

**NATIONAL ASSEMBLY  
QUESTION FOR WRITTEN REPLY  
QUESTION NUMBER: 2755 [NW3048E]  
DATE OF PUBLICATION: 14 SEPTEMBER 2018**

**2755. Mr R A Lees (DA) to ask the Minister of Finance:**

What are the details of the appointment of certain persons (names furnished) in terms of the (a) qualifications required for each position, (b) qualifications that each specified person possessed, (c) process that was followed to attract applicants for each position, (d) applicants who applied for each position, (e) reasons each specified person was appointed to each position and (f) remuneration package of each person, including (i) the date of appointment, (ii) remuneration package at the date of appointment, (iii) any salary adjustments, including the amounts, dates on which adjustments were made and (iv) the person(s) who authorised the adjustments?

NW3048E

**REPLY:**

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| <b>1. DR BROWN</b>  |
| <b>a) Qualifications required for the position – FFC Chief Executive Officer :</b> Post-Graduate degree in Economics, Finance or Commerce / Business Administration / Public Administration   |
| <b>b) Qualifications of Dr Kay Brown</b> <ol style="list-style-type: none"><li>i. Senior Certificate at Westering High School, Port Elizabeth, 1985.</li><li>ii. B.Comm with Economics and Accounting as major subjects, University of Port Elizabeth (now the Nelson Mandela University), 1988.</li><li>iii. B.Comm (Honours) in Economics, University of Port Elizabeth, 1989.</li><li>iv. Doctoral Degree in Economics, University of Cape Town, 2001 - (In June 2000 registration for a M.Comm degree was upgraded to a PhD.)</li></ol>   |
| <b>c) Process that was followed to attract applicants – Chief Executive Officer Position</b> <ol style="list-style-type: none"><li>i. Request For Quotation (RFQ) was awarded to DAV on 17 January 2017 for the recruitment of the Chief Executive Officer.</li><li>ii. A formal briefing meeting was held with FFC Officials and DAV Official. DAV was briefed on :<ul style="list-style-type: none"><li>• Understanding and appreciating the FFC environment, culture, mission and values;</li><li>• Provided with full job specification</li><li>• The ideal candidate profile;</li><li>• Shortlisting selection criteria and the methodology;</li><li>• The advertising requirements; and</li><li>• Deadlines and delivery dates.</li></ul></li></ol> |

- iii. DAV received the advert sign-off on 2 February 2017 and advertised internally and externally in the Sunday Times on 5 February 2017 with a closing date of 27 February 2017.
- iv. Interviews were scheduled with the above candidates on 6 October 2017.
  - Dr Kay Brown;
  - Dr Patrick Mabuza;
  - Mr Norman Baloyi;

The following candidates withdrew their candidature:

- Dr Vuyelwa Nhlapo:
- Ms Zukiswa Potye.

The panel consisted of :

- Prof Daniel Plaatjies- Chairperson
- Dr Sibongile Muthwa- Deputy Chairperson
- Professor Nico Steytler-Commissioner
- Mr Siphso Lubisi- Commissioner
- Mr Romeo Adams – Independent Member

In attendance

- Mr Velile Mbethe- Acting CEO
- Karen Robertson- Principal Consultant DAV
- Ansuyah Maharaj-Dowra- Commission Secretary.

Both Dr Kay Brown and Dr Patrick Mabuza were sent for a competency assessment on 12 October 2017.

**d) Applicants who applied for each position**

- i. A total of fifty-seven (57) applications was received.
- ii. Fourteen (14) applications fitted the shortlist and were shortlisted by a panel which met on 19 May 2017. The panel consisted of:
  - Dr Sibongile Muthwa- Deputy Chairperson
  - Mr Siphso Lubisi- Commissioner
  - Mr Velile Mbethe- Acting CEO( FFC)
  - Ms Ansuyah Maharaj-Dorwa- Commission Secretary
  - Dr Elsie Greyling- Independent Consultant
  - Karen Robertson- Principal Consultant DAV

The following five (5) candidates were shortlisted:

- Dr Kay Brown;
- Dr Patrick Mabuza;
- Mr Norman Baloyi;
- Dr Vuyelwa Nhlapo: and
- Ms Zukiswa Potye.

