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**GOVERNMENT NOTICES • GOEWERMENTSKENNISGEWINGS**

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**DEPARTMENT OF CO-OPERATIVE GOVERNANCE AND TRADITIONAL AFFAIRS****NO. 1224****08 NOVEMBER 2018****LOCAL GOVERNMENT: MUNICIPAL SYSTEMS ACT, 2000  
(ACT NO. 32 OF 2000)****LOCAL GOVERNMENT:  
UPPER LIMITS OF TOTAL REMUNERATION PACKAGES PAYABLE TO MUNICIPAL  
MANAGERS AND MANAGERS DIRECTLY ACCOUNTABLE TO MUNICIPAL  
MANAGERS**

Under the powers vested in me by section 72(2A) of the Local Government: Municipal Systems Act, 2000 (Act No. 32 of 2000), I, Zwelini Lawrence Mkhize, Minister for Cooperative Governance and Traditional Affairs, hereby –

- (a) after consultation with the Minister of Finance, the Minister for Public Service and Administration, the MECs responsible for local government and organised local government; and
- (b) after taking into consideration the matters as set out in Regulation 35 of the Local Government: Regulations on Appointment and Conditions of Employment of Senior Managers, issued in terms of Government Notice No. 21 as published under Government Gazette No. 37245 of 17 January 2014,

determine the upper limits of the total remuneration packages payable to municipal managers and managers directly accountable to municipal managers as set out in the Schedule.

**DR ZWELINI L MKHIZE MP****MINISTER FOR COOPERATIVE GOVERNANCE AND TRADITIONAL AFFAIRS**

## SCHEDULE

### Preamble

Having regard to the upper limits of salaries of municipal managers and managers directly accountable to municipal managers (senior managers) as set out below, the need to prioritise service delivery to communities and to sustain viable local government and the fiscal capacity of different categories of municipalities, this Notice provides a strategic framework for remuneration of senior managers across all municipalities.

The development of this Notice took into consideration the core reward principles aimed at ensuring an appropriate remuneration mix and sought to ensure that the remuneration of senior managers is cost-effective, consistent, internally balanced (equitable) and externally competitive and aligned to the achievement of the objectives of municipalities while providing a uniform remuneration framework for local government.

The upper limits constitutes an integral part of the human resource value chain in building resilient administrative institutions underpinned by the intent to enable municipalities to attract, appoint and retain appropriately qualified and competent senior managers necessary for effective performance of their functions.

In order to strengthen the capacity of municipalities, this Notice reinforces the statutory obligation binding on municipalities to appoint senior managers who meet the minimum prescribed competencies, higher education qualification, work experience, knowledge, including attainment of a competent achievement level or higher as measured against the Local Government: Regulations on Appointment and Conditions of Employment for Senior Managers of 2014.

## Definitions

1. In this Schedule, unless the context otherwise indicates, a word or phrase to which a meaning has been assigned in the Local Government: Municipal Systems Act, 2000 (Act No. 32 of 2000) (hereafter referred to as "the Act") and the Local Government: Regulations on Appointment and Conditions of Employment for Senior Managers has that meaning, and –

**“categorisation”** means categorisation of a municipality as determined in terms of item 5 of the Notice;

**“competency framework”** means the Local Government Competency Framework for Senior Managers as provided in the Local Government: Regulations on Appointment and Conditions of Employment for Senior Managers;

**“Regulations”** means the Local Government: Regulations on Appointment and Conditions of Employment of Senior Managers issued in terms of Government Notice No. 21 as published under Government Gazette No. 37245 of 17 January 2014;

**“remote allowance”** means a non-pensionable allowance payable by a municipality to attract and retain suitably qualified and competent senior managers to a geographically remote area where the approved pay scales are not sufficient to attract such senior managers;

**“remoteness index”** means the remoteness directory of all municipalities in the Republic providing a relative weight in terms of the remoteness of each municipality in relation to another as measured in terms of access to a range of public and private services, including livelihood opportunities;

**“total municipal equitable share”** means the equitable share of revenue that is provided to a metropolitan, district or local municipality for the 2017/18 financial year in terms of section 227(1) of the Constitution of the Republic of South Africa, 1996, to enable the municipality to provide basic services and perform the functions allocated to it, but excludes regional services council replacement grant for district municipalities;

**“total municipal income”** means the gross income in respect of a metropolitan, district or local municipality based on actual income as stated in the audited financial statements of that municipality for the 2016/17 financial year.

