# NATIONAL ASSEMBLY

**FOR WRITTEN REPLY**

**QUESTION NO. 892**

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**(INTERNAL QUESTION PAPER NO. 10)**

**Mrs M O Clarke (DA) to ask the Minister of Health:**

(1) What (a) total number of (i) nurses, (ii) operational staff and (iii) clinicians have been absent at each State hospital in each province since 1 January 2021 and (b) were the reasons for the absence;

(2) what (a) number of disciplinary cases have taken place due to the specified absences and (b) consequence management provisions have been put in place to deal with high absenteeism within the public health sector of the Republic? **NW998E**

**REPLY:**

1. Leave of absence in the Public Service is regulated in accordance with the Directive on Leave of Absence as published by the Department of Public Service and Administration in August 2021.

In accordance with the information as extracted from the PERSAL data set-

1. (i) The data as provided gives overall number of days counts that Nurses (in all categories as employed in the Public Health Sector) took in different leave categories during the financial years 2021/2022 and 2002/2023 is as per the table below:

**The tables below provide a breakdown of the various categories of absenteeism per provinces.**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **NUMBER OF DAYS ABSENT BY NURSES (IN ALL CATEGORIES)** | | | | | | | | | | |
|  | **EC** | **FS** | **GAU** | **KZN** | **LP** | **MPU** | **NW** | **NC** | **WC** | **Overall Total** |
| Adoption (Workdays) | 2 | 44 | 0 | 4 | 6 | 0 | 0 | 0 | 0 | 56 |
| Discounting (Workdays) | 102 | 1964 | 102 | 791 | 238 | 148 | 136 | 33 | 852 | 4366 |
| Family Responsibility (Workdays) | 7403 | 1542 | 2147 | 20103 | 14428 | 3755 | 2776 | 384 | 11203 | 63741 |
| Gratuity (Workdays) | 239 | 131 | 34 | 713 | 531 | 199 | 82 | 26 | 265 | 2220 |
| Leave Without Pay (Calendar Days) | 1540 | 269 | 359 | 3409 | 595 | 291 | 183 | 130 | 1421 | 8197 |
| Maternity | 576 | 163 | 217 | 1290 | 742 | 362 | 184 | 22 | 524 | 4080 |
| Occupational Injuries/Diseases (Workdays) | 185 | 41 | 67 | 833 | 1735 | 988 | 151 | 9 | 158 | 4167 |
| Paternity (Workdays) | 54 | 12 | 16 | 105 | 100 | 27 | 24 | 1 | 48 | 387 |
| Permanent Incapacity Leave | 7 | 1 | 121 | 13 | 598 | 3 | 155 | 9 | 7 | 914 |
| Pre-Natal (Workdays) | 308 | 161 | 154 | 1376 | 350 | 194 | 77 | 13 | 861 | 3494 |
| Shop Steward/Office Bearer (Workdays) | 663 | 183 | 87 | 1024 | 1052 | 258 | 183 | 78 | 595 | 4123 |
| Sick-Full Pay (Workdays) | 53276 | 19217 | 11953 | 145227 | 57858 | 17671 | 14473 | 2504 | 59599 | 381778 |
| Special (Workdays) | 1893 | 536 | 459 | 10173 | 3249 | 601 | 778 | 104 | 10795 | 28588 |
| Temporary Incapacity Leave | 1011 | 773 | 583 | 3358 | 872 | 431 | 343 | 37 | 1507 | 8915 |
| Vacation - Full Pay (Workdays) | 103013 | 37979 | 17654 | 214258 | 91977 | 38302 | 25891 | 4459 | 75251 | 608784 |

(ii) The Public Health Services does not make provision for a Job title of Operational Staff. It is requested that clear indication be provided on what is the meaning of Operational Staff.

(iii) The data as provided gives overall number of days counted that Clinicians (Medical Officers/ Specialist and Registrar’s) took in different leave categories during the financial years 2021/2022 and 2002/2023 is as per the table below.

**The tables below provide a breakdown of the various categories of absenteeism per provinces.**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **NUMBER OF DAYS ABSENT BY CLINITIANS MEDICAL OFFICER / SPECIALIST / REGISTRARS** | | | | | | | | | | | |
|  | **EC** | **FS** | **GAU** | **KZN** | **LP** | **MPU** | **NW** | **NC** | **WC** | **Overall Total** |
| Adoption (Workdays) | 1 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 1 | 4 |
| Discounting (Workdays) | 14 | 49 | 35 | 206 | 157 | 36 | 69 | 5 | 317 | 888 |
| Family Responsibility (Workdays) | 265 | 174 | 146 | 1491 | 906 | 284 | 146 | 37 | 726 | 4175 |
| Gratuity (Workdays) | 17 | 1 | 0 | 19 | 19 | 10 | 2 | 0 | 16 | 84 |
| Leave Without Pay (Calendar Days) | 20 | 19 | 38 | 261 | 262 | 29 | 18 | 0 | 163 | 810 |
| Maternity | 58 | 40 | 51 | 239 | 161 | 78 | 46 | 3 | 158 | 834 |
| Occupational Injuries/Diseases (Workdays) | 13 | 2 | 16 | 99 | 173 | 107 | 12 | 0 | 11 | 433 |
| Paternity (Workdays) | 20 | 17 | 14 | 99 | 77 | 20 | 15 | 5 | 74 | 341 |
| Permanent Incapacity Leave | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 |
| Pre-Natal (Workdays) | 51 | 15 | 27 | 407 | 118 | 28 | 15 | 1 | 112 | 774 |
| Shop Steward/Office Bearer (Workdays) | 3 | 0 | 2 | 17 | 37 | 15 | 0 | 0 | 118 | 192 |
| Sick-Full Pay (Workdays) | 2011 | 962 | 1293 | 17565 | 4604 | 1862 | 928 | 184 | 6852 | 36261 |
| Special (Workdays) | 572 | 801 | 263 | 3440 | 1328 | 409 | 226 | 33 | 4505 | 11577 |
| Temporary Incapacity Leave | 19 | 33 | 16 | 140 | 18 | 9 | 10 | 2 | 95 | 342 |
| Vacation - Full Pay (Workdays) | 7990 | 5993 | 4328 | 34780 | 13685 | 6903 | 4198 | 651 | 23370 | 101898 |

1. The National Department of Health is consulting with the Provincial Departments of Health to collate the full details in this regard.

END.