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**GENERAL NOTICES • ALGEMENE KENNISGEWINGS**

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**THE PRESIDENCY  
NOTICE 90 OF 2020**

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**INDEPENDENT COMMISSION FOR THE REMUNERATION OF PUBLIC OFFICE BEARERS**

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**PART 1****EXPLANATORY MEMORANDUM FOR ANNUAL REMUNERATION RECOMMENDATIONS FOR  
2019/2020****INTRODUCTION**

1. In terms of sections 8(4) and (5) of the Independent Commission for the Remuneration of Public Office-Bearers Act, 1997 (Commission Act), the Independent Commission for the Remuneration of Public Office Bearers (Commission) is mandated to make annual recommendations relating to the salaries and/or the upper limits of the salaries, allowances, benefits, and the resources required by some public office bearers (POBs) to enable them to perform their respective duties effectively.
2. This explanatory memorandum sets out the Commission's remuneration recommendations in respect of POBs for the 2019/2020 financial year.
3. In arriving at the annual remuneration recommendations for 2019/2020, the Commission considered the following:
  - The Commission's statutory consultations during 2018/2019;
  - Section 8(6) of the Commission Act;
  - Various economic factors including: Fiscal affordability, historic inflation, future inflation forecasts, wage settlement data, the Commission's prior recommendations and the President's prior determinations; and
  - The principle applied in various remuneration anchor positions.

**COMMISSION'S STATUTORY CONSULTATIONS DURING 2019/2020**

4. During the period leading to the finalization of these recommendations the Commission consulted with the Minister of Finance, Minister of Cogta, Minister of Justice and Correctional Services, the Chief Justice and Lower Courts Remuneration Committee.

**COMMISSION'S MAJOR REVIEWS**

5. The Commission considered the submissions received from various stakeholders relating to the review of salaries, allowances and benefits of POBs. It is important to note that not all issues raised by the stakeholders can be addressed through the annual recommendations. Some of the issues raised will be addressed by the major remuneration reviews. The Commission is currently assessing the reports from the service providers and preparing its own recommendations.

**SECTION 8(6) OF THE COMMISSION ACT**

6. Section 8(6) of the Commission Act requires that the Commission take into account the following factors:

**The role, status, duties, functions and responsibilities of the POBs concerned**

7. The Commission considered the role, status, duties, functions and responsibilities of the POB's and concluded that it was not possible to fully address the required changes in the annual recommendations but that these would instead be addressed through the respective remuneration reviews.

**Affordability**

8. The Minister of Finance (Minister), in the Medium Term Budget Policy Statement of 24 October 2018, indicated that government's compensation bill accounts for about 35 per cent of consolidated expenditure, and as such is a major driver in spending pressures. The Minister further emphasized that the public service wage bill constitutes the largest share of government expenditure by economic classification. The 2018 public service wage agreement will result in expenditure exceeding the previously budgeted baseline expenditure by approximately R30,2 billion through 2020/21 with no additional funding available over the 2019 Medium Term Expenditure Framework (MTEF) period.
9. He also indicated that the deteriorating economic performance and revenue shortfalls have contributed to some slippage in fiscal projections.
10. The Minister, in the Budget Speech of 20 February 2019, again indicated that the public wage bill was unsustainable and emphasized that the national and provincial budgets will be reduced by R27 billion over the next three years. To reduce the expenditure on remuneration, he indicated that members of Parliament, provincial legislatures and executives at public entities will not receive a salary increase during 2019/2020 financial year.

**Public Service remuneration levels**Senior Management Services (SMS)

11. The Minister of Public Service and Administration determined a 5,2% cost-of-living adjustment for SMS (level 13 to 16) members employed in terms of Public Service Act, 1994, effective 01 April 2019.