(a) The gross income for municipality includes the following:

- (i) rates on property;
- (ii) fees for services rendered by the municipality, or on its behalf by a municipal entity;
- (iii) surcharges;
- (iv) other authorised taxes;

- (v) levies and duties;
  - (vi) income from fines for traffic offences and contravention of municipal by-laws or legislation assigned to the local sphere of government;
  - (vii) regional services council replacement grant for district municipalities;
  - (viii) interest earned on invested funds other than national and provincial conditional grants;
  - (ix) rental for the use of municipal movable or immovable property; and
  - (x) amounts received as agent for other spheres of government.
- (b) The gross income excludes –
- (i) transfers and / or grants from the national fiscus and provincial fiscus, with the exception of regional services council replacement grant for district municipalities; and
  - (ii) all value added tax (VAT) refunds.

**“total population”** means the official statistics of the population residing in the area of jurisdiction of a metropolitan, district or local municipality, as published in the Community Survey 2016: Statistical Release No. P0301, in terms of the *Statistics Act*, 1999 (Act No. 6 of 1999);

**“upper limits”** means the applicable total remuneration package values as contained in the Notice.

#### **Allocation of number of points for total municipal income**

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

<b>TOTAL MUNICIPAL INCOME</b>		
<b>From</b>	<b>To</b>	<b>Number of Points</b>
R 0	R 13,742,749	1
R 13,742,750	R 14,717,535	2
R 14,717,536	R 16,587,733	3
R 16,587,734	R 17,809,394	4
R 17,809,395	R 20,528,298	5
R 20,528,299	R 22,122,244	6
R 22,122,245	R 23,734,290	7

TOTAL MUNICIPAL INCOME		
From	To	Number of Points
R 23,734,291	R 25,808,520	8
R 25,808,521	R 28,044,350	9
R 28,044,351	R 30,503,173	10
R 30,503,174	R 33,182,083	11
R 33,182,084	R 36,075,434	12
R 36,075,435	R 39,250,585	13
R 39,250,586	R 41,527,017	14
R 41,527,018	R 45,197,357	15
R 45,197,358	R 48,394,582	16
R 48,394,583	R 51,591,308	17
R 51,591,309	R 56,015,770	18
R 56,015,771	R 60,152,250	19
R 60,152,251	R 63,466 272	20
R 63, 466 273	R 63,378,750	21
R 63,378,751	R 69,690,679	22
R 69,690,680	R 73,257,045	23
R 73,257,046	R 80,630,734	24
R 80,630,735	R 88,711,327	25
R 88,711,328	R 96,939,833	26
R 96,939,834	R 102,536,140	27
R 102,536,141	R 106,736,815	28
R 106,736,816	R 116,412,055	29
R 116,412,056	R 126,537,767	30
R 126,537,768	R 132,471,879	31
R 132,471,880	R 137,544,228	32
R 137,544,229	R 149,508,050	33
R 149,508,051	R 162,512,505	34
R 162,512,506	R 176,648,109	35
R 176,648,110	R 181,631,675	36

TOTAL MUNICIPAL INCOME		
From	To	Number of Points
R 181,631,676	R 186,615,240	37
R 186,615,241	R 192,013,250	38
R 192,013,251	R 203,509,737	39
R 203,509,738	R 216,622,976	40
R 216,622,977	R 246,602,697	41
R 246,602,698	R 268,052,603	42
R 268,052,604	R 291,368,256	43
R 291,368,257	R 316,711,946	44
R 316,711,947	R 344,260,068	45
R 344,260,069	R 374,204,373	46
R 374,204,374	R 406,753,282	47
R 406,753,283	R 442,133,348	48
R 442,133,349	R 480,590,830	49
R 480,590,831	R 567,832,041	50
R 567,832,042	R 670,910,069	51
R 670,910,070	R 729,266,924	52
R 729,266,925	R 861,650,077	53
R 861,650,078	R 936,597,811	54
R 936,597,812	R 1,106,617,549	55
R 1,106,617,550	R 1,501,007,514	56
R 1,501,007,515	R 2,409,648,960	57
R 2,409,648,961	R 4, 565,865,708	58
R 4, 565,865,709	R 8,696,499,675	59
R 8,696,499,676	above	60

