



the dpsa

Department:
Public Service and Administration
REPUBLIC OF SOUTH AFRICA

REPORT ON THE PROVISION OF REASONABLE ACCOMMODATION AND ASSISTIVE DEVICES FOR EMPLOYEES WITH DISABILITIES IN THE PUBLIC SERVICE

2019



We belong



We care



We serve

1. INTRODUCTION

2019 is the 6th year of the monitoring of the policy on reasonable accommodation and assistive devices (PRAAD) and its related determination. The report is for the period January 2018 to December 2018 from departmental reports that were submitted on 28 February 2019. The increase of 0.03% in the representation of persons with disabilities from the first quarter of 2018-2019, to the last quarter of the same financial year must be noted as indicated below on Table1.

Table 1:

YEAR	REPRESENTATION OF PERSONS WITH DISABILITIES IN PAST 3 YEARS			
	Quarter 1	Quarter 2	Quarter 3	Quarter 4
2015-2016	0.66%	0.67%	0.69%	0.74%
2016-2017	0.66%	0.68%	0.72%	0.78%
2017-2018	0.67%	0.79%	0.80%	0.89%
2018-2019	0.86%	0.89%	0.89%	0.89%

The implementation is monitored through the submission of reports on the Implementation of the JobACCESS Strategic Framework on the Recruitment, Employment and Retention of Persons with Disabilities in the Public Service, specifically Strategic Objective 2: Adopt a wide set of options for organizational support in order to promote the empowerment of persons with disabilities, Sub-Objective 4: Focus on provision of reasonable accommodation and assistive devices (RAAD) which are submitted annually, at the end of February.

Within the five year period the submission of implementation plans and progress reports differed from one calendar year to the other. Between 2015 and 2017 there was an increase from 98 to 123 for the plans and an increase from 82 to 128 for the reports. For the period 2017-2019, the decrease was from 123 to 107 for the plans and 128 to 107 for the reports, respectively. Departments were expected to provide information according to the strategic – objective 2 “Adopt a wide set of options for organisational support in order to promote the empowerment of persons with disabilities”, sub – objective 4 “Focus on provision of reasonable accommodation and assistive devices”. An analysis of the reports submitted focused on:

- a. Number of persons with disabilities receiving reasonable accommodation/assistive devices,
- b. Nature of disability,
- c. Type of reasonable accommodation and or assistive devices provided,
- d. Cost of each device, and

- e. How the environment has been adapted to accommodate the needs of employees with disabilities.

2. SUBMISSION RATE PER PROVINCE

Departments submitted reports on how they provided reasonable accommodation and assistive devices (RAAD) to employees with disabilities as follows:

Table 2:

Province	No of Depts that submitted reports	No of Depts that provided information on RAAD	Number of employees that received RAAD	Number of employees with disabilities in those departments	Cost of RAAD	Representation of persons with disabilities as at 31 March 2019
Eastern Cape	4/13	0	0	538	R0.00	0.38% (6)
Free State	9/12	2	9	231	R1 105 826.00	0.37% (7)
Gauteng	9/14	7	23	4 302	R138 174.20	2.42% (1)
KwaZulu Natal	12/14	6	69	702	R1 010 087.00	0.28% (8)
Limpopo	8/12	6	37	495	R512 508.90	0.44% (5)
Mpumalanga	7/12	4	23	423	R296 449.00	0.52% (4)
North West	11/12	7	49	377	R555 100.00	0.54% (3)
Northern Cape	7/12	5	12	81	R168 000.00	0.28% (8)
Western Cape	12/13	5	13	447	R24 983.20	0.52% (4)
National Departments	28/54	14	119	4 779	R1 054 325.04	1.27% (2)
Total	107	56	354	12 375	R4 865 453.34	0.89%

NB: National Departments also include Government Components and Agencies

As at 31 March 2019, PERSAL showed that the Public Service had a workforce of **1,375,952**, of which **12 375** were employees with disabilities. Information from departments show that only **2.86%** (354/12 375) of the employees with disabilities have been provided with RAAD for the reporting period. The percentage is based only on the departments that have submitted information on RAAD, not on the number of officials

with disabilities in the Public Service. Some departments once they report in one year, they do not report the information again in the following years and others give the same information over and over again. There are instances where departments also do not provide information on repairs of the assistive devices.

