



**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

2016 ADJUSTMENT OF THE REMUNERATION LEVELS: SERVICE BENEFIT PACKAGES FOR OFFICE-BEARERS OF CERTAIN STATUTORY AND OTHER INSTITUTIONS


The Minister of Finance has approved a 2.5 per cent cost-of-living adjustment to the relevant category levels as indicated in Annexure A with effect from 1 April 2016.

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)*^{1*}. 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 2016/17 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.

 G.H. MANACK

GOOLAM MANACK
(CHIEF DIRECTOR: PUBLIC ENTITIES GOVERNANCE UNIT)
for DIRECTOR-GENERAL: NATIONAL TREASURY
DATE 01/11/2016

2016 Cr - Rem Stat & Other Inst(2016)026ck

¹ The SMS handbook is compiled by and available from the Department of Public Service and Administration.

CONVERSION KEY: WITH EFFECT FROM 1 APRIL 2016

Category, sub-category and official designation	2015/16 remuneration					2016/17 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	1 225 728	4 864	608	61 286	98 058	1 256 371	4 986	623	62 819	100 510
Vice-chairperson	1 040 256	4 128	516	52 013	83 220	1 066 262	4 231	529	53 313	85 301
Member	953 568	3 784	473	47 678	76 285	977 407	3 879	485	48 870	78 193
CATEGORY A										
Sub-category A1										
Chairperson	1 155 168	4 584	573	57 758	92 413	1 184 047	4 699	587	59 202	94 724
Vice-chairperson	981 792	3 896	487	49 090	78 543	1 006 337	3 993	499	50 317	80 507
Member	858 816	3 408	426	42 941	68 705	880 286	3 493	437	44 014	70 423
Sub-category A2										
Chairperson	1 026 144	4 072	509	51 307	82 092	1 051 798	4 174	522	52 590	84 144
Vice-chairperson	870 912	3 456	432	43 546	69 673	892 685	3 542	443	44 634	71 415
Member	810 432	3 216	402	40 522	64 835	830 693	3 296	412	41 535	66 455
CATEGORY B										
Sub-category B1										
Chairperson	953 568	3 784	473	47 678	76 285	977 407	3 879	485	48 870	78 193
Vice-chairperson	834 624	3 312	414	41 731	66 770	855 490	3 395	424	42 774	68 439
Member	578 592	2 296	287	28 930	46 287	593 057	2 353	294	29 653	47 445
Sub-category B2										
Chairperson	858 816	3 408	426	42 941	68 705	880 286	3 493	437	44 014	70 423
Vice-chairperson	604 800	2 400	300	30 240	48 384	619 920	2 460	308	30 996	49 594
Member	526 176	2 088	261	26 309	42 094	539 330	2 140	268	26 967	43 146
CATEGORY C										
Sub-category C1										
Chairperson	810 432	3 216	402	40 522	64 835	830 693	3 296	412	41 535	66 455
Vice-chairperson	548 352	2 176	272	27 418	43 868	562 061	2 230	279	28 103	44 965
Member	463 680	1 840	230	23 184	37 094	475 272	1 886	236	23 764	38 022
Sub-category C2										
Chairperson	578 592	2 296	287	28 930	46 287	593 057	2 353	294	29 653	47 445
Vice-chairperson	493 920	1 960	245	24 696	39 514	506 268	2 009	251	25 313	40 501
Member	437 472	1 736	217	21 874	34 998	448 409	1 779	222	22 420	35 873

CONVERSION KEY: WITH EFFECT FROM 1 APRIL 2016

Category, sub-category and official designation	2015/16 remuneration					2016/17 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	463 680	1 840	230	23 184	37 094	475 272	1 886	236	23 764	38 022
Vice-chairperson	421 344	1 672	209	21 067	33 708	431 878	1 714	214	21 594	34 550
Member	383 040	1 520	190	19 152	30 643	392 616	1 558	195	19 631	31 409

Sub-category D2

Chairperson	437 472	1 736	217	21 874	34 998	448 409	1 779	222	22 420	35 873
Vice-chairperson	393 120	1 560	195	19 656	31 450	402 948	1 599	200	20 147	32 236
Member	366 912	1 456	182	18 346	29 353	376 085	1 492	187	18 804	30 087

CATEGORY E

Sub-category E1

Chairperson	376 992	1 496	187	18 850	30 159	386 417	1 533	192	19 321	30 913
Vice-chairperson	344 736	1 368	171	17 237	27 579	353 354	1 402	175	17 668	28 268
Member	314 496	1 248	156	15 725	25 160	322 358	1 279	160	16 118	25 789

Sub-category E2

Chairperson	356 832	1 416	177	17 842	28 547	365 753	1 451	181	18 288	29 260
Vice-chairperson	322 560	1 280	160	16 128	25 805	330 624	1 312	164	16 531	26 450
Member	286 272	1 136	142	14 314	22 902	293 429	1 164	146	14 671	23 474