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| **MINISTRY: COMMUNICATIONSREPUBLIC OF SOUTH AFRICA**Private Bag X 745, Pretoria, 0001, Tel: +27 12 473 0164 Fax: +27 12 473 0585Tshedimosetso House,1035 Francis Baard Street, Tshedimosetso House, Pretoria, 1000 |

**NATIONAL ASSEMBLY**

**QUESTION FOR WRITTEN REPLY**

**QUESTION NUMBER: 2049**

**DATE OF PUBLICATION: 23 SEPTEMBER 2016**

**Mr S M Gana (DA) to ask the Minister of Communications:**

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? NW2360E

**REPLY: MINISTER OF COMMUNICATIONS**

1. Yes. Both acting Directors-General of the Department of Communications (DoC) and of the Government Communications and Information System (GCIS) have signed performance agreements for 2016/17, with the Minister of Communications.
2. The last performance assessment of the acting Director-General of GCIS was for the performance cycle: 2014/15 and the assessment score was 133%. The DoC Acting Director-General was not assessed since his appointment in April 2015.

(2) Not applicable.

(3) The acting Director-General of GCIS received a performance bonus of a) R 35 075.28. b) The Annual Performance Assessment instrument as per the SMS Handbook, chapter 4.

**MR NN MUNZHELELE MR D LIPHOKO**

**DIRECTOR GENERAL [ACTING] DIRECTOR-GENERAL [ACTING]**

**DEPARTMENT OF COMMUNICATIONS GCIS**

**DATE: DATE:**

**MS AF MUTHAMBI (MP)**

**MINISTER OF COMMUNICATIONS**

**DATE**