**NATIONAL ASSEMBLY**

**QUESTIONS FOR WRITTEN REPLY**

FRIDAY, 25 FEBRUARY 2022

DUE DATE: 11 MARCH 2022

478. Dr M M Gondwe (DA) to ask the President of the Republic:

Whether he has commissioned the development and/or operationalisation of a grievance mechanism aimed at addressing the grievances of Directors-General; if not, by what date will such a mechanism be developed and operationalised; if so, in terms of which policy directive was the mechanism developed?

NW543E

**REPLY**

Mechanisms are in place that address the grievances of Directors-General.

Section 35 of the Public Service Act, 1994, as amended, provides for procedures in respect of grievances of employees in the Public Service, including Heads of Department.

Subject to the above, grievances of Heads of Department are handled in terms of Chapter 10 of the Senior Management Services (SMS) Handbook. This specifies the procedural stages to address the grievance of a head of department either to the relevant executive authoirty or the Public Service Commission directly.