Other Public Service Employees

12. A three-year wage agreement was signed in June 2018. The wage adjustments for 2019/2020 are aligned to CPI as follows: employees on salary levels 01 to 07 received increases of 6,3%, salary levels 8 to 10 received 5,8% and employees on salary levels 11 to 12 received an increase of 5,3%.

## **Inflation**

13. In order to determine an appropriate level of inflation to be used as a starting point on which to consider any cost of living adjustments the Commission considered the following:

### South African Reserve Bank (SARB)

14. The Monetary Policy Committee (MPC) statement of 17 January 2019 indicated that core inflation was forecast to average 5,0% in 2019 (down from the previous forecast of 5,3%), 5,1% in 2020 (down from the previous forecast of 5,5%) and 4,8% in 2021.
15. The MPC has taken note of the improved inflation outlook, especially in the mid-term. Over the forecast period, inflation is expected to remain within the SARB's inflation target range (3% to 6%).
16. According to the MPC statement of 29 March 2019, the SARB expects GDP growth for 2019 to average 1,3% (down from 1,7% in January 2019). The forecast for 2020 is 1,8% (down from 2,0%), rising to 2,0% for 2021 (down from 2,2%). The reduced GDP growth rates result from, *inter alia*, the bigger than expected slowdown in the global economy, declines in South African business confidence, potential supply side disruptions due to load shedding, increasing rates of unemployment and growing pressure on household disposable income.

### National Treasury and South Africa's big banks

17. The average forecasts for South Africa's big banks indicate forecast inflation to average 4,9% in 2019 while National Treasury had forecast inflation to average 5,2% in 2019.
18. As from end of June, the average official inflation rate (year-on-year) was 4,3%. The CPI was 4,3% in August 2019, up from 4,0% in July 2019 and increased by 0,3% month-on-month in August 2019.

### Bureau for Economic Research (BER) – University of Stellenbosch

19. According to the BER Economic Prospects report (2019 Q1), the previous editions of Economic Prospects highlighted the weak performance of the SA economy in recent years and a continuous decline in real GDP growth since 2011. As a result, the real GDP growth forecast for 2019 was revised down to 1,3% from 1,5% previously forecast. Growth is however still expected to accelerate towards 2% during 2020.
20. The consumer inflation is expected to average at 5,1% in 2019, down from 5,6% projected previously. For 2020, the outlook is largely unchanged at 5,4%.

### Headline Inflation and Commission's base cost of living adjustment

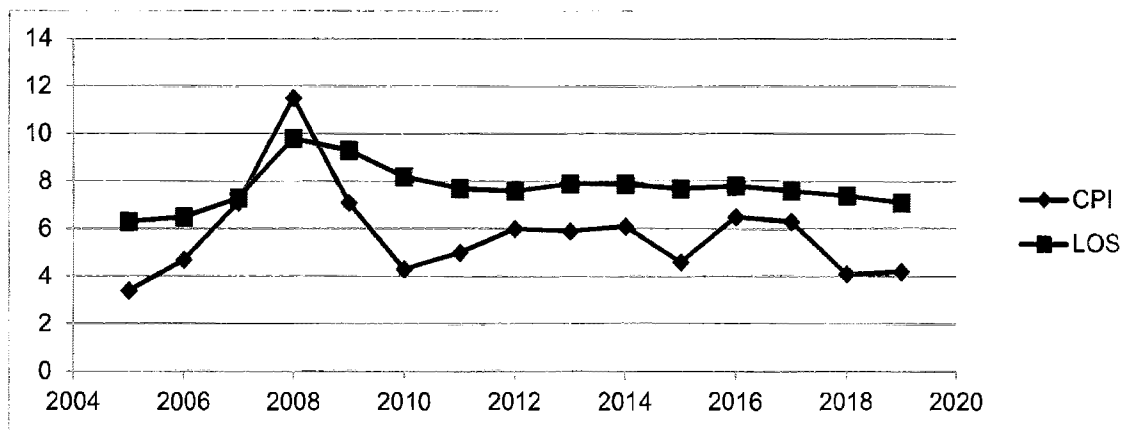
21. While there may be a motivation for the fact that inflation affects individuals in different ways, Headline Inflation as measured by the change in the Consumer Price Index remains a sensible measure on which to base cost of living adjustments.

