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| **MINISTRY OF COMMUNICATIONS REPUBLIC OF SOUTH AFRICA**  Private Bag X 745, Pretoria, 0001, Tel: +27 12 473 0164 Fax: +27 12 473 0585  Tshedimosetso House,1035 Francis Baard Street, Tshedimosetso House, Pretoria, 1000 |

**NATIONAL ASSEMBLY**

**QUESTION FOR WRITTEN REPLY**

**QUESTION NO.: 1194**

**Ms V van Dyk (DA) to ask the Minister of Communications:**

(1) Whether the Media Development and Diversity Agency (MDDA) experienced any staff shortages in the past five financial years; if so,

(2) whether any of the MDDA’s staff members had to put in extra hours to cover hours lost due to staff shortages to ensure that the entity’s mandate was fulfilled; if not, what is the position in this regard; if so,

(3) whether any of the specified staff members had to sacrifice any leave days to accommodate the additional hours worked due to staff shortages; if not, what is the position in this regard; if so, (a) what is the total number of staff members and (b) what are their professional designations;

(4) did the MDDA reallocate the lost leave days; if not, (a) why not and (b) how were the affected employees reimbursed for lost leave days; if so, what are the relevant details;

(5) will the MDDA provide Ms V van Dyk with its latest organogram? NW1335E

**REPLY**

1. Yes.
2. No, the MDDA staff members were not required to put in extra hours to cover hours lost due to staff shortages to ensure that the entity’s mandate was fulfilled. However, it is understood that due to the vacancy rate, some staff members were required to take on extra duties during normal working hours.
3. Staff members were given a choice to take leave or to take cash in lieu of leave to assist in compensating for the extra workload due to the vacancies.
4. A total of 17 staff members opted to not take leave and to receive cash in lieu of leave.
5. The professional designations were Programme Managers, Project Officers and Administration staff.
6. No, the MDDA did not re-allocate the lost leave days.
7. The lost leave days were not reallocated as the staff had been given the option for cash in lieu for the lost leave days.
8. The affected staff were given cash in lieu for the lost leave days. All affected staff received the cash in lieu for the lost leave days in April 2017.
9. The latest organogram is attached herewith as **Annexure A**