

**MINISTRY: PUBLIC SERVICE AND ADMINISTRATION**

**REPUBLIC OF SOUTH AFRICA**

**NATIONAL ASSEMBLY**

**QUESTION FOR WRITTEN REPLY**

**DATE: 18 MARCH 2022**

**QUESTION NO.: 956.**

**Dr M M Gondwe (DA) to ask the Minister of Public Service and Administration:**

What informs the proposed extension of the tenure of heads of department from 5 to 10 years? **NW1199E**

**REPLY:**

The tenure of HoDs is still a matter being consulted as part of the Professionalization Framework for the Public Service and no final decision has been reached. The proposed extension is from 5 to 7 years and not 10 years. The following are some of the reasons that have been put forward for the consideration to increase the tenure of HODs:

1. The National Development Plan; the 10 and 20 Year Review of Government; the Human Science Research Council, the Department of Public Service and Administration; and the National School of Government have highlighted that the short tenure of HODs has had a negative impact on the stability of government and its ability to provide services. Departments with long serving senior managers appear stable and effective;
2. The management of the political-administrative interface can be improved through stability and longevity at the level of HoDs; and
3. The 7 year tenure would allow for an integrated and properly processed handover system to the new administration following the 5 year term of office of governments.

End