22. Year-on-year Headline Inflation (change in CPI) from January 2019 to April 2019 has averaged at 4,3%.

23. Taking into account both historic and inflation forecast would indicate an appropriate cost of living adjustment would range between 4,3% and 5,0%.

Surveyed Wage Settlement: 1st January to 31 March 2019 by Andrew Levy<sup>1</sup>

24. Below graph indicates average Level of Settlement (LOS) against Average Consumer Price Index (CPI) from 2005 to 2019:



	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
CPI	3.4	4.7	7.1	11.5	7.1	4.3	5	6	5.9	6.1	4.6	6.5	6.3	4.1	4.2
LOS	6.3	6.5	7.3	9.8	9.3	8.2	7.7	7.6	7.9	7.9	7.7	7.8	7.6	7.4	7.1

25. The average level of wage settlement in the private sector was 7,1% compared with 7,4% in the first quarter of 2018 and the overall average of 7,2% in 2018.

26. According to Andrew Levy the CPI moved to 4,5% in March 2019 compared with 3,8% in March 2018 and the overall average of 4,6% in 2018.

**Available resources**

27. The Minister indicated that the deteriorating economic performance and revenue shortfalls have contributed to slippage in fiscal projections. The continued decline in the financial condition of some state-owned companies has also lead to requests for additional support from the fiscus.

28. To ensure the expenditure ceiling remains intact and to support policy priorities, baselines are to be reprioritized by a total of R32,4 billion over the next three years.

<sup>1</sup> Andrew Levy and Associates is the county's leading research services and provides the Wage Settlement Survey reports on wage agreements and settlement levels, as well as the Industrial Action Monitor.

29. The Minister emphasized that in 2016, government introduced legally binding compensation ceilings for national departments. These ceilings remained unchanged over the MTEF period ahead, with departments expected to absorb any shortfall within their current allocations.
30. The table below illustrates the overall sustainability of the entire public service wage bill, excluding POBs, as published by National Treasury:

Table 1

R thousand	2018/19	2019/20	2020/21	2021/22
COE Ceiling	525 460 155	566 083 004	606 669 048	646 646 707
Projected cost	523 887 869	564 582 363	606 850 882	651 686 170
<b>(Over)/Under</b>	<b>1 572 286</b>	<b>1 500 641</b>	<b>(181 834)</b>	<b>(5 039 462)</b>
% (Over)/Under	0.3%	0.3%	0.0%	-0.8%
Notes: Numbers are for national and provincial departments and include Votes and Non-Votes				

### THE COMMISSION'S RECOMMENDATIONS COMPARED TO THE PRESIDENT'S DETERMINATIONS (2016/2017 – 2018/2019)

31. The following table sets out National Treasury's previous CPI statistics relative to the Commission's recommendations and the President's determinations:

Table 2

Year	National Treasury CPI	Commission's Recommendations		President's Determinations
2016/2017	6.4%	Executive and Deputy Ministers	0%	0%
		National Parliament		
		Provincial Executive and Legislature		
		Judges		
		Executive Mayor to Whip	4%	4%
		King/Queen to Full-time Deputy		
		Chairperson of PHTL		
		Municipal Councillor	6%	6%
Magistrates	4%	4%		
Full-time Member of NHTL to Headmen / Headwomen, and sitting allowances of all members of NHTL and PHTL				
2017/2018	5.3%	National Executive and Deputy Ministers	4%	4%
		Speaker / the Chairperson of NCOP to House Chairperson		
		Provincial Executive and the Speaker of the Provincial Legislature		
		All Judges	4.5%	4.5%
		Chief Whip: Majority Party to Member: National Assembly / Permanent Delegate: NCOP		
Deputy Speaker to Member of Provincial Legislature				



