

COURT ONLINE COVER PAGE

IN THE HIGH COURT OF SOUTH AFRICA
Gauteng Division, Pretoria

CASE NO: 2025-240916

In the matter between:

ORGANISATION UNDOING TAX ABUSE Plaintiff / Applicant / Appellant
NPC

and

**MINISTER OF HIGHER EDUCATION AND
TRADING, MEMBERS OF THE INSETA
ACCOUNTING
AUTHORITY, DEPARTMENT OF HIGHER
EDUCATION, INSURANCE SECTOR
EDUCATION AND TRADING
AUTHORITY, IGNATIA GUGU MKHIZE**
Defendant / Respondent

Annexure 05

NOTE: This document was filed electronically by the Registrar on 10/12/2025 at 5:29:09 AM South African Standard Time (SAST). The time and date the document was filed by the party is presented on the header of each page of this document.



ELECTRONICALLY SIGNED BY:

Registrar of High Court of South
Africa , Gauteng Division, Pretoria

ROUTE FORM
SUBMISSION TO THE MINISTER OF HIGHER EDUCATION AND TRAINING

PROGRAMME	SKILLS DEVELOPMENT	FILE NO.	17/4
------------------	---------------------------	-----------------	------

SUBJECT	SKILLS DEVELOPMENT ACT, ACT 97 OF 1998 AS AMENDED: RECOMMENDATIONS FOR APPOINTMENT OF SETA CHIEF EXECUTIVE OFFICERS FOR A FURTHER FIVE-YEAR FIXED TERM AND THE APPOINTMENT OF ACTING CHIEF EXECUTIVE OFFICERS OF SETAs FOR A SIX (6) MONTHS FIXED TERM
----------------	---

ABBREVIATED DESIGNATION, SURNAME AND INITIALS	SIGNATURE AND DATE
--	---------------------------

CD: SETA Coordination Mr Ngubane Mabuza	 
--	---

CD: Legal & Legislative Services Adv. Ntombizodwa Kutta	 While the recommendations were validly made prior to the expiry of certain incumbent CEOs' contracts, any undue delay in obtaining Ministerial approval beyond a reasonable period after 30 September 2025 may expose the Department and the SETAs to potential legal, governance and audit risks.
--	--

Chief Financial Officer Mr Lucian Kearns	
---	--

Acting Director-General Dr Marcia Socikwa	
--	--

File Ref No: 17/4
 Compiler: Mr MZ Ngubane
 Telephone No: 012 312 5896
 Date compiled: 1 October 2025

THE MINISTER

SKILLS DEVELOPMENT ACT, ACT 97 OF 1998 AS AMENDED: RECOMMENDATIONS FOR APPOINTMENT OF SETA CHIEF EXECUTIVE OFFICERS FOR A FURTHER FIVE-YEAR FIXED TERM AND THE APPOINTMENT OF ACTING CHIEF EXECUTIVE OFFICERS OF SETAs FOR A SIX (6) MONTHS FIXED TERM

AIM

To request the Minister to:

1. **Note** the recommendations with supporting evidence of satisfactory performance received from seven (7) SETAs, namely: CHIETA, FASSET, FP&MSETA, INSETA, MICTSETA, MQA and W&RSETA (**Annexures A,B,C,D,E,F,G**) regarding **appointment of Chief Executive Officers ("CEOs") for a further five-year fixed term of office ending on 30 March 2030** in terms of Sub-regulations 6 & 8 of the Conditions of Service and Appointment of the CEO of a SETA.
2. **Note** the recommendations received from eight (8) SETAs, namely: AgriSETA, BANKSETA, CATHSSETA, ETDPSETA, EWSETA, FOODBEV, SASSETA and PSETA (**Annexures H,I,J,K,L,M,N,O**) regarding **appointment of Acting CEOs for a period of six (6) months**.
3. **Note** the legal opinion (**Annexure P**) received regarding the appointment of the SETA CEOs for a further five-year fixed term and appointment of acting SETA CEOs for a six (6) months fixed term.
4. **Approve** the recommendation from seven (7) SETAs, namely: FASSET, CHIETA, INSETA, MICTSETA, FP&MSETA, W&RSETA and MQA, **regarding appointment of the Chief Executive Officers for a further five-year fixed term of office ending on 30 March 2030** in terms of Sub-regulations 6 & 8 of the Conditions of Service and Appointment of the CEO of a SETA.
5. **Approve** the recommendation from eight (8) SETAs namely: BANKSETA, CATHSSETA, ETDPSETA, EWSETA, FOODBEV, AgriSETA and SASSETA, and PSETA regarding appointment of the Acting Chief Executive Officers for a six (6) months fixed term or until the new CEOs are appointed, whichever comes first.
6. **Sign** the letters (**Annexure Q&R**) to inform the Interim Chairpersons of SETAs and the Presidency about appointment of the SETA CEOs.



