



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

**NATIONAL ASSEMBLY**

**QUESTION FOR WRITTEN REPLY**

**QUESTION NO.: 1376.**

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

- (1) Is (a) his department and/or (b) the Public Service Commission currently monitoring cases where extreme delays are experienced in the finalization of disciplinary action against suspended officials; if so, what remedial action has (i) his department and/or (ii) the Public Service Commission put in place to rectify the situation;
- (2) Which national or provincial departments are currently experiencing the highest levels of delays in finalizing disciplinary action against suspended officials at the moment?
- (3) (a) what, if any, consequences are there for managers within the public service who fail to adhere to agreed timelines for the institution and processing of disciplinary actions against these alleged employees who report to them, (b) how many instances of this nature have been reported and (c) what actions were taken to rectify the situation?

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**REPLY**

- (1) The department continues to monitor implementation of the disciplinary code and procedures and provides support to departments on discipline management through the National Labour Relations Forum which is held quarterly.
- (2) According to reports presented at the National Labour Relations Forum, for the period October to December 2014, the Department of Justice and the Department of

Labour are the national departments with the highest number of officials on suspension.

- (3) (a)(b)(c) Section 16A (2) of the Public Service Act grants authority to the Head of Department to discipline any official who fails to comply with the prescripts, number of instances where the process for concluding disciplinary cases exceeded the prescribed timelines are contained in the reports presented at the National Labour Relations Forums, the Department of Public Service and Administration has recently established a pool of experts to assist government institutions to ensure speedy conclusion of disciplinary cases.