		Executive Mayor to Deputy Mayor King/Queen		
		LG: Member of Executive Council to Whip	5%	5%
		Chairperson: NHTL to Full Time Deputy Chairperson: PHTL.		
		Magistrates	6%	5.5%
		Local Government Municipal Councillor		6%
		Full time member of NHTL and full time member of PHTL and sitting allowances of all members of the NHTL and PHTL		
		Senior Traditional Leaders	8%	8%
		Headmen and Headwomen	<b>R106 106</b>	<b>R106 106</b>
2018/2019	5.3%	National Executive and Deputy Ministers Speaker / the Chairperson of NCOP to House Chairperson	4%	0%
		Provincial Executive and the Speaker of the Provincial Legislature		
		All Judges		2.5%
		Chief Whip: Majority Party to Member: National Assembly / Permanent Delegate: NCOP		
		Deputy Speaker to Member of Provincial Legislature		
		Executive Mayor to Deputy Mayor King/Queen		
		LG: Member of Executive Council to Whip		4%
		Chairperson: NHTL to Full Time Deputy Chairperson: PHTL.		
		Magistrates		
		Local Government Municipal Councillor		
		Full time member of NHTL and full time member of PHTL and sitting allowances of all members of the NHTL and PHTL		
		Senior Traditional Leaders		
		Headmen and Headwomen		

## PRINCIPLE OF ANCHOR POSITIONS

32. The principle of anchoring the salaries of the three arms of the state (Deputy President, Speaker of National Assembly/Chairperson of NCOP and Chief Justice) has been maintained since the major remuneration review of 2008. The President's determination for the year 2018/2019 has to some extent distorted the previous alignment, as consequence, the Chief Justice is earning a higher salary than the other two arms of the state.
33. The Commission has further noted the fact that the National Assembly has since approved the President's salary increment in March 2016 for the financial year 2016/2017. This has effect on the Commission's future remuneration recommendations regarding the President's remuneration and the salary gap between the POBs anchor positions. The National Parliament has not taken any resolution regarding the President's salary for the financial years 2017/18 and 2018/19.

**Table 3**

Designation	2016/17		2017/18		2018/19	
	Recommendation	Determination	Recommendation	Determination	Recommendation	Determination
President	2 874 851	2 874 851	2 989 845	<b>Pending</b>	3 109 439	<b>Pending</b>
Deputy President / Speaker of NA / NCOP Chairperson	2 716 798	2 716 798	2 825 470	2 825 470	2 938 488	2 825 470
Chief Justice	2 716 798	2 716 798	2 825 470	2 825 470	2 938 488	2 896 107
<b>The % difference between the salary of the President and the Chief Justice</b>						
	2016/17		2017/18		2018/19	
	5		1		-1	

**ANNUAL REMUNERATION RECOMMENDATIONS FOR 2019/2020**

34. Historically, the Commission has recommended a differentiated percentage increase between the higher and lower earning POBs in order to address disproportionate salary gaps and to advance those earning at the lower end of the scale.
35. The Commission has also considered the fiscal position of the State, demonstrated in the previous financial year i.e. 2018/2019, the impact of POBs' salary increments on the fiscus and the general economic status of the country.
36. The Commission is mindful of the view expressed and the pronouncement by the Minister of Finance that members of the Executive and Legislative arm will not receive salary adjustment during the financial year under review. The Commission finds it regrettable that the Minister made such a pronouncement without engaging it. In terms of the applicable legislation, it is the Commission's exclusive mandate to make recommendations on the salaries, allowances and benefits of POBs.
37. Although the Minister in his afore-mentioned speech had stated that there will be no increment in the salary of the above POBs, the Commission is of the view that a lower percentage should be given to those POBs which is below inflation rate. This is so because of the fact that those highest earning echelons are not as adversely impacted by inflation as the lower echelons are.
38. However, the Commission has always taken a conservative stance when it comes to the salaries of POBs. The Commission's recommendations over the past four financial years for higher earners clearly indicates a below inflation increase. The table below illustrates the above point:

**Table 4**

Year	Forecast CPI	Recommendations
2016/2017	6.4%	0%
		4%
		6%
2017/2018	5.3%	4%
		4.5%
		5%
		6%
		8%
2018/2019	5.3%	4%

39. Noting the economic situation in the country and the Commission's review of remuneration of POBs, the Commission is of the view that the salaries of the highest income earners amongst the POBs should be adjusted below inflation for this financial year. This affects POBs earning R 1 500 000 and above.

40. After considering the relevant legislation and factors mentioned above, the Commission is recommending the following:

- 3% adjustment to the remuneration of all categories of POBs earning above R1 500 000
- 4% for all categories earning less than R1 500 000.

41. The remuneration scales are attached as schedule 1 to 7.

## PART 2

### ANNUAL REMUNERATION RECOMMENDATIONS FOR INDEPENDENT CONSTITUTIONAL INSTITUTIONS

42. Section 219 (5) of the Constitution of the Republic of South Africa, Act 108 of 1996 (Constitution) provides that the national legislation must establish frameworks for determining the salaries, allowances and benefits of judges, the Public Protector, the Auditor-General, and members of any commission provided for in the Constitution, including the broadcasting authority referred to in section 192.

43. On 26 August 2009 Cabinet resolved that the Ministers of Justice and Constitutional Development and of Public Service and Administration pro-actively investigate possible remuneration disparities amongst Chapter 9 Constitutional Institutions.

44. The Determination of Remuneration of Office Bearers of Independent Constitutional Institutions Laws Amendment Act 22 of 2014 (ICI Act) was assented to and published for general information on 02 June 2014 and came into operation on 01 April 2019.

45. As a result of the promulgation of the Act, the Commission was empowered with the responsibility to consider remuneration of the Independent Constitutional Institutions (ICIs) effective from the 01<sup>st</sup> April 2019, accordingly the Commission is enjoined to make annual recommendations in respect of the remuneration of the ICIs for the period 2019/2020.

### CONSULTATION

46. The Commission at its meeting held on 26 July 2019 resolved to engage office bearers and the relevant Ministers in relation to ICIs' remuneration.

47. During August and September 2019, the Commission engaged the following ICIs whose salaries, allowances and benefits ought to be determined by the President, after the recommendations by the Commission:

- Commission for Gender Equality (**CGE**)
- Commission for the Promotion and Protection of Rights of Cultural, Religious and Linguistic Communities. (**CRL Commission**)
- Finance and Fiscal Commission (**FFC**)
- Independent Communications Authority of South Africa (**ICASA**)

- Independent Electoral Commission (**IEC**)
- Public Protector (**PP**) and Deputy Public Protector (**DPP**)
- South African Human Rights Commission (**SAHRC**)
- The Auditor General (**AG**)

48. The Commission also consulted with the respective Ministers responsible for Independent Constitutional Institutions (ICIs) in terms of the ICI Act.

49. The purpose of these engagements was to understand the remuneration including concerns and challenges that affect the remuneration of office-bearers in the ICIs. The information intended to assist the Commission in making its recommendations for 2019/2020.

50. During the engagements it was noted that there was a salary disparity among the ICIs. The following additional issues were raised by the ICIs:

- Inconsistencies regarding the determination of the salaries:
  - No detailed conditions of service
  - Inconsistencies regarding the process of reviewing salaries
  - Benchmarking relative to the relevant level of a position of a Judge
  - No provision of performance bonus
- Termination benefits:
  - No formal retirement arrangements
  - Inconsistent gratuity determinations
- Lack of adequate resources (tools of trade)

51. The Commission considered the submissions received from ICI stakeholders. It is important to note that not all issues raised by the stakeholders can be addressed through the annual recommendations. Some of the issues raised will be addressed by the major remuneration review.

