# NATIONAL ASSEMBLY

**FOR WRITTENREPLY**

**QUESTION NO. 1610**

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**(INTERNAL QUESTION PAPER NO. 26)**

**Mr M S F de Freitas (DA) to ask the Minister of Health:**

(1) With reference to his reply to question 1685 on 18 December 2019, what (a) was the absentee record (ii) in each month in the past three financial years and (ii) since 1 April 2020, (b) processes, procedures and mechanisms are in place to ensure that staff is always present during all required working hours;

(2) what (a) is the current number of vacant positions, (b) measures have been put in place to fill the positions, (c) are the timeframes and deadlines for filling each vacancy respectively and (d) functions will be fulfilled by the vacant posts once they are filled?

###### NW1994E

**REPLY:**

1. (a)-(ii)(iii) The table below reflect the absentee record (ii) in each month in the past three financial years in South Rand Hospital:

|  |  |  |
| --- | --- | --- |
| **Month** | **Number of planned leave** | **Number of unplanned leave** |
| Jul-18 | 64 | 94 |
| Aug-18 | 64 | 120 |
| Sep-18 | 49 | 99 |
| Oct-18 | 70 | 110 |
| Nov-18 | 58 | 161 |
| Dec-18 | 43 | 226 |
| Jan-19 | 30 | 181 |
| Feb-19 | 112 | 43 |
| Mar-19 | 171 | 55 |
| Apr-19 | 124 | 45 |
| May-19 | 171 | 55 |
| Jun-19 | 120 | 45 |
| Jul-19 | 135 | 39 |
| Aug-19 | 271 | 39 |
| Sep-19 | 313 | 60 |
| Oct-19 | 131 | 44 |
| Nov-19 | 160 | 18 |
| Dec-19 | 99 | 33 |
| Jan-20 | 132 | 59 |
| Feb-20 | 141 | 50 |
| Mar-20 | 159 | 81 |
| Apr-20 | 67 | 20 |
| May-20 | 135 | 38 |
| Jun-20 | 151 | 48 |

(b) After the implementation of unplanned leave control measure, all annual leave that are applied for in advance, irrespective of how many leave days is regarded as planned leave.

* The unplanned leave control measures were effective from the 18th June 2018 and this is what HR is currently doing:
* HR is categorising all leave forms submitted to the office per directorate
* This is to allow identification and areas of the high number of unplanned leave per directorate
* A specific member with high number of unplanned leave will be identified
* Relevant supervisor will be informed with the request to investigate reason and provide measures to be instituted.
* HR has already developed a recording book, to record all received unplanned leave per name and department in order to identify the trends
1. (a) Currently there are 20 permanent vacant posts in South Rand Hospital.

(b) All 20 vacant posts have been advertised in May and June 2020.

(c) Shortlisting and interviews were done during the month of May, June & July 2020. The timeframe to fill the posts after posts became vacant is 4 months.

(d) Current staff do overtime to cover the staff shortage until the post is filled.

END.