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Department:
Trade, Industry and Competition
REPUBLIC OF SOUTH AFRICA

THE NATIONAL ASSEMBLY

QUESTION FOR WRITTEN REPLY

QUESTION NO. 1632.

DATE PUBLISHED: 29 APRIL 2022

Mr M J Cuthbert (DA) to ask the Minister of Trade, Industry and Competition:

- (1) Whether he will furnish Mr M J Cuthbert with a list of the current vacancies in his department; if not, why not; if so, on what date;
- (2) (a) what are the reasons that each post has remained vacant and (b) by what date will each vacancy be filled;
- (3) whether all of the vacancies are funded in the 2022-23 budget; if not, why not; if so, on what are the relevant details?NW1958E

REPLY

The Department has embarked on a process to review posts on the organogram for the following reasons:

- First, in order to create a fit for purpose capacity, aligned to the new Strategic Plan and Annual Performance Plan
- Second, to address the potential duplication caused by the merger of the Economic Development Department (EDD) and the Department of Trade and Industry (DTI) into the new Department which was based on transferring all the posts of both departments to the new Department.
- Third, to align staffing to the available budget in light of reductions in the Department's operating budget; and
- Finally, to take account of changes in technology and greater use of virtual platforms that requires a change in the skills sets in the Department and may make some functions redundant while requiring new skills and functions.

In the next phase of the consolidation of the Department, a revised staff structure is being developed. This is done in a manner that enables the core work of the Department to not be interrupted. This includes too a review of the organogram of the Department and will also benefit from consultation and staff feedback.

The new APP will require specific skills gaps to be identified and posts created. To avoid the bureaucracy expanding, current funded posts will be converted to the new

skills profiles required. For example, the following skills needs have been identified to date:

- Business turnaround skills to assist companies undergoing challenges in the market
- Facilitation, social negotiation and engagement skills required to help unlock economic opportunities through Master Plans and firm-level compacts
- Financial analysis of company accounts and analysis of trade and other economic trends and data; and
- Facilitation skills to assist firms to expand their export footprints, including through accessing market opportunities through bilateral trade agreements.

The Ministry has further requested that the number of posts be reviewed to ensure (a) that a greater portion of the staff budget goes to front-office delivery staff instead of administration (which currently accounts for 33% of the staff); and (b) that the ratio of budget committed to staff compared to direct support to industry be reviewed, to identify ways of increasing budget allocation to industrial support measures.

The following staff numbers apply to the Department:

A total of 1 176 staff were in the employ of the Department as at 31 March 2022. This number includes staff appointed on contract.

As at 31 March, in light of the review described above, there were 9 vacancies that had been approved and declared with a process commencing to fill the following posts:

- Director-General: 1
- Deputy Directors-General: 3
- Chief Directors: 2
- Directors: 1
- Deputy Directors: 2

Of these, 2 have subsequently been filled and an offer has been made for a third person.

A further 130 positions are subject to the review set out above, which will be completed as follows:

- With effect from 1 June 2022, 33 posts have been approved for advertising and filling, as follows:
 - o Chief Directors: 7
 - o Directors: 11
 - o Deputy Directors: 13
 - o Assistant Directors: 2
- By end August 2022, the draft new draft organogram which will include details on the posts to be retained, will be completed. This will allow for consultation and feedback and for the final organogram to be completed and relevant parts to be implemented within the timeframes set out in the Annual Performance Plan of the department.

One DDG post is kept vacant until the return of the Ambassador to the WTO, who is retained at DDG level by the DTIC.

Appointments on contracts for a limited period will be approved to address short-term and urgent needs whilst the organogram process is being completed.

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