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to prisons: Xoliswa Sibeko

G swap: Did Kgalema know?

Rossouw
Gideon Basson

President Baleka Mbete has played a key role in the removal of corruption-busting prosecutor general Vernie Petersen from his job.

Mail & Guardian has reliably reported that Mbete's involvement in the controversial swap of Petersen and prosecutor general Xoliswa Sibeko went beyond her signing of a presidential minute, while she was acting as president, on Wednesday last week.

President Kgalema Motlanthe of the country, Petersen and Sibeko were informed that they should

be consulted by the "new government". He quoted three examples of directors general previously swapping positions.

But a senior government source suggested that Motlanthe, who was on official visits to Swaziland, Uganda and Benin, was not in the loop.

"He [Motlanthe] didn't know [of the transfer]," the source told the Mail & Guardian. "They [Balfour and Stofile] have been communicating with her [Mbete] about the issue rather than the president."

Asked whether Mbete consulted Motlanthe before signing off the transfer, presidency spokesperson Dumisani Mahlasela said Mbete carried out "all the necessary consultations"

The vice in VC

Wild discrepancies in vice-chancellors' salaries have prompted the education ministry to intervene

Primarashni Gower
and Monako Dibetle

Education Minister Naledi Pandor is to crack down on exorbitant salaries earned by vice-chancellors after they failed to regulate themselves.

Pandor announced this to the Mail & Guardian after her department released a shocking breakdown of salaries earned by vice-chancellors at South Africa's 23 public universities, which totalled more than R40-million last year.

The data shows that some underperforming institutions, which rely heavily on state subsidies, pay more than those that rely on external funding and are top research producers.

Top of the pile is the Mangosuthu University of Technology's (MUT) suspended vice-chancellor, Aaron Ndlovu, who received a R3,68-million package last year — making him South Africa's highest-paid civil servant. Pandor earns R1,6-million.

Runner-up is Ihron Rensburg of the University of Johannesburg (UJ) with R2,77-million, followed by Unisa's Barney Pityana (R2,63-million), the University of KwaZulu-Natal's Malegapuru Makgoba (R2,3-million) and Errol Tyobeka of Tshwane University of Technology (R1,93-million).

Unisa has 239 000 students and

Fat-cat paypackets

Vice-chancellors' annual salaries
For 2007



	VC salary R-million*	University income R-million	University expenditure R-million	Student head- count
Cape Peninsula University of Technology	1,51	1 006	984	28 953
Central University of Technology, Free State	1,53	370	296	10 477
Mangosuthu University of Technology	3,68	253	257	9 828
Nelson Mandela Metropolitan University	1,54	1 077	1 029	23 718
Tshwane University of Technology	1,93	1 574	1 485	50 726
Vaal University of Technology	1,42	467	355	16 146
University of Johannesburg	2,77	1 707	1 434	41 740
Walter Sisulu University	1,31	651	657	24 497
Durban University of Technology	1,38	695	648	22 782
University of Cape Town	1,55	1 582	1 573	21 188
University of Fort Hare	0,95	416	444	8 857
University of Limpopo	1,78	988	907	16 345
University of KwaZulu-Natal	2,31	2 117	1 998	37 943
University of Free State	1,65	1 137	917	24 684
North West University	1,79	1 355	1 350	44 726
University of Pretoria	1,55	3 029	2 315	48 856
Rhodes University	1,26	491	454	6 075
University of South Africa	2,63	2 904	2 586	239 581
University of Stellenbosch	1,81	2 320	1 706	22 799
University of the Western Cape	1,01	864	644	14 927

administration in the beleaguered national services department. He held the job for less than two years. He was also infuriated Parliament's ethics committee on correctional services, with ANC MP and committee chairperson Dennis Bloem say will treat Petersen's transfer as "rumour" until Correctional Services Minister Ngconde Balfour officially informs the committee thereof by letter. Balfour and Prisons Civil Rights (Poperu), which represents prison warders, called for Balfour's immediate resignation Tuesday.

Petersen told the *M&G* that, although he had agreed to move "in principle", he is still awaiting a meeting with Motlanthe to "discuss the specifics of such a move".

Government sources this week highlighted Mbete's role in blocking Petersen from correctional services and Sibeko from sport.

"Mbete has been dealing with the matter basically from the day she was appointed deputy president," said a source. Mbete was allegedly lobbying Balfour and Sports Minister Mkhosi Stofile to push through the move.

