

**MINISTRY: PUBLIC SERVICE AND ADMINISTRATION**

**REPUBLIC OF SOUTH AFRICA**

**NATIONAL ASSEMBLY**

**QUESTION FOR WRITTEN REPLY**

**QUESTION NO.: 755.**

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

(1) Must the compulsory induction programme for public servants only be completed by making use of the services or material of the National School of Government (NSG); if not, what is the position in this regard; if so, (a) why and (b) what are the further relevant details;

(2) (a) what is the full amount payable per employee to the NSG for services related to the successful completion of the induction programme for public servants, (b) what services are included in the fee and (c) what factors are contributing to the delays in the (i) implementation or (ii) roll-out of the compulsory induction programme for public servants;

(3) (a) in what respects does the compulsory induction programme accommodate the diverse needs of disabled public service staff members and (b) has he found that disabled staff will not be discriminated against with the introduction of the compulsory induction programme for public servants? NW873E

**REPLY:**

(1) Yes. The Directive (Circular No: HRD 1 of 2012) mandates the National School of Government (NSG) to develop and roll out the compulsory induction programme (CIP).

(2) (a) Departments are expected to pay a total cost of R1876 (if NSG facilitator, venue and IICs costs are excluded), R8875 (if NSG internal satff is used and venue excluded) or R16275 (if IICs is used and venue is excluded) per employee

(b) the services included in the fee cover Programme management and administration, materials production and delivery, capacity building, professional support, monitoring and evaluation, and

(c) (i) (ii) factors are as follows, readiness of departments to implement the programme, absence of trainer policies to maximise trainer capacities developed by the NSG and use of cost-recovery model;

(3) (a) The NSG has ensured that the compulsory induction programme accommodates the diverse needs of public service staff members living with disabilities by availaing materials in Word to those who are visually impaired and collaborating with departments in securing the Braille services and of sign-language specialists.

 (b) No. The NSG striven to ensure that staff living with disability are not be discriminated against with the introduction of the compulsory induction programme for public servants.