###### National Assembly

###### Question Number: 2077

**Ms S V Kalyan (DA) to ask the Minister of Transport:**

(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? NW2388E

**REPLY**

1. In response to the above-mentioned questions, it should be mentioned that the last permanent HOD left the Department in February 2013. From 2013/14 to 2014/15, i.e. for these two financial years, the Department did not have a permanent HOD, except several tenures of acting appointments.

The next permanent HOD, Mr PG Selepe, was appointed on 25 February 2015 (i.e. one month before the end of the 2014/15 performance cycle).

Mr PG Selepe has signed his Performance Agreement for 2015/16 on 30 June 2015 instead of 31 May, the Performance Agreement was submitted to the Public Service Commission on 30 June 2015 as a requirement for all the permanent HODs.

1. For 2016/17, Mr PG Selepe did not sign the Performance Agreement by 31 May 2016.
2. Mr PG Selepe was put on special leave with effect from 3 May 2016 until to date (i.e. few weeks before the due date of 31 May 2016).
3. Not applicable, due to response in (b).
4. A consequence for not signing Performance Agreement will result in forfeiture of performance incentives including pay progression for the 2015/16 performance cycle in line with the DPSA directive of 31/07/2012. In this case it will not be applicable due to response in (b).

(1)(i) The then HOD, Mr PG Selepe, did not comply in submitting the 2015/16 Half Yearly Review and 2015/16 Annual Performance Assessment.

(1)(ii) In view of the above, this is not applicable.

(2) For the past two consecutive performance cycles (i.e. 2013/14 and 2014/15), there was no HOD, hence there was no reporting. Therefore a response to this question is not applicable.

(3) Not applicable due to the reasons given above.