# NATIONAL ASSEMBLY

**FOR WRITTEN REPLY**

**QUESTION NO. 2438**

**DATE OF PUBLICATION IN INTERNAL QUESTION PAPER: 30 AUGUST 2022**

**(INTERNAL QUESTION PAPER NO. 27)**

**Mrs M O Clarke (DA) to ask the Minister of Health:**

(a) What total number of senior posts are vacant in each province, (b) for what period have the specified posts been vacant and (c) by what date(s) will the posts be (i) advertised and/or (ii) filled? **NW2764E**

**REPLY:**

1. **WESTERN CAPE PROVINCE: NO VACANT SENIOR POSTS**.
2. **LIMPOPO PROVINCE:**

(a) There are Sixty Four (64) vacant SMS Posts.

(b) For what period have the specified posts been vacant – See table below:

| **NO** | **POST NAMES** | **POSTS WERE VACATED AS FOLLOWS** | **Period Posts Vacated**  |
| --- | --- | --- | --- |
| 1. | HEAD OF THE DEPARTMENT | 2022/06/29 | Less than 6 months  |
| 2. | DIRECTOR:FINANCIAL REGULATORY COMPLIANCE & REPORTING | 2022/03/01 | 6 Months  |
| 3. | DIRECTOR: HEALTH SUPPORT SERVICES | 2020/09/11 | 2 Years  |
| 3. | DIRECTOR:PUBLIC HEALTH PROGRAMMES  | 2021/04/30 | 18 Months  |
| 4. | DIRECTOR:HEALTH CARE SUPPORT PROGRAMMES | 2021/06/30 | 14 Months  |
| 5. | CHIEF DIRECTOR STANDARDS COMPLIANCE  | 2021/11/15 | 10 Months  |
| 6. | CHIEF DIRECTOR HEALTH SPECIAL PROGRAMMES | 2021/08/31 | 12 Months  |
| 7. | DIRECTOR:HOSPITAL MANAGEMENT SUPPORT  | 2021/12/31 |  |
| 8. | DIRECTOR:DISTRICT HOSPITAL SERVICES  | 2021/05/31 | 9 Months  |
| 9. | DIRECTOR:LEGAL SERVICES  | 2020/01/31 | More than 2 Years |
| 10. | CHIEF EXECUTIVE OFFICER  | 2021/06/17 | 14 Months  |
| 11. | DIRECTOR:MOTHER CHILD WOMEN'S HEALTH INTEGRATED  | 2021/04/30 | 16 Months  |
| 12. | CHIEF EXECUTIVE OFFICER | 2022/04/30 | 4 Months  |
| 13. | DIRECTOR:NURSING EDUCATION  | 2021/08/31 | 12 Months  |
| 14. | DEPUTY DIRECTOR PURCHASING MANAGEMENT  | 2019/04/30 | More than 3 years  |
| 15. | DISTRICT EXECUTIVE MANAGER  | 2019/08/31 | More than 2 years  |
| 16. | CHIEF EXECUTIVE OFFICER  | 2021/03/01 | 17 Months  |
| 17. | CHIEF DIRECTOR: STRATEGIC PLANNING POLICY MONITOR | 2022/05/31 | 3 Months  |
| 19. | DIRECTOR:SUPPLY CHAIN COMPLIANCE  | 2020/03/31 | More than 2 Years  |
| 20. | CHIEF EXECUTIVE OFFICER  | 2019/04/30 |  |
| 21. | DIRECTOR:HEALTH SPECIAL PROGRAMMES  | 2022/06/30 |  |

**COMMENTS**:

It should be noted that some of the SMS posts on the approved organizational structure were never filled. It should also be noted that the Department is in the process of reviewing its organizational structure and some posts will be abolished and some will be merged.

(c) by what date(s) will the posts be (i) advertised and/or (ii) filled?