#### **FACTORS CONSIDERED FOR RECOMMENDATIONS**

52. Subsection 6(b) of the ICI Act requires that the Commission, "must", where applicable, also take the following factors into account, in making recommendations to the President on the ICI's:

- "The salary, allowances and benefits of members of other constitutional institutions;
- Affordability in relation to the constitutional institution concerned; and
- The level of expertise and experience required of a member of the constitutional institution concerned".

**ANNUAL REMUNERATION RECOMMENDATIONS FOR 2019/2020**

53. The Commission is aware of the dire situation of the economy and the pressure that it is exerting on the fiscus. The Commission recommends that the office bearers of ICIs be treated in line with other POBs and therefore the Commission recommends the following:

- 3% adjustment to the remuneration of all categories of POBs earning above R1 500 000
- 4% for all categories earning below R1 500 000

54. The remuneration scales are attached as schedule 8.

Signed at CAPE TOWN on 21/02 2020

  
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JUDGE M. LEEUW  
CHAIRPERSON

<b>SCHEDULE 1</b>					
<b>REMUNERATION LEVELS WITH EFFECT 01 APRIL 2019</b>					
<b>NATIONAL EXECUTIVE AND DEPUTY MINISTERS</b>					
<b>GRADE</b>	<b>PAY LEVEL</b>	<b>POSITION</b>	<b>01-Apr-18</b>	<b>%</b>	<b>01-Apr-19</b>
EA	1	President	2 989 845	3	3 079 540
EB	1	Deputy President	2 825 470		2 910 234
EC	1	Minister	2 401 633		2 473 682
ED	1	Deputy Minister	1 977 795		2 037 129

<b>SCHEDULE 2</b>						
<b>REMUNERATION LEVELS WITH EFFECT 01 APRIL 2019</b>						
<b>MEMBERS OF PARLIAMENT</b>						
<b>GRADE</b>	<b>PAY LEVEL</b>	<b>POSITION</b>	<b>01-Apr-18</b>	<b>%</b>	<b>01-Apr-19</b>	
PA	1	Speaker: National Assembly	2 825 470	3	2 910 234	
		Chairperson: NCOP	2 825 470		2 910 234	
PB	1	Deputy Speaker: National Assembly	1 977 795		2 037 129	
		Deputy Chairperson: NCOP	1 977 795		2 037 129	
PC	2	House Chairperson	1 882 488		1 938 963	
		1	Chief Whip: Majority Party		1 600 467	1 648 481
			Chief Whip: NCOP		1 600 467	1 648 481
			Parliamentary Counsellor: President		1 600 467	1 648 481
			Parliamentary Counsellor: Deputy President		1 600 467	1 648 481
	Leader of Opposition	1 600 467	1 648 481			
PD	2	Chairperson of a Committee	1 455 015		1 513 216	
		1	Deputy Chief Whip: Majority Party		1 309 563	1 361 946
			Chief Whip: Largest Minority Party		1 309 563	1 361 946
			Leader of a Minority Party		1 309 563	1 361 946
PE	2	Whip	1 215 210	1 263 818		
		1	Member: National Assembly	1 106 940	1 151 218	
			Permanent Delegate: NCOP	1 106 940	1 151 218	

