

**MINISTRY: PUBLIC SERVICE AND ADMINISTRATION**

**REPUBLIC OF SOUTH AFRICA**

**NATIONAL ASSEMBLY**

**QUESTION FOR WRITTEN REPLY**

**DATE: 21 APRIL 2023**

**QUESTION NO.: 1349.**

**Dr M M Gondwe (DA) to ask the Minister of Public Service and Administration:**

What (a) total number of senior managers within the Public Service have no qualifications for the positions that they currently occupy as at 1 March 2023 and (b) is the breakdown of the figure for each (i) national and (ii) provincial government department? **NW1551E**

**REPLY:**

1. In terms of information taken from PERSAL, as of 1 March 2023, there were **1874** senior managers within the Public Service who have no qualifications for the positions that they currently occupy.

**The 2016** Directive on Minimum Requirements for Appointment of SMS members, provided for minimum requirements as followed:

* Director and Chief Director level : Undergraduate qualification on NQF Level 7
* Deputy Director General and HOD : Undergraduate qualification and a post graduate qualification on NQF Level 8

Senior managers who are considered to have no qualification for the position they occupy are officials in positions who either does not poses the minimum NQF level qualification or qualifications have not been captured on PERSAL by the department that they work in.

1. The breakdown is provided in the table below for (i) national and (ii) provincial governments and highlights the appointments made before the 2016 Directive came into effect and those that were made after August 2016 when the Directive was already in place. It should be noted that engagements are continuing with departments to ensure that all qualification details are updated on PERSAL especially for senior managers appointed after August 2016. The DPSA is intervening to investigate appointments made after 2016 and information obtained indicates that some departments are not updating their information on PERSAL, even when senior managers are in compliance with minimum requirements.
2. At **national** level, **634** senior managers were appointed before 2016 and **211** appointed after August 2016.
3. At the **provincial** level **738** senior managers were appointed before 2016 and **291** after August 2016.

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| --- | --- | --- | --- |
| **National Departments** | **Before 1 August 2016** | **From 1 August 2016** | **As on 31 March 2023** |
| Agriculture, Land Reform and Rural Development | 25 | 6 | 31 |
| Basic Education | 3 | 4 | 7 |
| Civilian Secretariat for the Police Service | 2 | 0 | 2 |
| Communications and Digital Technologies | 7 | 0 | 7 |
| Cooperative Governance | 23 | 8 | 31 |
| Correctional Services | 35 | 14 | 49 |
| Employment and Labour | 32 | 12 | 44 |
| Environment, Forestry and Fisheries | 17 | 7 | 24 |
| Government Communication and Information System | 4 | 0 | 4 |
| Health | 30 | 9 | 39 |
| Higher Education and Training | 26 | 22 | 48 |
| Home Affairs | 20 | 5 | 25 |
| Human Settlements | 23 | 5 | 28 |
| Independent Police Investigative Directorate | 4 | 1 | 5 |
| International Relations and Cooperation | 21 | 12 | 33 |
| Justice and Constitutional Development | 9 | 6 | 15 |
| Military Veterans | 2 | 0 | 2 |
| Mineral Resources and Energy | 19 | 7 | 26 |
| National School of Government | 0 | 0 | 0 |
| National Treasury | 49 | 15 | 64 |
| National Prosecuting Authority | 61 | 0 | 61 |
| Office of the Chief Justice | 5 | 2 | 7 |
| Office of the Public Service Commission | 2 | 1 | 3 |
| Planning, Monitoring and Evaluation | 8 | 2 | 10 |
| Police | 3 | 1 | 4 |
| Public Enterprises | 9 | 4 | 13 |
| Public Service and Administration | 5 | 2 | 7 |
| Public Works and Infrastructure | 37 | 12 | 49 |
| Science and Innovation | 11 | 0 | 11 |
| Small Business Development | 4 | 0 | 4 |
| Social Development | 5 | 0 | 5 |
| Sport, Arts and Culture | 9 | 3 | 12 |
| Statistics South Africa | 13 | 3 | 16 |
| The Presidency | 10 | 3 | 13 |
| Tourism | 9 | 0 | 9 |
| Trade, Industry and Competition | 11 | 0 | 11 |
| Traditional Affairs | 6 | 1 | 7 |
| Transport | 16 | 6 | 22 |
| Water and Sanitation | 17 | 25 | 42 |
| Women, Youth and Persons with Disabilities | 2 | 1 | 3 |
| **Total** | **634** | **211** | **845** |

