**WESTERN CAPE PROVINCIAL LEGISLATURE**

FRIDAY, 23 APRIL 2021

QUESTION FOR WRITTEN REPLY

**8. Mr C M Dugmore to ask Mr A R Winde, Premier:**

What are the details of the qualifications of (a) the members of the Western Cape Cabinet and (b) all the members of the senior to top management of (i) the provincial government and (ii) its entities?

REPLY

1. I have received confirmation from Cabinet members regarding their qualifications, which are outlined below:
2. **Minister:** Ms Deborah Anne Schäfer

**Portfolio:** Education

**Qualification/s**

***Secondary:*** Matric

***Tertiary:*** Bachelor of Arts (English and Psychology)

LLB

***Other:*** Admitted as Attorney and Conveyancer of

the Cape High Court

1. **Minister:** Mr Anton Wilhelm Bredell

**Portfolio:** Environmental Affairs and Development Planning and Local Government

**Qualification/s**

***Secondary:*** Matric

***Tertiary:*** National Diploma: Marketing and Sales Management

1. **Minister:** Ms Sharna Fernandez

**Portfolio:** Social Development

**Qualification/s**

***Secondary:*** Matric

***Other:*** WITS Graduate Certificate in Governance and Public Leadership

King Governance 1+ (and) 4

Numerous Short Courses in Banking

1. **Minister:** Advocate Albert Theo Fritz

**Portfolio:** Community Safety

**Qualification/s**

***Secondary:*** Matric

***Tertiary:*** Bachelor of Arts (Honours)

Bachelor of Law (LLB)

1. **Minister:** Ms Anroux Marais

**Portfolio:** Cultural Affairs and Sport

**Qualification/s**

***Secondary:*** Matric

***Tertiary:*** Post Graduate Diploma: Vocational Rehabilitation

Bachelor’s Degree: Occupational Therapy

Bachelor’s Degree (Honours): Occupational Therapy

***Other:*** Complete Commanding Officer Course

1. **Minister:** Mr David Maynier

**Portfolio:** Finance and Economic Opportunities

**Qualification/s**

***Secondary:*** Matric

***Tertiary:*** Bachelor of Arts

Bachelor of Arts (Honours)

Master’s in Public Administration

1. **Minister:** Dr Nomafrench Mbombo

**Portfolio:** Health

**Qualification/s**

***Secondary:*** Matric

***Tertiary:*** Bachelor of Nursing Science

Master’s Degree in Maternal, Child and Women’s Health

Doctor of Philosophy on Gender and Human Rights

1. **Minister:** Dr Ivan Henry Meyer

**Portfolio:** Agriculture

**Qualification/s**

***Secondary:*** Matric

***Tertiary:*** Diploma in Police Management

Bachelor of Arts (Public Administration and Sociology)

Bachelor of Arts – Public Administration (Honours)

Master’s in Public Administration

Ph.D. – Public and Development Management / Public Administration

***Other:*** Certificate in Project Management (USB)

Certificate in Adult Education (Canadian Public Service Commission)

Certificate in the Pedagogy of Project Management for Local Government (EDI, The World Bank)

Certificate in Dutch Public Administration (Erasmus University, Rotterdam, The Netherlands)

Certificate in Good Financial Government, Berlin, Germany, 2016

1. **Minister:** Mr Tertius Alfred Simmers

**Portfolio:** Human Settlements

**Qualification/s**

***Secondary:*** Matric

**Other:** Attended the 2017 Westminster Seminar on Parliamentary Practice and Procedure

Certificate on Skills Development Facilitator Training

Certificate on Municipal Governance and Legislation

Certificate on Leadership Training Programme

Certificate: Outstanding Youth Activist

Certificate: Youth Leader

Certificate: International Training Course on Politics and Civil Society: Political Parties and NGOs

1. **Cabinet:** Mr Alan Winde

**Portfolio:** Premier

**Qualification/s**

***Secondary:*** Matric

1. (i) Below are the details of the qualifications of all senior to top management officials in the WCG as documented on the Personnel and Salary Administration (PERSAL) records and accessed 05 May 2021. A process in currently underway to update all records as, for instance, some employees may have furthered their studies in the interim.

In addition, the DPSA Directive specifying the minimum entry requirements for SMS Members was issued with effect from 01 April 2015, with amendments made in 2016. The 3 SMS members with national senior certificates were appointed before the minimum requirements for SMS were set in terms of the mentioned DPSA Directive.

