**Memorandum from the Parliamentary Office**

**NATIONAL ASSEMBLY**

**FOR WRITTEN REPLY**

**QUESTION 3003**

**DATE OF PUBLICATION OF INTERNAL QUESTION PAPER: 06/10/2017**

**(INTERNAL QUESTION PAPER 34 OF 2017)**

**Ms C King (DA) to ask the Minister of Higher Education and Training:**

(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?

(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?

**NW3322E**

**REPLY:**

1. (a) The Department has paid an amount of R7 408 496.09 to all employees on salary levels 2-12 at Head Office who qualified for performance bonuses. Processes are still underway regarding:

|  |  |  |
| --- | --- | --- |
| **Position or Institution** | **Budget** | **Reason** |
| SMS Members | R2 121 000.00 | Moderation committee meeting will be convened on the 23 October 2017 to moderate SMS performance assessments. |
| CET and TVET Colleges | R 18 377 868.22 (estimated) | The moderation happens at college and regional levels with Head Office having to validate the final results against the assessment appraisal forms. Payments will be processed from 1November 2017 to 30 November 2017 |

(b)The tables below provides a breakdown for salary levels 2-12 at Head Office.

| **Levels 2 - 10** | |  |  | **Levels 11 - 13** | |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Score** | **% Bonus** | **Total number of employees per category** |  | **Score** | **% Bonus** | **Total number of employees per category** |  |  |
| 66% | 4.00% | 40 |  | 66% | 2.50% | 2 |  |  |
| 67% | 4.00% | 38 |  | 67% | 2.50% | 6 |  |  |
| 68% | 4.00% | 44 |  | 68% | 2.50% | 7 |  |  |
| 69% | 4.00% | 48 |  | 69% | 2.50% | 11 |  |  |
| 70% | 4.10% | 53 |  | 70% | 2.51% | 10 |  |  |
| 71% | 4.10% | 45 |  | 71% | 2.51% | 10 |  |  |
| 72% | 4.10% | 0 |  | 72% | 2.51% | 0 |  |  |
| 73% | 4.10% | 38 |  | 73% | 2.51% | 5 |  |  |
| 74% | 4.10% | 28 |  | 74% | 2.51% | 4 |  |  |
| 75% | 4.10% | 95 |  | 75% | 2.51% | 20 |  |  |
| 76% | 4.10% | 32 |  | 76% | 2.51% | 10 |  |  |
| 77% | 4.10% | 22 |  | 77% | 2.51% | 4 |  |  |
| 78% | 4.10% | 8 |  | 78% | 2.51% | 5 |  |  |
| 79% | 4.10% | 10 |  | 79% | 2.51% | 2 |  |  |
| 80% | 4.20% | 10 |  | 80% | 2.54% | 3 |  |  |
| 81% | 4.20% | 5 |  | 81% | 2.54% | 0 |  |  |
| 82% | 4.20% | 0 |  | 82% | 2.54% | 0 |  |  |
| 83% | 4.20% | 1 |  | 83% | 2.54% | 1 |  |  |
| 84% | 4.20% | 2 |  | 84% | 2.54% | 1 |  |  |
| 85% | 4.20% | 4 |  | 85% | 2.54% | 3 |  |  |
| 86% | 4.20% | 0 |  | 86% | 2.54% | 0 |  |  |
| 87% | 4.20% | 1 |  | 87% | 2.54% | 0 |  |  |
| 88% | 4.20% | 0 |  | 88% | 2.54% | 1 |  |  |
| 89% | 4.20% | 1 |  | 89% | 2.54% | 0 |  |  |
| 90% | 4.30% | 1 |  | 90% | 2.59% | 1 |  |  |
| 91% | 4.30% | 2 |  | 91% | 2.59% | 0 |  |  |
| 92% | 4.30% | 2 |  | 92% | 2.59% | 0 |  |  |
| 93% | 4.30% | 2 |  | 93% | 2.59% | 0 |  |  |
| 94% | 4.30% | 0 |  | 94% | 2.59% | 0 |  |  |
| 95% | 4.30% | 0 |  | 95% | 2.59% | 0 |  |  |
| 96% | 4.30% | 0 |  | 96% | 2.59% | 1 |  |  |
| 97% | 4.30% | 0 |  | 97% | 2.59% | 0 |  |  |
| 98% | 4.30% | 0 |  | 98% | 2.59% | 0 |  |  |
| 99% | 4.30% | 0 |  | 99% | 2.59% | 0 |  |  |
| 100% | 4.30% | 1 |  | 100% | 2.59% | 0 |  |  |

(2) (a) The total estimated amount to be paid as bonuses to employees within the Department, including regional offices, Community Education and Training, and Technical and Vocational Education and Training colleges will be R45 000 000.

(b) In terms of the Public Service Regulations of 2016, Regulation 73 (4), the Minister shall from time to time determine the maximum percentage performance reward to be granted to an employee or categories of employees. In view of the Regulation mentioned above, it is difficult to provide an estimated breakdown for employees who will be qualifying for performance bonuses in the current performance cycle. The maximum percentage to be given to each qualifying employee cannot be estimated until the annual performance appraisal are conducted and moderated.

COMPILER/CONTACT PERSONS:

EXT:

DIRECTOR-GENERAL

STATUS:

DATE:

QUESTION 3003 APPROVED/NOT APPROVED/AMENDED

PROF HB MKHIZE, MP

MINISTER OF HIGHER EDUCATION AND TRAINING

STATUS:

DATE: