Question 96

Mr M Swart (DA) to ask the Minister of Trade and Industry:

(1) Whether all staff currently employed by his 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 his 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?

Response:

(1) Not all staff have signed performance agreements, 83% have signed performance agreements.

(2)

<table>
<thead>
<tr>
<th>Year</th>
<th>(a) No. of sms employed</th>
<th>(b) Signed performance agreements</th>
<th>(a) No. of sms employed</th>
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</tr>
</thead>
<tbody>
<tr>
<td>2005/2006</td>
<td>142</td>
<td>113 (80%)</td>
<td>151</td>
<td>125 (83%)</td>
<td>160</td>
<td>121 (76%)</td>
</tr>
</tbody>
</table>

(3)

<table>
<thead>
<tr>
<th>Year</th>
<th>Signed sms performance agreements</th>
<th>Annual appraisals done</th>
<th>Signed sms performance agreements</th>
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<th>Signed sms performance agreements</th>
<th>Annual appraisals done</th>
</tr>
</thead>
<tbody>
<tr>
<td>2005/2006</td>
<td>113</td>
<td>110 (97%)</td>
<td>125</td>
<td>122 (98%)</td>
<td>121</td>
<td>Due 30/4/2008</td>
</tr>
</tbody>
</table>

Three managers were not assessed in 2005/06 due to the following reasons:

- The Appraisal was completed and submitted to the supervisor but no feedback was received.
- Two Managers resigned, one resigned during the cycle and the other one resigned on 30 April 2007 without completing her appraisal for the period ending 31 March 2007.

Three managers were not assessed in 2006/07 due to the following reasons:

- One manager was on extended leave due to maternity.
- Another manager completed and submitted her appraisal but no feedback was received from the supervisor.
- The third manager submitted his appraisal but it was never discussed with the supervisor.

(4) In the 2005/2006 financial year, 2 senior managers failed to meet the performance standards required of them. In the 2006/20067 financial year, 3 senior managers failed to meet the performance standards required of them. Areas of underperformance are addressed through personal development plans with a performance review conducted on a quarterly basis to assess improvement.