



**MINISTRY OF COMMUNICATIONS
REPUBLIC OF SOUTH AFRICA**

Private Bag X 745, Pretoria, 0001, Tel: +27 12 473 0164 Fax: +27 12 473 0585
Tshedimoseetso House, 1035 Francis Baard Street, Tshedimoseetso House, Pretoria, 1000

NATIONAL ASSEMBLY

QUESTION FOR ORAL REPLY

QUESTION NO: 169

★ 169. Ms PT Van Damme (DA) to ask the Minister of Communications:

Did the SA Broadcasting Corporation (SABC) conduct a skills and salary audit of all its employees, including the Group Chief Executive Officer, Chief Operating Officer, Chief Finance Officer and other Group Executives, before contemplating implementing cost-cutting measures in terms of section 189 of the Labour Relations Act, Act 66 of 1995, in September 2018; if not, on what basis will the SABC determine which staff to retrench; if so, what were the outcomes of the specified audit? **NO3376E**

REPLY

The SABC did not conduct a Skills Audit before deciding on section 189. Various criteria can be used to determine ideal headcount, e.g. Last in First Out, critical skills, and restructuring of the organisation. The criteria to be used by the SABC in this process will be determined through a joint, consensus seeking consultation process with organised labour.