

## **Entity responses to IQP 17 – question 454**

### **454. Dr V Knoetze to ask the MEC responsible for Economic Development, Environmental Affairs and Tourism:**

*With regard to executive remuneration and performance-based incentives in all public entities falling under the Department of Economic Development, Environmental Affairs and Tourism (DEDEAT):*

- (1) Whether she can kindly provide a detailed breakdown of the total annual remuneration packages for each (a) Chief Executive Officer (CEO), (b) Chief Operating Officer (COO) and (c) Chief Financial Officer (CFO) across all her Department's public entities for the (i) 2021/22, (ii) 2022/23 and (iii) 2023/24 financial years as at the latest specified date for which information is available, can she kindly include in the breakdown the (a) basic salary, (b) performance bonuses, (c) car allowances, (d) housing benefits, (e) cell phone allowances and (f) any other perks or non-cash benefits;

<b>Name of entity:</b>				
<b>Designation</b>	<b>Breakdown of total annual remuneration packages:</b>	<b>2021/22</b>	<b>2022/23</b>	<b>2023/24</b>
Chief Executive Officer (CEO) Assumed duties on 1 July 2021 so the salary is pro-rated	a) Basic Salary	R2 196 000	R3 113 000	R3 235 000
	b) Performance Bonuses	R0.00	R0.00	R0.00
	c) Car allowance	R144 000	R192 000	R192 000
	d) Housing benefits	R0.00	R0.00	R0.00
	e) Cellphone allowances	R0.00	R0.00	R0.00
	f) Any other perks or non-cash benefits	R0.00	R0.00	R0.00
<b>TOTAL PACKAGE</b>		<b>R2 340 000</b>	<b>R3 305 000</b>	<b>R3 427 000</b>
Chief Operating Officer (COO)  The ECDC does not have the COO position	a) Basic Salary	R	R	R
	b) Performance Bonuses	R	R	R
	c) Car allowance	R	R	R
	d) Housing benefits	R	R	R
	e) Cell phone allowances	R	R	R
	f) Any other perks or non-cash benefits			

TOTAL PACKAGE				
Chief Financial Officer (CFO)  The CFO was appointed as an interim CFO from October 2020 until October 2022 when he was officially appointed as CFO on 1 Nov 2022.	a) Basic Salary	R1 434 764	R1 099 279	R1 939 764
	b) Performance Bonuses	R0.00	R0.00	R0.00
	c) Car allowance	R253 236	R147 721	R253 236
	d) Housing benefits	R0.00	R0.00	R0.00
	e) Cell phone allowances	R0.00	R0.00	R0.00
	f) Any other perks or non-cash benefits	R0.00	R0.00	R0.00
TOTAL PACKAGE		R1 688 000	R1 247 000	R2 193 000

(2) Whether any (a) bonuses, (b) *ex gratia* payments or (c) once-off performance incentives were paid to the above executives in the aforementioned financial years; if so, can she provide a breakdown thereof;

**No bonuses were awarded during the 2021/2022, 2022/2023, and 2023/2024 financial years.**

Name of entity				
Designation	Type of incentive paid	2021/22	2022/23	2023/24
Chief Executive Officer	a) bonuses	0	0	0
	b) <i>ex gratia</i> payments	0	0	0
	c) once-off performance incentives	0		0
TOTAL		0	0	0
Chief Operations Officer	a) bonuses			
	b) <i>ex gratia</i> payments			
	c) once-off performance incentives			
TOTAL				
Chief Financial Officer	a) bonuses			
	b) <i>ex gratia</i> payments			
	c) once-off performance incentives			
TOTAL				

- (3) If performance bonuses were paid, (a) what Key Performance Indicators (KPIs) were used to justify these bonuses and (b) how were these KPIs measured and validated;

**Not applicable, as no bonuses were paid during the period under review.**

- (4) Whether any of the entities were underperforming financially or operationally during the period in which bonuses were paid out; if so, how was bonus eligibility justified in such cases?

**Not applicable, as no bonuses were paid during the period under review.**