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## GENERAL NOTICE

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### NOTICE 1656 OF 2007

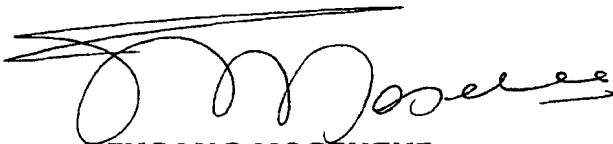
## **THE INDEPENDENT COMMISSION FOR THE REMUNERATION OF PUBLIC OFFICE BEARERS**

### RECOMMENDATIONS ON THE SALARIES, ALLOWANCES AND BENEFITS OF PUBLIC OFFICE BEARERS FOR 2007 / 2008

1. On 30 March 2007, the Commission published a report and recommendations on a major review of public office bearer remuneration (main report). On 12 October 2007, the Commission, at the President's request, furnished advice on submissions made to him about the main report.
2. On 31 October 2007, the President requested the Commission to advise him on an inflation linked percentage increase to all public office bearers for the 2007/2008 financial year, as it would take some time to consider matters raised in the main report.
3. In arriving at the present recommendations, the Commission considered, amongst others, the following factors:
  - 3.1 A link between labour costs and inflation is regarded as a sound basis for making salary adjustments.
  - 3.2 The Commission considered the relevant annual and month-on-month CPI and CPIX figures, as well as the percentages of remuneration increases for executives, mid-management and public office bearers for each year since 2005.
  - 3.3 Inflation targets for the next 12 months are expected to remain slightly higher than the target range of 3% to 6%.
  - 3.4 Month-on-month CPIX, which is believed to be the most stable inflationary comparator, for September 2007 was 6.7%.
  - 3.5 The National Treasury estimates the average inflation (CPIX) for the fiscal year running from 1 April 2007 to 31 March 2008, at 6.5%. Given that CPIX for the year to September 2007 was 6.7% and taking into account the major factors driving inflation (food and fuel prices), it is likely that the average CPIX for 2007/2008 fiscal year may be slightly higher than the estimate.
  - 3.6 Another important consideration is that private sector salary increases appear to be slightly higher than inflation. Moreover, the Public Service Coordinating Bargaining Council has provided for a basic salary increase for public servants of 7.5%, for 2007 and CPIX (projected) plus 1% for 2008.

3.7 The Commission consulted, as it is statutorily required, with the Ministers of Finance and of Justice and Constitutional Development, as well as with the Chief Justice of South Africa, before compiling its recommendation. All three support the recommendation.

4. **In view of the above considerations, the Commission recommends a general percentile increase in salaries, allowances and benefits for all public office bearers, of 7.5% per annum with effect from 01 April 2007.**



**DIKGANG MOSENEKE  
CHAIRPERSON**

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Members: Justice D Moseneke (Chairperson), Dr ATM Mokgokong (Deputy Chairperson), Mr R Martin,  
Ms AM Mokgabudi, Dr SM Motsuenyane, Mr ML Ndlovu, Ms N Newton-King, Dr FA Sonn  
Secretary: Mr N Ulrich

ANNEXURE A										
GRADING STRUCTURE, REMUNERATION AND ALLOWANCES FOR THE PRESIDENT, DEPUTY PRESIDENT, MINISTERS DEPUTY MINISTERS (NATIONAL EXECUTIVE AUTHORITY) WITH EFFECT FROM 01 APRIL 2007										
COLUMN 1		COLUMN 2 (NOTCH 1)			COLUMN 3 (NOTCH 2)			COLUMN 4 (NOTCH 3)		
Grade	Office	Basic salary	Motor vehicle allowance	Total remuneration	Basic salary	Motor vehicle allowance	Total remuneration	Basic salary	Motor vehicle allowance	Total remuneration
No Grade	President	1270045		1270045						
Grade G	Deputy President	837161	209290	1046451						
Grade F	Minister	691858	172965	864823	726465	181616	908081	761053	190262	951315
Grade E1	Deputy Minister	562337	140584	702921	590459	147614	738073	618566	154641	773207