**Allocation of number of points for total population**

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

<b>TOTAL POPULATION</b>		
<b>From</b>	<b>To</b>	<b>Points</b>
0	65,333	1
65,334	76,863	2
76,864	86,474	3
86,475	98,158	4
98,159	111,011	5
111,012	121,527	6
121,528	133,211	7
133,212	144,895	8
144,896	157,748	9
157,749	175,273	10
175,274	195,137	11
195,138	218,506	12
218,507	246,547	13
246,548	276,926	14
276,927	318,989	15
318,990	368,063	16
368,064	426,484	17
426,485	495,420	18
495,421	576,041	19
576,042	671,851	20
671,852	782,850	21
782,851	912,545	22
912,546	1,071,450	23
1,071,451	1,254,892	24
1,254,893	1,492,081	25
1,492,082	1,799,374	26
1,799,375	2,172,100	27

TOTAL POPULATION		
From	To	Points
2,172,101	2,610,256	28
2,610,257	3,762,500	29
3,762,501	above	30

#### Allocation of number of points for total municipal equitable share

4. The number of points allocated for the total municipal equitable share of a municipality, is as follows:

TOTAL MUNICIPAL EQUITABLE SHARE		
From	To	Number of Points
R 0	R 22,240,225	1
R 22,240,226	R 33,476,473	2
R 33,476,474	R 43,762,069	3
R 43,762,070	R 51,360,279	4
R 51,360,280	R 62,961,507	5
R 62,961,508	R 89,166,616	6
R 89,166,617	R 140,903,448	7
R 140,903,449	R 309,591,115	8
R 309,591,116	R 2,011,870,725	9
R 2,011,870,726	above	10

#### Determination of categorisation of municipality

5. The total number of points allocated to a municipality, in terms of items 2, 3, and 4 respectively, determines the categorisation of such municipality, in accordance with the following table:

CATEGORISATION OF MUNICIPALITY		
Categorisation	From	To
1	1	26
2	27	47
3	48	60



4	61	70
<b>CATEGORISATION OF MUNICIPALITY</b>		
<b>Categorisation</b>	<b>From</b>	<b>To</b>
5	71	78
6	79	85
7	86	91
8	92	96
9	97	98
10	99	100

### **Change of categorisation of municipality**

6. (1) If the categorisation of a municipality determined in terms of this Notice, is higher than the categorisation for the previous financial year, the municipal council, in consultation with the MEC for local government in the province and approval by the Minister, implement such new categorisation.

(2) Notwithstanding sub-item (1), the Minister must –

- (a) confirm the actual values and points scored by the municipality in relation to the factors in items 2, 3 and 4 of the Notice;
- (b) determine the –
  - (i) sustainability of the driving factors that led to the higher categorisation of the municipality compared to the categorisation of the previous financial year;
  - (ii) affordability of the higher categorisation by the municipality using the following ratios:
    - (aa) municipality's liquidity ratio;
    - (bb) creditor's payment period;
    - (cc) debtor's collection rate; and
  - (iii) any other risks as may be identified.

(3) After confirmation of the actual values and points scored by the municipality in relation to the total municipal income, population and municipal equitable share, including the driving factors that led to a higher categorisation as well as affordability (using the ratios: liquidity ratio, creditor's payment period and debtor's collection rate) and approval by the

Minister, the municipal council may implement such new categorisation including adjusting the total remuneration package of senior manager to the higher category.

(4) If the categorisation of a municipality determined in terms of this Notice, is lower than the categorisation of the previous financial year, the municipality must retain the categorisation of the previous financial year.

#### **Annual total remuneration packages of municipal managers**

7. The upper limits of the annual total remuneration packages payable to municipal manager are as follows:

<b>MUNICIPAL CATEGORISATION</b>	<b>TOTAL REMUNERATION PACKAGE (MINIMUM)</b>	<b>TOTAL REMUNERATION PACKAGE (MIDPOINT)</b>	<b>TOTAL REMUNERATION PACKAGE (MAXIMUM)</b>
10	R 2,568,755	R 3,251,589	R 3,934,423
9	R 2,204,466	R 2,755,584	R 3,306,702
8	R 1,903,222	R 2,335,240	R 2,767,260
7	R 1,646,643	R 1,995,931	R 2,345,220
6	R 1,424,447	R 1,705,924	R 1,987,402
5	R 1,242,678	R 1,470,625	R 1,698,573
4	R 1,129,229	R 1,313,058	R 1,496,887
3	R 1,038,509	R 1,193,690	R 1,348,869
2	R 988,264	R 1,110,409	R 1,232,554
1	R 951,779	R 1,057,532	R 1,163,285

