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Department:
Trade, Industry and Competition
REPUBLIC OF SOUTH AFRICA

NATIONAL ASSEMBLY

WRITTEN REPLY

PARLIAMENTARY QUESTION NO. 1432

Mr M.J Cuthbert (DA) to ask the Minister of Trade and Industry:

- (1) With reference to his reply to question 1107 on 22 June 2020, (a) on what type of leave are the two officials in the Industrial Financing Branch who have not reported for work since 2019, (b) for what period of time has each of the two officials been on the specified leave and (c) why were the names of the specified two officials not included in his reply to question 1107 on 22 June 2020;
- (2) whether, since his reply to the question, he has received any additional names of any persons who are on sabbatical and/or any other extended leave; if so, what are the relevant details?

REPLY

- (1) The information asked for in Parliamentary Question 1107 covered the leave cycle period 1 January 2019 to 31 December 2019.

I am advised that Ms Mabitje-Thompson was not on sabbatical leave during this period. The approved sabbatical leave for Ms Mabitje-Thompson covers the period 16 March 2020 to 25 September 2020.

I am further advised that Mr MS Sithole was on sabbatical leave, for the period 1 March 2019 to 30 November 2019 and his details were left out of a previous schedule as a result of an administrative error. Due to this oversight, the Branch re-checked all records and verified sabbatical leave records

against Persal reports. A manager was found to be responsible for the administrative error and received a formal caution.

In future, the records will be captured on Persal on a weekly basis and monthly reports submitted to Chief Director; Human Resources for control purposes.

The additional information supplied by the Department is set out below.

2(a) Additional cases (6 cases)

| No | Name of employee | Job title | Details | | |
|----|--------------------|---|------------------------------------|-----------|---|
| | | | Period | Duration | Details |
| 1. | M Mabitje-Thompson | Deputy Director-General: Industrial Financing | 16 March 2020 to 25 September 2020 | 9 months | Research and writing a dissertation towards a PhD |
| 2. | MS Sithole | Deputy Director: Investigations | 1 March 2019 to 29 November 2019 | 11 months | Completing a pupillage at the National Bar Council of South Africa |
| 3. | TBC Kadiaka | Deputy Director: Mining Equipment | 3 September 2018 to 30 August 2019 | 12 months | Research and writing a dissertation towards a Masters in Economics |
| 4. | J Phora | Senior Legal Administration Officer | 1 February 2019 to 31 October 2019 | 10 months | Research and writing a dissertation towards a Masters in Law degree |
| 5. | NA Ngozwana | Director: Research Management | 19 August 2019 to 11 November | 3 months | Study leave Research |

| No | Name of employee | Job title | Details | | |
|----|------------------|---|-------------------------------|-----------|--------------------------------------|
| | | | Period | Duration | Details |
| | | | 2019 | | |
| 6. | LA Jona | Deputy Director: Employment Creation Fund | 1 April 2018 to 31 March 2019 | 12 months | Serving articles of Clerkship at DoJ |

Other **extended leave** recorded is as follows:

2 (b) Maternity Leave

| No | Name of employee | Job title | Details | | | |
|-----|------------------|---------------------------------------|-------------------|-------------------|----------|-----------------|
| | | | Date from | Date to | Duration | Details |
| 1. | NS Khanyile | Trade And Industry Advisor | 14 January 2019 | 13 May 2019 | 4 months | Maternity leave |
| 2. | MF Leshiba | Advanced Team Assistant | 05 December 2018 | 04 April 2019 | 4 months | Maternity leave |
| 3. | N Mabhunu | Assistant Director: Multilaterals | 02 May 2019 | 01 September 2019 | 4 months | Maternity leave |
| 4. | E Mahlangu | Personal Assistant | 25 September 2019 | 24 January 2020 | 4 months | Maternity leave |
| 5. | MM Maluleke | Trade And Industry Advisor Industries | 26 March 2019 | 25 July 2019 | 4 months | Maternity leave |
| 6. | RM Masemola | Administrative Clerk | 02 January 2019 | 30 April 2019 | 4 months | Maternity leave |
| 7. | LE Masoga | State Accountant | 20 May 2019 | 19 September 2019 | 4 months | Maternity leave |
| 8. | PP Mohale | Administration Clerk | 28 January 2019 | 27 May 2019 | 4 months | Maternity leave |
| 9. | B Mokoana | Intern | 11 January 2020 | 28 February 2020 | 2 months | Maternity leave |
| 10. | MA Monyela | Assistant Director: Vetting | 06 May 2019 | 05 September 2019 | 4 months | Maternity leave |
| 11. | N Mopeli | Team Assistant | 01 March 2020 | 30 June 2020 | 4 months | Maternity leave |
| 12. | T Mtshwane | Team Assistant | 20 March 2019 | 19 July 2019 | 4 months | Maternity leave |
| 13. | T Mudau | Administrative Clerk | 18 June 2019 | 17 October 2019 | 4 months | Maternity leave |
| 14. | NV | Senior Legal | 23 April | 22 August | 4 months | Maternity leave |