<b>SCHEDULE 3</b>					
<b>REMUNERATION LEVELS WITH EFFECT 01 APRIL 2019</b>					
<b>PROVINCIAL EXECUTIVES AND LEGISLATURES</b>					
<b>GRADE</b>	<b>PAY LEVEL</b>	<b>POSITION</b>	<b>01-Apr-18</b>	<b>%</b>	<b>01-Apr-19</b>
LA	1	Premier	2 260 409	3	2 328 221
LB	1	Member of Executive Council	1 977 795		2 037 129
		Speaker	1 977 795		2 037 129
LC	1	Deputy Speaker	1 600 467	4	1 648 481
		Chief Whip: Majority Party	1 455 015		1 513 216
	2	Chairperson of Committees	1 309 566		1 361 949
		Leader of Opposition	1 309 566		1 361 949
		Chairperson of a Committee	1 309 566		1 361 949
	3	Deputy Chairperson of Committees	1 232 070		1 281 353
		Deputy Chief Whip: Majority Party	1 232 070		1 281 353
		Chief Whip: Largest Minority Party	1 232 070		1 281 353
		Leader of a Minority Party	1 232 070		1 281 353
LD	1	Parliamentary Counsellor to a King	1 106 940		
		Whip	1 106 940		1 151 218
	2	Member of Provincial Legislature	1 071 351		1 114 205

<b>SCHEDULE 4</b>					
<b>REMUNERATION LEVELS WITH EFFECT 01 JULY 2019</b>					
<b>LOCAL GOVERNMENT</b>					
<b>GRADE</b>	<b>PAY LEVEL</b>	<b>POSITION</b>	<b>01-Jul-18</b>	<b>%</b>	<b>01-Jul-19</b>
MA	1	Executive Mayor	1 330 776	4	1 384 007
		Mayor	1 330 776		1 384 007
MB	1	Deputy Executive Mayor	1 074 759		1 117 749
		Speaker/Chairperson	1 074 759		1 117 749
		Deputy Mayor	1 074 759		1 117 749
MC	2	Member of Executive Council	1 012 407		1 052 904
		Member of Mayoral Committee	1 012 407		1 052 904
		Chairperson of a Sub-council	1 012 407		1 052 904
		Whip	1 012 407		1 052 904
MD	1	Municipal Councillor	586 743		



<b>SCHEDULE 5</b>					
<b>REMUNERATION LEVELS WITH EFFECT 01 APRIL 2019</b>					
<b>JUDGES</b>					
<b>GRADE</b>	<b>PAY LEVEL</b>	<b>POSITION</b>	<b>01-Apr-18</b>	<b>%</b>	<b>01-Apr-19</b>
JA	1	Chief Justice	2 896 107	3	2 982 990
JB	1	Deputy Chief Justice	2 606 428		2 684 621
		President: Supreme Court of Appeal	2 606 428		2 684 621
JC	1	Deputy President: Supreme Court of Appeal	2 461 674		2 535 524
	2	Judge: Constitutional Court	2 316 919		2 386 427
		Judge: Supreme Court of Appeal	2 316 919		2 386 427
	3	Judge President: High/Labour Court	2 172 165		2 237 330
	4	Deputy Judge President: High/Labour Court	2 027 241		2 088 058
	5	Judge: High/Labour Court	1 882 486		1 938 961

<b>SCHEDULE 6</b>					
<b>REMUNERATION LEVELS WITH EFFECT 01 APRIL 2019</b>					
<b>MAGISTRATES</b>					
<b>GRADE</b>	<b>PAY LEVEL</b>	<b>POSITION</b>	<b>01-Apr-18</b>	<b>%</b>	<b>01-Apr-19</b>
JD	1	Special Grade Chief Magistrate	1 436 913	4	1 494 389
		Regional Court President	1 436 913		1 494 389
JE	1	Regional Magistrate	1 289 294		1 340 866
		Chief Magistrate	1 289 294		1 340 866
JF	1	Senior Magistrate	1 068 699		1 111 447
JG	1	Magistrate	971 649		1 010 515

