

**MINISTRY: PUBLIC SERVICE AND ADMINISTRATION**

**REPUBLIC OF SOUTH AFRICA**

**NATIONAL ASSEMBLY**

**QUESTION FOR WRITTEN REPLY**

**DATE: 4 JUNE 2021**

**QUESTION NO.: 1686.**

**Dr M M Gondwe (DA) to ask the Minister of Public Service and Administration:**

Whether the commissioners in the Public Service Commission signed performance agreements; if not, (a) what are the reasons that they do not sign and conclude performance agreements and (b) how is their performance assessed and/or measured; if so, (i) how often are the performance agreements signed and concluded and (ii) with whom do they sign and conclude the performance agreements?

**NW1894E**

**REPLY:**

The Commissioners in the Public Service Commission (PSC) have not signed any performance agreements.

1. The legislation regulating the employment of Commissioners, i.e. the Public Service Commission Act, 1997 and the Conditions of Appointment (including remuneration and other conditions of service) applicable to members of the Public Service Commission determined by the President, in terms of section 6 (1) of the Public Service Commission Act, do not provide for Commissioners to sign Performance Agreements. The implication of this is that Commissioners are not eligible for annual notch increases and remain on the same notch for the duration of the 5 year term.

The performance of Commissioners was raised by Members of Parliament in dealing with the Public Service Commission Amendment Act, 2019, and the Act makes provision for the renewal of term of a commissioner, based on the commissioner having maintained a satisfactory level of performance in relation to his or her duties. Parliament, being the employer of Commissioners, has to finalise a process in this regard. The PSC is also addressing the matter in the PSC Bill that is being processed.

1. Therefore, no assessment of individual performance is conducted. As the Public Service Commission operates as a single entity, it submits an annual report on its activities to the National Assembly and legislatures as required in section 196 (4)(e) of the Constitution, 1996.
2. Not applicable
3. Not applicable

End