

**MINISTRY: PUBLIC SERVICE AND ADMINISTRATION**

**REPUBLIC OF SOUTH AFRICA**

**NATIONAL ASSEMBLY**

**QUESTION FOR WRITTEN REPLY**

**QUESTION NO.: 3827**

**Ms A T Lovemore (DA) to ask the Minister of Public Service and Administration:**

(1) What challenges has his department experienced with regard to the appointment of a service provider to process and adjudicate on applications for incapacity leave and ill-health retirement within the public service;

(2) whether a service provider has now been appointed; if not, (a) why not and (b) when is it anticipated that an appointment will be made; if so, (i) who has been appointed, (ii) when was the appointment made and (iii) how was the service provider identified;

(3) what is the backlog of applications for (a) incapacity leave and (b) ill-health retirement measured in (i) the number of applications in each case and (ii) years outstanding in respect of each national and provincial department forming part of the public service;

(4) what (a) are the full details of the matter referred to as Mahaye v Department of Education, case number PSCB450-10/11, in his department’s Strategic Plan 2015/20, (b) is the progress in respect of the specified case in the Durban Labour Court and (c) are the implications of the matter on the management of the Policy on Incapacity Leave and Ill-Health Retirement? NW4572E

**REPLY**

(1) No challenges were experienced with regard to the appointment of the Panel of Accredited Health Risk Managers.

(2) Yes. Panel, not a single service provider, of Accredited Health Risk Managers has been appointed. The five Health Risk Managers on the current Panel of Accredited Health Risk Managers were appointed during 2012 to assume duty with effect from 1 January 2013, which was the date of commencement of the three year sick cycle that ends on 31 December 2015. Since the Department of Public Service and Administration was interdicted from commencing with the service by a disaffected Health Risk Manager, which was unsuccessful during the bid process, the service only resume on 1 November 2013

The following table depicts the names of the service providers and the implementation areas within which they are contracted:

|  |  |
| --- | --- |
| Health Risk Manager | Implementation Area |
| Alexander Forbes Health | Cluster 1 of National Departments  Cluster 2 of National Departments  Provincial Administration of the Western Cape |
| Pro Active Health Solutions | Provincial Administration of Gauteng  Provincial Administration of Limpopo  Provincial Administration of the Northern Cape |
| Metropolitan Health Risk Management | Dormant member, but has been contracted to dispense of the stockpiled applications for the public service. |
| Soma Initiative | Cluster 3 of National Departments  Cluster 4 of National Departments  Provincial Administration of the Eastern Cape  Provincial Administration of Mpumalanga  Provincial Administration of North West |
| Thandile Health Risk Management | Provincial Administration of the Free State  Provincial Administration of Kwazulu-Natal |

(3) The Policy and Procedure on Incapacity Leave and Ill-health retirement and contracts entered into with the Health Risk Managers does not provide a definition of a concept such as a “backlog application”.

However, during the period of the Northern Gauteng High Court interdict from 31 December 2012 to 30 October 2013, at which the implementation of PILIR was suspended, incapacity leave and ill-health retirement applications begun to stockpile.

A summary of the stockpiled applications as recorded on the special codes created on PERSAL for this purpose are depicted in the table below. As indicated earlier, Metropolitan Health Risk Management has been contracted to assess the stockpiled applications and it is anticipated that this process will be completed by 31 March 2016.

| **Implementation Area** | **Department** | **Incapacity Leave** | **Ill-health Retirement** |
| --- | --- | --- | --- |
| **North West Provincial Administration** |  |  |  |
| NORTH WEST OFFICE OF THE PREMIER | 3 |  |
| NORTH WEST PUBLIC WORKS ROADS AND TRANSPORT | 167 | 6 |
| NORTH WEST AGRICULTURE AND RURAL DEVELOPMENT | 65 |  |
| NORTH WEST HEALTH | 555 | 1 |
| NORTH WEST SOCIAL DEVELOPMENT | 7 |  |
| NORTH WEST SPORT ARTS AND CULTURE | 18 |  |
| NORTH WEST PUBLIC SAFETY | 77 |  |
| NORTH WEST EDUCATION | 311 |  |
| NORTH WEST LOCAL GOVERNMENT AND TRADITIONAL AFFAIR | 28 |  |
| **Total** | **1231** | **7** |
| **Gauteng Provincial Administration** | GAUTENG INFRASTRUCTURE DEVELOPMENT | 1 |  |
| GAUTENG SOCIAL DEVELOPMENT | 49 | 1 |
| GAUTENG COMMUNITY SAFETY | 3 |  |
| GAUTENG DEPARTMENT OF HEALTH | 699 | 2 |
| GAUTENG DEPARTMENT OF FINANCE | 7 |  |
| GAUTENG EDUCATION | 1295 |  |
| DEEDS REGISTRATION TRADING ACCOUNT | 14 |  |
| **Total** | **2068** | **3** |
| **National Departments Cluster 1** |  |  |  |
| NATIONAL DEPARTMENT OF CORRECTIONAL SERVICES | 1219 | 1 |
| **Total** | **1219** | **1** |
| **National Departments Cluster 2** | NAT DEPT JUSTICE CONSTITUTIONAL DEVELOPMENT | 1066 | 9 |
| OFFICE OF THE PUBLIC SERVICE COMMISSION | 3 |  |
| INTERNATIONAL RELATIONS AND COOPERATION | 65 |  |
| NATIONAL DEPARTMENT OF LABOUR | 152 |  |
| GOVERNMENT PENSIONS ADMINISTRATION AGENCY | 47 |  |
| PERFORMANCE MONITORING AND EVALUATION | 2 |  |
| NATIONAL DEPT OF PUBLIC SERVICE AND ADMINISTRATION | 5 |  |
| NATIONAL DEPARTMENT SCIENCE AND TECHNOLOGY | 25 |  |
| INDEPENDENT POLICE INVESTIGATIVE DIRECTORATE | 1 |  |
| PUBLIC ADMIN LEADERSHIP AND MANAGEMENT ACADEMY | 4 |  |
| **Total** | **1370** | **9** |
| **National Departments Cluster 3** | NATIONAL DEPARTMENT OF TRADE AND INDUSTRY | 32 |  |
| NATIONAL DEPARTMENT OF WATER AFFAIRS | 34 |  |
| DEPARTMENT OF AGRICULTURE FORESTRY AND FISHERIES | 5 |  |
| STATISTICS SOUTH AFRICA | 52 |  |
| DEPARTMENT OF ENERGY | 11 |  |
| NATIONAL DEPARTMENT ARTS AND CULTURE | 2 |  |
| **Total** | **136** | **0** |
| **National Departments Cluster 4** | DEPARTMENT OF SOCIAL DEVELOPMENT | 9 |  |
| NATIONAL DEPARTMENT OF ENVIRONMENTAL AFFAIRS | 5 |  |
| NATIONAL DEPARTMENT OF HOME AFFAIRS | 309 |  |
| NATIONAL DEPARTMENT OF PUBLIC WORKS | 23 | 3 |
| DEPT GOVERNMENT COMMUNICATIONS AND INFO SYSTEMS | 18 |  |
| RURAL DEVELOPMENT AND LAND REFORM | 40 |  |
| DEPARTMENT OF HIGHER EDUCATION AND TRAINING | 15 |  |
| DEPARTMENT OF BASIC EDUCATION | 46 |  |
| NATIONAL DEPT OF SPORT AND RECREATION SOUTH AFRICA | 7 |  |
| NATIONAL TREASURY | 8 |  |
| NATIONAL PROSECUTING AUTHORITY | 230 |  |
| THE PRESIDENCY | 9 |  |
| **Total** | **719** | **3** |
| **Mpumalanga Provincial Administration** | MPUMALANGA DEPT OF PUBLIC WORKS ROADS AND TRANSPOR | 46 |  |
| MPUMALANGA AGRICULTURE RURAL DEV AND LAND ADMIN | 5 |  |
| MPUMALANGA EDUCATION | 190 |  |
| MPUMALANGA HEALTH | 276 | 3 |
| **Total** | **517** | **3** |
| **Limpopo Provincial Administration** | LIMPOPO PROVINCE PROVINCIAL TREASURY | 10 |  |
| LIMPOPO PROVINCE SPORT ARTS AND CULTURE | 14 |  |
| LIMPOPO PROVINCE OFFICE OF THE PREMIER | 11 |  |
| LIMPOPO PROV ECONOMIC DEVELOP ENVIRONMENT TOURISM | 24 |  |
| LIMPOPO PROVINCE HEALTH | 9 |  |
