



water affairs

Department:
Water Affairs
REPUBLIC OF SOUTH AFRICA

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MINISTER OF WATER AND ENVIRONMENTAL AFFAIRS

NATIONAL ASSEMBLY: QUESTION 1186 FOR WRITTEN REPLY

A draft reply to the above question asked by Mrs C Dudley (ACDP) is attached for your consideration.


DIRECTOR-GENERAL (Acting)

DATE: 31/05/2013

DRAFT REPLY APPROVED/AMENDED ✓


MRS B E E MOLEWA, MP
MINISTER OF WATER AND ENVIRONMENTAL AFFAIRS

DATE: 20/06/09

NATIONAL ASSEMBLY

FOR WRITTEN REPLY

QUESTION NO 1186

DATE OF PUBLICATION IN INTERNAL QUESTION PAPER: 24 May 2013
(INTERNAL QUESTION PAPER NO. 17)

1186. Mrs C Dudley (ACDP) to ask the Minister of Water and Environmental Affairs:

- (1) (a) How many engineers were employed by the Department of Water Affairs in (i) 2000 and (ii) 2012 and (b) what was the age breakdown in each case;
- (2) whether the Department of Water Affairs has a plan to overcome the lack of engineering skills; if not, why not; if so, what are the relevant details? NW1430E

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REPLY:

- (1) No reliable statistics on Engineers appointed in the department available before April 2008. Table 1 below reflects information as on April 2008.
- (2)

Table 1: Engineers appointed in the Department of Water Affairs as in April 2008											
JOB TITLE	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	Grand Total
ENGINEER		3	2								5
ENGINEER ASSISTANT	15	8	1								24
ENGINEER CHIEF			1	2	4	4	4	16	3	1	35
ENGINEER PRINCIPAL		3	2	2	1	1	1	1	1		12
ENGINEER SENIOR		2		4			2	1			9
ENGINEER DEPUTY CHIEF		2	5	3	5	7	6	10	5	2	45
Grand Total	15	18	11	11	10	12	13	28	9	3	130

Table 2 below reflects the number of engineers as of December 2012.

Table 2: Engineers appointed in Department of Water Affairs as in December 2012										
JOB TITLE	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	Grand Total
ENGINEER CHIEF GRADE A				3	6	4	5	9		27
ENGINEER CHIEF GRADE B		1	2	1	1	2	6	13	1	27
ENGINEER PRODUCTION GRADE A		1	2	2			1	1		7
ENGINEER PRODUCTION GRADE B		1			1		1		1	4
ENGINEER PRODUCTION GRADE C				1		2	2	3		8
ENGINEER SPECIALIST							4	1	1	6
ENGINEERING TECHNICIAN CANDIDATE	11	1	1	1						14
ENGINEERING TECHNICIAN CONTROL GRADE A	1	26	19	17	17	14	5	4		103
ENGINEERING TECHNICIAN CONTROL GRADE B		2	2	5	13	5	13	11		51
ENGINEERING TECHNICIAN PRODUCTION GRADE A	5	17	4			1				27
ENGINEERING TECHNICIAN PRODUCTION GRADE B	10	12	4	1						27
ENGINEERING TECHNOLOGIST CANDIDATE	1	1								2
ENGINEERING TECHNOLOGIST CONTROL GRADE A			3			1				4
ENGINEERING TECHNOLOGIST CONTROL GRADE B			1	2	1	5	1	4		14
Grand Total	28	62	38	33	39	34	38	46	3	321

(2) (a) **Programme to address the lack of entry level engineering skills**

The Learning Academy (LA) is a technical and scarce skills development programme which was initiated in 2007 as a response to the specific skills shortage challenge affecting both the Department and the general water sector. It represents an investment in sustaining quality in the Department of Water Affairs' entry level human resources, thereby ensuring that in the long term, the Department of Water Affairs' (DWA) will remain competitive and be able to deliver on its mandate.

The Learning Academy is designed to meet specific organisational requirements, lead a sustained campaign to secure a steady supply of high-level skills in water-related science, engineering, and technical disciplines in order to meet projected demands within the DWA and the water sector as a whole.

The Learning Academy responds to these imperatives mentioned by addressing the professional development aspects that will provide aspiring

engineers, scientists and technicians the opportunity to be exposed to real-time professional experiences and valuable work experience.

Since 2007, a total of 270 external bursaries have been awarded in engineering disciplines. On successful completion of their studies, 139 joined the Department as Graduate Trainees and/or Candidate Engineers and Engineering Technicians.

ENTRY LEVEL GRADUATE TRAINEES AND CANDIDATE ENGINEERS AND ENGINEERING TECHNICIANS	
	NUMBER
CIVIL ENGINEERS	30
ELECTRICAL ENGINEERS	2
MECHANICAL ENGINEERS	13
CIVIL ENGINEERING TECHNICIANS	79
ELECTRICAL ENGINEERING TECHNICIANS	5
MECHANICAL ENGINEERING TECHNICIANS	10

The Department still has 111 engineering bursars at various universities in the current 2013 academic year. In addition, a minimum of 50 additional engineering bursaries are awarded to learners on an annual basis.

CURRENT EXTERNAL BURSARS	
	NUMBER
CIVIL ENGINEERS	38
ELECTRICAL ENGINEERS	5
MECHANICAL ENGINEERS	14
CIVIL ENGINEERING TECHNICIANS	40
ELECTRICAL ENGINEERING TECHNICIANS	5
MECHANICAL ENGINEERING TECHNICIANS	9

(b) **Senior and specialist engineering skills**

The Department has decided to follow the route of head hunting senior and specialist engineers as from 2013. The programme has been approved and service providers are in place to assist with the process for all engineering related posts ads.