**National Assembly**

**Question Number: 3024**

**3024. Ms J Edwards (DA) to ask the Minister of Transport:**

(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?

**REPLY**

The response below outlines payment of performance bonuses to employees as well as a breakdown of bonuses in each salary level for the 2016/17 financial year. Furthermore, the total estimated amount to be paid in bonuses to employees for 2017/18 financial year is provided. It should be noted that a breakdown of bonuses for the 2017/18 financial year would only be possible after all employees have been assessed at the end of the performance cycle i.e. 31 March 2018.

**1(a)** The total amount that was paid out in bonuses to employees in the Department of Transport for the 2016/17 financial year is **R8 652.15 million.**

**1(b)** Detailed breakdown of bonus according to each salary level for 2016/17:

| **Salary level** | **Total number of Beneficiaries** | **Amount** |
| --- | --- | --- |
| 3 | 12 | R 43 402.56 |
| 4 | 16 | R 54 237.56 |
| 5 | 26 | R 83 529.77 |
| 6 | 74 | R 409 128.99 |
| 7 | 54 | R 363 139.61 |
| 8 | 72 | R 565 331.81 |
| 9 | 62 | R 584 158.92 |
| 10 | 49 | R 562 119.22 |
| 11 | 58 | R 832 364.34 |
| 12 | 61 | R 1 160 331.95 |
| 13 | 50 | R 2 597 918.06 |
| 14 | 18 | R 1 396 486.40 |
| **Grand Total** | **551.93** | **R 8 652 149.19** |

**2 (a)** In line with legislation and prescripts that regulate Performance Management and Development System in the Public Service, at least 1,5% is annually budgeted for payment of performance bonuses for employees. However, the Minister has the prerogative, in special circumstances to exceed the 1,5% allocated budget.

It is based on the above background that the 2017/18 projected amount for payment of performance bonuses to the deserving employees’ amount to: **R6, 750,315.00.**

**2 (b)** The Department is currently not in a position to provide detailed breakdown of the bonus that will be paid out to each employee in each salary level in the 2017-18 financial year, as this is dependent on the individual performance outcome which will only be determined at the end of the financial year (i.e. 31 May 2018).