BACKGROUND

7. The employment contracts of SETA Chief Executive Officers expired on 31 March 2025 and were subsequently extended in terms of Regulation 16(1)(c) of the SETA Standard Constitution for a further six months period which ended on 30 September 2025.
8. Section 13B (1) of the Skills Development Act, 1998 (Act No. 97 of 1998), as amended (the Act), provides that the members of the Accounting Authority must within six (6) months of their appointment, after following a transparent process, recommend in writing three qualified, experienced and suitable candidates with knowledge in accounting, finance and senior management matters for appointment as Chief Executive Officers by the Minister. Section 13B (2) of the Act states that the Minister must appoint one of the persons contemplated in subsection 1 as Chief Executive Officer of the SETA in question.
9. Sub-regulation (8) provides that a Chief Executive Officer may be recommended by the respective SETA in terms of sub-regulation 6 for appointment by the Minister for a further term of office subject to satisfactory performance.



DISCUSSION

10. Following the appointment of the new Accounting Authorities on 30 September 2025, and prior to the expiry of the six-month transitional contracts of the SETA Chief Executive Officers on the same day, the newly appointed Accounting Authorities were directed to urgently convene meetings to:
 - 10.1. Identify three suitable candidates from the executive management team and submit recommendations for the Minister's consideration and the appointment of Acting Chief Executive Officers; or
 - 10.2. Commence with the recruitment and selection process for the appointment of Chief Executive Officers in terms of section 13B(1) of the Act; or
 - 10.3. Submit recommendations, in terms of regulations 2(6) and (8) of the Conditions of Service and Appointment of the CEO of a SETA, for the reappointment of the incumbent Chief Executive Officers for a further five-year fixed term ending on 31 March 2030.
11. SETAs that intended to recommend Chief Executive Officers for a further five-year fixed term appointment ending on 31 March 2030 were directed to ensure that in their recommendation they indicate the satisfactory performance by submitting reports on the entity's performance (three financial years performance reports addressing the APP targets) and the entity's governance (three financial year progress in improving the audit findings or three-year audit findings by the AGSA).
12. All recommendations, either for acting appointment or reappointment for a further term of office would require the SETAs to submit three names of recommended candidates for the Minister's consideration and decision making. While it might not be legally sound to consider three names in instances whereby a recommendation is

submitted for reappointment of the outgoing CEO for a further term of office given that that such recommendation must be based on the satisfactory performance of the same incumbent as the CEO and it would be inappropriate to compare the incumbent with the other two internal candidates in the list, submitting a list of three names will assist the Minister to take any decision as deemed necessary including a decision of appointing an acting CEO should the Minister decide not to approve a recommendation to reappoint the a CEO for a further term of office. Therefore, submission of three names is intended to ensure a seamless process and provide the Minister with options necessary for decision making.

13. On the **appointment of SETA CEOs for a further five-year fixed term**, FASSET, CHIETA, INSETA, MICTSETA, FP&MSETA, W&RSETA and MQA submitted recommendations with a list of three candidates. Each SETA recommendation was accompanied by a brief summary of candidates' profiles, Board resolutions, three reports on performance and three audit reports on governance.
14. On the **appointment of acting SETA CEOs for a six (6) months fixed term**, BANKSETA, CATHSSETA, ETDPSETA, EWSETA, FOODBEV, SASSETA and PSETA submitted recommendation of three candidates. Each SETA recommendation was accompanied by candidates' profiles / CVs and the Board resolution.
15. Considering the sub-regulation 8 that provides that the SETA CEO may be recommended by the respective SETA in terms of sub-regulation 6 for appointment by the Minister for a further term of office subject to satisfactory performance and taking into consideration the Skills Development Act which provides that the AA must submit three names of suitable candidates for consideration by the Minister, the Skills Development Branch obtained legal opinions from the Chief Directorate: Legal and Legislative Service regarding the interpretation and application of the cited Regulations and Section 13B of the Act. Copies of legal opinions are attached (**Annexure P**) for ease of reference.
16. When deciding, the below extract from the legal opinion provides guidance on how the appointment process must be executed:

