

**MINISTRY: PUBLIC SERVICE AND ADMINISTRATION**

**REPUBLIC OF SOUTH AFRICA**

**NATIONAL ASSEMBLY**

**QUESTION FOR WRITTEN REPLY**

**DATE: 19 FEBRUARY 2021**

**QUESTION NO.: 314**

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

(1) What is the current vacancy rate in each government department for funded posts at (a) national and (b) provincial level,

(2) whether he has found that the vacancy rate has had a negative impact on service delivery in the Republic; if not, what is the position in this regard; if so, what measures and/or mechanisms has his department put in place in order to address the negative impact of the vacancy rate? **NW318E**

**REPLY:**

(1) (a) At national government, the average vacancy rate is 9%.

(b) At provincial government, the average vacancy rate is 12%.

Disaggregation per department is as per the attached Excel Spreadsheet.

(2) The vacancy rate does impact negatively on service delivery and this is not unique to the Public Service. Posts that remain unfilled do have an impact on the operational efficiency of an organisation. The average vacancy rate in the Public Service is approximately 12% which is above the set 10% target. The Department of Public Service and Administration monitors the vacancy rate and communicates with departments on the urgent need to fill vacant posts.

 The Minister for the Public Service and Administration has addressed FOSAD on this matter and the Director-General of the Department of Public Service and Administration has presented the compliance report regarding the vacancy rate. Presentations made to FOSAD as well as the GSCID Cluster articulate the impact of vacant posts on service delivery and the non-compliance with legal prescripts, norms and standards on the filling of vacant posts.

The 2020/21 APP highlights Annual Compliance Report as one of the deliverables. This report identifies areas of compliance and non-compliance and most importantly, design technical intervention measures to support struggling departments. A partnership is being sought with the Auditor-General of South Africa to include vacancy management in the areas being audited as part of elevating the matter.

**REPLY ORIGINATOR**

**Name: Mr M Wilson**

**Designation: Acting Deputy Director-General: Human Resource Management Development**

**Contacts: 082 903 0552**

**Recommended / Not recommended**

**Recommended / Not recommended**

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**Ms Yoliswa Makhasi**

**Director-General: Department of Public Service and Administration**

**Date**:

**Recommended / Not Recommended**

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**Ms Sindisiwe Chikunga, MP**

**Deputy Minister for the Public Service and Administration**

**Date:**

**Approved/ Not approved**

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**Mr Senzo Mchunu, MP**

**Minister for the Public Service and Administration**

**Date:**