

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

ANNUAL REPORT

2010





To: The President of the Republic of South Africa

I have the honour, in terms of section 10(1) of the Independent Commission for the Remuneration of Public Office Bearers Act, 1997 (Act No. 92 of 1997), to present the Annual Report which covers the activities of the Commission for the period 01 January 2010 to 31 December 2010.

Section 10(2) requires the President to cause a copy of the Annual Report submitted by the Commission to be tabled in Parliament as soon as may be practicable.

Yours sincerely



Judge Legoabe Willie Seriti
Chairperson

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1. ACKNOWLEDGEMENTS

The Commission wishes to acknowledge the following individuals and institutions, and thank them for their contributions towards the functioning of the Commission during 2010, and in generating this Annual Report:

1. The Presidency, for administrative support to the Commission;
2. Business Print, for the design and publication of this Report;
3. GCIS, for assistance with the photography;
4. All public office bearers and other stakeholders who actively participated in productive consultation and communication with the Commission in the execution of its responsibilities;
5. All Commissioners during the reporting period, for their diligence, dedication and commitment to the Commission's activities; and
6. The Commission's Secretariat for its commitment to utmost performance and quality.



2. HOW TO USE THIS REPORT

Annual Reporting on the activities of the Commission is done in terms of section 10(1) of the Independent Commission for the Remuneration of Public Office-bearers Act, 1997 (Act No. 92 of 1997). The reporting period is 01 January 2010 to 31 December 2010.

2010 has been a year of change; a year focussed on accountability and modest economic recovery. Changes in Cabinet were noted with new members being sworn in. Economic growth came in at 4.6% during the first quarter of this year although 3,2% gross domestic product (GDP) growth figure for the quarter ended June 2010, was released by Statistics South Africa.

The Commission made its recommendations independently taking into consideration factors such as the role, status, duties, functions and responsibilities of office bearers concerned; affordability; current principles and levels of remuneration; inflationary increases; available resources of the State; and any other factor in its opinion which was relevant.

The Commission achieved publication of its annual recommendations on cost of living adjustment for public office bearers for the fiscal year 2010/2011, recommendations on the pension benefit of the former President who is currently the Deputy President of the Republic and circulated its first draft document on the tools of trade to affected stakeholders for comments and inputs.

The Annual Report creates an understanding of the Commission, its mandate, roles, functions, major projects undertaken, challenges, programme and the context within which the Commission operates. **Chapter 3** and **Chapter 4** of the Annual Report is theoretical but indispensable to fully understanding the ethos and nature of the Commission.

Chapter 3 deals with amongst other things the history, mandate, composition, Commissioners, outgoing members, vision, mission, roles and functions, and the Secretariat of the Commission. It further provides an understanding of the Commission legislative mandate and how this mandate is carried out.

Chapter 4 deals with the legislative framework within which the Commission operates. The Commission is a creature of statute and as such must comply with the provisions of the Constitution and National Legislations. The definition of "public office bearer" is key to the mandate of the Commission.

Chapter 5 highlights the factors the Commission must consider when making recommendations. Legislation stipulates that the factors that the Commission must consider when making recommendations.

Chapter 6 provides for governance and more specifically discusses when the Commission meets, the budget and the administration of the Commission.

Chapter 7 sets out the key activities of the Commission which includes the Commission's key outputs, key priorities, short and long term priorities and challenges. The highlights in this chapter are the recommendations on cost of living adjustments, recommendations on the pension benefit of the former President Mr Kgalema Motlanthe, tools of trade, Headmen/Headwomen, Communication with stakeholders and the SADC conference.

Chapter 8 provides for the Commissions programme for 2010 which includes all meetings attended by the Commission, the Subcommittees and the Secretariat.

Chapter 9 provides for progress reports, milestones and the activities of the Commission during 2010.

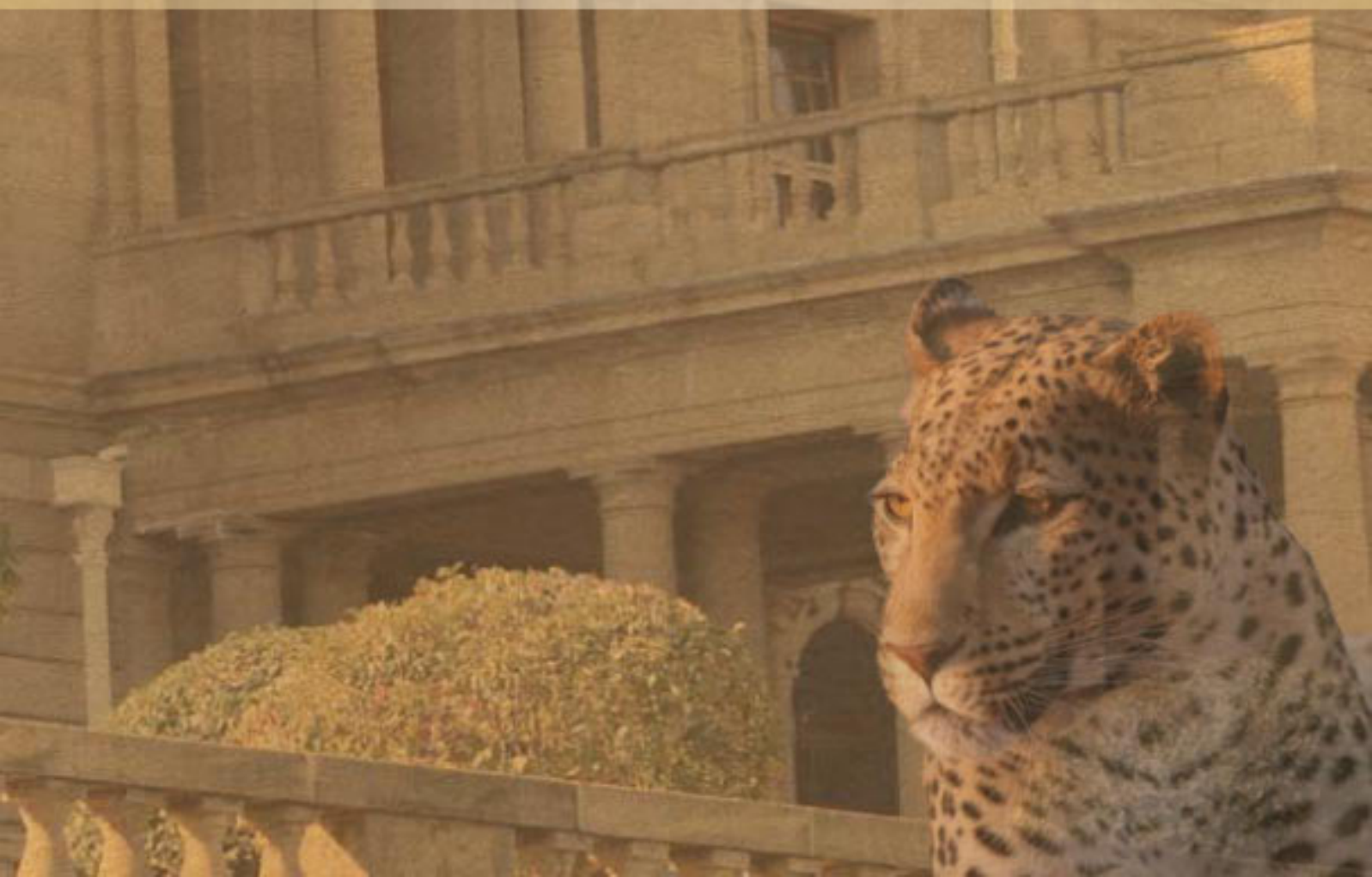
Chapter 10 are Annexures enclosing the Notice of the Commission setting out its recommendations for 2010/2011, the Presidential Proclamations, the resolution of Parliament and the Notice by the Minister of Cooperative Governance and Traditional Affairs.

The Commission endeavours to support public office-bearer institutions in **attracting**, and **retaining** skilled and competent staff across the spectrum of public office-bearer groups through its research and recommendations and affirms its commitment to continuous improvement.

A full copy of the Annual Report 2010 is available on the Commission's website at **<http://www.remcommission.gov.za>**.



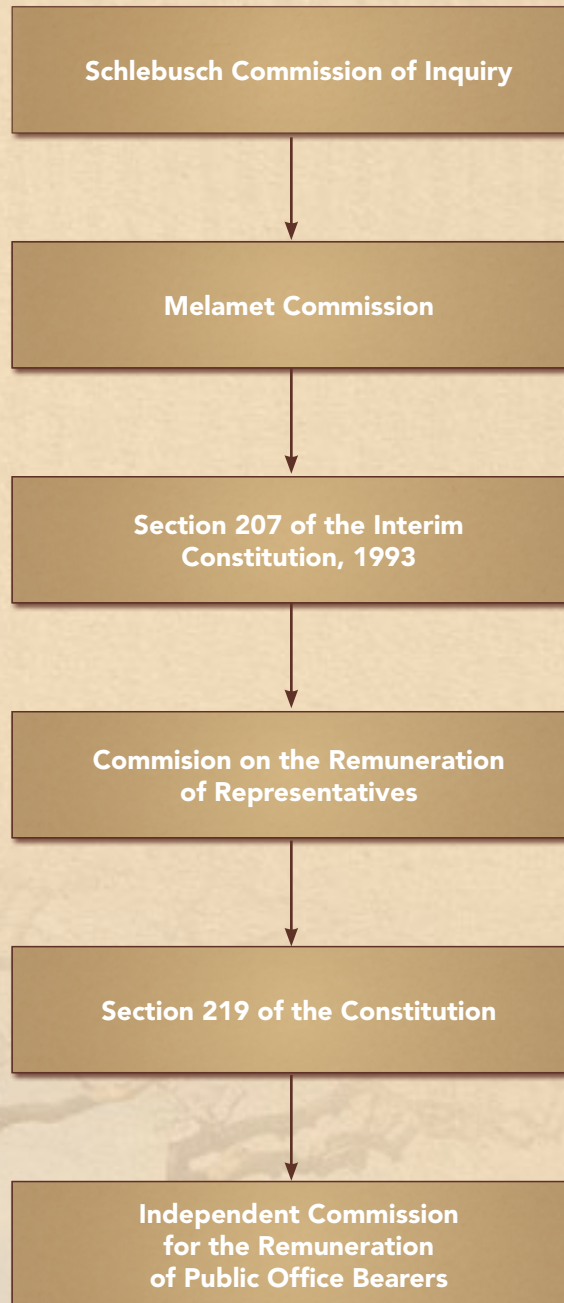
ABOUT US



3. ABOUT US

3.1 History

The existence of the Commission can best be understood by tracing the historical background of the Commission.



Schlebusch Commission of Enquiry

Established in 1985 to inquire into the structure of the remuneration and conditions of service of the then State President, Ministers, Deputy Ministers, Members of Parliament and members of the President's Council.

Melamet Commission

Established in 15 March 1994 by the Transitional Executive Council to consider the remuneration of persons elected to legislative bodies at the various levels of government during the April 1994 elections, and to establish a consistent and coherent remuneration structure for members of national and provincial legislatures.

Section 207 of the Interim Constitution, 1993

Promulgated a Commission to make recommendations to Parliament, the provincial legislatures and local governments regarding the nature, extent and conditions of the remuneration and allowances of the members of all elected legislative bodies of the national, provincial and local governments.

Commission on the Remuneration of Representatives

Instituted in terms of the Commission on the Remuneration of Representatives Act, 1994. The Commission functioned from 21 April 1995 to 05 April 1998. The first Chairperson of this Commission was Justice HW Levy, who was succeeded from 06 March 1996 by Justice JH Steyn.

Section 219 of the Constitution

Prescribed that National legislation must establish an independent commission to make recommendations concerning the salaries, allowances and benefits referred to in subsection 219 (1).

Independent Commission for the Remuneration of Public Office Bearers

As a consequence of section 219 of the Constitution, the Independent Commission for the Remuneration of Public Office Bearers Act, 1997, established the current Commission to make recommendations concerning the salaries, allowances and benefits of defined public office-bearers.

The table below depicts the sequence of the Chairperson of the Commission since 1998:

Date of appointment	Name
1. 21 August 1998 - 30 April 2000	Justice JH Steyn
2. 10 May 2000 - 31 March 2004	Justice RJ Goldstone
3. 01 April 2004 - 31 March 2009	Deputy Chief Justice Dikgang Moseneke
4. 01 September 2009 – to date	Justice LW Seriti

3.2 Mandate

The Commission is a statutory entity established in terms of section 2 of the Independent Commission for the Remuneration of Public Office-bearers Act, 1997 (hereinafter referred to as "the Act").

The Commission obtains its **mandate** mainly from:

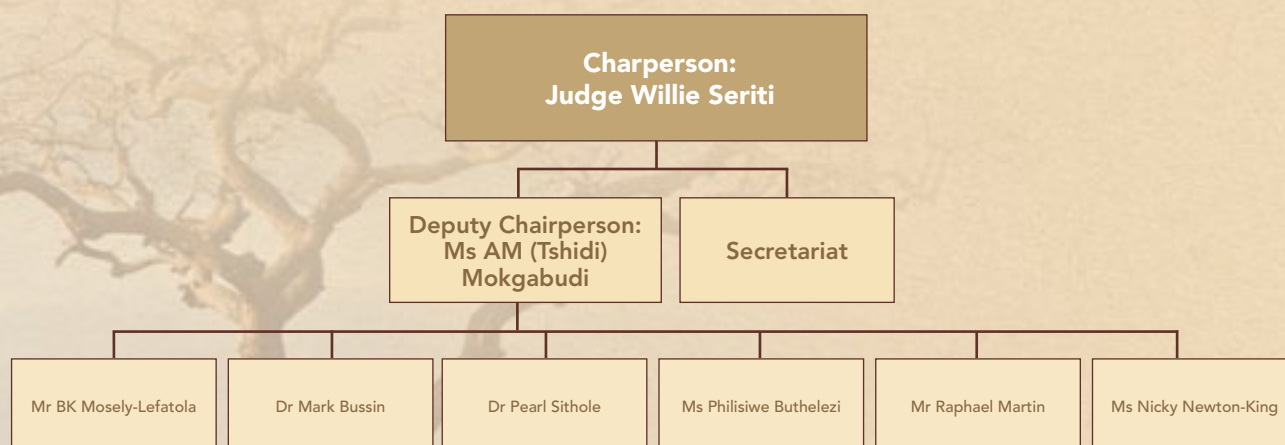
- The Constitution of the Republic of South Africa;
- The Independent Commission for the Remuneration of Public Office-bearers Act, 1997;
- The Remuneration of Public Office Bearers Act, 1998.

The Commission operated at full strength during the reporting period.

3.3 Composition

Section 3 of the Act provides for the Commission to consist of eight members appointed by the President. All members of the Commission serve in a part-time capacity for a non-renewable term of office of five years.

The members are appointed in terms of their knowledge of, or experience in, matters relating to the functions of the Commission. The Act also provides for criteria for disqualification for appointment and vacation of office of members of the Commission.