“...outgoing CEOs may lawfully be recommended for reappointment to a new fixed term by the AA based on satisfactory performance, subject to the Minister’s approval. However, they may not be recommended or appointed as Acting CEOs because, upon expiry of their contracts, they are no longer employees of the SETAs. The Minister must appoint an Acting CEO from among the current executive management employees submitted by the AA. Outgoing CEOs cannot be regarded as employees beyond 30 September 2025 and therefore cannot be recommended in that capacity. Any recommendation that includes outgoing CEOs for acting positions should be regarded as irregular and beyond the legal framework.”

17. While the legal opinion correctly emphasizes that outgoing CEOs cease to be employees upon the expiry of their contracts and may therefore not be considered



for acting appointments beyond 30 September 2025, it appears to adopt a narrow interpretation that does not fully account for the fact that the some Accounting Authorities submitted their recommendations prior to the expiry of the transitional fixed-term contracts. Consequently, the recommendation process was validly and lawfully executed within the parameters of regulations 2(6) and (8) of the Conditions of Service and Appointment of the CEO of a SETA. The limitation raised in the legal opinion therefore pertains primarily to the effective timing of the Minister's approval rather than to the validity of the recommendations themselves.

18. As guided by the legal opinion, it is recommended that the Minister appoints the following candidates for a further five-year fixed term as advised by the legal opinion, namely:

CANDIDATES RECOMMENDED FOR A FURTHER FIVE-YEAR FIXED TERM OF OFFICE		
SETA Name	Recommended Candidates	Recommendation
CHIETA	1. Mr Yershen Pillay 2. Ms Kedibone Moroane-Nkhobo 3. Mr Trevor Channing	Mr Yershen Pillay, If Minister does not approve the recommendation, any candidate from the list may be appointed as Acting CEO and the SETA to be directed to commence with the recruitment process Ministers Decision:
FASSET	1. Ms Ayanda Mafuleka	Ms Ayanda Mafuleka preferred by SETA, If Minister does not approve the recommendation, SETA to be directed to submit other names of suitable candidates for acting appointment Ministers Decision:
FP&MSETA	1. Dr Feleng Yende	Dr Feleng Yende preferred by SETA, If Minister does not approve the recommendation, SETA to be directed to submit other names of suitable candidates for acting appointment Ministers Decision:
INSETA	1. Ms Gugu Mkhize	Ms Gugu Mkhize preferred by SETA, If Minister does not approve the

		recommendation, SETA to be directed to submit other names of suitable candidates for acting appointment Ministers Decision:
MICTSETA	1. Mr Matome Madibana 2. Mr Ernest Nemugavhini (Senior Manager: Learning Programs) 3. Ms Sanele Baloyi (Senior Manager: Monitoring and Evaluation)	Mr Matome Madibana preferred by SETA, If Minister does not approve the recommendation, any candidate from the list may be appointed as Acting CEO and the SETA to be directed to commence with the recruitment process Ministers Decision:
MQA	1. Dr Thabo Mashongwane 2. Ms Elaine Brass 3. Ms Carol Maila	Dr Thabo Mashongwane preferred by SETA, If Minister does not approve the recommendation, any candidate from the list may be appointed as Acting CEO and the SETA to be directed to commence with the recruitment process Ministers Decision:
W&RSETA	1. Mr Tom Mkhwanazi - CEO 2. Sipho Shoba - COO 3. Lindiwe Mkhwanazi - CFO 4. Dr Deborah Machard - Executive: Strategic Planning	Mr Tom Mkhwanazi preferred by SETA, If Minister does not approve the recommendation, any candidate from the list may be appointed as Acting CEO and the SETA to be directed to commence with the recruitment process Ministers Decision:

19. The recommendation of the above candidates is based on regulations 2(6) and (8) of the Conditions of Service and Appointment of the CEO of a SETA and takes into consideration the candidates' satisfactory performance as demonstrated by the entities' performance against APP and SLA targets, and the progress in improving audit outcomes.

