

Private Bag X893, Pretoria, 0001, Tel (012) 312 5555, Fax (012) 323 5618

Private Bag X9192, Cape Town, 8000, Tel (021) 469 5150, Fax: (021) 465 7956

**Memorandum from the Parliamentary Office**

**NATIONAL ASSEMBLY**

**FOR WRITTEN REPLY**

**QUESTION 2933**

**DATE OF PUBLICATION OF INTERNAL QUESTION PAPER: 12/10/2018**

**(INTERNAL QUESTION PAPER NO 32 OF 2018)**

**Mr Z R Xalisa (EFF) to ask the Minister of Higher Education and Training:**

(a) What (i) is the total number of employees that have been outsourced from private companies and/or contractors by (aa) her department and (bb) each entity reporting to her (aaa) in the past three financial years and (bbb) since 1 April 2018 and (ii) is the name of each company or contractor and (b) what amount is each employee paid?

**NW3241E**

**REPLY:**

(a)-(b) The tables below provide the details of the total number of employees that have been outsourced from private companies and/or contractors by the Department and its entities with the name of each company or contractor and contract value.

| **Department of Higher Education and Training** | | | | |
| --- | --- | --- | --- | --- |
| **Financial Year** | **Number of Employees** | **Type of Services** | **Company Name** | **Contract value in Rand** |
| **1 April 2015 –  31 March 2016** | 0 | National Skills Authority (NSA) fund manager | SAB & T Chartered Accountants t/a Nexia SAB&T | R 5 886 155.88 |
| 0 | Business process mapping | Sizwe Ntsaluba Gobodo Advisory Services (Pty) Ltd | R 3 494 850.00 |
| 0 | Internal and Forensic Audit (Department of Higher Education and Training) | A2A Kopano Inc | Average hourly rate, VAT inclusive  Audit fees:  Year 1: R 606.15  Year 2: R 642.52  Year 3: R 681.07  Forensic Audit fees:  Year 1: R 710.22  Year 2: R 752.83  Year 3: R 798.00 |
| 0 | Internal and Forensic Audit (NSF) | A2A Kopano Inc | Average hourly rate, VAT inclusive  Audit fees:  Year 1: R 625.17  Year 2: R 662.68  Year 3: R 702.44  Forensic Audit fees:  Year 1: R 710.22  Year 2: R 752.83  Year 3: R 798.00 |
| 0 | Monitoring and evaluation framework for the teaching and learning development sector support programme | Uweso Consulting (Pty) Ltd | R 495 869.22 |
| 0 | Forensic Service | Nexus Forensic Services | R 541.00/hour |
| 0 | Roll-out of skills planning system | Core Focus | R 2 639 199.18 |
| 0 | Subject matter expert for mathematics | SAIDE | R 156 417.60 |
| **1 April 2016 –**  **31 March 2017** | 0 | Career development services | Amoriway (Pty) Ltd | R 1 450 000.00 |
| 0 | Fund manager for the Human Resource Development Council (HRDC) | Duja Consulting | R 1 985 973.38 |
| 0 | Bid assistance for infrastructure procurement | Deloitte & Touché | R 3 787 404.08 |
| 0 | Transactional advisory services | Maya Group Consortium | R 31 307 458.62 |
