

**MINISTRY OF DEFENCE & MILITARY VETERANS**

**NATIONAL ASSEMBLY**

**QUESTION FOR WRITTEN REPLY**

**2558. Mr B H Holomisa (UDM) to ask the Minister of Defence and Military Veterans:**

(1) With reference to the 2015-16 report of the Auditor-General in respect of her department, which indicates that morale is low among employees, what has she found to be the cause and what is she and senior officials doing to improve the morale;

(2) given the reported lack of relevant expertise on skills in the specified report, does her department have a policy regarding the recruitment of senior managers; if not, why not; if so, what are the relevant details;

(3) does her department have a fair and transparent recruitment policy that prevents patronage and allows capable candidates to be appointed; if not, why not; if so, what are the relevant details;

(4) (a) by what date will existing vacancies be filled and (b) what is the cause of the delay in the appointment of a permanent director-general? NW2715E

**Response**

**Question (1):**

The department is busy with an employee satisfaction survey in order to identify issues affecting morale amongst employees. The department is also conducting a skills audit to ensure that employees are placed appropriately according to their skills. These will be reported once they are completed.

The newly appointed Acting Director-General has begun a process of interacting with employees to inform them key developments in the department engage in team building and improve morale.

**Question (2)** Given the reported lack of relevant expertise on skills in the specified report, does her department have a policy regarding the recruitment of senior managers; if not, why not; if so, what are the relevant details;

**Response**

The Department has a Recruitment Policy and it is implemented in line with Public Service Commission requirements for Public Service Recruitment practices.

**Question (3)** Does her department have a fair and transparent recruitment policy that prevents patronage and allows capable candidates to be appointed; if not, why not; if so, what are the relevant details

**Response**

All appointments within the department are done through the Public Service Regulations, **Part VII. Procedures for Appointment, Promotions and Termination of Service.** Our recruitment policy is transparent and fair.

**Question (4):** (a) By what date will existing vacancies be filled and (b) what is the cause of the delay in the appointment of permanent director-general

**Response**

(a) The department is in a process of filling all the posts and priority is being given to the two service delivery branches – Socio-Economic Support and Empowerment and Stakeholder Management. It is hoped this will be completed by the end of the financial year.

(b) The interview and evaluation processes for the appointment of the Director-General was completed. However, due to administrative challenges between DPSA and DMV the process was stalled. It is hoped that this post will be permanently filled soon.