20. If the Minister approves the appointment of the above candidates, draft letters have been prepared to notify the Interim SETA Chairpersons regarding approval of CEOs appointments. After approval, another letter will be dispatched to notify the Presidency about the same (**Annexures S&T**).
21. Given the legal opinion (extract) cited above regarding the appointment of Acting Chief Executive Officers, it is recommended that the Minister may identify and appoint suitable candidates for each SETA from among the three names of current executive management members submitted by the respective Accounting Authorities, for appointment as Acting CEOs for a fixed term period ending on 31 March 2026 or until the appointment of the new SETA CEOs, whichever occurs first.
22. Considering the legal opinion which states that:

"The Minister must appoint an Acting CEO from among the current executive management employees submitted by the AA. Outgoing CEOs cannot be regarded as employees beyond 30 September 2025 and therefore cannot be recommended in that capacity. Any recommendation that includes outgoing CEOs for acting positions should be regarded as irregular and beyond the legal framework",



The following candidates are accordingly presented for the Minister's consideration and decision:

CANDIDATES RECOMMENDED FOR SIX MONTHS ACTING APPOINTMENT		
SETA Name	Recommended Candidates	Recommendation
AGRISETA	1. Mr. Fanny Phetla – Executive Manager: Quality Assurance 2. Frikkie Fouche – Executive Manager: Skills Planning & Research 3. Motsitadi Bertha Letsoalo	Mr Fanny Phetla preferred by SETA Minister's Decision:
BANKSETA	1. Mr Eubert Mashabane – CEO 2. Ms Beaula Dziruni – CFO (not recommended by SETA), 3. Ms Christine Jonk – General Manager: Operations (not recommended by SETA),	Mr Eubert Mashabane preferred by SETA, the other two not recommended citing their lack of interest. If the Minister concurs with the legal opinion, Ms Christine Jonk (COO) is recommended or the SETA must be directed to reconsider and submit a recommendation of suitable candidates Minister's Decision:
CATHSSETA	1. Mr Marks Thibela - CEO	Mr Marks Thibela preferred by SETA, however, if the Minister concurs with the legal opinion, the SETA must be directed to

		<p>recommend and submit other suitable candidates</p> <p>Minister's Decision:</p>
ETDPSETA	<ol style="list-style-type: none"> 1. Ms Nombulelo Nxesi - CEO 2. Mr Mabo Raphotle - COO 3. Ms Khanya Mafahla - CFO 	<p>Ms Nombulelo Nxesi preferred by SETA, however, if the Minister concurs with the legal opinion, Mr Mabo Raphotle (COO) is recommended or the SETA must be directed to reconsider and submit a recommendation of suitable candidates</p> <p>Minister's Decision:</p>
EWSETA	<ol style="list-style-type: none"> 1. Ms Mpho Mookapele - CEO 2. Ms Robyn Vilakazi - Skills Delivery and Learning Programmes Executive 3. Ms Candice Moodley - Corporate Services Executive 	<p>Ms Mpho Mookapele - CEO preferred by SETA, however, if the Minister concurs with the legal opinion, Ms Candice Moodley (Corporate Services Executive) is recommended or the SETA must be directed to reconsider and submit a recommendation of suitable candidates</p> <p>Minister's Decision:</p>
FOODBEV	<ol style="list-style-type: none"> 1. Ms Nokuthula Selamolela – CEO 2. Mr Sinaye Mgidi – Executive Manager - Operations 	<p>Ms Nokuthula Selamolela preferred by SETA, however, if the Minister concurs with the legal opinion, Mr Sinaye Mgidi – Executive Manager - Operations is recommended or the SETA must be directed to reconsider and submit a recommendation of suitable candidates</p> <p>Minister's Decision:</p>
PSETA	<ol style="list-style-type: none"> 1. Ms Bontle Lerumo - CEO 2. Phumudzo Mbulaheni - CFO 3. Ms Shivanthini Nagaligam-Potter- COO 	<p>Ms Bontle Lerumo preferred by SETA, however, if the Minister concurs with the legal opinion, Ms Shivanthini Nagaligam-Potter- COO is recommended or the SETA must be directed to reconsider and submit a recommendation of suitable candidates</p> <p>Minister's Decision:</p>

