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GENERAL NOTICES • ALGEMENE KENNISGEWINGS

**THE PRESIDENCY
NOTICE 842 OF 2017****INDEPENDENT COMMISSION FOR THE REMUNERATION OF PUBLIC OFFICE BEARERS**

EXPLANATORY MEMORANDUM ON ANNUAL REMUNERATION RECOMMENDATIONS FOR 2017/2018**INTRODUCTION**

1. This explanatory memorandum sets out the conclusions and recommendations of the Independent Commission for the Remuneration of Public Office-Bearers (the Commission) on the remuneration of Public Office-Bearers (POBs) for the 2017/2018 financial year.
2. In terms of section 8(4) and (5) of the Independent Commission for the Remuneration of Public Office-Bearers Act, 1997 (Commission Act), the Commission is mandated to make annual recommendations relating to the salaries and/or the upper limits of the salaries, allowances, benefits of all POBs, and the resources required by some of them to enable them to perform their respective duties effectively.

STATUTORY AND COURTESY CONSULTATION

3. In terms of the applicable legislation and the provisions of section 12 of the Magistrates Act, 1993, the Commission is required to consult with the Minister of Justice and Correctional Services, the Minister of Finance and the Chief Justice or a person designated by him, prior to the recommendations being submitted to the President, Parliament, and the publication thereof.
4. In considering the annual remuneration recommendations for 2017/2018, the Commission undertook the following statutory and courtesy consultations with:
 - The Ministers of Finance on 06 February 2017 and 24 August 2017, and the department officials on 07 April 2017;
 - Lower Courts Remuneration Committee (LCRC) on 11 April 2017;
 - Minister of Justice and Correctional Services on 12 May 2017;
 - Acting Deputy Chief Justice, designated by the Chief Justice, on 16 May 2017;
 - Minister of Corporative Governance and Traditional Affairs (Cogta) on 17 and 20 May 2017; and
 - Representatives from the National House of Traditional Leaders (NHTL) on 14 June 2017.

Commissioners: Judge CJ Musi (Chairperson); Ms MJ Ramagaga (Deputy Chairperson); Ms TN Mgoduso, Dr R Nienaber; Dr LM Mbabane; Mr AL Pheto; Mr G Barnard and Dr SM Sibandze

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KEY CONSIDERATIONS FOLLOWING CONSULTATIONS

5. On 06 February 2017, the Minister of Finance had alluded to the fact that since 2010, a ceiling on government expenditure had been introduced and all government entities were expected to operate and budget within the prescribed ceiling. He had further indicated that the government was operating on a tight rope and cutting expenditure would have an impact on the country's economic growth. The projected economic growth for this year is 0.5% which is forecasted to increase to 1.3% next year.
6. He had also pointed out that the current analysis of the wage bill for POBs indicated an annual expenditure of R12,2 billion. To this end, the remuneration adjustments for POBs at the National, Provincial and Local Government spheres would have to be aligned, and there needed to be consistency in the recommendations.
7. The Minister had further indicated that in January 2016, Cabinet had approved the compensation baseline reductions to stabilise spending and the aggressive headcount growth over the past few years. The compensation baseline had been one of the risk factors identified by the Ministry that needed to be addressed.
8. At the meeting with the LCRC, the LCRC referred the Commission to the latest Statistics South Africa (SSA) publication regarding remuneration trends and the multi-year agreements in respect of the public service. They further mentioned the severe financial constraints faced by the fiscus. Based on these issues, the LCRC submitted that CPI+1% would be an appropriate cost-of-living adjustment for Magistrates.
9. The Commission met with the Acting Deputy Chief Justice where the following issues were raised:
 - the effects of the previous annual recommendation on the judiciary;
 - the constitutional prescripts which prohibit the reduction of Judges salaries;
 - the fringe benefit taxation on motor-vehicle;
 - medical aid inflation; and
 - the views of other Judges.
10. During the meeting, the Commission received a submission from Judge Waglay, who had collated various submissions from Judges across the country. Subsequently, the Commission received submissions from the Constitutional Court Judges and Judges from the Gauteng Division and Gauteng Local Division.
11. The Minister of Justice and Correctional Services requested the Commission to balance the public sentiments with the country's economic realities.
12. He indicated that it was desirable that the wage gap between the higher earners and lower earners in the judicial sector be bridged. He acknowledged that the previous determination had assisted in reducing the salary gap between the Magistrates and Judges. He further stated that Magistrates have also raised issues relating to security, accommodation, travelling allowances and official vehicles.