| LIMPOPO PROVINCE DEPARTMENT OF ROADS AND TRANSPORT | 136 | 2 |
| LIMPOPO PROVINCE PUBLIC WORKS | 99 |  |
| LIMPOPO PROVINCE EDUCATION | 553 |  |
| LIMPOPO PROVINCE AGRICULTURE | 114 | 4 |
| LIMPOPO SOCIAL DEVELOPMENT | 44 |  |
| **Total** | **810** | **6** |
| **Free State Provincial Administration** | FREE STATE OFFICE OF THE PREMIER | 9 |  |
| FREE STATE ECONOMIC DEV TOURISM AND ENVIRON AFF | 25 |  |
| FREE STATE DEPARTMENT OF PROVINCIAL TREASURY | 17 |  |
| FREE STATE DEPARTMENT OF HEALTH | 720 |  |
| FREE STATE DEPARTMENT OF EDUCATION | 729 |  |
| FREE STATE DEPART OF POLICE ROADS AND TRANSPORT | 10 | 2 |
| FREE STATE SPORT ARTS CULTURE AND RECREATION | 14 |  |
| FREE STATE GOVERNMENT MOTOR TRANSPORT TRADING ACC | 1 |  |
| FREE STATE DEPARTMENT OF AGRICULTURE | 25 |  |
| **Total** | **1550** | **2** |
| **Kwazulu-Natal Provincial Administration** | KZN PROV GOV AGRICULTURE ENVIRONMENT AFF RURAL DEV | 110 |  |
| KZN PROV GOV EDUCATION | 939 |  |
| KZN PROV GOV: HEALTH | 3962 | 3 |
| KZN PROV GOV ARTS AND CULTURE | 25 |  |
| KZN PROV GOV SPORT AND RECREATION | 4 |  |
| KZN PROV GOV HUMAN SETTLEMENTS | 42 |  |
| KZN PROV GOV: TRANSPORT | 79 |  |
| KZN PROV GOV SOCIAL DEVELOPMENT | 85 |  |
| KZN PROV GOV PUBLIC WORKS | 158 |  |
| KZN PROV GOV PREMIER | 9 |  |
| KZN PROV GOV PROVINCIAL TREASURY | 13 |  |
| KZN PROV GOV ECONOMIC DEVELOPMENT AND TOURISM | 2 |  |
| **Total** | **5428** | **3** |
| **Western Cape Provincial Administration** | WC Education | 854 | 2 |
| DEPT OF TRANSPORT AND PUBLIC WORKS | 29 |  |
| DEPARTMENT OF HEALTH | 402 |  |
| DEPARTMENT:LOCAL GOVERNMENT AND HOUSING | 14 |  |
| PROVINCIAL TREASURY: WESTERN CAPE | 7 |  |
| WESTERN CAPE SOCIAL SERVICES: HEAD OFFICE | 51 |  |
| DPT ENVIRONMENTAL AFFAIRS AND DEVELOPMENT PLANNING | 7 |  |
| DEPARTMENT OF COMMUNITY SAFETY | 52 |  |
| Office of the Premier | 16 |  |
| DEPARTMENT OF AGRICULTURE: WESTERN CAPE | 14 |  |
| DEPARTMENT CULTURAL AFFAIRS AND SPORT | 11 |  |
| **Northern Cape Provincial Administration** | **Total** | **1457** | **2** |
| NORTHERN CAPE: FINANCE | 3 | 1 |
| NORTHERN CAPE: PREMIER | 2 |  |
| NORTHERN CAPE: Education | 182 |  |
| NORTHERN CAPE: DEPARTMENT OF TRANSPORT | 17 |  |
| NORTHERN CAPE: SPORT ARTS AND CULTURE | 8 |  |
| NORTHERN CAPE: Health | 19 | 3 |
| NORTHERN CAPE: DEP OF SOCIAL SERVICES & POPULATION | 17 |  |
| NORTHERN CAPE TOURISM ENVIRONMENTAL AND CONSERVATI | 2 |  |
| **Total** | **250** | **4** |
| **Eastern Cape Provincial Administration** | OFFICE OF THE PREMIER | 32 |  |
| Health | 16 |  |
| SOCIAL DEVELOPMENT | 1 |  |
| ROADS AND PUBLIC WORKS | 71 |  |
| EDUCATION | 790 |  |
| LOCAL GOVERNMENT TRADITIONAL AFFAIRS | 22 |  |
| RURAL DEV. AND AGRARIAN REFORM | 29 |  |
| ECONOMIC AFFAIRS | 22 | 2 |
| TRANSPORT | 69 |  |
| DEPT OF FINANCE AND PROV EXPENDITURE | 2 |  |
| SAFETY AND LIAISON | 5 |  |
| **Total** | **1059** | **2** |
|  | **Grand Total** | **17814** | **45** |

***Source: Cases recorded by departments on special register created on PERSAL for stockpiled applications.***

(4) The matter of Mahaye v Department of Education (case number PSCB450-10/11) is sub judice since applications for review was brought before the Labour Appeal Court. Therefore details on the matter cannot be disclosed at this point.