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 **Memorandum from the Parliamentary Office**

**NATIONAL ASSEMBLY**

**FOR WRITTEN REPLY**

**QUESTION 860**

**DATE OF PUBLICATION OF INTERNAL QUESTION PAPER: 23/03/2018**

**(INTERNAL QUESTION PAPER NO 9 OF 2018)**

**Mr A P van der Westhuizen (DA) to ask the Minister of Higher Education and Training:**

(1) What number of the positions of principals at public technical and vocational education and training (TVET) colleges are currently occupied by staff with relevant permanent appointment contracts;

(2) (a) which public TVET colleges are currently operating with a staff member acting as principal and (b) for what period has each of the colleges been operating with an acting principal;

(3) (a) what number of principal positions became vacant in the 2016 and 2017 academic years, (b) which of the specified positions that became vacant were due to retirement and (c) on what dates (i) was the department informed of such vacancies and (ii) were various offers of employment accepted;

(4) what are the details and the timeline for the filling of the position of principal of the Boland College, including the date that her department was informed about the upcoming retirement of the previous principal and further relevant details;

(5) whether she is concerned about the possible negative impact of the current turnaround time for the appointment of senior staff at public TVET colleges; if so, what (a) plans are in place to improve the specified situation and (b) has she found to be an appropriate period for the filling of the positions?

**NW939E**

**REPLY:**

1. There are forty-one (41) positions of principals appointed permanently at public technical and vocational education and training (TVET) colleges.
2. The table below is showing the names of colleges, date of acting appointment and period of acting appointment:

|  |  |  |
| --- | --- | --- |
| **Name of College** | **Date of acting appointment** | **Period of acting appointment** |
| Boland TVET College  | The acting appointment was after the retirement of the Principal on 1/7/2017 | The total period of acting is nine (9) months, which was subject to an extension after a six months period. |
| Capricorn TVET College | The acting appointment was after the retirement of the Principal on 1/7/2017. | The total period of acting is nine (9) months, which was subject to an extension after a six months period. |
| Ingwe TVET College  | The acting appointment was after the dismissal of the incumbent on 1/7/2016; the incumbent lodged a dispute at the GPSSBC. | The total perod is twenty-one (21) months, the post could not be advertised and filled permanently due to a dispute lodged by the dismissed incumbent on unfair dismissal. |
| Northern Cape Urban TVET College | The acting appointment was after the retirement of the Principal on 1/5/2017. | The total period of acting is eleven (11) months, which was subject to an extension after a six months period. |
| Sedibeng TVET College | The acting appointment was after the retirement of the Principal on 1/5/2017.  | The total period of acting is eleven (11) months, which was subject to an extension after a six months period. |
| Orbit TVET College | The acting appointment was after the retirement of the Principal on 1/5/2017. | The total period of acting is eleven (11) months, which was subject to an extension after a six months period. |
| Vhembe TVET College | The acting appointment was after the transfer of the Principal to the Regional Office on 1/7/2017 due to death threats. | The total period of acting is nine (9) months, which was subject to an extension after a six months period. |
| Vuselela TVET College | The acting appointment was after the retirement of the Principal on 1/10/2017. | The total period of acting is six months, which was subject to an extension after a six months period. |
| West Coast TVET College | The acting appointment was after the retirement of the Principal on 1/1/2018. | The total period of acting is three (3) months. |

1. (a)There is one (1) principal position that became vacant in 2016; and there are seven (7) principal positions that became vacant in 2017.
2. The table below shows the positions that became vacant due to retirement,
(c) dates, (i) whether the department was informed of such vacancies and (ii) progress in respect to the recruitment and selection processes

|  |  |  |  |
| --- | --- | --- | --- |
| **(a) Principal vacancies due to retirement** | **(b) Date of retirement** | **(c)(i) Department informed of vacancies** | **(c)(ii) various offers of employment accepted** |
| Boland TVET College | 1 July 2017 | Yes | The panel will be re-convened on 23 April 2018 to consider the results of the competency assessment and make a recommendation for consideration by the appointing authority. |
| Capricorn TVET College, the principal went on compulsory retirement | 30 June 2017 | Yes | The shortlisting was conducted on 27 March 2018 and the interviews will be conducted before 30 April 2018. |
| Northern Cape Urban TVET College, the principal went on compulsory retirement. | 30 April 2017 | Yes | The recruitment and selection process has been completed and a recommendation has been made for consideration by the relevant appointing authority.  |
| Orbit TVET College, the principal went on compulsory retirement. | 30 April 2017 | Yes | The recruitment and selection process has been completed and a recommendation has been made for consideration by the relevant appointing authority. |
| Sedibeng TVET College the principal went on compulsory retirement. | 1 April 2017 | Yes | The recruitment and selection process has been completed and a recommendation has been made for consideration by the relevant appointing authority. |
| Vuselela TVET College, the principal went on normal retirement. | 1 October 2017 | Yes | The shortlisting was conducted on 23 March 2018 and the interviews will be conducted before 30 April 2018. |
| West Coast TVET College the principal went on compulsory retirement. | 31 December 2017 | Yes | The shortlisting will be conducted on 20 April 2018. |

1. The timeline for the Department to fill the position of principal of Boland TVET College was 180 days from date of the advertisement. The Principal gave notice of her retirement on 31 March 2017 with effect from 30 June 2017. The post was advertised on 30 April 2017. The interviews were held on 09 November 2017. As required by the Public Service Regulations, competency assessments for the first two top candidates were conducted on 12 December 2017 and 27 February 2018. The panel is due to re-convene on 23 April 2018 to consider the results of the competency assessment.
2. (a)Yes, the Minister is concerned about the possible negative impact of the current turnaround time for the appointment of senior staff at public TVET colleges. The following have been put in place to improve the turnaround time for the filling of vacancies in the Department:
* Lowering of the delegations of authority;
* Appointing Branch Heads to manage and coordinate shortlisting and interviewing; and
* Developing an e-recruitment system to advertise and ensure the efficient management of recruitment and selection processes.

(b) The 180 days or six months period to fill vacancies from the date of advertisement, as per the current Annual Performance Plan, is considered as an appropriate period for the filling of the positions. However, the Department has to ensure that the plan to improve recruitment and selection processes is implemented and adhered to.