

**Ministry**

**Employment & Labour**

**Republic of South Africa**

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**NATIONAL ASSEMBLY**

**WRITTEN REPLY**

**QUESTION NUMBER: 1719 [NW2046E]**

**1719. Ms C N Mkhonto (EFF) to ask the Minister of Employment and Labour:**

With reference to his reply to question 1066 on 1 April 2022, what (a) number of the 166 vacant positions of labour inspectors has been vacant for more than 4 months and (b) are the reasons that the positions have been vacant?NW2046E

**REPLY:**

1. 76 posts of the 166 posts have been vacant for more than 4 months.
2. The afore said 76 vacancies above 4 months are due to the following reasons:
	1. *Grievances*: candidates participating have the right to invoke grievance procedures for investigation if they are not satisfied with any element in the process of the recruitment, selection and appointment.
	2. *Withdrawal of shortlisted candidate*: this often leads to a prolonged time of recruitment and affects the DEL’s ability to complete the recruitment process on time.
	3. *Re-advertisement:* this would be done in instances where the interview process failed to obtain suitable candidate. In addition, there could have been failure to obtain suitable candidates during the shortlisting phase
	4. *Inadequate HR capacity*: IES depends on HRM to support the Branch with regards to Selection and Recruitment processes.