

**MINISTRY: PUBLIC SERVICE AND ADMINISTRATION**

**REPUBLIC OF SOUTH AFRICA**

**NATIONAL ASSEMBLY**

**QUESTION FOR WRITTEN REPLY**

**DATE: 31 MARCH 2017**

**QUESTION NO.: 882**

**Ms D van der Walt (DA) to ask the Minister of Public Service and Administration:**

(1) With reference to the Policy on Incapacity Leave and Ill Health Retirement Programme (PILIR) as approved by Cabinet, (a) what are the reasons for the refusal of the Gauteng Health Department to implement the specified policy and (b) who made the decision;

(2) was this policy replaced by a different system; if not, how is the function of the PILIR performed; if so, what is the precise mandate of such a system;

(3) has any action been taken against any department for not implementing the policy on PILIR; if not, why not; if so, what action has been taken?

**NW948E**

**REPLY**

**1(a)** The DPSA is not aware of the reasons why the Department did not appoint a Health Risk Manager for the period 1 October 2013 to 31 December 2018.

**1(b)** In terms of Regulation 48 of the Public Service Regulations, 2016, the Head of Department is tasked with the responsibility to manage leave in the department.

**(2)** No, the PILIR has not been replaced by a different system and is still in effect.

PILIR is implemented in accordance with clause 7.5 of Public Service Coordinating Bargaining Council (PSCBC) Resolution 7 of 2000 as amended by PSCBC Resolutions 5 of 2001, 15 of 2002 and 1 of 2012 respectively.

According to the resolutions, an employee whose normal sick leave credits in a cycle have been exhausted and who, according to the relevant practitioner, requires to be absent from work due to a disability which is not permanent, may be granted sick leave on full pay.

The DPSA issued the Policy and Procedure on Incapacity Leave and Ill-health Retirement on the implementation of PILIR in November 2005.

**(3)** All departments are implementing PILIR. The Gauteng Department of Health is the only department not to appoint a Health Risk Manager for the period   
1 October 2013 to 31 December 2018.

My office has issued correspondence to the new MEC of Health in Gauteng, to apprise her of the non-appointment of Health Risk Managers in the Gauteng Department of Health for her immediate intervention.

**END**