Salary level 3**  R107 886pa | Retained | Re-appointed on contract for a period linked to the term of office of the Minister. |
| **Private Secretary to the Minister of Transport**  **Salary level 13**  R948 174pa | Not retained | As prescribed in paragraph 3.3 of the Financial Manual 2016, the contract employment of employees should terminate at the end of the first month after the month, in which the term of the Executive Authority terminates, for any reason. Employees in the Transport Ministry were appointed on contract for a period linked to the term of office of the then Minister, Mr M J Maswanganyi, MP. Subsequently, their employment contracts terminated on 31 March 2018. |
| **Deputy Director: Assistant Private Secretary**  **Salary level 11**  **R657 558pa** | Not retained | As above |
| **Assistant Administrative Secretary**  **Salary level 8**  **R281 418pa** | Not retained | As above |
| **Media Liaison Officer**  **Salary level 13**  **R948 174pa** | Retained | Re-appointed on contract for a period linked to the term of office of the Minister. |
| **Director: Cabinet Services**  **Salary level 13**  **R948 174pa** | Not retained | As prescribed in paragraph 3.3 of the Financial Manual 2016, the contract employment of employees should terminate at the end of the first month after the month, in which the term of the Executive Authority terminates, for any reason. Employees in the Transport Ministry were appointed on contract for a period linked to the term of office of the then Minister, Mr M J Maswanganyi, MP. Subsequently, their employment contracts terminated on 31 March 2018. |
| **Parliamentary Officer**  **Salary level**  **R948 174pa** | Not retained | As above |
| **Administrative Secretary: Speech Writer**  **Salary level 11**  **R657 558pa** | Not retained | As above |
| **Receptionist / Secretary**  **(Cape Town)**  **Salary level 6**  **R183 558pa** | Not retained | Laterally transferred to the Office of the Director-General, Cape Town |
| **Special Adviser: Ministry**  **Salary level 15**  **R1 370 973pa** | Not retained | As prescribed in paragraph 3.3 of the Financial Manual 2016, the contract employment of employees should terminate at the end of the first month after the month, in which the term of the Executive Authority terminates, for any reason. Employees in the Transport Ministry were appointed on contract for a period linked to the term of office of the then Minister, Mr M J Maswanganyi, MP. Subsequently, their employment contracts terminated on 31 March 2018. |
| **Project Manager: Ministerial Advisory Services**  **Salary level 15**  **R1 370 973pa** | Not retained | As above |

(b)(i) what new officials will he bring into this office and (ii) why, in each case and (c) what are the cost implications in each case?

