
GENERAL NOTICES • ALGEMENE KENNISGEWINGS

THE PRESIDENCY**GENERAL NOTICE 1757 OF 2023****INDEPENDENT COMMISSION FOR THE REMUNERATION OF PUBLIC OFFICE BEARERS**

**EXPLANATORY MEMORANDUM FOR ANNUAL REMUNERATION RECOMMENDATIONS FOR
2022/2023****INTRODUCTION**

1. In terms of sections 219(1), (2) and (5) of the Constitution, read with sections 8(4) and (5) of the Independent Commission for the Remuneration of Public Office-Bearers Act, 1997 (Act No 92 of 1997) (Commission Act), the Independent Commission for the Remuneration of Public Office-Bearers (Commission) is mandated to make annual recommendations relating to the salaries and/or the upper limits of the salaries, allowances, benefits, and resources required by Public Office-Bearers (POBs) to enable them to perform their respective duties effectively.
2. This explanatory memorandum sets out the Commission's remuneration recommendations for POBs for the 2022/2023 financial year. In arriving at the recommendations, the Commission considered the following:
 - The Commission's statutory consultations for 2022/2023;
 - Section 8(6) of the Commission Act which stipulates, amongst others, that the Commission should take into account the role, status, duties, functions and responsibilities of the POBs concerned when making its recommendations;
 - Various economic factors (i.e. Fiscal affordability, historic inflation, future inflation forecasts, wage settlement data);
 - The Commission's prior recommendations and the President's determinations for 2021/2022;
 - The impact of COVID 19 on the economy of the country; and
 - Average annual wage increment.

COMMISSION'S STATUTORY CONSULTATIONS

3. In terms of the Determination of Remuneration of Office-Bearers of Independent Constitutional Institutions Laws Amendment Act No. 22 of 2014 (ICI Act) and the Magistrates Act No. 90 of 1993, the Commission is required to consult with the Minister of Justice and Correctional Services, the Minister of Finance and the Chief Justice or a person designated by him/her, prior to the recommendations being submitted to the President, Parliament, and the publication thereof. Furthermore, the Commission is required to take into account varying inputs from stakeholders and consider certain factors before making its recommendations relating to the remuneration of POBs.

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RESPONSES FROM THE STATUTORY CONSULTATIONS

4. The Commission conducted statutory consultations with stakeholders and the following written responses were received:

Stakeholders	Date
Minister of Finance	17 February 2023
Chief Justice	20 February 2023
Minister of Justice and Correctional Services	23 February 2023
Lower Courts Remuneration Committee	24 February 2023
Remuneration Sub-Committee of the Heads of Court	08 March 2023

5. The summary of stakeholders' feedback is provided below:

The response from the Minister of Finance

6. The Commission was commended for its detailed analysis in substantiation of its recommendation. The Ministry remarked that the government takes a number of factors into consideration within the broader public sector and the economy, which, amongst others, include available financial resources, competing spending priorities and the broader public perception.
7. The Ministry is alive to the fact that POBs perform a vital role within government. However, the Ministry holds the view that the Executive, Legislative and certain categories of the judicial sector are currently receiving above average remuneration.
8. The Minister highlighted that the current recommendation by the Commission will increase earnings beyond tolerable scales when budget constraints do not permit for such increases. Submissions were made regarding public perception that such high salaries were gratifying a specific sector or the POBs whilst the country is battling with extreme levels of poverty. Tools of trade and benefits as per the Guide for Members of the Executive were also referred to as benefiting the POBs enhancing their level of remuneration.
9. The Minister of Finance pleaded with the Commission to consider the prevailing adverse economic conditions and the extent to which the general population is affected by the low economic state in which the country finds itself. The majority of low-income earners and those who are not employed and make a living rely on government social assistance schemes.
10. Furthermore, the Minister of Finance highlighted a criticism against government for awarding the 3.0 per cent salary increase for 2021/2022. In view of these developments, the Minister submitted that the Consumer Price Index (CPI) was not the only major factor to be considered. The Minister intimated that the effect of a 3.8 per cent increase proposed by the Commission would translate into a 6.8 per cent accumulated baseline increase, which will result in a far greater than the 4.5 per cent granted to the public service. It was further stated that Senior Management Service (SMS) salary increases were restrained to the extent that other categories in that sector were negatively affected.