**e) Reasons each specified person was appointed to each position**

Based on the outcome of the interview and competency assessment process, experience and qualifications, Dr Kay Brown was recommended for the role of the Chief Executive Office at the Financial and Fiscal Commission

**f) Remuneration**

- i. Date of Appointment – 1 April 2018
- ii. Remuneration package at the date of appointment – Salary level 15 – R1 544 406.00
- iii. 1 April 2018 – Cost of Living Adjustment 5.5% from R1,544,406.00 to R1,629,348.00
- iv. Authorised by the Commission Chairperson, as informed by the DPSA directive and Circular No. 17 of 2018.

**2. MR MBETHE**

(a) to (d) MR Mbethe was seconded as per request by the FFC Commissioners to the Financial and Fiscal Commission as the Acting Chief Executive Officer by the former Minister of Finance, the Honourable Minister PJ Gordhan as per the letter signed dated 9 September 2016. His term as Acting CEO ended on 31 March 2018. From 1 April 2018 Mr Mbethe was seconded to FFC as Executive Manager to mainly oversee disciplinary hearings coming out of the forensic investigation report.

- (f) (i) 9 September 2016 – Salary level 15 – R1,299,501.00
- (ii) 1 April 2017 to 31 March 2018- (First Notch – Salary level 15)- R1,370,973.00
- (iii) 1 April 2018 – Salary level 15- R1,370,937.00
  - Cost of Living Adjustment 5.5% from R1,370,937.00- R1,446,377.00, effective 1 April 2018.
- (iv) Authorised by the Chief Executive Officer as informed by the DPSA directive and Circular No. 17 of 2018.

### 3. MR G PETLELE

**a) Qualifications required for the position – Human Resources Specialist:** Post-Graduate Diploma or Degree in Human Resources Management or equivalent qualification

**b) Qualifications for Mr G Petlele**

- i. Matric – Tshukudu High School - 1986
- ii. BA degree Industrial Psychology and Communication - (UNISA);
- iii. Masters Diploma in Human Resources Management ( RAU) Now University of Johannesburg);
- iv. Programme in Business Leadership (UNISA–School of Business Leadership); and
- v. Master Degree in Business Leadership (UNISA–School of Business Leadership).

**c) Process that was followed to attract applicants**

The vacant Human Resources Specialist position was advertised internally (FFC) and Externally in the Sunday Times with closing date 15 September 2017. Interviews were conducted on 23 January 2018 consisting of a panel of five (5) members.

- i. Mr Velile Mbethe – Chairperson – Acting CEO- FFC
- ii. Dr Ramos Mabugu- FFC Research Director
- iii. Dr Thembi Ntshakala- Programme Manager – Intergovernmental Fiscal Relation
- iv. Mr Mandla Tatana – Human Resources Specialist
- v. Ms Chandrika Jugroop – Labour Relations Specialist

**d) Applicants who applied for each position**

One-hundred and eight (108) applications were received and six (6) candidates interviewed.

- Mr Gift Petlele;
- Ms Puleng Ratlabala;
- Ms Mandisa Mtyila;
- Ms Chairmaine Koffman;
- Mr Anton Zondi
- Ms Jullena Thanjekwayo

**e) Reasons each specified person was appointed to each position**

- i. M G Petlele possessed the appropriate and relevant qualifications as listed in b) above;
- ii. Mr G Petlele possesses relevant in private, public and public service experience, gained from the following organisations/companies:

Industrial Development Corporation, Land and Agricultural Bank, Coca-Cola South Africa, Development Bank of Southern Africa, Civil Aviation of South Africa and National Treasury.

- iii. **Interview performance** – Based on the possessing of the technical human resources experience, demonstrated managerial and leadership experience, Mr. Petlele was recommended as the best suitable candidate for the Human Resources Specialist post.

**f) Remuneration**

- i. The date of appointment – 1 April 2018
- ii. Remuneration package at the date of appointment – Salary level 14 – R1,127,334.00
- iii. August 2018 – Cost of Living Adjustment 5.5% from R1,127,334.00 - R1,189,337.00, effective 1 April 2018.
- iv. Authorised by the Chief Executive Officer as informed by the DPSSA directive and Circular No. 17 of 2018