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13. The Minister of Cogta indicated that he supports a salary recommendation ranging from 0% to forecasted inflation in order to protect salaries against the increasing cost of living. He requested the Commission to consider the current economic climate and the impact of inflation within the three (3) arms of the State.
14. He further indicated that he is experiencing difficulties in determining the pension and medical aid benefits for Local Government POBs due to the fact that the Commission has not included these benefits in its recommendations. He requested the Commission to make recommendations on these benefits to enable him to make the determination.
15. The Commission informed the Minister that it will consider recommending remuneration for Principal Traditional Leaders.
16. The NHTL informed the Commission that Traditional Leaders (TLs) do not receive a total remuneration package (TRP). They submitted that to date they had only received the salary component of 60% of what they contend should have been a TRP. They requested the Commission to consider other outstanding remuneration components including the tax concession in terms of Section 8(1)d of the Income Tax Act, a car allowance, pension and medical aid benefits.
17. The Commission was requested to consider bringing traditional leadership on par with other categories of POBs.
18. The Commission was further advised that the current members' terms of office end on 16 August 2017. The Commission was requested to consider recommending an *ex-gratia payment* and/or gratuity for exiting members, as this will assist to harmonise the practices across provinces.
19. Furthermore, the Commission was requested to consider a recommendation for Headmen and Headwomen to have access to medical aid benefits, a motor vehicle allowance, access to electronic communication and a salary notch of no less than R148 000 per annum.

Economic considerations:

Budgetary Constraints

20. In the *Medium Term Budget Policy Statement* of 26 October 2016, the Minister of Finance indicated that consumer confidence remained low and higher inflation had reduced the household purchasing power. Household consumption expenditure was projected to rise by 0.6% in 2016, gradually rising to 2.3% in 2019, supported by lower inflation, wage growth and improved household balance sheets.
21. The expected inflation had been revised to 6.4% for 2016 due to lower-than-expected electricity- and import-price inflation. A further decline to 6.1% is expected in 2017. Inflation is expected to stay within the target band in 2018 and 2019.
22. The Medium-term projections show that if the wage agreement to be negotiated in 2017/18 is aligned with inflation, a greater share of expenditure can be allocated to other spending priorities.
23. The Minister indicated that the rising staff compensation costs had put pressure on government departments' budgets. In 2015, Cabinet introduced strict limits on the compensation budgets and associated planning of national departments. He emphasised that if government and public-sector

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workers are able to reach a balanced agreement on wages and productivity, compensation pressures could moderate from the beginning of April 2018.

Consumer Price Index (CPI)

24. Any consideration regarding remuneration adjustments should take into account the effects of inflation. A high inflation rate requires a higher adjustment in employees' remuneration packages to enable them to maintain their lifestyle. There is a general expectation that higher inflation implies a higher remuneration adjustment. As a starting point, the basis for consideration of an increase and in particular a cost of living adjustment would have to take into account the forecasted Headline Inflation.
25. In order to determine an appropriate level of inflation to be used as a base on which to consider any cost of living adjustments the Commission considered the following:

South African Reserve Bank (SARB)

26. The Monetary Policy Committee (MPC) meeting held on 24 January 2017 indicated that the inflation forecast of the South African Reserve Bank ("the Bank") has declined since the previous meeting of MPC. Headline inflation is now expected to be within the target range during the final quarter of 2017, and to average 6.2% for the year, compared with 5.8% in the previous forecast.
27. The forecast for 2018 is more or less unchanged at an average of 5.5%. The decline is mainly due to changed assumptions regarding international oil price, the domestic fuel price and the outlook for food price, which offset the favourable exchange rate assumptions. By contrast, the forecast for core inflation is unchanged, averaging 5.5% and 5.2% in 2017 and 2018 respectively.

