**NATIONAL ASSEMBLY**

**WRITTEN REPLY**

**QUESTION 2048**

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**INTERNAL QUESTION PAPER: 29/2016**

**2048. Mr A M Figlan (DA) to ask the Minister of Basic Education:**

(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? NW2359E

**QUESTION 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; (e) if so, (i) when was the last performance assessment of each HOD conducted and (ii) what were the results in each case?

**ANSWER**

(a) The Director-General of Basic Education has signed and submitted a Performance agreement. The HOD of Gauteng Department of Education, the Mpumalanga Department of Education and the Acting HOD of the KZN Department of Education have signed performance agreements. Only three Provincial Education Departments have responded..

(b) Still awaiting the other Provincial Education Departments’ responses for the Minister to respond to this question.

(c) Still awaiting the other Provincial Education Departments’ responses for the Minister to respond to this question.

(d) Still awaiting the other Provincial Education Departments’ responses for the Minister to respond to this question.

(e) i. The Director-General of the Basic Education Department of Basic Education’s last assessment was conducted on 15 August 2016. The HOD of the Gauteng Department of Education’s last performance assessment was at the end of March 2016. The HOD of Mpumalanga Education Department has not been assessed for the 2015/16 financial year. No responses from the other Provincial Education Departments on this matter to date.

ii. The Director General of Basic Education Department was rated as excellent. The HOD of the Gauteng Department of Education’s performance was rated as excellent. The HOD of the Mpumalanga Education Department has not been assessed for the financial year 2015/16. No responses from the other Provincial Education Departments on this matter to date.

**QUESTION 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?

**ANSWER**

1. No responses from the other Provincial Education Departments on this matter to date.
2. No responses from the other Provincial Education Departments on this matter to date.

**QUESTION 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?

**ANSWER**

1. The Director-General of the Department of Basic Education had not received a performance bonus as he will be considered in the next cycle only because of his appointment in August 2015. The HOD of the Gauteng Department of Education did not receive a performance bonus for 2015/16 cycle, as he had completed a year in this position. The Acting HOD of the KZN Education department has not been assessed for the 2015/16 financial year. No responses from other Education Departments on this matter to date.

(b) No responses from the other Provincial Education Departments on this matter to date.