

**MINISTRY: PUBLIC SERVICE AND ADMINISTRATION**

**REPUBLIC OF SOUTH AFRICA**

**NATIONAL ASSEMBLY**

**QUESTION FOR WRITTEN REPLY**

**DATE: 9 FEBRUARY 2023**

**QUESTION NO.: 77.**

**Dr M M Gondwe (DA) to ask the Minister of Public Service and Administration:**

(1) What criteria was used to appoint Mr Dumisani Hlophe as Acting Deputy Director-General (DDG): Wage Negotiations and Remuneration Management;

(2) whether Mr Hlophe possesses the requisite (a) experience and (b) qualifications to act in the position of DDG: Wage Negotiations and Remuneration Management; if not, what is the position in this regard; if so, what are the relevant details;

(3) (a) how long has the position of Acting DDG: Wage Negotiations and Remuneration Management been vacant and (b) by what date does his department intend to advertise and fill the specified position? **NW77E**

**REPLY**

1. Mr Dumisani Hlophe was appointed as the acting DDG: Negotiations, Labour Relations and Remuneration Management in accordance with Section 32(2)(b) of the Public Service Act, 1994.
2. Mr Hlophe’s acting appointment as DDG: Negotiations, Labour Relations and Remuneration Management was effected in terms of Regulation 63(2) of the Public Service Regulations, 2016 which states that an employee directed to act in another post in terms of section 32(2) should have the necessary competency for the post to which he or she is appointed to act.
3. Mr Hlophe was previously employed as a Deputy Director-General in the Gauteng Department of Roads and Transport which included experience in Labour Relations as head of corporate service. He is an established political scientist and strategist who has led strategic negotiations, planning and management; and
4. He has a BA (LAW), BA Honours in Political Science and a Master’s Degree (in Political Science/Studies), all obtained at the University of Natal.

(3)(a) The post of DDG: Negotiations, Labour Relations and Remuneration Management has been vacant since 1 December 2020.

(3)(b) The post was advertised twice since it was vacated and the processes were unsuccessful in finding a suitable candidate. It is the department’s intention to initiate the recruitment process to fill the relevant post in the 2023/2024 financial year.

End