

NATIONAL ASSEMBLY

FOR WRITTEN REPLY

QUESTION 612

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(INTERNAL QUESTION PAPER: 10/2013)

Mrs A T Lovemore (DA) to ask the Minister of Basic Education:

- (1) Whether all provinces have appointed a Health Risk Manager in terms of the Policy and Procedure on Incapacity Leave and Ill-Health Retirement; if not, (a) which provinces do not have such appointments in place, (b) why such appointments are not in place and (c) how are these applications managed in these provinces;
- (2) for each province, (a) how many applications for incapacity leave were received for the period 1 January 2009 to 31 December 2012 and (b) what was the average (i) time taken to process applications for incapacity leave and (ii) length of incapacity leave (aa) granted and (bb) taken;
- (3) whether the granting of incapacity leave has facilitated the appointment of temporary teachers to fill the temporary vacancies in each province; if not, why not in each case;
- (4) for each province, (a) how many applications for ill-health retirement were received for the period 1 January 2009 to 31 December 2012 and (b) what was the average time taken to process applications for ill-health retirement;
- (5) for each province, how many educators have been on incapacity leave for (a) longer than one year, (b) longer than two years and (c) longer than three years?

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REPLY

1. **Whether all provinces have appointed a Health Risk Manager in terms of the Policy and Procedure on Incapacity Leave and Ill-Health Retirement; if not, (a) which provinces do not have such appointments in place, (b) why such appointments are not in place and (c) how are these applications managed in these provinces?**

(a) All provinces have not appointed a Health Risk Manager.

(b) The Department of Public Service and Administration is responsible for the appointment of a Panel of Health Risk Managers from which Departments can select and contract a Health Risk Manager. The process of selecting and contracting by the Departments has been suspended pending the resolution of a legal challenge instituted by one unsuccessful service provider. An attempt to implement a contingency plan was also halted due to a possible lawsuit threat from the same service provider. This has resulted in all departments in all provinces not being able to appoint a Health Risk Manager until the legal matters are resolved by the DPSA.

(c) All applications are captured on a database to ensure that they could be submitted once a Health Risk Manager has been appointed and all applicants are duly informed of the delay.

2. **For each province, (a) how many applications for incapacity leave were received for the period 1 January 2009 to 31 December 2012 and (b) what was the average (i) time taken to process applications for incapacity leave and (ii) length of incapacity leave (aa) granted and (bb) taken?**

Refer to the Table below for the response to 2 (a); (b)(i), (ii)(aa)(bb)

Province	(a) Applications (01/2009-12/2012)	(b)(i) Average Time taken to process (Months)	(b)(ii)(aa) Average length of incapacity leave granted (Months)	(b)(ii)(bb) Average Length of Incapacity Leave taken (Months)
Eastern Cape	Verification in process at the time of reporting.			
Free State	3 876	3 – 6	2	2
Gauteng	Information not available at the time of reporting			
KwaZulu-Natal	14 310	3	14 working days	22 working days
Limpopo	328	6	8	8
Mpumalanga	3 737	1	2	2
North West	744	3	6	6
Northern Cape	1 015	2	3	3
Western Cape	6 047	2	18 working days	27 working days

Source: Reporting from Provincial Education Departments

3. **Whether the granting of incapacity leave has facilitated the appointment of temporary teachers to fill the temporary vacancies in each province; if not, why not in each case?**

Yes, temporary teachers are always appointed for the duration of the incapacity leave. This is at great cost to the Employer, but we are compelled to ensure that learners are not disadvantaged because of ill-health of a teacher.

4. **For each province, (a) how many applications for ill-health retirement were received for the period 1 January 2009 to 31 December 2012 and (b) what was the average time taken to process applications for ill-health retirement?**

Refer to table below for the response to 4(a) and (b)

Province	(a) Applications (01/2009-12/2012)	(b) Average Time taken to process (Months)
Eastern Cape	Verification in process at the time of reporting.	
Free State	235	3 – 6
Gauteng	Information not available at the time of reporting	
KwaZulu-Natal	441	7.8
Limpopo	47	12
Mpumalanga	248	1
North West	91	3
Northern Cape	159	2
Western Cape	469	3

Source: Reporting from Provincial Education Departments

5. **For each province, how many educators have been on incapacity leave for (a) longer than one year, (b) longer than two years and (c) longer than three years?**

Refer to the Table below for the response to 5 (a), (b) and (c)

Province	As at the end of December 2012		
	(a) Longer than one year	(b) Longer than two years	(c) Longer than three years
Eastern Cape	Verification in process at the time of reporting.		
Free State	Information not available at the time of reporting		
Gauteng	Information not available at the time of reporting		
KwaZulu-Natal	45	34	83
Limpopo	7	0	0
Mpumalanga	1	0	0
North West	645	24	75
Northern Cape	8	2	0
Western Cape	12	1	3

Source: Reporting from Provincial Education Departments