

**MINISTRY: PUBLIC SERVICE AND ADMINISTRATION**

**REPUBLIC OF SOUTH AFRICA**

**NATIONAL ASSEMBLY**

**QUESTION FOR WRITTEN REPLY**

**DATE: 11 FEBRUARY 2021**

**QUESTION NO.: 152**

**Mrs M O Clarke (DA to ask the Minister of Public Service and Administration:**

What (a) is the total number of senior managers who do not have the required qualifications and credentials for the positions they currently occupy and (b) in which (i) national and (ii) provincial government departments are they employed and (c) what is being done to rectify this situation? **NW155E**

**REPLY:**

1. According to information from **PERSAL** as at 15th February 2021, there are currently a total of **9477** Senior Managers employed in the Public Service. Out of this total**, 3301 members** do not have the required qualifications. However it needs to be stated that many Departments do not capture the qualification information on **PERSAL** and therefore the information in the tables below are skewed. The information also excludes the Department of Defence and State Security Agency.
2. A total of **5447** SMS members are employed in the National departments, **1987** of them do not have the required qualifications. These are from the following departments :
3. **NATIONAL**

|  |  |
| --- | --- |
| **Name of Department** | **Number of SMS Members with qualifications below NQF Level 7/ Not captured** |
| Agriculture, Land Reform and Rural Development | 227 |
| Arts and Culture | 1 |
| Basic Education | 5 |
| Civilian Secretariat for the Police Service | 11 |
| Communication and Digital Technologies | 17 |
| Cooperative Governance | 34 |
| Correctional Services | 67 |
| Education | 1 |
| Employment and Labour | 79 |
| Environment, Forestry and Fisheries | 107 |
| Government Communication and Information System | 8 |
| Health | 56 |
| Higher Education and Training | 52 |
| Home Affairs | 56 |
| Human Settlement | 46 |
| Independent Police Investigative Directorate | 9 |
| International Relations and Cooperation | 81 |
| Justice and Constitutional Development | 189 |
| Military Veterans | 4 |
| Mineral Resources and Energy | 31 |
| National School of Government | 10 |
| National Treasury | 64 |
| Office of the Chief Justice | 10 |
| Office of the Public Service Commission | 15 |
| Planning, Monitoring and Evaluation | 16 |
| Police | 228 |
| Public Enterprises | 22 |
| Public Service and Administration | 32 |
| Public Works and Infrastructure | 67 |
| Science and Innovation | 44 |
| Small Business Development | 15 |
| Social Development | 39 |
| Sports, Arts and Culture | 22 |
| Statistics South Africa | 24 |
| The Presidency | 17 |
| Tourism | 23 |
| Trade, Industry and Competition | 128 |
| Traditional Affairs | 7 |
| Transport | 25 |
| Water and Sanitation | 78 |
| Women, Youth and Persons with Disabilities | 20 |
| **TOTAL** | **1987** |

1. Out of a total of **4028** Senior Managers who are currently employed at various provincial government department, **1314** of them do not have the required qualifications as described by the aforementioned Directive and they are from the following departments in the following provinces:

**EASTERN CAPE**

|  |  |
| --- | --- |
| **Name of Department** | **Number of SMS Members with qualifications below NQF Level 7/ Not captured** |
| Cooperative Governance and Traditional Affairs | 12 |
| Economic Development, Environmental Affairs and Tourism | 17 |
| Education | 25 |
| Health | 47 |
| Human Settlement | 14 |
| Office of the Premier | 5 |
| Provincial Treasury | 1 |
| Roads and Public Works | 8 |
| Rural Development and Agrarian Reform | 15 |
| Safety and Liaison | 1 |
| Social Development | 15 |
| Sport, Recreation, Arts and Culture | 12 |
| Transport | 13 |
| **TOTAL** | **185** |

**FREE STATE**

|  |  |
| --- | --- |
| **Name of Department** | **Number of SMS Members with qualifications below NQF Level 7/ Not captured** |
| Agriculture | 18 |
| Cooperative Governance and Traditional Affairs | 12 |
| Economic Development, Tourism and Environmental Affairs | 8 |
| Education | 14 |
| Health | 19 |
| Human Settlement | 3 |
| Office of the Premier | 7 |
| Police, Roads and Transport | 15 |
| Provincial Treasury | 6 |
| Public Works | 9 |
| Social Development | 12 |
| Sports, Arts, Culture and Recreation | 4 |
| **TOTAL** | **127** |

**GAUTENG**

|  |  |
| --- | --- |
| **Name of Department** | **Number of SMS Members with qualifications below NQF Level 7/ Not captured** |
| Agriculture and Rural Development | 25 |
| Cooperative Governance and Traditional Affairs | 14 |
| Community Safety | 8 |
| E-Government | 26 |
| Economic Development | 14 |
| Education | 42 |
| Health | 57 |
| Human Settlement | 25 |
| Infrastructure Development | 31 |
| Office of the Premier | 34 |
| Provincial Treasury | 36 |
| Roads and Transport | 31 |
| Social Development | 22 |
| Sports, Arts, Culture and Recreation | 16 |
| **TOTAL** | **381** |