Bureau for Economic Research (BER) – University of Stellenbosch

28. Similarly, the BER's First Quarter 2017 Economic Prospects Report indicated that the inflation rate of 6.8% year-on-year recorded in December 2016 would peak in the current cycle. Inflation was projected to moderate to below the 6% target in the second quarter of 2017 and remain at this level through 2018. At an expected 5.8% and 5.4% respectively, the BER's inflation outlook is largely unchanged when compared to their October 2016 forecast.

National Treasury and South Africa's big banks

29. In April 2017, the average forecasts by South Africa's big banks indicated inflation to average 5.8% in 2017 while National Treasury had forecasted inflation to average 6.4% in 2017.

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National Treasury's previous inflation forecast, the Commission's recommendations and the President's determinations

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

Year	National Treasury CPI	Commission's Recommendations	President's Determinations	
2014/15	6.1%	5%: POBs earning more than R1 000 000	5%	
		6%: POBs earning less than R1 000 000	6%	
2015/16	4.6%	The President, Deputy President, Speaker of National Assembly, Chairperson of NCOP & the Chief Justice	5%	4.4%
		Members of National and Provincial Executive, Deputy Ministers, Members of Parliament and Provincial legislatures		
		Deputy Chief Justice to Judge of Supreme Court of Appeal		
		Deputy Judge President of High/Labour Court to Chief Magistrate	5.5%	5.5%
		Executive Mayor to Whip		
		King / Queen	5.5%	4.4%
		Senior Magistrate to Magistrate	6%	6%
		Municipal Councillor		
		Chairperson of National House of Traditional Leaders to a Full-time member of Provincial House of Traditional Leaders		
		Senior Traditional Leaders	8%	8%
Headmen / Headwomen	R 91 000	R 91 000		
2016/2017	6.4%	Executive and Deputy Ministers	0%	0%
		National Parliament		
		Provincial Executive and Legislature		
		Judges		
		Executive Mayor to Whip		
		King/Queen to Full-time Deputy Chairperson of PHTL		
		Municipal Councillor	4%	4%
		Magistrates	6%	6%
		Full-time Member of NHTL to Headmen / Headwomen, and sitting allowances of all members of NHTL and PHTL		

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ANNUAL REMUNERATION RECOMMENDATIONS FOR 2017/2018

31. The Commission considered all representations by stakeholders as well as the relevant factors that the Commission is enjoined to consider.

32. In terms of Section 8 (3B) (a) of the Commission Act, the Chairperson of the Commission recused himself during the deliberations on the remuneration of the Judiciary.

33. The Commission considered the following factors in line with section 8(6) of the Commission Act:

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

33.1.1 In order to understand the change in job complexity of POBs positions, an extensive review of the said positions is required. In its previous deliberations, the Commission had relied on the findings of the previous review reports which formed the basis of the current remuneration structure of POBs.

33.1.2 The Commission received numerous requests from stakeholders to undertake a review of POBs' remuneration packages. The Commission resolved to implement the remuneration review of POBs through a staggered approach. The Commission's resolution was communicated to its stakeholders.

33.1.3 The Commission is currently finalising the review report of the local government sector. The review of the Executive and Legislative Sector is expected to commence in 2017. The Commission will commence with the review of the remuneration of the Judiciary and Traditional Leaders in due course.

33.2 Public Service Adjustments:

33.2.1 Senior Management Service (SMS)

The Minister of Public Service and Administration determined the cost-of-living adjustments (COLA) of 5.5% for employees on salary levels 13 to 16 (SMS - Director, Chief Director, Deputy Director-General and Director-General) effective from 01 April 2017.

33.2.2 Other Public Service Employees

Employees on salary levels 01 to 12 and OSD received increases of 7.6% for 2016/2017. The salary adjustments were based on the average projected inflation plus 1%. During 2017/2018, they further received an increase of 7.3% based on the average inflation forecasts of National Treasury plus 1%.

