



the dtic

Department:
Trade, Industry and Competition
REPUBLIC OF SOUTH AFRICA

THE NATIONAL ASSEMBLY

QUESTION FOR WRITTEN REPLY

QUESTION NO. 7431

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

- (1) (a) What are the names of the staff members of the Industrial Zones Programme (IZP), (b) at what salary grades are they remunerated in terms of the organogram with roles, titles and salaries according to the Department of Public Service and Administration grading system, (c) what appointment process was followed in appointing personnel to the IZP and (d) what overseas travel have personnel attached to the IZP undertaken since its establishment (details furnished);
- (2) whether the IZP personnel are appointed (a) full-time and/or (b) as contract staff; if not, in each case, what is the position in this regard; if so, what are the relevant details of the contract terms in each case;
- (3) whether his department will furnish Mr M M Mdluli with reports generated by the IZP indicating its targets, key performance indicators, activities and outcomes; if not, why not; if so, what are the relevant details? NW8305E

REPLY:

- (1)
 - (a) The names of the staff members of the Industrial Zones Programme (IZP) are listed in **table 1**, below.

- (b) The IZP is not graded according to the Department of Public Service and Administration grading system, as the IZP operates under the policies, procedures, and systems of the Industrial Development Corporation (IDC). The salary grades are listed in **table 1**, below, and members are remunerated in terms of the organogram of the IZP with roles and titles;
- (c) Personnel are appointed on a fixed-term contract; the term of the contracts are listed in **table 1**. A competitive recruitment process in line with the policies and procedures of the IDCs' was followed to appoint personnel.
- (d) The International travel taken by the IZP personnel since its establishment to date can be found in **table 2** below.

(2)

- (a) No
- (b) The employees of the IZP are appointed as Fixed Term Contractors ranging from 1 (one) year to 5 (five) years.

(3) The IZP provides bi-annual and quarterly reports to the department and is reviewed against the set annual KPI's, see **Annexure A**. The information from the report is then incorporated in the department APP reports were required. Due to the nature of the information of the reports, it cannot be shared for public consumption.

Table 1:

1 (a) Name	1 (b) Role	1 (b) Salary Grade	2 (a)&(b) Employment Contract
Lionel October	Executive Director	M	1 Year Fixed Term Contract
Stieneke Jensma	Chief Operations Officer	M	5 Years Fixed Term Contract
Xola Sithole	Technical Advisor: Business Development	M	5 Years Fixed Term Contract
Maoto Molefane	Technical Advisor: Governance	M	5 Years Fixed Term Contract
Thukela Mashologu	Technical Advisor: IGR & Stakeholder Management	M	5 Years Fixed Term Contractor
Bongani Ntuli	Technical Advisor: Infrastructure Delivery	M	5 Years Fixed Term Contract
Mxolisi Matshamba	Technical Advisor: Investment Facilitation	M	1 Year Fixed Term Contract
Liso Steto	Corporate Services & Investments Manager	P	5 Years Fixed Term Contract
Namhla Jaxa	Senior Project Manager	P	1 Year Fixed Term Contract
Francois Bain	Senior Project Manager	P	3 Years Fixed Term Contract
Excellent Tshirangwana	Senior Project Manager	P	3 Years Fixed Term Contract
Irshaad Haasen	Senior Project Manager	P	3 Years Fixed Term Contract
Yonela Solomon	Project Administrator	A	1 Year Fixed Term Contract
Ellen Msiza	Executive Assistant	A	5 Years Fixed Term Contract
Thabiso Matshego	Operations & Business Intelligence Manager	P	5 Years Fixed Term Contract

Table 2:

Destination	Duration	Purpose of Visit	Cost Breakdown
Angola, Luanda	23 -30 November 2025	Africa Special Economic Zones Annual Meeting	Flights: R40,348.68 Accommodation: R119,238.00 Per Diem: R73,556.28 Land Arrangements: R13,872.00
Hainan, China	06 to 18 October 2025	World Free Zones Organisations 2025 World Congress	Flights: R90,960.17 Accommodation: R66,297.00 Per Diem: R23,316.00 Land Arrangements: R13,798.00
Morocco	13 to 20 September 2025	Programme for the AEZo-UNIDO SEZ Academy	Flights: R75,011.00 Accommodation: R35,120.00 Per Diem: R15,187.77 Land arrangements: R0
Mozambique, Maputo	7 to 10 September 2025	Cross-Border SEZs Collaboration Meeting with Mozambique Ministry of Commerce Training	Flights: R19,224.51 Accommodation: R31,770.00 Per Diem: R3,594.15 Land Arrangements: R0
New Delhi, India & UAE	23 to 29 August 2025	India-Africa Business Conclave 2025 Investment Meetings	Flights: R119,448.17 Accommodation: R23,000.00 Per Diem: R13,986.00 Land Arrangements: R5,300