The Commission comprises of the following members:

3.4 Commissioners



***Judge LW Seriti
(Chairperson)***

Judge Willie Legoabe Seriti was born in Pretoria and has been involved in various human rights cases, political trials and community projects. He was admitted as an attorney in 1977. Judge Seriti was a former senior partner of Seriti, Mavundla & Partners before appointment to the bench. He was a Director in the law firm Maluleke, Seriti, Makume & Matlala Inc. He holds BLuris and LLB degrees, two Masters Degrees and a Doctorate in Law which he obtained from the University of Pretoria. Judge Seriti was an Executive Member of the Black Lawyers Association. He held the position of High Court Judge in Pretoria from 2003 and was recently appointed as Judge of the Supreme Court of Appeal with effect from 04 December 2010. Judge Seriti is the Chairperson of the Independent Commission for the Remuneration of Public Office Bearers.



**Ms AM (Tshidi) Mokgabudi
(Deputy Chairperson)**

Ms AM (Tshidi) Mokgabudi is the Executive Partner responsible for Infrastructure, Government and Healthcare at KPMG. She is a member of the Policy Board of KPMG, a member of the Executive Committee (EXCO), Chairman of KPMG Network of Women (KNOW) South Africa, which fosters networking and mentoring opportunities for all women in business and Government. Ms AM (Tshidi) Mokgabudi is the Independent Socio-Economic Monitor (ISEM Director) for the Gautrain Rapid Rail Link. Her responsibilities include independently monitoring, verifying and reporting on the Socio-Economic Development objectives of the project. She was appointed by The President to serve as Commissioner and currently Deputy Chairperson of the Independent Commission for the Remuneration of Public Office Bearers; Non-executive Director of the South African Reserve Bank and Commissioner of the Audit Commission.

Ms AM (Tshidi) Mokgabudi founded the African Women Chartered Accountants Forum (AWCA), and is one of the founder partners of KMMT Inc. (Kgosana, Magondo, Mokgabudi & Tshikovhi). KMMT is one of the leading black chartered accountants firms. She has an academic background in Industrial Psychology, Economics, H. Dip Tax and C.A (S.A).



Ms N Newton-King

Ms N Newton-King has been Deputy Chief Executive Officer of Johannesburg Stock Exchange since 2003 and has been an Executive Director of the JSE since 2000. She joined the JSE in 1996 before which she was a partner at the law firm Webber Wentzel. Amongst Ms Newton-King's various responsibilities, she negotiates and implements the JSE's major corporate transactions and leads the team which is responsible for the development of the JSE's corporate strategy. She serves as a Member of the Financial Markets Advisory Board and the Independent Commission for the Remuneration of Public Office Bearers. She was South Africa's Businesswoman of the Year in 2003 and in the same year was appointed as a Global Leader of Tomorrow by the World Economic Forum. In 2006, Ms Newton-King spent time at Yale University as a Yale World Fellow. She holds a BA LLB from the University of Stellenbosch and an LLM from the University of Cambridge.



Mr R Martin

Raphael Martin is currently a private investor through the Dark Group of companies, which in South Africa includes Dark Capital (Pty) Ltd. Having studied at the Diocesan College and the University of Cape Town, he qualified as a Fellow of the Faculty of Actuaries (Edinburgh) in 1998, and as a Chartered Financial Analyst in 1999. He concluded an eleven year career at Rand Merchant Bank in 2008, the final six years as a Director.



Dr MHR Bussin

Dr. Mark Bussin has a doctorate in commerce and is the Chairperson of 21st Century Pay Solutions Group. Mark has over 20 years remuneration experience across all industry sectors. He has experience in running large projects for more than half the companies listed on the Johannesburg Stock Exchange. He serves on numerous boards and remuneration committees and has worked for clients in 22 countries over the last 5 years. He supervises Master's and Doctoral thesis, and is a guest lecturer at several academic institutions around the country.



Dr P Sithole

Pearl Sithole graduated with a BA (Hons) from the University of Durban-Westville in 1993. She also worked and obtained her MPhil and PhD in Anthropology from the University of Cambridge. She is a senior Research Specialist at the Human Research Council and has a long research experience on rural development, land use and governance structures in rural KwaZulu-Natal. Her research experience ranges from dealing with issues of identity and social change to dealing with issues in kingship studies, policy and public interest, anthropological theory and indigenous knowledge systems. She also analyzes higher education and writes on scholarship and politics of knowledge production. Her career involved research and teaching in a wide range of issues and consulting at a local government level.



Mr BK Mosley-Lefatola

Mr BK Mosley-Lefatola is an Honours graduate from Wits university, in Industrial Sociology. He is a local government specialist having worked in and with the Public Sector for 16 years. He served as the former Municipal Manager of the City of Tshwane Metropolitan Municipality, and the Group Chief Executive of the AKANI Group Holding Company. He also served as the CEO of Gauteng Economic Development Agency and is presently the Chief Executive Officer of State IT Agency.



Ms P Buthelezi

In 1992 Ms P Buthelezi came back to South Africa and joined the supervision arm of the South African Reserve Bank, where she was responsible for Risk Management Control. The following year she joined the treasury division of Standard Corp and Merchant Bank. Ms Buthelezi was recruited into the DTI as part of the department's drive to obtain highly qualified personnel from the private sector. Because of her expertise in financial matters and in the French language, the DTI posted her to France. She returned to South Africa in 2002 and was appointed as Chief Director: Black Economic Empowerment. During her tenure in the DTI she played a pivotal role in the conceptualization, formulation and finalization of the government's Broad Based Black Economic Empowerment.

She was also instrumental in the negotiations around the formulation of the Mining and Financial Services Charters and she served as a government representative on the Financial Services Charter Council. Ms Buthelezi is currently the Chief Executive Officer of the National Empowerment Fund (NEF).

3.5 Outgoing members

The Commission bids farewell to the following members of the Commission whose terms of office in the Commission are due to expire:

Name	Designation	Appointment Date	Expiry of term of office
Ms Tshidi Mokgabudi	Deputy Chairperson	27 July 2009	
	Member	24 November 2005	24 November 2010
Mrs Nicky Newton-King	Member	10 March 2006	10 March 2011
Mr Raphael Martin	Member	24 November 2005	24 November 2010

The Commission expresses its sincere thanks and appreciation to the three outgoing members of the Commission for demonstrating dedication, commitment and diligence to the work of the Commission. The demands placed on Commissioners are voluminous and tedious due to the concerns and issues that are raised by office bearers. The Commissioners constantly go beyond the call of duty to deliver their contributions and deal with these concerns. All members have provided valuable contributions to the Commission and the Commission acknowledges the efforts and cooperation of members. The Commission wishes its outgoing members the best in their future endeavours and will miss their insightful inputs and comments provided during their terms of office.

3.6 Vision

**THE COMMISSION ENVISAGES
TRANSPARENT DETERMINATIONS
OF EQUITABLE AND ACCOUNTABLE
TOTAL REMUNERATION FOR ALL
PUBLIC OFFICE BEARER POSITIONS
IN THE REPUBLIC OF
SOUTH AFRICA.**

3.7 Mission

THE COMMISSION IS COMMITTED TO WORKING TOWARDS THE IMPLEMENTATION OF AN INTEGRATED TOTAL COST TO EMPLOYER REMUNERATION STRUCTURE FOR ALL PUBLIC OFFICE BEARERS, WHICH WILL RESULT IN FAIR AND EQUITABLE REMUNERATION OF ALL PUBLIC OFFICE BEARERS.

THE COMMISSION IS EQUALLY COMMITTED TO MAKING ANNUAL RECOMMENDATIONS IN RESPECT OF THE REMUNERATION OF ALL PUBLIC OFFICE BEARERS TO MAINTAIN THEIR FINANCIAL POSITIONS IN THE MEANTIME AND BEYOND.

3.8 Roles and functions

The role of the Commission is to make recommendations on salaries, allowances and benefits of public office-bearers. The Commission's role is critical as it promotes a democratic society where public office-bearers do not set remuneration for themselves.

The functions of the Commission are set out fully in the Independent Commission for the Remuneration of Public Office-Bearers Act, 1997 and are summarised to include:

- the powers and duties conferred to the Commission by section 219 of the Constitution, 1996;
- conducting inquiries into any statutorily authorized matter;
- conducting research, or causing research to be conducted as may be necessary for the performance of the functions of the Commission;
- publishing annual recommendations concerning salaries, allowances and benefits of all public office bearers, and resources necessary to enable an office-bearer to perform his or her functions effectively; and
- publishing an Annual Report on its activities.

The Commission operates in an environment where it is required to balance the views and submissions of public office bearers with the economic circumstances of the Republic, the perceptions of the general public and the current trends in remuneration.

3.9 Secretariat

Legislation requires that the administration of the Commission be conducted by such officers in the Presidency as designated by the Director-General: Office of the President after consultation with the Commission.

The Secretariat under the leadership of Mr P Makapan performs vital support and infrastructure work pivotal to the exercise or performance of the Commission's powers and duties.

The members of the Secretariat consist of the following:



Head of Secretariat
Mr Peter Makapan



Remuneration Specialist
Mr Deon van der Vyver



Remuneration Specialist
Adv. Nasreen Dawood



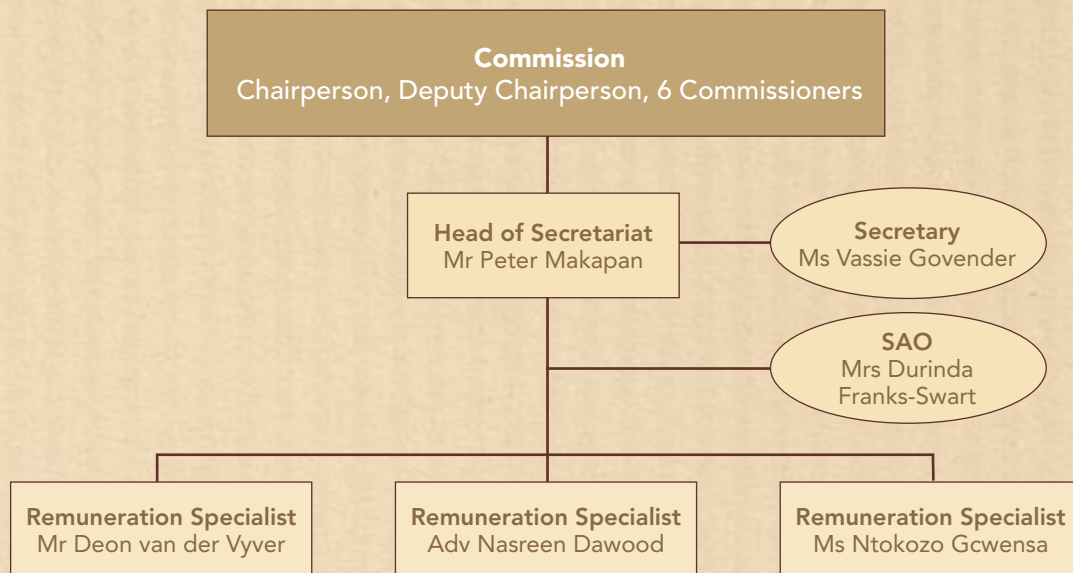
Remuneration Specialist
Ms Ntokozo Gcwensa



Secretary to Head of Secretariat
Ms Vassie Govender



Senior Administration Officer
Mrs Durinda Franks-Swart



The image is a composite. The background is a photograph of a grand, classical-style building, likely a government or institutional structure, featuring tall columns and a prominent pediment with a red-tiled roof. In the foreground, the head and trunk of a large elephant are superimposed, facing left. The trunk is curled upwards. The overall color palette is warm, with golden-brown and sepia tones. The text 'THE LEGISLATIVE FRAMEWORK' is centered over the middle of the image in a stylized, bold, yellow-gold font with a dark outline.

THE LEGISLATIVE FRAMEWORK

4. THE LEGISLATIVE FRAMEWORK

4.1 Who is a public office bearer?

In terms of Section 1 of the Independent Commission for the Remuneration of Public Office-bearers Act, 1997, as amended by section 7 of the Judicial Officers (Amendment of Conditions of Service) Act, 2003, **"office-bearer"** means-

- a) any member of the Cabinet, any Deputy Minister, any member of the National Assembly, or any permanent delegate to the National Council of Provinces;
- b) any member of the Executive Council of a Province or any member of any provincial legislature;
- c) any member of any Municipal Council of any category or type of municipality;
- d) any person holding the office of-
 - i) Constitutional Court judge or a judge, as defined in section 1 of the Judges' Remuneration and Conditions of Employment Act, 2001 (Act No. 47 of 2001); and
 - ii) Magistrate, who is appointed under section 9 of the Magistrates' Courts Act, 1944 (Act No. 32 of 1944), read with section 10 of the Magistrates Act, 1993 (Act No. 90 of 1993); and
- e) any member of the National House of Traditional Leaders, any member of any provincial house of traditional leaders or any traditional leader.

Section 5(5) of the Remuneration of Public Office Bearers Act, 1998 defines a Traditional leader as -

"a person identified by the Minister for Provincial Affairs and Constitutional Development after consultation with the Premier concerned, by notice in the Gazette, for the purpose of this Act."

4.2 What must the Commission recommend?

In terms of Section 8(4) of the Independent Commission for the Remuneration of Public Office Bearers Act, 1997, as amended, the Commission shall, after taking into consideration the factors referred to in subsection (6), publish in the Gazette recommendations concerning -

- a) the salaries, allowances and benefits of any office-bearer, as defined in paragraphs (a), (d) and (e) of the definition of 'office-bearer' in section 1;
- b) the upper limits of the salaries, allowances or benefits of any office-bearer as defined in paragraphs (b) and (c) of the definition of 'office-bearer' in section 1, and
- c) the resources which are necessary to enable an office-bearer, as defined in paragraphs (a), (b), (c) and (e) of the definition of 'office-bearer' in section 1 to perform the office-bearer's functions effectively.

4.3 Publication of recommendations – when and where?

Section 8(5) of the Independent Commission for the Remuneration of Public Office Bearers Act, 1997, provides that recommendations referred to in subsection (4) must be published in the Gazette at least once a year in respect of each category of office-bearers and must be submitted to Parliament before publication.

Table 2 on the next page sets out briefly the legislative framework within which the Commission operates and indicates, where applicable, which Acts have been amended or repealed. Regarding amendments to the Remuneration of Public Office Bearers Act, 1998, the question of affordability is a key aspect and recommendations cannot be made where there are no resources by the State to remunerate in terms of such recommendations.