#### **Annual total remuneration packages of managers directly accountable to municipal managers**

8. The upper limits of the annual total remuneration packages payable to managers directly accountable to municipal managers are as follows:

<b>MUNICIPAL CATEGORISATION</b>	<b>TOTAL REMUNERATION PACKAGE (MINIMUM)</b>	<b>TOTAL REMUNERATION PACKAGE (MIDPOINT)</b>	<b>TOTAL REMUNERATION PACKAGE (MAXIMUM)</b>
10	R 2,055,005	R 2,601,272	R 3,147,538
9	R 1,763,574	R 2,204,466	R 2,645,361
8	R 1,522,577	R 1,868,192	R 2,213,808
7	R 1,317,315	R 1,596,747	R 1,876,176
6	R 1,156,263	R 1,376,505	R 1,596,747
5	R 1,026,342	R 1,207,460	R 1,388,579
4	R 932,548	R 1,078,089	R 1,223,632
3	R 857,571	R 980,082	R 1,102,590
2	R 811,416	R 911,704	R 1,011,991
1	R 781,460	R 868,290	R 955,118

### Offer of remuneration on appointment

9. (1) The offer of remuneration on appointment to a senior manager will be determined by the competences, qualifications, experience and knowledge of the candidate considered for appointment.

(2) A municipal council must apply the criteria as set out below to determine the offer of remuneration on appointment:

TOTAL REMUNERATION PACKAGE	CRITERIA
MINIMUM	<ul style="list-style-type: none"> <li>• Relevant qualification.</li> <li>• Applicable to persons who have the relevant 5 years' experience as provided in the Regulations.</li> <li>• Applicable to persons who have acquired competent achievement level as measured against the competency framework.</li> </ul>
MIDPOINT	<ul style="list-style-type: none"> <li>• Relevant qualification.</li> <li>• Applicable to persons who have 5 to 10 years' experience as provided in the Regulations.</li> <li>• Applicable to persons who have acquired advanced competency achievement level as measured against the competency framework.</li> </ul>
MAXIMUM	<ul style="list-style-type: none"> <li>• Relevant qualification.</li> <li>• Applicable to persons who have more than 10 years' experience as provided in the Regulations.</li> <li>• Applicable to persons who have demonstrated a superior competency as measured against the competency framework.</li> </ul>

(3) Notwithstanding sub-item (1), if a municipal council is unable to offer the relevant total remuneration package or cannot afford to pay the remuneration as determined in this Notice, a lesser offer may be made by such municipality on appointment.

(4) Despite sub-item (2), if the municipal council is unable to attract suitable candidates or decides to appoint a senior manager falling within the basic range of achievement as measured against the competency framework, the provisions of sections 54A(10) and 56(6) of the Act read in conjunction with item 13 of this Notice shall *mutatis mutandis* apply.

**Payment of remote allowance**

10. (1) A senior manager employed in one of the following municipalities, may be paid a remote allowance not exceeding the percentage of the total annual remuneration package applicable to the relevant senior manager as it appears in the table below:

PROVINCE	DISTRICT CODE	MUNICIPAL CODE	NAME OF MUNICIPALITY	%
Eastern Cape	DC10	EC102	Blue Crane Route	4%
Eastern Cape	DC10	EC106	Sundays River Valley	4%
Eastern Cape	DC10	EC109	Kou-Kamma	4%
Eastern Cape	DC12	EC129	Raymond Mhlaba	4%
Eastern Cape	DC13	EC131	Inxuba Yethemba	4%
Eastern Cape	DC13	EC135	Itsika Yethu	4%
Eastern Cape	DC13	EC137	Engcobo	4%
Eastern Cape	DC13	EC138	Sakhisizwe	4%
Eastern Cape	DC13	EC139	Enoch Mgijima	4%
Eastern Cape	DC14	EC141	Elundini	4%
Eastern Cape	DC15	EC153	Ngquza Hill	4%
Eastern Cape	DC44	EC443	Mbizana	4%
Eastern Cape	DC15	EC154	Port St Johns	4%
Eastern Cape	DC44	EC442	Umzimvubu	4%
Eastern Cape	DC44	EC444	Ntabankulu	4%
Eastern Cape	DC14	DC14	Joe Gqabi	4%
Eastern Cape	DC44	DC44	Alfred Nzo	4%
Free State	DC16	FS161	Letsemeng	4%
Free State	DC16	FS162	Kopanong	4%
Free State	DC18	DC183	Tswelopele	4%
Free State	DC19	FS191	Setsoto	4%
Free State	DC19	FS196	Mantsopa	4%
Free State	DC20	FS205	Mafube	4%
Free State	DC20	FS204	Metsimaholo	4%
Free State	DC16	DC16	Xhariep	4%
Free State	DC20	DC20	Fezile Dabi	4%
KwaZulu Natal	DC21	KZN214	UMuziwabantu	4%
KwaZulu Natal	DC22	KZN224	Impendle	4%
KwaZulu Natal	DC23	KZN235	Okhahlamba	4%
KwaZulu Natal	DC24	KZN245	Umvoti	4%
KwaZulu Natal	DC24	KZN244	Msinga	4%
KwaZulu Natal	DC26	KZN261	eDumbe	4%
KwaZulu Natal	DC26	KZN262	UPhongolo	4%
KwaZulu Natal	DC26	KZN265	Nongoma	4%
KwaZulu Natal	DC26	KZN266	Ulundi	4%
KwaZulu Natal	DC27	KZN276	Big Five Hlabisa	4%
KwaZulu Natal	DC28	KZN285	Mthonjaneni	4%

