

**MINISTRY: PUBLIC SERVICE AND ADMINISTRATION**

**REPUBLIC OF SOUTH AFRICA**

**NATIONAL ASSEMBLY**

**QUESTION FOR WRITTEN REPLY**

**QUESTION NO.: 2187**

**Mr M G P Lekota (Cope) to ask the Minister Public Service and Administration:**

In light of the recently concluded three-year multi-term public service wage, which exceeds the provisions made in the Medium-Term Expenditure Framework, and the growing concerns over an escalating Public Service wage bill and a contracting economy which pose serious challenges to the already strained Government fiscal purse and the rating prospects of the country, what (a) cost containment measures will be implemented by her department in respect of the Public Service wage bill after the three-year agreement and (b) what has she found will be the impact of such measures on service delivery? NW2350E

**REPLY**

In the 2018 State-of-the National Address, the President alluded to a review of configuration of government departments, this reconfiguration of government departments will amongst others reduce size of the public service, which will in turn reduce an increases of public service wage bill. The Department of Public Service and Administration is also putting together measures to contain huge increases of the public service wage bill, these measures include (i) employee-initiated severance package, (ii) early retirement without penalties, (iii) review of performance management and incentive system, (iv) centralised job grading and evaluation, (v) more effective management of allowances, including base amounts and frequency of adjustments, (vi) review of structure of government to reduce fragmentation, duplication of functions and elimination of redundant posts, amongst others, (vii) careful management of earnings growth including allowances, performance incentives and other benefits and also management of both headcount and earnings of public servants

All these measures will be implemented in a manner that avoids negative impact on the capacity of the state to deliver quality public services.