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**NATIONAL ASSEMBLY QUESTION FOR WRITTEN REPLY**

**QUESTION NUMBER: 1043**

**DATE OF PUBLICATION IN INTERNAL QUESTION PAPER: 18 MARCH 2022**

**INTERNAL QUESTION PAPER NUMBER: 11 - 2022**

**1043. Ms A M Siwisa (EFF) to ask the Minister of Social Development:**

What (a) informed the decision to terminate the employment contract of a certain person (name and details furnished), after being on contract for more than five years and (b) are the reasons for the specified person’s employment not being made permanent during that period? NW1290E

**REPLY:**

(a) The Department appointed contract employees after having identified a need for such employees in a number of Sub-Programmes.The Department then undertook a process to create posts on the Organizational Structure, in line with the identified need. Upon approval of the new Organizational Structure, the Department then advertised a number of posts, including a level 7 post in terms of Customer Care.

(b) The Department informed all Contract Employees that their contracts will not be renewed upon expiration date as the Department intended to advertise such posts. The person in question was advised to apply like all other Contract Employees. The person in question indicated that she is not interested in a Salary Level 7 post, which was the level of the post she occupied all along. The person in question declined the offer in writing to apply. She therefore forfeited the right to lay claim to the post or any other post because she conscientiously opted to not apply, consequently she terminated her own service in this regard as she denied herself the opportunity to be appointed permanently through the normal recruitment processes prescribed by law.