| No | Name of employee | Job title | Details | | | |
|-----|------------------|---|-------------------|------------------|----------|-----------------|
| | | | Date from | Date to | Duration | Details |
| | Mukwevho | Administration Officer | 2019 | 2019 | | |
| 15. | TT Ndukwana | Director: Agro-Processing 2 | 25 February 2019 | 24 June 2019 | 4 months | Maternity leave |
| 16. | NP Ntombela | Trade and Industry Advisor | 01 March 2019 | 30 June 2019 | 4 months | Maternity leave |
| 17. | V Ntsabo | Advanced Team Assistant | 24 June 2019 | 23 October 2019 | 4 months | Maternity leave |
| 18. | BP Phatlane | Trade and Industry Advisor | 26 August 2019 | 25 December 2019 | 4 months | Maternity leave |
| 19. | PY Phiri | Deputy Director: Business Relationship Management | 25 November 2019 | 24 March 2020 | 4 months | Maternity leave |
| 20. | PG Pillay | Senior Legal Administration Officer | 04 September 2019 | 16 October 2019 | 1 month | Maternity leave |
| 21. | KR Pule | Trade and Industry Advisor | 19 March 2019 | 18 July 2019 | 4 months | Maternity leave |
| 22. | V Rabonda | Personal Assistant | 12 December 2018 | 11 April 2019 | 4 months | Maternity leave |
| 23. | R Ramcharan | Chief Director: Procurement & Payment Management | 19 March 2019 | 18 July 2019 | 4 months | Maternity leave |
| 24. | AT Ramukhuvathi | Senior Administrative Officer | 21 January 2019 | 20 May 2019 | 4 months | Maternity leave |
| 25. | NNP Rapea | Assistant Director: Compliance Audit | 01 April 2019 | 31 July 2019 | 4 months | Maternity leave |
| 26. | SM Seema | Deputy Director: America Bilateral Relations | 11 November 2019 | 10 March 2020 | 4 months | Maternity leave |
| 27. | M Seotlela | Director: Legal Support & Enforcement | 13 February 2019 | 12 June 2019 | 4 months | Maternity leave |
| 28. | NP Shabane | Senior Registry Clerk | 01 December 2019 | 31 March 2020 | 4 months | Maternity leave |
| 29. | PB Shoba | Advanced Team Assistant | 12 December 2018 | 11 April 2019 | 4 months | Maternity leave |
| 30. | MK | Assistant | 09 March | 03 July | 4 months | Maternity leave |

| No | Name of employee | Job title | Details | | | |
|-----|------------------|---|-------------------------|------------------------|----------|-----------------|
| | | | Date from | Date to | Duration | Details |
| | Thobejane | Director: Safety | 2020 | 2020 | | |
| 31. | L Tsotetsi | Assistant Director: Service Plan & Control | 03 December 2019 | 02 April 2020 | 4 months | Maternity leave |
| 32. | M Williams | Administrative Assistant | 19 August 2019 | 18 December 2019 | 4 months | Maternity leave |
| 33. | NE Letsoalo | Trade and Industry Advisor | 01 November 2018 | 28 February 2019 | 4 months | Maternity leave |
| 34. | M Mgabhi | Call Cente Agent | 25 September 2018 | 24 January 2019 | 4 months | Maternity leave |
| 35. | MS Maluleke | Senior Administrative Officer | 11 September 2018 | 10 January 2019 | 4 months | Maternity leave |
| 36. | B Maphoto | Deputy Director: Black Economic Empowerment | 02 October 2018 | 01 February 2019 | 4 months | Maternity leave |
| 37. | MSR Mosehla | Director: Cosmetics | 22 April 2020 | 21 August 2020 | 4 months | Maternity leave |
| 38. | RC Mphooso | Assistant Director: Advanced Manufacturing Industries | 01 April 2020 | 31 July 2020 | 4 months | Maternity leave |
| 39. | CI Boikanyo | Assistant Director: Desktop Services | 31 October 2018 | 28 February 2019 | 4 months | Maternity leave |
| 40. | T Cele | Assistant Director: Innovation & Technology | 05 September 2018 | 04 January 2019 | 4 months | Maternity leave |
| 41. | LC Phihlela | Deputy Director: Non- Proliferation | 17 September 2018 | 16 January 2019 | 4 months | Maternity leave |
| 42. | PM Sema | Assistant Director: Customer Contact Center | 18 October 2018 | 15 February 2019 | 4 months | Maternity leave |

2(c) Normal sick Leave

| No | Name of employee | Job title | Details | | | |
|-----|------------------|---|-------------------|-------------------|----------|------------|
| | | | Date from | Date to | Duration | Details |
| 1. | GBC Chetty | Communication Officer | 13 May 2019 | 24 June 2019 | 1 month | Sick leave |
| 2. | JA Christian | Deputy Director: International Operations | 29 May 2019 | 03 July 2019 | 1 month | Sick leave |
| 3. | YZS Didishe | Assistant Director: Trade Opportunities | 04 June 2019 | 05 July 2019 | 1 month | Sick leave |
| 4. | A Jooste | Chief Operating Officer | 02 March 2020 | 08 April 2020 | 1 month | Sick leave |
| 5. | RS Lewies | Divisional Financial Advisor | 11 December 2019 | 10 January 2020 | 1 month | Sick leave |
| 6. | MN Mafolo | Editorial Assistant | 08 April 2019 | 28 May 2019 | 2 months | Sick leave |
| 7. | MP Maila | Deputy Director: Investment Projects | 28 August 2019 | 01 October 2019 | 1 month | Sick leave |
| 8. | DM Mohlala | Director: Employment Relations | 28 October 2019 | 12 December 2019 | 2 months | Sick leave |
| 9. | NMM Molokoane | Director: Film & TV Production | 16 October 2019 | 15 November 2019 | 1 month | Sick leave |
| 10. | NJ Mondlane | Personal Assistant | 27 November 2019 | 08 January 2020 | 1 month | Sick leave |
| 11. | PN Moshoeshe | Trade and Industry Advisor | 22 July 2019 | 04 September 2019 | 1 month | Sick leave |
| 12. | EM Motimele | Assistant State Accountant | 23 September 2019 | 24 October 2019 | 1 month | Sick leave |
| 13. | NM Msane | Senior Provisioning Administration Clerk | 23 April 2019 | 04 June 2019 | 1 month | Sick leave |
| 14. | TG Nkanyane | Senior Registry Clerk | 27 February 2019 | 10 April 2019 | 1 month | Sick leave |
| 15. | NJ Phofu | Food Services Aid | 07 November 2019 | 19 December 2019 | 1 month | Sick leave |
| 16. | LJ Sasa | Senior Registry Clerk | 04 June 2019 | 12 July 2019 | 1 month | Sick leave |
| 17. | LD Smillie | Director: Operations Management | 01 October 2019 | 15 November 2019 | 2 months | Sick leave |
| 18. | PS Tshikishwa | Senior Administration Clerk | 16 September 2019 | 18 October 2019 | 1 month | Sick leave |

| No | Name of employee | Job title | Details | | | |
|-----|------------------|---|------------------|------------------|----------|------------|
| | | | Date from | Date to | Duration | Details |
| 19. | ZZ Wosiyana | Assistant Director: Spatial Economic Policy | 20 December 2019 | 20 January 2020 | 1 month | Sick leave |
| 20. | PM Mphahlele | Personal Assistant | 23 January 2019 | 06 March 2019 | 1 month | Sick leave |
| 21. | MA Ngobeni | Deputy Director: 12I | 12 February 2019 | 29 March 2019 | 2 months | Sick leave |
| 22. | TH Roberts | Photocopy Operator | 07 January 2019 | 08 February 2019 | 1 month | Sick leave |

2 (d) Temporary Incapacity Leave

| No | Name of employee | Job title | Details | | | |
|----|------------------|---|------------------|-----------------|----------|----------------------------|
| | | | Date from | Date to | Duration | Details |
| 1. | NY Bentsile | Deputy Director: Business Development | 21 February 2019 | 04 April 2019 | 1 month | Temporary incapacity leave |
| 2. | JA Christian | Deputy Director: International Operations | 04 July 2019 | 02 January 2020 | 6 months | Temporary incapacity leave |
| 3. | K Ramcharan | Director: Chemical & Allied Industries | 21 February 2019 | 04 April 2019 | 1 month | Temporary incapacity leave |
| 4. | TR Songwane | Deputy Director: Applications Development & Support | 25 April 2019 | 07 June 2019 | 1 month | Temporary incapacity leave |

2 (e) Annual Leave

| No | Name of employee | Job title | Details | | | |
|----|------------------|--------------------------------------|-----------------|------------------|----------|--------------|
| | | | Date from | Date to | Duration | Details |
| 1. | S Ebrahim | Director: Foreign Service Management | 02 January 2020 | 05 March 2020 | 2 months | Annual leave |
| 2. | PP Mohale | Administration Clerk | 29 May 2019 | 28 June 2019 | 1 month | Annual leave |
| 3. | LL Rantho | Deputy Director: European | 02 January 2020 | 03 February 2020 | 1 month | Annual leave |

| No | Name of employee | Job title | Details | | | |
|----|------------------|--|-----------------|------------------|----------|--------------|
| | | | Date from | Date to | Duration | Details |
| | | Organisations | | | | |
| 4. | OM Mabaso | Advanced Team Assistant | 28 May 2020 | 30 June 2020 | 1 month | Annual leave |
| 5. | TO Marishane | Director: South African Customs Union | 02 January 2019 | 01 February 2019 | 1 month | Annual leave |
| 6. | SM Seema | Deputy Director: America Bilateral Relations | 01 April 2020 | 04 May 2020 | 1 month | Annual leave |

2 (f) Leave without pay

| No | Name of employee | Job title | Details | | | |
|----|------------------|-----------|---------------|------------------|----------|---|
| | | | Date from | Date to | Duration | Details |
| 1. | S Ebrahim | Director | 01 April 2020 | 31 December 2020 | 9 months | Leave without pay granted to spouse of employee serving as foreign officer in DIRCO |

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