

NATIONAL ASSEMBLY

QUESTION FOR WRITTEN REPLY

QUESTION NUMBER 1569

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Mr M Swart (DA) to ask the Minister of Finance:

- (1) Whether the National Treasury developed and adopted a policy providing guidelines for the appointment of persons with a criminal record; if so, (a) when was the policy (i) developed and (ii) adopted and (b) where can a copy of the policy be obtained; if not,
- (2) whether the National Treasury department has any plans in place to develop and adopt such a policy; if not, why not; if so, what are the relevant details;
- (3) whether the National Treasury department does any pre-employment screening of potential employees for criminal records; if not, why not; if so, what are the relevant details;
- (4) whether any employees with criminal records are currently employed by the National Treasury; if so, (a) how many and (b) what is their (i) job level and (ii) occupational category?

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REPLY:

1. No. As part of the broader Public Service, National Treasury implemented the directive that was issued by the Minister for Public Service and Administration on 23 November 2007, which deals with the Implementation of the National Vetting Strategy in the Public Service. Criminal record checks are one of the items covered in this directive.
2. No. As part of implementing the above-mentioned directive, National Treasury developed internal guidelines to assist managers to a) identify the types of offences that may require them to exclude candidates and b) guide them on the relevant written responses should such exclusions happen.

3. The Department conducts pre-employment screening as per the Z83 form. Section B of the Z83 form requires candidates to disclose whether they have a criminal record. In addition, the department conducts criminal verification during the recruitment process of all recommended candidates with the National Intelligence Agency and written reports are received once the verification is completed. Criminal records are taken into account for recruitment purposes only when the conviction is relevant to the work to be undertaken by the person appointed in the post.
4. (a) Yes. There are currently 26 employees within the Department that have criminal records.

(b) (i) and (ii)

Number of Employees	Job Level	Occupational Category
9	13 & 14	Senior management
5	11 & 12	Middle management
12	5 - 10	Non-Management

None of the officials have criminal records that would have a negative impact on the work they do. The majority of the offences fall under the Road Traffic Act, Liquor Act, Assault, and Arms & Ammunition Act (Loss of Firearms). Four theft charges were committed in 1989, 1992, 1995 and 2001 when all the incumbents were under 20 years of age.