

**MINISTRY: PUBLIC SERVICE AND ADMINISTRATION**

**REPUBLIC OF SOUTH AFRICA**

**NATIONAL ASSEMBLY**

**QUESTION FOR WRITTEN REPLY**

**DATE: 29 APRIL 2022**

**QUESTION NO.: 1609.**

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

(1) (a) What was the total number of vacant posts for the positions of (i) Director‑General and (ii) Head of Department in the (aa) 2020-21 and (bb) 2021-22 financial years and (b) on date is it envisaged that the posts will be filled, in each case, broken down in terms of each national and provincial department;

(2) (a) what is the total number of public servants who were on suspension with full pay in the specified financial years and (b)(i) for what period of time have the specified public servants been on suspension with full pay and (ii) at what cost to the State, in each case, broken down in terms of each national and provincial department? **NW1935E**

**REPLY:**

1 (a) (i) (aa) 2020/21 financial year: There were 10 vacant posts of Directors-General in National Departments. Annexure A.

(bb) 2021/22 financial year: There are 10 vacant posts of Directors-General in National Departments. Annexure A.

(ii) (aa) 2020/21 financial year: There were 26 vacant posts of Heads of Department in Provincial Departments. Annexure A.

(bb) 2021/22 financial year: There are 27 vacant posts of Heads of Department in Provincial Departments. Annexure A.

(b)The Minister has supported the President in the provision of delegations of authority for all vacant National Director-General posts. The prerogative to fill a HoD post provincially resides with the relevant Premier.

The Minister for the Public Service and Administration as per Section 3 of the Public Service Act, 1994 is responsible establishing norms and standards for the Public Service relating to-

*(a)* the functions of the public service;

*(b)* the organisational structures and establishments of departments and other organisational and governance arrangements in the public service;

*(c)* the conditions of service and other employment practices for employees;

*(d)* labour relations in the public service;

*(e)* health and wellness of employees;

*(f)* information management in the public service;

*(g)* electronic government;

*(h)* integrity, ethics, conduct and anti-corruption in the public service; and

*(i)* transformation, reform, innovation and any other matter to improve the effectiveness and efficiency of the public service and its service delivery to the public.

It must be noted that the filling of a post within a department is the responsibility of the relevant executive authority in terms of Section 3(7) of the Public Service Act, 1994. The practice of recruitment is decentralised to the relevant Executive Authority.

The MPSA and DPSA continue to support departments through policy and setting of standards in order to efficiently fill vacancies within the parameters of the legislative framework. The responsibility to fill such vacant posts reside with the relevant Executive Authority.

2. The information was downloaded from PERSAL on 04th May 2022, and excludes data from Defence and State Security Agency.

(a)The total number of public servants who are on suspension with full pay are as follows:

1. 478 for the 2020-2021 year
2. 584 for the 2021-2022 year

(b) For the period of time the above public servants have been on suspension with full pay see the attached annexures B and C (column named “no days suspended”).

(ii) For the cost to the State, broken down in terms of each national and provincial department, see the attached annexures B and C (column named “cost”).