| 0 | Business analysis: Recruitment | Ernest & Young Advisory Services (Pty) Ltd | R 7 035 789.00 |
| 0 | Summative evaluation of career development services | Kwem Management | R 629 339.00 |
| 0 | Communication services | Angela Church | R 3 407 174.00 |
| 0 | Forensic, communication and information services | Indigo | R 40 000 000.00 |
| 0 | Subject matter expert for natural sciences | SAIDE | R 312 835.20 |
| 0 | Fund manager for SAIVCET | SAB & T Chartered Accountants t/a Nexia SAB&T | R4.62% calculated on the actual amount spent (estimated funds to be managed R22m per year) |
| **1 April 2017 –**  **31 March 2018** | 0 | Occupational Team Conveners: Plumbing | Plumbing Industry Registration Board (PIRB) | Plumbing:  R 2 022.00/hour |
| 0  0 | Occupational Team Conveners: Welding | Southern African Institute of Welding (SAIW) | Welding: R 625.00/hour |
| 0  0  0 | Occupational Team Conveners: Bricklayer, carpenter and joiner; mechanical fitter | Steel and Engineering Industries Federation of Southern Africa (SEIFSA) | * 1. Bricklayer R 950,00/hour   2. Carpenter and Joiner   R 950,00/hour   * 1. Mechanical Fitter  R 950,00/hour |
| 0 | Enhancement, monitoring and evaluation of PSET | Underhill Investment Holdings | R 525 000.00 |
| 0 | Develop costing model for occupational programmes | Learning Strategies | R 2 998 656.00 |
| 0 | IT services | Praxis Computing | R 1 841 784.00 |
| 0 | Development of self-directed learning material for adult programmes | SAIDE | R 6 042 004.00 |
| 0 | Occupational Team Conveners: Mechanic, including automotive mechanic and diesel mechanic | Retail Motor Industry Organisation | 1. Mechanic, including automotive mechanic   R 1 425.00/hour   1. Diesel mechanic   R 1 425.00/hour |
| 0 | Occupational Team Conveners: bricklayer | Steel and Engineering Industries Federation of Southern Africa (SEIFSA) | 1. Electrician R450.00/hr 2. Millwright: R450.00/hr 3. Boilermaker: R 950.00/hr 4. Rigger: R950.00/hr 5. Fitter and turner: R950.00/hr 6. Pipefitter: R950.00/hr |
|  | Develop curriculum content and open learning material for electricians | Neil Butcher and Associates | R 3 284 904.30 |
| Summative evaluation for Career Development Services | Tematha Investments cc | R 819 126.00 |
| 0 | Call centre services | i-choice Call Centre Outsourcing | Year 1: R 5 324 162.81  Year 2: R 4 488 795.60 |
| 0 | Subject matter expert for English | SAIDE | R 156 417.60 |
| 0 | NSA fundholder | SAB & T Chartered Accountants t/a Nexia SAB&T | 5.15% pa management of an estimated budget of R30m |
| **1 April 2018 to date** | 0 | Monitoring and evaluation framework and evaluation plan for teaching and learning development sector reform contract (TLDSRC) | Uweso Consulting | R 2 007 480.72 |
| 0 | Forensic services | Pricewaterhouse Coopers (PWC) | R 939 599.22 |

The response below is based on the information provided by public entities reporting to the Department of Higher Education and Training:

| **Public Entities reporting to the Department of Higher Education and Training** | | | | |
| --- | --- | --- | --- | --- |
| **Entities** | **Financial Year (Period)** | **Number of Employees** | **Company/ Contractor** | **Amount Paid** |
| National Student Financial Aid Scheme | 2015/16 | 1 | Dimension Data | R 396 870.00 |
| 4 | Deloitte | R 2 296 200.00 |
| 2 | EOH | R 631 800.00 |
| 3 | Argility | R 1 820 560.00 |
| 2016/17 | 2 | Dimension Data | R 465 120.00 |
| 1 | EOH | R 109 440.00 |
| 6 | Argility | R 2 439 920.00 |
| 2017/18 | 2 | Dimension Data | R 673 698.00 |
| 2 | Deloitte | R 988 756.00 |
| 6 | EOH | R 4 695 813.00 |
| 6 | Argility | R 4 505 074.00 |
| 2018 to date | 5 | Dimension Data | R 2 424 257.00 |
| 3 | Deloitte | R 1 493 947.00 |
| 2 | Nambiti Technologies (Pty) Ltd | R 582 360.00 |
| 1 | Ronauna Management Consulting (Pty) Ltd | R 408 000.00 |
| 6 | Argility | R 6 029 270.00 |
| Council on Higher Education | April 2015 – March 2016 | 1 | IT Empowerment Consulting | R 148 619.52 |
| April 2015 – March 2016 | 1 | IT Empowerment Consulting | R 148 619.52 |
| April 2015 – May 2015 | 1 | IT Empowerment Consulting | R 24 769.92 |
| April 2015 – April 2016 | 1 | IT Empowerment Consulting | R 143 433.81 |
| April 2017 – June 2017 | 1 | Ebus-Tech Consulting | R 36 750.00 |
| 2017/18 | 1 | Ebus-Tech Consulting | R 147 000.00 |
| 2017/18 | 1 | Raido Othila Kanaz Outsourcing | R 147 000.00 |
| 1 April 2018 to date | There are no employees outsourced from private companies and/or contractors since 01 April 2018 | | |
| National Institute for Humanities | 2015/16 | 1 | Mindworx | R 33 120.00 |
| 2016/17 | 1 | Mindworx | R 2 000.00 |
| 1 | Mindworx | R 36 001.00 |
| 1 | Mindworx | R 3 628.00 |
| 1 | Mindworx | R 192 290.72 |
| 1 | Mindworx | R 1 800.00 |
| 1 | Mindworx | R 1 200.00 |
| 1 | Mindworx | R 54 000.00 |
| 1 | Senior Manager: HR | R 463 299.52 |
| 1 | Acting Director: BRICS | R 69 165.38 |
| 1 | Programme Co-ordinator | R 101 594.88 |
| 1 | Events Management Officer | R 210 196.99 |
| 1 | Programme Co-ordinator | R 96 394.08 |
| 2017/18 | 1 | Mindworx | R 16 246.59 |
| 1 | Mindworx | R 47 317.50 |
| 1 | Mindworx | R 29 454.93 |
| 1 | Mindworx | R 530 507.71 |
| 1 | Senior Manager: HR | R 107 413.27 |
| 1 | Acting Director: BRICS | R 1 118 141.58 |
| 1 | Programme Co-ordinator | R 520 912.72 |
| 1 | Events Management Officer | R 463 648.27 |
| 1 | Programme Co-ordinator | R 488 532.57 |
| 1 | Senior Manager: HR | R 687 384.41 |
| 1 | IT Helpdesk Technician | R 291 004.41 |
| 1 | Legal Consultant | R 251 268.03 |
| 1 | Manager: IT | R 388 313.90 |
| 1 April 2018 to date  2015/16 | 1 | Mindworx | R 14 630.90 |
| 1 | Mindworx | R 278 675.26 |
| 1 | iThemba | R 46 056.96 |
| 1 | Senior Manager: Governance | R 56 666.67 |
| 1 | Acting Director: BRICS | R 644 152.72 |
| 1 | Programme Co-ordinator | R 286 105.17 |
| 1 | Events Management Officer | R 262 733.78 |
| 1 | Programme Co-ordinator | R 271 262.77 |
| 1 | Senior Manager: HR | R 454 544.48 |
| 1 | IT Helpdesk Technician | R 86 257.38 |
| 1 | Legal Consultant | R 162 118.50 |
| 1 | Manager: IT | R 411 884.07 |
| 1 | IT Helpdesk Technician | R 49 718.85 |
| 1 | Programme Co-ordinator | R 172 170.41 |
| 1 | Administrator: Marketing | R 161 994.72 |
| South African Qualifications Authority | 1 April –  11 June 2018  1 April –  31 May 2018 | 2 | Dante Personnel | R 19 617 pm X2 |
| May-September 2018 (Incumbent on maternity leave) | 1 | Express Personnel | R 19 617 pm |
| 1 April –  11 June 2018 | 2 | Kelly | R 19 617 pm |
| Public Service Sector Education and Training Authority | 2016/17 | 1 | Sifuna Consulting (Pty) Ltd | R 99 066.00 |
| 2017/18 | 1 | Blackseed (Pty) Ltd | R 456 000.00 |
| 2018/19 | 1 | Human Communications (Pty) Ltd | R 18 762.00 |
| Food and Beverages Manufacturing Industry Sector Education and Authority | 2015/16 | 1 | Cleaning Africa Service (Pty) Ltd | R 7078.00  per Month |
