

**Ministry**

**Employment &Labour**

**Republic of South Africa**

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**NATIONAL ASSEMBLY**

**WRITTEN REPLY**

**QUESTION NUMBER: 2757[NW3528E]**

**2757. Ms C N Mkhonto (EFF) to ask the Minister of Employment and Labour:**

With reference to the oversight visit of the Portfolio Committee on Employment and Labour to the Unemployment Insurance Fund headquarters on 30 October 2020, wherein it came to light that some employees are abusing the overtime system, what (a) consequence management actions is his department taking against the specified employees and (b) measures will be put in place to prevent the occurrence of such in the future? NW3528E

Reply:

Officials that abuse overtime by submitting claims that are not valid are not paid for such claims and progressive discipline is taken to correct the transgression.

All overtime worked by officials in the UIF is strictly managed and controlled according to the Department of Employment and Labour’s overtime policy, the relevant DPSA and NT prescripts and prior approval must be granted for such overtime. It is a requirement that an overtime plan is developed. The overtime plan must then have clear deliverables. It then gets submitted. It has to be reported upon before further approvals are granted.