Question No. 2073

For Written Reply

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**QUESTION 2073**

**Ms L V James (DA) to ask the Minister of State Security**

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?

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**REPLY:**

1. The former Director General of State Security Agency was employed with effect from August 2013 and her contract was terminated through mutual agreement with effect from 15 August 2016. All the performance agreements for the periods 2013/2014, 2014/2015, 2015/2016 and 2016/2017 were signed and assessed.

 The current Director General of State Security Agency was appointed on 26 September 2016 and his performance agreement is expected to be signed within the first 30 days of his appointment as per the regulatory framework.

1. This does not apply as performance agreements were signed as per (1) above.

The former Director-General received no performance rewards for the mentioned financial years. The final performance assessment for the former Director-General for the financial year 2016/17 is in the process of being finalised.

1. The current Director-General of the State Security Agency will only be assessed at the end of the financial year 2016/2017as per the regulatory framework.