**Memorandum from the Parliamentary Office**

**NATIONAL ASSEMBLY**

**FOR WRITTEN REPLY**

**QUESTION 3366**

**DATE OF PUBLICATION OF INTERNAL QUESTION PAPER: 27/10/2017**

**(INTERNAL QUESTION PAPER 39 OF 2017)**

**Ms H Bucwa (DA) to ask the Minister of Higher Education and Training:**

(1) (a) What are the (i) names and (ii) professional designations of each staff member of the Central Johannesburg Technical and Vocational Education and Training College who are employed on a contract basis and (b) why are the specified staff members not employed permanently;

(2) Have any plans been put in place to move the specified staff members into permanent positions; if not, why not; and

(3) Whether any documents relating to plans to move the specified staff members to permanent positions were mislaid; if so, what (a) are the relevant details and (b) action has been taken to address the situation in each case?

 **NW3758E**

**REPLY:**

1. (a) Names and designation of current 53 contract employees at the college is attached as **Annexure A**.
2. Of the 53 staff identified:
* Three (3) employees were not on the original list of the college as eligible for permanency;
* Seven (7) employees are foreigners and cannot be made permanent without the relevant immigration documents in place;
* Thirty nine (39) employees did not undergo any recruitment and selection processes as per confirmation with college management and were therefore not eligible in terms of the approved criteria for permanency;
* One (1) employee is currently a substitute with a contract end date and is therefore not eligible for permanency due to the nature of the work and project period; and
* Three (3) employees are above the annual salary threshold as per criteria outlined in section 198(B) of the Labour Relations Act.
1. The following plans are currently in place:
* The college has to confirm the status of three (3) employees who are not on the original list and to apply permanency criteria. Once this is done and if the three employees are eligible, they would be made permanent;
* If any of the seven (7) foreigner employees have since received permanent residence status in South Africa and have valid South African identification they would be made permanent. Evidence to this effect will be required from the college before permanency can be confirmed;
* The Department is in the process of developing a Collective Agreement that seeks to address the issue of staff who had not undergone recruitment and selection processes nationally and the status of the affected employees can only be finalised on the basis of the Collective Agreement;
* The substitute employee’s contract will end once the permanent employee returns to work and this contract will not become permanent; and
* The three (3) employees identified as being above the annual salary threshold cannot be made permanent as the approved criteria do not include them.
1. No documents have been mislaid.

**COMPILER DETAILS**

NAME AND SURNAME: MS LULAMA MBOBO

CONTACT: 012 312 6070

**RECOMMENDATION**

It is recommended that the Minister signs Parliamentary Question 3365.

MR GF QONDE

DIRECTOR–GENERAL: HIGHER EDUCATION AND TRAINING

DATE:

PARLIAMENTARY QUESTION 3366 IS APPROVED / NOT APPROVED / AMENDED.

COMMENTS

PROF HB MKHIZE, MP

MINISTER OF HIGHER EDUCATION AND TRAINING

DATE:

**Annexure A**

| PERSAL NUMBER | SURNAME | INITIALS | CITIZENSHIP DESCRIPTION | DESIGNATION / JOB TITLE DESCRIPTION | REQV | NATURE OF APPOINTMENT DESCRIPTION | MEETING NOTES / COMMENTS |
| --- | --- | --- | --- | --- | --- | --- | --- |
| 27439071 | MOLOKOMME | LM | SOUTH AFRICA | CLEANER II |  | CONTRACT | No recruitment process |
| 27425843 | BUNU | LS | SOUTH AFRICA | CLEANER II |  | CONTRACT | No recruitment process |
| 27393917 | MOEMI | KE | SOUTH AFRICA | CLEANER II |  | CONTRACT | Not on original list for college |
| 27476731 | MOTHEMELA | HM | SOUTH AFRICA | CLEANER II |  | CONTRACT | No recruitment process |
| 27425363 | MALUKA | MN | SOUTH AFRICA | SENIOR ADMIN CLERK GRADE II | 13 | CONTRACT | No recruitment process |
| 26824825 | APHANE | GT | SOUTH AFRICA | SENIOR LECTURER | 13 | CONTRACT | No recruitment process |
| 26837285 | NETSHITONGWE | M | SOUTH AFRICA | SENIOR LECTURER | 13 | CONTRACT | No recruitment process |
| 27011097 | MUSHWANA | BN | SOUTH AFRICA | SENIOR LECTURER | 14 | CONTRACT | No recruitment process |
| 27425495 | NALEDI | MA | SOUTH AFRICA | SENIOR LECTURER | 15 | CONTRACT | No recruitment process |
| 27425614 | RADEBE | T | SOUTH AFRICA | SENIOR LECTURER | 13 | CONTRACT | No recruitment process |
| 27425703 | SELONA | MM | SOUTH AFRICA | SENIOR LECTURER | 13 | CONTRACT | No recruitment process |
| 21719748 | ZONKE | WZ | SOUTH AFRICA | SENIOR LECTURER | 13 | CONTRACT | No recruitment process |
| 27395421 | BOTHANE | JY | SOUTH AFRICA | SENIOR LECTURER | 13 | CONTRACT | No recruitment process |
| 27060896 | MANAKISE | K | SOUTH AFRICA | SENIOR LECTURER | 13 | CONTRACT | No recruitment process |
| 50656856 | MCLEAN | RA | SOUTH AFRICA | SENIOR LECTURER | 14 | CONTRACT | No recruitment process |
| 26535289 | KHOAELANE | RJ | SOUTH AFRICA | SENIOR LECTURER | 13 | CONTRACT | No recruitment process |
| 27064310 | CHEESIAN | P | SOUTH AFRICA | SENIOR LECTURER | 13 | CONTRACT | No recruitment process |
| 27206351 | SHABANGU | PS | SOUTH AFRICA | SENIOR LECTURER | 13 | CONTRACT | No recruitment process |
| 27166287 | MNYANDU | PS | SOUTH AFRICA | SENIOR LECTURER | 13 | CONTRACT | No recruitment process |
| 18446108 | NXUMALO | WT | SOUTH AFRICA | SENIOR LECTURER | 14 | CONTRACT | Above threshold |
| 26594412 | NOAH | PP | SOUTH AFRICA | SENIOR LECTURER | 13 | CONTRACT | Not on original list for college |
| 23339993 | MAKUMUCHA | A | ZIMBABWE | SENIOR LECTURER | 15 | CONTRACT | Foreigner |
| 23171456 | KOKE | G | ZIMBABWE | SENIOR LECTURER | 13 | CONTRACT | Foreigner |
| 23202289 | CHOCHO | M | ZIMBABWE | SENIOR LECTURER | 13 | CONTRACT | Foreigner |
| 27074846 | TSHIVHASE | KM | SOUTH AFRICA | SENIOR LECTURER | 13 | CONTRACT | No recruitment process |
| 26523256 | KHUMALO | S | SOUTH AFRICA | SENIOR LECTURER | 13 | CONTRACT | No recruitment process |
| 26497484 | NETSHIDZATI | KR | SOUTH AFRICA | SENIOR LECTURER | 14 | CONTRACT | No recruitment process |
| 26874911 | NETSHITANZWANI | TF | SOUTH AFRICA | SENIOR LECTURER | 13 | CONTRACT | No recruitment process |
| 26638657 | LETSWALO | KA | SOUTH AFRICA | SENIOR LECTURER | 14 | CONTRACT | No recruitment process |
| 27366430 | MAGADLA | UN | SOUTH AFRICA | SENIOR LECTURER | 13 | CONTRACT | No recruitment process |
| 27514030 | PHINDELA | M | SOUTH AFRICA | SENIOR LECTURER | 13 | CONTRACT | Substitute |
| 26824850 | DANGALE | L | SOUTH AFRICA | SENIOR LECTURER | 14 | CONTRACT | No recruitment process |
| 21839093 | MOFOKENG | AM | SOUTH AFRICA | SENIOR LECTURER | 14 | CONTRACT | No recruitment process |
| 26751275 | SEKU | L | SOUTH AFRICA | SENIOR LECTURER | 13 | CONTRACT | No recruitment process |
| 26587246 | NDAYI | LN | SOUTH AFRICA | SENIOR LECTURER | 13 | CONTRACT | No recruitment process |
| 26503417 | NCUBE | TM | SOUTH AFRICA | SENIOR LECTURER | 14 | CONTRACT | No recruitment process |
| 26577712 | BAPELA | MD | SOUTH AFRICA | SENIOR LECTURER | 13 | CONTRACT | No recruitment process |
| 27056473 | BUTHELEZI | JA | SOUTH AFRICA | SENIOR LECTURER | 13 | CONTRACT | No recruitment process |
| 26742390 | SIKHAKHANE | SD | SOUTH AFRICA | SENIOR LECTURER | 14 | CONTRACT | No recruitment process |
| 26567784 | TLADI | HT | SOUTH AFRICA | SENIOR LECTURER | 13 | CONTRACT | No recruitment process |
| 26747260 | MATHONSI | NM | SOUTH AFRICA | SENIOR LECTURER | 14 | CONTRACT | No recruitment process |
| 23150998 | KAMBA | KK | ZIMBABWE | SENIOR LECTURER | 14 | CONTRACT | Foreigner |
| 28440625 | SAKAROMBE | T | ZIMBABWE | SENIOR LECTURER | 13 | CONTRACT | Foreigner |
| 27138046 | MTO | PR | SOUTH AFRICA | SENIOR LECTURER | 13 | CONTRACT | No recruitment process |
| 23578718 | LESIBA | PM | SOUTH AFRICA | SENIOR LECTURER | 13 | CONTRACT | No recruitment process |
| 21750068 | MONAHENG | A | SOUTH AFRICA | SENIOR LECTURER | 14 | CONTRACT | No recruitment process |
| 26496593 | MATHABATHA | BM | SOUTH AFRICA | SENIOR LECTURER | 13 | CONTRACT | No recruitment process |
| 18542867 | FOURIE | V | SOUTH AFRICA | SENIOR LECTURER | 14 | CONTRACT | Above threshold |
| 26747359 | LEDIGA | CL | SOUTH AFRICA | SENIOR LECTURER | 13 | CONTRACT | No recruitment process |
| 28414641 | NCUBE | J | ZIMBABWE | SENIOR LECTURER | 13 | CONTRACT | Foreigner |
| 26301211 | MHLUNGU-MPANZA | FT | SOUTH AFRICA | SENIOR LECTURER | 16 | CONTRACT | Above threshold |
| 23149035 | MAIPENZI | T | ZIMBABWE | SENIOR LECTURER | 14 | CONTRACT | Foreigner |
| 27425924 | SOBASHE | M | SOUTH AFRICA | CLEANER II |  | CONTRACT | Not on original list for college |