<b>ANNEXURE B</b>											
<b>GRADING STRUCTURE, REMUNERATION AND ALLOWANCES OF MEMBERS OF THE NATIONAL ASSEMBLY AND PERMANENT DELEGATES TO THE NATIONAL COUNCIL OF PROVINCES WITH EFFECT FROM 01 APRIL 2007</b>											
Grade	Office	COLUMN 2 (NOTCH 1)			COLUMN 3 (NOTCH 2)			COLUMN 4 (NOTCH 3)			
		Basic salary	Motor vehicle allowance	Total remuneration	Basic salary	Motor vehicle allowance	Total remuneration	Basic salary	Motor vehicle allowance	Total remuneration	
Grade F	Speaker: National Assembly (NA) Chairperson NCOP	691858	172965	864823	726465	181616	908081	761053	190262	951315	
Grade E1	Deputy Speaker: NA Deputy Chairperson: NCOP	562337	140584	702921	590459	147614	738073	618566	154641	773207	
Grade E2	Parliamentary Councillor (PC): President Chief Whip Majority Party in NA Chief Whip (CW): NCOP Leader of the Opposition i.t.o section 57(2)(d) of the Constitution	463248	115802	579050	486414	121604	608018	509595	127399	636994	
Grade D	PC: Deputy President House Chairperson: NA & NCOP	440140	110035	550175	470954	117738	588692	484150	121037	605187	
Grade C1	Chairperson of a Committee of a House or a Joint Committee	426501	106624	533125	456350	114088	570438	469134	117283	586417	
Grade C2	CW: Official Opposition/Largest Minority Party in a House Deputy Chief Whip: Majority Party in a House	413334	103333	516668	442267	110566	552833	454668	113666	568334	
Grade B	Leader of a House Whip in a House Leader of a Minority Party other than the official opposition where that leader is a member of the NA or a permanent delegate to the NCOP	396402	99177	495579	416546	104135	520681	436379	109095	545474	
Grade A1	Member of NA Permanent Delegates	352871	88218	441089	377582	94396	471978	388163	97040	485203	

All amounts reflected under the "Total remuneration" columns include an amount of R40 000 per annum determined in this Proclamation as the amount to which section 8(1)(d) of the Income Tax Act, 1962, applies.

ANNEXURE C											
UPPER LIMIT OF THE SALARIES AND ALLOWANCES OF PREMIERS, MEMBERS OF EXECUTIVE COUNCILS AND MEMBERS OF PROVINCIAL LEGISLATURES WITH EFFECT FROM 01 APRIL 2007											
COLUMN 1			COLUMN 2 (NOTCH 1)			COLUMN 3 (NOTCH 2)			COLUMN 4 (NOTCH 3)		
Grade	Office	Basic salary	Motor vehicle allowance	Total remuneration	Basic salary	Motor vehicle allowance	Total remuneration	Basic salary	Motor vehicle allowance	Total remuneration	Total remuneration
Grade F	Premier	691858	172965	864823	726465	181616	908081	761053	190262	951315	951315
Grade E1	Executive Council member	562337	140584	702921	590459	147614	738073	618566	154641	773207	773207
Grade D	Deputy Speaker	440140	110035	550175	470954	117738	588692	484150	121037	605187	605187
Grade C1	Chief Whip:Majority Party	426501	106624	533125	456350	114088	570438	469134	117283	586417	586417
Grade C2	Leader of Opposition i.t.o section 116(2)(d)of the Constitution	413334	103333	516667	442267	110566	552833	454668	113666	568334	568334
	Chairperson of a Committee										
	Chairperson of Committees										
Grade B	Chief Whip:Official Opposition	396402	99177	495579	416546	104135	520681	436379	109095	545474	545474
	Deputy Chief Whip:Majority Party										
	Deputy Chief Whip:Majority Party										
	Deputy Chairperson of Committees										
Grade A1	Parliamentary Counsellor to the King	352871	88218	441089	377582	94396	471978	388163	97040	485203	485203
	Whip										
	Leader of a Minority Party in a Legislature other than the Official Opposition										
Grade A2	Member of a Legislature	339842	84959	424801	350043	87509	437552	373837	93459	467296	467296

All amounts reflected under the "Total remuneration" columns include an amount of R40 000 per annum determined in this Proclamation as the amount to which section 8(1)(d) of the Income Tax Act, 1962, applies.