Destination	Duration	Purpose of Visit	Cost Breakdown
Turkey, Istanbul, Ankara, Konya & Antalya	02 to 09 August 2025	SEZ Investment Attraction Benchmarking Roadshows	Flights: R148,359.34 Accommodation: R86,800.00 Per Diem: R22,000.00 Land Arrangements: R14,400.00
Paris, France	17 to 24 May 2025	South African Investment Conference	Flights: R125,449.17 Accommodation: R57,424.50 Per Diem: R18,511.36 Land Arrangements: R1,033.00
Ivory Coast	12 to 13 May 2025	Africa CEO Forum	Flights: R73,633.17 Accommodation: R24,900.00 Per Diem: R7,500.00 Land Arrangements: R0
Kenya, Nairobi Rwanda	24 to 30 November 2024	African Special Economic Zones Annual Meeting, Kenya and SEZ benchmarking in Rwanda	Flights: R47,172.00 Accommodation: R70,450.04 Per Diem: R52,357.20 Land Arrangements: R0
UAE, Dubai	21 to 28 September 2024	World Free Zones Organisations 2024 World Congress	Flights: R85,782.30 Accommodation: R21,060.56 Per Diem: R12,986.00 Land Arrangements: R4,300.00

Destination	Duration	Purpose of Visit	Cost Breakdown
Morocco & UAE	21 to 25 November 2023	African Special Economic Zones Annual Meeting, Morocco Investor Meeting UAE	Flights: R286,261.29 Accommodation: R115,740.00 Per Diem: R47,290.00 Land Arrangements: R19,320.00

Annexure A



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THE DTIC PRIORITIES FOR THE SPECIAL ECONOMIC ZONE PROJECT MANAGEMENT UNIT (PMU)- 2025/26 FINANCIAL YEAR

1. INTRODUCTION

The SEZ Project management Unit (PMU) has been established by **the dtic** as an important instrument to accelerate the implementation of the SEZ Programme. Since its establishment in 2021, the PMU has managed to intervene in various SEZs such as OR Tambo, Richards Bay, Musina Makhado, Nkomazi and Namakwa. The PMU has also helped **the dtic** in assisting with the planning and development of proposed SEZs such as Vaal, Bojanala and Fetakgomo-Tubatse. In addition, the PMU has supported the development of other critical projects such as the rail corridor between Eastern Cape and Gauteng. **the dtic** has now developed a new Spatial Industrial Development (SID) Strategy that upscales the implementation of the SEZ Programme to include Industrial Parks and Township Economic initiatives. This necessitates the PMU to adapt to this new strategy. As such, there are additional priority areas that the PMU will focus on to help **the dtic** achieve its strategic objectives and priorities.

2. THE ROLE OF THE SEZ PROJECT MANAGEMENT UNIT

- a) Facilitate the implementation of the Spatial Industrial Development (SID) Strategy;
- b) Facilitate the implementation of Township Economy Development initiatives;
- c) Support **the dtic** in its responsibility to be an active participant in the planning, development and management of SEZs and Industrial Parks;
- d) Provide specialist advisory services to assist provinces and municipalities in accelerating the planning, development and management of SEZs and Industrial Parks;
- e) Strengthen the country's industrialisation agenda through ensuring that the SEZs and Industrial Parks operate at optimum levels;

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- f) Support **the dtic** in coordinating the contribution of all national stakeholders to planning, development of SEZs and Industrial Parks, ensuring that there is alignment and that all synergies are realised; and
- g) Ensure that sustainable development impact, as measured by the balance between social, economic and environmental needs, is entrenched in the rollout of SEZs and Industrial Parks, making implementation both inclusive and transformative.