PROVINCE	DISTRICT CODE	MUNICIPAL CODE	NAME OF MUNICIPALITY	%
KwaZulu Natal	DC28	KZN286	Nkandla	4%
KwaZulu Natal	DC43	KZN433	Greater Kokstad	4%
KwaZulu Natal	DC43	KZN434	Ubuhlebezwe	4%
KwaZulu Natal	DC43	KZN435	Umzimkhulu	4%
KwaZulu Natal	DC26	DC26	Zululand	4%
KwaZulu Natal	DC43	DC43	Harry Gwala	4%
Limpopo	DC33	LIM331	Greater Giyani	4%
Limpopo	DC34	LIM341	Musina	4%
Limpopo	DC35	LIM351	Blouberg	4%
Limpopo	DC35	LIM353	Molemole	4%
Limpopo	DC36	LIM361	Thabazimbi	4%
Limpopo	DC47	LIM473	Makhuduthamaga	4%
Limpopo	DC47	LIM476	Greater Tubatse/Fetakgomo	4%
Mpumalanga	DC30	MP301	Albert Luthuli	4%
Mpumalanga	DC30	MP303	Mkhondo	4%
Mpumalanga	DC30	MP304	Dr Pixley Ka Isaka Seme	4%
Mpumalanga	DC32	MP321	Thaba Chweu	4%
Mpumalanga	DC 32	MP324	Nkomazi	4%
North West	DC37	NW375	Moses Kotane	4%
North West	DC38	NW381	Ratlou	4%
North West	DC38	NW382	Tswaing	4%
North West	DC38	NW385	Ramotshere Moiloa	4%
North West	DC39	NW392	Naledi (NW)	4%
North West	DC39	NW393	Mamusa	4%
North West	DC39	NW394	Greater Taung	4%
North West	DC39	NW396	Lekwa-Teemane	4%
North West	DC40	NW404	Maquassi Hills	4%
North West	DC39	DC39	Dr Ruth Segomotsi Mompati	4%
Northern Cape	DC8	NC084	!Kheis	4%
Northern Cape	DC7	NC078	Siyancuma	4%
Northern Cape	DC7	NC076	Thembelihle	4%
Northern Cape	DC9	NC093	Magareng	4%
Northern Cape	DC9	NC094	Phokwane	4%
Western Cape	DC1	WC013	Bergervier	4%
Western Cape	DC1	WC015	Swartland	4%
Western Cape	DC3	WC032	Overstrand	4%
Western Cape	DC3	WC034	Swellendam	4%
Western Cape	DC3	WC031	Theewaterskloof	4%
Western Cape	DC4	WC042	Hessequa	4%
Western Cape	DC4	WC041	Kannaland	4%
Western Cape	DC5	WC051	Laingsburg	4%
Western Cape	DC5	WC052	Prince Albert	4%
Western Cape	DC1	DC1	West Coast	4%