Act	Act No.	Relevance	Repealed by Act
Magistrates Act	90/1993	Provides for remuneration and conditions of employment of Magistrates	N/A
Constitution of the Republic of South Africa	200/1993	Promulgated legislation establishing a Commission to make recommendations on remuneration of office-bearers	108/1996
Commission on Remuneration of Representatives Act	37/1994	Established a Commission to make recommendations regarding the nature, extent and conditions of remuneration and allowances of all elected members of national, provincial and local legislative bodies, and traditional leaders	92/1997
Payment of Members of Parliament Act	6/1994	Provided for payment of remuneration and allowances to Members of Parliament	20/1998
Remuneration and Allowances of Executive Deputy Presidents, Ministers and Deputy Ministers Act	53/1994	Provided for payment of remuneration and allowances to Executive Deputy Presidents, Ministers, Deputy Ministers	20/1998
Remuneration of Traditional Leaders Act	29/1995	Provided for the remuneration of certain traditional leaders	20/1998
Constitution of the Republic of South Africa	108/1996	Provides for legislation and Independent Commission to make recommendations regarding salaries, allowances and benefits of certain stated office-bearers	N/A
Independent Commission for the Remuneration of Public Office Bearers Act	92/1997	Established this Commission to make recommendations regarding salaries, allowances and benefits of office-bearers	N/A
Remuneration of Public Office Bearers Act	20/1998	Provides a framework for determining salaries, allowances and benefits of defined office-bearers	N/A
Remuneration of Public Office Bearers Amendment Act	9/2000	Further regulates remuneration of political office bearers	N/A
Remuneration of Public Office Bearers Second Amendment Act	21/2000	Regulates remuneration of Traditional Leaders holding more than one office	N/A
Judges' Remuneration and Conditions of Employment Act	47/2001	Provides for remuneration and conditions of employment of all Judges	N/A
Judicial Officers (Amendment of Conditions of Service) Act	28/2003	Includes all judicial office bearers in the scope and definition of office-bearers	N/A
Traditional Leadership and Governance Framework Act	41/2003	Changes the structure of traditional leadership office-bearer positions	N/A
Traditional Leadership and Governance Framework Amendment Act	23/2009	Amends the Traditional Leadership and Governance Framework Act ,2003 by inserting certain definitions and the Public Office Bearers Act, 1998 to make provision for certain remuneration	N/A

4.4 Section 219 of the Constitution?

Section 219 provides Constitutional acknowledgement and recognition for the need for ongoing impartial adjudication of appropriate levels of remuneration for all Public Office Bearers. It acknowledges that public trust of and confidence in South African public office-bearers could only be achieved and maintained at acceptable levels if this task is conducted with scrupulous objectivity.

It was with this objective in mind that the Independent Commission for the Remuneration of Public Office Bearers Act, 1997 was enacted to give effect to the Constitutional prescripts of Section 219.

Section 219 of the Constitution stipulates that –

- "1) An Act of Parliament must establish a framework for determining-
- a) the salaries, allowances and benefits of members of the National Assembly, permanent delegates to the National Council of Provinces, members of the Cabinet, Deputy Ministers, traditional leaders and members of any councils of traditional leaders; and
 - b) the upper limit of salaries, allowances or benefits of members of provincial legislatures, members of Executive Councils and members of Municipal Councils of the different categories.
- 2) National legislation must establish an independent commission to make recommendations concerning the salaries, allowances and benefits referred to in subsection (1).
- 3) Parliament may pass the legislation referred to in subsection (1) only after considering any recommendations of the commission established in terms of subsection (2).
- 4) The national executive, a provincial executive, a municipality or any other relevant authority may implement the national legislation referred to in subsection (1) only after considering any recommendations of the commission established in terms of subsection (2).
- 5) 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."

4.5 The Independent Commission for the Remuneration of Public Office Bearers Act, 1997?

Section 2 of the Act establishes the Commission.

Section 3 (as substituted by section 8 of Act 28 of 2003) provides that the Commission shall consist of eight members appointed by the President.

Section 8 outlines the following functions of the Commission:

- 1) The Commission may exercise the powers and shall perform the duties entrusted to the Commission by this Act, section 219 of the Constitution or any other law.
 - 2)
 - i) The Commission may conduct an inquiry into any matter in respect of which it is authorized by this Act, section 219 of the Constitution or any other law to perform any function.
 - ii) For the purposes of the inquiry, the Commission shall have the powers contemplated in section 3 of the Commission Act, 1947, and the provisions of subsections (3) and (4) of the said section 3 shall apply in respect of a person who gives evidence before the Commission or who has been summoned to attend any meeting of the Commission as a witness or to produce any book, document or object.
 - 3) The Commission may conduct or cause to be conducted such research or obtain such information from the Secretary to Parliament, the secretary to any provincial legislature, the secretary to the National House of Traditional Leaders, the secretary to any provincial house of traditional leaders, the chief executive officer of any municipality, the Chief Justice or any person designated for that purpose by the Chief Justice, or any functionary or body as may be necessary for the performance of the functions of the Commission under this Act, section 219 of the Constitution or any other law.
- 3A) Whenever the Commission performs any function in terms of this Act relating to the remuneration of any office-bearer as defined-
- a) in paragraph (d) (i) of the definition of 'office-bearer' in section 1, it must have regard to the provisions of the Judges' Remuneration and Conditions of Employment Act, 2001 and in particular to section 2 of that Act; or
 - b) in paragraph (d) (ii) of the definition of 'office-bearer' in section 1, it must have regard to the provisions of the Magistrates Act, 1993 (Act 90 of 1993), and in particular to section 12 of that Act.

- 3B) a) If the chairperson of the Commission is an office-bearer as defined in paragraph (d) (i) of the definition of 'office-bearer' in section 1, that member must refrain from participating in any of the Commission's deliberations relating to the remuneration of any office-bearer as defined in paragraph (d) of the said definition.
- b) Any member of the Commission who may directly or indirectly derive any benefit from the acceptance by the President of any recommendations by the Commission must refrain from participating in any of the Commission's deliberations relating to such recommendations.
- 4) The Commission shall, after taking into consideration the factors referred to in subsection (6), publish in the Gazette recommendations concerning-
- a) the salary, allowances and benefits of any office-bearer as defined in paragraphs (a), (d) and (e) of the definition of 'office-bearer' in section 1;
- b) the upper limits of the salary, allowances or benefits of any office-bearer as defined in paragraphs (b) and (c) of the definition of 'office-bearer' in section 1; and
- c) the resources which are necessary to enable an office-bearer as defined in paragraphs (a), (b), (c) and (e) of the definition of 'office-bearer' in section 1 to perform the office-bearer's functions effectively.
- 5) Recommendations referred to in subsection (4) must be published in the Gazette at least once a year in respect of each category of office-bearers and must be submitted to Parliament before publication.
- 6) Subsection 6 provides for the factors the Commission must take into account when making recommendations in subsection (4).

4.6 The Remuneration of Public Office Bearers Act, 1998?

This is the main Act dealing with the remuneration of office-bearers, and outlines also the processes for determining the salaries, benefits and allowances for office-bearers. The respective processes are summarized below for ease of reference.

i) The President

The Commission makes recommendations regarding the salary, benefits and allowances of the President of the Republic.

The National Assembly determines, by resolution, the salary, benefits and allowances to be paid to the President.

The National Assembly determines the salary after considering:

- the Commission's recommendations;
- the different roles, status, duties, functions and responsibilities of public office bearers;
- the affordability of different levels of remuneration of public office bearers;
- current principles and levels of remuneration in society in general; and
- inflationary trends and figures.

The National Assembly also determines the amount to which section 8(1)(d) of the Income Tax Act, 1962, as amended shall apply. This amount is referred to as the political office bearer's allowance.

ii) The Deputy President, Ministers, Deputy Ministers, Members of the National Assembly and permanent delegates to the National Council of Provinces

The Commission makes recommendations to the President regarding the salaries, benefits and allowances of these public office bearers.

The President subsequently determines the salaries, benefits and allowances of these public office bearers after considering:

- the recommendations of the Commission;
- the different roles, status, duties, functions and responsibilities of public office bearers;
- affordability of different levels of remuneration of public office bearers;
- current principles and levels of remuneration in society in general;
- inflationary trends and figures; and
- advice of a relevant Cabinet Committee.

The President also determines the amount which shall constitute the political office bearers' allowance in terms of section 8(1)(d) of the Income Tax Act, 1962.

iii) **Premiers, Members of Executive Committees and Members of Provincial Legislatures**

The Commission makes recommendations to the President on the upper limits of the salaries, benefits and allowances of these public office bearers.

The President subsequently determines, the upper limits of the salaries, benefits and allowances of the public office bearers.

The applicable Provincial Legislature determines a Premier's **actual** salary, benefits and allowances by way of a resolution.

The Premier in turn determines the **actual** salaries, benefits and allowances of the Members of Executive Committees and Members of Provincial Legislatures in the applicable Provincial Legislature.

iv) **Traditional Leaders, Members of the National and Provincial Houses of Traditional Leaders**

The Commission makes recommendations to the President on the salaries, benefits and allowances of these public office bearers.

The President subsequently determines the salaries, benefits and allowances of these office- bearers, after consultation with the Minister for Provincial and Local Government and relevant Premier(s), and after considering:

- the recommendations of the Commission;
- the roles, status, duties, functions and responsibilities of traditional leaders, members of the National House of Traditional Leaders, and members of the Provincial Houses of Traditional Leaders;
- the current principles and levels of remuneration in society generally;
- the need for the promotion of equality and uniformity of salaries and allowances for equal work performed;
- the enhancement of co-operation, unity and understanding between traditional communities nationally;
- the extent of the role and functions of traditional leaders across provincial borders; and
- inflationary trends and figures.

v) Members of Municipal Councils

The Commission makes recommendations to the President on the upper limits of the salaries, benefits and allowances of these public office bearers.

The Minister for Provincial and Local Government, after consultation with each provincial MEC responsible for local government, determines the upper limits of the salaries, benefits and allowances, after having considered:

- the recommendations of the Commission;
- the respective role, status, duties, functions and responsibilities of the different members of Municipal Councils;
- the different categories or types of municipalities, having regard to their respective powers, duties and functions;
- the gross income, the area of jurisdiction and the nature of settlement of each municipality;
- the affordability of different levels of remuneration of public office bearers;
- the current principles and levels of remunerations in society generally;
- the need for the promotion of equality and uniformity of salaries, benefits and allowances for equal work performed;
- the provision of uniform norms and standards nationally to address disparities; and
- inflationary trends and figures.

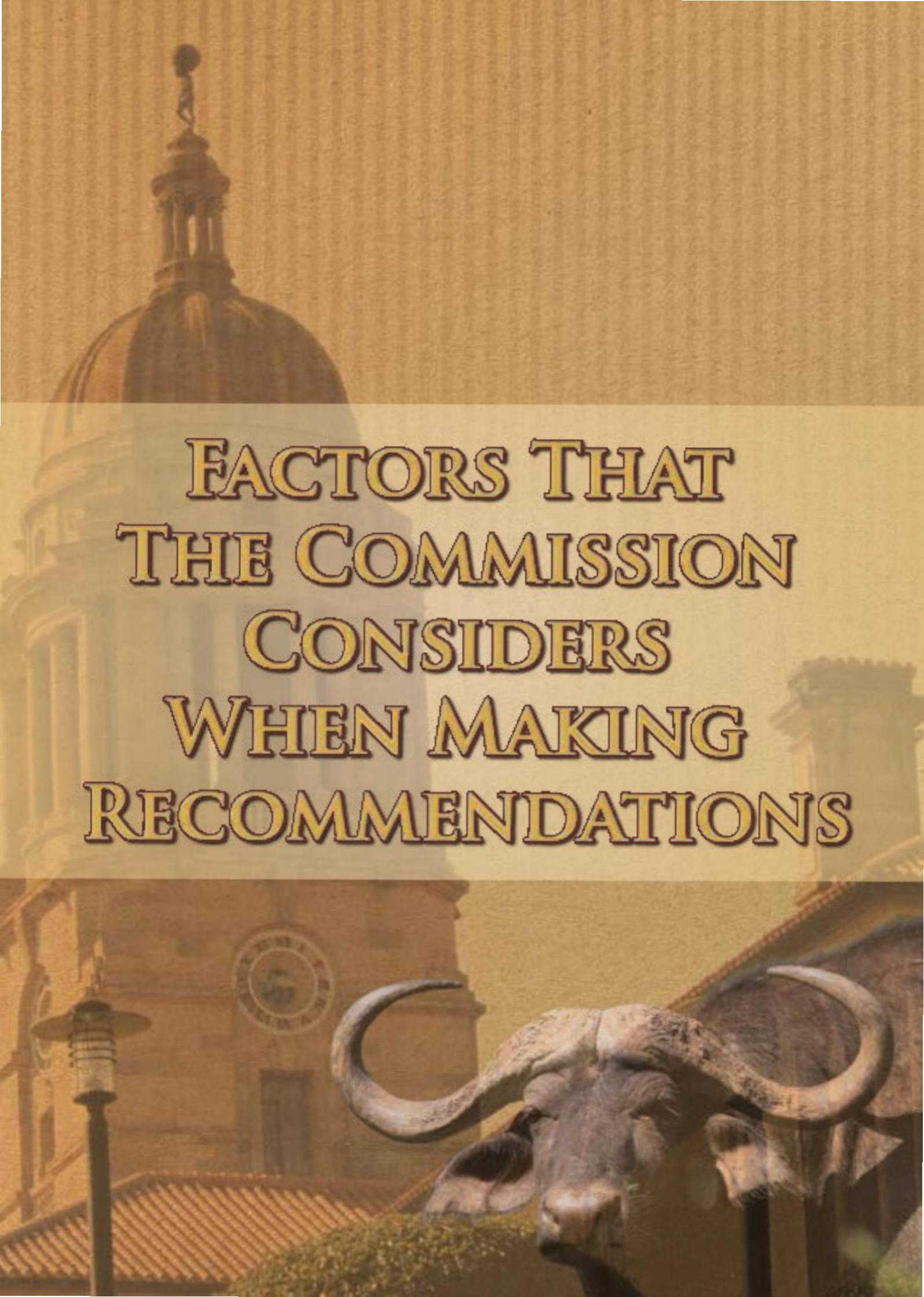
A member of a Municipal Council is entitled to an additional allowance in respect of membership of any other Municipal Council than the one elected to, which allowance is determined by a majority resolution of such other Municipal Council in consultation with the MEC responsible for local government in the relevant Province.

vi) Constitutional Court Judges, Judges and Magistrates

The Commission makes recommendations to the President regarding the salaries, benefits and allowances of these judicial office-bearers. In doing so, the Commission is statutorily obliged to consult with:

- The Minister of Justice and Constitutional Development;
- The Minister of Finance; and
- The Chief Justice or a person designated by the Chief Justice.

The President determines the salaries, benefits and allowances by means of a notice in the Gazette after Parliament considered, and approved the draft notice.



