

NATIONAL ASSEMBLY

ORAL REPLY

QUESTION 175.

DATE OF PUBLICATION OF INTERNAL QUESTION PAPER: 04/03/2025

INTERNAL QUESTION PAPER: 07/2025

175. Mr M Shikhwambana (EFF) to ask the Minister of Basic Education: to ask the Minister of Basic Education:

What (a) impact does the labour turnover have on Umalusi's ability to deliver on its mandate and (b) are the reasons for such a high staff turnover?

NATIONAL ASSEMBLY

ORAL REPLY

QUESTION 175.

Response

Please find attached the response provided by Umalusi.

Enq : Hendrik Van der Walt
Tel : 012) 349 1510
Email : Hendrik.VanderWalt@umalusi.org.za
Ref: 2/3/1_GOCEO_PCBE_10MARCH2025

10 March 2025

Mr HM Mveli
Director-General Department of Basic Education
Private Bag X895
PRETORIA
0001

Dear Mr Mveli

NATIONAL ASSEMBLY ORAL REPLY – QUESTION 175

The purpose of this letter is to provide a response to the Parliamentary Question 175 asked by Mr M Shikhwambana to the Minister of Basic Education as follows:

Question

What (a) impact does the labour turnover have on Umalusi's ability to deliver on its mandate and (a) are the reasons for such a high staff turnover?

Response

1. Impact of labour turnover on Umalusi's ability to deliver on its mandate

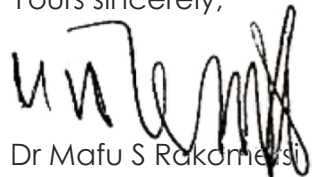
- (i) Umalusi staff establishment is made up of permanent and contract employees. Concerning permanent staff, Umalusi has 151 permanent staff under its employs while approximately 900 are contract workers (external moderators, evaluators, examination monitors, etc.).
- (ii) Umalusi reports on its vacancy rate, with respect to permanent staff members, in the quarterly reports submitted to the Department of Basic Education. As of 28 February 2025, Umalusi had a vacancy rate of 5% against the target of 10% or below as set in the Annual Performance Plan (APP).
- (iii) Whereas it is generally agreed that vacancies result in the loss of institutional memory, increased pressure due to increased workload and so on, Umalusi continues to ensure that vacant positions are filled at an accelerated pace to prevent operations from being affected. The same strategy is used to fill vacant contract positions, which vacancies arise seldomly.

2. The reasons for high staff turnover

- (i) Based on the analysis of the data gathered from as far back as 2017 through Umalusi exit-interviews, which every employee participates in upon resigning, employees resign from Umalusi for various reasons. Of all the reasons given, the two that have the most numerous mentions are, firstly, that employees leave because they have found new employment that pays a higher salary and, secondly, that they have been offered higher positions elsewhere. Scrutinising the two reasons closely reveals that most employees resign from Umalusi in order to occupy promotional positions elsewhere in the country.
- (ii) On account of that, Umalusi has had to implement several employee retention strategies, which include aligning the conditions of service with those that obtain in the public service, enabling Umalusi staff to become members of the Government Employee Medical Aid Scheme (GEMS), amongst others. The net effect of that has been a reduction in the number of resignations, something which is reported in the annual report of the organisation.

I hope the responses have clarified the matter.

Yours sincerely,



Dr Mafu S Rakomelesi
CHIEF EXECUTIVE OFFICER