**NATIONAL ASSEMBLY**

**WRITTEN REPLY**

**QUESTION 1119**

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**INTERNAL QUESTION PAPER: 16/2017**

**1119. Mr T J Brauteseth (DA) to ask the Minister of Basic Education:**

(1) With reference to her reply to question 913 on 11 April 2017, (a) on what date was the Chief Financial Officer (CFO) at Umalusi appointed and (b) for how long was the vacancy unfilled;

(2) did the recently appointed CFO apply for the position in the first round of applications; if so, why was the specified person deemed to be an unsuitable candidate in the first round of applications;

(3) what was the total package that the specified person earned while appointed as (a) Senior Manager: Finance and Supply Chain Management, (b) Acting Chief Financial Officer and (c) Chief Financial Officer from May 2017;

(4) what are the names of the panelists of the (a) first round of interviews on 27 April 2016 and (b) the second round of interviews including the date in which the panel appointed the person;

(5) (a) on what date was the new CFO appointed to the position of Senior Manager: Finance and Supply Chain Management at Umalusi and (b) which previous designations has the CFO held at Umalusi, stating the dates of appointment in each case? NW1259E

**Response**

1. The current CFO at Umalusi was appointed on 1 May 2017. The position remained unfilled from 1 March 2016, 14 months.
2. The applicant did apply for the first round of interviews. The applicant was appointed at Umalusi as the Senior Manager: Finance and Supply Chain Management (SCM) as from 1 April 2016. The applicant was not found to be an unsuitable candidate. In fact, the applicant was the best candidate in the first round of interviews. However, she could not be appointed because of the Umalusi Recruitment and Selection Policy. The policy states that “*internal applicants must have served at least (1) one year before applying for another internal position or vacancy”.* The panel did not want to deviate from the policy to ensure a fair and transparent recruitment process.
3. (a) The Senior Manager: Finance and SCM was appointed on level 13 notch 8 of the Department of Public Service and Administration (DPSA) Senior Management Service (SMS) Salary scales. The annual amount as at 1 April 2016 was R997 476. The appointment was made at that level to equal the employee’s previous remuneration level as the employee was not being remunerated on DPSA levels with her previous employer.

(b) In terms of Umalusi policy *“If an employee is required to act in a higher-grade position for an unbroken period of one (1) calendar month and/or 30 days, or longer, the employee qualifies to be remunerated at a sum equal to the entry level remuneration for that higher grade”.* The Acting Chief Financial Officer was remunerated at salary level 14 notch 1 at R1 068 564 for the duration of the acting period.

(c) The Chief Financial Officer was appointed in May 2017 at salary level 14 notch 1, currently being remunerated at R1 068 564.

1. (a) Panel for CFO interview – 27 April 2016

| **Panel member name** | **Designation** |
| --- | --- |
| Dr MS Rakometsi | CEO – Umalusi |
| Prof J Volmink | Chairperson – Umalusi Council |
| Mr M Albertyn | CFO – South African Qualifications Authority (SAQA) |
| Ms L Rossouw | Chairperson –Umalusi Audit and Risk Committee (ARC) / CFO – Department of Justice |

 (b) Panel for CFO interview – 24 March 2017

| **Panel member name** | **Designation** |
| --- | --- |
| Dr MS Rakometsi | CEO – Umalusi |
| Ms L Rossouw | Chairperson of Umalusi ARC / CFO – Department of Justice |
| Mr NT Johnstone | Umalusi Council member / Member of Umalusi ARC |
| Ms N Madilonga | CFO – Quality Council for Trades and Occupations (QCTO) / Acting CEO |
| Mr T Mothusi | CFO – Council on Higher Education (CHE) |

1. The new CFO was appointed at Umalusi as the Senior Manager: Finance and SCM from 1 April 2016. This was the first appointment of the employee at Umalusi.