| 2016/17 | 1 | Cleaning Africa Service (Pty) Ltd | R 7078.00  per Month |
| 2017/18 | 1 | Cleaning Africa Service (Pty) Ltd | R 7078.00  per Month |
| 2018/19 | 1 | Cleaning Africa Service (Pty) Ltd | R 7078.00 per Month |
| Fibre Processing and Manufacturing Sector Education and Training Authority | 2016/17 | 1 | Deloitte Consulting (PTY) Ltd | R 903 492.53 |
| Wholesale and Retail Sector Education and Training Authority | 2016/17 | 2 | Deloitte IT Services | R 560 000.00 per Month |
| 2017/18 | 2 | Deloitte  IT Services | R 560 000.00 per Month |
| 2018/19 | 1 | Deloitte (Solugrowth)  IT Services | R 610 000.00 per Month |
| Manufacturing Engineering and Related Services Sector Education and Training Authority | 2015/16 | Information not provided by the contracted company | 21st Century Pay Solutions | R 10 830.00 |
| Information not provided by the contracted company | Cecilia Denton Independent Practice | R 14 394.00 |
| Information not provided by the contracted company | Dajo Associates CC | R 131 100.00 |
| Information not provided by the contracted company | F R Research Services | R 84 360.00 |
| Information not provided by the contracted company | HR Touch | R 9 904.32 |
| Information not provided by the contracted company | Ideaology Communication and Design | R 13 794.00 |
| Information not provided by the contracted company | Media Works | R 87 511.70 |
| Information not provided by the contracted company | Productivity Development t/a Moonshot | R 120 976.16 |
| Information not provided by the contracted company | Softline VIP Payroll | R 46 567.32 |
| 2016/17 | Information not provided by the contracted company | 21st Century Pay Solutions | R 104 880.00 |
| Information not provided by the contracted company | Consultancy in Session | R 41 952.00 |
| Information not provided by the contracted company | ERS Biometrics | R 22 689.42 |
| Information not provided by the contracted company | Media Works | R 1 356.60 |
| Information not provided by the contracted company | NUMSA Investment Co | R 130 000.00 |
| Information not provided by the contracted company | Sizwe Ntsaluba | R 37 661.33 |
| Information not provided by the contracted company | Skill Writer CC | R 25 373.02 |
| Information not provided by the contracted company | Softline VIP Payroll | R 60 509.82 |
| 2017/18 | Information not provided by the contracted company | 21st Century Pay Solutions | R 65 892.00 |
| Information not provided by the contracted company | Africa is Open for Business | R 82 872.90 |
| Information not provided by the contracted company | Brand Fischer Morgensen | R 149 216.40 |
| Information not provided by the contracted company | BSI Group | R 11 104.74 |
| Information not provided by the contracted company | Emergence Growth | R 5 700.00 |
| Information not provided by the contracted company | Frainah’s Consulting and Projects | R 27 930.00 |
| Information not provided by the contracted company | Genex Insights | R 592 434.96 |
| Information not provided by the contracted company | Green Vision Consulting | R 60 600.00 |
| Information not provided by the contracted company | Jolenhla Consulting | R 9 405.00 |
| Information not provided by the contracted company | Laetoli | R 130 000.01 |
| Information not provided by the contracted company | MIE | R 29 084.40 |
| Information not provided by the contracted company | Nantso Holdings | R 143 640.00 |
| Information not provided by the contracted company | Peter Tobin Consultancy | R 80 000.00 |
| Information not provided by the contracted company | Sizwe Ntsaluba | R 65 677.68 |
| Information not provided by the contracted company | Skill Writer CC | R 29 298.36 |
| Information not provided by the contracted company | Softline VIP Payroll | R 101 287.18 |
| 2018/19 | 12 Temp data capturers/filing clerks | Kgobolize Recruitment Consultancy | R 498 028.60 |
| Information not provided by the contracted company | DSTNCTV Group | R 44 000.15 |
| Information not provided by the contracted company | F R Research Services | R 85 962.18 |
| Information not provided by the contracted company | Genex Insights | R 197 478.32 |
