



## water affairs

Department:  
Water Affairs  
REPUBLIC OF SOUTH AFRICA

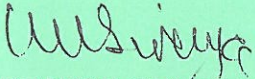


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Reference: 2/1/5/1

### MINISTER OF WATER AND ENVIRONMENTAL AFFAIRS


### NATIONAL COUNCIL OF PROVINCES: QUESTION 185 FOR WRITTEN REPLY

A draft reply to the above question asked by Mr S H Plaatjie (COPE-NW) is attached for your consideration.

  
DIRECTOR-GENERAL

DATE: 08/05/2012

<sup>as</sup>  
DRAFT REPLY APPROVED/AMENDED

  
MRS B E E MOLEWA, MP  
MINISTER OF WATER AND ENVIRONMENTAL AFFAIRS

DATE: 2012/05/10

NATIONAL COUNCIL OF PROVINCES

FOR WRITTEN REPLY

QUESTION NO 185

DATE OF PUBLICATION IN INTERNAL QUESTION PAPER: 30 APRIL 2012  
(INTERNAL QUESTION PAPER NO. 09)

**185. Mr S H Plaatjie (COPE-NW) to ask the Minister of Water and Environmental Affairs:**

Whether any persons were held accountable for failure to achieve her department's objectives in the (a) 2008-09, (b) 2009-10, (c) 2010-11 and (d) 2011-12 financial years; if not, why not; if so, what are the relevant details?

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**REPLY:**

The performance of individual managers in the Department between the period 2008 and 2011 was measured through the Performance Management Development System (PMDS) and any individual non performance in achieving departmental objectives are measured against the individual contract Performance Agreements. The performance assessment of managers for 2011/12 has not yet been concluded. The PMDS makes provision for corrective action to be taken in cases of non-performance. The PMDS is the only instrument which we follow in this regard.

The Department has had a difficult time with regard to the negative findings by the Auditor-General on its annual report over the past few years. The Standing Committee on Public Accounts also raised several concerns regarding efficiencies in financial and operational management of the Department. In order to deal with these matters, in July 2011 I appointed a Committee of Experts (BPR Team) for an initial one year period to advise on the changes and improvements that we need how to effect and implement a radical improvement within the Department. These experts (13 in number) possess a variety of skills in organizational renewal, financial and operational management, information technology, programme management and turn around processes in general. Their task is to define the challenges facing the water sector and to provide clear recommendations on how to support the changes needed to promote growth, infrastructure development, job creation and equity and furthermore to address a number of debilitating issues preventing the DWA from becoming an efficient and functional entity in order to fulfil its rightful role as a key player in economic development and job creation in our country.

Working with this BPR committee we have already started with of a turnaround strategy, there is a lot of improvement in areas where challenges were being experienced. We have already reported in full to the portfolio committee on the improvement and the PC has expressed its satisfaction in this regard.

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