

**MINISTRY**

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**NATIONAL ASSEMBLY**

**WRITTEN REPLY**

**QUESTION NUMBER: 430 [NW492E]**

**INTERNAL QUESTION PAPER NO.: 05 of 2019**

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**DATE OF REPLY: 18 APRIL 2019**

**430. Mr D R Ryder (DA) asked the Minister of Public Works:**

1. What number of heads of departments of his department completed performance assessments in the (a) 2015-16, (b) 2016-17 and (c) 2017-18 financial years?

(2) What are the reasons for any heads of departments not completing performance assessments in each specified financial year? **NW493E**

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**The Minister of Public Works**

**REPLY:**

(1) It is assumed that the Honourable Member, when asking about heads of departments in the Department of Public Works that reference is actually made to the Director General, Deputy Directors-General and Chief Directors, who head various business units in the Department of Public Works. In this respect, the details are as follows:

(a) **2015-16 financial year**: 34 heads of departments completed performance assessments.

 (b) **2016-17 financial year**: 30 heads of departments completed performance assessments.

(c) **2017-18 financial year**: 34 heads of departments completed performance assessments.

(2) In a few cases wherein non-compliance occurred by managers in the respective financial years, the reasons have mainly centred around the submission of performance assessments after the stipulated deadlines. As a result, the Department has instituted action and excluded the affected officials from any performance incentives linked to their positions.