



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

NATIONAL ASSEMBLY

QUESTION FOR WRITTEN REPLY

QUESTION NO.: 1032.

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

- (1) With reference to his reply to question 2140 on 9 December 2014, (a) why did the number of public service employees that completed the public service induction programme decrease from 24 681 in the 2011-12 financial year to 6585 in the 2013-14 financial year and (b) how many new staff members were appointed into the public service, including the various national and provincial governments in the 2013-14 financial year;
- (2) are there plans in place to ensure that no staff member is denied the opportunity to complete the compulsory induction programme for public servants; if not, why not; if so, what are the relevant details of such plans;
- (3) is there currently a backlog in the roll-out of the induction programme; if so, (a) what is the extent of the backlog and (b) are there any plans in place to address such backlog?

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REPLY:

- (1) (a) In 2011-12, the Public Service Induction (PSI) programme was a *2-day non-accredited* programme unlike the current Compulsory Induction Programme (CIP) which is *26-days* and *accredited* programme. An accredited programme requires more rigorous processes and additional role players over and above trainers, such as assessors, moderators and other regulatory

measures to be put in place by the Public Service Sector Education and Training Authority (PSETA) and the Qualification Council for Trades and Occupations (QCTO). The CIP had to be developed from as a new programme and be registered with PSETA and the QCTO.

Secondly, unlike the 2-day PSI whose introduction was allocated a special grant of approximately R30 million from the National Treasury, the CIP received no funding for its introduction in August 2012. The National School of Government had to design, develop, register the programme, train the trainers and these actions contributed to the drop in numbers trained during this period.

Thirdly, funding for the CIP had to come from all national and provincial departments through cost recovery (i.e. departments paying a tariff to the NSG as they send new employees). At the time the CIP was introduced, most departments had committed their budgets to other things. This also led to the backlog accumulating.

(b) Statistics obtained from the National Treasury database show approximately **37 200** new recruits appointed into the public service in 2013-14 financial year.

(2) Yes, there are plans to ensure that no staff member is denied an opportunity to attend the Compulsory Induction Programme because departments identify all eligible employees and send such records to the NSG. Therefore, a precise tracking system showing who has attended or not is in place. While such records may be kept at the NSG, the onus still remains with those government departments recruiting employees to set aside the budget to train the new employees at the NSG.

(3) (a) The current backlog stands at **60 451** with national and provincial departments included.

(3) (b) The NSG had developed a delivery strategy to be implemented as of **01 April 2015** to eradicate the backlog as follows:

- To stop the escalation of the backlog, the NSG is appointing full-time trainers to train the monthly uptake of 3100.
- To eliminate the backlog within 2 years, the NSG trained and prepared 221 departmental officials who are ready as CIP trainers and assessors and 60 who are moderators. Departments would have to release these trainers to assist the NSG to eliminate this backlog.

- The NSG is also entering into Service Level Agreements (SLAs) with Provincial Academies and Other State Colleges to include the CIP in their course offerings so that they could help to eliminate the backlog within the two years we have set aside.