

**MINISTRY: PUBLIC SERVICE AND ADMINISTRATION**

**REPUBLIC OF SOUTH AFRICA**

**NATIONAL ASSEMBLY**

**QUESTION FOR WRITTEN REPLY**

**DATE: 13 FEBRUARY 2020**

**QUESTION NO.: 93**

**Mrs M Clarke (DA) to ask the Minister of Public Service and Administration**

1. (a) What are the details of (i) each department that has contracted workers, (ii) the permanent organogram in terms of staff structures of each specified department, (iii) the budget for the relevant permanent positons and (iv) the expenditure for the relevant contracted positions within each department and (b) why are contracted positions established within each department when the staff organogram have vacant funded positions available;
2. What total number of government departments have merged?
3. Whether the staff of the merged departments have been placed; if not, why not; if so, what (a) total number of staff members have not been placed within positions and (b) what does the department intend doing with staff that has not been placed?**NW105E**

**REPLY:**

 (a) (i) In terms of information on PERSAL as at 31 May 2020, 62 581 employees have been appointed on temporary basis. Attached is a breakdown of temporary appointments per department **(Annexure A**).

1. The breakdown from PERSAL as at 31 May 2020 on the permanent organogram in terms of staff structures of each specified department is attached at **(Annexure B).**
2. and (iv) Budget and expenditure details for the relevant contracted positions can be obtained from the National Treasury.

(b) Persons may be employed to contracted positions additional to the establishment of a department based on a temporary need and such appointments are in terms of Regulation 57 (2) where;

* The incumbent of a post is expected to be absent for such a period that his/her duties cannot be performed by other employees;
* A temporary increase in work occurs or it is necessary for any other reason to temporarily increase the staff of the department;
* An employee’s post has been abolished and he or she cannot be transferred into another post; and
* An employee is part of a development programme as contemplated in regulation 58 (Development Programmes: Internship)

Appointments of this nature are for a period that must not exceed 12 consecutive calendar months.

2. The following 10 departments were merged on 01 April 2020 to coincide with budget appropriations for the 2020/21 financial year:

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| **No.** | **Departments that Merged** | **New Merged Departments** |
| 1. | Agriculture | Rural Development and Land Reform | Agriculture, Land Reform and Rural Development |
| 2. | Communications | Telecommunications and Postal Services | Communications and Digital Technologies |
| 3. | Mineral Resources | Energy | Mineral Resources and Energy |
| 4. | Sport and Recreation South Africa | Arts and Culture | Sports, Arts and Culture |
| 5. | Trade and Industry | Economic Developments | Trade, Industry and Competition |

3 (a) The process of placement has not yet been concluded. Consultations with organized labour are underway in the affected departments on the matching and placing of the staff of the merged departments. Public Service Coordinating Bargaining Council (PSCBC) Resolution 1 of 2019 provides guidelines on the identification, transfer and placement of staff in a transparent, fair and inclusive process.

1. The agreement provides that excess employees not matched and placed, be held additional to the post establishment. The employer must apply measures to enhance redeployment including training of employees additional to the establishment to meet the requirements of vacant posts.

A National Implementation Task Team comprising of the employer and organised labour under the auspices of the PSCBC will monitor implementation. Departmental Task Teams are established to facilitate the process of matching and placing.

**End**