TO ALL NATIONAL AND PROVINCIAL ACCOUNTING OFFICERS
AND HEADS OF PROVINCIAL TREASURIES

ADJUSTMENT OF THE REMUNERATION LEVELS: SERVICE BENEFIT PACKAGES
FOR OFFICE-BEARERS OF CERTAIN STATUTORY AND OTHER INSTITUTIONS

The Minister of Finance has approved a 5 per cent cost-of-living adjustment to the relevant
category levels as indicated in Annexure A with effect from 1 April 2011.

The approval provides for an all-inclusive flexible remuneration package (inclusive of service
benefits) for all relevant category levels. Full-time members’ remuneration packages must
be structured in accordance with the principles of the Senior Management Service (SMS).
The SMS handbook is compiled by and available from the Department of Public Service and
Administration. In structuring the packages, office-bearers should make due provision for
pension and medical aid and must also ensure that taxation rules governing the structuring of
salary packages are complied with.

The remuneration adjustment is, furthermore, subject to approval by the relevant executive
authority, by evaluating the work done by the office-bearers and agreeing to the
improvements, before implementation thereof.

Funds for inflation-related increases in expenditure and salary adjustments for 2011/12 have
been made available in the MTEF and were allocated to departments. Any additional
expenditure that could arise by implementing this approval must be defrayed from
departments/institutions’ existing budget allocations.

Employees of National, Provincial and Local Government or Agencies and Entities of
Government serving on Public Entities/Institutions are not entitled to additional remuneration.

GHOOLAM MANACK
(CHIEF DIRECTOR: PUBLIC ENTITIES GOVERNANCE UNIT)

DATE 15/04/2011

DOR DIRECTOR-GENERAL: NATIONAL TREASURY
## Annexeure A

**Conversion Key: With Effect from 1 April 2011**

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<th>Category, sub-category and official designation</th>
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