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## GENERAL NOTICE

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### NOTICE 769 OF 2006

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

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### **RECOMMENDATIONS ON THE SALARIES, ALLOWANCES AND BENEFITS OF PUBLIC OFFICE BEARERS FOR 2006/2007**

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1. The Independent Commission for the Remuneration of Public Office Bearers (the Commission) was established in terms of section 219 of the Constitution of the Republic of South Africa Act, 1996, and its members were duly appointed in terms of the Independent Commission for the Remuneration of Public Office Bearers Act, 1997 (the Act), to make recommendations regarding the salaries, allowances and benefits of public office bearers, as defined.
2. In terms of section 8(4) of the Act, the Commission **shall** publish annually in the Gazette, recommendations regarding the **salary**, allowances and benefits of public office bearers at all levels of government.
3. The Commission has, as required by the applicable legislation, consulted with the Minister of Finance, the Minister of Justice and Constitutional Development and the Chief Justice. It has **also** had due regard to submissions received, all factors prescribed by legislation and information available to the Commission. With all this in mind, **the Commission** makes the following recommendations for consideration:

#### **3.1 Grading Structure**

Pending the continuation and **completion of** a comprehensive evaluation and review of all the positions of office-bearers for remuneration purposes, the present grading structure for **office**

bearers should be retained and is used for purposes of these recommendations.

### 3.2 Percentage Increase for Office Bearers

That the salaries, benefits and allowances of all categories of office bearers as defined in section 1 of the Act, be increased by 5.75%, with effect from 01 April 2006.

Where medical aid, vehicle, retirement and housing benefits are however calculated in relation to a contribution ratio rather than to the salary of an office bearer, such benefits should not be adjusted accordingly.

### 3.3 The President

That the total remuneration package of the President be increased, by resolution of the National Assembly, to R1 181 438 per annum, with effect from 01 April 2006.

### 3.4 Deputy President. Ministers and Deputy Ministers

That the remuneration of the Deputy President, Ministers and Deputy Ministers as set out in **Annexure A** be approved with effect from 01 April 2006, subject to the qualifications and definitions for the various notches published in Notice 56 in Government Gazette No 26968 of 5 November 2004.

### 3.5 The Remuneration for Members of the National Assembly and Permanent Delegates to the National Council of Provinces (NCOP).

That the remuneration for members of the National Assembly and Permanent Delegates to the National Council of Provinces (NCOP) as set out in **Annexure B** be approved with effect from 01 April 2006, subject to the qualifications and definitions for the various notches published in Notice 55 in Government Gazette No 26968 of 5 November 2004.

3.6 The Upper Limit of the salaries and allowances for Premiers, Members of Executive Councils and Members of Provincial Leislatures

- 3.6.1 That the upper limit of the remuneration for the members of any Provincial Legislature be determined by the President as a total package in accordance with Annexure C for implementation with effect from 01 April 2006, subject to the qualifications and definitions for the various notches published in Notice 54 in Government Gazette No 26968 of 5 November 2004.
- 3.6.2 The upper limit of the following allowances payable to members of any Provincial Legislature be determined by the President in amounts not exceeding the amounts paid by the State to public servants for the same purpose as determined by the relevant Minister from time to time:
- (a) the daily allowance payable to Public Office Bearers for accommodation on official duty away from the Provincial Legislatures (home base and constituency excluded) where documentary proof of expenditure is not a prerequisite for payment; and
  - (b) the daily allowance payable to Public Office Bearers for incidental expenditure when away from the seat of the Provincial Legislature (home base and constituency excluded) on official duty where documentary proof of expenditure is not a prerequisite for payment.

3.7 Traditional Leaders

- 3.7.1 That the remuneration for Kings, Senior Traditional Leaders, Headmen, as well as the Chairperson and Deputy Chairperson of the National House of Traditional Leaders (NHTL) and any Provincial House of Traditional Leaders (PHTL), as set out in Annexure D, reflecting an increase of 5.75%, be approved with effect from 01 April 2006.
- 3.7.2 That the daily allowance and subsistence for the Members of the National House of Traditional Leaders as set out in Annexure D, reflecting an increase of 5.75%, be approved with effect from 01 April 2006.

3.7.3 That the daily allowance and subsistence for the Members of any Provincial House of Traditional Leaders as set out in **Annexure D**, reflecting an increase of 5.75%, be approved with effect from 01 April 2006.

### 3.8 Local Government Institutions

The upper limit of the remuneration of members of local government institutions to be determined by the Minister for Local and Provincial Government, be increased by 5.75% of the present remuneration of local government office bearers for the 2006 financial year.

### 3.9 Constitutional Court Judges and Judges

That the remuneration of the Constitutional Court Judges and Judges be determined by the President, subject to the approval by Parliament, as set out in **Annexure E**, with effect from 01 April 2006.

### 3.10 Magistrates

That the remuneration of Magistrates be determined by the President, subject to the approval by Parliament, as set out in **Annexure F**, reflecting an increase of 5.75%, with effect from 01 April 2006.