ii. provincial government breakdown

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Eastern Cape** | **Departments** | **Before 1 August 2016** | **From 1 August 2016** | **As on 31 March 2023** |
|  | Community Safety | 0 | 1 | 1 |
| Cooperative Governance and Traditional Affairs | 7 | 2 | 9 |
| Economic Development, Environmental Affairs and Tourism | 11 | 1 | 12 |
| Education | 11 | 7 | 18 |
| Health | 31 | 7 | 38 |
| Human Settlements | 10 | 2 | 12 |
| Office of the Premier | 3 | 0 | 3 |
| Provincial Treasury | 0 | 2 | 2 |
| Public works and Infrastructure | 2 | 1 | 3 |
| Rural Development and Agrarian Reform | 10 | 2 | 12 |
| Social Development | 7 | 5 | 12 |
| Sport, Recreation, Arts and Culture | 6 | 2 | 8 |
| Transport | 4 | 3 | 7 |
|  | **Total** | **102** | **35** | **137** |

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| **Free state** | **Departments** | **Before 1 August 2016** | **From 1 August 2016** | **As on 31 March 2023** |
|  | Agriculture | 11 | 1 | 12 |
| Co-operative Governance and Traditional Affairs | 5 | 0 | 5 |
| Economic Dev, Tourism and Environmental Affair | 0 | 1 | 1 |
| Education | 8 | 2 | 10 |
| Health | 10 | 5 | 15 |
| Human Settlements | 2 | 2 | 4 |
| Office of the Premier | 4 | 3 | 7 |
| Police, Roads and Transport | 4 | 2 | 6 |
| Provincial Treasury | 1 | 0 | 1 |
| Public Works | 1 | 1 | 2 |
| Social Development | 2 | 0 | 2 |
| Sport, Arts, Culture and Recreation | 3 | 0 | 3 |
|  | **Total** | **51** | **17** | **68** |

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| **Gauteng** | **Departments** | **Before 1 August 2016** | **From 1 August 2016** | **As on 31 March 2023** |
|  | Agriculture and Rural Development | 13 | 7 | 20 |
| Co-operative Governance and Traditional Affairs | 10 | 2 | 12 |
| Community Safety | 4 | 8 | 12 |
| E-Government | 7 | 6 | 13 |
| Economic Development | 8 | 5 | 13 |
| Education | 24 | 8 | 32 |
| Health | 29 | 15 | 44 |
| Human Settlements | 11 | 6 | 17 |
| Infrastructure Development | 7 | 4 | 11 |
| Office of the Premier | 23 | 5 | 28 |
| Provincial Treasury | 19 | 11 | 30 |
| Roads and Transport | 15 | 3 | 18 |
| Social Development | 0 | 4 | 4 |
| Sports, Arts, Culture and Recreation | 9 | 1 | 10 |
|  | **Total** | **179** | **85** | **264** |

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| **KwaZulu Natal** | **Departments** | **Before 1 August 2016** | **From 1 August 2016** | **As on 31 March 2023** |
|  | Agriculture and Rural Development | 2 | 0 | 2 |
| Arts and Culture | 5 | 0 | 5 |
| Co-operative Governance and Traditional Affairs | 1 | 5 | 6 |
| Community Safety and Liaison | 4 | 1 | 5 |
| Economic Development, Tourism and Environmental Affairs | 8 | 8 | 16 |
| Education | 20 | 6 | 26 |
| Finance | 12 | 4 | 16 |
| Health | 8 | 4 | 12 |
| Human Settlements | 2 | 2 | 4 |
| Office of the Premier | 9 | 4 | 13 |
| Public Works | 3 | 1 | 4 |
| Social Development | 6 | 5 | 11 |
| Sports, Arts and Recreation | 0 | 0 | 0 |
| Transport | 17 | 2 | 19 |
|  | **Total** | **97** | **42** | **139** |

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| **Limpopo** | **Departments** | **Before 1 August 2016** | **From 1 August 2016** | **As on 31 March 2023** |
|  | Agriculture and Rural Development | 4 | 0 | 4 |
| Co-operative Governance, Human Settlements and Traditional Affairs | 14 | 3 | 17 |
| Economic Development, Environment and Tourism | 6 | 3 | 9 |
| Education | 13 | 5 | 18 |
| Health | 27 | 7 | 34 |
| Office of the Premier | 3 | 0 | 3 |
| Provincial Treasury | 1 | 1 | 2 |
| Public Works, Roads and Infrastructure | 11 | 2 | 13 |
| Social Development | 4 | 1 | 5 |
| Sports, Arts and Culture | 2 | 0 | 2 |
| Transport and Community Safety | 11 | 1 | 12 |
|  | **Total** | **96** | **23** | **119** |

