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**NATIONAL ASSEMBLY**

**QUESTION FOR WRITTEN REPLY**

**QUESTION NUMBER: 1345**

**Ms V van Dyk (DA) to ask the Minister of Communications:**

(1)(a) What amount has the Media Development and Diversity Agency (MDDA) spent on advertising vacant positions since 1 June 2014, (b) how have the specified vacant positions been advertised, (c) how many interviews for the specified vacant positions have been held and (d) who conducted the specified interviews in each case; (2)(a) how many applications have been received for the Chief Executive Officer (CEO) vacancy at the MDDA since 1 June 2014, (b) how many of the specified applicants were interviewed and (c) will she make the specified applicants’ curriculum vitae along with reasons why they were deemed unfit to fill the specified position available to the Portfolio Committee on Communications? NW1493E

**REPLY: MINISTER OF COMMUNICATIONS**

(1) (a) The amount the Media Development and Diversity Agency (MDDA) spent on advertising vacant positions since 1 June 2014 equals R169,056.11.

(b) The specified vacant positions have been advertised via the print press and the MDDA website as follows:

* 11th May 2014 (City Press): (Project Officer: Community Media, Project Officer: Research, Training & Development, Communication & Branding Manager.)
* 5th September 2014 (Independent Newspapers) – (CEO, Supply Chain Manager, Finance Disbursement Officer, Legal & Contracts Manager)
* 10th June 2015 (Times Media, The Star Workplace) – (SCM Officer, Communications & Branding Manager, Project Officer: Research & Training and Development, IT Specialist, HR & Corporate Services Manager, Finance Administration Officer, Programme Manager: Research & Training Development.)
* 20th January 2016 (Independent Newspaper) for advertising of 5 x positions: (Internal Audit Manager, Receptionist, Company Secretary, Legal & Contracts Manager, Stakeholder & Special Projects Coordinator, Communications & Marketing Officer. Chairperson of the Internal Audit & Risk Committee, IT Advisory Committee Member.)
* 10th April 2016 (Media 24) for advertising of 17 x positions: (CEO, CFO, HR & Corporate & Services Manager, Project Director & Strategy, Policy Monitoring & Evaluation Director , Finance Manager, Finance Administration Officer, Executive Secretary, Risk Specialist, Knowledge Management Coordinator, Internal Officer, HR Officer, Research & Capacity Building Manager, Research & Capacity Building Coordinator, Legal & Compliance Officer, Projects Manager: Broadcasting and Digital Media Coordinator.)
* 10th May 2016 (Media 24) - (2 x Audit and Risk Committee Members)

(c) The number of interviews for the specified vacant positions which have been held is as follows:

* Project Officer: Community Media x 1
* Project Officer: Research, Training & Development / Research & Capacity Building Coordinator x 1
* Communication & Branding Manager x 1
* CEO x 1
* Supply Chain Manager x 1
* Finance Disbursement Officer x 1
* Legal & Contracts Manager x1
* SCM Officer x1
* IT Specialist x 1
* HR & Corporate Services Manager (None)
* Finance Administration Officer x 1
* Programme Manager: Research & Training Development / Research & Capacity Building Manager (None)
* Internal Audit Manager (None)
* Receptionist (None)
* Company Secretary (None)
* Communications & Marketing Officer (None)
* Chairperson of the Internal Audit & Risk Committee x 1
* IT Advisory Committee Member x 1
* CFO (None)
* Project Director (None)
* Strategy, Policy Monitoring & Evaluation Director (None)
* Finance Manager (None)
* Executive Secretary (None)
* Risk Specialist (None)
* Knowledge Management Coordinator (None)
* Internal Audit Officer x 1
* HR Officer (None)
* Legal & Compliance Officer (None)
* Projects Manager: Broadcasting (None)
* Digital Media Coordinator (None)
* Audit and Risk Committee Members (None)

(d) The people conducting the specified interviews in each case is as follows:

* PO: Community Media – Talifhani Khubana, Lesego Mashishi, Mpho Leshabane
* Internal Audit Officer: Mshiyeni Gungqisa, Duduzile Phungwayo, SNG representative-Brian Changamire
* PO: Research, Training & Development: Manana Stone, Lesego Mashishi, Lindinkosi Ndibongo
* SCM Officer: Lindinkosi Ndibongo, Thandiwe Kgatshe, Clarinda Simpson
* IT Manager: Lindinkosi Ndibongo, Thandiwe Kgatshe
* Communication & Branding Manager: Thembelihle Sibeko, Lindinkosi Ndibongo, Thandiwe Kgatshe
* Finance Disbursement Officer: Talifhani Khubana, Lesego Mashishi, Lindinkosi Ndibongo

(2) (a) Ten (10) applications have been received for the Chief Executive Officer (CEO) vacancy at the MDDA since 1 June 2014.

 (b) Four (4) of the specified applicants were interviewed.

 (c) Seven candidates were shortlisted while the others did make it through the shortlisting phase due to lack of competencies. Four candidates were shortlisted for the interviews and did not perform well. The candidate who scored the highest did so consistently on the total assessment of the 11 tested competencies: Community media knowledge, Broadcast media environment, Advances in Technology, Compliance, Project Monitoring & Evaluation, Risk Management, People Management, Stakeholder Management, Policy Formulation, Regulation and Service Operation, Presentation of Case Study and Background Review. This candidate was subsequently made an offer which was later withdrawn on an out of court settlement basis between the MDDA and the candidate.

**MR NN MUNZHELELE**

**DIRECTOR GENERAL [ACTING]**

**DEPARTMENT OF COMMUNICATIONS**

**DATE:**

**MS AF MUTHAMBI (MP)**

**MINISTER OF COMMUNICATIONS**

**DATE:**