

**MINISTRY: PUBLIC SERVICE AND ADMINISTRATION**

**REPUBLIC OF SOUTH AFRICA**

**NATIONAL ASSEMBLY**

**QUESTION FOR WRITTEN REPLY**

**QUESTION NO.: 652.**

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

(1) How many (a) new staff members joined the Public Service as permanently appointed staff (i) in the (aa) 2012-13, (bb) 2013-14 and (cc) 2014-15 financial years and (ii) since 1 April 2015 and (b) of the specified staff members (i) have successfully completed the full compulsory induction course for public servants, (ii) are currently in training or (iii) still need to commence training in the compulsory induction course;

(2) (a) how many accredited trainers are there in the Public Service to facilitate training in the full public service induction programme in each province, (b) what are the targets going forward and (c) when will the public service reach a situation where all newly appointed employees in the public service would have completed the compulsory induction programme within two years of being appointed for the first time? NW767E

**REPLY**

1. (a) new staff members joined the Public Service as permanently appointed staff:

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Question | Years | Number permanently appointed to the Public Service[[1]](#footnote-1) | Number of officials eligible for CIP – that is officials with first time appointment after 1 July 2012[[2]](#footnote-2) | Number of officials that have completed the full CIP | Number currently training on CIP | Number still need to commence training on CIP |
| **(aa)** | 2012 – 2013 | 40 547 | 18 776 | 43 | 326 | 18 407 |
| **(bb)** | 2013 – 2014 | 46 592 | 32 499 | 25 | 7 897 | 24 577 |
| **(cc)** | 2014 – 2015 | 53 881 | 37 773 | 188 | 15 563 | 22 022 |
| **(dd)** | 2015 - 2016 | 43 005 | 34 125 | 143 | 8 861 | 1. 21 |

(b) (i) 399 have completed the full CIP

(b) (ii) 32 647 are currently training on CIP

(b) (iii) 90 127 still need to commence training on CIP

(2) (a) Accredited trainers in the Public Service responsible to facilitate training of the induction programme:

|  |  |
| --- | --- |
| **Province /National** | **Number of departmental**  **officials ready to train** |
| Eastern Cape | 97 |
| Northern Cape | 30 |
| Western Cape | 21 |
| Gauteng | 34 |
| Limpopo | 19 |
| Mpumalanga | 14 |
| North West | 67 |
| Free State | 28 |
| KwaZulu Natal | 52 |
| National | 260 |
| National School of Government | 27 |
| **Total** | **649** |

(b) For the financial year 2016-17 the target is 36 000

(c) The National School of Government process of putting in place necessary systems, capacity and procedures to ensure that all newly appointed employees in the public service complete their compulsory induction programme within two years of being appointed for the first time, is a work in progress.

1. Data Source: PERSAL, excluding Defence [↑](#footnote-ref-1)
2. Data Source: PERSAL, excluding Defence and Teachers, and all on probation [↑](#footnote-ref-2)