



Province of the
EASTERN CAPE
OFFICE OF THE PREMIER

(219) How Bhangwa

LEGISLATURE SUPPORT

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The Speaker

Eastern Cape Provincial Legislature

Bisho

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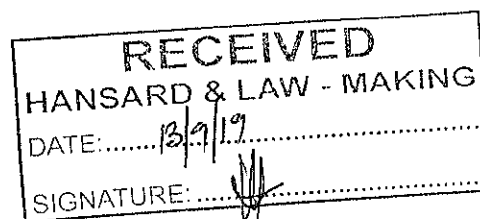
RE: SUBMISSION OF THE INTERNAL QUESTION PAPER 10

Dear Honourable Speaker

This serves as a response submission to **Question 218 and 219 of IQP 10**, 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 219

(1)	How many sick leave days have officials in his Office taken for the (i) 2017/18, (ii) 2018/19 and (iii) 2019/20 financial years as at the latest specified date for which information is available;	<table><tr><th>DEPARTMENT</th><th>2017/18</th><th>2018/19</th><th>2019/20</th></tr><tr><td>OTP</td><td>2768</td><td>2117</td><td>1492</td></tr><tr><td>DOH</td><td>225446</td><td>197102</td><td>135245</td></tr><tr><td>DSD</td><td>27875</td><td>27960</td><td>19363</td></tr><tr><td>DPW</td><td>18308</td><td>12193</td><td>7276</td></tr><tr><td>DOE</td><td>173693</td><td>164727</td><td>102144</td></tr><tr><td>COGTA</td><td>4734</td><td>4883</td><td>2694</td></tr><tr><td>DRDAR</td><td>13045</td><td>9809</td><td>5676</td></tr><tr><td>DEDEAT</td><td>3958</td><td>3657</td><td>2355</td></tr><tr><td>DOT</td><td>10713</td><td>12048</td><td>8314</td></tr><tr><td>DHS</td><td>3152</td><td>2936</td><td>1599</td></tr><tr><td>PT</td><td>2913</td><td>2732</td><td>1986</td></tr><tr><td>DSRAC</td><td>7000</td><td>6875</td><td>4336</td></tr><tr><td>DSL</td><td>1016</td><td>820</td><td>395</td></tr></table>	DEPARTMENT	2017/18	2018/19	2019/20	OTP	2768	2117	1492	DOH	225446	197102	135245	DSD	27875	27960	19363	DPW	18308	12193	7276	DOE	173693	164727	102144	COGTA	4734	4883	2694	DRDAR	13045	9809	5676	DEDEAT	3958	3657	2355	DOT	10713	12048	8314	DHS	3152	2936	1599	PT	2913	2732	1986	DSRAC	7000	6875	4336	DSL	1016	820	395
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(2)	whether he can kindly outline the number of	<table><tr><th>DEPARTMENT</th><th>DEPARTMENT</th></tr><tr><td>OTP</td><td>SPTIL applications = 151, LPTIL applications = 14</td></tr></table>	DEPARTMENT	DEPARTMENT	OTP	SPTIL applications = 151, LPTIL applications = 14																																																				
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officials that are on extended sick leave for more than (i) 3 months, (ii) 6 months, (iii) 1 year, (iv) 2 years, (v) 3 years and (vi) longer, per provincial department as at the latest specified date for which information is available;		3 Months = 12 Officials; 6 Months = 3 Officials; 1 Year = 2 Officials; 2 Years = 1 Official; 3 Years = 0; Longer than 3 years = 0 SPTIL applications = 708, LPTIL applications = 150 2 officials (4 months). Cases still under assessment by Service Provider of the Province (Soma). Department unable to terminate their services because it depends to assessment and recommendations of external body i.e. SOMA and these periods are Long Period which are still within the stipulated time frame. SPTIL applications = 457, LPTIL applications = 113
	DSD	
	DPW	
	DOE	SPTIL applications = 3741, LPTIL applications = 4049
	COGTA	SPTIL applications = 208, LPTIL applications = 56
	DRDAR	SPTIL applications = 369, LPTIL applications = 118
	DEDEAT	SPTIL applications = 171, LPTIL applications = 25
	DOT	SPTIL applications = 451; LPTIL applications = 85
	DHS	SPTIL applications = 97; LPTIL applications = 27
	PT	0 officials that are on extended sick leave. SPTIL applications = 106, LPTIL applications = 16
	DSRAC	0 officials that are on extended sick leave. SPTIL applications = 276, LPTIL applications = 75
	DSL	SPTIL applications = 74, LPTIL applications = 4
(3) what is the estimated total cost to the province of the		

extended sick leave of the abovementioned civil servants as at the latest specified date for which information is available, can he kindly outline the breakdown of the cost per department;	<table><tr><th>DEPARTMENT</th><th>estimated cost extended sick leave 2017/18 '000</th><th>estimated cost extended sick leave 2018/19 '000</th><th>estimated cost extended sick leave 2019/20 '000</th></tr><tr><td>OTP</td><td>1216</td><td>848</td><td>40</td></tr><tr><td>DOH</td><td>59854</td><td>66232</td><td>16251</td></tr><tr><td>DSD</td><td>8394</td><td>9714</td><td>2092</td></tr><tr><td>DPW</td><td>2610</td><td>813</td><td>44</td></tr><tr><td>DOE</td><td>117073</td><td>147557</td><td>48141</td></tr><tr><td>COGTA</td><td>2321</td><td>1526</td><td>303</td></tr><tr><td>DRDAR</td><td>2975</td><td>4218</td><td>202</td></tr><tr><td>DEDEAT</td><td>1127</td><td>1053</td><td>64</td></tr><tr><td>DOT</td><td>1542</td><td>680</td><td>201</td></tr><tr><td>DHS</td><td>362</td><td>2224</td><td>632</td></tr><tr><td>PT</td><td>174</td><td>1085</td><td>171</td></tr><tr><td>DSRAC</td><td>3159</td><td>1917</td><td>40</td></tr><tr><td>DSL</td><td>68</td><td>265</td><td>0</td></tr></table>				DEPARTMENT	estimated cost extended sick leave 2017/18 '000	estimated cost extended sick leave 2018/19 '000	estimated cost extended sick leave 2019/20 '000	OTP	1216	848	40	DOH	59854	66232	16251	DSD	8394	9714	2092	DPW	2610	813	44	DOE	117073	147557	48141	COGTA	2321	1526	303	DRDAR	2975	4218	202	DEDEAT	1127	1053	64	DOT	1542	680	201	DHS	362	2224	632	PT	174	1085	171	DSRAC	3159	1917	40	DSL	68	265	0
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(4) whether his Office has put any plans in place with a view to curbing excessive	The Office of the Premier has utilized the PILLIR Forum to strengthen capacity of departmental officials in all 13 provincial Departments to ensure effectiveness in managing prolonged sick leave. Departments are required to report and account on sick leave in these platforms. The Office of the Premier is in the process of issuing a circular to departments focusing on sanctions for responsible officials who do not adhere to policy requirements. This includes supervisors who do not manage subordinates sick leave especially prolonged sick leave.																																																											

prolonged sick leave by officials; if so, can he kindly outline the plans; if not, why;	
(5) can he kindly provide (a) reasons as to why has the human resources department of each of the provincial departments reportedly struggled to address the problem of	a) Departments have mainly struggled due to poor consequence management for non-implementation by employees as well as Supervisors when it comes to sick leave policies. b) Poor service delivery especially at client facing sites. The biggest departments especially health and Education are battling with this issue.

excessive absenteeism and (b) details as to what effect does this have on service delivery?	