33.2.3 Local Government

In implementing and applying the multi-year salary and wage collective agreement: 2015 - 2018, dated 25 August 2015, the South African Local Government Association (SALGA), together with local government trade unions agreed on a salary increase of inflation +1%, with effect from 01 July 2017.

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33.3 **Headline Inflation and the Commission's base cost of living adjustment:**

33.3.1 While it is understood that inflation affects individuals in different ways, it makes sense to ensure that an objective measure, such as inflation, is selected as a basis for salary adjustments.

33.3.2 The Year-on-year inflation for the year 2016 averaged at 6.3% and remained the same until March 2017. It is forecasted to be 5.7% for the period ending March 2018. The Commission resolved that a differentiated increase structure between 4% and 6% would be appropriate to partly compensate for the effects of inflation on the remuneration of POBs.

33.4 **Other factors for consideration:**

33.4.1 The Commission further considered other factors that included the following:

- a new personal income tax rate of 45% for higher earners (above R1.5 million);
- adjustment to tax rate thresholds;
- the erosion of net-income of POBs due to increased medical aid contributions; and
- taxation of retirement fund contributions over the cap of R350,000 per annum.

33.5 **Rationale for the Commission's Recommendations:**

33.5.1 After considering the relevant legislation and factors mentioned above, including inputs from stakeholders, the following formed the Commission's final recommendations:

33.5.2 Consideration was given to the consultations with the Finance Ministry and the dire straits faced by the economy in general and the fiscus in particular. The current economic difficulties cannot be ignored and the majority of citizens are adversely affected by the poor economic growth rates and inflation.

33.5.3 South Africa is facing stagflation which is the combined effect of high inflation, high and rising unemployment and low economic growth.

33.5.4 The Commission further considered an average inflation-linked increase in order to protect salaries against the increased cost of living. However, due to the state of the economy and affordability, the Commission resolved that the impact of inflation can be absorbed better by higher earners than lower earners. A proportionately lower adjustment would therefore be appropriate for higher earners.

33.5.5 It is believed that the remuneration levels of the highest earning POBs provide them with a greater portion of disposable income, which can act as a buffer against the effects of inflation. The Commission, therefore, agreed to consider appropriate adjustments to the remuneration of POBs on their salary band. This was applied for all categories of POBs other than Magistrates, who have been discussed separately in paragraphs 33.5.10 and 33.5.11.

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33.5.6 The salary bands that were considered were as follows:

Salary band	Cost of living adjustment
Greater than R1 500 000	Significantly lower than cost of living adjustment
Between R1 000 000 and R1500 000	Lower than cost of living adjustment
Between R555 601 and R999 999	Marginally lower than cost of living adjustment
Between R250 000 and R555 600	Full cost of living adjustment
Between R100 000 and R249 999	Higher than cost of living adjustment
Less than R100 000	Significantly higher than cost of living adjustment

33.5.7 The municipal councillors are part of the wider group of elected public office bearers who provide citizens with services managed by local government. The Commission considered that most municipal councillors earn less than half of what is earned by the top echelons in the three arms of the State. They are the lowest paid elected POBs and would therefore fall within the band which should receive the full cost of living adjustment.

33.5.8 The Commission considered the fact that senior traditional leaders, headmen and headwomen are the lowest paid POBs. In light of this observation, the Commission agreed that these members are more vulnerable to the effects of inflation and therefore recommended an above inflation adjustment.

33.5.9 Headmen and Headwomen do not currently receive a medical aid benefit. The Commission considered extending medical aid benefits to them and also took account of the impact this benefit may have on their taxable income. This resulted in them being considered for an increase significantly above inflation.

Magistrates

33.5.10 In line with the Commission's previous recommendations, the Commission agreed that magistrates need to be considered separately from all other POBs. There has been a substantial increase and complexity in the workload of magistrates over time. More than 95% of all court cases are adjudicated in the lower courts.

