



**MINISTRY: PUBLIC SERVICE AND ADMINISTRATION
REPUBLIC OF SOUTH AFRICA**

NATIONAL COUNCIL OF PROVINCES

QUESTION FOR ORAL REPLY

QUESTION NO.: 139

Ms T Wana (ANC-EC) to ask the Minister of Public Service and Administration:

- (1) Whether his department has undertaken an audit to ascertain whether all national departments have (a) Heads of Department or (b) Directors-General; if not, why not; if so, (i) how many of these are on an acting capacity, (ii) for how long, (iii) how many have signed their performance contracts and (iv) how many Directors-General have taken the Government to court regarding contractual disputes;
- (2) whether senior management posts have been filled in all departments; if not, why not; if so, what are the relevant details?

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REPLY

- (1) YES, the Department of Public Service and Administration maintains a database of all Directors-General and Heads of Department within the public service.
 - (a) **Heads of departments**
 - (i) 14 Heads of Department are on acting capacity and 1 Head of a Government Component is currently acting as head of Department/Government Component.

(ii) The periods of acting Heads are as follows:

DEPARTMENT	PERIOD
Mpumalanga	
Co-operative Governance and Traditional Affairs	4 months
Economic Development, Tourism and Environment and tourism	5 months
Eastern Cape	
Education	3 months
KwaZulu-Natal	
Social Development	9 months
Agriculture and Rural Development	10 months
Community Safety and Liaison	10 months
Gauteng	
Economic Development	9 months
Health	1 months
Limpopo	
Public Works	6 months
Co-operative Governance, Human Settlements and Traditional Affairs	2 weeks
Education	1year 2months
North West	
Social Development, Women, Children and Persons with Disability	3 months
Culture , Arts and Traditional Affairs	3 months
Health	2 months
Government Component	
Government Pensions Administration Agency	1 year 7months

(iii) The Public Service Commission is responsible to facilitate evaluation of Directors-General (DGs) and Heads of Department (HODs). According to the Public Service Commission 48.9% of the Directors-General and Heads of Department submitted their performance agreements to the Public Service Commission by the end of September 2014.

- (iv) There is no pending court case against Government by Directors-General regarding contractual dispute, which the Department of Public Service and Administration is aware off.

(b) Directors-General

- (i) Ten (10) Directors-General are currently acting as Heads of the Department.
- (ii) The periods of appointment as acting Director-General are as follows:

Department	PERIOD
Limpopo	11 months
North West	2 months
Basic Education	4months
Communications	3 months
Correctional Services	4 months
Energy	6 months
Labour	11 months
Transport	12 months
Water and Sanitation	13 months
Small Business	3 Months

- (2) Senior management posts in all departments have not been filled. There are many challenges confronted by government departments in relation to the filling of senior management post. These challenges include lack of required skills and lack of talented and experienced individuals to fill senior management posts.

Furthermore challenges of filling senior management posts differ from departments to departments. Therefore, each department is in a better position to indicate its challenges in relation to filling their senior management posts.