



### LEGISLATURE SUPPORT

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### The Speaker

Eastern Cape Provincial Legislature

Bisho

5605

### RE: SUBMISSION OF THE INTERNAL QUESTION PAPER 7

Dear Honourable Speaker

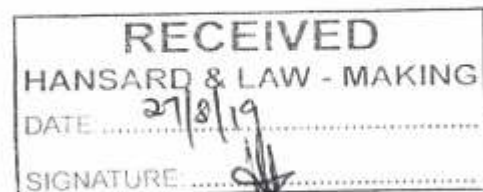
This serves as a response submission to **Question 140 and 141 of IQP 7**, for your attention and consideration.

For further enquiries, kindly contact Mr. Luntu Sokutu (Legislature Support) on the contact details as provided above.

Yours in Governance

HON. L.O. MABUYANE

PREMIER : EASTERN CAPE



**Question 141**

<p>(1) What are the critical vacancies in the province;</p>	<p>Each Department has identified its critical vacancies and these are documented in the Annual Recruitment Plans of the Departments. A total of 2 536 posts have been identified across all 13 Departments as critical for filling for the 2019/20 financial year.</p> <p>These range from professional / technical / specialist posts to administrative posts which are crucial to provide the required support to ensure the functionality of the core mandate of the respective departments.</p>
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<p>(2) (a) how does his Office determine when a position is critical and (b) can he kindly provide the criteria that his Offices uses in this regard;</p>	<p>a) The Office of the Premier does not determine critical vacancies for other Provincial Departments. Each Department determines its own critical vacancies as part of its Human Resources Planning process.</p> <p>b) The criteria which Departments utilise are based on human resources supply versus demand. The demand is determined through vacancies which exist in the approved organogram, which is based on the service delivery model of the Department and the latter is informed by the mandate of the Department. A vacancy is therefore critical when the filling of that vacancy will support the execution of the mandate of the relevant Department.</p>
<p>(3) a) How much has office budgeted in respect of filling the vacancies in (1) above b) What are the timeframes that his office anticipates will be implemented with a view to ensuring that the vacancies are filled?</p>	<p>a) The OTP has budgeted R50.8m for its 64 critical vacancies for the 2019/20 financial year. The other Departments have their own budgets for the filling of critical vacancies.</p> <p>b) The standard in the Province is that posts should be filled within six months of becoming vacant.</p>