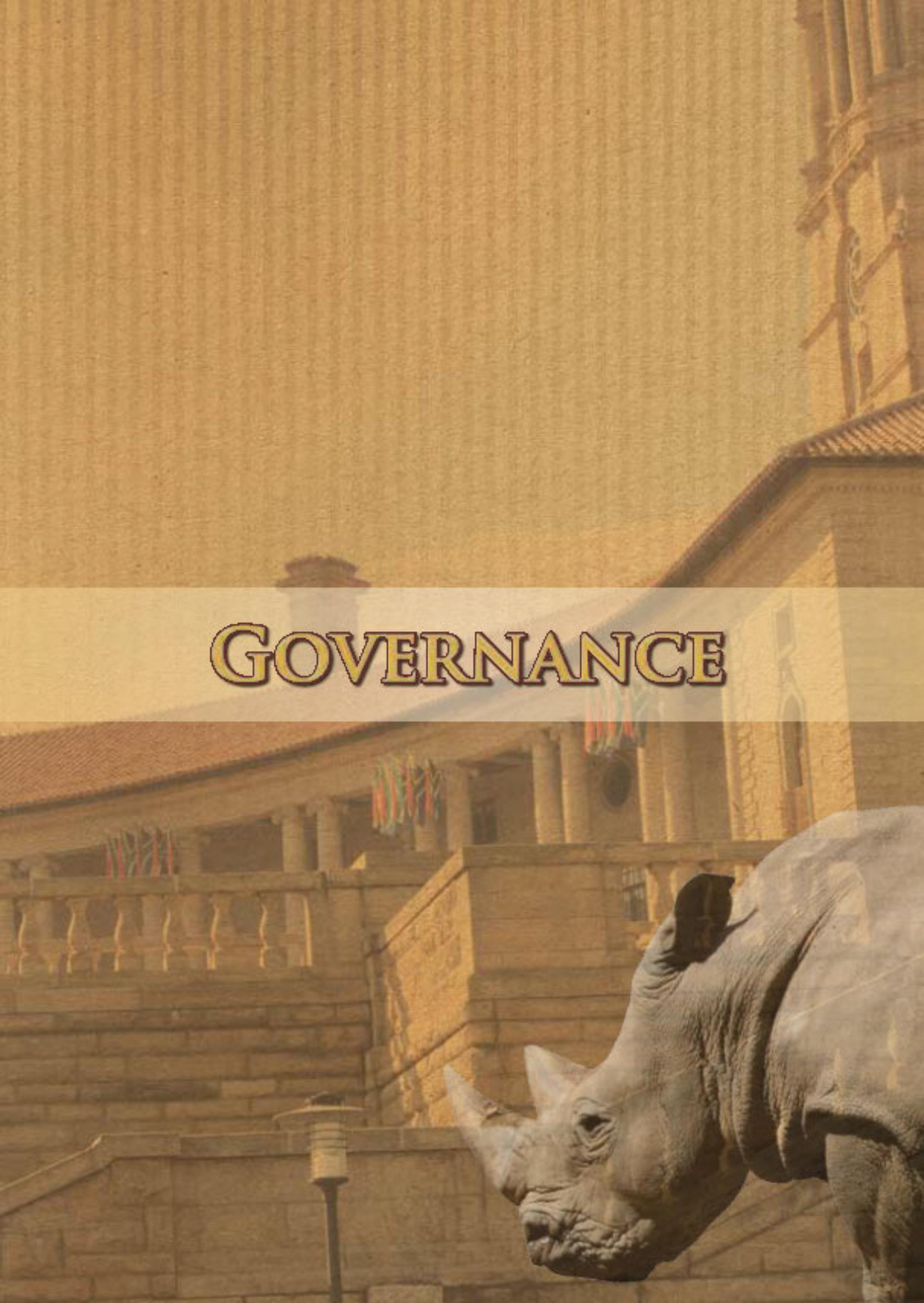
**FACTORS THAT
THE COMMISSION
CONSIDERS
WHEN MAKING
RECOMMENDATIONS**

5. FACTORS THAT THE COMMISSION CONSIDERS WHEN MAKING RECOMMENDATIONS

When making recommendations referred to in section 8(4) of the Independent Commission for the Remuneration of Public Office-bearers Act, 1997 as amended, the Commission in terms of section 8(6) of the same Act, must take the following factors into account:

- i) the role, status, duties, functions and responsibilities of the office-bearers concerned;
- ii) the affordability of different levels of remuneration of public office bearers;
- iii) current principles and levels of remuneration, particularly in respect of organs of state, and in society generally;
- iv) inflationary increases;
- v) the available resources of the state; and
- vi) any other factor which, in the opinion of the Commission, is relevant.

GOVERNANCE



6. GOVERNANCE

The Independent Commission for the Remuneration of Public Office-bearers Act, 1997, regulates the operations and governance of the Commission to a very large extent and determines, amongst others, how the Commission is constituted, the terms of office of members of the Commission, meeting and reporting requirements of the Commission, as well as specific functions and the administration of the Commission.

When should the Commission meet and how are decisions taken?

The Commission is required by law to meet at least once a year, at a time and place determined by the Chairperson of the Commission. The Commission in fact meets far more often than this, as set out more fully below. The Act also sets out that five members of the Commission shall constitute a quorum for Commission meetings, and that a decision of a majority of the members of the Commission present at a meeting shall constitute a decision of the Commission.

The Commission's budget?

The expenditure pivotal to the exercise or performance of the powers and duties of the Commission is defrayed from monies appropriated by Parliament for that purpose. The Commission receive financial resources from the Presidency and is managed and controlled in terms of the Presidency regulations.

Administration of the Commission?

The Commission is assisted by the Secretariat as discussed in Chapter 3 of this Annual Report.



KEY ACTIVITIES



7. KEY ACTIVITIES

7.1 Key outputs

7.1.1 Traditional Leaders

In its recommendations for 2010/2011, the Commission resolved not to make remuneration recommendations of the Headmen/Headwomen. The Commission experienced difficulties in making final recommendations due to uncertainty about affordability and the cited uncertainty by government as to the actual number of Headmen/Headwomen that we have in the country.

The Commission resolved that a meeting should be convened with all relevant stakeholders in order to map out a way forward in addressing the difficulties experienced and enable the Commission to finalize its recommendations on the remuneration of Headmen/Headwomen.

The Commission investigated why the determination to include Traditional Leaders who are entitled to a pension into the Political Office Bearers Pension Fund (POBPF) were not implemented. The Commission found that certain rule amendments to the POBPF were required in order to effect implementation. The Commission conducted an assessment to investigate the practicality of including Traditional Leaders into the POBPF. The Commission resolved that it would engage service providers with the necessary skills and knowledge to provide it with an indication of the benefit design, numbers and other details required in order to set up the pension fund for Traditional Leaders. Once the report from the service providers is obtained the Commission will liaise with the Pension Fund Administrators of the POBPF to include Traditional Leaders separately.

7.1.2 Tools of Trade

The Commission thoroughly investigated the resources used by public office bearers in order to perform their duties effectively. Provincial visits to public officer bearers as well as African and international research on tools of trade were conducted by the Commission through its Secretariat. The Commission identified certain countries for best practices and benchmarking purposes on tools of trade and will embark on study visits during the beginning of 2011.

The Commission circulated its first draft on tools of trade document to affected stakeholders on 08 and 11 October 2010 calling for comments and inputs by no later than 11 November 2010 failing which it will be deemed that there are no comments and inputs to be received.

The Commission will make a final recommendation in the matter after considering all the comments and inputs received from stakeholders.

7.1.3 Annual Cost of Living Adjustments

The Commission after taking all relevant factors into consideration recommended an annual cost of living adjustment of **7%** for all public office bearers. The President, after taking into consideration the recommendations of the Commission adjusted the annual cost of living adjustments to **5%** for all public office bearers.

7.1.4 Pension of the former President Mr Kgalema Motlanthe

The Commission considered the pension benefits of the former President Mr Kgalema Motlanthe, who is currently the Deputy President of the Republic. After due consideration of the matter, the Commission recommended that the September 2008 resolution of Parliament applies to all retired Presidents. There currently exists no provision in the Constitution or any legislation that precludes former Presidents from engaging in remunerative work after his/her office comes to an end.

The Commission considered what “retirement” meant and resolved that it is when the term of office of a President ends upon a vacancy occurring or when the person next elected President by the National Assembly assumes office.

The Commission resolved that the September 2008 resolution is consistent requiring no change to be effected and is applicable to all retired Presidents including the former President who is currently appointed as the Deputy President of the Republic.

The Commission further resolved that the current Deputy President is entitled to pension and other pension benefits payable to former President on retirement. This accrued to him on the date that the sitting President was elected the President.

As far as his salary as Deputy President, the Commission after due consideration of all relevant factors that includes amongst others, applicable legislation, fairness, equity, available resources of the State and affordability, and any other factor relevant to the Commission such as a benefit of receiving a remuneration of a Deputy President and a pension of a former President as accrued to him on the date that the sitting President was elected the President, the Commission recommends that the current Deputy President shall receive the pension benefits as determined by the National Assembly resolution of 26 September 2008 and no salary for his services as Deputy President, except those benefits and privileges which are necessary to enable the Deputy President to carry out his functions.

In light of the conclusion, the Commission has had to reach on this matter, the National Assembly may wish to review section 2(5) (a) of the Remuneration of Public Office Bearers Act, 1998 regarding the benefits of a former President who does not serve a full term as President or who continues to serve in another capacity in the public service after serving as President.

7.1.5 Communication with stakeholders

The Chairperson of the Commission and the Secretariat conducted provincial visits to all provinces early in 2010 in order to introduce the Chairperson and current members of the Commission to stakeholders and receive any submission, comments and inputs on matter of remuneration. The visits were successful and assisted in strengthening the relationship between stakeholders and the Commission.

The Commission consulted with the Chief Justice on the manner of communication between the Judiciary and the Commission. In terms of legislation the Commission is obliged to consult with the Chief Justice on matters of the Judiciary.

It was agreed amongst other things that submissions on matters of remuneration of Judges should be forwarded to the Committee through the offices of the Chief Justice, which deals with the remuneration of Judges; the Committee, in the offices of the Chief Justice which deals with remuneration of Judges will accordingly inform the Chief Justice of any issue from Judges which needs consultation with the Commission.

It was agreed amongst other things that submissions on matters of remuneration of Magistrates should be forwarded to the Magistrates' Commission; and that the Magistrates' Commission will accordingly inform the Chief Justice of any issue from Magistrates which needs consultation with the Commission.

7.1.6 Subcommittees of the Commission

The Commission formed Subcommittees for Parliament and Legislature, Judiciary, and Local Government and Traditional Leaders. The purpose of forming the Subcommittees is to ensure that concerns and submissions are discussed and given due consideration during the Subcommittee meetings well before the Commission meetings are held. Recommendations of the Subcommittees are made at Commission meetings in order for the Commission to take resolutions in the matter.

The Subcommittees consist of two or three Commissioners and at least one member of the Secretariat.

7.2 Key Priorities

The Commission identified key priorities listed below toward the fulfillment of its mandate. Some of the priorities listed were achieved in 2010 and some of the priorities will direct the Commission's activities beyond 2011. The Priorities of the Commission are as follows:

- Effective communication with public office bearers.
- Supplement existing remuneration research to address any shortcomings.
- Complete annual cost-of-living remuneration adjustments for 2010/2011.
- Complete recommendations on the pension of former President Mr Kgalema Motlanthe
- Complete recommendations on Headmen/Headwomen
- Complete the 2010 Annual Report.
- Assistance with the implementation of the major review reports on salaries, pension and medical aid benefits of public office-bearers.
- The updating of Presidential and Ministerial Handbooks.
- The updating of the pension rules of pension fund benefits for certain public office bearers.
- Complete major review of the resources necessary to enable an office-bearer in each of the institutions to perform his or her functions effectively (the tools of trade project).
- Comprehensive African and International benchmarking.
- Closer liaison with similar Remuneration Tribunals in SADC countries and host a conference inviting the Commission's counterparts in SADC countries for the sharing of knowledge and mutual gain regarding remuneration issues, practices and trends.
- Recommend a remuneration system for all public office bearers, based on performance measurement, management and reward.
- Knowledge sharing with other public service institutions to eliminate inequities in remuneration practices across the entire public service.
- Advise on appropriate remuneration of senior executives in public service institutions, Chapter 9 institutions and other relevant public office-bearers not included under the statutory definition.

7.3 Short Term Objectives

- Complete the review on tools of trade
- Annual Recommendations for 2010/2011
- Recommendations on Headmen and Headwomen
- Annual report 2010
- Communication with Public Office Bearers
- Hosting SADC Remuneration Tribunals / Secretariat conference

7.4 Long Term Objectives

- Determination of a Performance Based remunerative structure for all Public Office Bearers underpinned by fairness and transparency
- Developing certain internal policies and procedures that ensure the smooth functioning of the Commission
- Fostering the independence of the Commission

7.5 Challenges

- Delays in feedback obtained from statutory consultations
- Delays in feedback from stakeholders
- Delays in feedback from African and International countries
- Assistance from support services at the Presidency

The background is a composite image. The upper portion shows a large, domed building, possibly a cathedral or church, with a palm tree in the foreground. The lower portion shows a leopard's head and shoulders in the foreground, looking towards the left, with a building and palm trees in the background.

THE COMMISSION'S PROGRAMME FOR THE YEAR 2010

8. THE COMMISSION'S PROGRAMME FOR THE YEAR 2010

A schedule of the Commission's programme of meetings for 2010 is set out in Annexure C hereto. The schedule distinguishes between:

- Commission meetings;
- Statutory meetings with officials;
- Meetings with stakeholders; and
- Deadlines for delivery of reports.

The meeting attendance of members of the Commission in 2010 is reflected in the register attached as Annexure D.



PROGRESS REPORTS AND MILESTONES

9. PROGRESS REPORTS AND MILESTONES

9.1 Major review of the resources which enable public office-bearers to perform their functions effectively

The Commission identified certain countries for best practices and benchmarking purposes on tools of trade and will embark on study visits during the end of 2010 and beginning of 2011.

The Commission circulated its first draft on the tools of trade document to affected stakeholders on 08 and 11 October 2010 calling for comments and inputs by no later than 11 November 2010.

The Commission continues with its research on tools of trade of public office bearers by intending to embark on a benchmarking and best practices study abroad before making final recommendations in the matter.

The Commission will finalize the matter after considering all comments and inputs received by stakeholders.

The Commission continues to foster greater co-operation and strengthening of relationships with public office-bearers and other stakeholders.

9.2 African and International liaison and SADC conference held in South Africa

The Commission acknowledges that closer liaison is required with its African and international counterparts. During 2010, Namibia and Zambia delegations visited the Commission to strengthen relations between the Commission and its counterparts in these countries for the sharing of information for mutual benefit.

The Commission endeavours to benchmark against further African and international comparators on tools of trade and performance management. The Commission intends liaising with similar remuneration bodies in SADC countries.

The SADC conference was held from 02 to 04 December 2010. The invitation was sent to all SADC countries. The responses received and the delegates that attended were from Kenya, Malawi, Namibia and Zimbabwe. Valuable knowledge was gained through information sharing of how remuneration is recommended and determined in these countries. The delegates shared challenges experienced as well as significant changes that are required or have occurred in office-bearer remuneration in the respective countries. The Commission presented on the benefits of having Remuneration Commissions as a provision in the Constitution; the composition, activities and consultations of the Commission and benchmarking and best practices. The Secretariat further extended the invitation to National Treasury which sent its senior official for presentation.

The SADC conference was a great initiative undertaken by the Secretariat. It is intended that the SADC conference be held annually to be hosted by counterparts in each of the countries on a rotational basis. It is also intended to extend the invitation to other countries not within the SADC region and internationally.



