

**MINISTRY: PUBLIC SERVICE AND ADMINISTRATION**

**REPUBLIC OF SOUTH AFRICA**

**NATIONAL ASSEMBLY**

**QUESTION FOR WRITTEN REPLY**

**DATE: 20 AUGUST 2021**

**QUESTION NO.: 1860.**

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

(1) What total amount did each (a) national and (b) provincial government department spend on paying overtime to Public Service employees in the (i) 2019-20 and (ii) 2020-21 financial years;

(2) Whether her department has developed norms and standards for the payment of overtime in the Public Service; if not, why not; if so, (a) on what date were the norms and standards developed and (b) how often are the norms and standards (i) monitored and (ii) reviewed? **NW2088E**

**REPLY:**

1. The total overtime expenditure by provincial and national departments for the 2019/20 and 2020/21 financial years are set out in the table below. In instances where no values are displayed, it is due to either the department splitting or merging with another/other department(s) or overtime payments not having been captured on the PERSAL system:

| **Department Name** | | **2019-20** | **2020-21** |
| --- | --- | --- | --- |
| **Amount**  **(R)** | **Amount**  **(R)** |
| **Eastern Cape Provincial Administration** | Cooperative Governance and Traditional Affairs | 1,207,384.23 | 131,393.44 |
| Economic Development, Environmental Affairs and Tourism | 511,581.59 | 249,209.73 |
| Education | 18,113,853.20 | 13,965,584.32 |
| Health | 829,123,891.33 | 922,173,581.39 |
| Human Settlements | 183,421.78 | 130,867.37 |
| Office of the Premier | 959,684.20 | 155,510.05 |
| Provincial Treasury | 65,511.58 | 5,302.19 |
| Roads and Public Works | 1,876,901.37 | 537,655.44 |
| Rural Development and Agrarian Reform | 4,583,294.67 | 3,966,340.06 |
| Safety and Liaison | 956,381.49 | 191,975.32 |
| Social Development | 3,258,168.59 | 1,348,584.50 |
| Sport, Recreation, Arts and Culture | 971,988.92 | 29,116.44 |
| Transport | 39,490,326.66 | 44,816,427.05 |
| **Free State Provincial Administration** | Agriculture | 1,406,881.16 | 1,517,070.60 |
| Co-operative Governance and Traditional Affairs | 27,482.18 | 326,724.86 |
| Economic Development, Tourism and Environmental Affairs | 3,686,637.87 | 1,145,811.34 |
| Education | 6,663,922.23 | 6,077,107.86 |
| Health | 412,804,512.48 | 448,065,887.45 |
| Human Settlements | 919,669.23 | 282,820.62 |
| Office of the Premier | 5,841.27 | 28,560.38 |
| Police, Roads and Transport | 26,522,898.56 | 26,223,630.44 |
| Provincial Treasury | 193,997.36 | 129,203.80 |
| Public Works | 1,261,530.82 | 1,371,970.70 |
| Social Development | 9,747,433.92 | 6,324,314.36 |
| Sport, Arts, Culture and Recreation | 1,029,939.76 | 116,687.64 |
| **Gauteng Provincial Administration** | Agriculture and Rural Development | 3,992,205.46 | 836,076.84 |
| Co-operative Governance and Traditional Affairs | 280,270.04 | 954,484.62 |
| Community Safety | 26,033,682.97 | 77,501,930.44 |
| E-Government | 4,989,355.16 | 6,067,932.15 |
| Economic Development | 14,159.93 | 40,695.39 |
| Education | 21,995,472.75 | 24,786,642.54 |
| Health | 2,435,543,294.00 | 2,763,210,382.50 |
| Human Settlements | 129,667.01 | 58,370.18 |
| Infrastructure Development | 28,723,049.87 | 29,295,939.15 |
| Office of the Premier | 713,338.14 | 2,973,302.02 |
| Provincial Treasury | 441,709.44 | 256,062.17 |
| Roads and Transport | 2,286,377.10 | 8,877,497.13 |
| Social Development | 1,435,832.52 | 1,268,506.95 |
| Sport, Arts, Culture and Recreation | 6,240,455.90 | 706,086.43 |
| **KwaZulu-Natal Provincial Administration** | Agriculture and Rural Development | 7,863,906.28 | 8,384,542.17 |
| Arts and Culture | 221,106.35 | 11,173.32 |
| Co-operative Governance and Traditional Affairs | 1,130,739.09 | 563,901.35 |
| Community Safety and Liaison | 260,549.36 |  |
| Economic Development, Tourism and Environmental Affairs | 1,150,064.72 | 648,309.55 |
