



**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 7.5 per cent cost-of-living adjustment attached to the relevant category levels as indicated in the attached Annexure A with effect from 1 April 2008.

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.

Employees of National, Provincial and Local Government or Agencies and Entities of Government serving on Public Entities/Institutions are not entitled to additional remuneration. 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 2007/08 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.

Matthew Simmonds
(CHIEF DIRECTOR: FISCAL POLICY)
for **DIRECTOR-GENERAL: NATIONAL TREASURY**
Date: 2008-04-08

ANNEXURE A

CONVERSION KEY: WITH EFFECT FROM 1 APRIL 2008

<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	748 728	804 882	3 194	400
Vice-chairperson	636 177	683 889	2 714	340
Member	582 129	625 788	2 484	311
CATEGORY A				
Sub-category A1				
Chairperson	705 654	758 577	3 011	377
Vice-chairperson	599 610	644 580	2 558	320
Member	524 889	564 255	2 240	280
Sub-category A2				
Chairperson	626 829	673 842	2 674	335
Vice-chairperson	532 704	572 658	2 273	285
Member	494 760	531 867	2 111	264
CATEGORY B				
Sub-category B1				
Chairperson	582 129	625 788	2 484	311
Vice-chairperson	509 604	547 824	2 174	272
Member	353 382	379 887	1 508	189
Sub-category B2				
Chairperson	524 889	564 255	2 240	280
Vice-chairperson	369 942	397 689	1 579	198
Member	320 844	344 907	1 369	172

<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 C				
Sub-category C1				
Chairperson	494 760	531 867	2 111	264
Vice-chairperson	334 575	359 667	1 428	179
Member	301 203(P) 282 882	323 793 304 098	1 285 1 207	161 151
Sub-category C2				
Chairperson	353 382	379 887	1 508	189
Vice-chairperson	301 203	323 793	1 285	161
Member	274 209(P) 266 997	294 774 287 022	1 170 1 139	147 143
CATEGORY D				
Sub-category D1				
Chairperson	282 882	304 098	1 207	151
Vice-chairperson	257 703	277 032	1 100	138
Member	233 196	250 686	995	125
Sub-category D2				
Chairperson	266 997	287 022	1 139	143
Vice-chairperson	239 601	257 571	1 023	128
Member	223 497	240 258	954	120
CATEGORY E				
Sub-category E1				
Chairperson	229 389	246 594	979	123
Vice-chairperson	210 402	226 182	898	113
Member	191 868	206 259	819	103
Sub-category E2				
Chairperson	217 776	234 108	929	117
Vice-chairperson	196 812	211 572	840	105
Member	162 738	174 942	695	87