

**MINISTRY**

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**NATIONAL ASSEMBLY**

**WRITTEN REPLY**

**QUESTION NUMBER: 2180 [NW 2586E]**

**INTERNAL QUESTION PAPER NO.: 22 of 2022**

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**DATE OF REPLY: 09 JUNE 2022**

**2180. Ms S J Graham (DA) asked the Minister of Public Works and Infrastructure:**

(1) With reference to the recent advertisement for a Chief Executive Officer for the Construction Industry Development Board, what are the reasons that the (a) grading for the position is now reflected as E-Upper, and not E5 as the 2017 advertisement for the same position and (b) educational requirements are now only a relevant degree at National Qualifications Framework 8 which is equivalent to an honours degree, with a Master’s degree an advantage, when the earlier requirements were for a postgraduate degree and a Master of Business Administration or Master of Business Leadership qualification as a prerequisite;

(2) what is the motivation for reducing the work experience requirement from 15 years to 10 years;

(3) what are the reasons that the requirement for experience at Executive or Senior level has been reduced in its entirety to five years, where at least 10 years at Senior level, with five years at Executive level, was a prior requirement;

(4) whether any of the applicants have met the higher level of requirements; if not, what is the position in this regard; if so, were any of the applicants (a) shortlisted and (b) interviewed;

(5) whether the appointed individual met only the lower requirements or exceeded them; if not, what is the position in this regard; if so, what are the relevant details? **NW2586E**

**REPLY:**

**The Minister of Public Works and Infrastructure:**

I have been informed by the Construction Industry Development Board (CIDB) as follows:

(1)

(a) In 2020, CIDB went through an Organisational Design (OD) led by an independent service provider. The OD looked at restructuring the organogram, salary structure, and job grades. As a result, the job grades were reduced from 24 to 16 levels. This resulted in collapsing E4 and E5 to E Upper. The CIDB grades as follows: three lower subgrades, i.e. E 1-3, and one sub grade in the upper bands, e.g. E4 and E5 = E upper.

(b) To align more with CIDB current strategy, the Board prioritised expertise and qualifications in the built environment as a construction regulator. A Master's degree was added as an advantage to include those with experience and relevant qualifications.

(2) To expand the talent pool and include more people with disability, women, and youth, the Board opted to set the requirement in the advert in the manner that it was advertised.

(3) Same as above, in an effort to expand the talent pool to include more people with disability, women, and youth, the Board opted to set the requirement in the advert

(4) Six candidates met all the requirements including the added advantage: Master’s degree and

(a) were shortlisted accordingly.

(b) five candidates were interviewed as one candidate formally withdrew their candidature.

(5) The appointed individual exceeded the minimum requirements by having a Master's degree from the University of Cambridge.