**NATIONAL ASSEMBLY**

**QUESTION NO: 1237-2018**

**FOR WRITTEN REPLY**

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**“DR G A Grootboom (DA) to ask the Minister of Arts and Culture”**

What (a) measures will he put in place to ensure that issues of diversity are addressed in the (i) PACOFS council and (ii) PACOFS management, (b) consequence management strategies will be instituted against members of the (i) Performing Arts Centre of the Free State (PACOFS) who have broughtPACOFS into disrepute? NW1336E

**REPLY:**

(a)(I). The process of constituting Councils is prescribed in relevant enabling legislations that compel the Department to ensure that issues of diversity are addressed. The process of appointing Councils also prescribes that an open and transparent process is followed and as such the shortlist of recommended candidates is only drawn from the public nominations received. All efforts are made to ensure that diversity considerations are made in terms of age, gender, race, class and geographical spread during the selection process.

II). PACOFS Management

The Council of PACOFS will ensure that issues of diversity are addressed when filling the following managerial vacancies:

1. Chief Executive Officer
2. Technical Director
3. ICT Manager
4. Marketing Manager

(b). Leadership vacuum is a major contributor to the instability at PACOFS. To this end, my Department is working closely with the Council of PACOFS to complete and finalise the litigation cases which have held up the filling of critical leadership positions. Further, we have granted the Council of PACOFS permission to utilize the previously ring-fenced funding to upgrade the infrastructure of the entity which will enable the PACOFS to host national and or international programmes.

(c)**.** The Performing Arts Centre of the Free State (PACOFS) will be guided by its policies and disciplinary code in instituting consequence management against any person found to have brought PACOFS into disrepute.