**COMMENTS:**

It should be noted that other critical SMS posts **will be filled in the next financial year (s) depending on the availability of funds**.

| **Post Names** | **Number of Posts** | **Recruitment Status** | **To be filled in the current Financial Year** |
| --- | --- | --- | --- |
| Chief Director: Strategic Planning  | 1 | Advertised during August 2022 | Yes |
| District Executive Manager: Sekhukhune District  | 1 | Advertised during August 2022 | Yes |
| Director Legal Services: Provincial Head Office  | 1 | Advertised during August 2022 | Yes |
| Director: Corporate Service: Vhembe District Office  | 1 | Not Advertised as yet but post is approved by the Provincial Treasury for filling. | Yes |
| Director: HR Regulatory Compliance: Provincial Head Office  | 1 | Advertised during August 2022 | Yes |
| Director: Records Management  | 1 | Advertised during August 2022 | Yes |
| Chief Executive Officers: * Letaba Hospital
* Thabamoopo Hospital
 | 2 | Advertised during August 2022 | Yes |
| Director: Nursing Education and Services  | 1 | Advertised during August 2022 | Yes |
| Principal Nursing Education  | 1 | Advertised during August 2022 | Yes |
| **Total** | **10** |  |  |

1. **NORTH WEST PROVINCE**

Vacant senior management Services (SMS) posts in the North West Department of Health are as follows;

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Vacant SMS posts** | **Salary level** | **No of posts** | **Date post became vacant** | **Date of advertisement** | **Date of filling these posts** |
| HIV Prevention & Support | 13 | 1 | 18/06/2017 | 13/06/2021 | 01/10/2022 |
| MEC Support | 13 | 1 | 23/11/2021 | N/A | N/A |
| Internal Control | 13 | 1 | 31/10/2017 | 06/02/2022 | 01/10/2022 |
| Demand & Acquisition | 13 | 1 | 01/08/2022 | 11/09/2022 | Three to 6 months after the advert. |
| Infrastructure Planning | 13 | 1 | 30/06/2020 | 10/10/2021 | 01/11/2022 |
| Human Resource Management | 13 | 1 | 01/09/2022 | 11/09/2022 | Three to 6 months after the advert. |
| CEO JST Hospital | 14 | 1 | 01/01/2022 | 17/10/2021 | 01/09/2022 |
| DDG: District Health Services | 15 | 1 | 30/06/2020 | 16/05/2021 | Will be re-advertised before end of October 2022 |
| **TOTAL** |  | **8** |  |  |  |

1. **FREE STATE PROVINCE**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Post Job Title Description** | **Institution** | **Salary Level** | **Vacant Date** | **Total Vacant** | **Practice Note 48. Submission validity as at 21 July 2022** | **Closing date/planned closing date** | **Planned filling date** |
| Chief Financial Officer  | Finance (Free State Department Of Health)  | 15 | 20210531 | 1 | Submission for activation for 2022/2023 re-sent 31 August 2022 | 15-Aug-22 | 01-Dec-22 |
|  |  |  |  |  |  |  |  |
| Director  | Xhariep District Corporate & Health Support  | 13 | 20210331 | 1 | Submission for activation for 2022/2023 re-sent 31 August 2022 | 30-Aug-21 | 01-Dec-22 |
| Chief Executive Officer  | Mofumahadi Manapo Mopeli Region Hosp (Phuthaditjha | 13 | 20180401 | 1 | Submission for activation for 2022/2023 re-sent 31 August 2022 | 19-Mar-21 | 01-Dec-23 |
|  |  |  |  |  |  |  |  |

