



**NATIONAL TREASURY
REPUBLIC OF SOUTH AFRICA**

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TO ALL NATIONAL AND PROVINCIAL ACCOUNTING OFFICERS,
HEADS OF PROVINCIAL TREASURIES AND
ACCOUNTING AUTHORITIES OF PUBLIC ENTITIES

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


The Minister of Finance has approved a 5.6 per cent cost-of-living adjustment to the relevant category levels as indicated in Annexure A with effect from 1 April 2013.

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 2013/14 have been made available in the MTEF and were allocated to departments and public entities. Any additional expenditure that could arise by implementing this approval must be defrayed from departments'/public entities' 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**

GOOLAM MANACK
(CHIEF DIRECTOR: PUBLIC ENTITIES GOVERNANCE UNIT)
for DIRECTOR-GENERAL: NATIONAL TREASURY

DATE **24/05/2013**

CONVERSION KEY: WITH EFFECT FROM 1 APRIL 2013

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	1 039 392	1 097 598	4 360	545
Vice-chairperson	883 146	932 604	3 704	463
Member	808 119	853 374	3 392	424
CATEGORY A				
Sub-category A1				
Chairperson	979 596	1 034 454	4 112	514
Vice-chairperson	832 388	879 003	3 496	437
Member	728 657	769 461	3 056	382
Sub-category A2				
Chairperson	870 171	918 900	3 648	456
Vice-chairperson	739 508	780 921	3 104	388
Member	686 831	725 295	2 880	360
CATEGORY B				
Sub-category B1				
Chairperson	808 119	853 374	3 392	424
Vice-chairperson	707 439	747 057	2 968	371
Member	490 572	518 046	2 056	257
Sub-category B2				
Chairperson	728 657	769 461	3 056	382
Vice-chairperson	513 560	542 319	2 160	270
Member	445 401	470 343	1 872	234
CATEGORY C				
Sub-category C1				
Chairperson	686 831	725 295	2 880	360
Vice-chairperson	464 459	490 470	1 952	244
Member	392 699	414 690	1 648	206
Sub-category C2				
Chairperson	490 572	518 046	2 056	257
Vice-chairperson	418 135	441 552	1 760	220
Member	370 650	391 407	1 560	195

CONVERSION KEY: WITH EFFECT FROM 1 APRIL 2013

<u>Category, sub-category and official designation</u>	<u>Existing remuneration</u> R.p.a.	<u>Revised remuneration</u>		
		R.p.a.	R.p.d.	R.p.h.
CATEGORY D				
Sub-category D1				
Chairperson	392 699	414 690	1 648	206
Vice-chairperson	357 749	377 784	1 504	188
Member	323 727	341 856	1 360	170
Sub-category D2				
Chairperson	370 650	391 407	1 560	195
Vice-chairperson	332 617	351 243	1 400	175
Member	310 261	327 636	1 304	163
CATEGORY E				
Sub-category E1				
Chairperson	318 443	336 276	1 336	167
Vice-chairperson	292 082	308 439	1 224	153
Member	266 355	281 271	1 120	140
Sub-category E2				
Chairperson	302 320	319 251	1 272	159
Vice-chairperson	273 217	288 519	1 152	144
Member	242 858	256 458	1 024	128