SASSETA	<ol style="list-style-type: none"> 1. Ms Vukani Memela – Executive Manager: Skills Planning & Research 2. Ms Juwariya Amond – Executive Manager: Learning Programmes 3. Mr Ikalafeng Diale- - CFO 	Ms Vukani Memela preferred by SETA, Minister's Decision:
---------	--	---

23. It is important to state that, all suitable candidates amongst the list above, recommended for acting appointment, who may not be eligible due to their employment status (no longer employees of a SETA) as raised by the legal opinion, may still apply for the CEO positions when advertised, the process which is expected to commence as a matter of urgency as directed by the Minister's directive.

COMMUNICATION IMPLICATIONS

24. Signed letters (**Annexure Q**) will be dispatched to the Chairpersons informing them about the Minister's decision. With regards to those recommended for a further five-year fixed term of office, another letter will be prepared to inform the Presidency about their appointment.



FINANCIAL IMPLICATIONS

25. None.

LEGAL IMPLICATIONS

26. A legal opinion from the Chief Directorate: Legal and Legislative Services is attached (**Annexure P**) for ease of reference.

27. While the recommendations were validly made prior to the expiry of certain incumbent CEOs' contracts, any undue delay in obtaining Ministerial approval beyond a reasonable period after 30 September 2025 may expose the Department and the SETAs to potential legal, governance and audit risks.

SKILLS DEVELOPMENT ACT, ACT 97 OF 1998 AS AMENDED: RECOMMENDATIONS FOR APPOINTMENT OF SETA CHIEF EXECUTIVE OFFICERS FOR A FURTHER FIVE-YEAR FIXED TERM AND THE APPOINTMENT OF ACTING CHIEF EXECUTIVE OFFICERS OF SETAs FOR A SIX (6) MONTHS FIXED TERM

RECOMMENDATION

It is recommended that the Minister:

28. **Notes** the recommendations with supporting evidence of satisfactory performance received from seven (7) SETAs, namely: FASSET, CHIETA, INSETA, MICTSETA, FP&MSETA, W&RSETA and MQA (**Annexures A,B,C,D,E,F,G**) regarding **appointment of Chief Executive Officers ("CEOs") for a further five-year fixed term of office ending on 30 March 2030** in terms of Sub-regulations 6 & 8 of the Conditions of Service and Appointment of the CEO of a SETA.
29. **Notes** the recommendations received from eight (8) SETAs, namely: BANKSETA, CATHSSETA, ETDPSETA, EWSETA, FOODBEV, AgriSETA, SASSETA and PSETA (**Annexures H,I,J,K,L,M,N,O**) regarding **appointment of Acting CEOs for a period of six (6) months**.
30. **Notes** the legal opinions (**Annexure P**) received regarding the appointment of the SETA CEOs for a further five-year fixed term and appointment of acting SETA CEOs for a six (6) months fixed term.
31. **Approves** the recommendation from seven (7) SETAs, namely: FASSET, CHIETA, INSETA, MICTSETA, FP&MSETA, W&RSETA and MQA, **regarding appointment of the Chief Executive Officers for a further five-year fixed term of office ending on 30 March 2030** in terms of Sub-regulations 6 & 8 of the Conditions of Service and Appointment of the CEO of a SETA.
32. **Approves** the recommendation from eight (8) SETAs namely: BANKSETA, CATHSSETA, ETDPSETA, EWSETA, FOODBEV, AgriSETA and SASSETA, and PSETA regarding appointment of the Acting Chief Executive Officers for a six (6) months fixed term or until the new CEOs are appointed, whichever comes first.
33. **Signs** the appointment letters (**Annexure P**) to inform the Interim Chairpersons of SETAs about appointment of the SETA CEOs.