**JUSTICE DIKGANG MOSENEKE**  
**CHAIRPERSON**

**ANNEXURE A**

**GRADING STRUCTURE, REMUNERATION AND ALLOWANCES FOR THE DEPUTY PRESIDENT, MINISTERS  
DEPUTY MINISTERS (NATIONAL EXECUTIVE AUTHORITY) WITH EFFECT FROM 01 APRIL 2006**

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
Grade G	Deputy President	778754	194688	973442						
Grade F	Minister	643589	160898	804487	675781	168945	844726	707956	176988	884944
Grade E1	Deputy Minister	523104	130776	653880	549264	137315	686579	575410	143852	719262

ANNEXURE 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 2006													
COLUMN 1													
Grade	Office	Basic salary	Motor vehicle allowance	Total remuneration	Basic salary	Motor vehicle allowance	Total remuneration	Basic salary	Motor vehicle allowance	Total remuneration	Basic salary	Motor vehicle allowance	Total remuneration
COLUMN 2 (NOTCH 1)													
COLUMN 3 (NOTCH 2)													
COLUMN 4 (NOTCH 3)													
Grade F	Speaker: National Assembly (NA) Chairperson NCOP	643589	160898	804487	675781	168945	844726	707956	176988	884944	707956	176988	884944
Grade E1	Deputy Speaker: NA Deputy Chairperson: NCOP	523104	130776	653880	549264	137315	686579	575410	143852	719262	575410	143852	719262
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	430928	107723	538660	452478	113120	565598	474042	118511	592553	474042	118511	592553
Grade D	PC: Deputy President House Chairperson: NA & NCOP	409433	102358	511791	438097	109524	547621	450372	112593	562965	450372	112593	562965
Grade C1	Chairperson of a Committee of a House or a Joint Committee	396745	99185	495930	424512	106128	530640	436404	109100	545504	436404	109100	545504
Grade C2	CW: Official Opposition/Largest Minority Party in a House Deputy Chief Whip: Majority Party in a House	384497	96124	480621	411411	102852	514263	422947	105736	528683	422947	105736	528683
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	368746	92258	461004	387485	96870	484355	405934	101484	507418	405934	101484	507418
Grade A1	Member of NA Permanent Delegates	328252	82063	410315	351239	87810	439049	361082	90270	451352	361082	90270	451352

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 2006											
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	643589	160898	804487	675781	168945	844726	707956	176988	884944	
Grade E1	Executive Council member Speaker	523104	130776	653880	549264	137315	686579	575410	143852	719262	
Grade D	Deputy Speaker	409433	102358	511791	438097	109524	547621	450372	112593	562965	
Grade C1	Chief Whip: Majority Party	396745	99185	495930	424512	106128	530640	436404	109100	545504	
Grade C2	Leader of Opposition i.t.o section 116(2)(d) of the Constitution Chairperson of a Committee of a Legislature Chairperson of Committees	384497	96124	480621	411411	102852	514263	422947	105736	528683	
Grade B	Chief Whip: Official Opposition Largest Minority Party Deputy Chief Whip: Majority Party Deputy Chief Whip: Majority Party Deputy Chairperson of Committees	368746	92258	461004	387485	96870	484355	405934	101484	507418	
Grade A1	Parliamentary Counsellor to the King Whip Leader of a Minority Party in a Legislature other than the Official Opposition	328252	82063	410315	351239	87810	439049	361082	90270	451352	
Grade A2	Member of a Legislature	316132	79032	395164	325621	81404	407025	347755	86938	434693	

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>REMUNERATION OF TRADITIONAL LEADERS WITH EFFECT FROM 01 APRIL 2006</b>			
<b>CATEGORY</b>	<b>ANNUAL SALARY</b>		
King/Paramount Chief	507038		
Chief	121702		
Chairperson NHTL	403033		
Deputy Chairperson NHTL	349875		
Full time Chairperson PHTL	369035		
Full time Deputy Chairperson PHTL	328252		
<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	709,00 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	843,00 per day	Reasonable, actual expenses	Department of Transport tariffs for the use of privately owned vehicles
Deputy Chairperson	758,00 per day	Reasonable, actual expenses	Department of Transport tariffs for the use of privately owned vehicles
Member	588,00 per day	Reasonable, actual expenses	Department of Transport tariffs for the use of privately owned vehicles



<b>ANNEXURE E</b>	
<b>REMUNERATION OF CONSTITUTIONAL COURT JUDGES AND JUDGES WITH EFFECT FROM 01 APRIL 2006</b>	
<b>DESIGNATION OF OFFICE</b>	<b>SALARY PER ANNUM ( R )</b>
Chief Justice of South Africa	769995
Deputy Chief Justice	757015
President of the Supreme Court of Appeal	757015
Deputy President of the Supreme Court of Appeal	744877
Judge of the Constitutional Court	708811
Judge of the Supreme Court of Appeal	708811
Judge President of the High Court	704475
Judge President of the Labour Court	704475
Deputy Judge President of the High Court	693138
Deputy Judge President of Labour Court	693138
Judge of the High Court	687904
Judge of the Labour Court	687904

<b>ANNEXURE F</b>			
<b>REMUNERATION OF MAGISTRATES WITH EFFECT FROM 01 APRIL 2006</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	434955	126736	568978
Regional Court President	434955	126736	568978
Chief Magistrate	351329	103484	460763
Regional Magistrate	351329	103484	460763
Senior Magistrate	317873	79468	397341
Magistrate	289167	72292	361459