**TOTAL : 3**

1. **KWA-ZULU NATAL PROVINCE**

| **#** | **COMPONENT DESCRIPTION** | **POST JOB TITLE DESCRIPTION** | **VACANT DATE** | **PERIOD VACANT IN YEARS** | **SALARY LEVEL** | **PROGRESS** |
| --- | --- | --- | --- | --- | --- | --- |
|  | HO:BRANCH SPECIALISED SERVICES & CLINICAL SUPPORT  | DEPUTY DIRECTOR GENERAL:DC HEALTH SERVICES & INTER | 2020/04/30 | 2.33 | 15 | There are no funds to fill this post in the current financial year.  |
|  | HO:BR DISTRICT HEALTH SERVICES | CHIEF HEALTH OFFICER | 2011/11/01 | 10.83 | 15 |
|  | INKOSI ALBERT LUTHULI CENTRAL HOSPITAL  | CHIEF EXECUTIVE OFFICER  | 2021/12/31 | 0.67 | 15 | The advert closed on the 31st May 2022  |
|  | HO:CHIEF DIRECTORATE HR DEVELOPMENT PLANNING & OD  | CHIEF DIRECTOR:HUMAN RESOURCE MANAGEMENT | 2022/04/30 | 0.33 | 14 | There are no funds to fill this post in the current financial year. |
|  | HO: CORPORATE GOVERNANCE IGR & ISC SERVICES  | CHIEF DIRECTOR:CORPORATE GOVERNANCE IGR & ISC | 2017/06/30 | 5.17 | 14 |
|  | HO:CHIEF DIRECTORATE CLINICAL SUPPORT  | CHIEF DIRECTOR:NORTH EASTERN AREA  | 2019/10/01 | 2.92 | 14 | The advert closed on the 08th July 2022  |
|  | HO:CHIEF DIRECTORATE STRATEGIC HEALTH PROGRAMMES  | CHIEF DIRECTOR:HEALTH SERVICE DEVELOPMENT | 2018/12/01 | 3.75 | 14 |
|  | HO:CHIEF DIRECTORATE NON COMMUNICABLE DISEASE | CHIEF DIRECTOR  | 2019/01/31 | 3.58 | 14 | There are no funds to fill this post in the current financial year. |
|  | HO: INFORMATION TECHNOLOGY | CHIEF DIRECTOR:INFORMATION TECHNOLOGY  | 2021/06/18 | 1.20 | 14 |
|  | HO:DIRECTORATE LABOUR RELATIONS | DIRECTOR:LABOUR RELATIONS | 2019/12/31 | 2.67 | 13 | Assumption of duty anticipated on the 01st October 2022  |
|  | HO: HR STRATEGY AND PLANNING  | DIRECTOR:HUMAN RESOURCE PLANNING  | 2019/11/01 | 2.83 | 13 | There are no funds to fill this post in the current financial year. |
|  | HO:DIRECTORATE E-HEALTH  | DIRECTOR:TELEMEDICINE | 2017/09/30 | 4.92 | 13 |
|  | HO:DIRECTORATE HIV&AIDS COMMUN,ADVOCACY&CAMP  | DIRECTOR  | 2019/04/01 | 3.42 | 13 | The advert closed on the 06th April 2022  |
|  | HO:DIRECTORATE PHC  | DIRECTOR:PHC SYSTEMS DEVELOPMENT  | 2019/12/31 | 2.67 | 13 |
|  | HO:DIRECTORATE NUTRITION  | DIRECTOR:NUTRITION  | 2018/10/31 | 3.83 | 13 | There are no funds to fill this post in the current financial year. |
|  | HO:DIRECTORATE BUDGET PLANNING AND DEVELOPMENT | DIRECTOR:BUDGET PLANNING DEVELOPMENT | 2018/08/01 | 4.08 | 13 | There are no funds to fill this post in the current financial year. |
|  | HO:DIRECTORATE IT GOVERNANCE & PROJECT MANAGEMENT  | DIRECTOR:INFORMATION TECHNOLOGY | 2020/09/30 | 1.92 | 13 |
|  | HO:DIR:SERVICE CONDITIONS | DIRECTOR:HUMAN RESOURCE MANAGEMENT  | 2022/07/01 | 0.17 | 13 | The advert closed on the 08th July 2022  |
|  | HO:FRAUD MNGMT SPECIAL INVESTIGATIONS & INSPECTOR  | DIRECTOR:SPECIAL INVESTIGATION | 2019/07/01 | 3.17 | 13 | There are no funds to fill this post in the current financial year. |
|  | HO:DIR:ORGANISATIONAL RISK ASSURANCE AND MNGMT | DIRECTOR:INSTI SECURITY RISK MAN ANTI CORRUPTION  | 2022/08/01 | 0.08 | 13 |
|  | HO:DIRECTORATE SECURITY MANAGEMENT SERVICES  | DIRECTOR  | 2019/02/01 | 3.58 | 13 |
|  | DIVISION:MEDICAL ORTHOTIC&PROSTHETIC SERVICES(MOP) | DIRECTOR:HOSPITAL SERVICE SYSTEM DEVELOPMENT  | 2016/07/31 | 6.08 | 13 |
|  | HARRY GWALA: DISTRICT OFFICE  | DIRECTOR:DISTRICT HEALTH OFFICE | 2021/12/31 | 0.67 | 13 |
|  | GJGM REGIONAL HOSPITAL  | CHIEF EXECUTIVE OFFICER  | 2020/04/30 | 2.33 | 13 | Advert closing 2022/09/23 |
|  | LADYSMITH HOSPITAL  | CHIEF EXECUTIVE OFFICER  | 2021/01/22 | 1.61 | 13 | There are no funds to fill this post in the current financial year. |

