

**MINISTRY: PUBLIC SERVICE AND ADMINISTRATION**

**REPUBLIC OF SOUTH AFRICA**

**NATIONAL ASSEMBLY**

**QUESTION FOR WRITTEN REPLY**

**DATE: 26 FEBRUARY 2021**

**QUESTION NO.: 519**

**Mrs M B Hicklin (DA) to ask the Minister to ask the Minister of Public Service and Administration:**

(1) Whether any staff member in his department (a) performed work outside normal working hours in addition to the responsibilities related to his or her work in the past five financial years and (b) has been performing such work during the period 1 April 2014 up to the latest specified date for which information is available; if not, in each case, how is it determined whether such work is being performed or not; if so, in each case, (i) what number of staff members and (ii) in what job and/or work categories are the specified staff members employed;

(2) Whether approval for such work was obtained in each case; if not, what is the position in this regard; if so, (a) what is the policy of his department in this regard, (b) by whom are such applications considered and approved, (c) what number of contraventions of this policy were brought to the attention of the National Treasury in the past five financial years and (d) what steps have been taken against the transgressors? **NW575E**

**REPLY:**

**1. a) No employee of the** Department of Public Service and Administration performed work outside normal working hours in addition to the responsibilities related to their work in the past five financial years.

**b)** The functions and performance of all employees are governed by their Job Descriptions, Employment Contracts, Performance Agreements and regular Performance Assessments as per applicable Directives, laws and policies.

**b. (i) Zero (0)**;

**(ii) Not applicable.**

**2.** No such requests nor approvals were made by any employee as the Department does not have such a policy.

**a)** The Department does not have a policy that requires employees to perform work outside of normal working hours additional to their responsibilities as this would be irregular and violates the principles of fair labour practice.

**b)** Not applicable.

**c)** Not applicable.

**d)** Not applicable.

End