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| **Salary Level** | **No. of SMS Members** | **National Senior Certificate** | **Diploma & Advanced Certificate** | **Bachelor's Degree & Advanced Diploma** | **Honours Degree & Post Grad Diploma** | **Master's Degree** | **Doctoral Degree** |
| 13 | 264 | 3 | 22 | 106 | 54 | 68 | 11 |
| 14 | 72 | 0 | 5 | 25 | 17 | 21 | 4 |
| 15 | 27 | 0 | 0 | 5 | 9 | 10 | 3 |
| 16 | 9 | 0 | 0 | 2 | 1 | 5 | 1 |
| **Grand Total** | **372** | **3** | **27** | **138** | **81** | **104** | **19** |
| **%** | | **0,80%** | **7,30%** | **37,10%** | **21,80%** | **28,00%** | **5,10%** |

(b)(ii) Below are the details of the qualifications of all senior to top management officials of the Western Cape Government entities:

It is important to note that while the public entities listed below receive funding or part-funding from the Western Cape Government, they are semi-independent and have their own established boards with unique human resource practices.

**DCAS: Heritage Western Cape, Western Cape Cultural Commission, Western Cape Language Committee**

**Background to response:**

None of the three public entities under the auspices of the DCAS appoint any staff as the controlling bodies for the entities are the accounting authorities for the purposes of the PFMA. The administration of the three entities is performed by officials of the department. Below are the qualifications of the Chairpersons of the entities and the senior departmental officials performing functions of senior management at the three entities:

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| **Entity** | **Chairperson** | **CFO** | **Administrators** |
| Heritage Western Cape | Advocate Mandla Mdludlu,  B Luris degree  Bachelor of Laws (LLB) | Ms B Rutgers, Director: Finance, SL 13  Qualification: Postgraduate Diploma in Business Management | Ms C Scheermeyer,  Deputy Director: HWC, SL 12.  Qualifications:  Masters Qualifications:  Degree in Archaeology |
| Western Cape Cultural Commission | Mr Chuma Fani,  B Admin Honours | Ms B Rutgers, Director: Finance, SL 13  Qualification: Postgraduate Diploma in Business Management | Ms J Moleleki, Director: Arts, Culture and Language, SL13.  Qualifications:  General Nursing Degree, Diploma: Midwife, Diploma in Primary Health Care |
| Western Cape Language Committee | Mr Nyembezi,  MA in Public Admin | Ms B Rutgers, Director: Finance, SL13  Qualification: Postgraduate Diploma in Business Management | Ms J Moleleki, Director: Arts, Culture and Language, SL13. Qualifications:  General Nursing Degree, Diploma: Midwife, Diploma in Primary Health Care |

**AGRICULTURE: CASIDRA**

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| **Mancom (Management committee) titles** | **Mancom (Management committee) member names** | **Highest Qualification Obtained** |
| Chief Executive Officer | Stuart Symington | MPhil: Economics |
| Chief Financial Officer | Freek van Zyl | CA (SA) |
| Chief Officer: Projects | David Nefdt | Master’s in Philosophy |
| Human Resources Manager | Loinice Seconds | Btech: Human Resources Management |
| Regional Manager | Johan Bronkhorst | BSc Argic |
| PR / Communications Manager | Experience Matshediso | BA Degree in Public Relations and Communications |
| Accountant | Carl Boraine | ND Accounting |

**DEDAT: SBIDZ**

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| **SBIDZ Senior and Top Management Qualifications** | | | | |
|  |  |  |  |  |
| **Surname** | **Names** | **Position** | **Date of Appointment** | **Qualifications** |
| Beukes | Kaashifah | Chief Executive Officer (CEO) | April 2014 | BSc in Civil Engineering MBA from the University of Cape Town |
| Southgate | Douglas | Chief Operating Officer (COO) | April 2014 (on the project since 2009) | CA(Z), CA(SA), Accounting, Audit, Tax, Finance - Institute of Chartered Accountants |
| Boneschans | Herman | Chief Financial Officer (CFO) | April 2014 | B.Com. Accounting and Finance - Rand Afrikaans University B.Com (Hons) – UNISA |
| Durcan | Benedicta | Executive: Ease of Doing Business | January 2015 | BSc Chemical Engineering – University of Cape Town Certificate in Import and Export Management – University of Cape Town (Get Smart) |
| Peinke | Laura | Executive: Business Development (until July 2020) | April 2014 (on the project since 2012) | BSc (Hons) (Chemistry) - University of Cape Town Masters (Commerce) (Development Finance) - UCT Graduate School of Business |
| Manuel | Danielle | Executive: Stakeholder Management | October 2018 | Two Honour’s Degrees in Clinical and Industrial Psychology - University of Cape Town and the University of the Western Cape. Project Management certificate - Toronto, Canada |
| Marais | Hannes | Executive: Infrastructure Development | April 2014 | B.Eng - University of Pretoria M.Eng Project Management - University of Pretoria |
| Lakabane | Patrick | Executive: Development Programs | April 2014 | BA Honors in Business Management - University of Lincoln UK Senior Management Development Programme - University of Stellenbosch Business School |
| Preller | Adinda | Executive: Transaction and Investor Support | June 2019 | Bsc Chemical Engineering: University of Cape Town MBA- University of Cape Town-GSB |

