



environmental affairs

Department:
Environmental Affairs
REPUBLIC OF SOUTH AFRICA

Ref:02/1/5/2

MINISTER

QUESTION NO. 2054 FOR WRITTEN REPLY: NATIONAL ASSEMBLY

A draft reply to **Mr A R McLoughlin (DA)** to the above-mentioned question is enclosed for your consideration.

DR MONDE MAYEKISO
DIRECTOR-GENERAL (ACTING)

DATE:

DRAFT REPLY APPROVED/AMENDED

MRS B E E MOLEWA, MP
MINISTER OF ENVIRONMENTAL AFFAIRS

DATE:

NATIONAL ASSEMBLY

(For written reply)

QUESTION NO. 2054 {NW2365E}

INTERNAL QUESTION PAPER NO. 29 of 2016

DATE OF PUBLICATION: 23 September 2016

Mr A R McLoughlin (DA) to ask the Minister of Environmental Affairs:

- (1) Whether each Head of Department (HOD) of her Department signed a performance agreement since their appointment; if not, (a) what is the total number of HODs who have not signed performance agreements, (b) what is the reason in each case, (c) what action has she taken to rectify the situation and (d) what consequences will the specified HOD face for failing to sign the performance agreements; if so, (i) when was the last performance assessment of each HOD conducted and (ii) what were the results in each case;
- (2) whether any of the HODs who failed to sign a performance agreement received a performance bonus since their appointment; if not, what is the position in this regard; if so, (a) at what rate and (b) what criteria were used to determine the specified rate;
- (3) whether any of the HODs who signed a performance agreement received a performance bonus since their appointment; if so, (a) at what rate and (b) what criteria were used to determine the rate?

2054. THE MINISTER OF ENVIRONMENTAL AFFAIRS REPLIES:

- (1) Yes, the Head of Department (HOD) has signed performance agreements since her appointment.
- (a) None
 - (b) Not applicable
 - (c) Not applicable
 - (d) (i & ii) Not applicable
- (2) (a & b) Not applicable
- (3) Yes. The HOD has only received performance bonus for the first three consecutive years since her appointment (2009-2011). Only pay progression was granted during the 2012-2015 financial years.
- (a) The rates for the three relevant years were 7%, 9% and 9%.
 - (b) The rates were determined in accordance with the Handbook for the Senior Management Service after assessment by the Public Service Commission in terms of their criteria for HOD assessment.

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