Table 3 below highlights the difference between the departments that submitted information on the provision of reasonable accommodation and assistive devices and those that did not submit in the past three years. Eastern Cape and Free State remain the worst provinces regarding the provision of information on reasonable accommodation and assistive devices followed by the Mpumalanga and also 40 national departments did not provide the required information.

Table 3:

Departments that provided RAAD information	Departments that did not provide RAAD information
EASTERN CAPE	EASTERN CAPE
None	Cooperative Governance and Traditional Affairs (2017 and 2019)
	Economic Development, Environmental Affairs and Tourism (2016, 2017 and 2019)
	Education (2017 and 2019)
	Health (2017 and 2019)
	Human Settlements (2017 and 2019)
	Office of the Premier (2017 and 2019)
	Provincial Treasury (2017, 2018 and 2019)
	Rural Development and Agrarian Reform (2016, 2017, 2018 and 2019)
	Safety and Liaison (2017 and 2019)
	Social Development (2016, 2017, 2018 and 2019)
	Sport, Recreation, Arts and Culture (2016, 2017, 2018 and 2019)

	Transport (2017, 2018 and 2019)
	Roads and Public Works (2019)
FREE STATE	FREE STATE
Office of the Premier	Agriculture and Rural Development (2016 , 2017 and 2019)
Public Works and Infrastructure	Cooperative Governance and Traditional Affairs (2016, 2017, 2018 and 2019)
	Education (2016, 2017 and 2019)
	Health (2016, 2017 and 2019)
	Human Settlements (2016, 2017, 2018 and 2019)
	MEDPAS Trading Account (2017 and 2019)
	Provincial Treasury (2017, 2018 and 2019)
	Social Development (2017 and 2019)
	Sport, Arts, Culture and Recreation (2017 and 2019)
	Government Motor Transport Trading Account (2017 and 2019)
	Police, Roads and Transport (2018 and 2019)
	Economic, Small Business Development, Tourism and Environmental Affairs (2018 and 2019)
GAUTENG	GAUTENG
Office of the Premier	Agriculture and Rural Development (2017)
Agriculture and Rural Development	E-Government (2019)
	Cooperative Governance and Traditional Affairs (2017 and 2018)
Education	Economic Development (2017)
	Sport, Arts, Culture and Recreation (2018)
Human Settlements	Health (2016, 2017 and 2018)
	Human Settlements (2017 and 2018)

Social Development	Health (2019) Community Safety (2019)
Sport, Arts, Culture and Recreation	Infrastructure Development (2019)
Provincial Treasury	
Economic Development	
KWAZULU - NATAL	KWAZULU - NATAL
Agriculture and Rural Development	Office of the Premier (2017 and 2018)
Transport	Arts and Culture (2017 and 2019)
Cooperate Governance and Traditional Affairs	Economic Development, Tourism and Environmental Affairs (2016, 2017 and 2019)
Treasury (Finance)	Transport (2017)
Human Settlements	Health (2018 and 2019)
Public Works	Sport and Recreation (2018)
	Agriculture and Rural Development (2018)
	Community Safety and Liaison (2019)
	Social Development (2019)
	Sport and Recreation (2019)
	Education (2019)
LIMPOPO	LIMPOPO
Office of the Premier	Education (2017 , 2018 and 2019)
Agriculture and Rural Development	Health (2017, 2018 and 2019)
Treasury	Provincial Treasury (2017 and 2018)
Economic Development, Environment and Tourism	Public Works, Roads and Infrastructure (2016, 2017, 2018 and 2019)
Social Development	Safety, Security and Liaison (2016, 2017, 2018 and 2019)