3. GOVERNANCE ARRANGEMENTS

The PMU reports to the IDC on all Aministrative and Corporate issues (example, office space, leave administration, audits, day to day HR management, etc). On programme and project management issues, the PMU reports to **the dtic**. A PMU Steering Committee is also established to provide strategic guidance and support on the work of the PMU. The SC is advisory in nature and is not intended to be an oversight or a decision-making body. The PMU derives its mandate and instructions from **the dtic** and as such it is accountable to **the dtic** regarding the progress and challenges on the implementation of SEZs, Industrial Parks and Industrial Projects in the broader Spatial Industrial Development Programme.

The PMU Steering Committee will comprise the following members:

- 1) Deputy Director-General SEZs & Economic Transformation or nominee (Chairperson);
- 2) Deputy Director-General: Industrial Financing;
- 3) Chief Director SEZ & Industrial Parks;
- 4) Chief Director Infrastructure Fund;
- 5) National SEZ PMU Executive Director;
- 6) National SEZ PMU: Chief Operating Officer;
- 7) IDC Executive of Industrial Planning and Project Development;
- 8) IDC Head of Industrial Planning and Project Development;
- 9) DBSA Group Executive Infrastructure Delivery.

The Steering Committee's role is to, *inter alia*:

- a) provide advice and inputs on the Strategic Plan and Annual Performance Plan of the PMU;
- b) provide input on quarterly progress reports prepared by the PMU on project implementation;
- c) provide recommendations for the execution of interventions ensuring improved impact in all projects and programs leading to a capable state;

- d) leverage the expertise of the members and provide guidance and advise in their respective areas of specialisation;
- e) provide technical input on investments for the industrial zones and other economic development initiatives;
- f) ensure the transformation agenda is encapsulated in the programme;
- g) provide intelligence on relevant information that supports industrial development on the key areas of delivery of the PMU; and
- h) provide guidance in accessing different funding platforms for the acceleration of the industrial zones and industrial corridors.

4. REPORTING

The IZP will provide monthly and quarterly progress reports to **the dtic** and the IDC on the areas of performance identified in the in paragraph 5 below. In addition, the IZP will be required to provide reports that will be an input into **the dtic**'s statutory and *ad hoc* reports to Parliament and other stakeholders.

5. KEY PERFORMANCE AREAS AND PRIORITIES FOR 2025

Programme	Key Performance Areas for 2025/26	Key indicators for	Outcomes
		2025/26	
1. Special Economic Zone	Planning & Development	Provide support on the packaging of feasibility studies, business plans and applications for designations for the following proposed SEZ <ul style="list-style-type: none"> • West rand • Vaal • Bojanala 	Bankable Feasibility studies Commitments from all spheres of government Verified investment commitments
		Support the dtic on the development of MOAs on cross border SEZ with the following countries <ul style="list-style-type: none"> • Mozambique 	Integrated Regional value chains

		Provide support on the operationalisation of Coega Pharmaceutical & Vaccine Cluster	Operationalised SEZ
	Management & Operations of SEZs	<p>Operationalisation and technical support to the following struggling SEZ</p> <ul style="list-style-type: none"> • Namakwa SEZ • Nkomazi SEZ • Musina-Makhado SEZ • Freeport Saldanha • Maluti-a-Phofung SEZ 	Operational SEZs with well-functioning management structures and sustainable investments
Programme	Key	Key indicators for	Outcomes
		Performance 2025/26	
		Areas for	
		2025/26	
	Infrastructure Delivery	<p>Manage and provide infrastructure delivery support to the following SEZs</p> <ul style="list-style-type: none"> • Musina-Makhado SEZ • Nkomazi SEZ • Namakwa SEZ • Vaal SEZ • Richards Bay SEZ 	Accelerated Infrastructure delivery
	Advisory Services	<ul style="list-style-type: none"> • Provide governance advisory support to SEZ Boards and management in line with the new model 	Good governance with sound systems in place

	SEZ Conference in partnership with AfCFTA	<ul style="list-style-type: none"> Support the dtic with preparations for Special Economic Zone Conference hosted in partnership with AfCFTA as part of the strategy to increase South African total exports to the world from R2 trillion to R3 trillion 	Increased number and value of added exports
2. Development Corridor	Coordinate trade corridor development	<ul style="list-style-type: none"> Development of Gauteng-Eastern Cape rail Corridor Development of Nkomazi Maputo N4 Corridor SA-Lesotho Trade Corridor 	Well-coordinated development of local and regional corridors
3. Adhoc activities	Any assignment that may be given by the dtic during the course of the financial year.		

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