

**NATIONAL ASSEMBLY**  
**QUESTION FOR WRITTEN REPLY**  
**QUESTION NUMBER: 91 [NW94E]**

**91. Mr G G Hill-Lewis (DA) to ask the Minister of Finance:**

With reference to the 2019-20 Annual Report of the Financial and Fiscal Commission, what are the reasons for the exceptionally high levels of average leave days taken by each employee according to the annual and sick leave table, with the exception of salary levels 14 - 15?

NW94E

**REPLY:**

There are several factors that determined employees' annual leave entitlement in 2019-20;

- employees are entitled to a maximum of 22 – 27 days per annum (depending on years of service);
- employees have a period of six months within which to take all annual leave days that they may have accumulated in respect of the previous calendar year;
- employees may have had annual leave days from before the previous calendar year, as prior to a leave policy change, employees were allowed to maintain a carry-over balance of 10 days in accrued leave; and
- some employees received once-off additional leave credits, to correct for leave unduly lost owing to an electronic leave system error.

**SIGNATURE PAGE**

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Deadline = 19 February 2021**

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**Recommended / Not recommended**

**DR. KAY BROWN  
CHIEF EXECUTIVE OFFICER: FINANCIAL AND FISCAL COMMISSION  
DATE:**

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**Approved / Not approved**

**DR. DAVID MASONDO, MP  
DEPUTY MINISTER OF FINANCE  
DATE:**

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