



## water affairs

Department:  
Water Affairs  
REPUBLIC OF SOUTH AFRICA



EdTM

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### MINISTER OF WATER AND ENVIRONMENTAL AFFAIRS

#### NATIONAL ASSEMBLY: QUESTION 3199 FOR WRITTEN REPLY

A draft reply to the above mentioned question asked by Ms B D Ferguson (Cope) is attached for your consideration.

DIRECTOR-GENERAL (Acting)

DATE: 28/4/2013

DRAFT REPLY APPROVED/AMENDED ✓

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

DATE: 2013/11/29

NATIONAL ASSEMBLY

FOR WRITTEN REPLY

QUESTION NO 3199

DATE OF PUBLICATION IN INTERNAL QUESTION PAPER: 15 NOVEMBER 2013  
(INTERNAL QUESTION PAPER NO. 38)

**3199. Ms B D Ferguson (Cope) to ask the Minister of Water and Environmental Affairs:**

In light of the lack of personnel with technical expertise and the competition for such expertise between her department, local government and the private sector, what is her departments doing to (a) retain and (b) recruit personnel with the expertise to (i) complete projects like the Nandoni Dam and (ii) provide access to water for the majority of the people? NW3759E

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**REPLY:**

(a)(b) The challenge to develop, recruit and retain technical skills, especially in the area of engineering is a known national issue. Furthermore, the OSD policy has set in place rigorous requirements that have elevated the barrier for recruiting personnel in the engineering and scientific fields. As a result the majority of potential employees do not meet the OSD requirements. However, the Department has deployed innovative interventions to address this challenge, which include growing future talent through the award winning Learning Academy and increasing the pool of candidate engineers and scientists that are placed in critical performance areas in the Department. To date, the Department has developed, placed and retained 198 graduate trainees.

(b)(i)(ii) The Departmental vacancy rate for technical posts on the OSD stream 19% (233 posts) out of 1140, of which 907 posts are filled. To complete the projects, the posts will be filled through the recruitment process and also as indicated above.

In addition:

The Department of Water Affairs (DWA) has always been putting emphasis on transfer of skills, in accordance with Departments Policy for the Selection, contracting and monitoring of PSPs (dated 11 August 2006). Skills and knowledge transfer is targeted towards DWA personnel, emerging consultants and the local labour. Previously, there was no measurement and monitoring systems to ensure that this happen. This did not help in reducing the rate at which DWA outsource services.

In response to this, the Directorate: National Water Resource Infrastructure Branch (NWRI) has developed a Socio-Economic Empowerment Strategy (SEES), which was approved by the DG in June 2012. The Strategy spells out the imperatives of project benefits to surrounding communities and targets (%) that find expression in the contracts that DWA signs with implementing partners, including Consultants. In addition, a panel of 45 PSPs has been established to provide professional services over the next 3 years.

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