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| **Mpumalanga** | **Departments** | **Before 1 August 2016** | **From 1 August 2016** | **As on 31 March 2023** |
|  | Agriculture, Rural Development, Land and Environmental Affairs | 5 | 2 | 7 |
| Co-operative Governance and Traditional Affairs | 3 | 2 | 5 |
| Community Safety, Security and Liaison | 3 | 1 | 4 |
| Culture, Sport and Recreation | 1 | 0 | 1 |
| Economic Development and Tourism | 4 | 3 | 7 |
| Education | 10 | 0 | 10 |
| Health | 14 | 12 | 26 |
| Human Settlements | 3 | 11 | 14 |
| Office of the Premier | 9 | 1 | 10 |
| Provincial Treasury | 6 | 1 | 7 |
| Public Works, Roads and Transport | 8 | 5 | 13 |
| Social Development | 8 | 0 | 8 |
|  | **Total** | **74** | **38** | **112** |

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| **North West** | **Departments** | **Before 1 August 2016** | **From 1 August 2016** | **As on 31 March 2023** |
|  | Agriculture and Rural Development | 6 | 6 | 12 |
| Arts, Culture, Sports and Recreation | 3 | 0 | 3 |
| Community Safety and Transport Management | 2 | 3 | 5 |
| Cooperative Governance and Traditional Affairs | 5 | 1 | 6 |
| Economic Development, Environment, Conservation and Tourism | 2 | 1 | 3 |
| Education | 3 | 5 | 8 |
| Health | 3 | 2 | 5 |
| Human Settlements | 2 | 0 | 2 |
| Office of the Premier | 7 | 3 | 10 |
| Provincial Treasury | 15 | 5 | 20 |
| Public Works and Roads | 11 | 6 | 17 |
| Social Development | 6 | 2 | 8 |
|  | **Total** | **65** | **34** | **99** |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Northern Cape** | **Departments** | **Before 1 August 2016** | **From 1 August 2016** | **As on 31 March 2023** |
|  | Agriculture, Environmental Affairs, Rural Development and Land Affairs | 3 | 0 | 3 |
| Co-operative Governance, Human Settlements and Traditional Affairs | 3 | 0 | 3 |
| Economic Development and Tourism | 3 | 0 | 3 |
| Education | 8 | 2 | 10 |
| Environment and Nature Conservation | 0 | 0 | 0 |
| Health | 3 | 4 | 7 |
| Office of the Premier | 4 | 1 | 5 |
| Provincial Treasury | 2 | 0 | 2 |
| Roads and Public Works | 6 | 1 | 7 |
| Social Development | 2 | 0 | 2 |
| Sport, Arts and Culture | 4 | 1 | 5 |
| Transport, Safety and Liaison | 1 | 1 | 2 |
|  | **Total** | **39** | **10** | **49** |

|  |  |  |  |  |
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| **Western Cape** | **Departments** | **Before 1 August 2016** | **From 1 August 2016** | **As on 31 March 2023** |
|  | Agriculture | 0 | 0 | 0 |
| Community Safety | 0 | 0 | 0 |
| Cultural Affairs and Sport | 0 | 0 | 0 |
| Economic Development and Tourism | 2 | 1 | 3 |
| Education | 0 | 0 | 0 |
| Environmental Affairs and Development Planning | 1 | 0 | 1 |
| Health | 7 | 3 | 10 |
| Human Settlements | 3 | 0 | 3 |
| Local Government | 2 | 1 | 3 |
| Provincial Treasury | 1 | 0 | 1 |
| Social Development | 3 | 0 | 3 |
| The Premier | 11 | 1 | 12 |
| Transport and Public Works | 5 | 1 | 6 |
|  | **Total** | **35** | **7** | **42** |

Total for National and Provincial

|  |  |  |
| --- | --- | --- |
| **National/Provincial department** | |  |
|  |
| Total |
|  | Eastern Cape | 137 |
|  | Free State | 68 |
|  | Gauteng | 264 |
|  | Kwa Zulu Natal | 139 |
|  | Limpopo | 119 |
|  | Mpumalanga | 112 |
|  | **National** | **845** |
|  | North West | 99 |
|  | Northern Cape | 49 |
|  | Western Cape | 42 |
|  | **Total** | **1874** |

End