33.5.11 A number of significant issues need to be taken into consideration, amongst them their roles and responsibilities, the effects of inflation and the potential disparities in remuneration across the Judiciary. Furthermore, the Commission took into consideration, that structural changes are not possible in the current economic climate and that a more substantial review of the Judiciary would be required to fully address these disparities. It was therefore agreed that a full adjustment for the cost of living be recommended in the interim irrespective of their salary band. This would also assist to close the gap between the highest earning Magistrate and the lowest earning Judge.

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34. Annual Remuneration Recommendations for 2017/2018 financial year:

34.1 The Commission is recommending a 4% adjustment to the remuneration of the following categories of POBs:

- All positions of the National Executive and Deputy Ministers
- Members of National Parliament: From the position of the Speaker / the Chairperson of NCOP to House Chairperson
- All positions of Provincial Executive and the Speaker of the Provincial Legislature
- All Judges

34.1.1 The above positions were categorised based on their taxable income of above R1.5 million.

34.2 The Commission is recommending a 4.5% adjustment to the remuneration of the following categories of POBs:

- Members of National Parliament: From position of the Chief Whip: Majority Party to Member: National Assembly / Permanent Delegate: NCOP
- Members of Provincial Legislature: From position of Deputy Speaker to Member of Provincial Legislature
- Local Government: From position of Executive Mayor to Deputy Mayor
- Traditional Leadership: King/Queen

34.2.1 The above positions were categorised based on their taxable income of between R1 million and R1.5 million.

34.3 The Commission is recommending a 5% adjustment to the remuneration of the following categories of POBs:

- Local Government: From position of Member of Executive Council to Whip; and
- Traditional Leadership: From position of Chairperson: NHTL to Full Time Deputy Chairperson: PHTL.

34.3.1 The above positions were categorised based on their annual taxable income of between R555 601 and R999 999.

34.4 The Commission is recommending a 6% adjustment to the remuneration of the following categories of POBs for the 2017/2018 financial year:

- Magistrates
- Local Government Municipal Councillor
- Traditional Leadership: Full time member of NHTL and full time member of PHTL and sitting allowances of all members of the NHTL and PHTL

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- 34.5 The Commission is recommending an **8%** adjustment to the remuneration of the senior traditional leaders for the 2017/2018 financial year.
- 34.6 The Commission is recommending an adjustment to the remuneration of headmen and headwomen to **R 106 106** and the extension of the medical aid benefits currently applicable to traditional leaders with effect 01 April 2017. The medical aid contributions will partly be covered by the State and partly by a deduction from the salaries of the headmen and headwomen.
- 34.7 The remuneration scales are attached as Schedules 1 to 7.
- 34.8 Schedule 7 pertaining to traditional leaders has now been split to separate the remuneration of traditional leaders from those traditional leaders who are elected to serve in the National and Provincial Houses.

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PART 2**REMUNERATION RECOMMENDATIONS FOR THE POSITION OF
PRINCIPAL TRADITIONAL LEADER****Introduction**

1. In terms of Traditional Leadership and Governance Framework Amendment Act 2009 (Act No. 23 of 2009) (TLGF Amendment Act), there are four traditional leadership positions provided for and these are as follows:
 - a) King or Queen;
 - b) Principal Traditional Leader;
 - c) Senior Traditional Leader; and
 - d) Headmen/Headwomen.
2. The TLGF Amendment Act defines a Principal Traditional Leader (PTL) as a traditional leader under whose authority or within whose area of jurisdiction senior traditional leaders exercises their authority.
3. To this extent the position of PTL is below that of a King or Queen but above that of a senior traditional leader. It stands to reason that the PTL cannot be remunerated on the same level as a King or Queen.
4. Prior to recommending the remuneration of the PTL, the Commission resolved that a thorough investigation of the role, status, duties, functions, and responsibilities of the position had to be done.
5. The Commission considered the following:
 - a) There appears to be no substantive difference in the role, duties, functions, and responsibilities of PTLs and that of the Kings or Queens. The only discernible difference appears to be the legal status of the PTLs compared to that of the Kings or Queens.
 - b) Therefore, there should be a marginal difference in the salaries for PTLs and the Kings/Queens.
 - c) Typical salary bands for narrow graded organisational structures have a spread of up to 20%. In considering all information at its disposal, the Commission recommends an 8% differential between the salary of Kings or Queens and the PTLs.