Transport	Sports, Arts and Culture (2016, 2017, 2018 and 2019)
	Cooperative Governance, Human Settlements and Traditional Affairs (2019)
MPUMALANGA	MPUMALANGA
Agriculture, Rural Development, Land and Environmental Affairs	Office of the Premier (2017, 2018 and 2019)
Community Safety, Security and Liaison	Cooperative Governance and Traditional Affairs (2016, 2017, 2018 and 2019)
Public Works, Roads and Transport	Economic Development, Environment and Tourism (2016, 2017, 2018 and 2019)
Provincial Treasury	Education (2016, 2017, 2018 and 2019)
	Health (2016, 2017 and 2019)
	Provincial Treasury (2016 and 2017)
	Social Development (2016, 2017 and 2019)
	Culture, Sport and Recreation (2018 and 2019)
	Human Settlements (2018 and 2019)
NATIONAL	NATIONAL
Home Affairs	1 Agriculture, Forestry and Fisheries (2016, 2017 and 2019)
	Arts and Culture (2017 and 2019)
Human Settlements	Centre for Public Service Innovation (2017 and 2019)
Science and Technology	Civilian Secretariat for the Police Service (2016, 2017, 2018 and 2019)
National School of Government	Communications (2016, 2017, 2018 and 2019)
	Cooperative Governance (2018 and 2019)
Government Communications	Correctional Services (2019)

Planning, Monitoring and Evaluation	Deeds Registration Trading Account (2016, 2017 and 2019)
Public Enterprises	Economic Development (2019)
Public Works	Energy (2016, 2017, 2018 and 2019)
Labour	Environmental Affairs (2017, 2018 and 2019)
Social Development	National School of Government (2018)
Statistics South Africa	Government Communication and Information System (2017 and 2018)
The Presidency	Government Pensions Administration (2017 and 2019)
	Government Printing Works (2017 and 2019)
Tourism	Government Technical Advisory Centre (2017 , 2018 and 2019)
Trade and Industry	Higher Education and Training (2016,2017 , 2018 and 2019)
	Health (2019)
	Small Business Development (2019)
	Home Affairs (2016, 2017 and 2018)
	Independent Police Investigative Directorate (2017, 2018 and 2019)
	International Relations and Cooperation (2017, 2018 and 2019)
	Justice and Constitutional Development (2016, 2017, 2018 and 2019)
	Labour (2016, 2017 and 2018)
	Mineral Resources (2016, 2017, 2018 and 2019)
	Military Veterans (2019)
	National Prosecuting Authority (2016, 2017, 2018 and 2019)

	National Treasury (2016, 2017, 2018 and 2019)
	Office of the Chief Justice (2016, 2017, 2018 and 2019)
	Office of the Public Service Commission (2019)
	Planning, Monitoring and Evaluation (2017)
	Public Service and Administration (2018 and 2019)
	Rural Development and Land Reform (2017 and 2019)
	Science and Technology (2017 and 2018)
	South African Police Service (2019)
	Sport and Recreation South Africa (2019)
	Telecommunication and Postal Services (2018 and 2019)
	Traditional Affairs (2015, 2016, 2017 and 2019)
	Transport (2017, 2018 and 2019)
	Water and Sanitation (2017, 2018 and 2019)
	Basic Education (2019)
	Women (2015, 2016, 2017 and 2019)
NORTH WEST	NORTH WEST
Economy and Enterprise Development	Community Safety and Transport Management (2017, 2018 and 2019)
	Office of the Premier (2018)
	Tourism (2016, 2017, 2018 and 2019)
	Rural, Environment and Agricultural Development (2018)
Culture, Arts and Traditional Affairs	Social Development (2017 and 2019)

