



**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 5.3 per cent cost-of-living adjustment as well as an additional amount of R3 432 per annum in respect of an increase in the Public Service medical assistance subsidy structure. The attached Annexure A reflects the remuneration attached to the relevant category levels with effect from 1 April 2007.

Kindly note that this 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 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, however, be defrayed from departments'/institutions' existing budget allocations.

Matthew Simmonds
(CHIEF DIRECTOR: FISCAL POLICY)
for DIRECTOR-GENERAL: NATIONAL TREASURY

Date: 30/03/07

ANNEXURE A

CONVERSION KEY: WITH EFFECT FROM 1 APRIL 2007

<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	707 610	748 728	2 972	372
Vice-chairperson	600 726	636 177	2 525	316
Member	549 396	582 129	2 311	289
CATEGORY A				
Sub-category A1				
Chairperson	666 705	705 654	2 801	351
Vice-chairperson	565 998	599 610	2 380	298
Member	495 039	524 889	2 083	261
Sub-category A2				
Chairperson	591 846	626 829	2 488	311
Vice-chairperson	502 461	532 704	2 114	265
Member	466 425	494 760	1 964	246
CATEGORY B				
Sub-category B1				
Chairperson	549 396	582 129	2 311	289
Vice-chairperson	480 522	509 604	2 023	253
Member	332 163	353 382	1 403	176
Sub-category B2				
Chairperson	495 039	524 889	2 083	261
Vice-chairperson	347 889	369 942	1 469	184
Member	301 263	320 844	1 274	160

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<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	466 425	494 760	1 964	246
Vice-chairperson	314 304	334 575	1 328	166
Member	282 612(P)	301 203	1 196	150
	265 212	282 882	1 123	141
Sub-category C2				
Chairperson	332 163	353 382	1 403	176
Vice-chairperson	282 612	301 203	1 196	150
Member	256 977(P)	274 209	1 089	137
	250 128	266 997	1 060	133
CATEGORY D				
Sub-category D1				
Chairperson	265 212	282 882	1 123	141
Vice-chairperson	241 302	257 703	1 023	128
Member	218 028	233 196	926	116
Sub-category D2				
Chairperson	250 128	266 997	1 060	133
Vice-chairperson	224 109	239 601	951	119
Member	208 815	223 497	887	111
CATEGORY E				
Sub-category E1				
Chairperson	214 413	229 389	911	114
Vice-chairperson	196 380	210 402	835	105
Member	178 779	191 868	762	96
Sub-category E2				
Chairperson	203 382	217 776	865	109
Vice-chairperson	183 474	196 812	781	98
Member	162 738	174 978	695	87