

## WRITTEN REPLY

### No. 200/2018 – Mr FA Rodgers (DA) to ask the MEC for Health:

#### **Regarding Long Leave/Incapacity Leave**

1. How many staff are currently on this form of leave [Please Tabulate: Name, institution, reason, period of such leave thus far, since when was this person on such leave and when are they expected back at work];

Due to the confidential nature of employee leave records, the Employee Name and Persal number information is being withheld, only the non-identifying information is being provided, as per the Persal system records.

- A) In the period 2018/04/01 to 2018/06/30, there are 6 employees on **Permanent Incapacity Leave**, for a total of 90 days: and since it is leave for Permanent Incapacity, it means the employees are pending Ill Health Retirement and are not expected to return on duty. It should be noted that in terms of the Policy on Ill-Health Retirement and Incapacity Leave the Health Risk Manager has 90 working days per case (employee) to finalise applications for Ill-Health Retirements and the cases below are still within the permitted timeframes.

INSTITUTION	NO. OF EMPLOYEES	TOTAL NO. OF DAYS
ESTCOURT DISTRICT HOSPITAL	1	26
ETHEKWINI DISTRICT HEALTH OFFICE	2	6
MSELENI DISTRICT HOSPITAL	3	58
<b>TOTAL</b>	<b>6</b>	<b>90</b>

- B) In the period 2018/04/01 to 2018/06/30, there are 79 employees on **Temporary Incapacity Leave (for periods exceeding 30 days)**, totalling 4107 days: and since it is leave for Temporary Incapacity, they expected to return on duty once the attending medical practitioner has certified that the employee may return to work.

INSTITUTION	NO. OF EMPLOYEES	TOTAL NO. OF DAYS
AMAJUBA DHO	2	89
BETHESDA DISTRICT HOSPITAL	2	72
DON MCKENZIE SPEC TB HOSPITAL	1	32
DUNDEE DISTRICT HOSPITAL	1	41
EDENDALE REGIONAL HOSPITAL	1	30
EMRS UMZINYATHI	1	47
ESTCOURT DISTRICT HOSPITAL	1	91
GJ CROOKES DISTRICT HOSPITAL	3	157
GREY'S TERTIARY HOSPITAL	4	284
GREYTOWN DISTRICT HOSPITAL	5	306
HLABISA DISTRICT HOSPITAL	5	244
ILEMBE DHO	2	94
INANDA CHC	1	39
INKOSI ALBERT LUTHULI CENTRAL HOSPITAL	1	31
KING DINUZULU DISTRICT HOSPITAL	1	58
KING EDWARD REGIONAL HOSPITAL	5	301
LADYSMITH REGIONAL HOSPITAL	1	30
MADADENI REGIONAL HOSPITAL	7	359
MAHATMA GANDHI REGIONAL HOSPITAL	4	164
NDWEDWE CHC	3	139
NGWELEZANA REGIONAL HOSPITAL	1	55
NIEMEYER DISTRICT HOSPITAL	1	62
NKONJENI DISTRICT HOSPITAL	1	41

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INSTITUTION	NO. OF EMPLOYEES	TOTAL NO. OF DAYS
NORTHDALÉ DISTRICT HOSPITAL	1	62
POMEROY CHC	1	62
PRINCE MSHIYENI REGIONAL HOSPITAL	9	496
QUEEN NANDI REGIONAL HOSPITAL	1	62
RK KHAN REGIONAL HOSPITAL	4	209
ST APOLLINARIS DISTRICT HOSPITAL	1	41
STANGER REGIONAL HOSPITAL	2	60
TONGAAT CHC	1	62
TOWNHILL SPEC PSYCH HOSPITAL	1	62
UNTUNJAMBILI DISTRICT HOSPITAL	2	124
VRYHEID DISTRICT HOSPITAL	2	101
<b>TOTAL</b>	<b>79</b>	<b>4107</b>

- 2. With regards to 1. Above what mechanisms are in place to mitigate for the absence of these members of the staff;**

Human Resources matters are decentralized to institutional level, and management of leave matters is included in their scope of control. The Policies on Sick Leave (Human Resources Management Circular 54 of 2017) and Incapacity Leave (Human Resources Management Circular 82 of 2008) are attached. Service delivery needs are dealt with by each supervisor/manager of the sections where there are staff absences which include, but not limited to re-scheduling of rosters/shifts, reprioritising functions leaning to service delivery imperatives, etc.

- 3. what action does the Department intend to take and by when, in each case; and**

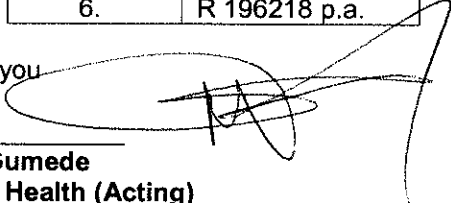
Each case submitted to the Health Risk Manager is returned to the Department with a recommendation which the Head of Department/Delegated Official implements in terms of the relevant policies and guidelines within 30 working days.

- 4. With regards to each person in 1 above what is their annual salary packages?**

In terms of the 6 people who are pending Ill Health Retirement (Permanent Incapacity leave).


Number	Annual Notch
1.	R 171204 p.a.
2.	R 269115 p.a.
3.	R 128535 p.a.
4.	R 249159 p.a.
5.	R 181521 p.a.
6.	R 196218 p.a.

Thank you

  
**Dr M Gumede**  
**Head: Health (Acting)**  
**KwaZulu-Natal**

**Date**

31/7/2018

  
**Dr SM Dhlomo**  
**MEC for Health**  
**KwaZulu-Natal**

**Date**

03/08/2018