

**Ref:02/1/5/2**

**MINISTER**

**QUESTION NO. 1196 FOR WRITTEN REPLY: NATIONAL ASSEMBLY**

A draft reply to **Mr T Z Hadebe (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. 1196 {NW1290E}**

**INTERNAL QUESTION PAPER NO.12 of 2018**

**DATE OF PUBLICATION: 20 April 2018**

**Mr T Z Hadebe (DA) to ask the Minister of Environmental Affairs:**

(1) On what date was the investigation she referred to in her statement, dated 28 November 2016, into allegations of wrongdoing at the South African Weather Service initiated; and

(2) whether the investigation has been finalised; if not, what is the current status of the investigation; if so, (a) on what date was the investigation finalised and (b) what were the findings of the investigation?

**1196. THE MINISTER OF ENVIRONMENTAL AFFAIRS REPLIES:**

(1) An investigated was initiated on 22 February 2016.

(2) Yes, the investigation has been finalised.

(a) 01 July 2016.

(b) The findings are as per the table below:

|  | **Allegation** | **Finding** |
| --- | --- | --- |
| **1** | Unlawful/unilateral powers of the Executive Committee to change moderated performance scores.  The CEO has powers to award discretionary bonuses. | The allegation was unfounded. |
| **2** | Unilateral blanket correction of scores. | The allegation was substantiated.   * Senior management scores adjusted downwards (3%) by the Moderating Committee without justification. * Error in the calculation and award of a bonus to the General Manager: Operations (employee underpaid by R47 400.12). * Error subsequently corrected: R47 400.12 retrospectively paid to the General Manager: Operations. |
| **3** | Implementation of performance-based salary increases. | The allegation was unfounded.  Executive Management, however, incorrectly applied Board Resolution in determining salary increases (upward adjustment of 0.16%), without justification. |
| **4** | The CEO sets commercial targets for SAWS in terms of organisational performance. | The allegation was unfounded. |
| **5** | The former General Manager: Corporate Affairs was awarded a performance bonus despite being on a prolonged leave of absence during the assessment period. | The allegation was unfounded.  The former General Manager: Corporate Affairs was, however, overpaid by an amount of R9 270.22 and the money was refunded to the SAWS. |

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