

**MINISTRY**

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**NATIONAL ASSEMBLY**

**WRITTEN REPLY**

**QUESTION NUMBER: 2560 [NW3071E]**

**INTERNAL QUESTION PAPER NO.: 27 of 2022**

**DATE OF PUBLICATION: 26 AUGUST 2022**

**DATE OF REPLY: 15 SEPTEMBER 2022**

**2560. Ms S J Graham (DA) asked the Minister of Public Works and Infrastructure:**

(1) What are the reasons that the (a) grading for the position of the Chief Executive Officer for the Construction Industry Development Board (CIDB) is now reflected as E-Upper and not E5 as in the 2017 advertisement for the same position and (b) educational requirements now only require a relevant degree at NQF8 which is equivalent to an honours degree, with a Masters degree as an advantage, while the earlier requirements were for a postgraduate degree and an MBA/MBL as a prerequisite for appointment;

(2) what (a) is the motivation for reducing the work experience requirement from 15 years to 10 years and (b) are the reasons that the requirement for experience at executive/senior level has been reduced in its entirety to five years when the previous requirement was at least 10 years at senior level, with five years at executive level;

(3) 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 shortlisted and interviewed;

(4) whether the appointed candidate has (a) only met the lower requirements or (b) exceed them; if not, what is the position in this regard; if so, what are the relevant details? **NW3071E**

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**REPLY:**

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

(1) I have been informed by the Council for the Built Environment that:

(a) From 2019 to 2020, the CIDB underwent an Organisational Design (OD) process, of which an independent service provider, Work Dynamics Pty Ltd, was commissioned to facilitate the exercise.

The OD looked at restructuring the organogram, salary structure, job grades, and job descriptions/profiles. The result was the reduction of the job grades from 24 to 16 levels. The service provider also recommended that the job profile of the position of CEO be redesigned and this was approved by the previous Board.

(b) To align more with CIDB 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)

(a) The reason was to expand the talent pool and include designated groups comprising more people with living disabilities, women and youth. As a result, the Board resolved to modify the job profile to ensure it is user-friendly, straightforward, and appeals to a broader pool of talent.

(b) In terms of the CIDB Act, the Board of Directors is obligated to ensure that it implements resolutions in line with the organisation's strategic objectives. The decision to craft the requirements for the CEO position was taken into full consideration of these strategic objectives and to assert the CIDB in the Built Environment. An NQF8 qualification is a postgraduate qualification. The main difference is a move away from a general qualification such as MBA/MBL to a requirement for the incumbent to have a built environment qualification. The Board firmly believes that for the CIDB to remain at the cutting edge of the Built Environment, the person at its helm must have spent time in the Built Environment as an operational practitioner, with exposure to senior and executive management. That is if the CIDB is to continue playing a meaningful role in and transforming the Built Environment.

(3) Six candidates met all the requirements, including the added advantage of a Master's degree and were shortlisted accordingly.

(4) The appointed individual met the minimum requirements and exceeded them by possessing a Master's Degree, which he attained from the University of Cambridge.