Front row: Mrs G Otieno (Kenya); Ms N Gwensa (Secretariat); Mrs D Franks-Swart (Secretariat); Mr P Ndungu (Kenya); Judge WL Seriti (Chairperson, Commission)

Middle row: Ms NT Mnthambala (Malawi); Mr B Zvamada (Zimbabwe); Mr A Jenje (Zimbabwe); Ms M Kalondo (Acting Chairman, Namibia); Adv NB Dawood (Secretariat); Dr MHR Bussin (Commission)

Last row: Mr D van der Vyver (Secretariat); Mr PM Makapan (Head of Secretariat); Mr S Tjiramba (Namibia)

9.3 Annual cost-of-living remuneration adjustment recommendations 2009/2010

The Commission considered the relevant factors as follows:

- The most recent central forecast of the SA Reserve Bank. Inflation is expected to average 5,3 per cent and 5,4 per cent in 2010 and 2011 respectively, and to reach a low point at an average of 4,9 per cent during the third quarter of 2010;
- Average headline CPI inflation expectations in respect of 2010 declined from 7,7 per cent during the final quarter of 2009 to 6,5 per cent during the first quarter of 2010. Inflation expectations in respect of 2011 declined from 7,7 per cent to 6,7 per cent, and the expectation for 2012 is 6,8 per cent;
- According to the outcome of the Andrew Levy Wage Settlement Survey, the level of wage settlements amounted to 8,4 per cent in the first quarter of 2010. The settlements in the first quarter of 2010 ranged from 7 per cent in the health/education sector to 10 per cent in the retail sector. In 2009 the settlements ranged from 5 per cent in the paper/printing sector to 12,3 per cent in the food/agriculture sector, with 5,6 per cent of settlements falling in the 9–10,9 per cent;
- The Monetary Policy Committee of the Central Bank indicated that the wage settlements continue to indicate some moderation but remain positive in real terms in its statement dated 25 March 2010;
- The Public Service received a 10.5% cost-of-living-adjustment with effect from 1 July 2008 and 1 January 2009 for the Senior Management Service respectively;
- It is anticipated that the average market increases in 2010 would be between 7% and 8%. The CPI for January 2010 was 6.2% and for February 2010 it was 5.7%. The average so far for the year is 6.0%;
- If a reduced percentage point is adopted, it would imply that Public Office Bearers will fall behind the market for two consecutive years. If this approach is followed next year, it will compel the Commission to recommend a third major review of Public Office Bearer remuneration levels. It should certainly not be the intention of the Commission to play catch-up every three to four years; and
- Statutory consultations.

The Commission recommended an annual cost of living adjustment of **7%** effective from 01 April 2010.

The President after considering the recommendations of the Commission adjusted the annual cost of living adjustment to **5%** effective from 01 April 2010. The President's determinations published in the Government Gazettes are listed below. Copies of these Proclamations are attached hereto as Annexure B.

9.4 Communication with stakeholders

The Commission continued its initiative to communicate directly and widely with public office bearer groups and other stakeholders. Apart from the direct interactions as set out in Annexure C hereto, the Commission maintained an open door communication policy through its Secretariat.

In order to strengthen stakeholder relations and increase the consultation between the Commission and stakeholders, the Commission formed subcommittees which consist of Commissioners and the Secretariat.

The Commission through its website broadcasts relevant information to its stakeholders and the general public. This enables the Commission to operate more transparently.

The Commission's website contains the following relevant information:

- Composition of Commission and its Secretariat
- Contact details for the Commission
- List of all public office bearer positions
- Annual remuneration tables since 2005
- Full text versions published in the Government Gazette of:
 - Commission reports
 - Relevant legislation
 - Commission's remuneration recommendations
 - Remuneration Proclamations
- Links to various other relevant websites
- Relevant articles and news items
- A photo gallery

The Commission remains committed to the facilitation of access to relevant information by any stakeholder which conforms with any laws of South Africa relating to access of information.

Table 3

Gazette No.	Date	Proclamation No.	Contents
33780	19/11/2010	66	Determination of salaries, benefits and allowances of the Deputy President, Ministers and Deputy Ministers
		67	Determination of salaries, allowances and benefits of Members of the National Assembly and Permanent Delegates of the National Council of Provinces
33797	23/11/2010	69	Determination of upper limit of salaries, allowances and the contribution to be made to the pension fund of which Premiers, Members of Executive Councils and Members of Provincial Legislatures
33800	26/11/2010	70	Remuneration of Judges
		71	Remuneration of Magistrates
33864	10/12/2010	75	Determination of salaries and benefits of Traditional Leaders, Members of National House and Provincial House of Traditional Leaders
33867	10/12/2010	1196	Determination of upper limits of salaries, allowances and benefits of different Members of Municipal Councils



ANNEXURES

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ANNEXURE A: REMUNERATION RECOMMENDATIONS FOR 2010/2011

GOVERNMENT NOTICE

No. 1061

No.33768

12 November 2010

THE INDEPENDENT COMMISSION FOR THE REMUNERATION OF PUBLIC OFFICE BEARERS

EXPLANATORY MEMORANDUM

PART A

1. ANNUAL REMUNERATION RECOMMENDATION FOR THE PUBLIC OFFICE-BEARERS FOR 2010/2011

1.1 The Independent Commission for the Remuneration of Public Office Bearers (Commission) is statutorily obliged by virtue of section 8 (4) and (5) of the Independent Commission for the Remuneration of Public Office Bearers Act, 1997, to make annual recommendations relating to the salaries, benefits and allowances, and the resources required by public office bearers to enable them to perform their respective duties effectively.

1.2 The Commission in their meeting of the 27 March 2010 resolved to make the annual remuneration recommendations of public office bearers for 2010/2011 financial year. The Commission considered, amongst others, the following factors to be relevant in forming the basis for its decision:

1.2.1 THE PREVIOUS REMUNERATION RECOMMENDATIONS

1.2.1.1 The Commission recommended its First Major Review Report of Public Office Bearer remuneration in March 2007. The review report was initially not approved in 2007; however, with effect from 1 April 2008 the Commission recommended the Second Major Review Report, which incorporated a further 11% cost-of-living-adjustment on the First Major Review Report. The First and Second Major Reviews were proclaimed by the President in 2008 and implemented by public office-bearer institutions.

- 1.2.1.2 This review provided a major improvement of public office-bearers remuneration and it brought significant changes to the pension and medical aid benefits of public office-bearers which was incorporated in their total packages and resulted in the adoption of a total cost to employer approach. The main reason for this review was due to the remuneration levels of public office-bearers not being on par with the rest of the market, not only nationally, but even internationally.

1.2.2 THE INFLATION OUTLOOK

- 1.2.2.1 The most recent central forecast of the SA Reserve Bank predicts that inflation is expected to continue along its downward trend. The CPI forecast of the South African Reserve Bank (Central Bank) indicates an improved inflation outlook during 2010 and a relatively unchanged outlook for 2011. Inflation is expected to average 5,3 per cent and 5,4 per cent in 2010 and 2011 respectively, and to reach a low point at an average of 4,9 per cent during the third quarter of 2010.
- 1.2.2.2 The Bureau for Economic Research (BER) at Stellenbosch University published the Survey of Inflation Expectations that shows a significant improvement in the first quarter of 2010, although expectations remain on average above the upper end of the target range. Average headline CPI inflation expectations in respect of 2010 declined from 7,7 per cent during the final quarter of 2009 to 6,5 per cent during the first quarter of 2010. Inflation expectations in respect of 2011 declined from 7,7 per cent to 6,7 per cent, and the expectation for 2012 is 6,8 per cent.
- 1.2.2.3 According to the outcome of the Andrew Levy Wage Settlement Survey, the level of wage settlements amounted to 8,4 per cent in the first quarter of 2010, after averaging 9,3 per cent in 2009 and 9,8 per cent in 2008. The settlements in the first quarter of 2010 ranged from 7 per cent in the health/education sector to 10 per cent in the retail sector. In 2009 the settlements ranged from 5 per cent in the paper/printing sector to 12,3 per cent in the food/agriculture sector, with 5,6 per cent of settlements falling in the 9–10,9 per cent.

1.2.3 PUBLIC OFFICE-BEARERS REMUNERATION AND MARKET SALARY INCREASES

- 1.2.3.1 In 2009, the Commission recommended an 8% cost-of-living-adjustment for Public Office Bearers. However, the President determined the annual remuneration adjustment for all public office-bearers by 7% for 2009/2010 after considering other factors.
- 1.2.3.2 The Monetary Policy Committee of the Central Bank indicated that the wage settlements continue to indicate some moderation but remain positive in real terms in its statement dated 25 March 2010. The ratio of total compensation of employees to real GDP declined from 10,1 per cent in the year to the third quarter of 2009 to 9,2 per cent in the year to the fourth quarter. Nominal unit labour costs increased from 5,7 per cent in the third quarter to 8,8 per cent in the fourth quarter of 2009, but this figure was distorted by significant once-off adjustments to some public sector pay scales.

- 1.2.3.3 The Public Service received a 10.5% cost-of-living-adjustment with effect from 1 July 2008 and 1 January 2009 for the Senior Management Service respectively. On 1 July 2009 the Public Service received a cost-of-living-adjustment on a sliding scale between 13% and 10%. However, the Senior Management Service only received a 6% increase with effect from 1 January 2010. The Department of Public Service and Administration's (DPSA) approach in the past has generally been that of CPI plus 1% and many private sector companies also follow this approach.
- 1.2.3.4 It is anticipated that the average market increases in 2010 would be between 7% and 8%. The CPI for January 2010 was 6.2% and for February 2010 it was 5.7%. The average so far for the year is 6.0%. If the traditional approach of CPI plus 1% is followed, then it does make sense to recommend an average percentage of cost-of-living-adjustment with effect from 1 April 2010 for Public Office Bearers.
- 1.2.3.5 If a reduced percentage point is adopted, it would imply that Public Office Bearers will fall behind the market for two consecutive years. If this approach is followed next year, it will compel the Commission to recommend a third major review of Public Office Bearer remuneration levels. It should certainly not be the intention of the Commission to play catch-up every three to four years.

2. ANNUAL REMUNERATION RECOMMENDATIONS FOR 2010/2011

- 2.1 The Commission consulted, as it is statutorily mandated to do, with the Minister of Finance and Minister of Justice and Constitutional Development, as well as with the Chief Justice of South Africa, before compiling its annual recommendations to the President.
- 2.2 The Commission further made courtesy consultations with the Minister of Public Service and Administration and Minister of Cooperative Governance and Traditional Affairs.
- 2.3 The Commission considered the inputs received from the Ministers and the Chief Justice and resolved to recommend the annual adjustment of public office bearers by 7%.
- 2.4 The Commission viewed their constitutional mandate as independent from other potential distractions in making its recommendations.
- 2.5 The Commission attached its recommendations, which reflect the general percentile increase of 7% in the total remuneration packages of all Public Office-Bearers for the 2010/2011 fiscal year.

3. REMUNERATION OF THE HEADMEN/HEADWOMEN

- 3.1 The Commission resolved not to make remuneration recommendations of the Headmen/Headwomen. The Commission experienced difficulties in making final recommendation due to uncertainty about affordability and the cited uncertainty by government as to the actual number of Headmen/Headwomen that we have in the country.
- 3.2 The Commission resolved that a meeting should be convened with all relevant stakeholders in order to map out a way forward in addressing the difficulties experienced and enable the Commission to finalize its recommendations on the remuneration of Headmen/Headwomen.

4. TOOLS OF TRADE

- 4.1 The Commission is statutorily obliged to publish recommendations relating to the resources which are necessary to enable an office-bearer as defined in paragraphs (a), (b), (c) and (e) of the definition of "office-bearer" in section 1 to perform the office-bearer's functions effectively. These resources are commonly known as "tools of trade".
- 4.2 The Commission embarked on a major research exercise of tools of trade for Public Office Bearers since 2008. The information received from public-office bearers' institutions assisted the Commission in drafting its provisional recommendations of tools of trade for public office bearers. The Commission will circulate its provisional recommendations to stakeholders for comments and consultation before year end.
- 4.3 It is anticipated that the Commission will be in a position to make recommendations regarding the tools of trade during 2011/2012.

PART B

RECOMMENDATIONS ON THE PENSION AND OTHER PENSION BENEFITS OF THE FORMER PRESIDENT, MR KGALEMA MOTLATHE, IN TERMS OF THE RESOLUTION PASSED BY THE NATIONAL ASSEMBLY ON 26 SEPTEMBER 2008

- 1 The Commission is, amongst other things, required, in terms of section 2(5)(a) and (b) and section 2(6) of the Remuneration of Public Office Bearers Act, 1998, to make recommendations to the National Assembly on the pension, other pension benefits and medical aid benefit payable to the President upon his or her retirement. In turn, the National Assembly bears the responsibility to determine such benefits in terms of existing law.
- 2 The Commission's recommendations to the National Assembly on the pension and medical aid benefits of a retired President was published on 17 April 2008 under Government Notice No. 439 in Government Gazette No. 30982.
- 3 The National Assembly passed a resolution ("the September 2008 resolution") on 26 September 2008, after considering the recommendations of the Commission. The National Assembly resolved amongst other things, that in terms of section 2(5)(a) of the Remuneration of Public Office Bearers Act, 1998 (Act No 20 of 1998), upon the President's retirement from office with effect from the day following the day that he vacated office, a taxable pension benefit be paid to him equal to 100% of the total annual remuneration (salary and allowance) payable to him the day prior to his retirement, such pension benefit to be increased annually in keeping with the pension increases granted to public office bearers.
- 4 In terms of section 9 of the Independent Commission for the Remuneration of Public Office-bearers Act, 1997, as amended, the Commission shall, at the request of the President investigate and consider any matter relating to the salaries, allowances and benefits, including pension and medical aid benefits of office bearers, and shall make recommendations to the President with regard thereto.
- 5 Subsequent to the 2009 general elections the Commission received media enquiries regarding the pension benefit and remuneration of the former President who is currently the Deputy President. The former President served as President of the Republic from 25 September 2008 until the current President was appointed on 06 May 2009. The former President is currently appointed as the Deputy President of the Republic.

- 6 On 13 August 2009 the Presidency delivered a letter to the Commission requesting the Commission's advice on the pension benefits that are to be paid to the former President. Since the former President is currently employed as a public office bearer, the Commission's advice was requested on the applicability and implementation of the National Assembly's resolution passed on 26 September 2008.
- 7 After due consideration of the applicable legislation, the September 2008 resolution, the legal opinions obtained by the Commission and the Commission deliberations on this matter, the Commission makes the following recommendations to the President and National Parliament on the applicability and implementation of the September 2008 resolution:
- 7.1 The September 2008 resolution applies to all retired Presidents.
- 7.2 The Commission considered what "retirement" meant and resolved that it is when the term of office of a President ends upon a vacancy occurring or when the person next elected President by the National Assembly assumes office.
- 7.3 There currently exists no provision in the Constitution or any legislation that precludes former Presidents from engaging in remunerative work after his/her office comes to an end.
- 7.4 The Commission resolved that the September 2008 resolution is consistent requiring no change to be effected and is applicable to all retired Presidents including the former President who is currently appointed as the Deputy President of the Republic.
- 7.5 The Commission further resolved that the current Deputy President is entitled to pension and other pension benefits payable to former President on retirement. This accrued to him on the date that the sitting President was elected the President.
- 8 As far as his salary as Deputy President, the Commission after due consideration of all relevant factors that includes amongst others, applicable legislation, fairness, equity, available resources of the State and affordability, and any other factor relevant to the Commission such as a benefit of receiving a remuneration of a Deputy President and a pension of a former President as accrued to him on the date that the sitting President was elected the President, the Commission recommends that the current Deputy President shall receive the pension benefits as determined by the National Assembly resolution of 26 September 2008 and no salary for his services as Deputy President, except those benefits and privileges which are necessary to enable the Deputy President to carry out his functions.

