# NATIONAL ASSEMBLY

**FOR WRITTEN REPLY**

**QUESTION NO. 1497**

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**(INTERNAL QUESTION PAPER NO. 15)**

**Ms T L Marawu (ATM) to ask the Minister of Health:**

(1) Whether, with regard to the implementation of remedial action from the Public Protector’s report on allegations of undue delay by his department to address the challenges experienced by Clinical Associates that was released on 30 November 2021 (details furnished), his department has notified the Department of Public Service and Administration about the remedial actions recommended by the Public Protector; if not, why not; if so,

(2) whether his department has made any progress in terms of implementation thereof; if not, what is the position in this regard; if so, what are the relevant details? **NW1734E**

**REPLY:**

1. The National Department of Health has held meeting(s) with the Department of Public Service and Administration to table the issues pertaining to the conditions of service for the Clinical Associates as raised in the Public Protector’s report;
2. Progress through different interventions is underway within the legal framework to implement recommendations of the Public Protector’s report. Albeit challenges, as conditions of services are transversal matters that affects other categories of employment.

- The process on Occupational Specific Dispensation (OSD) is dealt though a procedure lead by the Department of Public Service and Administration (DPSA). DPSA has commissioned Price Waterhouse Coopers (PWC) to conduct a Personnel Expenditure Review (PER), that includes the review of OSDs in the public sector.   The scope of the project, amongst others, includes a review and analyse in the public sector covering the following functional areas- Employment trends, personnel expenditure and impact of the current in the public sector; Collective bargaining and wage setting mechanisms/ arrangements; and Allowances, Benefits and other incentives.

- Even though issues on Rural Allowance are included in the above process, the Policy on Rural allowance is currently being reviewed at the Public Health and Social Development Sectoral Bargaining Council (PHSDSBC). This process is expected to will inform the continuation of Policy and address the issues mentioned in the Public Protector report.

- The department has commenced with the process of reviewing the current commuted overtime policy, which will inform the continuation of the Policy and address the issues mentioned in the Public Protector report. In the meantime, Clinical Associates continue to benefit for Overtime like any other health related professional in accordance with conditions of services as outline in collective agreement in the Public Service Coordinating Bargaining Council (PSCBC) Resolution 3 of 1999 read together with DPSA Determination on the Management of Payment of Overtime

END.