###### National Assembly

###### Question Number: 3146

**3146. Ms Z Jongbloed (DA) to ask the Minister of Transport:**

(a) How were senior inspectors at the Road Traffic Management Corporation (RTMC) appointed in the past 3 financial years, (b) What Criteria were used when appointing them, (c) what are their (i) terms of reference and (ii) responsibilities, (d) how is their performance monitored (e) what were the costs to the RTMC of employing senior inspectors in the past three financial years? NW3462E

**REPLY**

1. The successful applicants were in possession of a Basic Traffic Diploma, AND at least 4 years work related experience in Law Enforcement. This included a valid proof of registration as a Traffic Officer, no previous conviction, have a Driver’s License and should at least have an Examiner of vehicles qualification or Examiner of Driver’s license.
2. Candidates who met minimum requirements were shortlisted and interviewed; and successful candidates were appointed.
3. (i) The senior inspector’s terms of reference are informed by their signed contract of employment.

(ii) The responsibilities are as follows:

(a) Manage and enforce the National Road Traffic Act, NLTA and other relevant Legislation by amongst other things:

* Enforce the provisions of National Road Traffic Act and relevant pieces of legislations;
* Compile reports and keep records; check data regarding investigation/inspection.
* Gives evidence in court for any transgression, when required; and
* Perform specific inspection and investigate problem areas; and investigate roadworthiness of vehicles.
1. Joint Law Enforcement
* Participate in planning of Joint Enforcement Strategies and Projects.
* Manage the execution of joint law enforcement strategies and projects.
* Evaluation and report on strategies and projects
1. Manage Resources
* Develop and maintain a monitoring system and ensure that a balanced scorecard is achieved by officers.
* Implement innovations to improve working environment and conduct random visits to officers in the field
* Assist with updating of environmental analysis to ensure it is used as a baseline for planning
* Perform basic management functions
* Conduct planning on feedback evaluation and information sharing, meeting with sub-ordinates
* Assist with Human resource issues in the National Traffic Police and coordinate staff performance

(d) Identify and manage risk

* Identify relevant risk
* Develop plan to address risks
* Implement and monitor plan
* Evaluate progress

(e) Administrative Duties

* Ensure that all log books, pocket books, NTP 733, NTP 460 and AARTO forms are completed daily
* Monitor all equipment of the NTPU
* Ensure effective loss control measures are in place
* Monitor the reporting on and off duty of the officers
* Manage the leave of officers
* Verify and sign stats and Time Sheets of all Officers under his /her Supervisory
* Monitor the use of departmental vehicles
1. They have signed Annual Performance Agreements and are assessed twice a year.

1.

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| --- | --- | --- | --- |
|  | **Amount Paid** |  |  |
| **Description** | **2015-16 ( June - March )** | **2016-17** | **2017-18 ( April - Sept )** | **Total** | **Payment Type** |
| Basic Salary |  5 617 040,11  |  8 103 559,89  |  4 329 120,25  |  18 049 720,25  | Recurring |
| Housing Allowance |  1 073 613,29  |  1 404 738,60  |  679 838,52  |  3 158 190,41  | Recurring |
| Service Bonus |  167 794,17  |  600 281,38  |  216 939,84  |  985 015,39  | Recurring |
| Non Pens Cash |  224 940,47  |  517 902,05  |  403 011,83  |  1 145 854,35  | Recurring |
| Danger Allowance |  138 272,05  |  203 787,80  |  110 016,00  |  452 075,85  | Recurring |
| Pension\_CC |  730 214,89  |  1 053 463,56  |  562 785,48  |  2 346 463,93  | Recurring |
| Night Shift |  14 602,82  |  65 133,38  |  27 481,08  |  107 217,28  | Non-Recurring |
| Back Pension\_CC |  36 396,71  |  16 881,10  |  -  |  53 277,81  | Non-Recurring |
| Overtime 1.5 |  399 846,94  |  725 119,17  |  355 813,61  |  1 480 779,72  | Non-Recurring |
| Overtime 2.0 |  101 454,89  |  236 144,38  |  98 014,62  |  435 613,89  | Non-Recurring |
| Performance Bon |  140 000,00  |  633 825,00  |  -  |  773 825,00  | Non-Recurring |
| Public Holiday |  23 413,30  |  116 997,65  |  50 050,44  |  190 461,39  | Non-Recurring |
| Resettlement Fe |  502 455,96  |  -  |  -  |  502 455,96  | Non-Recurring |
| Subsist Local |  264 960,27  |  507 314,32  |  173 332,34  |  945 606,93  | Non-Recurring |
| Sunday Allowance |  35 868,65  |  155 236,52  |  80 497,43  |  271 602,60  | Non-Recurring |
| Termination Leave |  -  |  -  |  19 897,74  |  19 897,74  | Non-Recurring |
|  |  **9 470 874,52**  |  **14 340 384,80**  |  **7 106 799,18**  |  **30 918 058,50**  |  |
|  | N1 |  |  |  |  |
| **Legend** |  |  |  |  |  |
|  |  |  |  |  |  |
| N1 | 8 Appointed June 2015 |  |  |  |  |
| N1 | 21 Appointed July 2015 |  |  |  |  |
| N1 | 2 Appointed August 2015  |  |  |  |  |