**National Assembly**

**Question No: 93**

**Mr T B Mabhena (DA) to ask the Minister of Transport:**

(1) (a) What are the full names of each official in the Driving Licence Card Account (DLCA) who received a combined salary increase of 88% in the past three years, (b) what process was followed when the increases were effected and (c) who approved the increases;

(2) whether he will furnish Mr T B Mabhena with the (a) breakdown of the salary increases according to each employee and (b) motivation and/or justification of the salary increases; if not, why not; if so, what are the relevant details;

(3) whether the increases were effected as a result of performance; if not, what is the position in this regard; if so, will he furnish Mr T B Mabhena with the records of performance appraisal; if not, why not; if so, on what date;

(4) in what way has he found were the increases justifiable in relation to the poor performance of the entity, given the fact that the DLCA revenue decreased by 34% in the 2020-21 financial year;

(5) whether he has found that a salary increase of 7,3% would have been adequate for senior management in the 2020-21 financial year; if not, why not; if so, what are the relevant details? NW97E

**REPLY**

1. There are no officials that received a combined salary increase of 88% in the past three years at the DLCA. The salary payments to the executives at the DLCA are provided below in line with the figures audited by AGSA and published in the audited Annual Performance Report of the Entity. All payments to staff at the DLCA are regulated by the Department of Public Service and Administration.
2. In **2018/2019** financial year, the top four executives earned a total of R3,404,000. The average was R 851,000 each. This average is distorted by the executive who worked only two months in the year and resigned. The average for the three executives excluding the resigned manager is 1,098,000.
3. In **2019/20** financial year, there were three (3) executives, who earned a total of   
   R3,104,000. This resulted to an average of R 1,035,000 each.
4. In **2020/21** financial year, there were three (3) executives, who earned a total of   
   R3,196,000. The average was R 1,065,000. The difference is due to the fact that the CFO did not act for 12 months.

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| **Executives** | **2018/'19** | **2019/'20** | **2020/'21** |
| Former CFO | 178,000 | Resigned | Resigned |
| Acting CFO | 1,038,000 | 927,000 | 1,016,000 |
| Senior Manager: Information Technology | 109,000 | Resigned | Resigned |
| Senior Manager: Production & Infrastructure | 1,061,000 | 1,107,000 | 1,111,000 |
| Senior Manager: Risk, Governance & Compliance | 1,018,000 | 1,070,000 | 1,069,000 |
| **Total** | **3,404,000** | **3,104,000** | **3,196,000** |
| ***Average*** | ***851,000*** | ***1,034,667*** | ***1,065,333*** |

1. Refer to (1) above
2. Refer to (1) above
3. Refer to (1) above
4. Although the DLCA executives would appreciate the salary increase of 7.3%, all salaries paid to the DLCA executives are aligned to the DPSA directive of which in 2020-21 financial year no increases were paid to the executives/ senior managers.