- 9 In light of the conclusion, the Commission has had to reach on this matter, the National Assembly may wish to review section 2(5) (a) of the Remuneration of Public Office Bearers Act, 1998 regarding the benefits of a former President who does not serve a full term as President or who continues to serve in another capacity in the public service after serving as President.

Signed at Cape Town on this 11th day of November 2010.



JUDGE LW SERITI

CHAIRPERSON

SCHEDULE 1**REVISED REMUNERATION LEVELS ADJUSTED BY 7% WITH EFFECT FROM 1 APRIL 2010****NATIONAL EXECUTIVE AND DEPUTY MINISTERS**

GRADE	PAY LEVEL	POSITION	TOTAL REMUNERATION 1 APRIL 2009	RECOMMENDED TOTAL REMUNERATION 1 APRIL 2010
EA	1	President	2,254,730	2,412,561
EB	1	Deputy President	2,029,304	2,171,356
EC	1	Minister	1,724,897	1,845,639
ED	1	Deputy Minister	1,420,489	1,519,923

SCHEDULE 2**REVISED REMUNERATION LEVELS ADJUSTED BY 7% WITH EFFECT FROM 1 APRIL 2010****NATIONAL PARLAMENT**

GRADE	PAY LEVEL	POSITION	TOTAL REMUNERATION 1 APRIL 2009	RECOMMENDED TOTAL REMUNERATION 1 APRIL 2010
PA	1	Speaker: National Assembly	2,029,304	2,171,356
		Chairperson: NCOP	2,029,304	2,171,356
PB	1	Deputy Speaker: National Assembly	1,420,489	1,519,923
		Deputy Chairperson: NCOP	1,420,489	1,519,923
	2	House Chairperson	1,319,060	1,411,394
PC	1	Chief Whip: Majority Party	1,116,082	1,194,207
		Chief Whip: NCOP	1,116,082	1,194,207
		Parliamentary Counsellor: President	1,116,082	1,194,207
		Parliamentary Counsellor: Deputy President	1,116,082	1,194,207
		Leader of Opposition	1,116,082	1,194,207
	2	Chairperson of a Committee	1,014,652	1,085,678
PD	1	Deputy Chief Whip: Majority Party	913,223	977,148
		Chief Whip: Largest Minority Party	913,223	977,148
		Leader of a Minority Party	913,223	977,148
	2	Whip	847,424	906,744
PE	1	Member: National Assembly	764,641	818,166
		Permanent Delegate: NCOP	764,641	818,166

SCHEDULE 3**REVISED REMUNERATION LEVELS ADJUSTED BY 7% WITH EFFECT FROM 1 APRIL 2010****PROVINCIAL EXECUTIVES AND LEGISLATURES**

GRADE	PAY LEVEL	POSITION	TOTAL REMUNERATION 1 APRIL 2009	RECOMMENDED TOTAL REMUNERATION 1 APRIL 2010
LA	1	Premier	1,623,467	1,737,110
LB	1	Member of Executive Council	1,420,489	1,519,923
		Speaker	1,420,489	1,519,923
LC	1	Deputy Speaker	1,116,082	1,194,207
		Chief Whip: Majority Party	1,014,652	1,085,678
	2	Chairperson of Committees	913,223	977,148
		Leader of Opposition	913,223	977,148
		Chairperson of a Committee	913,223	977,148
	3	Deputy Chairperson of Committees	859,182	919,325
		Deputy Chief Whip: Majority Party	859,182	919,325
		Chief Whip: Largest Minority Party	859,182	919,325
		Leader of a Minority Party	859,182	919,325
LD	1	Parliamentary Counsellor to a King	764,641	818,166
		Whip	764,641	818,166
	2	Member of Provincial Legislature	740,056	791,860

SCHEDULE 4**REVISED REMUNERATION LEVELS ADJUSTED BY 7% WITH EFFECT FROM 1 APRIL 2010****LOCAL GOVERNMENT**

GRADE	PAY LEVEL	POSITION	TOTAL REMUNERATION 1 APRIL 2009	RECOMMENDED TOTAL REMUNERATION 1 APRIL 2010
MA	1	Executive Mayor	898,970	961,898
		Mayor	898,970	961,898
MB	1	Deputy Executive Mayor	728,654	779,660
		Speaker/Chairperson	728,654	779,660
		Deputy Mayor	728,654	779,660
MC	2	Member of Executive Council	686,134	734,164
		Member of Municipal Council	686,134	734,164
		Chairperson of a Sub-council	686,134	734,164
		Whip	686,134	734,164
MD	1	Municipal Councillor	345,502	369,687

SCHEDULE 5**REVISED REMUNERATION LEVELS ADJUSTED BY 7% WITH EFFECT FROM 1 APRIL 2010****JUDGES**

GRADE	PAY LEVEL	POSITION	TOTAL REMUNERATION 1 APRIL 2009	RECOMMENDED TOTAL REMUNERATION 1 APRIL 2010
JA	1	Chief Justice	2,029,304	2,171,356
JB	1	Deputy Chief Justice	1,826,326	1,954,169
		President: Supreme Court of Appeal	1,826,326	1,954,169
JC	1	Deputy President: Supreme Court of Appeal	1,724,897	1,845,639
	2	Judge: Constitutional Court	1,623,467	1,737,110
		Judge: Supreme Court of Appeal	1,623,467	1,737,110
	3	Judge President: High/Labour Court	1,522,038	1,628,580
	4	Deputy Judge President: High/Labour Court	1,420,489	1,519,923
	5	Judge: High/Labour Court	1,319,060	1,411,394

SCHEDULE 6**REVISED REMUNERATION LEVELS ADJUSTED BY 7% WITH EFFECT FROM 1 APRIL 2010****MAGISTRATES**

GRADE	PAY LEVEL	POSITION	TOTAL REMUNERATION 1 APRIL 2009	RECOMMENDED TOTAL REMUNERATION 1 APRIL 2010
JD	1	Special Grade Chief Magistrate	913,223	977,148
		Regional Court President	913,223	977,148
JE	1	Regional Magistrate	811,674	868,491
		Chief Magistrate	811,674	868,491
JF	1	Senior Magistrate	669,625	716,499
JG	1	Magistrate	608,815	651,432

SCHEDULE 7**REVISED REMUNERATION LEVELS ADJUSTED BY 7% WITH EFFECT FROM 1 APRIL 2010****TRADITIONAL LEADERS**

GRADE	PAY LEVEL	POSITION	TOTAL REMUNERATION 1 APRIL 2009	RECOMMENDED TOTAL REMUNERATION 1 APRIL 2010
TA	1	King	841,105	899,983
TB	1	Chairperson: NHTL	595,988	637,707
	2	Full time Chairperson: PHTL	490,876	525,238
	3	Deputy Chairperson: NHTL	455,839	487,748
	4	Full time Deputy Chairperson: PHTL	420,683	450,131
TC	1	Full time Member: NHTL	245,379	262,555
	2	Full time Member: PHTL	210,342	225,066
TD	1	Senior Traditional Leader	154,282	165,082
		PART TIME POSITIONS*	SITTING ALLOWANCE 1 APRIL 2009 (Per Day)	RECOMMENDED TOTAL REMUNERATION 1 APRIL 2010 (Per Day)
		Part time Member: NHTL	884	946
		Part time Chairperson: PHTL	1,051	1,125
		Part time Deputy Chairperson: PHTL	945	1,012
		Part time Member: PHTL	733	784

* 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)

ANNEXURE B: 2010 PRESIDENTIAL PROCLAMATIONS AND PARLIAMENTARY MOTION

19 November 2010

No.: 33780

PROCLAMATION

BY THE

PRESIDENT OF THE REPUBLIC OF SOUTH AFRICA

NO 66 OF 2010

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 1 April 2010, 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 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. 77, published in the Government Gazette No.32739 of 23 November 2009, is hereby repealed.

Given under my Hand at Cape Town on this Sixteenth day of November , Two thousand and ten.



President

SCHEDULE 1			
REMUNERATION LEVELS OF DEPUTY PRESIDENT, MINISTERS AND DEPUTY MINISTERS AS ADJUSTED BY 5 % WITH EFFECT FROM 1 APRIL 2010			
Column 1	Column 2	Column 3	Column 4
GRADE	PAY LEVEL	POSITION	TOTAL REMUNERATION AS FROM 1 APRIL 2010
EB	1	Deputy President	2,130,769
EC	1	Minister	1,811,142
ED	1	Deputy Minister	1,491,514

19 November 2010

No.: 33780

PROCLAMATION
BY THE
PRESIDENT OF THE REPUBLIC OF SOUTH AFRICA
NO 67 OF 2010

DETERMINATION OF SALARIES AND ALLOWANCES OF MEMBERS OF THE NATIONAL ASSEMBLY AND PERMANENT DELEGATES TO THE NATIONAL COUNCIL OF PROVINCES

1. In terms of section 3(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 1 April 2010, subject to the provisions of sections 3(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 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. 78, published in the Government Gazette No. 32739 of 23 November 2009, is hereby repealed.

Given under my Hand at Cape town on this 16th day of November , Two thousand and ten.

A handwritten signature in black ink, appearing to be 'J. Zuma', written over a faint circular stamp.

President

SCHEDULE 1			
REMUNERATION OF MEMBERS OF NATIONAL ASSEMBLY AND PERMANENT DELEGATES TO THE NATIONAL COUNCIL OF PROVINCES AS ADJUSTED BY 5 % WITH EFFECT FROM 01 APRIL 2010			
Column 1	Column 2	Column 3	Column 4
GRADE	PAY LEVEL	POSITION	TOTAL REMUNERATION AS FROM 1 APRIL 2010
PA	1	Speaker: National Assembly	2,130,769
		Chairperson: NCOP	2,130,769
PB	1	Deputy Speaker: National Assembly	1,491,514
		Deputy Chairperson: NCOP	1,491,514
	2	House Chairperson	1,385,013
PC	1	Chief Whip: Majority Party	1,171,886
		Chief Whip: NCOP	1,171,886
		Parliamentary Council: President	1,171,886
		Parliamentary Council: Deputy President	1,171,886
		Leader of Opposition	1,171,886
	2	Chairperson of a Committee	1,065,385
PD	1	Deputy Chief Whip: Majority Party	958,884
		Chief Whip: Largest Minority Party	958,884
		Leader of a Minority Party	958,884
	2	Whip	889,795
PE	1	Member: National Assembly	802,873
		Permanent Delegate: NCOP	802,873

23 November 2010

No.: 33797

PROCLAMATION
BY THE
PRESIDENT OF THE REPUBLIC OF SOUTH AFRICA
NO 69 OF 2010

DETERMINATION OF THE UPPER LIMIT OF SALARIES AND ALLOWANCES OF THE PREMIERS, MEMBERS OF THE EXECUTIVE COUNCILS AND MEMBERS OF THE PROVINCIAL LEGISLATURES

1. In terms of section 6(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 upper limit of the salaries 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 1 April 2010, subject to the provisions of section 6(2)-(9) 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 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. 79, published in the Government Gazette No. 32739 of 23 November 2009, is hereby repealed.

Given under my Hand at Cape Town on this 23rd day of November, Two thousand and ten.

A handwritten signature in black ink, appearing to be 'J. Zuma', is written over a faint, circular official seal.

President

SCHEDULE 1			
UPPER LIMIT OF SALARIES OF THE PREMIERS, MEMBERS OF THE EXECUTIVE COUNCILS AND MEMBERS OF THE PROVINCIAL LEGISLATURES AS ADJUSTED BY 5 % WITH EFFECT FROM 1 APRIL 2010			
Column 1	Column 2	Column 3	Column 4
GRADE	PAY LEVEL	POSITION	TOTAL REMUNERATION AS FROM 1 APRIL 2010
LA	1	Premier	1,704,640
LB	1	Member of Executive Council	1,491,514
		Speaker	1,491,514
LC	1	Deputy Speaker	1,171,886
		Chief Whip: Majority Party	1,065,385
	2	Chairperson of Committees	1,065,385
		Leader of Opposition	958,884
		Chairperson of a Committee	958,884
	3	Deputy Chairperson of Committees	902,141
		Deputy Chief Whip: Majority Party	902,141
		Chief Whip: Largest Minority Party	902,141
		Leader of a Minority Party	902,141
LD	1	Parliamentary Counsellor to a King	802,873
		Whip	802,873
	2	Member of Provincial Legislature	777,059

10 December 2010

No.: 33864

PROCLAMATION
BY THE
PRESIDENT OF THE REPUBLIC OF SOUTH AFRICA
NO 75 OF 2010

**DETERMINATION OF SALARIES AND BENEFITS OF TRADITIONAL LEADERS,
MEMBERS OF THE NATIONAL HOUSE AND PROVINCIAL HOUSES OF
TRADITIONAL LEADERS**

1. In terms of section 5(1) of the Remuneration of Public Office Bearers Act, 1998 (Act No. 20 of 1998) (hereafter referred to as "the Act"), I hereby, determine after consultation with the Premiers concerned; and taking into consideration the matters listed in section 5(1)(a) to 5(1)(h) of the Act, determine that the salaries and allowances of the Traditional Leaders, Members of National and Provincial Houses of Traditional Leaders shall be as set out in the attached Schedule with effect from 1 April 2010.

Given under my Hand at Pretoria on this 3rd day of December, Two thousand and Ten.



President

SCHEDULE 1**REMUNERATION OF THE TRADITIONAL LEADERS, MEMBERS OF THE NATIONAL HOUSE OF TRADITIONAL LEADERS AND MEMBERS OF THE PROVINCIAL HOUSES OF TRADITIONAL LEADERS AS ADJUSTED BY 5% WITH EFFECT 1 APRIL 2010**

Column 1	Column 2	Column 3	Column 4
GRADE	PAY LEVEL	POSITION	TOTAL REMUNERATION AS FROM 1 APRIL 2010
TA	1	King	883,161
TB	1	Chairperson: NHTL	625,787
	2	Full time Chairperson: PHTL	515,420
	3	Deputy Chairperson: NHTL	478,631
	4	Full time Deputy Chairperson: PHTL	441,718
TC	1	Full time Member: NHTL	257,648
	2	Full time Member: PHTL	220,859
TD	1	Senior Traditional Leader	161,996
		PART TIME POSITIONS*	REMUNERATION AS FROM 1 APRIL 2010 (Per Day)
		Part time Member: NHTL	928
		Part time Chairperson: PHTL	1,104
		Part time Deputy Chairperson: PHTL	993
		Part time Member: PHTL	769

* 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)

26 November 2010

No.: 33800

PROCLAMATION

BY THE

PRESIDENT OF THE REPUBLIC OF SOUTH AFRICA

NO 71 OF 2010

REMUNERATION OF MAGISTRATES

- 1 In terms of section 12(1)(a) of the Magistrates Act, 1993, (Act No.90 of 1993), 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 1 April 2010, subject to terms and conditions set out herein.
- 2 The total remuneration 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 employee's pension benefit contribution to the applicable pension fund; and
 - 2.3. A Flexible portion for the remaining amount of the total package.
3. Proclamation No.75, published in the Government Gazette No.32730 of 19 November 2009, is hereby repealed.

