# NATIONAL ASSEMBLY

**FOR WRITTEN REPLY**

**QUESTION NO. 1793**

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**(INTERNAL QUESTION PAPER NO. 18)**

**Mr V Zungula (ATM) to ask the Minister of Health:**

(1) Whether he will implement the remedial actions from the Public Protector’s report on allegations of undue delay by the National Department of Health to address the challenges experienced by Clinical Associates that was released on 30 November 2021 (details furnished), in the 2023 calendar year; if not, what is the position in this regard; if so, what are the relevant details;

(2) whether he has directed a facilitation of the negotiations within the first quarter of 2023, to correct the occupation specific dispensation omission, in line with the remedial action from the Public Protector’s report on allegations of undue delay by his department in respect of the challenges experienced by Clinical Associates that was released on 30 November 2021 (details furnished); if not, why not; if so, what are the relevant details;

(3) whether he will fast track the creation of posts and reviewing the clinical associates programme (details furnished), as more clinical associates are forced to seek employment outside the public sector which is contrary to the initial purpose of the programme; if not, why not; if so, what are the relevant details? **NW1736E**

**REPLY:**

1. Yes, the Minister is implementing the remedial actions from the Public Protector’s report guided by prescripts of the law. As such, the DPSA are dealing with the issue of Occupational Specific Dispensation (OSD) through a process lead. DPSA has commissioned Price Waterhouse Coopers (PWC) to conduct a Personnel Expenditure Review (PER), that includes the review of OSDs in the public sector.
2. Yes, the National Department of Health has commenced discussions with relevant stakeholders to facilitate negotiations to address the Occupation Specific Dispensation (OSD) for Clinical Associates. The Department has held meeting(s) with the Department of Public Service and Administration (DPSA) to table issues pertaining to the conditions of service for the Clinical Associates as raised in the Public Protector’s report.
3. Fiscal constraints continue to be a limitation on the issue of creation of additional posts for all categories, including Clinical Associates posts within the public health system. Currently, Provinces are unable to fill existing vacant posts or create new ones, despite service delivery needs/demands. Instead, they are required to prioritize posts across all levels of care within the available budget.

END.