<b>ANNEXURE D</b>				
<b>UPPER LIMIT OF THE SALARIES AND ALLOWANCES MEMBERS OF MUNICIPAL COUNCILS WITH EFFECT FROM 01 APRIL 2007</b>				
Grade	COLUMN 1	COLUMN 2		
	Office	Basic salary	Motor vehicle allowance	Total remuneration
6	Executive Mayor Mayor	548372	182790	731162
6	Speaker Deputy Executive Mayor Deputy Mayor	438698	146232	584930
6	Member of Executive Committee Member of mayoral Committee Whip Chairperson of a sub-council	411279	137092	548371

<b>ANNEXURE E</b>			
<b>REMUNERATION OF TRADITIONAL LEADERS WITH EFFECT FROM 01 APRIL 2007</b>			
<b>CATEGORY</b>	<b>ANNUAL SALARY</b>		
King/Paramount Chief	545066		
Chief	130830		
Chairperson NHTL	433260		
Deputy Chairperson NHTL	376116		
Full time Chairperson PHTL	396713		
Full time Deputy Chairperson PHTL	352871		
<b>ALLOWANCES PAYABLE TO MEMBERS OF THE NATIONAL HOUSE OF TRADITIONAL LEADERS FOR ATTENDING MEETINGS OF THE HOUSE, SEMINARS, WORKSHOPS AND CONFERENCES, IN ADDITION TO THEIR SALARIES AS TRADITIONAL LEADERS</b>			
<b>CATEGORY</b>	<b>SITTING ALLOWANCE</b>	<b>SUBSISTENCE</b>	<b>TRANSPORT</b>
Member	762,00 per day	Reasonable, actual expenses	Department of Transport tariffs for the use of privately owned vehicles
<b>ALLOWANCES PAYABLE TO MEMBERS OF THE PROVINCIAL HOUSES OF TRADITIONAL LEADERS (WHO ARE NOT FULL TIME MEMBERS) FOR ATTENDING MEETINGS OF THE HOUSE, SEMINARS, WORKSHOPS AND CONFERENCES, IN ADDITION TO THEIR SALARIES AS TRADITIONAL LEADERS</b>			
<b>CATEGORY</b>	<b>SITTING ALLOWANCE</b>	<b>SUBSISTENCE</b>	<b>TRANSPORT</b>
Chairperson	906,00 per day	Reasonable, actual expenses	Department of Transport tariffs for the use of privately owned vehicles
Deputy Chairperson	815,00 per day	Reasonable, actual expenses	Department of Transport tariffs for the use of privately owned vehicles
Member	632,00 per day	Reasonable, actual expenses	Department of Transport tariffs for the use of privately owned vehicles

ANNEXURE F	
REMUNERATION OF CONSTITUTIONAL COURT JUDGES AND JUDGES WITH EFFECT FROM 01 APRIL 2007	
DESIGNATION OF OFFICE	SALARY PER ANNUM ( R )
Chief Justice of South Africa	827744
Deputy Chief Justice	813791
President of the Supreme Court of Appeal	813791
Deputy President of the Supreme Court of Appeal	800743
Judge of the Constitutional Court	761972
Judge of the Supreme Court of Appeal	761972
Judge President of the High Court	757311
Judge President of the Labour Court	757311
Deputy Judge President of the High Court	745123
Deputy Judge President of Labour Court	745123
Judge of the High Court	739497
Judge of the Labour Court	739497



<b>ANNEXURE G</b>				
<b>REMUNERATION OF MAGISTRATES WITH EFFECT FROM 01 APRIL 2007</b>				
<b>DESIGNATION OF OFFICE</b>	<b>SALARY PER ANNUM (R)</b>	<b>MOTOR VEHICLE ALLOWANCE</b>	<b>TOTAL REMUNERATION</b>	
Special Grade Chief Magistrate	467576	136241	603817	
Regional Court President	467576	136241	603817	
Chief Magistrate	377678	111245	488923	
Regional Magistrate	377678	111245	488923	
Senior Magistrate	341713	85428	427141	
Magistrate	310854	77713	388568	