

MINISTER OF DEFENCE AND MILITARY VETERANS



NATIONAL ASSEMBLY

QUESTION FOR WRITTEN REPLY

QUESTION NO 2298

**REPLY RECOMMENDED BY:
MINISTER OF DEFENCE AND MILITARY VETERANS: MP**

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Mr T N Mmutle (ANC) to ask the Minister of Defence and Military Veterans:

In view of the position of the Civilian Defence Ministry having two appointed acting officials of which one is from the civilian section and the other one from the uniform section, (a) how has she addressed the anomaly and (b) what is the policy position on acting appointment(s) and their timeframe(s)?

REPLY:

The Secretary for Defence, is the administrative head of the Defence Secretariat as contemplated in the Public Service Act. 1994 (Proclamation No. 103 of 1994), and the Accounting Officer of the Department of Defence as contemplated in section 36 of the Public Finance Management Act. 1999 (Act No. 1 of 1999), has the authority granted by or under the Defence Act 14 of 2002 to perform various functions in accordance with the law, departmental policies or procedures and any directives of the executive authority within the confines of the law.

a.) The civilian defence secretariat has not appointed two officials, one from the uniform section and one from the civilian section, in any acting capacity for the same funded vacant post or responsibility at the same duration.

b.) The Department of Defence (DoD) HR policies recognise the need to fill funded vacancies on a permanent basis; however, acting appointments in vacant funded posts recognise that there are times when it is in the best interests of the department to consider more flexible workforce arrangements within the current pool of employees to meet operational needs and ensure continuity while the recruitment process to permanently fill the vacant posts is concurrently underway.

The following DoD policies; ***DODD/POL&PLAN/00026/2005: Acting Allowance for Department of Defence Members/Employees, DODI/POL&PLAN/00100/2005: Acting Allowance for Department of Defence Members/Employees, DOD Joint Defence Publication for the Management of the Acting Allowance in the Department of Defence*** covers the policy statement, methodology, and procedures to be followed in the management of the Acting Allowance in the Department of Defence, including the framework, requirements and motivation for an employee to be appointed in writing and approved by chief human resources (CHR), the accounting officer (Sec Def) and executive authority to act in an unfilled funded post for a specified period, usually on an interim of 6 - 12 months, depending on the role, responsibilities, level and grade of the vacant funded post until the vacant post is permanently filled.



MS T.R. MODISE

MINISTER OF DEFENCE AND MILITARY VETERANS: MP