



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

**NATIONAL ASSEMBLY**

**QUESTION FOR WRITTEN REPLY**

**QUESTION NO.: 1559**

**Mr A P van der Westhuizen (DA) to ask the Minister of Public Service and Administration:**

- (1) If he has found that there is a general problem attracting quality professional public service staff, such as medical professionals, to some rural areas; if so, what are the relevant details;
- (2) are there any incentives in place to attract professionals to these areas; if not, (a) will she consider introducing incentives in order to address the high vacancy rate in these areas and (b) what plans would be considered; if so, what are the incentives?

NW1929E

**REPLY**

- (1) Yes. On average the Public Service experiences an acceptable vacancy rate of 9,61% as at 31 August 2014. There are certain professional and high skill - occupations where the Public Service experiences ongoing challenges with recruitment due to, amongst others, limited pool of skills available in the open market, the geographical location of jobs, competitive national and international labour markets and individual preferences of prospective employees.

- (2) In order to address the situation, non-pensionable rural allowances are payable to employees in the following occupations who work in designated rural areas.

Occupation	Incentive
Medical Officer	Ranges between 18% and 22% of basic salary
Medical Specialist	
Dental Specialist	
Dental Technician	Ranges between 12% and 17% of basic salary
Dietician	
Nutritionist	
Occupational Therapist	
Pharmacologist	
Physiotherapist	
Psychologist	
Radiographer	
Pharmacist	
Speech Therapist	
Professional Nurse	