



**NATIONAL TREASURY
REPUBLIC OF SOUTH AFRICA**

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**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 10.5 per cent cost-of-living adjustment to the relevant category levels as indicated in Annexure A with effect from 1 April 2009.

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 2009/10 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.

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

DATE **30/4/2009**

CONVERSION KEY: WITH EFFECT FROM 1 APRIL 2009

<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 S				
Chairperson	804 882	889 395	3 530	442
Vice-chairperson	683 889	755 697	2 999	375
Member	625 788	691 497	2 745	344
CATEGORY A				
Sub-category A1				
Chairperson	758 577	838 227	3 327	416
Vice-chairperson	644 580	712 260	2 827	354
Member	564 255	623 502	2 475	310
Sub-category A2				
Chairperson	673 842	744 594	2 955	370
Vice-chairperson	572 658	632 787	2 512	314
Member	531 867	587 712	2 333	292
CATEGORY B				
Sub-category B1				
Chairperson	625 788	691 497	2 745	344
Vice-chairperson	547 824	605 346	2 403	301
Member	379 887	419 775	1 666	209
Sub-category B2				
Chairperson	564 255	623 502	2 475	310
Vice-chairperson	397 689	439 446	1 744	218
Member	344 907	381 123	1 513	190
CATEGORY C				
Sub-category C1				
Chairperson	531 867	587 712	2 333	292
Vice-chairperson	359 667	397 431	1 578	198
Member	323 793	357 792	1 420	178
	304 098	336 027	1 334	167

CONVERSION KEY: WITH EFFECT FROM 1 APRIL 2009

<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.	
Sub-category C2					
Chairperson	379 887	(P)	419 775	1 666	209
Vice-chairperson	323 793		357 792	1 420	178
Member	294 774		325 725	1 293	162
	287 022		317 160	1 259	158

CATEGORY D					
Sub-category D1					
Chairperson	304 098		336 027	1 334	167
Vice-chairperson	277 032		306 120	1 215	152
Member	250 686		277 008	1 100	138
Sub-category D2					
Chairperson	287 022		317 160	1 259	158
Vice-chairperson	257 571		284 616	1 130	142
Member	240 258		265 485	1 054	132

CATEGORY E					
Sub-category E1					
Chairperson	246 594		272 487	1 082	136
Vice-chairperson	226 182		249 930	992	124
Member	206 259		227 916	905	114
Sub-category E2					
Chairperson	234 108		258 690	1 027	129
Vice-chairperson	211 572		233 787	928	116
Member	174 942		207 810	825	104