A second government source told the *M&G* that Petersen and Sibeko ran the risk of being dismissed because of a breakdown of trust between them and their political heads. "But they [Petersen and Sibeko] are valued as heads of departments. They are competent, so you would rather move them than discredit them by firing them."

This week denied playing any role in Sibeko's shift, while she failed to respond to the *M&G's* questions.

Petersen announced her appointment to head national prisons on Tuesday, following the move to the new practice in

the new practice in

the new practice in

the new practice in

Former public service and administration minister Geraldine Fraser-Moleketi told the *M&G* this week that problems in Balfour's relationship with Petersen had been under discussion for a while.

"Quite extensive work was done on it ... I met with [Balfour] and [Petersen] and it was also under discussion with the former president [Thabo Mbeki]. To say nothing was done about it is wrong; we were awaiting reports in this regard before we were going to take it further," she said.

Since taking over the running of prisons in mid-2007 Petersen has publicly locked horns with Balfour, who, two months ago, warned him in a letter that "something must break" if they could not "trust and work together in the department".

This came after Petersen blocked Balfour from extending a multi-million-rand catering tender to controversial service provider Bosasa, which the special investigating unit is investigating for allegedly rigging correctional services tenders.

Stofile and Sibeko's relationship has been strained since the minister refused to appoint her permanently at the end of her 12-month probation period, which ended in August.

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The vice-chancellors' packages, set by university councils, include pensions, housing and car allowances and bonuses.

Pandor said it was regrettable that "there is no coherent national framework for determining the remuneration of vice-chancellors and other university executive management staff".

This was despite the fact that the proposals flowing from an investigation led by former University of Cape Town vice-chancellor Mamphela Ramphele in February 2006 "provided the basis for such a framework".

She was referring to an independent study commissioned by vice-chancellors' body Higher Education South Africa (Hesa), which outlined salary ranges and guidelines. Hesa rejected its findings on the grounds that it ignored factors such as the size and external revenue of institutions. Hesa produced further guidelines, which appear to have been largely ignored.

Pandor said she had discussed the matter with the chairs of university councils, hoping the sector would adopt a policy framework. She said: "In the absence of self-regulation ... I have no option but to produce a framework policy. This is long overdue ... in terms of public accountability."

She said pay should be commensurate with responsibilities and linked to clear performance criteria.

Ndlovu's R3,68-million package, yet to be audited by the university's council, was for running a campus with 9 800 students. MUT had expenses of R257-million last year and revenue of R253-million, R115-million of which came from the state. MUT is South Africa's worst research producer and Ndlovu is under investigation after being forced to take leave a month ago.

UJ's Rensburg, who has no record of



Big earners: Aaron Ndlovu (left) and Ihron Rensburg

academic publications, heads a financially stable merged university with 42 000 students, which received just R700-million in state subsidies last year. But it falls in the second tier of research-producing universities. This year it paid staff an 8,3% increase, and was hit last year by student protests over fee increases of up to 13,5% for 2008. Rensburg is to move into a new university-owned house, the value of which is more than R5-million.

Roy Marcus, chairperson of UJ's council, said that the university merger had been successful, despite its complexity. A comparison of salaries between the vice-chancellors of different universities was a "futile" exercise, he added. "Salary scales for senior executives are based on a benchmarking survey conducted by a professional remuneration consulting organisation on behalf of the university.

"Every executive's salary is also linked to a fully integrated performance management process, which is based on the respective executives achieving their set targets each year."

The packages of the heads of four of the biggest research-producing universities for 2007 — Wits, Pretoria,

Stellenbosch and UCT — are, by contrast, relatively low.

For example, Loyiso Nongxa of Wits University, with 25 000 students and revenue of R2-billion, R621-million in state subsidies, earned R1,6-million, while the University of Pretoria's Callie Pistorius earned R1,55-million.

Seasoned vice-chancellor Derrick Swartz, financial saviour of the University of Fort Hare, was the lowest-paid vice-chancellor with R950 000.

The education department's data also shows that Irene Moutlana, who headed Vaal University of Technology last year, received a R1,4-million package — 32% more than her predecessor, Roy du Pré, in 2006. University of Limpopo vice-chancellor Mahlo Mokgalong earned R1,7-million in 2007 — even though the university was beset with financial problems.

Rolf Stumpf, former Nelson Mandela Metropolitan University vice-chancellor and education consultant, welcomed the move towards a "more collective set of guidelines to inform decisions of council on remuneration practices. Such a set of guidelines would support greater levels of consistency in higher education."

Left: Vernie