| Education | 45,741,563.54 | 42,181,719.06 |
| Finance | 1,374,313.87 | 615,340.64 |
| Health | 1,443,466,029.40 | 1,651,250,447.20 |
| Human Settlements | 1,753,104.14 | 487,113.17 |
| Office of the Premier | 1,133,266.41 | 1,083,368.74 |
| Public Works | 1,273,475.07 | 671,446.33 |
| Social Development | 4,797,599.77 | 6,104,190.08 |
| Sport and Recreation | 3,602,378.24 | 1,135,364.42 |
| Transport | 120,146,901.38 | 114,084,581.30 |
| **Limpopo Provincial Administration** | Agriculture and Rural Development | 10,515,966.75 | 2,981,688.70 |
| Co-operative Governance, Human Settlements and Traditional Affairs | 4,358,545.18 | 1,093,578.77 |
| Community Safety | 88,452.17 |  |
| Economic Development, Environment and Tourism | 21,306,916.98 | 17,419,216.45 |
| Education | 21,490,655.33 | 12,084,855.07 |
| Health | 912,828,046.45 | 834,820,747.92 |
| Office of the Premier | 2,626,255.86 | 207,299.01 |
| Provincial Treasury | 61,181.02 | 83,157.58 |
| Public Works, Roads and Infrastructure | 5,185,352.43 | 1,313,613.05 |
| Social Development | 644,331.84 | 171,781.02 |
| Sport, Arts and Culture | 381,760.10 | 19,709.53 |
| Transport and Community Safety | 134,489,211.93 | 118,715,430.12 |
| **Mpumalanga Provincial Administration** | Agriculture, Rural Development, Land and Environmental Affairs | 2,512,911.27 | 1,108,970.79 |
| Co-operative Governance and Traditional Affairs | 535,146.73 | 448,455.16 |
| Community Safety, Security and Liaison | 21,406,246.29 | 27,837,333.02 |
| Culture, Sport and Recreation | 3,558,405.69 | 1,892,291.27 |
| Economic Development and Tourism | 786,429.45 | 8,047.20 |
| Education | 9,496,317.00 | 10,047,619.84 |
| Health | 425,888,487.00 | 495,675,959.89 |
| Human Settlements | 2,742,950.17 | 1,418,061.16 |
| Office of the Premier | 689,522.46 | 502,770.65 |
| Provincial Treasury | 867,846.68 | 62,664.65 |
| Public Works, Roads and Transport | 25,012,772.13 | 28,574,276.03 |
| Social Development | 1,779,451.45 | 13,441,056.28 |
| **North West Provincial Administration** | Agriculture and Rural Development | 2,926,869.15 | 3,070,211.19 |
| Arts, Culture, Sports and Recreation | 280,463.39 | 496,449.11 |
| Community Safety and Transport Management | 48,715,985.02 | 40,785,276.66 |
| Cooperative Governance and Traditional Affairs | 1,154,554.32 | 1,826,152.58 |
| Economic Development, Environment, Conservation and Tourism | 815,951.62 | 509,190.39 |
| Education | 12,774,961.63 | 7,752,329.84 |
| Health | 493,620,723.57 | 648,705,462.33 |
| Human Settlements |  | 29,555.38 |
| Office of the Premier | 916,062.45 | 1,049,945.94 |
| Provincial Treasury | 3,060,051.70 | 1,629,648.73 |
| Public Works and Roads | 14,270,996.60 | 5,642,349.40 |
| Social Development | 1,116,656.03 | 1,731,924.82 |
| **Northern Cape Provincial Administration** | Agriculture, Land Reform and Rural Development | 1,419,518.86 | 751,237.42 |
| Education | 4,511,565.10 | 3,364,596.93 |
| Environment and Nature Conservation | 461,153.72 | 170,158.66 |
| Health | 189,446,067.37 | 223,175,196.17 |
| Office of the Premier | 891,074.34 | 549,628.18 |
| Provincial Treasury | 64,866.20 |  |
| Roads and Public Works | 1,556,828.92 | 419,632.24 |
| Social Development | 193,823.21 | 193,274.31 |
| Transport, Safety and Liaison | 1,630,716.95 | 3,176,554.74 |
| **Western Cape Provincial Administration** | Agriculture | 3,802,633.61 | 2,770,686.47 |
| Community Safety | 1,857,729.80 | 1,460,201.91 |
| Cultural Affairs and Sport | 1,686,526.30 | 135,725.04 |
| Economic Development and Tourism | 131,377.14 | 174,957.97 |
| Education | 11,463,379.32 | 5,749,486.77 |
| Environmental Affairs and Development Planning | 326,097.58 | 63,502.19 |
| Health | 1,157,736,241.00 | 1,243,312,634.20 |
| Human Settlements | 5,295,675.96 | 1,742,808.98 |
| Local Government | 943,099.21 | 851,712.07 |
| Provincial Treasury | 669,139.26 | 389,753.04 |
