



**MINISTRY: PUBLIC SERVICE AND ADMINISTRATION
REPUBLIC OF SOUTH AFRICA**

NATIONAL ASSEMBLY

QUESTION FOR WRITTEN REPLY

QUESTION NO.: 2066

Mr W Horn (DA) to ask the Minister of Public Service and Administration:

- (1) Whether each Head of Department (HOD) of his 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 he 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?

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REPLY

- (1) Yes.

- (a) None.
- (b) Falls Away.
- (c) Not applicable.
- (d) Falls away, (i) and (ii) please refer to the table herewith below;

Name	(i)	(ii)
Department of Public Service and Administration	2014/2015	Fully effective
Office of the Public Service Commission	None, the HOD was appointed on 1 June 2016	Falls away
National School of Government	2014/2015	Eligible for pay progression
Centre for Public Service Innovation	2015/2016	Outstanding performance rating

- (2) None.
- (3) None.