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| (b)(i)  New employees | (b)(ii)  reason | (c)  Cost implication |
| **Chief of Staff** | As indicated in (a)(ii) above the previous post incumbent’s contract terminated on 31 March 2018. Current post incumbent, previously employed in the Office of the Minister at the Department of Higher Education and Training, until 30 November 2017. Laterally transferred to the Department and in terms of section 32 of the Public Service Act, 1994, directed to perform duties in the office of the Minister for a period linked to the term of office of the Minister. | R1 127 334pa - same remuneration package – additional expenditure: once-off clothing allowance of R6360 and non-pensionable allowance of R6215pm; additional salary for March 2018 iro the previous post incumbent, i.e. R86 130.45pm and sessional and children allowance for March, R8904.00: total additional cost: R107 609.45 |
| **Office Administrator Gr II to the Chief of Staff: Transport Ministry** | Post was vacant. Current post incumbent previously employed in the Office of the Minister at the Department of Higher Education and Training, until 30 November 2017. | R226 611pa - same remuneration package; no additional expenditure |
| **Receptionist/Secretary (Pretoria)** | vacant | NA |
| **Registry Clerk, Pretoria** | As indicated in (a)(ii) above the previous post incumbent’s contract terminated on 31 March 2018. Current post incumbent previously employed in the Office of the Minister at the Department of Higher Education and Training, until 30 November 2017. Laterally transferred to the Department and in terms of section 32 of the Public Service Act, 1994, directed to perform duties in the office of the Minister for a period linked to the term of office of the Minister. | R183 558pa – additional expenditure: additional salary for March 2018 for March 2018 iro the previous post incumbent, i.e. R16 711.50pm plus a non-pensionable allowance of R1415pm: total additional cost: R18 126.50. |
| **Messenger/Driver, Pretoria** | Previous post incumbent retires on 30 April 2018. Current post incumbent previously employed in the Office of the Minister at the Department of Higher Education and Training, until 30 November 2017. | R127 851pa – saving of R52 212pa (former post incumbent on a higher salary notch due to pay progression)- additional expenditure: salary for March and April iro current post incumbent who retires on 30/4/2018, i.e. R35 392.50 plus non-pensionable allowance of R1415pm; total additional cost: R36 807.50 |
| **Food Service Aid, Pretoria** | **Previously employed on contract for a period linked to the term of office of the former Minister. Contract terminates on 31 March 2018. Re-appointed on contract with effect from 1 April 2018 linked to the term of office of the Minister.** | R107 886pa – same remuneration package; no additional cost |
| **Private Secretary to the Minister of Transport** | As indicated in (a)(ii) above the previous post incumbent’s contract terminated on 31 March 2018. Current post incumbent previously employed in the Office of the Minister at the Department of Higher Education and Training, until 30 November 2017. Laterally transferred to the Department and in terms of section 32 of the Public Service Act, 1994, directed to perform duties in the office of the Minister for a period linked to the term of office of the Minister. | R948 174pa – same remuneration package - additional expenditure: once-off clothing allowance of R6360 and non-pensionable allowance R6215pm and additional salary for March 2018 iro the previous post incumbent, i.e. R52 044.06pm; sessional and children allowance for March, R7716.80: total additional cost: R72 335.86 |
| **Deputy Director: Assistant Private Secretary** | Vacant | NA |
| **Assistant Administrative Secretary** | As indicated in (a)(ii) above the previous post incumbent’s contract terminated on 31 March 2018. Current post incumbent previously employed in the Office of the Minister at the Department of Higher Education and Training, until 30 November 2017. Re-appointed on contract linked to the term of office of the Minister. | R281 418pa - same remuneration package - additional expenditure: once-off clothing allowance of R6360 and non-pensionable allowance R6215pm and additional salary for March 2018 iro the previous post incumbent, i.e. R23 451.50pm; sessional and children allowance for March, R7716.80: total additional cost: R43 807.30 |
| **Media Liaison Officer** | **Previously employed on contract for a period linked to the term of office of the former Minister. Contract terminates on 31 March 2018. Re-appointed on contract with effect from 1 April 2018 linked to the term of office of the Minister.** | R948 174pa - same remuneration package; no additional expenditure |
| **Director: Cabinet Services** | Previously employed in the Office of the Minister at the Department of Higher Education and Training, until 30 November 2017. Laterally transferred to the Department and in terms of section 32 of the Public Service Act, 1994, directed to perform duties in the office of the Minister for a period linked to the term of office of the Minister. | R1 006 374pa – post on same level, however, post incumbent on a higher salary notch due to pay progression – difference of R6875.00pm. in additional expenditure: additional salary for March 2018 iro the previous post incumbent, R67215.00pm and sessional and children allowance for March, R7716.80: total additional cost: R79 781.80 |
| **Administrative Secretary (Office Administration)**  **(Cape Town)** | As indicated in (a)(ii) above the previous post incumbent’s contract terminated on 31 March 2018. Current post incumbent previously employed in the Office of the Minister. Re-appointed on contract linked to the term of office of the Minister. | R948 174pa – post upgraded from level 11 to level 13 - additional expenditure: R24 218.00pm; additional salary for March 2018 iro the previous post incumbent, R23 451.50 and sessional and children allowance for March, R7716.80: total additional cost: R55 386.30 |
| **Parliamentary Officer**  **(Khasu)** | As indicated in (a)(ii) above the previous post incumbent’s contract terminated on 31 March 2018. Current post incumbent previously employed in the Office of the Minister. Re-appointed on contract linked to the term of office of the Minister. | R1 116 918.00pa - post on same level, however, post incumbent on a higher salary notch due to pay progression – difference of R14062.00pm; additional expenditure: additional salary for March 2018 iro the previous post incumbent, R73430.00pm and non-pensionable allowance R6215pm and sessional and children allowance for March, R8310.40: total additional cost: R102 017.40 |
| **Director: Speech Writing**  **(Bhengu)** | Post created additional to the establishment. Current post incumbent previously employed in the Office of the Minister. Re-appointed on contract linked to the term of office of the Minister. | R948 174pa – additional to the establishment |
| **Receptionist / Secretary**  **(Cape Town)** | **vacant** | NA |
| **Special Adviser: Ministry**  **(Sizani)** | As indicated in (a)(ii) above the previous post incumbent’s contract terminated on 31 March 2018. Appointed on contract linked to the term of office of the Minister. | R1 412 415 – post on same salary level - post incumbent on a higher salary as approved by DPSA – additional cost: R3453.25pm |
| **Project Manager: Ministerial Advisory Services**  **(Sishi)** | Post created additional to the establishment. As indicated in (a)(ii) above the previous post incumbent’s contract terminated on 31 March 2018. | R1 370 973pa - post on same salary level and remuneration package- no additional cost |
| **Special Adviser: Ministry**  **(Nqandela)** | **Post additional to the establishment.** Appointed on contract linked to the term of office of the Minister. | R1 391 541pa post incumbent on a higher salary as approved by DPSA – additional cost: R1714.00pm |
| **Director**  **(Mncwabe)** | Post created additional to the establishment. Current post incumbent previously employed in the Office of the Minister. Re-appointed on contract for a period of six months. | R1 116 918.00pa |

Paragraph 3.3 of the Financial Manual 2016, provides for the contract employment of employees to terminate at the end of the first month after the month in which the term of the Executive Authority terminates, for any reason. In view of the fact that all contract employees in the Transport Ministry who served the previous Minister of Transport, Mr M J Maswanganyi, MP, were appointed for a period linked to the term of office of the Minister, employment contracts were therefore terminated on 31 March 2018.