

**MINISTRY: PUBLIC SERVICE AND ADMINISTRATION**

**REPUBLIC OF SOUTH AFRICA**

**NATIONAL ASSEMBLY**

**QUESTION FOR WRITTEN REPLY**

**DATE: 6 NOVEMBER 2020**

**QUESTION NO: 2618**

**Mrs M O Clarke (DA) to ask the Minister of Public Service and Administration:**

(1) What qualifications are needed for the post of Deputy Director-General (DDG) within the national Government;

(2) whether he has found that all DDGs have the necessary qualifications in each department; if not, what is the position in this regard; if so, what (a) are the relevant details of all DDGs within the national departments, (b) are the current qualifications of each DDG and (c) number of persons are acting as DDGs?

**REPLY:**

(1) The qualifications required for a post of Deputy Director-General (DDG) are regulated in the Directive on compulsory capacity development, mandatory training days and minimum entry requirements for the Senior Management Service which was implemented on 1 April 2015. The qualifications for a Deputy Director-General post is an undergraduate qualification and a post graduate qualification (NQF level 8) as recognized by SAQA.

(2) All Deputy Director-General posts at National departments serve at Cabinet and the Minister for the Public Service and Administration performs an oversight. Should a candidate not meet the requirement, the Cabinet Memorandum does not serve at Cabinet so the appointment is not effected. Departments are often advised through circulars not only on the requirements for post but all regulatory requirements to fill posts including DDG level.

(a) The relevant details of all DDGs in National departments according to PERSAL indicates that there are currently 201 DDG posts in National government of which 135 are filled and 66 are vacant. Prior to 1 April 2015 there was no prescription on the educational requirements. In terms of professionalization, and the expected requirements, mobility is linked to the said qualifications. An individual will not be able to progress to higher levels without the said qualifications. Should a DDG have been appointed prior to 1 April 2015 such a DDG cannot be discriminated against if they currently occupy a DDG post. Should such DDGs apply for another DDG post or a Head of Department post they will not qualify in the event that they have not met the inherent requirements.

(b) The current qualification requirement is an undergraduate qualification and a post graduate qualification (NQF level 8) as recognized by SAQA as well as the inherent requirements of the post. All DDGs appointed with effect from 1 April 2015 must be in possession of those requirements. The information on qualifications for DDGs in posts is based on the data captured by departments may be incomplete or not captured and or updated on PERSAL. Where no information is reflected the department has not captured the qualification, **Annexure A.**

(c) An employee at a level below a DDG or at the level of a DDG can be appointed to act in a DDG post, therefore there are circumstances where employees are acting laterally. Acting in a post is not captured on PERSAL as the period are generally short. However, when an employee is receiving an acting allowance such acting in a higher post is captured on PERSAL. Based on PERSAL, there are currently six (6) Chief Directors receiving an acting allowance in DDG posts.

**END**