

NATIONAL COUNCIL OF PROVINCES

QUESTION FOR WRITTEN REPLY

QUESTION NUMBER: 54 [CW79E]

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54. Mr W F Faber (DA-NC) to ask the Minister of Finance:

- (1) How much was paid to the SA Airways staff members in bonuses in the 2014-15 financial years;
- (2) Whether each staff member received a bonus; if not, what criteria were used to determine the awarding of a bonus; if so, what are the relevant details;
- (3) Whether performance assessments were concluded; if not, what is the position in this regard; if so, what are the relevant details;
- (4) How much was paid to the (a) chief executive officer, (b) chief financial officer and (c) chief operations officer in respect of (i) salaries and (ii) bonuses in the past three financial years?

CW79E

REPLY:

(1) No bonuses were paid.

(2) N/A

(3) All managers are subject to a performance assessment. The KPA's and KPI's are outlined in a balanced Score Card (BSC). Two formal reviews are conducted annually; one being interim/midyear and the other being final review at the end of the financial year. The other employees who are not managers are subject to team-based performance contacts with the same formal reviews.

(4) (a)

SP Mzimela	CEO	Period	Salary	Bonus	Total
		Apr 12 – Oct 12	R4 960 694.19	R0.00	R4 960 694.19

M Kalawe	CEO	Period	Salary	Bonus	Total
		Jun 13 – Mar 14	R3 794 150.00	R0.00	R3 794 150.00
		Apr 14 – to date	R4 552 980.00	R0.00	R4 552 980.00

N Bezuidenhout	Acting CEO	Period	Salary	Bonus	Total
		Feb 13 – Jun 13	R 106 110.00	R0.00	R 106 110.00
		Nov 14 – Date	R 165 988.04	R0.00	R 165 988.04

The amounts reflect the top up paid by SAA as an acting allowance to Mr Bezuidenhout, who is still paid by Mango as its CEO.

(b)

WH Meyer	CFO	Period	Salary	Bonus	Total
		Apr 12 – Mrt 13	R3 270 670.00	R0.00	R3 270 670.00
		Apr 13 – Mrt 14	R3 463 650.00	R0.00	R3 463 650.00
		Apr 14 – Mrt 15	R3 661 080.00	R0.00	R3 661 080.00