



water & sanitation


Department:
Water and Sanitation
REPUBLIC OF SOUTH AFRICA

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Reference: 21/15/P5

MINISTER OF WATER AND SANITATION

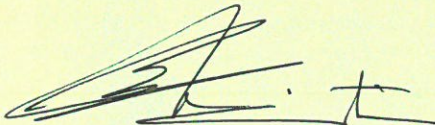
NATIONAL ASSEMBLY: QUESTION 751 FOR WRITTEN REPLY

A draft reply to the above mentioned question asked by Ms M S Khawula (EFF) is attached for your consideration.


ACTING DIRECTOR-GENERAL

DATE: 18/04/2018

DRAFT REPLY APPROVED/AMENDED



**NKWINTI GE, MP
MINISTER OF WATER AND SANITATION**

DATE: 20/04/2018

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NATIONAL ASSEMBLY

FOR WRITTEN REPLY

QUESTION NO 751

DATE OF PUBLICATION IN INTERNAL QUESTION PAPER: 16 MARCH 2018
(INTERNAL QUESTION PAPER NO. 8)

751. Ms M S Khawula (EFF) to ask the Minister of Water and Sanitation:

- (a) What number of persons has (i) his department and (ii) the entities reporting to him trained in the past five years, (b) for what purpose was each individual trained, (c) what was the cost of the training of each individual, (d) in which position was each individual who was trained employed and (e) what was the reason that each specified individual was not employed following training?

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REPLY:

- (a) The number of persons trained over the past five years are:

(i) Department	(ii) Entities
14 449	22 920

- (b) The purpose for the training can be summarised as follows:

(i) Department	(ii) Entities
Personal development plan (PDP): the PDPs of employees are informed by the key result areas of the individuals' performance agreements. The employee and supervisor identify performance gaps as well as appropriate training and development interventions to address those gaps. The purpose of these training and development intervention seek to enhance the employees' skills and competencies. The training interventions range from managerial, administrative to technical/professional training.	<ul style="list-style-type: none">• Health and safety• Inherent job requirements• Personal development plan• Employee career aspirations• Succession planning within the organisation and to improve technical skills within the water sector• Learnership / internship / apprenticeship/ graduate trainee programmes

- (c) The training costs vary depending on the selected course (i.e. career path), the level of qualification (i.e. unskilled, semi-skilled, specialist) and its duration. The average cost can be summarised as follows:

(i) Department	(ii) Entities
R 5 603,36	R 12 163,49

- (d) The positions can be summarised as follows:

(i) Department	(ii) Entities
The training for departmental employees represents officials from the lowest to the highest level in the department.	<ul style="list-style-type: none">• Graduate and experiential learning• Learnerships• Unskilled

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	<ul style="list-style-type: none"> • Semi-skilled • Technical worker or junior management • Professional / specialist / middle management • Senior management • Top management
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(e) The reasons that each specified individual was not employed following training are:

(i) Department	(ii) Entities
Not applicable since the training was for departmental employees.	<p>For the non-permanent employees (e.g. learnerships, internships) that could not be absorbed within the various entities, the reasons include but are not limited to</p> <ul style="list-style-type: none"> • No available internal vacancies at the time of completing the training • Budget constraints

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