

**MINISTRY: PUBLIC SERVICE AND ADMINISTRATION**

**REPUBLIC OF SOUTH AFRICA**

**NATIONAL ASSEMBLY**

**QUESTION FOR WRITTEN REPLY**

**DATE: 17 FEBRUARY 2023**

**QUESTION NO.: 282.**

**Dr M M Gondwe (DA) to ask the Minister of Public Service and Administration:**

(1) What measures are taken against members of the senior management service (SMS) who score below 100 on their Performance Management and Development System;

(2) What total number of SMS members have been taken through incapacity hearings for poor performance since 1 March 2020? **NW293E**

**REPLY:**

1. The management of the performance of staff including that of members of the senior management service (SMS) is the responsibility of each Executive Authority and Head of Department. Regulation 72 (15) b & c states that “based on the outcome of the performance assessment an Executive Authority (b) may reward, where appropriate, provide training and development for employees; (c) shall manage poor performance”. The DPSA monitors this through the report that departments are required to submit on the management of poor performance of members of the Senior Management Service (SMS) based on the outcome of the mid-year review of the current performance cycle and the annual assessment for the previous performance cycle by 31 March annually. Departments in their reports must also give an indication of the frequency of such poor performance, what plans are in place to address poor performance and the corrective or disciplinary actions taken.
2. According to the information provided by departments that submitted reports, since March 2020 no member of the SMS was subjected to incapacity hearings due to poor performance. Departments indicated that performance improvement plans have been put in place for members of the SMS who were under performing. The reports based on the outcome of the 2021/2022 annual assessments and the 2022/2023 mid-year reviews are only due on 31 March 2023.

End