| Information not provided by the contracted company | Jolenhla Consulting | R 9 288.55 |
| Information not provided by the contracted company | Laetoli | R 130 000.00 |
| Information not provided by the contracted company | Measure Value | R 79 988.90 |
| Information not provided by the contracted company | Skill Writer CC | R 34 090.28 |
| Information not provided by the contracted company | Softline VIP Payroll | R 18 450.98 |
| Insurance Sector Education and Training Authority | 2015/16 | Information not provided by the contracted company | Deloitte | R 9 967 625.00 |
| 2016/17 | Information not provided by the contracted company | Deloitte | R 10 203 285.00 |
| 2017/18 | Information not provided by the contracted company | Deloitte | R 10 712 572.00 |
| 2018/19 | Information not provided by the contracted company | SOLU GROWTH (formerly Deloitte) | R 7 091 490.00 |
| Education, Training and Development Practices Sector Education and Training Authority | 2015/16 | 3 | Deloitte | R 1 518 961.42 |
| 2016/17 | 5 | Delloitte | R 4 029 087.52 |
| 2017/18 | 3 | Delloitte | R 3 736 398.48 |
| 2018/19 | 3 | Delloitte | R 1 567 641.15 |
| Chemical Industries Education and Training Authority | 2015/16 | 3 | Grand Primacy | R 87 278.40 |
| 2 | Financial Control | R 59 391.72 |
| 2016/17 | 3 | Grand Primacy | R 171 641.01 |
| 8 | Financial Control | R 101 552.25 |
| 2017/18 | 4 | Grand Primacy | R 119 959.14 |
| 2 | Watershed Consulting | R 237 987.33 |
| 4 | Humantouch | R 97 204.00 |
| 2 | Financial Control | R 129 456.44 |
| Financial and Accounting Services Sector Education and Training Authority | 2017/18 | 2 | Phalamash Recruitment Agency | R 15 000.00 |
| Local Government Sector Education and Training Authority | 2015/16 | Financial services | Deloitte | R 9 230 866.89 |
| Learning Programmes | Dajo Associates | R 995 600.00 |
| Internal Audit services | Sizwe Ntsaluba Gobodo | R 1 731 324.74 |
| Communication and Marketing services | Zanenza Holdings (Pty) Ltd | R 190 608.00 |
| 2016/17 | Financial services | Deloitte | R 5 202 731.58 |
| Internal Audit services | Sizwe Ntsaluba Gobodo | R 814 008.46 |
| 2017/18 | Internal Audit services | Sizwe Ntsaluba Gobodo | R 116 775.72 |
| 2018/19 | Learning Programmes | Basadzi | R 33 247.62 |
| Energy and Water Sector Education and Training Authority | 2016/17 | 1 | Baruch Memoirs | R 791 037.50 |
| 1 | Ngubane and Co Inc | R 277 169.48 |
| 2017/18 | 1 | Baruch Memoirs | R 553 576.00 |
| 1 | Ngubane and Co Inc | R 898 328.50 |
| 2018/19 | 1 | Baruch Memoirs | R 257 730.00 |
| 1 | Ngubane and Co Inc | R 223 603.00 |
| Services Sector Education and Training Authority | 2015/16 | 7 | Best Enough t/a Talent Inc | R 3 738 013.17 |
| 2016/17 | 5 | Gauge Imperial Services | R 5 009 831.25 |
| 8 | Mampro IT Solutions Pty (Ltd) | R 6 613 800.00 |
| 2017/18 | 5 | Gauge Imperial Services | R 3 011 774.19 |
| 8 | Mampro IT Solutions Pty (Ltd) | R 9 768 896.55 |
| 1 | Systems Cyber Operations and Resilience Excellence (Pty)Ltd | R 700 000.00 |
| 2018/19 | 8 | IQ | R 5 570 056.07 |
| 1 | Systems Cyber Operations and Resilience Excellence (Pty)Ltd | R 832 045.45 |
| Quality Council For Trades and Occupations | 2015/16 | 1 | Sage VIP | R 16 837.80 |
| 3 | Human Communication Capital | R 155 527.22 |
| 2016/17 | 01 | Edge Executive | R 26 544.00 |
| 01 | Professional Appointments CC | R 28 500.00 |
| 02 | Dante Personnel | R 25 697.70 |
| 2017/18 | 01 | Dante Personnel Recruitment | R 129 505.92 |
| 01 | Ntirho Human Capital | R 187 499.87 |
| 01 | Edge Executive Search CC | R 29 505.60 |
| 2018/19 | 01 | Dante Personnel Recruitment | R 88 988.28 |
| 02 | Hlabahlosile Recruitment Solutions | R 111 040.76 |
| 01 | Ntirho Human Capital | R 25 219.30 |
| National Skills Fund | 2015/16 | 11 | Afri Guard 2015/2016 (11 security guards) | R 143 096.59 |
| 2016/17 | 11 | Afri Guard 2016/2017 (11 security guards) | R 143 096.59 |
| 2017/18 | 11 | Cannabe 2017/2018( 11 security guards) | R 88 684.00 |
| 2018/19 | 11 | Cannabe 2017/2018( 11 security guards) | R 88 684.00 |