



Reference: 20200821-7600
File no.: 3/3/1/4
Enquiries: Call Centre

Circular: 0027/2020
Expiry date: None

To: All Western Cape Education Department (WCED) Public Service Staff

Short summary: *This circular serves to inform all WCED Public Service Staff about the non-payment of 2019/2020 performance cycle bonuses*

Subject: Staff performance management and development system : Outcome of performance assessments 2019/2020 cycle

1. As a country, we are probably faced with one of the biggest crises to date, which is placing tremendous strain on the fiscus of the state and extreme pressures on the budget of the Western Cape Government. The economic impact on our communities resulted in many of our citizens losing their jobs, taking salary cuts or some even unable to buy food and basic supplies.
2. To this effect the Provincial Cabinet took a decision that performance bonuses for the 2019/20 performance cycle will not be paid to employees within the Western Cape Government.
3. There are numerous officials who rendered commendable and satisfactory services during the 2019/20 financial year, which is recognised. It is trusted that officials will not be perturbed by this decision, but have the necessary understanding of the financial pressures that government is under and of the social hardships that have befallen our society.
4. Pay progression will be effected for the 2019/20 performance cycle for all eligible officials as soon as all moderation processes have been finalised and the recommendations approved. It is anticipated that this process will be concluded by mid-November 2020.
5. It is appreciated that officials will continue to ensure that service delivery to our clients continues on acceptable and committed levels as reflected in our various performance agreements.

6. Your understanding and support in this regard is highly appreciated.

SIGNED: BK SCHREUDER

HEAD: EDUCATION

DATE: 2020-09-15