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| **MINISTRY OF COMMUNICATIONS REPUBLIC OF SOUTH AFRICA**  Private Bag X 745, Pretoria, 0001, Tel: +27 12 473 0164 Fax: +27 12 473 0585  Tshedimosetso House,1035 Francis Baard Street, Tshedimosetso House, Pretoria, 1000 |

**NATIONAL ASSEMBLY**

**QUESTION FOR WRITTEN REPLY**

**QUESTION NO: 223**

**Ms P T van Damme (DA) to ask the Minister of Telecommunications, Postal Services and Communications:**

Whether, with reference to a memo purportedly sent by the Group Executive: Human Resources of the SA Broadcasting Corporation (SABC) on 27 September 2018, which suspended with immediate effect submissions for the creation and/or filling of positions, advertising of positions and all new offers of employment, the SABC hired any staff following the circulation of the memo; if so, (a) who was hired, (b) on what salary and (c) who allowed the deviation from the memo?

NW233E

**REPLY**

I have been advised by the department as follows:

After publication of the memo all vacancies were frozen, except for appointments relating to core and critical functions.

1. In this regard four appointments were made, effective 1 October 2018. Of the four, two are internal transfers, an Accountant and a Senior Producer and from the remaining two, one is a Climatologist and the other is an Account Executive.
2. All appointments were done in line with the SABC’s Recruitment and Selection Policy and salaries were determined in line with the SABC’s remuneration guidelines.
3. The Vacancy Committee which was established to deal with critical appointments took the decision. All requests to deviate from the memo are sent to the Vacancy Committee who then determines the merits of the request and take a decision if recruitment can go ahead. Once a decision is taken HR manages the recruitment process in conjunction with the relevant line manager.

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**Ms. Stella Ndabeni-Abrahams, MP**

**Minister**

**Date:**