	Culture, Arts and Traditional Affairs (2017 and 2018)
Public Works and Roads	Education and Sport Development (2017, 2018 and 2019)
Finance	
Office of the Premier	Health (2018)
Rural, Environment and Agricultural Development	Local Government and Human Settlements (2019)
Health	
NORTHERN CAPE	NORTHERN CAPE
Cooperative Governance, Human Settlements and Traditional Affairs	Office of the Premier (2017, 2018 and 2019)
Provincial Treasury	Economic Development and Tourism (2018 and 2019)
Environment and Nature Conservation	Agriculture, Land Reform and Rural Development (2017)
Agriculture, Land Reform and Rural Development	
Social Development	Cooperative Governance, Human Settlements and Traditional Affairs (2017)
	Education (2017, 2018 and 2019)
	Environment and Nature Conservation (2016, 2017 and 2018)
	Health (2017 and 2019)
	Roads and Public Works (2017, 2018 and 2019)
	Social Development (2017 and 2018)
	Sport, Arts and Culture (2017 and 2019)
Transport, Safety and Liaison (2017 and 2019)	
WESTERN CAPE	WESTERN CAPE
Provincial Treasury	Provincial Treasury (2017)
Social Development	Community Safety (2017, 2018 and 2019)

Human Settlements	Health (2017 and 2019)
Environmental Affairs and Development Planning	Education (2018)
Economic Development and Tourism	Transport and Public Works (2018)
Transport and Public Works	Environmental Affairs and Development Planning (2017)
	Social Development (2017)
	Human Settlements (2017)
	Agriculture (2019)
	Cultural Affairs and Sport (2019)
	Office of the Premier (2019)
	Local Government (2019)

3: REASONABLE ACCOMMODATION NEEDS FOR THE PUBLIC SERVICE

The analysis of the reports submitted from departments per province identified the provision of RAAD for employees with disabilities in the Public Service as indicated below in table 4.

Table 4: Breakdown of RAAD provided per province

TYPE OF RAAD	COST
EASTERN CAPE	
• None	None
Total	
FREE STATE	
• Transport to and from place of work	R630 000.00
• Zoom text, recording devices, magnifying glass and jaws programme	R34 426.00
• Motorised wheelchair	R441 400.00
• Heavy duty Braille embosser and production system	
Total	R1 105 826.00
GAUTENG	
• South African Sign Language Interpreter	
• Paraplegia T9 spine device	

<ul style="list-style-type: none"> Ergonomic chair 	R2 000.00
<ul style="list-style-type: none"> Zoom handheld magnifier and large print keyboard 	R8 000.00
<ul style="list-style-type: none"> Zoom text and jaws programme upgraded 	R18 400.00
<ul style="list-style-type: none"> Motorised stand up chair 	
<ul style="list-style-type: none"> Foldup stretch couch 	
<ul style="list-style-type: none"> Blinds 	
<ul style="list-style-type: none"> Desktop magnifier 	
<ul style="list-style-type: none"> Hand held magnifier recorder 	
<ul style="list-style-type: none"> Laptops 	
<ul style="list-style-type: none"> Voice recorder 	R27 056.20
<ul style="list-style-type: none"> Open book with camera portable recorder 	R25 118.00
<ul style="list-style-type: none"> Zoom text software 	R48 360.00
	R9 240.00
Total	R 138 174.20
KWAZULU NATAL	
<ul style="list-style-type: none"> Provision of transport to and from place of work 	
<ul style="list-style-type: none"> Modified vehicles 	R800 000.00
<ul style="list-style-type: none"> Braille Embosser DV4 	R123 188.00
<ul style="list-style-type: none"> Pearl reading camera 	R21 952.00
<ul style="list-style-type: none"> Jaws programme 	R27 997.00
<ul style="list-style-type: none"> Electric wheelchair 	R36 950.00
Total	R 1 010 087.00
LIMPOPO	
<ul style="list-style-type: none"> Zoom text snow HD Plus 	R18 788.90
<ul style="list-style-type: none"> Pool vehicle with adaptations 	R450 720.00
<ul style="list-style-type: none"> Braille notes, magnifying machines and Braille embosser 	
<ul style="list-style-type: none"> Voice amplifier 	
<ul style="list-style-type: none"> Jaws programme 	R30 000.00
<ul style="list-style-type: none"> Appropriate laptop 	R13 000.00

