

## NATIONAL ASSEMBLY

### FOR WRITTEN REPLY

### QUESTION NO 98

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**(INTERNAL QUESTION PAPER NO 1)**

**98. Mrs D van der Walt (DA) to ask the Minister of Water Affairs and Forestry:**

- (1) Whether all staff currently employed by her department have signed performance agreements; if not, what percentage has signed;
- (2) in respect of each of the past three years up to and including 2007, how many (a) senior managers (levels 13-16) were employed by her department and (b) of these senior managers signed performance agreements;
- (3) whether all senior managers who signed performance agreements were assessed during this period; if not, why not; if so,
- (4) whether any senior managers failed to meet the performance standards required of them; if so, what action was taken against them?

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**REPLY:**

- (1) Not all the staff currently employed by the Department, have signed Performance Agreements (PAs). Fifty percent (50%) of staff, from levels 3 to 16, have signed Performance Agreements.
- (2)(a) The following are the statistics for the three financial periods as requested:
  - (i) There were 134 members of the Senior Management Service (SMS) employed by the Department during the 2005/2006 financial year;
  - (ii) there were 127 members of the SMS employed during the 2006/2007 financial year; and
  - (iii) there are 150 members of the SMS employed by the Department in 2007/2008.
- (2)(b)
  - (i) Of the 134 SMS members employed in 2005/2006, 92 had signed PAs, that is, 68%;
  - (ii) of the 127 members of the SMS employed during the financial year 2006/2007, 111 had signed PAs, that is, 87%; and
  - (iii) of the 150 members of the SMS employed in 2007/2008, 132 have signed PAs, that is, 88%.

- (3) 71% of the SMS members, who had signed PAs during the financial year 2005/2006, were assessed. Those who had not signed PAs, were not considered for merit awards. The remaining 29% is in the main constituted by those who resigned before the completion of the cycle and those who had not signed PAs after the three months allowance new appointees have. Assessments for the 2006/2007 period are in progress and will be finalised in early March. Assessments for the 2007/2008 financial period will commence after the end of the financial year.
- (4) Only two SMS members failed to meet the required performance standard for the period 2005/2006.

The Departmental Moderation Committee had recommended that the supervisors of the concerned SMS members should take corrective measures in line with the Performance Management and Development System (PMDS), the reference framework for managing performance in the public service.

While the majority of those assessed met the performance standards, they did not all qualify for cash bonuses in terms of the parameters set by the Department of Public Service and Administration (DPSA).