1. **MPUMALANGA PROVINCE**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **COMPONENT DESCRIPTION** | **POST JOB TITLE DESCRIPTION** | **VACANT DATE** | **SALARY LEVEL** |  **PROGRESS**  |
| DIRECTOR-GENERAL  | HEAD OF DEPARTMENT  | 20211031 | 16 | Advertised. Proposed assumption of duty 1 November 2022  |
| DEPUTY DIRECTOR - GENERAL (FINANCIAL)  | DDG: CFO | 20220331 | 15 | Advertised. Proposed assumption of duty 1 November 2022 |
| CHIEF DIRECTORATE:FINANCIAL MANAGEMENT  | CHIEF DIRECTOR: FINANCIAL MANAGEMENT  | 20220331 | 14 | Advertised. Proposed assumption of duty 1 November 2022 |
| DIRECTORATE:FINANCIAL ACCOUNTING  | DIRECTOR:FINANCIAL ACCOUNTING  | 20160301 | 13 | Advertised. Proposed assumption of duty 1 November 2022 |
| SD:LOGISTICS MNGMNT  | DIRECTOR : SUPPLY CHAIN MANAGEMENT  | 20190901 | 13 | Advertised. Proposed assumption of duty 1 November 2022 |
| DIR:HR PRACT & ADMIN  | DIRECTOR: HUMAN RESOURCE PRACTISES & ADMINISTR  | 2016 | 13 | Advertised. Proposed assumption of duty 1 November 2022 |
| CD:INTEGR HLTH PLAN  | CHIEF DIRECTOR: INTERGRATED HEALTH PLANNING  | 2020 | 14 | Advertised. Proposed assumption of duty 1 November 2022 |
| DIR:RESEARCH&EPIDEM  | DIRECTOR  | NEVER FILLED | 13 | Advertised. Proposed assumption of duty 1 November 2022 |
| DIRECTOR : INFRASTRUCTURE DELIVERY  | DIRECTOR  | 20190401 | 13 | Advertised. Proposed assumption of duty 1 November 2022 |
| CD:CORPORATE SERVICE  | DIRECTOR: SPECIAL PROJECTS  | 20200309 | 13 | Advertised. Proposed assumption of duty 1 November 2022 |
| SD:LEGISL&CONTRACTS  | DIRECTOR: LEGAL SERVICES  | NEVER FILLED | 13 | Advertised. Proposed assumption of duty 1 November 2022 |
| CD:PRIM HLTH CARE  | CHIEF DIRECTOR : PRIMARY HEALTH CARE  | 20210901 | 14 | Advertised. Proposed assumption of duty 1 November 2022 |
| DIR: MATERNAL HEALTH | DIRECTOR | NEVER FILLED | 13 | Advertised. Proposed assumption of duty 1 November 2022 |
| DIR: MENTAL HEALTH | DIRECTOR | NEW POST AWAITING APPROVAL OF NEW STRUCTURE | 13 | Advertised. Proposed assumption of duty 1 November 2022 |
| DIR: FORENSIC SERVICES | DIRECTOR | 20190301 | 13 | Advertised. Proposed assumption of duty 1 November 2022 |

