



## **water & sanitation**

Department:  
Water and Sanitation  
**REPUBLIC OF SOUTH AFRICA**

**EdTM**

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Reference: 7/1

**MINISTER OF WATER AND SANITATION**

**NATIONAL ASSEMBLY: QUESTION 584 FOR WRITTEN REPLY**

A draft reply to the above mentioned question asked by Mr L J Basson (DA) is attached for your consideration.

**DIRECTOR-GENERAL**

**DATE:** 27/03/2017

**DRAFT REPLY APPROVED/AMENDED**

**MRS NP MOKONYANE  
MINISTER OF WATER AND SANITATION**

**DATE:** 03.04.17.

NATIONAL ASSEMBLY

**FOR WRITTEN REPLY**

**QUESTION NO 584**

**DATE OF PUBLICATION IN INTERNAL QUESTION PAPER: 17 MARCH 2017**  
**(INTERNAL QUESTION PAPER NO. 10)**

**584. Mr L J Basson (DA) to ask the Minister of Water and Sanitation:**

Whether Rand Water in Gauteng paid any bonuses to (a) staff members and (b) board members in the (i) 2014-15, (ii) 2015-16 and (iii) 2016-17 financial years; if so, in each case, (aa) what amount was paid out and (bb) to whom was it paid out? NW640E

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**REPLY:**

- (a) Rand Water utilises a self-funding short term incentive scheme to reward performance as well as to act as a staff retention tool. The policy is aligned to the guidelines set by my Department. Employees who qualify in terms of the scheme rules were paid bonuses in the periods 2014/15, 2015/16 and the current 2016/17 financial year ending 30 June 2017, thus no approval has been sought from the Board as yet. The independent assurance process is through the internal and external audit of the payout.

Refer to the table below for the breakdown per Financial Year:

<b>Financial Year</b>	<b>Amount Paid</b>	<b>Total employees paid</b>
(a)(i) 2014/15	R285 000 000	3355 employees qualified in terms of the scheme rules
(a)(ii) 2015/16	R320 000 000	3348 employees qualified in terms of the scheme rules
(a)(iii) 2016/17	None	None

- (b) Board Members do not qualify for any incentives/bonuses.

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