**KWAZULU-NATAL**

|  |  |
| --- | --- |
| **Name of Department** | **Number of SMS Members with qualifications below NQF Level 7/ Not captured** |
| Agriculture and Rural Development | 4 |
| Arts and Culture | 7 |
| Cooperative Governance and Traditional Affairs | 17 |
| Community Safety and Liaison | 6 |
| Economic Development , Tourism and Environmental Affairs | 25 |
| Education | 42 |
| Finance | 23 |
| Health | 28 |
| Human Settlement | 8 |
| Office of the Premier | 29 |
| Public Works | 11 |
| Social Development | 16 |
| Sports and Recreation | 6 |
| Transport | 24 |
| **TOTAL** | **246** |

**LIMPOPO**

|  |  |
| --- | --- |
| **Name of Department** | **Number of SMS Members with qualifications below NQF Level 7/ Not captured** |
| Agriculture and Rural Development | 6 |
| Cooperative Governance, Human Settlement and Traditional Affairs | 17 |
| Economic Development, Environment and Tourism | 19 |
| Education | 23 |
| Health | 46 |
| Office of the Premier | 6 |
| Provincial Treasury | 3 |
| Public Works, Roads and Infrastructure | 12 |
| Social Development | 4 |
| Sports, Arts and Culture | 5 |
| Transport and Community Safety | 13 |
| **TOTAL** | **154** |

**MPUMALANGA**

|  |  |
| --- | --- |
| **Name of Department** | **Number of SMS Members with qualifications below NQF Level 7/ Not captured** |
| Agriculture, Rural Development, Land and Environmental Affairs | 6 |
| Co-operative Governance and Traditional Affairs | 5 |
| Community Safety, Security and Liaison | 5 |
| Culture, Sports and Recreation | 3 |
| Economic Development and Tourism | 9 |
| Education | 15 |
| Health | 31 |
| Human Settlement | 15 |
| Office of the Premier | 7 |
| Provincial Treasury | 11 |
| Public Works, Roads and Transport | 16 |
| Social Development | 8 |
| **TOTAL** | **131** |

**NORTH WEST**

|  |  |
| --- | --- |
| **Name of Department** | **Number of SMS Members with qualifications below NQF Level 7/ Not captured** |
| Agriculture and Rural Development | 0 |
| Arts, Culture, Spots and Recreation | 0 |
| Community Safety and Transport Management | 7 |
| Cooperative Governance and Traditional Affairs | 1 |
| Economic Development, Environment, Conservation and Tourism | 3 |
| Education | 0 |
| Health | 6 |
| Human Settlement | 0 |
| Justice and Constitutional Development | 1 |
| Office of the Premier | 5 |
| Provincial Treasury | 0 |
| Public Works and Roads | 2 |
| Social Development | 2 |
| **TOTAL** | **27** |

**NORTHERN CAPE**

|  |  |
| --- | --- |
| **Name of Department** | **Number of SMS Members with qualifications below NQF Level 7/ Not captured** |
| Agriculture, Land Reform and Rural Development | 1 |
| Cooperative Governance, Human Settlement and Traditional Affairs | 1 |
| Economic Development and Tourism | 1 |
| Education | 4 |
| Environment and Nature Conservation | 0 |
| Health | 3 |
| Office of the Premier | 3 |
| Provincial Treasury | 1 |
| Roads and Public Works | 0 |
| Social Development | 3 |
| Sport, Arts and Culture | 0 |
| Transport, Safety and Liaison | 1 |
| **TOTAL** | **18** |

**WESTERN CAPE**

|  |  |
| --- | --- |
| **Name of Department** | **Number of SMS Members with qualifications below NQF Level 7/ Not captured** |
| Agriculture | 0 |
| Community Safety | 0 |
| Cultural Affairs and Sport | 0 |
| Economic Development and Tourism | 4 |
| Education | 4 |
| Environmental Affairs and Development Planning | 6 |
| Health | 9 |
| Human Settlement | 2 |
| Local Government | 2 |
| Provincial Treasury | 3 |
| Social Development | 5 |
| The Premier | 5 |
| Transport and Public Works | 5 |
| **TOTAL** | **45** |

**(c)** In order to rectify this situation, a Directive on Compulsory Capacity Development, Mandatory Training Days and Minimum Entry Requirements for SMS was issued to departments with effect from 1 April 2017, as determined in terms of Section 3(2) of the Public Service Act as Amended by MPSA. The **Objectives** of the Directive are:

1. To promote continuous professional development of members of the SMS;
2. To ensure that training on identified skills gap is implemented in departments;
3. To ensure that compulsory training programmes aimed at addressing the developmental needs of senior managers within the Public Service have been identified;
4. To promote and encourage SMS members to be trained in a structured manner;
5. To promote minimum entry requirements for appointment into the SMS through obtaining a compulsory Public Service specific qualification;
6. To achieve a highly competent SMS cadre; and
7. To strengthen the recruitment process at SMS level, inter-alia.

It is therefore, compulsory for the identified development needs of SMS members to be reflected in their Performance Agreements as Personal Development Plans. Departments must ensure that such developmental needs are addressed through ensuring that sufficient funding is made available for such interventions.

End