

**DEPARTMENT: PUBLIC ENTERPRISES**

**REPUBLIC OF SOUTH AFRICA**

**NATIONAL ASSEMBLY**

**QUESTION FOR WRITTEN REPLY**

**QUESTION NO.: 1989**

**QUESTION:**

**1989. Mrs M O Clarke (DA) to ask the Minister of Public Enterprises:**  
(a) What is the total number of senior managers in all state-owned enterprises who do not have the required qualifications and credentials for the positions they currently occupy, (b) in which (i) national and (ii) provincial government departments is each such senior manager employed and (c) what measures are in place to rectify the situation? **NW2223E**

**REPLY:**

**According to the information received from ALEXKOR**

1. In Alexkor no one is unqualified
2. Not Applicable
3. Not Applicable

**According to the information received from DENEL**

(a, b, c) Denel is currently executing the new operating model. Part of the strategy is to do contract scrubbing and perform a skills audit to ensure that qualified personnel are placed in the right positions, these will be done across all levels in the organization.

In implementing the new operating model. Denel has identified an opportunity to establish a Workforce Transition Plan, with clear Principles and Guidelines. The process is backed by a Governance Framework to ensure that all Managerial and Leadership positions adhere to a defined criteria which only allows for positions to be filled with suitably qualified and competent incumbents.

**According to the information received from ESKOM**

**(a)**

Eight (8) Senior Managers do not hold the national higher diploma (B.Tech) but have national diploma (T3). However, all have on average more than 20 years on the job experience as well as the required technical competencies in Maintenance, Engineering, Operating, Outages and Project Management.

**(b)(i) and (ii)**

Theeight (8) Senior Managers are employed in the following areas within Eskom:

|  |  |
| --- | --- |
| **Location** | **Number of Senior Managers** |
| Megawatt Park – Gauteng | 3 |
| Arnot Power Station – Mpumalanga | 1 |
| Hendrina Power Station – Mpumalanga | 1 |
| Majuba Power Station – Mpumalanga | 1 |
| Tutuka Power Station – Mpumalanga | 1 |
| Lethabo Power Station – Free State | 1 |

**(c)**

When determining whether a person is suitably qualified for a job, Eskom considers all the factors listed below and the minimum inherent requirements of the job.

The minimum inherent requirements of the job are considered, in conjunction with the employment equity plan of the business unit (BU) and the division, as follows:

1. Appointment or succession into a position is made in line with the Employment Equity Act. Eskom has set the following requirement to select suitable candidates:
2. Formal education – relevant qualification with due consideration to circumstances where the qualification is a statutory or is an essential requirement for the position.
3. Recognition of prior learning – where the individual has undergone an RPL process and has acquired a formal qualification with the required number of credits equivalent to the minimum requirements of the job
4. Relevant experience – where the individual has demonstrated knowledge and skills in previous positions that are similar or related to the position being applied for.
5. Capacity to acquire, within a reasonable time, the ability to do the job – the candidate’s potential to do the job will be assessed using a battery of relevant psychometric assessments.

Although the managers do not have national higher diploma (B.Tech), they however meet all other key requirements of the jobs they occupy as set out by the Eskom Talent Discovery Procedure and therefore there is no specific action required as it relates to the eight managers.

Eskom utilises a rigorous selection process when making decisions to either appoint or promote individuals into managerial levels, which includes psychometric assessments. Where any gaps are identified when promoting or appointing individuals into managerial positions appropriate development programmes are put in place to close the gaps. Eskom also management development programmes, that are in-house and in partnership with institutions of higher learning.

**According to the information received from SAFCOL**

1. None at SACOL, all Senior Managers have the required and relevant qualifications and credentials for the positions they currently occupy
2. Not Applicable
3. Not Applicable

**According to the information received from SAA**

1. There are no Managers at SAA without the required qualifications. The inherent requirements as outlined in the job profile for each position are always factored in placement decisions. This includes qualifications and credentials, as applicable to deliver on the requirements of the position. All managers qualify for the positions they occupy and these appointments are in line with SAA’s Recruitment Policy and Practices.

The recent Section 189 Process undertaken involved a matching and placement process against the job criteria to ensure best fit for position. For promotions or placement moves across divisions or functions, interviews were conducted to establish position fit.

1. All positions are occupied by competent individuals, and where gaps exist, it does not adversely affect the core deliverables of the position. Opportunities for skills development and personal growth remains a priority for SAA, and employees are encouraged to sign up for training opportunities when they arise.

Additionally, SAA has developed a system consisting of subjective (self) assessments that we are rolling out, which will be enhanced with objective psychometric assessments that will enable the airline to develop individualised development plans to further enhance the skills and competencies required.

**According to the information received from TRANSNET**

1. Transnet SOC Ltd, (“Transnet”) has 113 approved roles for Senior Executive Management, 15 at top Executive Management and 98 at Senior Management levels. 98% of all appointed Senior Managers meet full requirements as stipulated in the job description. Only one manager does not meet the stipulated qualification requirements.
2. The senior manager joined Transnet Group from 1 September 2011.
3. The employee has a lower qualification but has extensive unique experience within operations and critical business areas within Transnet. He will undergo Recognition of Prior Learning (RPL) and is currently registered for the Rail Business Performance Programme through the University of Pretoria, to be completed in 2022. The University of Pretoria and Franklin Covey (SA) developed the Rail Business Performance Enhancement Programme for Executives.

This Programme is evaluated at NQF Level 8 (Postgraduate) whereafter delegates can choose to pursue a master’s degree in Public Administration (40 Credits) at the University. The Senior Manager has also demonstrated and achieved exceptional performance over time in the roles that he has been assigned to perform in the organisation. Noting the extensive experience and performance, the decision was taken to appoint the employee.