Given under my Hand at Cape Town on this 16th day of November, Two thousand and ten.



President

SCHEDULE 1			
REMUNERATION OF MAGISTRATES AS ADJUSTED BY 5% WITH EFFECT FROM 1 APRIL 2010			
Column 1	Column 2	Column 3	Column 4
GRADE	PAY LEVEL	POSITION	TOTAL REMUNERATION AS FROM 1 APRIL 2010
JD	1	Special Grade Chief Magistrate	958,884
		Regional Court President	958,884
JE	1	Regional Magistrate	852,258
		Chief Magistrate	852,258
JF	1	Senior Magistrate	703,107
JG	1	Magistrate	639,256

APPLICATION

Any reference to "magistrates" in the Notice, refers to all ranks of magistrates who have been permanently appointed in terms of section 9(1) of the Magistrates Court Act, 1944 (Act No.32 of 1944), read with section 10 of the Magistrates Act, 1993 (Act No.90 of 1993), including a magistrate serving his or her probationary period. The total remuneration package shall therefore not applicable to any magistrate who is not permanently appointed.

26 November 2010

No.: 33800

PROCLAMATION
BY THE
PRESIDENT OF THE REPUBLIC OF SOUTH AFRICA
NO 70 OF 2010

REMUNERATION OF CONSTITUTIONAL COURT JUDGES AND JUDGES

- 1 In terms of section 2(1)(a) of the Judges' Remuneration and Conditions of Employment Act, 2001 (Act No.47 of 2001), 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 1 April 2010, subject to terms and conditions set out herein.
- 2 The total remuneration package shall include the following elements:
 - 2.1. A cash annual salary component of 72.24%, and
 - 2.2. A non-cash component of 27.76% (which includes motor allowance and employer medical contribution).
- 3 The total remuneration package does not include pension benefits which are separately regulated by the Judges' Remuneration and Conditions of the Employment Act, 2001.
- 4 Proclamation No. 76, published in the Government Gazette No. 32730 of 19 November 2009, is hereby repealed.

Given under my Hand at Cape Town on this 16th day of November, Two thousand and ten.



President

SCHEDULE 1			
REMUNERATION OF CONSTITUTIONAL COURT JUDGES AND JUDGES AS ADJUSTED BY 5 % WITH EFFECT FROM 1 APRIL 2010			
Column 1	Column 2	Column 3	Column 4
GRADE	PAY LEVEL	POSITION	TOTAL REMUNERATION AS FROM 1 APRIL 2010
JA	1	Chief Justice	2,130,769
JB	1	Deputy Chief Justice	1,917,643
		President: Supreme Court of Appeal	1,917,643
JC	1	Deputy President: Supreme Court of Appeal	1,811,142
	2	Judge: Constitutional Court	1,704,640
		Judge: Supreme Court of Appeal	1,704,640
	3	Judge President: High/Labour Court	1,598,139
	4	Deputy Judge President: High/ Labour Court	1,491,514
	5	Judge: High/Labour Court	1,385,013

ANNEXURE C

GOVERNMENT NOTICE

DEPARTMENT OF CO-OPERATIVE GOVERNANCE AND TRADITIONAL AFFAIRS

No. 1196

10 December 2010

REMUNERATION OF PUBLIC OFFICE BEARERS ACT, 1998

(ACT NO. 20 OF 1998)

DETERMINATION OF UPPER LIMITS OF SALARIES, ALLOWANCES AND BENEFITS OF DIFFERENT MEMBERS OF MUNICIPAL COUNCILS

Under the powers vested in me by sections 7(1), 8(5)(a) and 9(5)(a) of the Remuneration of Public Office Bearers Act, 1998 (Act No. 20 of 1998), I, Sicelo Shiceka, Minister for Cooperative Governance and Traditional Affairs, hereby-

- a) after consultation with the Member of Executive Council responsible for local government in each province; and
- b) after taking into consideration the matters listed in paragraphs (a) to (i) of section 7(1) of the Act,

determine the upper limits of the salaries, allowances and benefits of the different members of municipal councils as set out in the Schedule with effect from 1 July 2010 in respect of that municipal council, and repeal Government Notice No. R. 1225 of 21 December 2009 with effect from the same date.



MR SICELO SHICEKA, MP
MINISTER FOR COOPERATIVE GOVERNANCE AND TRADITIONAL AFFAIRS

SCHEDULE

PREAMBLE

The salary and allowances of a member of a municipal council is determined by that municipal council by resolution of a supporting vote of a majority of its members, in consultation with the member of the Executive Council responsible for local government in the province concerned, having regard to the upper limits as set out hereunder, the financial year of municipal councils, and the affordability of municipal councils to pay within the different levels of remuneration to councillors.

For purposes of implementing this Government Notice, "in consultation with" means those municipalities will require the concurrence of the member of the Executive Council responsible for local government in the province concerned.

Definitions

1. In this Schedule, unless the context otherwise indicates, a word or phrase to which a meaning has been assigned in the Remuneration of Public Office Bearers Act, 1998 (Act No. 20 of 1998) (hereafter "the Act") and the Local Government: Municipal Structures Act, 1998 (Act No. 117 of 1998) (hereafter "the Structures Act"), has that meaning and –

"basic salary" means the component of the salary that excludes a housing allowance as provided in terms of 6(b) and 9(b), the municipal contribution to a pension fund as provided on item 11(a) and the municipal contribution to a medical aid scheme as provided in item 11(b);

"full-time councillor" means a councillor who has been elected or appointed to an office which has been designated as full-time in terms of section 18(4) of the Structures Act;

"grade" means the grade of municipal council as determined in terms of item 4;

"total municipal income" means in respect of a metropolitan, local or district municipality the sum total of the revenue income for the 2008/2009 financial year of the municipality concerned, including rates on property, fees for services rendered by the municipality, or on its behalf by a municipal entity, together with surcharges, other authorized taxes, levies and duties, income from fines for traffic offences and contravention of municipal by-laws or legislation assigned to the local sphere of government, regional services and regional establishment levies (or its replacement) referred to in section 93(6) of the Structures Act, interest earned on invested funds, rental for the use of municipal movable or immovable property, amounts received as agent for other spheres of government, but excluding transfers and / or grants from the national fiscus;

"out of pocket expenses" means actual and necessary expenses incurred by a councillor which have been specifically authorized or which are provided for in terms of the municipality's policy, in connection with a specific official or ceremonial duty which has been delegated to the councillor in question;

"part-time councillor" means a councillor other than a full-time councillor;

"total population" means the latest available statistics of the population residing in the area of jurisdiction of a metropolitan, local district municipality, as determined by the Statistician-General in terms of the Statistics Act, 1999 (Act No. 6 of 1999);

"salary" includes a basic salary component, a housing allowance as provided in items 6(b) and 9(b), the municipal contribution to a pension fund as provided in item 11(a) and the municipal contribution to a medical aid scheme as provided in item 11(b); and

"total remuneration package" is the total cost to a municipality of a basic salary component, a travelling allowance as provided in terms of items 6(a) and 9(a), a housing allowance as provided in terms of items 6(b) and 9(b), the municipal contribution to a pension fund as provided in item 11(a) and the municipal contribution to a medical aid scheme as provided in item 11(b) to a councillor in a municipal financial year.

Allocation of a number of points for total municipal income

2. The number of points allocated for the total municipal income of a municipality is as follows:

TOTAL MUNICIPAL INCOME		NUMBER OF POINTS
R 0	- R 10,000,000	8.33
R 10,000,001	- R 50,000,000	16.67
R 50,000,001	- R 200,000,000	25.00
R 200,000,001	- R 1,500,000,000	33.33
R 1,500,000,001	- R 2,000,000,000	41.67
More than R 2,000,000,000		50.00

Allocation of number of points for total population

3. The number of points allocated for the total population within a municipality, is as follows:

TOTAL POPULATION			NUMBER OF POINTS
0	-	50,000	8.33
50,001	-	100,000	16.67
100,001	-	250,000	25.00
250,001	-	550,000	33.33
550,001	-	1,800,000	41.67
More than R 1,800,000			50.00

Determination of grade of municipal council

4. a) The sum of the number of points allocated to a municipal council, other than a municipal council referred to in paragraph (b), in terms of items 2 and 3 respectively, determines the grade of such municipal council in accordance with the following table:

GRADE OF MUNICIPAL COUNCIL	POINTS
1	0 to 16.66
2	16.67 to 33.33
3	33.34 to 50.00
4	50.01 to 66.67
5	66.68 to 83.35
6	83.36 and above

- b) A council that does not have any municipal income is a grade 1 municipal council as envisaged in paragraph (a).

Upper limits of the annual total remuneration packages of full-time councillors

5. The upper limit of the annual total remuneration package of a full-time councillor is as follows:

GRADE	MAYOR OR EXECUTIVE MAYOR			SPEAKER, DEPUTY MAYOR OR DEPUTY EXECUTIVE MAYOR			MEMBER OF THE EXECUTIVE COMMITTEE OR MAYORAL COMMITTEE, WHIP OR CHAIRPERSON OF A SUBCOUNCIL		
	SALARY	MOTOR VEHICLE ALLOWANCE	TOTAL REMUNERATION PACKAGE	SALARY	MOTOR VEHICLE ALLOWANCE	TOTAL REMUNERATION PACKAGE	SALARY	MOTOR VEHICLE ALLOWANCE	TOTAL REMUNERATION PACKAGE
6	723,191	241,064	964,255	578,552	192,851	771,402	542,393	108,798	723,191
5	531,571	177,191	708,762	425,256	141,752	540,008	398,678	132,893	531,571
4	453,817	151,273	605,089	363,053	121,018	484,071	340,362	113,454	453,816
3	437,069	145,690	582,758	349,653	116,551	466,205	327,801	109,267	437,068
2	409,249	136,416	545,665	327,398	109,133	436,531	306,936	102,312	409,248
1	397,322	132,529	529,763	317,358	105,953	443,810	297,991	99,330	397,321

"salary" includes a basic salary component, a housing allowance as provided in item 6(b), the municipal contribution to a pension fund as provided in item 11(a) and the municipal contribution to a medical aid scheme as provided in item 11(b). Plenary type municipal mayors should be remunerated according to the total remuneration package column 0 Mayor/Executive Mayor.

Upper limits of the allowances of full-time councillors

6. The upper limits of the allowances of a full-time councillor, which form part of the total remuneration package, are as follows:

a) Motor vehicle allowance:

- i) An allowance of not more than 25% of the annual total remuneration package of a councillor concerned as determined in terms of item 5, and which allowance includes running and maintenance costs incurred on official business up to 500 kilometres per month;
- ii) In addition to the allowance referred to in subparagraph (i), and in addition to the annual total remuneration package of a councillor as determined in terms of item 5, official distances travelled in excess of 500 kilometres in a particular month may be claimed in

accordance with the applicable tariffs prescribed by the Department of Transport for the use of privately owned vehicles;

- iii) For the purposes of claiming running and maintenance allowances, a logbook acceptable to the South African Revenue Service reflecting the official and private kilometres travelled per month must be kept;
- iv) Where a municipal council makes a vehicle available to a councillor, other than an executive mayor or mayor where applicable, for use on official business, the councillor would not be entitled to the motor vehicle allowance as provided for in paragraphs (i) and (ii), and as determined in terms of item 5; and
- v) Nothing herein contained shall prevent a councillor from making use of a council owned vehicle for attendance at a specific function which that councillor has been delegated to attend.

b) Housing allowance:

A councillor may structure their salary to include a housing allowance.

c) Out of pocket expenses:

In addition to the total remuneration package, a councillor must be reimbursed for actual out of pocket expenses incurred during the execution of official and ceremonial duties.

Upper limit of remuneration or allowance in respect of appointed councillors

7. The upper limit of the allowance of a councillor who has been appointed to a district council in terms of section 23(1)(b) of the Structures Act, is as follows:

- a) If such councillor is elected or appointed as speaker, mayor, executive mayor, member of mayoral committee, member of an executive committee or part-time member of a district council, the upper limit of the remuneration to which such councillor is entitled, is equal to the difference between the total remuneration package he or she is receiving as a member of the local council and the total remuneration package allocated to that office in the district council in terms of items 5,6,7,8,9,10 and 11 as the case may be.

- b) If the upper limit of the total remuneration package which a councillor is receiving as a member of a local council is equal to or higher than the upper limit of the total remuneration package to which he or she is entitled to as an appointed councillor to the district council, such councillor is entitled to receive, in addition to the total remuneration package, an allowance of not more than R702 per sitting of the district council or any committee of that council: Provided that this allowance is limited to R702 per day, regardless of the number of meetings of the district council or committees of that council that are attended by such councillor on a specific day.
- c) A district council is responsible for-
 - i) the payment of the remuneration or the allowance referred to in paragraphs (a) and (b) respectively; and
 - ii) the reimbursement of travel expenditure incurred by a councillor during the performance of official functions on behalf of that district municipality, in terms of that district council's policy, and not exceeding the applicable tariffs prescribed by the Department of Transport for the use of privately owned vehicles.

Upper limits of the annual total remuneration packages of part-time councillors

- 8. (1) The upper limit of the annual total remuneration package of a part-time councillor is as follows:

GRADE	MAYOR OR EXECUTIVE MAYOR			SPEAKER, DEPUTY MAYOR OR DEPUTY EXECUTIVE MAYOR			MEMBER OF THE EXECUTIVE COMMITTEE OR MAYORAL COMMITTEE, WHIP OR CHAIRPERSON OF A SUBCOUNCIL			OTHER PART-TIME MEMBERS		
	SALARY	MOTOR VEHICLE ALLOWANCE	TOTAL REMUNERATION PACKAGE	SALARY	MOTOR VEHICLE ALLOWANCE	TOTAL REMUNERATION PACKAGE	SALARY	MOTOR VEHICLE ALLOWANCE	TOTAL REMUNERATION PACKAGE	SALARY	MOTOR VEHICLE ALLOWANCE	TOTAL REMUNERATION PACKAGE
6	397,754	132,585	530,339	318,203	106,068	424,270	298,315	99,438	397,754	253,116	84,372	337,488
5	292,363	97,454	389,818	233,890	77,963	311,853	219,272	73,091	292,363	159,471	53,157	212,628
4	249,599	83,200	323,799	199,678	66,560	266,238	187,199	62,400	249,599	136,144	45,381	181,525
3	240,388	80,129	320,517	192,310	64,103	256,413	180,290	60,097	240,387	131,120	43,707	174,826
2	225,086	75,029	300,115	180,069	60,023	240,092	164,814	56,271	225,085	122,774	40,925	163,698
1	216,527	75,842	291,370	174,821	58,274	233,095	163,895	54,632	218,526	119,196	39,732	158,928

"salary" includes a basic salary component, a housing allowance as provided in item 9(b), the municipal contribution to a pension fund as provided in item 11(a) and the municipal contribution to a medical aid scheme as provided in item 11(b).

