

**DEPARTMENT: PUBLIC ENTERPRISES**

**REPUBLIC OF SOUTH AFRICA**

**NATIONAL ASSEMBLY**

**QUESTION NO.: 1199**

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| **1199. Mr E J Marais (DA) to ask the Minister of Public Enterprises:** 1. (a) What are the details of the process followed to appoint a certain person namely Mr Lemogang Pitsoe, (b) when was the vacancy advertised, (c) what are the details of the other candidates who (i) applied and (ii) got shortlisted, (d) what criteria had to be met to qualify for the position, (e) what are the names of each member of the selection and interview panel and (f) what are the details of the specified person’s mining experience;

(2) whether the specified person disclosed the nature of his relationships with members of the Gupta family (details furnished)cemented during his tenure as General manager of Hernic Ferrochrome? NW1293E |

**REPLY:**

The response is based on information received from Alexkor SOC Limited.

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| (1) | (a) | The position was advertised in the Sunday Times on 26 February 2017. A panel was established comprising of board members to interview the short listed candidates. The preferred candidates were then put through a set of psychometric tests. The process followed was in line with Alexkor’s recruitment and selection process. |
|  | (b) | 26 February 2017 |
|  | (c) | (i) | The names of the candidates who applied for the position is in the possession of the Department and the members are welcome to request sight of said list.The challenge in publicly disclosing the names is that application for these level positions is done on a confidential basis, and disclose may negatively affect the current employment relationship of the applicants. Besides, the disclosure cannot be done without the candidates giving the Department consent to disclose their names. |
|  |  | (ii) | As per (1)(c)(i) above. |
|  | (d) | (i) | Minimum of 5 years mining experience (diamond or coal mining experience preferable). |
|  |  | (ii) | At least 5 years senior management experience. |
|  |  | (iii) | Executive Management experience. |
|  |  | (iv) | Comprehensive knowledge of the PFMA and Treasury Regulations (3 years SOC/SOE experience would be an advantage) |
|  |  | (v) | Extensive strategic leadership experience. |
|  |  | (vi) | Business rescue or turnaround strategy implementation experience. |
|  |  | (vii) | Relevant Mining Qualifications preferable (BSc Mining Engineering or Equivalent). |
|  | (e) | (i) | Ms H Matseke | (Chairperson of the Board of Directors) |
|  |  | (ii) | Mr T Matona |  (Member of the Board of Directors) |
|  |  | (iii) | Ms B Makwetla |  (Member of the Board of Directors) |
|  |  | (iv) | Mr S Danana |  (Member of the Board of Directors) |
|  |  | (v) | Dr R Paul | (Advisor to the Board of Directors) |
|  |  | (vi) | Ms L Mphahlele | 1. (Leadership Talent, Service Provider as observer)
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|  | (f) | (i) | Mr Pitsoe has 23 years mining experience, including Diamond or Coal Mining; |
|  |  | (ii) | 9 years senior management experience |
|  |  | (iii) | 4 years executive management experience |
|  |  | (iv) | Extensive strategic leadership experience |
|  |  | (v) | He was involved in a turnaround strategy at Hernic Ferrochrome (Pty) Ltd  |
|  |  | (vi) | 1. He as a BSc Mining Engineering degree
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| (2) | The question was not asked of Mr Pitsoe as it was not relevant to the employment criteria. For the record, Mr Pitsoe was employed as a General Manager at Hernic Ferrochrome (Pty) Ltd, and did not have a direct relationship with the Gupta family. JIC, a Gupta company was as service provider to Hernic which relationship was in place long before Mr Pitsoe joined Hernic, which is owned by Mitsubishi a Japanese conglomerate. |

We will be looking into these matters more closely in the coming months.

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