

**MINISTRY OF DEFENCE & MILITARY VETERANS**

**NATIONAL ASSEMBLY**

**QUESTION FOR WRITTEN REPLY**

**2621. Mr S J F Marais (DA) to ask the Minister of Defence and Military Veterans:**

(1) (a) What are the (i) names and (ii) rank of persons stationed at the Youngsfield Military Base in Wetton, Cape Town, who received performance bonuses in each of the past three financial years, (b) what amounts did each person receive in each case, (c) how were the bonuses determined in each case, (d) which processes and procedures were followed in this regard and (e) who were the members of the assessment panels in each case;

(2) are there any portfolios of evidence and motivations by the line superiors to award bonuses to the specified persons; if not, why not; if so,

(3) are the specified files open for scrutiny; if not, why not; if so, where can they be accessed;

(4) did a certain person (name and details furnished) also receive a performance bonus in each of the specified financial years; if not, why not; if so, what are the relevant details on each case? NW3034E

## **Reply:**

## (1) (a) and (b) The names and ranks for uniformed members of the SANDF who received performance bonuses cannot be provided as it might compromise individual’s confidentiality and this also includes the amount received in each case.

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|  **Total number of members who received bonuses 2013 – 2015: 305**  |

(2) Yes, there are portfolios of evidence and motivations, by the line superiors to award bonuses to the specified persons and it is actually contained in each member’s PMDS Booklet, as follows:

* 1. Each individual score per KRA and GAF is motivated.
	2. Each superior has to have at least two compulsory interviews with his/her member, in order to highlight good or bad performances.
	3. Superiors also have the opportunity throughout the year of assessment to have performance related interviews with members, which can be captured in the PMDS Booklet.

(3) No, these PMDS booklets are not open for scrutiny by any persons other than the specific individual, the immediate supervisor, the Service Centre Manager, the Personnel Officer, members of the PMDS Moderating Board and the Officer Commanding. These PMDS Booklets are kept in filing cabinets in the office of the Warrant Officer in charge of PMDS Administration. These booklets can only be accessed by means of authority given by higher HQ via the Officer Commanding.

(4) No, Col M.R. Mongo did not receive a bonus in each of the specified financial years. He only received a bonus in 2012 and nothing since then. The Unit Officer Commanding is assessed by the GOC Support Formation, and nomination for a bonus comes from the GOC. The unit does not even capture the PMDS of the officer commanding.