

**MINISTRY: PUBLIC SERVICE AND ADMINISTRATION**

**REPUBLIC OF SOUTH AFRICA**

**NATIONAL ASSEMBLY**

**QUESTION FOR WRITTEN REPLY**

**DATE: 25 FEBRUARY 2022**

**QUESTION NO.: 415.**

**Mr B N Herron (Good) to ask the Minister of Public Service and Administration:**

(1) Whether she has received the Premier of the Western Cape’s motivation for the appointment of Mr B S Madikizela at Level IV (details furnished), despite Mr Madikizela having admitted to claiming a degree he does not have; if not, why not; if so, what are the relevant details;

(2) whether she has found that Mr Madikizela is recognised as a competent expert at (a) national and (b) international level; if not, what is the position in this regard; if so, how is Mr Madikizela recognised as a competent expert at (i) national and (ii) international level;

(3) whether she has found that Mr Madikizela has very high level skills and/or scarce skills; if not, what is the position in this regard; if so, in what respects are Mr Madikizela’s skills high level and/or scarce;

(4) whether skill level includes consideration of educational and/or professional qualifications; if not, what is the position in this regard; if so, how does Mr Madikizela qualify for Level IV remuneration;

(5) (a) what does Mr Madikizela’s curriculum vitae disclose as his highest educational qualification and (b) on what date was it obtained? NW479E

**REPLY:**

1. Yes. The Minister for the Public Service and Administration received a request for approval of compensation level IV on the appointment of Mr. Madikizela as Special Adviser for the Premier of the Western Cape. This is in compliance with paragraph 11 of the Dispensation for the Appointment and Remuneration of Special Advisers (“the Dispensation”) which provide that “*Executive Authorities must submit proposals/recommendations for the appointment of individual Special Advisers to the Minister for the Public Service and Administration for approval of the individual’s compensation level before the appointment/upgrade is effected*”. Upon assessment of the request from the Premier, the MPSA approved compensation level III for Mr. Madikizela as Special Adviser to the Premier of the Western Cape.

For purposes of determining which compensation level should apply, paragraph 24 of the Dispensation requires, among others, that the Executive Authority considers the particular individual’s level of expertise and the stature in the particular field before submitting a request to the Minister for the Public Service and Administration. For this purpose, paragraph 25 of the Dispensation provides the following guidelines:

**Compensation level I:**

* 1. The individual must enjoy noticeable national recognition as a competent expert.
  2. The complexity of advice to be rendered is comparable to that given by a Director (Senior Management Service Grade A) in the Public Service.

**Compensation Level II:**

* 1. The individual must enjoy recognition as a competent expert at national level.
  2. The complexity of advice to be rendered is comparable to that given by a Chief Director (Senior Management Service Grade B) in the Public Service.

**Compensation level III:**

* 1. The individual enjoys recognition as a competent expert at national and to some degree international level.
  2. The complexity of the advice to be given is comparable to that given by a Deputy Director-General (Senior Management Service Grade C) in the Public Service.

**Compensation level IV:**

* 1. The individual enjoys recognition as a competent expert at national and international level.
  2. To appoint and retain persons with very high level skills and/or scarce skills.
  3. The complexity of advice to be rendered is comparable to that given by a Director-General (Senior Management Service Grade D) in the Public Service.

1. Based on the above, an assessment of Mr Madikizela’s CV indicated that he enjoys a sufficient degree of recognition as a competent expert at national and international level to justify the awarding of compensation level III.
2. The Dispensation does not specify the level of skills that a Special Adviser should possess except in instances where compensation level IV is to be awarded. As indicated in paragraph 1 above, the Dispensation rather focuses on the degree of recognition as a competent expert that the individual enjoys as well as the complexity of the advice that he/she would render. It should also be noted that skills does not only relate to formal educational qualifications. It also includes skills and competencies gained through other means such as work experience. Based on his CV, Mr Madikizela is highly experienced at political and executive levels.
3. The Dispensation does not specify that a Special Adviser must possess any specific educational or professional qualifications for the awarding of any of the compensation levels.
4. According to the CV submitted by the Premier, Mr Madikizela is in possession of Matric (Standard 10/Grade 12), obtained in 1996.

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