| Social Development | 8,378,531.97 | 9,032,576.23 |
| Department of the Premier | 3,517,839.63 | 1,247,110.44 |
| Transport and Public Works | 12,378,007.36 | 9,447,650.95 |
|  | | | |
| **National Departments** | Agriculture, Forestry and Fisheries | 17,779,803.32 |  |
| Agriculture, Land Reform and Rural Development | 80,389,519.07 | 40,098,966.40 |
| Basic Education | 7,897,621.06 | 5,681,828.67 |
| Civilian Secretariat for the Police Service | 794,037.21 | 400,803.16 |
| Communications | 541,647.64 |  |
| Communications and Digital Technologies | 639,577.01 | 138,099.45 |
| Cooperative Governance | 4,412,709.39 | 4,270,256.25 |
| Correctional Services | 193,914,775.91 | 211,578,343.23 |
| Economic Development | 280,232.85 |  |
| Employment and Labour | 55,125,049.13 | 53,047,865.35 |
| Energy | 612,460.36 |  |
| Environment, Forestry and Fisheries | 10,565,727.39 | 12,219,404.08 |
| Government Communication and Information System | 2,950,394.84 | 702,593.22 |
| Health | 20,001,395.84 | 25,895,317.01 |
| Higher Education and Training | 16,976,257.16 | 9,595,677.26 |
| Home Affairs | 85,684,534.47 | 50,468,033.79 |
| Human Settlements | 2,257,343.29 | 1,731,822.84 |
| Independent Police Investigative Directorate | 1,816,320.14 | 1,339,076.49 |
| International Relations and Cooperation | 11,755,886.85 | 8,905,729.97 |
| Justice and Constitutional Development | 18,089,042.44 | 9,119,949.42 |
| Military Veterans | 1,804,463.19 | 917,236.95 |
| Mineral Resources and Energy | 4,878,887.82 | 2,823,676.98 |
| National School of Government | 225,216.84 | 14,284.23 |
| National Treasury | 16,347,923.84 | 3,179,421.72 |
| Office of the Chief Justice | 2,194,424.04 | 856,071.81 |
| Office of the Public Service Commission | 380,286.14 | 118,374.03 |
| Planning, Monitoring and Evaluation | 1,099,056.25 | 408,591.27 |
| Police | 1,058,957,936.40 | 703,439,233.53 |
| Public Enterprises | 633,577.65 | 54,097.31 |
| Public Service and Administration | 1,182,159.50 | 941,606.03 |
| Public Works and Infrastructure | 41,830,007.47 | 22,785,119.14 |
| Science and Innovation | 634,812.48 | 176,458.79 |
| Small Business Development | 258,870.39 | 80,442.36 |
| Social Development | 3,978,318.46 | 5,318,308.53 |
| Sport and Recreation South Africa | 740,229.15 |  |
| Sport, Arts and Culture | 2,211,959.45 | 1,123,723.21 |
| Statistics South Africa | 1,750,411.32 | 1,208,001.54 |
| The Presidency | 11,214,516.50 | 4,723,079.39 |
| Tourism | 711,130.74 | 1,497,175.97 |
| Trade, Industry and Competition | 1,058,217.03 | 282,276.81 |
| Traditional Affairs | 550,756.28 | 23,888.86 |
| Transport | 3,285,644.20 | 2,572,738.80 |
| Water and Sanitation | 33,960,826.74 | 31,247,215.11 |
| Women, Youth and Persons with Disabilities | 190,896.72 | 44,683.56 |

*Data Source: PERSAL*

*Compile by the DPSA*

*Excludes Defence and the State Security Agency*

1. Overtime work is informed by the service delivery requirements of a department. Hence, Regulation 49 of the Public Service Regulations, 2016 requires that a department must have an approved overtime policy in place. The said departmental overtime policy must be in keeping with the overarching policy requirements set out in the Public Service Regulations, 2016, applicable collective agreements and the Basic Conditions of Employment Act, 1997, as amended.
2. The overarching policy requirements were established with the introduction of the Public Service Regulatory Framework in 1999 and the conclusion of Public Service Coordinating Bargaining Council (PSCBC) Resolution 3 of 1999.
3. The said policy requirements are reviewed as and when required, for example, with the introduction of the Basic Conditions of Employment Act, 1997, as amended, in the Public Service in July 2000 and with the promulgation of the 2016 Public Service Regulations. The applicable Regulation is currently being reviewed.

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