Plenary type municipalities who are called Mayors should be remunerated in accordance with the relevant grade of the total remuneration package of a Mayor/ Executive Mayor.

Upper limits of the allowances of part-time councillors

9. The upper limits of the allowances of a part-time councillor, which forms part of the total remuneration package, are as follows:

a) Motor vehicle allowance:

- i) An allowance not more than 25% of the annual total remuneration package of a councillor concerned as determined in terms of item 8, and which allowance includes running and maintenance costs incurred on official business up to 500 kilometres per month;
- ii) In addition to the allowance referred to in subparagraph (i), and in addition to the annual total remuneration package of a councillor as determined in terms of item 8, official distances travelled in excess of 500 kilometres in a particular month may be claimed in accordance with the applicable tariffs prescribed by the Department of Transport for the use of privately owned vehicles;
- iii) For the purposes of claiming running and maintenance allowances, a logbook acceptable to the South African Revenue Service reflecting the official and private kilometres travelled per month must be kept
- iv) Where a municipal council makes a vehicle available to a councillor, other than an executive mayor or mayor where applicable, for use on official business, the councillor would not be entitled to the motor vehicle allowance as provided for in paragraphs (i) and (ii), and as determined in terms of item 8; and
- v) Nothing herein contained shall prevent a councillor from making use of a council owned vehicle for attendance at a specific function which that councillor has been delegated to attend.

b) Housing allowance:

A councillor may structure their salary to include a housing allowance.

c) Out of pocket expenses:

In addition to the total remuneration package, a councillor must be reimbursed for reasonable and actual out of pocket expenses incurred during the execution of official and ceremonial duties.

Upper limits of cellphone allowances of councillors

10. In addition to the annual total remuneration packages provided for in items 5 and 8 respectively, a councillor may obtain a fixed allowance of not more than the following amounts in respect of cellphones:
 - a) R2997 per month may be paid to a full-time executive mayor or mayor of a grade 6 municipal council;
 - b) R1496 per month may be paid to a full-time councillor, other than an executive mayor or mayor of a grade 6 municipal council; or
 - c) R933 per month may be paid to a part-time councillor.

Upper limits of pension fund contributions and medical aid benefits of councillors

11.
 - a) The upper limit of the contribution to be made by a municipal council to the pension fund of which a councillor of that council is a member, is 15% of the basic salary of such councillor.
 - b) The upper limit of the contribution to be made by a municipal council to the medical aid scheme of which a councillor of that council is a member, is 2/3 of the membership fee to a maximum of R1440 per month: Provided that a part-time councillor is not a member of a medical aid scheme by virtue of his or her employment in a capacity other than councillor.

Tax allowance for all municipal councillors as permitted by section 8(1)(d) of the Income tax Act, 1962

12. An amount of R120, 000 per annum determined as the amount to which section 8 (1)(d) of the Income Tax Act, 1962, applies. This amount is included in the basic salary component.

ANNEXURE D

SUMMARY OF THE RESOLUTION TAKEN BY PARLIAMENT FOR THE PRESIDENT'S REMUNERATION

16 NOVEMBER 2010

11. The Chief Whip of the Majority Party moved: That the House-
1. in terms of section 2(1) of the Remuneration of Public Office Bearers Act, 1998 (Act No 20 of 1998), and having due regard to the criteria listed in that subsection, determines the salary payable to the President of the Republic of South Africa at two million three hundred and sixty seven thousand four hundred and sixty six rand (R2,367,466) per annum with effect from 1 April 2010; and
 2. in terms of section 2(1) of the said Act, determines the amount of hundred and twenty thousand rand (R120 000) per annum as that portion of the remuneration of the President to which section 8 (1)(d) of the Income Tax Act, 1962, shall apply.

Agreed to.

ANNEXURE E: COMMISSION PROGRAMME FOR 2010

DATE	ACTIVITY	VENUE
20 January	Meeting with National Treasury	Pretoria
22 January	Commission meeting	Pretoria
01 February	Meeting with Limpopo Provincial Legislature	Polokwane
01 February	Meeting with Limpopo Provincial House of Traditional Leaders	Polokwane
04 February	Meeting with KwaZulu-Natal Provincial Legislature	Pietermaritzburg
04 February	Meeting with KwaZulu-Natal Provincial House of Traditional Leaders	Pietermaritzburg
05 February	Meeting with Eastern Cape Provincial Legislature	East London
05 February	Meeting with Eastern Cape Provincial House of Traditional Leaders	East London
08 February	Meeting with Parliament	Cape Town
08 February	Meeting with Western Cape Provincial Legislature	Cape Town
09 February	Meeting with Gauteng Provincial Legislature	Johannesburg
09 February	Meeting with Gauteng Provincial House of Traditional Leaders	Johannesburg
10 February	Meeting with Mpumalanga Provincial Legislature	Nelspruit
10 February	Meeting with Mpumalanga Provincial House of Traditional Leaders	Nelspruit
13 February	Meeting with Northern Cape Provincial Legislature	Kimberley
13 February	Meeting with Northern Cape Provincial House of Traditional Leaders	Kimberley
03 March	Meeting with service providers for the Annual Report 2009	Pretoria
08 March	Meeting with Cogta	Pretoria
12 March	Meeting with National Treasury	Pretoria
	Meeting with North West Provincial Legislature	Mafikeng
	Meeting with North West Provincial House of Traditional Leaders	Mafikeng
19 March	Meeting with Cogta	Pretoria
27 March	Commission meeting	Midrand
07 April	Meeting with Minister of DOJCD	Pretoria
15 April	Local Government and Traditional Leaders Subcommittee meeting	Johannesburg

DATE	ACTIVITY	VENUE
16 April	Meeting with Minister of DPSA	Pretoria
20 April	Meeting with Minister of Cogta	Pretoria
03 May	Local Government and Traditional Leaders Subcommittee meeting	Johannesburg
07 May	Meeting with Minister of Finance	Pretoria
07 May	Executive, National Parliament and Provincial Legislature Subcommittee meeting	Pretoria
12 May	Meeting with the Parliamentary Monitoring Unit	Cape Town
14 May	Judiciary Subcommittee meeting	Johannesburg
02 June	Commission meeting	Midrand
04 June	Executive, National Parliament and Provincial Legislature Subcommittee meeting with Parliamentary representatives	Cape Town
18 June	Local Government and Traditional Leaders Subcommittee meeting	Johannesburg
23 June	Meeting with Namibia	Pretoria
25 June	Meeting with Pension Fund Administrators POBPF	Cape Town
29 June	Meeting with Cogta	Pretoria
02 July	Meeting with the President	Pretoria
21 July	Judiciary Subcommittee meeting	Johannesburg
28 July	Meeting with Speakers Forum	Nelspruit
30 July	Commission meeting	Midrand
23 August	Meeting with Pension Fund Administrators POBPF	Cape Town
24 August	Presentation to SALGA	Vanderbijlpark
08 September	Meeting with the President	Cape Town
10 September	Meeting with Cogta Mpumalanga	Nelspruit
14 September	Judiciary Subcommittee Meeting	Johannesburg
14 September	Meeting with Chief Justice	Johannesburg
17 September	Meeting with the delegation from Zambia	Pretoria
29 September	Meeting with Minister of Cogta	Pretoria
30 September	Meeting with Chief Whips Task Team on Members' benefits and allowances	Cape Town
01 October	Commission meeting	Midrand
14 October	Presentation to Cogta Technical Committee	Pretoria
26 October	Meeting with service providers	Pretoria
	Meeting with Deputy President	Cape Town

DATE	ACTIVITY	VENUE
10 November	Meeting with Pension Fund Administrators	Cape Town
11 November	Meeting with Parliament	Cape Town
12 November	Press Release: Briefing the media on the Commission's annual recommendations, tools of trade, Headmen and Headwomen and the pension benefit of the former president Mr Kgalema Motlanthe	Pretoria
12 November	Publication of the Commission's recommendations	Pretoria
18 November	Local Government and Traditional Leaders Subcommittee meeting	Johannesburg
24 November	Commission meeting	Midrand

ANNEXURE F: MEETING ATTENDANCE REGISTERS

COMMISSION MEETINGS ATTENDED IN 2010

Name	Meetings attended in 2010					
	22 Jan	27 Mar	02 Jun	30 Jul	01 Oct	24 Nov
Commissioners						
Judge LW Seriti	P	P	P	P	P	
Ms AM (Tshidi) Mokgabudi	A	P	A	A	P	
Mrs N Newton-King	P	A	P	P	P	
Mr R Martin	P	A	A	A	P	
Dr HMR Bussin	P	P	P	P	P	
Dr P Sithole	P	P	P	P	A	
Ms P Buthelezi	P	P	P	A	A	
Mr K Blake-Lefatola	A	P	P	P	P	
Secretariat						
Mr P Makapan	P	P	P	P	A	
Mr D van der Vyver	P	P	P	P	P	
Ms N Gcwensa	N/A	N/A	A	P	P	
Adv NB Dawood	P	P	P	P	P	

MEETINGS WITH STAKEHOLDERS AND INDIVIDUAL COMMISSION MEMBERS 2010

January to April

Name	01 Jan	01 Feb	04 Feb	05 Feb	08 Feb	08 Feb	09 Feb	10 Feb	13 Feb	03 Mar	08 Mar	12 Mar	19 Mar	07 Apr	15 Apr	20 Apr
Judge LW Seriti	NR	P	P	P	P	P	P	P	P	NR	NR	NR	NR	P	NR	P
Ms AM (Tshidi) Mokgabudi	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
Mrs N Newton-King	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
Mr R Martin	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
Dr HMR Bussin	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
Dr P Sithole	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	P	NR
Ms P Buthelezi	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
Mr K Blake-Lefatola	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	P	NR
Mr P Makapan	P	P	P	P	P	P	P	P	P	P	P	P	P	P	NR	P
Mr D van der Vyver	P	NR	NR	NR	P	P	P	NR	P	NR	P	P	P	NR	P	NR
Ms N Gcwensa	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	NR	NR
Adv NB Dawood	P	P	P	P	NR	NR	P	P	NR	P	P	P	P	NR	NR	NR

P: PRESENT **A:** APOLOGY **N/A:** NOT APPOINTED DURING THAT PERIOD **NR:** NOT REQUIRED TO ATTEND

MEETINGS WITH STAKEHOLDERS AND INDIVIDUAL COMMISSION MEMBERS 2010

May to August

Name	03 May	07 May	07 May	12 May	14 May	04 Jun	18 Jun	23 Jun	25 Jun	29 Jun	02 Jul	21 Jul	28 Jul	23 Aug	24 Aug
Judge LW Seriti	NR	P	P	NR	NR	P	NR	NR	NR	NR	P	NR	P	NR	P
Ms AM (Tshidi) Mokgabudi	NR	NR	NR	NR	P	NR	NR	NR	NR	NR	NR	P	NR	NR	NR
Mrs N Newton-King	NR	NR	NR	NR	P	NR	NR	NR	NR	NR	NR	P	NR	NR	NR
Mr R Martin	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
Dr HMR Bussin	NR	NR	NR	NR	P	NR	NR	NR	NR	NR	NR	P	NR	NR	NR
Dr P Sithole	P	NR	NR	NR	NR	NR	P	NR	NR	NR	NR	NR	NR	NR	NR
Ms P Buthelezi	NR	NR	NR	NR	NR	A	NR	NR	NR	NR	NR	NR	NR	NR	NR
Mr K Blake-Lefatola	P	NR	NR	NR	NR	NR	P	NR	NR	NR	NR	NR	NR	NR	NR
Mr P Makapan	NR	P	P	P	NR	P	NR	A	P	P	P	NR	P	P	P
Mr D van der Vyver	P	NR	NR	P	NR	NR	P	P	NR	P	NR	NR	NR	NR	NR
Ms N Gcwensa	P	NR	NR	NR	NR	NR	P	P	P	P	NR	NR	NR	P	NR
Adv NB Dawood	NR	NR	NR	NR	P	NR	NR	P	P	P	NR	P	NR	P	P

P: PRESENT **A:** APOLOGY **N/A:** NOT APPOINTED DURING THAT PERIOD **NR:** NOT REQUIRED TO ATTEND

MEETINGS WITH STAKEHOLDERS AND INDIVIDUAL COMMISSION MEMBERS 2010

September to November

Name	08 Sep	10 Sep	14 Sep	14 Sep	17 Sep	29 Sep	30 Sep	14 Oct	26 Oct	Meeting with DP	10 Nov	11 Nov	12 Nov	18 Nov
Judge LW Seriti	P	NR	NR	P	P	P	P	NR	NR	P	NR	P	P	NR
Ms AM (Tshidi) Mokgabudi	P	NR	P	P	NR	NR	NR	NR	NR	NR	NR	NR	P	NR
Mrs N Newton-King	NR	NR	P	P	NR	NR	NR	NR	NR	NR	NR	NR	A	NR
Mr R Martin	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	A	NR
Dr HMR Bussin	P	NR	P	P	NR	NR	NR	NR	NR	NR	NR	NR	P	NR
Dr P Sithole	P	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	P	P
Ms P Buthelezi	P	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	A	NR
Mr K Blake-Lefatola	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR	A	P
Mr P Makapan	P	P	NR	P	A	A	A	P	P	P	P	P	P	NR
Mr D van der Vyver	P	P	NR	NR	P	P	NR	NR	NR	NR	NR	NR	P	P
Ms N Gcwensa	NR	NR	NR	NR	A	P	NR	P	P	NR	P	P	P	P
Adv NB Dawood	NR	NR	P	P	P	P	P	A	P	NR	P	P	P	NR

P: PRESENT **A:** APOLOGY **N/A:** NOT APPOINTED DURING THAT PERIOD **NR:** NOT REQUIRED TO ATTEND

SUBCOMMITTEE MEETINGS 2010

Executive, National Parliament and Provincial Legislature Subcommittee

Name	07 May	04 June
Justice LW Seriti	P	P
Ms Buthelezi	P	P
Mr R Martin	P	A
Mr P Makapan	P	P

P: PRESENT **A:** APOLOGY **NR:** NOT REQUIRED TO ATTEND

SUBCOMMITTEE MEETINGS 2010

Judiciary Subcommittee

Name	14 May	21 July	14 September
Ms AM (Tshidi) Mokgabudi	P	P	P
Mrs N Newton-King	P	P	P
Dr HMR Bussin	P	P	P
Adv NB Dawood	P	P	P

P: PRESENT **A:** APOLOGY **NR:** NOT REQUIRED TO ATTEND

SUBCOMMITTEE MEETINGS 2010

Local Government and Traditional Leaders Subcommittee

Name	15 April	03 May	18 June	18 November
Dr P Sithole	P	P	P	P
Mr K Blake-Lefatola	P	P	P	P
Mr D van der Vyver	P	P	P	P
Ms N Gcwensa	A	P	P	P

P: PRESENT **A:** APOLOGY **NR:** NOT REQUIRED TO ATTEND