**Memorandum from the Parliamentary Office**

**NATIONAL ASSEMBLY**

**FOR WRITTEN REPLY**

**QUESTION 2057**

**DATE OF PUBLICATION OF INTERNAL QUESTION PAPER: 23/09/2016**

**(INTERNAL QUESTION PAPER 29 OF 2016)**

**Mr H B Groenewald (DA) to ask the Minister of Higher Education and Training:**

(1) Whether each Head of Department (HOD) of his 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 he 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?

**NW2368E**

**REPLY:**

1. Yes.
2. – (d) Not Applicable.
3. The last performance assessment was for the 2014/15 performance cycle.
4. The HOD’s performance was significantly higher than the standard expected in the job.
5. The HOD signed a performance agreement.
6. – (b) Not Applicable.
7. The HOD received a performance bonus.

(a) The HOD received an above performance satisfactory rating.

1. The assessment was done in line with the criteria found in Chapter 4 of the Senior Management Services Public Service Handbook.

COMPILER/CONTACT PERSONS:

EXT:

DIRECTOR – GENERAL

STATUS:

DATE:

QUESTION 2057 APPROVED/NOT APPROVED/AMENDED

Dr BE NZIMANDE, MP

MINISTER OF HIGHER EDUCATION AND TRAINING

STATUS:

DATE: