

**DEPARTMENT: PUBLIC ENTERPRISES**

**REPUBLIC OF SOUTH AFRICA**

**NATIONAL ASSEMBLY**

**QUESTION FOR WRITTEN REPLY**

**QUESTION NO.: 2267**

**QUESTION:**

**2267. Mr R A Lees to ask the Minister of Public Enterprises:**

1. Whether the SA Airways (SAA) Captain, Vusi Khumalo, has been and/or is to be appointed as the SAA Manager: Aviation Training; if not, what is the position in this regard; if so, what are the relevant details of the aviation training qualifications held by the specified person that makes him a suitable person for appointment to the specified position.
2. What are the details of (a) the processes followed to identify a suitable person for the position and (b) all persons who were considered for appointment to the position?
3. What are the detailed reasons for concluding that Captain Khumalo was the candidate best suited for the position?
4. Whether Captain Khumalo was paid the Voluntary Severance Package (VSP) offered to SAA staff during the Business Rescue process; if not, what is the position in this regard; if so, (a) what are the details of the procedure followed that resulted in his re-employment at SAA and (b) did Captain Khumalo repay SAA for the VSP payments made to him?       **NO2714E**

**REPLY:**

**According to the information received from SAA**

1. Captain Vusi Khumalo has indeed been appointed to the position of Manager: Aviation Training Organisation (ATO) for a fixed term of three years.
2. His appointment came after a comprehensive, rigorous, and interrogative process where he emerged as the best candidate, and there is no doubt that he is the right person for the job. He not only knows the inner workings of SAA, but those of the industry and has clear ideas on what priorities need to be set in terms of driving the implementation of sustainable developmental solutions and align our training needs with business objectives and priorities to enhance optimum performance.
3. Captain Khumalo’s role will include expanding the mandate of the ATO to attract external business and turn it into a profit center. Furthermore, his role will include transformation, monitoring and evaluating the impact of learning and developmental interventions on performance across the airline. Captain Khumalo is a well-known and a respected figure in our company and the industry and has the full support of the Board and Executive team in his new position.
4. Yes, Captain Khumalo did receive the VSP, but the norm is that after a 12-month period and as required by the business, those that have previously taken packages can be brought back into any position, especially those that are multi skilled like Captain Khumalo. The position was advertised after the previous incumbent retired, shortlisting and interviews were conducted in line with the SAA recruitment and selection processes.