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| **MINISTRY: COMMUNICATIONSREPUBLIC OF SOUTH AFRICA**Private Bag X 745, Pretoria, 0001, Tel: +27 12 473 0164 Fax: +27 12 473 0585Tshedimosetso House,1035 Francis Baard Street, Tshedimosetso House, Pretoria, 1000 |

**NATIONAL ASSEMBLY**

**QUESTION FOR WRITTEN REPLY**

**QUESTION NUMBER: 435**

**DATE OF PUBLICATION: 3 MARCH 2017**

**Ms V van Dyk (DA) to ask the Minister of Communications:**

(1)  With reference to her reply to question 1965 on 30 September 2016, (a) what (i) is the current vacancy rate at the Media Development and Diversity Agency (MDDA) and (ii) positions are still vacant and (b) by what date will the specified vacancies be filled;

(2)  (a) how does the new organogram of the MDDA differ from previous organograms, (b) what impact does the new organogram have on the MDDA’s budget and (c) by what date will the new organogram be fully implemented?                                                                                    NW489E

**REPLY: MINISTER OF COMMUNICATIONS:**

(1) (a)

(i) The vacancy rate has been decreasing steadily over the past two quarters of the financial year as a result of the focus being placed on appointing people to, in particular, critical posts. With the number of positions that have been filled from 1 January 2017, including that of Risk Specialist, Internal Audit Officer and Communications Officer, the vacancy rate is currently 35%.

(ii)  The vacant positions are Chief Executive Officer; Executive Secretary; Chief Financial Officer; Internal Audit Manager; HR Corporate Manager; Strategy, Monitoring and Evaluation Director; Project Director; Knowledge Management Coordinator; Research and Capacity Building Manager; Legal and Compliance Officer; Human Resources Officer; and Digital Media Coordinator.

1. (b)

 The MDDA had held off the appointment of executive positions, filling them in an acting capacity, to enable the incoming CEO to be part of the interview and appointment process. However, with the recent resignation of the newly appointed CEO, the priority is to fill key executive positions, to be followed by management positions and then junior staff. Candidates for the HR Corporate Manager have been interviewed and the MDDA is in the process of making an offer to the preferred candidate. The CEO position is expected to be filled by the end of the first quarter of 2017/2018 financial year.  The recruitment process for the other key executive, management and junior positions is currently underway with all positions to be filled by the end of quarter one of the 2017/2018 financial year.

1. (a)

 The new organogram was drawn up to align it with capacity requirements of the MDDA strategy going forward and in response to challenges in the media industry, as well as meeting the need to reposition MDDA internally to become a knowledge-based organisation.  Executive positions, such as Strategy, Monitoring and Evaluation Director and functional positions, such as Digital Media Coordinator, have been included to meet this need.

1. (b)

 The two new positions, an additional Supply Chain Officer will assist with compliance, and the Travelling and Logistic Coordinator will assist with planning around travelling and managing stakeholder events and training sessions. This increased the personnel budget by R616 000.

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(2) (c) The new organogram will be fully implemented from 1 April 2017.

**MR NN MUNZHELELE**

**DIRECTOR GENERAL [ACTING]**

**DEPARTMENT OF COMMUNICATIONS**

**MS AF MUTHAMBI (MP)**

**MINISTER OF COMMUNICATIONS**

**DATE**