**DEDAT: WESGRO**

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| **Wesgro Senior and Top Management Qualifications** | | | | |
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| **Surname** | **Names** | **Position** | **Date of Appointment** | **Qualifications** |
| Harris | Timothy | Chief Executive Officer | 01/03/2015 | Master’s in Economics |
| Zama | Carol Koleka | Chief Financial Officer | 25/07/2016 | B Compt. Hons (qualified Chartered Accountant) |
| Peprah | Yaw | Chief Business Officer | 01/12/2015 | Bcom Accounting  Post Graduate Diploma in Accounting (Qualified Chartered accountant) |
| Iuel | Monika | Chief Marketing Officer | 15/03/2021 | Diploma Travel and Tourism (Germany) |
| Schuurman | Labeeqa | Chief Strategy Officer | 01/12/2019 | Master’s of Technology Degree: Tourism and Hospitality |
| Scheltema | Jean | Head: Marketing | 06/02/2018 | B Soc Sci - Media and Writing |
| Twynam | Jacyntha | Head: Strategic Projects | 01/07/2008 | Master’s in International Trade and Marketing |
| Kajie | Salman | Investor Center Manager | 01/08/2017 | Bachelor of Social Science MBA |
| Koch | Corne | Head: Convention Bureau | 20/10/2014 | Honours in Communications MBA |
| Bere | Anthony | Financial Controller | 01/07/2017 | Higher Diploma in Accounting MBA |
| Abrahams | Shaheed | ICT Manager | 11/09/2017 | NTC3 Electrical Engineering Certificate in Configurations and Network Design Certificate in IT Management Certificate in Management Development Programme |
| Verwey | Gys | Supply Chain Manager | 22/09/2011 | Bcom Accounting |
| Kuni | Denan | Head: International Trade | 15/08/2016 | Master’s in Political Science |
| Rorvik | Monica | Head: Film | 01/08/2013 | Master’s in Digital Media |
| Milne | James | Head: Investment Promotion | 01/11/2013 | B SC in Management Studies |
| Botha | Dianne | Head: Research (Acting) | 22/08/2016 | Master’s in Economics |
| Joubert | Erica | Head: Trade Promotion (Acting | 21/10/2019 | Advanced Diploma in Communication Studies |
| Hendricks | Towfiq | Head: District | 13/08/2015 | Post Graduate Diploma in Business Administration |

**DEADT: CAPENATURE**

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| **Top Management Qualifications Report (Levels 13 - 15)** | | | |  |
| **First Name** | **Last Name** | **Job Grade** | **Job Title** | **Qualification** |
| RAZEENA | OMAR | 15 - Level 15 | Chief Executive Officer | Doctor of Philosophy |
| CORAL | BIRSS | 13 - Level 13 | Executive Director: Biodiversity Capabilities | BSc Honours: Wildlife |
| ERNST | BAARD | 13 - Level 13 | Exec Director: Conservation Operations | PhD: Doctor of Philosophy |
| MOHAMED | BHAYAT | 13 - Level 13 | Chief Financial Officer | Bachelor of Commerce Honours Accounting |
| SHERAAJ | ISMAIL | 13 - Level 13 | Exec Director: Eco-Tourism & Access | B-Tech: Tourism Management |

**DOCS: The Western Cape Liquor Authority (WCLA)**

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| **Entity** | **Position** | **Official** | **Qualifications** |
| WCLA | Chief Executive Officer | Mr Simion George | B.A – Law (13 June 1986)  Bachelor of Laws – LLB (11 December 1987)  Admitted Attorney to the High Court of South Africa (1994/95 – non-practicing) |
| WCLA | Chief Financial Officer | Mr Sandiso Gcwabe | B. Com – Financial Accounting (12 June 2009)  SAICA – Chartered Accountant (2018) |

**Provincial Treasury: The Western Cape Gambling and Racing Board (WCGRB)**

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| **Entity** | **Position** | **Official** | **Qualifications** |
| WCGRB | Chief Executive Officer | Mr P Abrahams | Bachelor of Commerce (BCom) – University of the Western Cape (UWC)  Master of Business Administration (MBA) – Management College of Southern Africa (MANCOSA)  Certified Internal Auditor (CIA) – Institute of Internal Auditors (IIA) Global  Certification in Control Self-Assessment (CCSA) – Institute of Internal Auditors (IIA) Global  Certification in Risk Management Assurance (CRMA) – Institute of Internal Auditors (IIA) Global |
| WCGRB | Chief Financial Officer | Ms Z Siwa | Bachelor of Accounting (BAcc) – Stellenbosch University  Honours Bachelor of Accounting Science (HonsBCompt) – University of South Africa (UNISA)  Chartered Accountant (South Africa) CA(SA) South African Institute of Chartered Accountants (SAICA) |