

COUNCIL DELIBERATIONS: 02 OF 2021/22

58th QCTO Council Meeting Deliberations

9 September 2021, Virtual Meeting

The Quality Council for Trades and Occupations (QCTO) held its 58th Council Meeting on 9 September 2021. This meeting marked the fourth meeting of the third Council of the QCTO and was conducted virtually. Council held its second Workshop on 8 September 2021, where key policies were shared with Council members to understand the policy regime that governs the work of the QCTO.

Council further expressed its appreciation to the QCTO management for hosting a very informative Workshop and successful fourth Council meeting.

Council also congratulated Mr. Vijayen Naidoo on the extension of his employment contract, by Minister Nzimande, for a further five years as the Chief Executive Officer (CEO) of the Quality Council for Trades and Occupations (QCTO), effective from 1 July 2022. Council reaffirmed its support to the CEO, Executive and staff in support of the QCTO's strategic imperatives and the Economic Reconstruction and Recovery Plan (ERRP).



QCTO Council

The QCTO Council consists of 16 members appointed by Dr Nzimande, the Minister of Higher Education, Science, and Innovation (MHESI).

Council has duly notified the Minister of the current four (4) vacancies within the Council. Council has duly noted the publication by the Minister of Higher Education Science and Innovation (MHESI), for the [call for nominations for the appointment of the Chairperson of the QCTO for the term ending on 31 March 2025, in the Government Gazette, No. 44866, on 16 July 2021](#). Council has also noted the ongoing engagement with the Department, to fill the current constituency based vacancies in the Council.

The Council is assigned the responsibility of steering the QCTO towards achieving its legislative mandate as stipulated in the National Qualifications Framework Act (Act no. 67 of 2008) as amended, and the Skills Development Act (Act no. 97 of 1998) as amended.

Council noted the following documents:

1. EXCO Report
2. CEO Report
3. Financial Report for Quarter 1 of 2021/22
4. Quarter 1 Performance Report for 2021/22
5. PFMA Checklist
6. Audit and Risk Committee (ARC) Report
7. Audited Annual Report: 2020/21
8. Audited Annual Financial Statements: 2020/21
9. The Risk and Fraud Management Report as well as the Strategic, Operational and Fraud Risk Registers

Council approved the following policies:

1. Policy on the development and review of occupational qualifications and skills programmes
2. Accreditation Policy
3. Assessment Policy
4. Quality Assurance Policy
5. Recognition of Prior Learning (RPL) Policy
6. Capacity Building Strategy

Council noted the Committee reports and progress made by the QCTO Office with the appointment of members to the Committees of Council:

1. Occupational Qualifications, Assessment and Certification Committee (OQACC) report noted, and

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2. Quality Assurance of Occupational Qualifications Committee (QAOQC) report noted and Council endorsed the appointment of a State Owned Enterprises constituency member to the committee.



Executive Committee (EXCO)

The Executive Committee (EXCO) held a meeting 28 July 2021 and was chaired by Mr. Mlotshwa. The Committee noted the Audit Report by the Auditor-General South Africa (AGSA) and Management Report.

Policies and documents recommended by EXCO and approved by Council:

1. The Information Technology (IT) Steering Committee Terms of Reference (TOR)
2. The Strategic Risk Register and progress
3. The QCTO COVID-19 Risk Register
4. The Revised QCTO Strategic Plan 2020/21 -2024/25
5. The QCTO Annual Performance Plan 2022/23
6. The QCTO Materiality and Significance Framework 2022/23
7. AGSA Audit Action Plan 2020/21

Documents recommended by EXCO and noted by Council:

1. Information Communication and Technology (ICT) Report
2. Business Continuity Management (BCM) Report
3. Internal Audit Charter
4. The Rolling Three Year Strategic Internal Audit Plan which includes the Internal Audit Plan 2021/22
5. The Risk and Fraud Management Report
6. The Operational Risk Register



Revised Occupational Qualifications Sub-Framework (OQSF) Policy

Council noted the delay in the approval of the Revised Occupational Qualifications Sub-Framework (OQSF) Policy (2021) by the Department. Council further noted its concern and the need to raise the matter with the Minister, as soon as possible.



Committee of Council: Audit and Risk Committee (ARC)

Council noted the Audit and Risk Committee (ARC) report. Council has approved the process of finalisation to fill the current vacancy in the committee.

Council congratulated the CEO, Executive and staff for ensuring a fifth consecutive clean audit outcome.



Portfolio Committee: Higher Education, Science, and Technology

Council has noted the appointment of Ms. Nompandolo Thobile Mkhatswa as the [new Chairperson of the Portfolio Committee on Higher Education, Science and Technology \(PC: HEST\) on 31 August 2021](#) and has duly congratulated her.

