# NATIONAL ASSEMBLY

**FOR WRITTEN REPLY**

**QUESTION NO. 1114**

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**(INTERNAL QUESTION PAPER NO. 12)**

**Ms C N Mkhonto (EFF) to ask the Minister of Health:**

What criteria are used to hire Chief Executive Officers in the provincial departments of Health, especially in Gauteng, as processes in the recruitment process seem to differ between provinces? **NW1199E**

**REPLY:**

The process in the recruitment of Chief Executive Officers (CEOs) is not different between Provinces. As all appointments of CEOs across provinces are guided by the Policy on the Management of Public Hospitals that amongst others, makes provision for the criteria pertaining to minimum qualifications, relevant experience and generic qualities required for appointment to the position of hospital CEO (at all levels). This was introduced by Minister of Health in terms of sections 3(1)(c) and 23(1) of National Health Act, 2003, (Act No. 61 of 2003), after consultation with the National Health Council in August 2011.

In line with the above Policy, the Gauteng Provincial Department of Health has informed the Minister that the Chief Executive Officer positions in the Province, are advertised in the National Media (newspaper) and the e-Recruitment platform (Gauteng professional job centre)

The selection process entails the interviews, presentation on the technical exercise prepared by the Selection Committee. Recommended candidates are subjected to the Senior Management Service competency assessment or developmental assessment and vetting processes depending on the level of the position. The department conducts reference checks from the referees provided and conduct suitability checks with the current and previous employers. The recommended candidates are also required to complete Security Vetting Forms, a process facilitated by the State Security Agency.6 The outcome of the above processes is considered by the Executive Authority (EA) in appointing Chief Executive Officers (CEO).

END.