**National Assembly
Question Number: 410

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

(1) (a) How many new appointments were made at the Air Traffic and Navigation Services 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 they acting and (ii) for what reason? NW486E **REPLY

Air Traffic and Navigation Services (ATNS)**

(1) (a) How many new appointments were made at the Air Traffic and Navigation Services in the (i) 2011-12 - 137(6 Professionally qualified; 120 Skilled Technical Workers and Junior Managers; 11 Semi-skilled and Discretionary Decision positions)
(ii) 2012-13 - 107(10 Professionally qualified; 81 Skilled Technical Workers and Junior Managers; 6 Semi-skilled Technical Workers and 10 Unskilled and Defined Decision Making positions)
(iii) 2013-14 - 146(4 Professionally qualified, 128 Skilled Technical Workers and Junior Managers; 12 Semi-skilled Technical Workers and 2 Unskilled and Defined Decision Making Positions

(2) (a) the positions advertised in the press -Yes, depending on the position ATNS does use the press if the position requires this recruitment method. Not all positions are advertised via the press.

(b) Yes, all positions are filled as per recruitment process and policy.

(i) Average 10 (again this is very subjective, as it largely depends on the level and qualification of the position).

(ii) what was the highest qualification for the persons who were appointed - As per minimum requirements of each advertised position. Again this varies from entry to top levels in the Company.

(iii) ATNS benchmarks all our remuneration against the South African market. Ail remuneration offered is in line with the market benchmark based on the grade of the position.

(3) Yes