Council has also noted the postponement of the briefing by the QCTO to the PC: HEST of the Annual Report 2020/21 to the Portfolio Committee due to the change to the parliamentary programme in preparation for the upcoming Local Government Elections scheduled for 1 November 2021.



Quarter 1 of 2021/22 Performance Report

Council noted the Performance Report for Quarter 1 of 2021/22.

Council noted the targets not achieved (21%), (3 out of 14 targets) in the overall performance in the First Quarterly Performance Report for 2021/22. Programme 1 and 4 had no quarterly targets. Council to note the Programme Performance below:

- i. Programme 2: Six (6) Quarterly Targets (5 achieved (83%)) and one (1) not achieved
- ii. Programme 3: Eight (8) Quarterly Targets (6 achieved (75%)) and two (2) not achieved

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- iii. Overall Performance: total of 14 Quarterly targets with 11 (79%) achieved and three (3) (21%) not achieved

Council further noted that most targets are planned for achievement in the fourth quarter of the financial year.



CEO Report

Council noted with appreciation the comprehensive CEO Report for the period 24 June 2021 until 2 September 2021.

Council requested to be furnished with a report on strategic matters around ensuring the financial sustainability of the organisation with the future world of work in mind as well as the mitigation of risks emanating from the unintended consequences of the long term impact of the COVID-19 pandemic and anticipated budget cuts.



Annual Performance Plan 2022/23

Council approved and recommended the first draft of the Revised Strategic Plan 2020/21 - 2024/25 and 2022/23 Annual Performance Plan (APP) to the Minister.



Financial Reports

Council duly noted the Financial Report for quarter one of 2021/22.

Council again expressed its concern with budget cuts and the implications it will have on the operations and sustainability of the QCTO. Council further noted the ongoing engagement with DHET and NEDLAC on the review of the SETA Levy Grant Regulation.



COVID-19 Response

Council noted the QCTO's response and the return to the office on rotational basis. Council also noted QCTO's involvement and support of the PSET vaccination roll out plan as announced by the Minister on [23 July 2021](#).

The 59th QCTO Council Meeting will take place on 23 November 2021.

Issued by: QCTO

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Date: 16 September 2021

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QCTO ANNOUNCES MR. VIJAYEN NAIDOO AS CEO



The Quality Council for Trades and Occupations' (QCTO) Acting Chairperson, Ms. Sibongile Antoni, announces the appointment of Mr. Vijayen Naidoo as QCTO's CEO, with effect from 1 July 2022. Mr. Naidoo is currently the second Chief Executive Officer of the QCTO and had been in this role since 1 June 2017. This follows after the extension of his contract by the Minister of Higher Education, Science and Innovation, Dr Blade Nzimande, for another five years.

Naidoo has been instrumental in leading and managing the QCTO through a period of transition and has been critical in positioning the organisation for a post-COVID-19 era. Through his participatory leadership style and visionary astuteness, together with a supportive Executive, he has not only ensured a fifth consecutive clean audit outcome, but managed the organisation during the onset of the COVID-19 pandemic, with much grace and fortitude.

"As we chart our way through the pandemic, we have to ensure that the QCTO is agile and responsive to the needs of the country. We must ensure that we do our part, together with our strategic partners; business and labour, to contribute meaningfully to the Economic Reconstruction and Recovery Plan (ERRP). As a key stakeholder in the innovation-led skills revolution, we must ensure that we continue to respond adequately to the triad challenges of poverty, unemployment, and inequality," said Mr. Naidoo.

Ms. Antoni reaffirmed the Council's endorsement and commitment to the vision and strategic direction that Naidoo and his team are mandated to achieve over the coming five-year period.

"I am truly humbled by the appointment, and wish to thank the Honourable Minister, Dr Nzimande, for endorsing the Council's recommendation to extend my contract to serve the nation for another five years, in the capacity as the Chief Executive Officer of this esteemed organisation, the Quality Council for Trades and Occupations (QCTO)," Naidoo said.

We have full confidence in Mr. Naidoo, the QCTO management team and staff, to steer the QCTO-ship during the stormy seas that lie before us, as we adjust to the "new normal", Ms. Antoni commented.

"On behalf of the Third Council, we would like to convey our hearty congratulations to Mr. Naidoo on the extension of his contract as CEO of the QCTO, and we look forward to continued good working relations with him", Ms. Antoni further remarked.

End

Date: 16 September 2021

Issued on behalf of the Office of the Chief Executive Officer (OCEO)