

**MINISTRY: PUBLIC SERVICE AND ADMINISTRATION**

**REPUBLIC OF SOUTH AFRICA**

**NATIONAL ASSEMBLY**

**QUESTION FOR WRITTEN REPLY**

**QUESTION NO.: 3386.**

**Mr A P van der Westhuizen (DA) to ask the Minister of Public Service and Administration:**

(a) What has his department done to address backlogs in respect of the compulsory induction programme for civil servants and (b) to what extent have these backlogs been addressed? NW4045E

**REPLY**

(a)(b) The National School of Government (NSG) is taking the following steps to address the backlog:

1. Entering into Service Level Agreements (SLAs) with Provincial Academies and other State Colleges to include the CIP in their course offerings so that they could help to eliminate the backlog within the two years as projected.
2. Discussion with the Department of Public Service and Administration around the utilisation of public servants for public service training and a proposed approach is at an advance stage for submission for approval.
3. Continues support to fully equipped trainers, for example, the number of departmental trainers that were trained for the delivery of the compulsory induction programme (CIP) has increased from 775 in 2014/15 to 868, of which 848 trainers have been screened to date. Of this number, 483 are “ready to train” and will be supported to be fully equipped as trainers; and 172 departmental trainers have been actively delivering on the CIP.

The backlog remains a challenge. There is a turnaround strategy in place to build dedicated capacity within the National School of Government for compulsory induction programme (CIP) training and administration. This capacity, together with department-based trainers, will assist in providing the institutional support for the delivery of high volume training in the public service.