DR MARCIA SOCIKWA
ACTING DIRECTOR-GENERAL: HIGHER EDUCATION AND TRAINING
DATE:

SKILLS DEVELOPMENT ACT, ACT 97 OF 1998 AS AMENDED: RECOMMENDATIONS FOR APPOINTMENT OF SETA CHIEF EXECUTIVE OFFICERS FOR A FURTHER FIVE-YEAR FIXED TERM AND THE APPOINTMENT OF ACTING CHIEF EXECUTIVE OFFICERS OF SETAs FOR A SIX (6) MONTHS FIXED TERM

DEPUTY MINISTER

34. The recommendation in paragraph 26 requesting the Minister to **Note** the recommendations with supporting evidence of satisfactory performance received from seven (7) SETAs, namely: FASSET, CHIETA, INSETA, MICTSETA, FP&MSETA, W&RSETA and MQA (**Annexures A,B,C,D,E,F,G**) regarding **appointment of Chief Executive Officers ("CEOs") for a further five-year fixed term of office ending on 30 March 2030** in terms of Sub-regulations 6 & 8 of the Conditions of Service and Appointment of the CEO of a SETA, is

supported / not supported / amended



35. The recommendation in paragraph 27 requesting the Minister to **Note** the recommendations received from eight (8) SETAs, namely: BANKSETA, CATHSSETA, ETDPSETA, EWSETA, FOODBEV, AgriSETA, SASSETA and PSETA (**Annexures H,I,J,K,L,M,N,O**) regarding **appointment of Acting CEOs for a period of six (6) months**, is

supported / not supported / amended

36. The recommendation in paragraph 28 requesting the Minister to **Note** the legal opinions received regarding the appointment of the SETA CEOs for a further five-year fixed term and appointment of acting SETA CEOs for a six (6) months fixed term, is

supported / not supported / amended

37. The recommendation in paragraph 29 requesting the Minister to **Approve** the recommendation from seven (7) SETAs, namely: FASSET, CHIETA, INSETA, MICTSETA, FP&MSETA, W&RSETA and MQA, **regarding appointment of the Chief Executive Officers for a further five-year fixed term of office ending on 30 March 2030** in terms of Sub-regulations 6 & 8 of the Conditions of Service and Appointment of the CEO of a SETA, is

supported / not supported / amended

38. The recommendation in paragraph 30 requesting the Minister to **Approve** the recommendation from eight (8) SETAs namely: BANKSETA, CATHSSETA, ETDPSETA, EWSETA, FOODBEV, AgriSETA and SASSETA, and PSETA regarding appointment of the Acting Chief Executive Officers for a six (6) months fixed term or until the new CEOs are appointed, whichever comes first, is

supported / not supported / amended

39. The recommendation in paragraph 31 requesting the Minister to **Sign** the appointment letters (**Annexure P**) to inform the Interim Chairpersons of SETAs about the approval of appointment of the SETA CEOs, is

supported / not supported / amended

COMMENTS:



DR MIMMY GONDWE, MP
DEPUTY MINISTER OF HIGHER EDUCATION AND TRAINING
DATE:

12

SKILLS DEVELOPMENT ACT, ACT 97 OF 1998 AS AMENDED: RECOMMENDATIONS FOR APPOINTMENT OF SETA CHIEF EXECUTIVE OFFICERS FOR A FURTHER FIVE-YEAR FIXED TERM AND THE APPOINTMENT OF ACTING CHIEF EXECUTIVE OFFICERS OF SETAs FOR A SIX (6) MONTHS FIXED TERM

DEPUTY MINISTER

40. The recommendation in paragraph 26 requesting the Minister to **Note** the recommendations with supporting evidence of satisfactory performance received from seven (7) SETAs, namely: FASSET, CHIETA, INSETA, MICTSETA, FP&MSETA, W&RSETA and MQA (**Annexures A,B,C,D,E,F,G**) regarding **appointment of Chief Executive Officers ("CEOs") for a further five-year fixed term of office ending on 30 March 2030** in terms of Sub-regulations 6 & 8 of the Conditions of Service and Appointment of the CEO of a SETA, is

supported / not supported / amended



41. The recommendation in paragraph 27 requesting the Minister to **Note** the recommendations received from eight (8) SETAs, namely: BANKSETA, CATHSSETA, ETDPSETA, EWSETA, FOODBEV, AgriSETA, SASSETA and PSETA (**Annexures H,I,J,K,L,M,N,O**) regarding **appointment of Acting CEOs for a period of six (6) months**, is

supported / not supported / amended

42. The recommendation in paragraph 28 requesting the Minister to **Note** the legal opinions received regarding the appointment of the SETA CEOs for a further five-year fixed term and appointment of acting SETA CEOs for a six (6) months fixed term, is

