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.
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?

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:

<table>
<thead>
<tr>
<th>Financial Year</th>
<th>Amount Paid</th>
<th>Total employees paid</th>
</tr>
</thead>
<tbody>
<tr>
<td>(a)(i) 2014/15</td>
<td>R285,000,000</td>
<td>3,355 employees qualified in terms of the scheme rules</td>
</tr>
<tr>
<td>(a)(ii) 2015/16</td>
<td>R320,000,000</td>
<td>3,348 employees qualified in terms of the scheme rules</td>
</tr>
<tr>
<td>(a)(iii) 2016/17</td>
<td>None</td>
<td>None</td>
</tr>
</tbody>
</table>

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

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