



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

NATIONAL ASSEMBLY

QUESTION FOR WRITTEN REPLY

DATE: 9 JUNE 2017

QUESTION NO.: 1692

MS Z JONGBLOED (DA) TO ASK THE MINISTER OF PUBLIC SERVICE AND ADMINISTRATION:

- (1) (a) What number of employees have been on incapacity leave in terms of the Policy and Procedure on Incapacity Leave and Ill-Health Retirement since 1 January 2016 in each province, (b) what is the total cost to company resulting from the number of people who took incapacity leave and (c) in how many cases was it necessary to appoint temporary workers;
- (2) (a) what number of applications for incapacity leave were rejected since 1 January 2016 and (b) at what cost;
- (3) Whether her department adheres to the turnaround time for such applications; if so, what are the relevant details; if not,
- (4) Whether employees, who were already on incapacity leave when it was rejected, were liable to pay back any monies paid out; if so, (a) what amount in each case, (b) have the monies been paid back yet and (c) what amount is still outstanding?

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REPLY:

1 (a) The number of employees on incapacity leave since 1 January 2016 per province is depicted in the table below:

Implementation Area	Number of employees on incapacity leave
Eastern Cape Provincial Administration	1 069
Free State Provincial Administration	1 274
Gauteng Provincial Administration	2 756
KwaZulu-Natal Provincial Administration	2 150
Limpopo Provincial Administration	866
Mpumalanga Provincial Administration	150
North West Provincial Administration	329
Northern Cape Provincial Administration	188
Western Cape Provincial Administration	2 351
National Departments	7 820
Grand Total	18 953

(Source: PERSAL)

1 (b) The total cost to company resulting from the number of employees who utilised incapacity leave since 1 January 2016 is depicted in the table below:

Implementation Area	Total Costs of Incapacity Leave
Eastern Cape Provincial Administration	R 23 246 279
Free State Provincial Administration	R 24 268 809
Gauteng Provincial Administration	R 41 178 738
KwaZulu-Natal Provincial Administration	R 31 424 487
Limpopo Provincial Administration	R 17 596 436
Mpumalanga Provincial Administration	R 3 727 231
North West Provincial Administration	R 6 526 933
Northern Cape Provincial Administration	R 3 641 157
Western Cape Provincial Administration	R 38 827 877
National Departments	R 137 194 687
Grand Total	R 327 632 634

(Source: PERSAL)

1 (c) The appointment of temporary employees to serve as replacements for employees who is absent on temporary incapacity leave occur only in the case of School Based Educators and as such the Department of Basic Education is in the best position to provide statistics in this regard.

2 (a) The number of employees who's temporary incapacity leave applications have not been approved since 1 January 2016 is depicted in the table below:

Implementation Area	Total Applications rejected
Eastern Cape Provincial Administration	2 666
Free State Provincial Administration	2 333
Gauteng Provincial Administration	3 229
KwaZulu-Natal Provincial Administration	15 810
Limpopo Provincial Administration	285
Mpumalanga Provincial Administration	301
North West Provincial Administration	2 822
Northern Cape Provincial Administration	59
Western Cape Provincial Administration	12 803
National Departments	16 720
Grand Total	57 028

(Source: PERSAL)

2 (b) The cost of temporary incapacity leave applications that have not been approved since 1 January 2016 is depicted in the table below:

Implementation Area	Total Costs of Applications rejected
Eastern Cape Provincial Administration	R 1 683 974
Free State Provincial Administration	R 1 524 799
Gauteng Provincial Administration	R 2 506 900
KwaZulu-Natal Provincial Administration	R 10 489 582
Limpopo Provincial Administration	R 133 871
Mpumalanga Provincial Administration	R 334 633
North West Provincial Administration	R 1 648 927
Northern Cape Provincial Administration	R 18 335
Western Cape Provincial Administration	R 9 299 237
National Departments	R 10 473 443
Grand Total	R 38 113 701

(Source: PERSAL)

3 The Department of Public Service and Administration is complying with the turnaround time. The Department however had two temporary incapacity leave cases which were submitted in January 2017 that were not returned to the Department from the Health Risk Manager, within the set time frames. The cases required investigations due to the complicated nature of illnesses.

4 (a) In the event of an employee's application for temporary incapacity leave being declined the employee may choose to have the absence covered by available annual leave and/or unpaid leave if insufficient annual leave credits are available. The repayment of salary thus only arises when unpaid leave is granted in these circumstances. The total amount liable by employees in instances where unpaid leave was granted in respect of temporary incapacity leave being declined amounts to R 24 984 349.

4 (b) The DPISA is not in a position to report on or account whether monies have been paid back as yet since the recovery of salaries as a result of the implementation of unpaid leave in respect of temporary incapacity leave being declined is a competence that resides with the individual departments and are done within the legislative framework governing salary overpayments and is an ongoing process.

4 (c) The outstanding amount with regard to salary overpayments as a result of temporary incapacity leave being declined is not available as the information resides with the individual departments.

END