**National Assembly

Question Number: 409

Mr S J Masango (DA) to ask the Minister of Transport:**

(1) (a) How many new appointments were made at the Airports Company South Africa in the (i) 2011-12, (ii) 2012-13 and (iii) 2013-14 financial years and (b) in each case, (i) what are the names of the appointees and (ii) in which positions were they appointed;

(2) were (a) the positions advertised in the press and (b) standard recruitment processes followed; if not, why not, in each case; if so, (i) how many applications were received for each advertised position, (ii) what was the highest qualification for the persons who were appointed and (iii) what level of remuneration will be paid to the persons who were appointed;

(3) whether vacant posts were also advertised internally; if not, why not; if so. (a) how many positions were filled internally and (b) what are the names of the incumbents;

(4) (a) how many staff members are currently in an acting capacity and (b) in each case, (i) in what positions are tey acting and (ii) for what reason? NW485E **REPLY from Airports Company South Africa**

(1) (a) How many new appointments were made at the Airports Company South Africa in the (i) 2011-12, (ii) 2012-13 and (iii) 2013-14 financial years and (b) in each case, (i) what are the names of the appointees and (ii) in which positions were they appointed;

(a) The Airports Company South Africa appointed various people in different positions during the period under review.

(i) Appointments 2011 -12 were, 375
(ii) Appointments 2012 -13 were, 379
(iii) Appointments 2013 -14 were, 413

Detail of appointments per financial year, per position and employee is attached for reference as requested.

(2) were (a) the positions advertised in the press and (b) standard recruitment processes followed; if not, why not, in each case; if so, (i) how many applications were received for each advertised position, (ii) what was the highest qualification for the persons who were appointed and (iii) what level of remuneration will be paid to the persons who were appointed;

(a) The Company resourcing is approached in line with the approved policy, regulating recruitment, selection and appointments. (b) A copy of the policy is included for reference. Recruitment for positions that are vacant and should be filled is done according to policy requirements.

(3) whether vacant posts were also advertised internally; if not, why not; if so, (a) how many positions were filled internally and (b) what are the names of the incumbents:

In line with the policy as attached, all vacant positions that should be filled are advertised internally. The promotions for each year are reflected below:

(b) (i) Promotions 2011 -12 were, 22
(ii) Promotions 2012 -13 were, 108
(iii) Promotions 2013 -14 were, 158

The detail about each promotion is included in the attached sheet for each year under review.

(4) (a) how many staff members are currently in an acting capacity and (b) in each case, (i) in what positions are they acting and (ii) for what reason? NW485EThe Company approaches absence from people in supervisory and management positions, by requiring a person to Act in such capacity during periods of absence. This allows for business continuity and does expose individuals to gain experience in a different role as well.

The record of people acting during the period mainly December 2014- January 2015,which accumulated to 144 instances, is attached for reference.