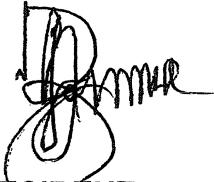


**PROCLAMATION***by the**President of the Republic of South Africa***No. 3, 2015****DETERMINATION OF SALARIES AND ALLOWANCES OF THE DEPUTY PRESIDENT, MINISTERS AND DEPUTY MINISTERS**

1. In terms of section 4(1) of the Remuneration of Public Office Bearers Act, 1998 (Act No. 20 of 1998) (hereafter referred to as "the Act"), I hereby determine that the total remuneration of the positions of office bearers in Column 3 of Schedule 1 shall be as set out in Column 4 of Schedule 1 with effect from 01 April 2014, subject to the provisions of sections 4(2)-(7) of the Act, and terms and conditions set out herein.
2. The total remuneration packages shall include the following elements:
  - 2.1 A basic salary component equal to 60% of the total package, which constitutes the pensionable salary;
  - 2.2 An amount of R120 000 per annum, which is an amount to which section 8 (1) (d) of the Income Tax Act, 1962, applies. This amount is included in the basic salary component;

- 2.3 An employer's pension benefit contribution equal to 22.5% of pensionable salary; and
- 2.4 A flexible portion for the remaining amount of the total remuneration.
- 3 The remaining 32% of the employer's pension benefit contribution will not form part of the total remuneration package. The state will contribute the cash on an annual basis into the pension fund.
- 4 Proclamation No. 1 published in the Government Gazette No.37218 of 09 January 2014, is hereby repealed

Given under my Hand at PRETORIA..... on this 4<sup>th</sup>.....day of  
FEBRUARY....., Two thousand and Fifteen.



**PRESIDENT**

<b>SCHEDULE 1</b>			
<b>REMUNERATION OF THE DEPUTY PRESIDENT, MINISTERS AND DEPUTY MINISTERS</b>			
<b>Column 1</b>	<b>Column 2</b>	<b>Column 3</b>	<b>Column 4</b>
<b>GRADE</b>	<b>PAY LEVEL</b>	<b>POSITION</b>	<b>TOTAL REMUNERATION</b>
			2,602,297
FB	1	Deputy President	
			2,211,937
EC	1	Minister	
			1,821,577
ED	1	Deputy Minister	