



**NATIONAL TREASURY
REPUBLIC OF SOUTH AFRICA**

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TO ALL –

ACCOUNTING OFFICERS OF CONSTITUTIONAL INSTITUTIONS, AND NATIONAL AND PROVINCIAL DEPARTMENTS, 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 5.5 per cent cost-of-living adjustment to the relevant category levels as indicated in Annexure A with effect from 1 April 2015.


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)**. 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 indicated rates are sitting fees and exclusive of payments in respect of preparation, research and travelling (to and from meeting venues) time. The rate per day is the maximum allowable remuneration in any 24-hour day irrespective of the number of boards/councils and/or committees non-official members serve on.

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 2015/16 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'/institutions' existing budget allocations.

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

* The SMS handbook is compiled by and available from the Department of Public Service and Administration.

 GH MANACK

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

DATE 14/9/2015

CONVERSION KEY: WITH EFFECT FROM 1 APRIL 2015

Category, sub-category and official designation	2014/15 remuneration					2015/16 remuneration				
	Comparative full-time p.a.	Part-time				Comparative full-time p.a.	Part-time			
		Meeting fee per:		Board fee per annum			Meeting fee per:		Board fee per annum	
		day	hour	5%	8%		day	hour	5%	8%
CATEGORY S										
Chairperson	1 160 163	4 608	576	58 008	92 813	1 225 728	4 864	608	61 286	98 058
Vice-chairperson	985 764	3 912	489	49 288	78 861	1 040 256	4 128	516	52 013	83 220
Member	902 016	3 584	448	45 101	72 161	953 568	3 784	473	47 678	76 285
CATEGORY A										
Sub-category A1										
Chairperson	1 093 419	4 344	543	54 671	87 474	1 155 168	4 584	573	57 758	92 413
Vice-chairperson	929 106	3 688	461	46 455	74 328	981 792	3 896	487	49 090	78 543
Member	813 321	3 232	404	40 666	65 066	858 816	3 408	426	42 941	68 705
Sub-category A2										
Chairperson	971 277	3 856	482	48 564	77 702	1 026 144	4 072	509	51 307	82 092
Vice-chairperson	825 435	3 280	410	41 272	66 035	870 912	3 456	432	43 546	69 673
Member	766 638	3 048	381	38 332	61 331	810 432	3 216	402	40 522	64 835
CATEGORY B										
Sub-category B1										
Chairperson	902 016	3 584	448	45 101	72 161	953 568	3 784	473	47 678	76 285
Vice-chairperson	789 639	3 136	392	39 482	63 171	834 624	3 312	414	41 731	66 770
Member	547 575	2 176	272	27 379	43 806	578 592	2 296	287	28 930	46 287
Sub-category B2										
Chairperson	813 321	3 232	404	40 666	65 066	858 816	3 408	426	42 941	68 705
Vice-chairperson	573 231	2 280	285	28 662	45 858	604 800	2 400	300	30 240	48 384
Member	497 154	1 976	247	24 858	39 772	526 176	2 088	261	26 309	42 094
CATEGORY C										
Sub-category C1										
Chairperson	766 638	3 048	381	38 332	61 331	810 432	3 216	402	40 522	64 835
Vice-chairperson	518 427	2 064	258	25 921	41 474	548 352	2 176	272	27 418	43 868
Member	438 327	1 744	218	21 916	35 066	463 680	1 840	230	23 184	37 094
Sub-category C2										
Chairperson	547 575	2 176	272	27 379	43 806	578 592	2 296	287	28 930	46 287
Vice-chairperson	466 722	1 856	232	23 336	37 338	493 920	1 960	245	24 696	39 514
Member	413 718	1 648	206	20 686	33 097	437 472	1 736	217	21 874	34 998

CONVERSION KEY: WITH EFFECT FROM 1 APRIL 2015

Category, sub-category and official designation	2014/15 remuneration					2015/16 remuneration				
	Comparative full-time p.a.	Part-time				Comparative full-time p.a.	Part-time			
		Meeting fee per:		Board fee per annum			Meeting fee per:		Board fee per annum	
		day	hour	5%	8%		day	hour	5%	8%

CATEGORY D

Sub-category D1

Chairperson	438 327	1 744	218	21 916	35 066	463 680	1 840	230	23 184	37 094
Vice-chairperson	399 318	1 592	199	19 966	31 945	421 344	1 672	209	21 067	33 708
Member	361 341	1 440	180	18 067	28 907	383 040	1 520	190	19 152	30 643

Sub-category D2

Chairperson	413 718	1 648	206	20 686	33 097	437 472	1 736	217	21 874	34 998
Vice-chairperson	371 265	1 480	185	18 563	29 701	393 120	1 560	195	19 656	31 450
Member	346 311	1 376	172	17 316	27 705	366 912	1 456	182	18 346	29 353

CATEGORY E

Sub-category E1

Chairperson	355 443	1 416	177	17 772	28 435	376 992	1 496	187	18 850	30 159
Vice-chairperson	326 022	1 296	162	16 301	26 082	344 736	1 368	171	17 237	27 579
Member	297 303	1 184	148	14 865	23 784	314 496	1 248	156	15 725	25 160

Sub-category E2

Chairperson	337 449	1 344	168	16 872	26 996	356 832	1 416	177	17 842	28 547
Vice-chairperson	304 965	1 216	152	15 248	24 397	322 560	1 280	160	16 128	25 805
Member	271 077	1 080	135	13 554	21 686	286 272	1 136	142	14 314	22 902