



rural development  
& land reform

Department:

Rural Development & Land Reform

REPUBLIC OF SOUTH AFRICA

CHIEF DIRECTORATE: HUMAN RESOURCES

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**REPORT ON THE SUBMISSION OF SENIOR MANAGEMENT PERFORMANCE  
CONTRACTS FOR THE FINANCIAL YEAR 2011/12**

**Prepared for:**

**The Portfolio Committee on Rural Development and Land Reform**

**Prepared by:**

**P M Shabane: Accounting Officer**

**1. Purpose**

To present a report on the submission of senior management performance contracts for the financial year 2011/12 for noting.

**2. Summary of performance contracts is as follows:-**

2.1 The Department and the Commission have a total of 201 senior managers on the establishment. 189 senior managers submitted performance contracts. This translates into 94% compliance.

2.2 The 189 performance contracts are broken down as follows:

- i) **Department of Rural Development and Land Reform:** The Department has a total number of 183 senior managers on its establishment. 172 submitted performance contracts. This translates into 93.98%. It is noted that 11 senior managers did not submit performance contracts. The

Department will initiate disciplinary action against the officers in terms of Section 16 (A) of the Public Service Act, 1994, as amended.

- ii) **Commission:** The Commission has a total number of 18 senior managers on its establishment. 17 submitted performance contracts. This translates into 94.44%. It is noted that one senior manager did not submit a performance contract. The commission will initiate disciplinary action against the officer in terms of Section 16 (A) of the Public Service Act, 1994, as amended.

### **3.Conclusion**

The report is submitted to the Committee for noting.

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