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Recommendation

6. The Commission recommends the following:
- a) The PTL salary to be R1 082 592 per annum being 8% below the recommended salary for Kings or Queens as reflected in Schedule 7.
 - b) That the tools of trade currently applicable to Kings or Queens be extended to the PTLs.

Signed at Kempton Park on 10/10/2017


JUDGE CJ MUSI
CHAIRPERSON

Commissioners: Judge CJ Musi (Chairperson); Ms MJ Ramagaga (Deputy Chairperson); Ms TN Mgoduso, Dr R Nienaber; Dr LM Mbabane; Mr AL Pheto; Mr G Barnard and Dr SM Sibandze

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SCHEDULE 1					
REMUNERATION LEVELS WITH EFFECT 01 APRIL 2017					
NATIONAL EXECUTIVE AND DEPUTY MINISTERS					
GRADE	PAY LEVEL	POSITION	01-Apr-16	%	01-Apr-17
EA	1	President	2 874 851	4	2 989 845
EB	1	Deputy President	2 716 798	4	2 825 470
EC	1	Minister	2 309 262	4	2 401 633
ED	1	Deputy Minister	1 901 726	4	1 977 795

SCHEDULE 2					
REMUNERATION LEVELS WITH EFFECT 01 APRIL 2017					
MEMBERS OF PARLIAMENT					
GRADE	PAY LEVEL	POSITION	01-Apr-16	%	01-Apr-17 %
PA	1	Speaker: National Assembly	2 716 798		2 825 470
		Chairperson: NCOP	2 716 798		2 825 470
PB	1	Deputy Speaker: National Assembly	1 901 726		1 977 795
		Deputy Chairperson: NCOP	1 901 726		1 977 795
	2	House Chairperson	1 765 934	4	1 836 572
PC	1	Chief Whip: Majority Party	1 494 192		1 561 431
		Chief Whip: NCOP	1 494 192		1 561 431
		Parliamentary Counsellor: President	1 494 192		1 561 431
		Parliamentary Counsellor: Deputy President	1 494 192		1 561 431
		Leader of Opposition	1 494 192		1 561 431
	2	Chairperson of a Committee	1 358 399		1 419 527
PD	1	Deputy Chief Whip: Majority Party	1 222 606		1 277 623
		Chief Whip: Largest Minority Party	1 222 606		1 277 623
		Leader of a Minority Party	1 222 606		1 277 623
	2	Whip	1 134 517		1 185 570
PE	1	Member: National Assembly	1 033 438	4.5	1 079 943
		Permanent Delegate: NCOP	1 033 438		1 079 943

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SCHEDULE 3					
REMUNERATION LEVELS WITH EFFECT 01 APRIL 2017					
PROVINCIAL EXECUTIVES AND LEGISLATURES					
GRADE	PAY LEVEL	POSITION	01-Apr-16	%	01-Apr-17
LA	1	Premier	2 173 470	4	2 260 409
LB	1	Member of Executive Council	1 901 726		1 977 795
		Speaker	1 901 726		1 977 795
LC	1	Deputy Speaker	1 494 192		1 561 431
		Chief Whip: Majority Party	1 358 399		1 419 527
	2	Chairperson of Committees	1 222 608		1 277 625
		Leader of Opposition	1 222 608		1 277 625
		Chairperson of a Committee	1 222 608		1 277 625
	3	Deputy Chairperson of Committees	1 150 258		1 202 020
		Deputy Chief Whip: Majority Party	1 150 258		1 202 020
		Chief Whip: Largest Minority Party	1 150 258	1 202 020	
		Leader of a Minority Party	1 150 258	1 202 020	
LD	1	Parliamentary Counsellor to a King	1 033 438	4.5	1 079 943
		Whip	1 033 438		1 079 943
	2	Member of Provincial Legislature	1 000 210		1 045 220

