

**MINISTRY: PUBLIC SERVICE AND ADMINISTRATION**

**REPUBLIC OF SOUTH AFRICA**

**NATIONAL ASSEMBLY**

**QUESTION FOR WRITTEN REPLY**

**DATE: 21 APRIL 2023**

**QUESTION NO.: 1344.**

**Dr M M Gondwe (DA) to ask the Minister of Public Service and Administration:**

What (a) total number of funded posts are currently vacant in the Public Service, (b) is the breakdown of the specified number in each (i) national and (ii) provincial department and (c)(i) is the salary level of each vacant funded post and (ii) are the reasons that each post is vacant? **NW1546E**

**REPLY:**

(a) The total number of funded posts that are currently vacant in the Public Service is 181 607 as at 31 March 2023.

1. The breakdown of the specified number of vacant funded posts nationally and in each provincial department is presented (as at 31 March 2023) in the attached **Annexure A**. It must be noted that some of the vacancies on the establishments of departments captured on PERSAL may not be funded.

|  |  |
| --- | --- |
| **National** | 47 642 |
|  |  |
| **Provinces** |  |
| Eastern Cape | 30 759 |
| Free State | 5 909 |
| Gauteng | 20 707 |
| KwaZulu-Natal | 22 128 |
| Limpopo | 12 863 |
| Mpumalanga | 5 775 |
| North West | 17 178 |
| Northern Cape | 4 983 |
| Western Cape | 13 663 |

1. (i) The breakdown of vacancies per salary level is as follows:

|  |  |
| --- | --- |
| **Salary level** | **Number of vacant posts** |
| 1 | 1 848 |
| 2 | 11 394 |
| 3 | 16 274 |
| 4 | 6 129 |
| 5 | 20 815 |
| 6 | 15 704 |
| 7 | 19 280 |
| 8 | 14 658 |
| 9 | 15 102 |
| 10 | 8 554 |
| 11 | 20 375 |
| 12 | 28 950 |
| 13 | 1 749 |
| 14 | 579 |
| 15 | 163 |
| 16 | 33 |

(ii) With reference to the previous response to parliamentary question 920, departments have in the past reported the following causes and challenges that hinder the filling of the vacancies and cause posts to be vacant-

1. Managing the prioritisation of posts to be filled due to budget constraints or reprioritization of funds.
2. Competition with private sector with regard to appointment of registered OSD professionals and technicians. It was mentioned that it is not easy to recruit and attract some of those skills due to scarcity in the job market in line with the inherent job requirements. Current serving staff under this category are not keen to register, which further hampers existing staff mobility and utilization in higher level posts.
3. The departments have previously raised the matter of internal and external administrative challenges, which ultimately delay the finalisation of appointments. The prescribed pre-employment verifications were also raised. However, departments did not provide substantive proof of such delays.
4. There has been a process of settling down following the determinations issued regarding merged departments impacted by the National Macro-Organisation of Government. The affected departments were required to develop macro-structures and finalise placements as per Resolution 1 of 2019.

End