PROVINCE	DISTRICT CODE	MUNICIPAL CODE	NAME OF MUNICIPALITY	%
Eastern Cape	DC10	EC101	Dr Bayers Naude	7%
Eastern Cape	DC14	EC142	Senqu	7%
Eastern Cape	DC14	EC145	Walter Sisulu	7%
Eastern Cape	DC44	EC441	Matatiele	7%
Free State	DC16	FS163	Mohokare	7%
KwaZulu Natal	DC27	KZN272	Jozini	7%
KwaZulu-Natal	DC27	DC27	Umkhanyakude	7%
KwaZulu-Natal	DC43	KZN436	Dr Nkosasana-Dlamini Zuma	7%
Limpopo	DC36	LIM362	Lephalale	7%
Northern Cape	DC6	NC067	Khai-Ma	7%
Northern Cape	DC7	NC072	Umsobomvu	7%
Northern Cape	DC7	NC075	Renosterberg	7%
Northern Cape	DC8	NC085	Tsantsabane	7%
Northern Cape	DC8	NC086	Kgatelopele	7%
Northern Cape	DC45	NC453	Gamagara	7%
Northern Cape	DC45	NC452	Ga-Segonyana	7%
Northern Cape	DC45	DC45	John Taolo Gaetsewe	7%
Western Cape	DC1	WC012	Cederberg	7%
Western Cape	DC3	WC033	Cape Agulhas	7%
Western Cape	DC5	WC053	Beaufort West	7%
Western Cape	DC3	DC3	Overberg	7%
Western Cape	DC5	DC5	Central Karoo	7%
KwaZulu Natal	DC27	KZN271	Umhlabuyalingana	10%
North West	DC39	NW397	Kagisano/Molopo	10%
Northern Cape	DC6	DC6	Namakwa	10%
Northern Cape	DC6	NC061	Richtersveld	10%
Northern Cape	DC6	NC062	Nama Khoi	10%
Northern Cape	DC6	NC064	Kamiesberg	10%
Northern Cape	DC6	NC065	Hantam	10%
Northern Cape	DC6	NC066	Karoo Hoogland	10%
Northern Cape	DC7	DC7	Pixley Ka Seme	10%
Northern Cape	DC7	NC073	Emthanjeni	10%
Northern Cape	DC7	NC071	Ubuntu	10%
Northern Cape	DC7	NC074	Kareeberg	10%
Northern Cape	DC7	NC077	Siyathemba	10%
Northern Cape	DC45	NC451	Joe Morolong	10%
Western Cape	DC1	WC011	Matzikama	10%

(2) A senior manager who receives a market premium allowance, rural or scarce skills allowance in terms of Notice No. 225 as published in Government Gazette No. 37500 of 29 March 2014 or Notice No. 578 as published in Government Gazette No. 38946 of 1 July 2015 is not eligible for remote allowance contemplated in sub-item (1).

- (3) A remote allowance referred to in sub-item (1) terminates when –
- (a) the employment contract of a senior manager lapses or is terminated; and
  - (b) a senior manager vacates office for any reason before the date of expiry of the employment contract, including but not limited to transfer, promotion, dismissal for misconduct, incapacity, operational requirements and retirement.

### **Overpayment and underpayment**

11. (1) A municipality must inform all senior managers in writing about the revised cost of living adjustments and where necessary, any errors will be rectified, overpayments recovered and underpayments adjusted.

(2) The expenditure emanating from the implementation of this Notice must be defrayed from the 2018/19 budget of municipalities.

### **Information to be submitted to the Minister**

12. (1) Every municipality must in terms of section 107 of the Act compile and submit an updated report containing the following information in respect of its senior managers to the MEC responsible for local government as at 1 July 2018:

- (a) Total approved posts;
- (b) Total filled posts;
- (c) Total vacant posts;
- (d) Name of incumbent;
- (e) Designation;
- (f) Gender;
- (g) Nature of contract (i.e. permanent or fixed term contract);
- (h) Date of appointment;
- (i) Date of expiry of contract;
- (j) Total remuneration package for 2018/19 financial year;
- (k) Any allowance(s) payable to a senior manager;
- (l) Total municipal income;
- (m) Total population;
- (n) Total municipal equitable share; and
- (o) Municipal categorisation for 2018/19 financial year.

(2) The report contemplated in sub-item (1) must be submitted to the MEC responsible for local government in the province on or before 30 November 2018 on an official letterhead of the municipality, signed by the municipal manager.

(3) The MEC for local government must submit a consolidated report to the Minister in a format to be determined by the Minister from time to time on or before 14 December 2018.

### Transitional provisions

13. (1) This Notice does not affect the existing employment contract of a senior manager appointed before 1 July 2014.