<b>SCHEDULE 7</b>					
<b>REMUNERATION LEVELS WITH EFFECT 01 APRIL 2019</b>					
<b>INSTITUTION OF TRADITIONAL LEADERSHIP</b>					
<b>GRADE</b>	<b>PAY LEVEL</b>	<b>TRADITIONAL LEADERSHIP POSITIONS</b>	<b>01-Apr-18</b>	<b>%</b>	<b>01-Apr-19</b>
TA	1	King/Queen	1 206 147	4	1 254 393
TB	1	PTL	1 109 658		1 154 044
TC	1	Senior Traditional Leader	256 818		267 091
TD	1	Headmen / Headwomen	110 349		114 763
<b>HOUSES OF TRADITIONAL LEADERS</b>					
<b>GRADE</b>	<b>PAY LEVEL</b>	<b>FULL TIME POSITIONS</b>			
THA	1	Chairperson: NHTL	893 082	4	928 805
	2	Full time Chairperson: PHTL	735 576		764 999
	3	Full time Deputy Chairperson: NHTL	683 073		710 396
	4	Full time Deputy Chairperson: PHTL	630 390		655 606
THB	1	Full time Member: NHTL	393 471		409 210
	2	Full time Member: PHTL	337 290		350 782
<b>SITTING ALLOWANCE FOR PART TIME POSITIONS *</b>					
		Part time Member: NHTL	1 444	4	1 501
		Part time Chairperson: PHTL	1 717		1 786
		Part time Deputy Chairperson: PHTL	1 545		1 606
		Part time Member: PHTL	1 197		1 245
* In addition to sitting allowances, part time members are entitled to their salaries as Traditional Leaders, as well as subsistence costs (reasonable and actual expenses) and transport costs (Department of Transport tariffs for the use of privately owned vehicles), for their attendance of official meetings, seminars, workshops and conferences of the respective Houses)					

<b>SCHEDULE 8</b>				
<b>REMUNERATION LEVELS WITH EFFECT 01 APRIL 2019</b>				
<b>INDEPENDENT CONSTITUTIONAL INSTITUTIONS (ICIs)</b>				
<b>Institutions</b>	<b>Position</b>	<b>Current Remuneration</b>	<b>% Adjustment</b>	<b>01-Apr-19</b>
<b>Auditor-General (AG)</b>	Auditor General	5 080 604	3%	5 233 022
<b>Independent Electoral Commission (IEC)</b>	Chairperson	2 426 036	3%	2 498 817
	Commissioners	2 112 202	3%	2 175 568
	Part-Time: Commissioners			A daily sitting rate or hourly sitting rate – calculated on a basic salary of a Judge of the High Court
<b>Office of Public Protector</b>	Public Protector (PP)	2 316 919	3%	2 386 427
	Deputy Public Protector (DPP)	1 446 378	4%	1 504 233
<b>Independent Communications Authority of South Africa (ICASA)</b>	Chairperson	1 880 736	3%	1 937 158
	Councillors	1 446 378	4%	1 504 233
<b>Finance &amp; Fiscal Commission (FFC)</b>	Chairperson	1 880 736	3%	1 937 158
	Part-Time Member: Deputy Chairperson			A daily sitting rate or hourly sitting rate calculated on a first total package equivalent to Level 15 of DPSA
	Part-Time: Other Members			A daily sitting rate or hourly sitting rate calculated on a first total package equivalent to Level 14 of DPSA
<b>Commission for the Promotion and Protection of Rights of Cultural, Religious and Linguistic Communities (CRL Commission)</b>	Chairperson	1 317 874	4%	1 370 589
	Deputy Chairperson	1 186 777	4%	1 234 248
	Commissioner	1 087 879	4%	1 131 394
<b>SA Human Rights Commission (SAHRC)</b>	Chairperson	1 398 373	4%	1 454 308
	Deputy Chairperson	1 245 495	4%	1 295 315
	Commissioners (x 4)	1 245 495	4%	1 295 315
<b>Commission for Gender Equality (CGE)</b>	Chairperson	1 170 677	4%	1 217 504
	Deputy Chairperson	993 580	4%	1 033 323
	Commissioners	924 582	4%	961 565