**NATIONAL ASSEMBLY**

# FOR WRITTEN REPLY

## QUESTION NO (3234)

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**“  Ms JF Terblanche (DA) to ask the Minister of Science and Technology:**

**(1) What is the current situation with reference to the retention of human resources within the Human Sciences Research Council;**

**(2) What attempts has she and her department made to ensure that (a) staff is adequately remunerated, (b) working conditions are improved and (c) policies are established to support and facilitate human capital development?”**

**(3234)**

**REPLY:**

(1) There is currently a problem with staff retention, specifically at Executive level.

(2) a) The HSRC periodically undertakes a remunerative review, which

 benchmarks salary packages with similar entities within the Science system and universities. The next exercise will be undertaken in 2016.

b) A climate survey, commissioned by the HSRC Board will be undertaken in the third quarter of the current financial year to assess the satisfaction of staff relative to remuneration and working conditions. Recommendations from this survey will inform the revision of any related policies.

 c) A human resources strategy, accompanied by a number of recruitment, retention and talent management strategies is being developed.

 8/3/1