

25 June 2025

Mrs Mickey Mama
The Head of Department
Department of Economic Development, Environment and Tourism
Bhisho
5605

By email: Pendulwa.guma@dedea.gov.za

Dear Mrs Mama

RE: REQUEST FOR WRITTEN RESPONSES: LEGISLATURE INTERNAL QUESTION PAPER 17

The Eastern Cape Gambling Board acknowledges receipt of the Legislature internal question paper 17 and submits the attached response.

Yours sincerely,

RM ZWANE
CHIEF EXECUTIVE OFFICER

Board Members: T. Mackie-Huisman (Chairperson); V. Vika (Deputy Chairperson); B. Msayi-Jozana; Adv. J. Buchner; M. de Beer; Q. Mafuya; M. Zokoza; Dr N. Ncedo; RM. Zwane (Chief Executive Officer)

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EASTERN CAPE GAMBLING BOARD 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;

Name of entity:	EASTERN CAPE GAMBLING BOARD			
Designation	Breakdown of total annual remuneration packages:	2021/22	2022/23	2023/24
Chief Executive Officer (CEO)	a) Basic Salary ¹	R3 699 164	R3 899 910	R4 126 488
	b) Performance Bonuses	R539 951	R578 990	R625 309
	c) Car allowance	-	-	-
	d) Housing benefits	-	-	-
	e) Cellphone allowances	R37 800	R37 800	R37 800
	f) Any other perks or non-cash benefits	-		R35 000
TOTAL PACKAGE		R4 276 915	R4 516 700	R4 824 597
Chief Operating Officer (COO)	a) Basic Salary	N/a	N/a	N/a
	b) Performance Bonuses	N/a	N/a	N/a
	c) Car allowance	N/a	N/a	N/a
	d) Housing benefits	N/a	N/a	N/a

¹ ECGB is on a total cost to company structure. Included in the item for basic salary is the total cost to company for the position.

	e) Cell phone allowances	N/a	N/a	N/a
	f) Any other perks or non-cash benefits			
TOTAL PACKAGE				
Chief Financial Officer (CFO)	a) Basic Salary	R2 246 283	R1 688 387	R2 426 010
	b) Performance Bonuses	R327 903	R109 720	R348 909
	c) Car allowance	-	-	-
	d) Housing benefits	-	-	-
	e) Cell phone allowances	R30 720	R30 720	R30 720
	f) Any other perks or non-cash benefits	-	-	-
TOTAL PACKAGE		R2 604 906	R1 828 827²	R2 805 639

(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:

Name of entity				
Designation	Type of incentive paid	2021/22	2022/23	2023/24
Chief Executive Officer	a) bonuses	R539 951	R578 990	R625 309
	b) <i>ex gratia</i> payments	-	-	-
	c) once-off performance incentives	-	-	-
TOTAL		R539 951	R578 990	R625 309
Chief Operations Officer	a) bonuses	N/a	N/a	N/a
	b) <i>ex gratia</i> payments	N/a	N/a	N/a
	c) once-off performance incentives	N/a	N/a	N/a
TOTAL				

² CFO position was vacant for five months during 2022-23

Chief Financial Officer	a) bonuses	R327 903	R109 720	R348 909
	b) <i>ex gratia</i> payments	-	-	-
	c) once-off performance incentives	-	-	-
TOTAL		R327 903	R109 720	R625 309

(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:

a) ECGB's KPIs were:

- Revenue Collected & Disbursed to Fiscus
- Number of Key CSI Projects Implemented
- Organizational Maturity Index
- Number of Key Gambling Licenses issued
- Gambling industry compliance maturity level
- Number of sweeps conducted
- Number of Revenue audits conducted
- Number Empirical research Studies Commissioned
- Number of Gambling Economic Opportunities Awareness Sessions Conducted
- Number of People Provided Feedback about Excessive & Irresponsible Gambling Messages

b) The achievement of performance targets is validated by internal and external auditors against a portfolio of evidence provided by management.

(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?

ECGB Response: The entity's spending was in line with approved budgets in all three financial years. Additionally, performance outcomes achieved were 80% and above of those that were planned.