**NATIONAL ASSEMBLY**

**QEUSTION FOR WRITTEN REPLY**

**PARLIAMENTARY QUESTION NO: 3007**

**DATE OF QUESTION: 6 OCTOBER 2017**

**DATE OF SUBMISSION: 20 OCTOBER 2017**

**Ms Z Jongbloed (DA) to ask the Minister of Justice and Correctional Services:**

1. What is the (a) total amount that was paid out in bonuses to employees in his 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 his 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?

**NW3326E**

**REPLY:**

1. (a) The total amount that was paid out in performance bonuses to employees of the Department of Justice and Constitutional Development (DoJ&CD) and National Prosecuting Authority (NPA) during the 2016/17 financial year is as follows:
2. DoJ&CD: R41 353 518. 82; and
3. NPA: R37 902 706.85

(b) Of the R41 353 5158. 82 paid for performance bonuses, the DoJ&CD paid its employees on salary levels 1-12 an amount of R 39 397 294. 59 and R1 956 223, 23 was paid out to Senior Management Services’ members. On the other hand, of the R37 902 706.85 paid for performance bonuses to the NPA’s employees, an amount of R35 457 949.11 was paid out to employees on salary levels 1-12 and R2 444 757.74 was paid out to Senior Management Services’ members. Below is a breakdown of the performance bonuses that were paid out to employees of the DoJ&CD as well as the NPA in each salary level:

| **Salary level** | **Number of employees who received bonuses** | | **Amount** | |
| --- | --- | --- | --- | --- |
| 1. **DoJ&CD** | 1. **NPA** | 1. **DoJ&CD** | 1. **NPA** |
| 2 | - | 4 | - | R36 690.00 |
| 3 | 136 | 3 | R644 555.94 | R29 696.10 |
| 4 | 48 | 11 | R274 135.98 | R174 507.08 |
| 5 | 1 850 | 93 | R11 863 422.52 | R1 346 170.08 |
| 6 | 304 | 39 | R2 760 232.89 | R735 129.54 |
| 7 | 555 | 19 | R5 930 697.75 | R4 234 078.81 |
| 8 | 346 | 34 | R4 562 568.04 | R902 858.88 |
| 9 | 258 | 91 | R3 632 415.87 | R2 761 990.38 |
| 10 | 114 | 98 | R2 203 936.38 | R3 461 269.10 |
| 11 | 128 | 14 | R3 673 171.51 | R617 357.14 |
| 12 | 116 | 332 | R3 852 158.71 | R21 158 202.00 |
| 13 | 45 | 12 | R1 872 160.50 | R593 859.00 |
| 14 | 2 | 14 | R84 062. 73 | R1 850 898.74 |

1. (a) The total budget allocated for the payment of performance bonuses to employees for the 2017/18 financial year is as follows:

(i) DoJ&CD: R70 295 863. 00; and

(ii) NPA: R46 668 285.00

1. The DoJ&CD and NPA are still busy with the moderations of annual performance assessments emanating from 2016/17 performance cycle. As a result, Department and NPA are currently not in a position to give estimate amounts to be paid out on performance bonuses to their employees. The Departmental budgeted amount is made available proportionately per branch and/or component and branches/components are expected to remain within their allocated budgeted/provided amounts – the amounts are not made available per salary level.

**Office of the Chief Justice**

(1) (a) The total amount of R 3,219,025.70 that was paid out in bonuses to employees in the department in the 2016/2017 financial year were for the performance bonuses for 2015/2016 performance cycle.

(b) The detailed breakdown of bonus that was paid out to each employee in each salary level in 2016/2017 financial year were:

* Skilled ( Levels 3-5) : total of 374 employees – amount of R 819 434.00 was paid
* Highly Skilled Production (Levels 6-8) : total employees of 178 – amount of R706 304.00 was paid
* Highly Skilled supervision (Levels 9-12) : 106 – R 1,271 788.00
* Band A SMS Level : 7 – R 273, 749.70
* Band B SMS Level: 3 – R 147, 750.00

2) (a) The total amount allocated for bonuses in the 2017/18 financial year is R6 million which represents 1% of the Cost of Employees(CoE) budget of the OCJ as outlined in the Department of Public Service and Administration (DPSA) Incentive Policy Framework.

(b) The performance assessment moderation processes are not yet finalized and therefore the detailed breakdown for 2017/2018 is not yet available**.**

**Department of Correctional Services**

(1) **2016-17 financial year:**

(a) Total amount that was paid out in bonuses to employees in his department is

**R 79 360 714.13**

(b) Detailed breakdown of the bonus that was paid out to each employee in each salary level in the 2016-17 financial year;

|  |  |  |
| --- | --- | --- |
| **SALARY BAND** | **NUMBER OF BENEFICIARIES** | **AVERAGE COST PER EMPLOYEE (R)** |
| SKILLED LEVELS 3-5 | 966 | 4 770.00 |
| HIGHLY SKILLED PRODUCTION LEVELS 6-8 | 7359 | 7 951.00 |
| HIGHLY SKILLED SUPERVISION LEVELS 9-12 | 1184 | 13 604.00 |
| SENIOR MANAGEMENT LEVELS 9-12 | 1 | 17 533.00 |
| SENIOR MANAGEMENT LEVEL 13 | 4 | 29 834.00 |

Notes:

1. Payments made in the 2016-17 financial year were based on the performance of employees in the 2014/15 performance cycle.

2. The payments made to the four (4) SMS level 13 employees were based on their performance in 2014/15 when they were still under “HIGH SKILLED SUPERVISION LEVEL 9-12” prior to their appointment on Senior Management level.

(2) **2017-18 financial year:**

(a) Total estimated amount that will be paid out in bonuses to employees in his department

**As result of financial constraints, no funds have been allocated yet.**

(b) Detailed breakdown of the bonus that will be paid out to each employee in each salary level in the 2017-18 financial year

**When funds are available it is standing practice in the Department of Correctional Services that a maximum of 25% of staff per salary level are annually paid performance bonuses.**