

**DEPARTMENT: PUBLIC ENTERPRISES**

**REPUBLIC OF SOUTH AFRICA**

**NATIONAL ASSEMBLY**

**QUESTION NO.: 955**

**DATE OF PUBLICATION: 23 March 2018**

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| **955. Ms V Van Dyk (DA) to ask the Minister of Public Enterprises:**  What was the process by which Mervyn Carstens was selected to take up the Alexkor Pooling and Sharing Joint Venture CEO position, specify (a) when the post was advertised, (b) who were the other candidates who applied, (c) who were the other candidates shortlisted or interviewed, (d) who was on the selection panel, and (e) what relevant qualifications Mr Carstens possesses? |

**REPLY:**

The response is based on information received from Alexkor SOC Limited.

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| According to Alexkor, Mr Carstens was appointed by the Board of Alexkor/PSJV following a recruitment process for the position in question. The process was as per the PSJV recruitment and selection process. | | | |
| **(a)** | The position was advertised in the Sunday Times on Sunday, 27 May 2012. | | |
| **(b)** | The names of the candidates whom applied for this position have been disclosed to the Department. However, due to the confidential nature of this information, no further details will be disclosed. | | |
| **(c)** | The names of the candidates shortlisted or interviewed have been disclosed to the Department. However, due to the confidential nature of this information, no further details will be disclosed. | | |
| **(d)** | (i) | Mr Reginald Muzariri | Chairperson (at the time) |
| (ii) | Dr Roger Paul | Member of the Board (at the time) |
| (iii) | Prof Viola Makin | Member of the Board (at the time) |
| (iv) | Mr Craig Matthews | Representing the RMC |
| (v) | Mr Willem Diergaardt | Representing the RMC |
| (vi) | Mr Melvin Duckitt | HR Manager (at the time) |
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| **(e)** | According to Alexkor, Mr Carstens’ qualifications: | | |
| (i) | National Diploma : Human Resources (Vaal University of Technology) | |
| (ii) | Industrial Relations Development Programme (University of Stellenbosch). | |
| (iii) | The Member is reminded that the decision to appoint would jointly have been taken between Alexkor and the Richtersveld Mining Company (RMC) representatives on the Alexkor PSJV Board.  The Board members who appointed Mr Carstens no longer serves on the Alexkor PSJV Board. The names for the selection panel are detailed in (d)(i) to (vi) above.  Therefore, the current Alexkor PSJV Board is limited in terms of its understanding of the process that led to the appointment of Mr Carstens, which at face value seems to be a deviation from the qualification requirements of the position as advertised. However, the current Alexkor PSJV Board can confirm that Mr Carstens has acquitted himself in line with their expectations in running the PSJV operations. The 30 years’ experience that Mr Carstens has garnered in the industry seems to have stood him well. | |

**Minister:** The Department is currently reviewing both the governance and operating

model of Alexkor.

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