



environmental affairs

Department:
Environmental Affairs
REPUBLIC OF SOUTH AFRICA

Ref:02/1/5/2

MINISTER

QUESTION NO. 3000 FOR WRITTEN REPLY: NATIONAL ASSEMBLY

A draft reply to **Dr A Lotriet (DA)** to the above-mentioned question is enclosed for your consideration.

**MS NOSIPHO NGCABA
DIRECTOR-GENERAL**

DATE:

DRAFT REPLY APPROVED/AMENDED

**DR B E E MOLEWA, MP
MINISTER OF ENVIRONMENTAL AFFAIRS**

DATE:

NATIONAL ASSEMBLY

(For written reply)

QUESTION NO. 3000 {NW3319E}

INTERNAL QUESTION PAPER NO.34 of 2017

DATE OF PUBLICATION: 06 October 2017

Dr A Lotriet (DA) to ask the Minister of Environmental Affairs:

- (1) What is the (a) total amount that was paid out in bonuses to employees in her Department and (b) detailed breakdown of the bonus that was paid out to each employee in each salary level in the 2016/17 financial year; and
- (2) what is the (a) total estimated amount that will be paid out in bonuses to employees in her Department and (b) detailed breakdown of the bonus that will be paid out to each employee in each salary level in the 2017/18 financial year?

3000. THE MINISTER OF ENVIRONMENTAL AFFAIRS REPLIES:

- (1) (a) Due to the financial constraints and agreed to budget cuts the Department opted to pay incentives to performing staff, instead of generalised bonuses, as outlined in Part VIII, Section F1 of the Public Service Regulations which reads as follows:
“If the Departmental budget and the medium-term expenditure framework provide adequate funds, a head of department may establish a financial incentive scheme for the employees or any category of those employees.”
Consequently, an amount of R14, 493,635.57 was paid out in performance incentives to employees on salaries level 2-12 for the financial year.
- (b) Annexure B attached, is a detailed breakdown of the performance incentives for 2016-2017 financial year.
- (2) (a) An estimated total amount of R15 751 095 will be paid out in performance incentives to employees in the Department for the 2017/2018 financial year.
- (b) The breakdown of the performance incentives to be paid out to each employee in each salary level for the 2017/18 financial year will be determined as outlined in Part VIII section F1 of the service Regulations, as outlined above.

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