**Memorandum from the Parliamentary Office**

**NATIONAL ASSEMBLY**

**FOR WRITTEN REPLY**

**QUESTION 820**

**DATE OF PUBLICATION OF INTERNAL QUESTION PAPER: 31/03/2017**

**(INTERNAL QUESTION PAPER 12 OF 2017)**

**Mr A P van der Westhuizen (DA) to ask the Minister of Higher Education and Training:**

(1) With reference to performance agreements entered into with principals of public technical and vocational education and training (TVET) colleges, (a) how many principals were assessed during the last assessment cycle and (b) what percentage of the specified principals qualified for (i) full, (ii) partial and (iii) no performance bonuses;

(2) what (a) are the details of the remedial actions undertaken by his department where gaps in principals’ management style and abilities were identified and (b) amount was spent on assisting underperforming principals of TVET colleges?

**NW883E**

**REPLY**

1. Performance assessments results for the 2016/17 assessment cycle must still be processed, as the year has just ended, i.e. 31 March 2017. However, during the 2015/16 assessment cycle:

(a) 38 Principals were assessed.

(b) Principals were assessed and categorised in terms of Chapter 4 of the Senior Management Service (SMS) handbook on Performance Management as illustrated in the table below:

|  |  |  |  |
| --- | --- | --- | --- |
| **Performance Category** | **Score** | **Bonus Percentage** | **TVET College Principals** |
| Performance fully effective | 100% - 129% | 0% | 21 |
| Performance significantly above expectations | 130% | 5% | 3 |
| 133% | 6% | 3 |
| 135% | 6% | 2 |
| 144% | 8% | 1 |
| Outstanding performance | 150 % | 10% | 2 |
| 152% | 10% | 3 |
| 153% | 11% | 2 |
| 157% | 12% | 1 |

2) (a) No remedial actions were required for the assessed principals.

(b) Not applicable.

CONTACT PERSONS:

EXT:

DIRECTOR – GENERAL

STATUS:

DATE:

QUESTION 820 APPROVED/NOT APPROVED/AMENDED

Dr BE NZIMANDE, MP

MINISTER OF HIGHER EDUCATION AND TRAINING

STATUS:

DATE: