

**Ministry**

**Employment & Labour**

**Republic of South Africa**

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**NATIONAL ASSEMBLY**

**WRITTEN REPLY**

**QUESTION NUMBER: 942 [NW1109E]**

**942. Mr J N de Villiers (DA) to ask the Minister of Employment and Labour:**

With reference to the latest Estimates of National Expenditure, what are the (a) relevant details of the increase in the number of personnel from 209 to 241 between the 2019-20 and 2023-24 financial years and (b) reasons that the estimated number of personnel in the 2023-24 financial year exceeds the 234 to 241 funded posts in his department?

NW1109E

**REPLY:**

(a) In terms of the enabling Legislation of the Unemployment Insurance Fund (UIF), the Compensation Fund (CF) and Supported Employment Enterprises (SEE), the Minister of Labour *(now Employment and Labour)* appoints a Commissioner and support staff to perform the functions of the Funds and seconds such to the Funds.

As a result of this, it is the Department that is the registered employer and all appointments are made in line with the Public Service Act and accompanying Regulations. The Department therefore performs all payroll functions for the Department, the UIF, CF and SEE as one employer.

In terms of Compensation of Employees (CoE or payroll), the allocation of expenditure is governed by an Organisational Development (OD) exercise determining the functions and the level of such functions performed by positions contained in the approved establishment. This is commonly referred to as the “Approved Percentage Split”. This information is captured against positions on the establishment and is monitored and controlled by the Human Resource Management units within the Department as well as the UIF, CF and SEE.

The establishment is confirmed as being correct at regular intervals as it is this establishment which determines the value of CoE that is expensed against the Vote or alternatively recovered from the respective Fund.

(b) As a result of this symbiotic relationship, the Department reflects an approved establishment of 9990 on PERSAL however, only expenditure in respect of 2987 positions are expensed against the CoE allocations reflected in the Estimates of National Expenditure, and not 9990 positions as per the approved establishment.