

**NATIONAL ASSEMBLY**

**FOR WRITTEN REPLY**

**QUESTION 170**

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**(INTERNAL QUESTION PAPER: 1/2013)**

**Mrs J D Kilian (Cope) to ask the Minister of Basic Education:**

- (1) With reference to reported non- or late payment of teachers' salaries and the incidences of ghost teachers in the Eastern Cape, (a) what payroll systems or applications are used by the provincial department and (b) when were such systems implemented;
- (2) whether the Eastern Cape education department has sufficiently trained and dedicated personnel to operate the payroll systems; if not, what steps are being taken to ensure effective professional human resource and payroll management as an essential element of good governance; if so, what are the relevant details?

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**RESPONSES:**

**(1) With reference to reported non- or late payment of teachers' salaries and the incidences of ghost teachers in the Eastern Cape, (a) what payroll systems or applications are used by the provincial department and (b) when were such systems implemented?**

a) The Department of Education in the Eastern Cape uses the PERSAL payroll systems as do all other provincial and national departments.

(b) The PERSAL system was implemented in 1991 across the country.

**(2) Whether the Eastern Cape education department has sufficiently trained and dedicated personnel to operate the payroll systems; if not, what steps are being taken to ensure effective professional human resource and payroll management as an essential element of good governance; if so, what are the relevant details?**

Yes. The Eastern Cape Education Department has sufficiently trained and dedicated personnel to operate the payroll (PERSAL) system. There are three (3) dedicated officials in each of the 23 districts and nine (9) at Head Office. Each of these officials has undergone formal training in PERSAL modules related to appointments and salaries.