



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

NATIONAL ASSEMBLY

QUESTION FOR ORAL REPLY

QUESTION NO.: 138.

Mr L R Mbinda (PAC) to ask the Minister of Public Service and Administration:

Why is the national Government top heavy with more senior management positions than those for spheres of government that are service-delivery orientated?

NO2207E

REPLY

Number of senior management service (SMS) posts required either in national or provincial government departments, are determined by the nature and degree of complexity of discrete functions based on a proxy indicator of decision making applied to functions and tasks to be performed, and the functional decomposition of an executive legislative function allocated to a department

The Department of Public Service and Administration has concluded a study on the ***Minimum Norms and Standards for the Provisioning of SMS*** posts in provincial administrations, which was based on a maximum threshold of the number of SMS posts based on a weighted *Total Value Point*, calculated on citizen segmentation factors, geographic accessibility, spatial norms, reasonable minimum span of control and the complexity of the job role. This study is been extended to the national sphere of government to determine the maximum number of SMS posts according to similar factors. The norm will also determine the ideal split between how many SMS posts as a maximum

should be located at a national level and how many SMS posts should be located at a provincial level.