

**MINISTRY OF DEFENCE & MILITARY VETERANS**

**NATIONAL ASSEMBLY**

**QUESTION FOR WRITTEN REPLY**

**2997. Mr G R Krumbock (DA) to ask the Minister of Defence and Military Veterans:**

(1) What is the (a) total amount that was paid out in bonuses to employees in her department and (b) detailed breakdown of the bonus that was paid out to each employee in each salary level in the 2016-17 financial year;

(2) what is the (a) total estimated amount that will be paid out in bonuses to employees in her department and (b) detailed breakdown of the bonus that will be paid out to each employee in each salary level in the 2017-18 financial year? NW3316E

**REPLY:**

**DEPARTMENT OF DEFENCE**

1. Performance Bonus for FY 2015/16 was paid in the FY 2016/17 at a total amount of RM 329.
2. The Performance Bonus was rewarded according to all Categories as stipulated in the policy. The Performance Bonus for each official in each salary level / grade is summarised in the table below:

| **SER NO** | **RANK\_** | **SALARY\_LEVEL** | **NO OF OFFICIALS** | **AMOUNT PD FY 201617** |
| --- | --- | --- | --- | --- |
| 1 | COL/CAPT(SAN) | 00 | 218 | 7 169 123.54 |
| 2 | LT COL/CDR | 00 | 609 | 24 228 147.56 |
| 3 | MAJ/LT CDR | 00 | 681 | 21 280 826.84 |
| 4 | CAPT/LT(SAN) | 00 | 707 | 18 182 832.90 |
| 5 | LT/SUB LT | 00 | 266 | 5 493 771.11 |
| 6 | 2LT/ESN | 00 | 19 | 320 038.69 |
| 7 | WO1 | 00 | 751 | 21 297 369.86 |
| 8 | WO2 | 00 | 792 | 20 333 443.26 |
| 9 | S SGT/F SGT/CPO | 00 | 1 880 | 38 585 156.98 |
| 10 | SGT/PO | 00 | 2 038 | 35 665 768.70 |
| 11 | CPL/LS | 00 | 2 674 | 40 845 899.86 |
| 12 | L CPL/AB | 00 | 1 260 | 17 894 692.50 |
| 13 | PTE/AMN/SEA | 00 | 2 991 | 39 281 029.88 |
| 14 | CPLN | 00 | 29 | 1 077 743.99 |
| 15 | AUX SERV | 00 | 9 | 116 983.73 |
| 16 | PSAP | 12 | 28 | 913 256.16 |
| 17 | PSAP | 11 | 2 | 85 430.40 |
| 18 | PSAP | 10 | 52 | 1 715 032.54 |
| 19 | PSAP | 09 | 27 | 824 659.83 |
| 20 | PSAP | 08 | 133 | 3 275 788.28 |
| 21 | PSAP | 07 | 448 | 8 927 344.20 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **SER NO** | **RANK\_** | **SALARY\_LEVEL** | **NO OF OFFICIALS** | **AMOUNT PD FY 201617** |
| 22 | PSAP | 06 | 316 | 4 768 809.20 |
| 23 | PSAP | 05 | 253 | 3 151 686.30 |
| 24 | PSAP | 04 | 55 | 552 218.06 |
| 25 | PSAP | 03 | 956 | 8 189 942.97 |
| 26 | PSAP | 02 | 564 | 3 958 026.60 |
| 27 | OSD | 00 | 71 | 1 857 801.99 |
| **TOTAL** | | | **17 829** | **329 992 826** |

1. What is the (a) total estimated amount that will be paid out in bonuses to employees in her department and (b) detailed breakdown of the bonuses that will be paid in each salary level in the 2017-18 financial year?
2. The estimated amount for Performance Bonus to be paid for the 2016-17 Performance Cycle in the FY 2017-18 is approximately Rm 194.

# Due to Budgetary constraints, the Defence Staff Council decided to reward Performance Bonus at Category C only for all eligible officials for the FY 2016-17:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **SER NO** | **RANK\_** | **SALARY\_LEVEL** | **NO OF OFFICIALS** | **AMOUNT BUDGETED FOR** |
| 1 | COL/CAPT(SAN) | 00 | 198 | R 3 942 774 |
| 2 | LT COL/CDR | 00 | 599 | R 12 087 521 |
| 3 | MAJ/LT CDR | 00 | 697 | R 11 312 205 |
| 4 | CAPT/LT(SAN) | 00 | 755 | R 10 252 900 |
| 5 | LT/SUB LT | 00 | 245 | R 2 596 265 |
| 6 | 2LT/ESN | 00 | 11 | R 98 560 |
| 7 | WO1 | 00 | 689 | R 11 181 781 |
| 8 | WO2 | 00 | 859 | R 11 665 220 |
| 9 | S SGT/F SGT/CPO | 00 | 1856 | R 21 089 728 |
| 10 | SGT/PO | 00 | 2062 | R 20 397 304 |
| 11 | CPL/LS | 00 | 2425 | R 21 728 000 |
| 12 | L CPL/AB | 00 | 1223 | R 10 122 771 |
| 13 | PTE/AMN/SEA | 00 | 3225 | R 24 661 575 |
| 14 | CPLN | 00 | 37 | R 746 642 |
| 15 | AUX SERV | 00 | 8 | R 61 176 |
| 16 | PSAP | 12 | 31 | R 630 385 |
| 17 | PSAP | 11 | 4 | R 68 636 |
| 18 | PSAP | 10 | 50 | R 972 850 |
|  |  |  |  |  |
|  |  |  |  |  |
| **SER NO** | **RANK\_** | **SALARY\_LEVEL** | **NO OF OFFICIALS** | **AMOUNT BUDGETED FOR** |
| 19 | PSAP | 09 | 24 | R 374 136 |
| 20 | PSAP | 08 | 132 | R 1 730 916 |
| 21 | PSAP | 07 | 393 | R 4 149 687 |
| 22 | PSAP | 06 | 345 | R 2 950 785 |
| 23 | PSAP | 05 | 240 | R 1 709 520 |
| 24 | PSAP | 04 | 59 | R 351 463 |
| 25 | PSAP | 03 | 886 | R 4 454 144 |
| 26 | PSAP | 02 | 612 | R 2 573 338 |
| 27 | OSD | 00 | 614 | R 12 277 674 |
| **TOTAL** | | | **18 279** | **R194 187 954** |

# **DEPARTMENT OF MILITARY VETERANS**

**REPLY**

(1) No payment of bonuses as yet for the FY2016/17.

(2) Not yet determined, however. Bonuses have been budgeted for. The budget for performance bonus is 1.5% of the total Compensation of Employees.