



**Western Cape
Government**

Department of the Premier

Corporate Services Centre
Chief Directorate People Management Practices

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Reference: 3/3/1/1/4

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DG CIRCULAR NO. 48 OF 2020

THE HEAD OF DEPARTMENT: AGRICULTURE (Dr M Sebopetsa)
THE ACTING HEAD OF DEPARTMENT: COMMUNITY SAFETY (Adv. Y Pillay)
THE HEAD OF DEPARTMENT: CULTURAL AFFAIRS AND SPORT (Mr B Walters)
THE HEAD OF DEPARTMENT: ECONOMIC DEVELOPMENT AND TOURISM (Mr S Fourie)
THE HEAD OF DEPARTMENT: ENVIRONMENTAL AFFAIRS AND DEVELOPMENT PLANNING (Mr P van Zyl)
THE HEAD OF DEPARTMENT: HUMAN SETTLEMENTS (Ms J Samson-Swartz)
THE HEAD OF DEPARTMENT: LOCAL GOVERNMENT (Mr G Paulse)
HEAD OFFICIAL: PROVINCIAL TREASURY (Mr D Savage)
THE HEAD OF DEPARTMENT: SOCIAL DEVELOPMENT (Dr R Macdonald)
THE HEAD OF DEPARTMENT: TRANSPORT AND PUBLIC WORKS (Ms J Gooch)
THE HEAD OF DEPARTMENT: EDUCATION (Mr B Schreuder)
THE HEAD OF DEPARTMENT: HEALTH (Dr K Cloete)

ALL BRANCH HEADS: DEPARTMENT OF THE PREMIER

DG CIRCULAR NO. 48 of 2020: PAYMENT OF PERFORMANCE BONUSES FOR THE 2019/2020 PERFORMANCE CYCLE AND INITIATIVES TO RECOGNISE WCG STAFF FOR EXCELLENT WORK DONE DURING COVID-19

As a result of the fiscal destruction that COVID-19 has unleashed on the Western Cape Province, with many of our citizens losing their jobs or have taken salary cuts or cannot even buy food and basic supplies, Cabinet has approved the decision by WCG Provincial Top Management (PTM) that performance bonuses for the 2019/2020 performance cycle will not be paid to employees within the Western Cape Government.

Cabinet and the PTM recognise that many officials who, in response to the challenges faced in the Province, have gone beyond the call of duty and have made many personal sacrifices in order to continue service delivery to our citizens. Departments are therefore encouraged to recognise performance by implementing alternative (non-financial) rewards in terms of the provisions of the WCG Performance Incentive Policy.

In relation to provincial public entities (3C and 3D), this decision will also be communicated to them with the aim that entities adopting a similar position for 2019/2020.

Employees will still receive their pay progressions as well as grade progressions where applicable as these incentives are provided for in the Public Service Act and Regulations as well as collective agreements.

Heads of Department are requested to ensure that this decision be properly communicated to staff and to Provincial Public Entities under your oversight control.

Dr Harry Clifton Malila

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Date: 2020.08.04 10:58:01 +02'00'

DR. HARRY MALILA

DIRECTOR-GENERAL

DATE:

CC: Chief Executive Officers of Western Cape Public Entities