Total	R512 508.90
MPUMALANGA	
<ul style="list-style-type: none"> • Computer screens • Hearing Aids • Wheelchairs • Battery scooter • Modified vehicle 	R16 000.00 R280 449.00
Total	R296 449.00
NATIONAL	
<ul style="list-style-type: none"> • Chairs and conducive office space • Jaws programme and zoom text computer software • South African Sign Language Interpreter • Hearing aid • Crutches • Jaws upgrade and Cisco 8861 telephones • Transport, office equipment and adjustment of working environment • Ruby XL HD portable handheld magnifier with 5LCD and Ruby 7HD portable handheld magnifier with pirot camera • Hands free phones, typing splints, wheelchair repair and transport allowance • Audiologist assessments and time off 	R900 000.00 R27 555.04 R100 000.00 R26 770.00
Total	R1 054 325.04
NORTH WEST	
<ul style="list-style-type: none"> • Transport to and from work • Accessible salary advices • Automatic vehicles • Ramps • Mobility training, prosthesis adjustment training and Braille note apex repairs • Chairs • Jaws programme 	R100.00 R15 000.00 R500 000.00 R10 000.00 R30 000.00
Total	R555 100.00
NORTHERN CAPE	
<ul style="list-style-type: none"> • Transport to and from place of work • Specialised chair; and 	

• Parking	
Total:	R168 000.00
WESTERN CAPE	
• Computer software	R7 000.00
• Mobility chair	R4 879.00
• Wheelchair and guide dog space	
• Headsets	R6 600.00
• Chair	R6 504.20
Total	R 24 983.20
Grand Total	R4 865 453.34

4. CONCLUSION

The uniform and systematic approach towards the provision of reasonable accommodation and assistive devices ensures that persons with disabilities are able to perform optimally in their responsibilities, which in turn enhance productivity and create a feasible ground for the management of the performance assessment system.

There is an increase of R1 409 579.51 in expenditure between 2018 and 2019 in comparison to the decrease of R194 180.53 between 2017 and 2018 in total spending on the provision of reasonable accommodation and assistive devices (RAAD).

Free State has the highest spending with regard to reasonable accommodation and assistive devices, even though, it was amongst the worst in providing information per departments. They were followed by National Departments and KwaZulu Natal, with all three having spent more than a million.

There is also a persistent challenge with departments that indicate the type of assistive of reasonable accommodation and/or assistive provided but fail to include the cost implication. Some departments did not give any information at all which gives a much skewed picture with regard to the subject matter.

Free State and KwaZulu Natal have the highest spending on the provision of reasonable accommodation and assistive devices and yet are ranked position seven and eighth at the tail end with regard to the representation of persons with disabilities.

Gauteng is the highest pertaining to the representation of persons with disabilities but the second lowest with regards to spending. The reason might be that the province has not received any new request for the provision of reasonable accommodation and assistive devices or repairs and maintenance thereof.

The table below shows the fluctuation with regard to spending for the past five years.

2015	2016	2017	2018	2019
R2 694 540.29	R19 666 236.31	R3 650 054.36	R3 455 873.83	R4 865 453.34

The other worrying factor is that some departments give the same information for different reporting periods and most of the reports submitted are signed off by Head of Departments which raises questions of quality assurance.

5. WAY FORWARD

The DPSA must continue monitoring the implementation of the PRAAD, through the implementation plans and progress reports submitted at the end of February annually and where necessary departments will be requested to furnish further information pertaining to the process.

The Chief Directorate: Transformation Policies and Programmes must revert back to verifying information provided by departments through support workshops in order to prepare credible reports. The process was curtailed as part of the cost containment measures by the DDG: Governance of Public Administration for the past three years.

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