**TOTAL: 15**

1. **EASTERN CAPE PROVINCE**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Vacant funded posts** | **Salary Level** | **Total Vacant** | **by what date(s) will the posts be (i) advertised** | **by what date(s) will the posts be and/or (ii) filled?** |
| CEO’s for Mthatha & Frontier Regional Hospital | 14 | **2** | Post was advertise on the 14 January 2022 | Proposed assumption of duty date: 01 November 2022 |
| CEO’s for Livingstone & Frere Tertiary Hospital | 14 | **2** | Post was advertised on the 14 January 2022 | Interviews are taking place on the 15 September, there after they are going to competency assessment. Proposed assumption of duty date: 01 November 2022 |
| CEO for Nelson Mandela Academic Hospital | 14 | **1** | Post was advertised on the 14 January 2022 | Shortlisting will take place on the 26 September. Proposed assumption of duty date: 01 December 2022 |
| CEO for Tower Mental Hospital | 14 | **1** | 30 September 2022 | Proposed assumption of duty date: 01 December 2022 |
| CEO for Tower Mental Hospital | 14 | **1** | 30 September 2022 | Proposed assumption of duty date: 01 December 2022 |
| Director: Nursing | 13 | **1** | 30 September 2022 | Proposed assumption of duty date: 01 December 2022 |
| Director: Internal Audit | 13 | **1** | 30 September 2022 | Proposed assumption of duty date: 01 December 2022 |
| Director: Salary Administration | 13 | **1** | 30 September 2022 | Proposed assumption of duty date: 01 December 2022 |
| Director: Legal Services | 13 | **1** | 30 September 2022 | Proposed assumption of duty date: 01 December 2022 |
| Director: HRM | 13 | **1** | 30 September 2022 | Proposed assumption of duty date: 01 December 2022 |
| **Total** |  | **12** |  |  |

**COMMENTS:**

The selection process for CEOs for Mthatha & Frontier Hospital started on 18th – 22nd of July 2022 and interviews were on the 4th – 5th of August 2022. Recommended candidates are currently being subjected to competency assessments and personnel suitability checks are being concluded.

Shortlisting for Chief Executive Officers for Livingstone & Frere Tertiary Hospital is scheduled for the week of the 5th – 9th of September 2022.

1. **NORTHERN CAPE PROVINCE**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Job Title Description** | **Salary level** | **No of posts** | **Date post became vacant** | **Date of advert/filled** |
| Deputy Director-General | 15 | 1 | 20200831 | post advertised by NC Office of the Premier |
| Chief Director: MEC Office | 14 | 1 | 20191001 | post to be filled in accordance with priority list as agreed upon with NC Provincial Treasury |
| Chief Director: Priority Programmes  | 1 | 20190801 |
| Chief Director: CEO: Robert Mangaliso Sobukwe Hospital | 1 | 20200901 |
| Chief Director: District Health Services | 1 | 20220131 | post advertised with closing date 26 August 2022 |
| Chief Director: Corporate Services | 1 | 20210201 | post advertised with closing date 05 August 2022 |
| Chief Director: Provincial Hospital Services & EMS | 1 | 20210831 | post to be filled in accordance with priority list as agreed upon with NC Provincial Treasury |
| Chief Director: Strategic Planning & Analysis | 1 | 20211001 |
| Director: Office of the DDG | 13 | 1 | 20160601 |
| Director: Facility Planning and Maintenance | 1 | 20160701 |
| Director: Quality Assurance | 1 | 20220601 |
| Director: Rehabilitation | 1 | 20220601 |
| Director: Financial Accounting | 1 | 20210727 |
| Director: MCYWH | 1 | 20170901 | post was re-advertised |
| Director: Communicable Diseases | 1 | 20170101 | post to be filled in accordance with priority list as agreed upon with NC Provincial Treasury |
| Director: Human Resources Management | 1 | 20191101 |
| Director: Legal Services | 1 | 20180831 | post was advertised and interviews were conducted, submission for appointment in circulation |
| **Total** |  | **17** |  |  |

1. **GAUTENG PROVINCE**

**Response outstanding. It will be submitted once received.**

END.