

**MINISTRY: PUBLIC SERVICE AND ADMINISTRATION**

**REPUBLIC OF SOUTH AFRICA**

**NATIONAL ASSEMBLY**

**QUESTION FOR WRITTEN REPLY**

**DATE: 3 JUNE 2022**

**QUESTION NO.: 2159.**

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

(1) With reference to his reply to question 477 on 9 May 2022, what total number of the 2 412 senior managers within the Public Service who do not have the qualifications required for the positions that they currently occupy, were appointed before the Public Service Regulations of 2016 came into effect;

(2) what is the breakdown of the departments that updated the qualifications of their senior managers on the Personal and Salary System (PERSAL) between 31 October 2021 and 31 January 2022;

(3) whether his department extended the deadline for senior managers to update their qualifications on the PERSAL system; if not, why not; if so, what are the relevant details;

(4) at what stage will his department employ punitive measures to address the issue of the slow pace of senior managers updating their qualifications on the PERSAL system;

(5) at what stage will his department conduct an investigation into the issue of senior managers within the Public Service not having the qualifications for the positions that they currently occupy? NW2565E

**REPLY:**

1. According to the PERSAL information, a total number of 1819 Senior Managers who do not have required qualifications were appointed before the Public Service Regulations of 2016.
2. (a) Breakdown for National departments

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| --- | --- | --- |
| **Department** | **Qualification updates by 31 October 2021** | **Qualification updates by 31 January 2022** |
| Agriculture, Land Reform and Rural Development | 72 | 70 |
| Communications and Digital Technologies | 15 | 14 |
| Correctional Services | 55 | 52 |
| Education | 1 | 0 |
| Employment and Labour | 48 | 47 |
| Higher Education and Training | 50 | 49 |
| Human Settlements | 30 | 29 |
| International Relations and Cooperation | 32 | 30 |
| Justice and Constitutional Development | 152 | 147 |
| National School of Government | 4 | 3 |
| National Treasury | 64 | 63 |
| Public Enterprises | 13 | 11 |
| Public Works and Infrastructure | 48 | 47 |
| Science and Innovation | 14 | 13 |
| Women, Youth and Persons with Disabilities | 8 | 2 |

(b) Breakdown for Provincial departments

Eastern Cape

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| **Department** | **Qualification updates by 31 October 2021** | **Qualification updates by 31 January 2022** |
| None | | |

Free State

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| --- | --- | --- |
| **Department** | **Qualification updates by 31 October 2021** | **Qualification updates by 31 January 2022** |
| Agriculture | 18 | 17 |
| Office of the Premier | 8 | 7 |
| Police, Roads and Transport | 11 | 6 |
| Provincial Treasury | 6 | 5 |

Gauteng

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| --- | --- | --- |
| **Department** | **Qualification updates by 31 October 2021** | **Qualification updates by 31 January 2022** |
| Co-operative Governance and Traditional Affairs | 15 | 14 |
| Education | 44 | 36 |
| Health | 53 | 51 |
| Infrastructure Development | 12 | 11 |
| Office of the Premier | 33 | 31 |
| Provincial Treasury | 29 | 27 |
| Roads and Transport | 20 | 19 |

KwaZulu-Natal

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| --- | --- | --- |
| **Department** | **Qualification updates by 31 October 2021** | **Qualification updates by 31 January 2022** |
| Finance | 19 | 17 |
| Human Settlement | 7 | 5 |
| Office of the Premier | 15 | 14 |

Limpopo

|  |  |  |
| --- | --- | --- |
| **Department** | **Qualification updates by 31 October 2021** | **Qualification updates by 31 January 2022** |
| Health | 39 | 38 |
| Office of the Premier | 8 | 7 |
| Sport and Culture | 5 | 4 |

Mpumalanga

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| --- | --- | --- |
| **Department** | **Qualification updates by 31 October 2021** | **Qualification updates by 31 January 2022** |
| Agriculture, Rural Development, Land and Environmental Affairs | 7 | 6 |
| Public Works, Roads and Transport | 13 | 12 |

North West

|  |  |  |
| --- | --- | --- |
| **Department** | **Qualification updates by 31 October 2021** | **Qualification updates by 31 January 2022** |
| Community Safety and Transport Management | 5 | 4 |
| Cooperative Governance and Traditional Affairs | 9 | 8 |
| Office of the Premier | 15 | 14 |

Northern Cape

|  |  |  |
| --- | --- | --- |
| **Department** | **Qualification updates by 31 October 2021** | **Qualification updates by 31 January 2022** |
| Office of the Premier | 8 | 7 |
| Sport, Arts and Culture | 7 | 6 |

Western Cape

|  |  |  |
| --- | --- | --- |
| **Department** | **Qualification updates by 31 October 2021** | **Qualification updates by 31 January 2022** |
| Office of the Premier | 16 | 15 |

1. There was no extension provided to departments, departments are gradually responding to circular HRD0301 to update PERSAL data.
2. Currently capturing of qualification on PERSAL is not mandatory and no punitive measures are employed. Until such time when capturing of qualification on PERSAL is made mandatory, then the department will employ punitive measures.
3. PERSAL is specifically designed for payment of employees’ salaries and capturing of qualification is not mandatory. However, to monitor compliance in terms of the implementation of the PSR, 2016 and the Directive on compulsory capacity development, mandatory training days and minimum entry requirements for members of senior management service in the Public Service, the Department will prepare individual letters to Head of Departments requesting them to provide proof of qualifications for Senior Managers who were appointment during the implementation of the Public Service Regulations, 2016 and the said Directive.