(2) A municipality that does not have any municipal income is a category 1 municipality.

(3) If a municipality has no audited financial statements for 2016/17 financial year by the date of publication of this Notice, the audited financial statements for 2015/16 financial year will *mutatis mutandis* apply.

(4) A municipal council may, in exceptional circumstances and good cause shown, and after consultation with the MEC for local government, apply in writing to the Minister to waive any of the prescribed requirements as set out in this Notice. The Minister will consider each application on merit, based on circumstances and motivation provided by municipalities.

(5) For purposes of the total remuneration packages adjustment for serving senior managers, the following translation key will apply –

(a) Municipal managers:

TRANSLATION KEY						
MUNICIPAL CATEGORI SATION	2017/2018			2018/2019		
	TOTAL REMUNERATI ON PACKAGE (MINIMUM)	TOTAL REMUNERATI ON PACKAGE (MIDPOINT)	TOTAL REMUNERATI ON PACKAGE (MAXIMUM)	TOTAL REMUNERATIO N PACKAGE (MINIMUM)	TOTAL REMUNERATIO N PACKAGE (MIDPOINT)	TOTAL REMUNERATIO N PACKAGE (MAXIMUM)
10	R 2,437,149	R 3,084,999	R 3,732,849	R 2,568,755	R 3,251,589	R 3,934,423
9	R 2,091,524	R 2,614,406	R 3,137,288	R 2,204,466	R 2,755,584	R 3,306,702
8	R 1,805,713	R 2,215,598	R 2,625,484	R 1,903,222	R 2,335,240	R 2,767,260
7	R 1,562,280	R 1,893,673	R 2,225,066	R 1,646,643	R 1,995,931	R 2,345,220
6	R 1,351,468	R 1,618,524	R 1,885,581	R 1,424,447	R 1,705,924	R 1,987,402
5	R 1,179,011	R 1,395,280	R 1,611,549	R 1,242,678	R 1,470,625	R 1,698,573
4	R 1,071,375	R 1,245,786	R 1,420,196	R 1,129,229	R 1,313,058	R 1,496,887
3	R 985,303	R 1,132,533	R 1,279,762	R 1,038,509	R 1,193,690	R 1,348,869
2	R 937,632	R 1,053,519	R 1,169,406	R 988,264	R 1,110,409	R 1,232,554
1	R 903,016	R 1,003,351	R 1,103,686	R 951,779	R 1,057,532	R 1,163,285



(b) Managers directly accountable to municipal managers:

TRANSLATION KEY						
MUNICIPAL CATEGORISATION	2017/2018			2018/2019		
	TOTAL REMUNERATION PACKAGE (MINIMUM)	TOTAL REMUNERATION PACKAGE (MIDPOINT)	TOTAL REMUNERATION PACKAGE (MAXIMUM)	TOTAL REMUNERATION PACKAGE (MINIMUM)	TOTAL REMUNERATION PACKAGE (MIDPOINT)	TOTAL REMUNERATION PACKAGE (MAXIMUM)
10	R 1,949,720	R 2,468,000	R 2,986,279	R 2,055,005	R 2,601,272	R 3,147,538
9	R 1,673,220	R 2,091,524	R 2,509,830	R 1,763,574	R 2,204,466	R 2,645,361
8	R 1,444,570	R 1,772,478	R 2,100,387	R 1,522,577	R 1,868,192	R 2,213,808
7	R 1,249,824	R 1,514,940	R 1,780,053	R 1,317,315	R 1,596,747	R 1,876,176
6	R 1,097,024	R 1,305,982	R 1,514,940	R 1,156,263	R 1,376,505	R 1,596,747
5	R 973,759	R 1,145,598	R 1,317,437	R 1,026,342	R 1,207,460	R 1,388,579
4	R 884,770	R 1,022,855	R 1,160,941	R 932,548	R 1,078,089	R 1,223,632
3	R 813,635	R 929,869	R 1,046,101	R 857,571	R 980,082	R 1,102,590
2	R 769,844	R 864,994	R 960,143	R 811,416	R 911,704	R 1,011,991
1	R 741,423	R 823,805	R 906,184	R 781,460	R 868,290	R 955,118

#### Short title and commencement

14. This Notice is called the upper limits of total remuneration packages payable to municipal managers and managers directly accountable to municipal managers and takes effect from 1 July 2018. The Notice replaces Government Gazette No. 41173 of 10 October 2017.