

**MINISTER**

**HUMAN SETTLEMENTS, WATER AND SANITATION**

**NATIONAL ASSEMBLY**

**QUESTION FOR WRITTEN REPLY**

**QUESTION NO.: 395**

**DATE OF PUBLICATION: 19 FEBRUARY 2021**

**Ms S A Buthelezi (IFP) to ask the Minister of Human Settlements, Water and Sanitation:**

In view of the fact that in November 2020 the Auditor-General’s 2019-20 report on her department and the entities reporting to her showed again the absolute urgency to fill vacancies in key positions especially that of an accounting officer, what (a) steps has she taken to fill key vacancies in her department and the entities reporting to her since the release of the report of the Auditor-General and (b) is the total breakdown of the number of vacancies in her department that have been filled? NW401E

**REPLY:**

The timeframe cited in the question suggests that the Honourable Member is referring to the filling of vacancies in the Departments of Human Settlements.

In September 2020, I instructed the Department of Human Settlements to fill all vacant and funded posts from Assistant Director and above by the end of the financial year. Following the foregoing instruction, National Treasury reduced the DHS’ allocation of the Compensation of Employee’s (COE) budget over the MTEF 2021/22 -2023/24. Subsequent to the reduction of the COE, the Department identified a list of priority posts which could be filled from the available funds. The lists hereunder contains the posts which the Department and its Entities have identified for filling.

| **No** | **DHS Post Name** | **Salary Level** | **Progress**  |
| --- | --- | --- | --- |
|  | DDG: Human Settlements Delivery Frameworks | 15 | Post to be advertised |
|  | CD: Executive Support | 14 | Shortlisting completed - Pending interview.  |
|  | CD: Human Resources | 14 | Shortlisting completed - Pending interview.  |
|  | CD: Legal Services | 14 | Shortlisting completed - Pending interview.  |
|  | CD: Human Settlements Plan | 14 | Interviewed-Pending appointment |
|  | CD: Monitoring & Evaluation | 14 | Interviewed-Pending appointment  |
|  | CD: Program Implementation Facilitation  | 14  | Earmarked for advertisement and filling by April 2021 |
|  | CD: Regulatory Compliance  | 14  | Earmarked for advertisement and filling by April 2021 |
|  | D: Budgeting | 13 | Shortlisting completed - Pending interview.  |
|  | D: Financial Accounting | 13 | Shortlisting completed - Pending interview.  |
|  | D: Contract Management | 13 | Shortlisting completed - Pending interview.  |
|  | D: HS Framework Legislation & Research | 13 | Shortlisting completed - Pending interview.  |

**DHS Entities**

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| **Community Schemes Ombud Service (CSOS)** |
| **No.**  | **Post Name**  | **Progress**  |
|  | Chief Financial Officer  | The interviews have been finalised and Minister will soon approach cabinet for concurrence for the appointment of the recommended candidate  |
| **National Housing Finance Corporation (NHFC)** |
|  | Chief Executive Officer (CEO)  | The former Chief Executive Officer (CEO) of the NHFC retired on 31 August 2020 and thereafter the Minister appointed an acting CEO with effect from 1 September 2020. The appointment of the CEO is underway. |
| **Housing Development Agency (HDA)** |
|  | Chief Executive Officer (CEO)  | An Acting CEO was appointed in February 2021, which will be followed by the recruitment of a fulltime CEO.  |
|  | Chief Financial Officer (CFO) | The CFO was appointed in May 2020 into a fulltime fixed contract post.  |
|  | HDA Board  | The Interim Board in February 2020 and the process of appointing a permanent Board has begun in earnest.  |
| **Estate Agency Affairs Board** |
| **No.**  | **Post Name**  | **Progress**  |
| 1. | Chief Financial Officer (CFO) | A Chief Financial Officer has already been seconded from the NHFC to the EAAB and commenced with duties on 01 March 2021. |
| **Social Housing Regulatory Authority (SHRA)** |
|  | Chief Executive Officer (CEO)  | The contract of the former CEO ended on 31 January 2021. The recruitment process to fill the vacancy has commenced. |
|  | SHRA Council  | The call for nominations has been finalised and the Selection Committee furnished the Minister with a list of recommended persons which the Minister will exercise oversight on and thereafter submit the same for the concurrence of Cabinet. |

(b) The post of Director-General for the Department of Human Settlements is not vacant. The positions indicated below have also been filled, utilizing the available CoE budget:

| **No** | **Post Name** | **Salary Level** | **Progress**  |
| --- | --- | --- | --- |
|  | CD: Governance Framework | 14 | Filled |
|  | DD: Occupational Health and Safety | 11 | Filled |
|  | Office Manager | 11 | Filled |
|  | DD: Internal Control | 11 | Filled |
|  | DD: Information | 11 | Filled |
|  | ASD: Corporate Secretariat Support | 9 | Filled |
|  | ASD: Municipal Accreditation | 9 | Filled |
|  | Senior Internal Audit X 2 | 9 | Filled |