SCHEDULE 4					
REMUNERATION LEVELS WITH EFFECT 01 JULY 2017					
LOCAL GOVERNMENT					
GRADE	PAY LEVEL	POSITION	01-Jul-16	%	01-Jul-17
MA	1	Executive Mayor	1 242 409	4.5	1 298 317
		Mayor	1 242 409		1 298 317
MB	1	Deputy Executive Mayor	1 003 393		1 048 546
		Speaker/Chairperson	1 003 393		1 048 546
		Deputy Mayor	1 003 393		1 048 546
MC	2	Member of Executive Council	940 680	5	987 714
		Member of Mayoral Committee	940 680		987 714
		Chairperson of a Sub-council	940 680		987 714
		Whip	940 680		987 714
MD	1	Municipal Councillor	540 031	6	572 433

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SCHEDULE 5					
REMUNERATION LEVELS WITH EFFECT 01 APRIL 2017					
JUDGES					
GRADE	PAY LEVEL	POSITION	01-Apr-16	%	01-Apr-17
JA	1	Chief Justice	2 716 798		2 825 470
JB	1	Deputy Chief Justice	2 445 054		2 542 857
		President: Supreme Court of Appeal	2 445 054		2 542 857
JC	1	Deputy President: Supreme Court of Appeal	2 309 262		2 401 633
	2	Judge: Constitutional Court	2 173 470		2 260 409
		Judge: Supreme Court of Appeal	2 173 470		2 260 409
	3	Judge President: High/Labour Court	2 037 678		2 119 185
	4	Deputy Judge President: High/Labour Court	1 901 727		1 977 796
	5	Judge: High/Labour Court	1 765 934	4	1 836 572

SCHEDULE 6					
REMUNERATION LEVELS WITH EFFECT 01 APRIL 2017					
MAGISTRATES					
GRADE	PAY LEVEL	POSITION	01-Apr-16	%	01-Apr-17
JD	1	Special Grade Chief Magistrate	1 309 618		1 388 195
		Regional Court President	1 309 618		1 388 195
JE	1	Regional Magistrate	1 175 077		1 245 581
		Chief Magistrate	1 175 077		1 245 581
JF	1	Senior Magistrate	974 024		1 032 466
JG	1	Magistrate	885 571	6	938 705

Commissioners: Judge CJ Musl (Chairperson); Ms MJ Ramagaga (Deputy Chairperson); Ms TN Mgoduso, Dr R Nienaber; Dr LM Mbabane; Mr AL Pheto; Mr G Barnard and Dr SM Sibandze

Head of Secretariat: PM Makapan

SCHEDULE 7					
INSTITUTION OF TRADITIONAL LEADERSHIP					
GRADE	PAY LEVEL	TRADITIONAL LEADERSHIP POSITIONS	01-Apr-16	%	01-Apr-17
TA	1	King/Queen	1 126 057	4.5	1 176 730
TB	1	PTL			1 082 592
TC	1	Senior Traditional Leader	228 650	8	246 942
TD	1	Headmen / Headwomen	96 460		106 106
HOUSES OF TRADITIONAL LEADERS					
GRADE	PAY LEVEL	FULL TIME POSITIONS	01-Apr-16	%	01-Apr-17
THA	1	Chairperson: NHTL	817 842	5	858 734
	2	Full time Chairperson: PHTL	673 603		707 284
	3	Full time Deputy Chairperson: NHTL	625 524		656 800
	4	Full time Deputy Chairperson: PHTL	577 281		606 145
THB	1	Full time Member: NHTL	356 923	6	378 339
	2	Full time Member: PHTL	305 959		324 317
SITTING ALLOWANCE FOR PART TIME POSITIONS *			01-Apr-16	%	01-Apr-17
Part time Member: NHTL			1 310	6	1 388
Part time Chairperson: PHTL			1 558		1 651
Part time Deputy Chairperson: PHTL			1 401		1 485
Part time Member: PHTL			1 086		1 151
* 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)					

Commissioners: Judge CJ Musi (Chairperson); Ms MJ Ramagaga (Deputy Chairperson); Ms TN Mgoduso, Dr R Nienaber; Dr LM Mbabane; Mr AL Pheto; Mr G Barnard and Dr SM Sibandze

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