



**NATIONAL TREASURY
REPUBLIC OF SOUTH AFRICA**

Private Bag X115, Pretoria, 0001 Tel: +27 12 315 5111, Fax: +27 12 315 5234

Enquiries: JC Krüger Ref: FP20-8/6/2/2/4/1/001 Tel: 012 315 5219 Fax: 012 315 5330 E-mail: Chris.Kruger@treasury.gov.za

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 2012.

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 2012/13 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.

 **GH MANACK**

GOOLAM MANACK
(CHIEF DIRECTOR: PUBLIC ENTITIES GOVERNANCE UNIT)

for DIRECTOR-GENERAL: NATIONAL TREASURY

DATE 26/4/2012

CONVERSION KEY: WITH EFFECT FROM 1 APRIL 2012

Category, sub-category and official designation	Existing remuneration R.p.a.	Revised remuneration		
		R.p.a.	R.p.d.	R.p.h.
CATEGORY S				
Chairperson	989 897	1 039 392	4 125	516
Vice-chairperson	841 091	883 146	3 505	439
Member	769 637	808 119	3 207	401

CATEGORY A				
Sub-category A1				
Chairperson	932 948	979 596	3 888	486
Vice-chairperson	792 746	832 384	3 304	413
Member	693 959	728 657	2 892	362
Sub-category A2				
Chairperson	828 734	870 171	3 454	432
Vice-chairperson	704 293	739 508	2 935	367
Member	654 124	686 831	2 726	341

CATEGORY B				
Sub-category B1				
Chairperson	769 637	808 119	3 207	401
Vice-chairperson	673 751	707 439	2 808	351
Member	467 211	490 572	1 947	244
Sub-category B2				
Chairperson	693 959	728 657	2 892	362
Vice-chairperson	489 104	513 560	2 038	255
Member	424 191	445 401	1 768	221

CATEGORY C				
Sub-category C1				
Chairperson	654 124	686 831	2 726	341
Vice-chairperson	442 341	464 459	1 844	231
Member	373 999	392 699	1 559	195
Sub-category C2				
Chairperson	467 211	490 572	1 947	244
Vice-chairperson	398 223	418 135	1 660	208
Member	353 000	370 650	1 471	184

CONVERSION KEY: WITH EFFECT FROM 1 APRIL 2012

<u>Category, sub-category and official designation</u>	<u>Existing remuneration</u>	<u>Revised remuneration</u>		
	R.p.a.	R.p.a.	R.p.d.	R.p.h.
CATEGORY D				
Sub-category D1				
Chairperson	373 999	392 699	1 559	195
Vice-chairperson	340 713	357 749	1 420	178
Member	308 311	323 727	1 285	161
Sub-category D2				
Chairperson	353 000	370 650	1 471	184
Vice-chairperson	316 778	332 617	1 320	165
Member	295 486	310 261	1 232	154
CATEGORY E				
Sub-category E1				
Chairperson	303 279	318 443	1 264	158
Vice-chairperson	278 173	292 082	1 160	145
Member	253 671	266 355	1 057	133
Sub-category E2				
Chairperson	287 923	302 320	1 200	150
Vice-chairperson	260 206	273 217	1 085	136
Member	231 293	242 858	964	121