

**DEPARTMENT: PUBLIC ENTERPRISES**

**REPUBLIC OF SOUTH AFRICA**

**NATIONAL ASSEMBLY**

**QUESTION FOR WRITTEN REPLY**

**QUESTION NO.: 931**

**DATE OF PUBLICATION: 31 March 2017**

1. Whether there is any position of (a) chief executive officer, (b) chief financial officer and/or (c) chief operating officer that is currently vacant in each entity reporting to her; if so, (i) how long has each specified position been vacant and (ii) what is the reason for each vacancy;

(2) Have the vacancies been advertised; if so, (a) were interviews done and (b) on what date will the vacancies be filled;

(3) (a) what is the total number of persons who are currently employed in the specified positions in an acting capacity; (b) For what period has each person been acting in each position and (c) has any of the specified persons applied for the positions?

NW1000E

**REPLY:**

Responses to the questions for each State Owned Company (SOC) within the DPE portfolio are recorded separately below as follows:

**Alexkor**

1. (a)(b)(c)(i)(ii)

The Company has vacancies for the positions of Chief Executive Officer (CEO) and Chief Financial Officer (CFO). The position of Chief Operating Officer (COO) is not vacant. The CEO position has been vacant since 1 April 2016 with Mr Vimal Bansi appointed through an interim contract until the position is filled. The position of CEO became vacant after a restructuring process that was completed on 31 March 2016. The CFO position became vacant on 10 October 2016 and Ms Tsundzukani Mhlanga has been acting since. The position of CFO became vacant as a result of the resignation by the previous incumbent.

1. (a)(b)

Both positions were advertised on 15 January 2017. The interview and selection process for both positions has commenced and it is anticipated that the process will be finalised in the first quarter of the current financial year.

3(a)(b)(c)

As stated above, there are two people appointed to act in each position separately. The Acting CEO has been in place for a year, while the acting CFO for the past 6 months. Given that the recruitment processes are still underway, it is against good labour practice to disclose the details of any applicant at this stage.

 **Denel**

(1)(a)(b)(c)(i)(ii)

The Company has vacancies for the positions of Group Chief Executive Officer (GCEO) and Group Chief Financial Officer (GCFO). The position of Chief Operating Officer (COO) is not vacant. The position of the GCEO became vacant on 9 November 2016 and Mr Z Ntshepe has been acting in the position since. The position of GCFO became vacant on 1 September 2016 and Mr O Mhlwana has been acting in the position since. Both positions became vacant as result of separation agreements with the previous incumbents.

(2)(a)(b)

The vacant positions have been advertised and it envisaged that these vacancies will be filled by the end of May 2017.

3(a)(b)(c)

 As indicated above, there are two Executives acting in the positions of GCEO and GCFO, separately. Both acting incumbents have been acting for 1 year and 6 months, respectively. Given that the recruitment processes are still underway, it is against good labour practice to disclose the details of any applicant at this stage.

 **Eskom**

(1)(a)(b)(c)(i)(ii)

 The company has a vacancy for the position of Group Chief Executive Officer (GCEO). The Group Chief Financial Officer (GCFO) is Mr Anoj Singh. The Company does not have a position of Chief Operating Officer (COO) in its structure. Due to the resignation of the previous incumbent, the position of GCEO became vacant on 1 January 2017 and Mr Matshela Koko has been acting in the position since.

(2)(a)(b)

 The advertisement for the position of GCEO was published on 5 March 2017 and the recruitment process is underway with the intent that the process will be finalised before the end of May 2017.

3(a)(b)(c)

 As indicated above one Executive is acting in the position of GCEO. Given that the recruitment processes are still underway, it is against good labour practice to disclose the details of any applicant at this stage.

 **SA Express**

(1)(a)(b)(c)(i)(ii)

The Company only has vacant position of a CEO. The position of CFO is held by Mr Mark Shelley and the organisational structure of SA Express does not have a COO. The position of the CEO has been vacant from 1 April 2017 as a result of the resignation by the previous incumbent.

(2)(a)(b)

Mr Victor Xaba has been appointed to act in the position of CEO. Now that the position is vacant I am taking cognisance of the announcement by the Minister of Finance in the National Budget on 22 February 2017 that Advisors are assisting government with a review of the state’s aviation assets with the goal of developing a stronger, more efficient and sustainable state aviation sector. The possibility of consolidation of SAA with SA Express, and introducing a strategic equity partner, will be considered. In light of these developments I am of the view that the position of CEO of SA Express will not be advertised pending finalisation of the government process.

3(a)(b)(c)

 One person is acting in the position of CEO and it is envisaged that the recruitment process will be held in abeyance until the government process mentioned above is finalised.

 **SAFCOL**

 (1)(a)(b)(c)(i)(ii)

The Company has vacancies of Chief Executive Officer (CEO) and Chief Operating Officer (COO). Ms Trish Pillay is the Chief Financial Officer (CFO); hence the position is not vacant. The position of CEO has been vacant since 15 December 2015 and the position of COO has been vacant since 18 February 2016. Both positions became vacant as result of resignation by the previous incumbents.

(2)(a)(b)

The CEO position will be advertised by the end April 2017, whereas the COO position was advertised on 15 February 2016. As part of the CEO recruitment plan, it is anticipated that interviews with potential candidates will be held during May and June 2017. Applicants were initially interviewed for the COO vacancy but no suitable candidate was found. SAFCOL is taking further steps in the recruitment process to identify suitable candidates. It is anticipated that the CEO vacancy will be filled by July 2017 and COO vacancy will be filled by June 2017.

3(a)(b)(c)

There are two Executives acting in the positions of GCEO and GCFO, separately. The acting CEO, Mr Harvey Theron has been acting in this position since 16 December 2015 to date and Mr Klaas Makobane has been acting COO from 19 February 2016 to date. Given that the recruitment processes are still underway, it is against good labour practice to disclose the details of any applicant at this stage.

 **Transnet**

(1)(a)(b)(c)(i)(ii)

Transnet does not have vacancies in these positions. The Group Chief Executive is Mr Siyabonga Gama, the Group Chief Financial Officer is Mr Garry Pita and Group Chief Operations Officer is Mr Mlamuli Buthelezi

(2)(a)(b)

Not applicable

3(a)(b)(c)

Not applicable

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| --- | --- | --- | --- |
| **Remarks:**  |  |  | **Reply: Approved / Not Approved** |
|  |  |  |  |
| **Mr Mogokare Richard Seleke** |  |  | **Ms Lynne Brown, MP** |  |
| **Director-General** |  |  | **Minister of Public Enterprises** |
| **Date:** |  |  | **Date:** |