supported / not supported / amended

43. The recommendation in paragraph 29 requesting the Minister to **Approve** the recommendation from seven (7) SETAs, namely: FASSET, CHIETA, INSETA, MICTSETA, FP&MSETA, W&RSETA and MQA, **regarding appointment of the Chief Executive Officers for a further five-year fixed term of office ending on 30 March 2030** in terms of Sub-regulations 6 & 8 of the Conditions of Service and Appointment of the CEO of a SETA, is

supported / not supported / amended

44. The recommendation in paragraph 30 requesting the Minister to **Approve** the recommendation from eight (8) SETAs namely: BANKSETA, CATHSSETA, ETDPSETA, EWSETA, FOODBEV, AgriSETA and SASSETA, and PSETA regarding appointment of the Acting Chief Executive Officers for a six (6) months fixed term or until the new CEOs are appointed, whichever comes first, is

supported / not supported / amended

45. The recommendation in paragraph 31 requesting the Minister to **Sign** the appointment letters (**Annexure P**) to inform the Interim Chairpersons of SETAs about the approval of appointment of the SETA CEOs, is

supported / not supported / amended

COMMENTS:



DR NOMUSA DUBE-NCUBE, MP
DEPUTY MINISTER OF HIGHER EDUCATION AND TRAINING
DATE:

SKILLS DEVELOPMENT ACT, ACT 97 OF 1998 AS AMENDED: RECOMMENDATIONS FOR APPOINTMENT OF SETA CHIEF EXECUTIVE OFFICERS FOR A FURTHER FIVE-YEAR FIXED TERM AND THE APPOINTMENT OF ACTING CHIEF EXECUTIVE OFFICERS OF SETAs FOR A SIX (6) MONTHS FIXED TERM

DECISION:

46. The recommendation in paragraph 26 requesting the Minister to **Note** the recommendations with supporting evidence of satisfactory performance received from seven (7) SETAs, namely: FASSET, CHIETA, INSETA, MICTSETA, FP&MSETA, W&RSETA and MQA (**Annexures A,B,C,D,E,F,G**) regarding **appointment of Chief Executive Officers ("CEOs") for a further five-year fixed term of office ending on 30 March 2030** in terms of Sub-regulations 6 & 8 of the Conditions of Service and Appointment of the CEO of a SETA, is

Approved / not approved / amended



47. The recommendation in paragraph 27 requesting the Minister to **Note** the recommendations received from eight (8) SETAs, namely: BANKSETA, CATHSSETA, ETDPSETA, EWSETA, FOODBEV, AgriSETA, SASSETA and PSETA (**Annexures H,I,J,K,L,M,N,O**) regarding **appointment of Acting CEOs for a period of six (6) months**, is

Approved / not approved / amended

48. The recommendation in paragraph 28 requesting the Minister to **Note** the legal opinions received regarding the appointment of the SETA CEOs for a further five-year fixed term and appointment of acting SETA CEOs for a six (6) months fixed term, is

Approved / not approved / amended

49. The recommendation in paragraph 29 requesting the Minister to **Approve** the recommendation from seven (7) SETAs, namely: FASSET, CHIETA, INSETA, MICTSETA, FP&MSETA, W&RSETA and MQA, **regarding appointment of the Chief Executive Officers for a further five-year fixed term of office ending on 30 March 2030** in terms of Sub-regulations 6 & 8 of the Conditions of Service and Appointment of the CEO of a SETA, is

Approved / not approved / amended

50. The recommendation in paragraph 30 requesting the Minister to **Approve** the recommendation from eight (8) SETAs namely: BANKSETA, CATHSSETA, ETDPSETA, EWSETA, FOODBEV, AgriSETA and SASSETA, and PSETA regarding appointment of the Acting Chief Executive Officers for a six (6) months fixed term or until the new CEOs are appointed, whichever comes first, is

Approved / not approved / amended

51. The recommendation in paragraph 31 requesting the Minister to **Sign** the appointment letters (**Annexure P**) to inform the Interim Chairpersons of SETAs about the approval of appointment of the SETA CEOs, is

Approved / not approved / letters signed / amended

COMMENTS:



MR BK MANAMELA, MP
MINISTER OF HIGHER EDUCATION AND TRAINING
DATE: