

**MINISTRY OF DEFENCE & MILITARY VETERANS**

**NATIONAL ASSEMBLY**

**QUESTION FOR WRITTEN REPLY**

**68. Mr M Bagraim (DA) to ask the Minister of Defence and Military Veterans:**

What (a) type of performance and/or incentive bonuses exist in her department excluding the 13th cheque and (b) amount was budgeted for these performance and/or incentive bonuses in the (i) 2017-18, (ii) 2018-19 and (iii) 2019-20 financial years? NW72E

**REPLY:**

1. The Public Service Regulations (PSR), 2016, provides for the Head of Department to establish a financial incentive scheme for employees or any category of those employees.

The Department of Defence pays a Performance Bonus in terms of its Performance Management and Development System (PMDS). The Performance Bonus is a financial reward granted to eligible officials in recognition of performance that is significantly above expectations provided that the official completes a continuous period of at least twelve months in his/her salary level on 31 March of a specific year.

(b) The amounts budgeted are indicated in the table below:

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **FY2017/18** | | **FY2018/19** | | **FY 2019/20** | |
|  | |  | |  | |
| **Budget Vote** | **Expenditure** | **Budget Vote** | **Expenditure** | **Budget Vote** | **Expenditure** |
| R355,996,901 | R191,601,890 | R277,289,665 | R200,571,892 | R289,517,939 | R224,545,442 |