



**DEPARTMENT: PUBLIC ENTERPRISES
REPUBLIC OF SOUTH AFRICA
NATIONAL COUNCIL OF PROVINCES
QUESTION FOR WRITTEN REPLY
QUESTION NO.: PQ 507**

QUESTION:

Employees suspended with full pay

507. Mr A Arnolds (Western Cape: EFF) to ask the Minister of Public Enterprises:

(a) How many employees of (i) his department and (ii) the entities that are reporting to him have been suspended with full pay in the (aa) 2019/20, (bb) 2020/21 and (cc) 2021/22 financial years and (b) what was the total amount his department paid in respect of such salaries?

CW560E

REPLY:

According to the information received from the Department:

- a) A total of four (4) employees were suspended with full pay at the Department of Public Enterprises in the past three financial years in question with details as follows:
- (i) Suspensions with fully pay at the Department of Public Enterprises in the:
 - (aa) 2019/2020 financial year, Nil
 - (bb) 2020/2021 financial year - one (1) official.
 - (cc) 2021 /2022 financial year - three (3) officials.
- b) The total amount paid by the department in respect of salaries of the four (4) officials was R2 009 020.72:
- 2019/ 2020 financial year - Nil
 - 2020/2021 financial year (1 official) - R760 898
 - 2021/2022 financial year (3 officials) - R1 248 122.74

According to the information received from Safcol:

SOC	REPLY:
SAFCOL	(a)(i) N/A (ii)SAFCOL (aa) 2019/20 Six (06) employees (bb) 2020/21 Ten (10) employees (cc) 2021/22 Two (02) employees Processes regarding all the above were finalised.

- (b) Total cost for the suspended employees for the above-mentioned financial years
- a. FY 2019/20 - R2 512 767.13
 - b. FY 2020/21 – R1 781 884.25
 - c. FY 2021/22 – R107 411.73
- The Grand Total R4 402 063.11**

According to the information received from Alexkor:

ALEXKOR			
Question	(aa) 2019/20	(bb) 2020/21	(cc) 2021/22
(a) How many employees of Alexkor have been suspended with full pay in the following financial periods (aa), (bb) and (cc)	4	2	2
(b) Total amount paid in respect of such salaries?	R341 841.11	R28 448.96	R 65 889.21
<p>Note: All the above are Alexkor Richtersveld Mining Company Pooling and Sharing Joint Venture (PSJV) employees not Alexkor SOC Limited employees. Alexkor SOC Limited did not have any employees suspended during the queried period.</p>			

According to the information received from Eskom:

ESKOM	(a)(i) DPE to respond.			
	(a)(ii) By law, any person who is suspended pending an investigation or disciplinary hearing is suspended with pay.			
	Below is the breakdown of the number of employees on suspension with pay for the abovementioned periods as drawn from the SAP Industrial Relations (SAPIR) system on 8 August 2022, as well as the aggregated guaranteed pay of suspended employees per period.			
	The report is aligned to Eskom's financial year which runs from April of each year to March of the following year.			
An important statistic to note, is that year to date, Eskom has 58 open cases of employees on suspension with pay. This is a result of a targeted approach by Eskom leadership to address cases effectively and timeously.				
	Question	(aa) 2019/20	(bb) 2020/21	(cc) 2021/22
	(c) How many employees of Eskom have been suspended with full pay in the following financial periods (aa), (bb) and (cc)	125	108	228
	(d) Total amount paid in respect of such salaries?	R 84 813 387.41	R 36 277 731.02	R 66 456 630.53

According to the information received from South African Airways:

- (ii) (a) 2019/20 - 24 employees
- (b) 2020/21 – 2 employees and
- (c) 2021/22 – 2 employees

In total 28 employees over the three years' period. One employees' suspension extended over two financial year periods

- (b) 2019/2020 - R2 574 344,52
- 2020/2021 - R26 482, 14
- 2021/2022 - R 1 547 971,53

According to the information received from Denel:

(a)

*Certain individuals were suspended in more than one financial period.

Years	(aa) 2019/20	(bb) 2020/21	(cc) 2021/22
No. of employees	4	4	7
Amount paid	R2 201 344.86	R1 743 361,17	R6 846 941,09

(b) R10 792 179.67

According to the information received from Transnet:

1. The total number of Transnet employees suspended on full pay in the financial year's 2019/20, 2020/21 and 2021/22; and
2. The total amount paid by Transnet in respect of salaries to such employees:

Financial Year	Number of Employees Suspended	Salary Bill
2019/20	79	R61,119,160
2020/21	23	R8,638,249
2021/22	57	R10,247,304

It is absolutely clear that the law must change to allow for limited periods of suspension, quick disciplinary processes, and no pay or limited pay during the suspension. This will ensure that suspended employees do not delay disciplinary processes for long periods of time.