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**Memorandum from the Parliamentary Office**

**NATIONAL ASSEMBLY**

**FOR WRITTEN REPLY**

**QUESTION 176**

**DATE OF PUBLICATION OF INTERNAL QUESTION PAPER: 08/02/2018**

**(INTERNAL QUESTION PAPER NO 1 OF 2018)**

**Mr P G Moteka (EFF) to ask the Minister of Higher Education and Training:**

(1) Whether any employees of the National Institute for the Humanities and Social Sciences (NIHSS) were paid overtime (a) in the past two financial years and (b) since 1 April 2017; if so, (i) what are the names of the specified employees and (ii) what number of hours in overtime and (iii) what amount was each employee paid in each specified financial year and time period;

(2) Whether any employees of the NIHSS had been paid overtime above the threshold published by the Minister of Labour in terms of section (10) of the Basic Conditions of Employment Act, Act 75 of 1997; if so, (a) what are the names of the specified employees, (b) what amount was paid above the threshold and (c) why was payment above the threshold made;

(3) What were the reasons that the employees of the NIHSS worked overtime in each specified financial year and time period;

(4) How does this impact on the financial position and mandate of the NIHSS in light of limited resources for postgraduate studies?

**NW183E**

**REPLY:**

The National Institute for Humanities and Social Sciences (NIHSS) has provided the following responses to the questions posed.

* + - 1. (a) (i) No employees were paid overtime in the 2015/16 financial year.

(ii) Some employees were paid overtime in the 2016/17 financial year.

1. One employee was paid overtime in the 2017/18 financial year.

The names of the employees and the number of hours and amounts paid to each employee are provided in the table below:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **No.** | **(aa) Employee Name** | **Month** | **(bb) Overtime Paid** | **(bb) Hours** |
| 1. | Mrs Hlanzekile Mbokazi | December 2016 | R6 436,44 | 16.0 |
| 2. | Mr Kambale Muhongya | December 2016 | R2 239,79 | 12.0 |
| 3. | Mr Tebogo Molaoa | December 2016 | R6 159,41 | 33.0 |
| 4. | Mr Musa Maphalakasi Tintswalo | December 2016 | R1 382,60 | 6.5 |
| 5. | Ms Esther Tlaleng Mofokeng | December 2016 | R6 922,01 | 24.0 |
| 6. | Ms Keketso Fairhope Phakoe | December 2016 | R4 897,10 | 20.5 |
| 7. | Mrs Busi Pilane | December 2016 | R13 832,27 | 25.0 |
| 8. | Mr Ntambudzeni Tshiswaise | December 2016 | R4 770,89 | 32.3 |
| 9. | Ms June-Rose Ngcobo | December 2016 | R10 342,37 | 21.5 |
| 10. | Mr Tshiamo Molapisi | January 2017 | R7 325.10 | 19.0 |
| 11. | Ms Amanda Danca | January 2017 | R4 149.60 | 15.5 |
| 12. | Mr Xolani Mkwanazi | January 2017 | R5 274.53 | 14.5 |
| 13. | Mr Hido Neer | January 2017 | R13 334.48 | 20.5 |
| 14. | Mr Ntambudzeni Tshiswaise | May 2017 | R978.65 | 5.0 |

* + - 1. Yes, employees were paid overtime above the threshold published by the Minister of Labour in terms of section (10) of the Basic Conditions of Employment Act, Act 75 of 1997.

1. Refer to 1(b).
2. Refer to 1(b).
3. Payments were made to these employees in accordance with the NIHSS Remuneration Policy on overtime.
   * + 1. The NIHSS provided the following reasons:

* Overtime paid in December 2016 was towards the preparation and ensuring that the National Doctoral Conference was successful.
* Overtime paid in January 2017 was towards the establishment of an internal audit function.
* Overtime paid in May 2017 was to assist NSFAS process payments to NIHSS students.
  + - 1. The NIHSS is cognisant of the limited resources relating to postgraduate funding. Furthermore, overtime is assessed in detail before approval, both from a budget perspective as well as an analysis to see why employees cannot perform the particular task/s during their normal working hours.

**COMPILER DETAILS**

NAME AND SURNAME: MS PEARL WHITTLE

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**RECOMMENDATION**

It is recommended that the Minister signs Parliamentary Question 176.

MR GF QONDE

DIRECTOR–GENERAL: HIGHER EDUCATION AND TRAINING

DATE:

PARLIAMENTARY QUESTION 176 IS APPROVED / NOT APPROVED / AMENDED.

COMMENT/S

PROF HB MKHIZE, MP

MINISTER OF HIGHER EDUCATION AND TRAINING

DATE: