



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

NATIONAL ASSEMBLY

QUESTION FOR ORAL REPLY

QUESTION NO.: 142.

Mrs W S Newhoudt-Druchen (ANC) to ask the Minister of Public Service and Administration:

Whether, in view of the fact that the National School of Government utilises experienced and qualified public servants to train and impart knowledge and skills to the newly employed in the Public Service, the deployment of experienced and qualified public servants (a) adds value to the career development of public servants and (b) reduces the cost incurred in the hiring of consultants? NO1916E

REPLY

- (a) Yes — The NSG offers quality trainer Professionalisation and development programmes to prospective facilitators both formally and informally. They assist them to be committed, understand the work environment, have realistic expectation of themselves, the work environment and their supervisor(s) and colleagues. There is a direct relationship between well-developed officials and job satisfaction, awareness of management practices, positive ethos, and career prospects.
- (b) The highest cost incurred in delivering training programmes is related to the remuneration of the facilitator. Since this cost of salaries is already covered by the state or client departments, the cost of hiring external facilitators is reduced.