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11. The Minister does not support the recommendation of a 3.8 per cent increase. However, the Minister proposes that a 1.5 per cent increase plus a once off cash gratuity to be granted for all categories of POBs, which increase was offered to SMS members in the public service, would be an appropriate increase for POBs.

The response from the Chief Justice

12. The Chief Justice made submission through the Heads of Court Committee on Judges remuneration (Committee). The Committee requested the Commission to consider the inflationary erosion of Judges' salaries. An overview on the erosion of a period of seven-years was provided which indicates a total shortfall amounting to -20.6 per cent.
13. The Commission pauses here to remark that this issue will be addressed by the major review, which is work in progress.

The response from the Minister of Justice and Correctional Services

14. The recommendations of the Commission were noted. However, the Minister raised a concern about the late submission of the Commission's recommendations, which does not allow sufficient time to deliberate and engage with the stakeholders, namely, judiciary and state institutions supporting democracy (South African Human Rights Commission and Public Protector).
15. Furthermore, the Minister observed that the implementation of annual adjustment, that take place outside financial year in which it was approved has a negative effect on the budget and relevant POBs.
16. The Minister support the 3.8 per cent increase for the Judiciary and the state institutions supporting democracy.

The response from the Lower Courts Remuneration Committee

17. A detailed response was received from the Lower Courts Remuneration Committee (LCRC), which submissions relate to both the major review and the annual adjustments. For the purposes of this document, only the submissions pertaining to the annual adjustments will be summarized.
18. The LCRC submitted that the Commission did not comply with section 8(6) of its legislation in considering the annual adjustment. It is submitted that there are inaccuracies in the Commission's recommendations, especially in benchmarking judiciary with SMS and the public service. It was stated that several benefits of the later sectors were increased in particular the housing allowance, as well as, the salary adjustments, which equates to 7.5 per cent.
19. The LCRC submitted that given the past years' inflation, it is mathematical impossible for the inflation rate to reach 4.8 per cent for the period April 2022 to 31 March 2023. The LCRC further submitted that the Commission did not consider the National Treasury forecast published in the Medium-term budget Chapter 2 Economic Outlook on 06 October 2022, which amongst others provided for inflation headline of 6.7 per cent projected for 2022.

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20. It was argued that CPI on which to base cost of living adjustments remains the most sensible measure to rely on. The LCRC argued that the National Treasury forecast is 6.7 per cent and therefore the April 2022 to March 2023 inflation rate is likely to be closer to 7 per cent.
21. The LCRC reiterate that should the Commission not decide to take all the factors referred to in section 8(6) of its legislation into consideration, the Commission recommendations should be at a rate of no less than 7 per cent.

ANALYSIS OF FACTORS PRESCRIBED BY SECTION 8(6) OF THE COMMISSION ACT

22. Section 8(6) of the Commission Act provides “ when making recommendations referred to in subsection (4) the Commission 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 said Commission, is relevant.”

Inflation

23. In order to determine an appropriate level of inflation to be used as a starting point on which to consider any cost of living adjustments, the Commission considered the following:

South African Reserve Bank (SARB)

24. The Monetary Policy Committee (MPC) statement of 24 March 2022 indicated that the South African economy was expected to grow by 2.0% in 2022, revised up from 1.7% at the time of the January 2022 meeting. Growth in output in the first quarter of the year 2022 was likely to be significantly stronger than expected at the time of the January 2022 meeting. GDP growth is forecast to be 1.9% in both 2023 and 2024.
25. The SARB’s forecast of headline inflation for the year 2022/23 is revised higher to 5.8% (from 4.9%), primarily due to the higher food and fuel prices.
26. Core inflation was forecast to increase to 4.2% in 2022 (up from 3.8%), to 5.0% in 2023 (from 4.4%), before easing somewhat to 4.7% in 2024 (from 4.5%). Core goods and services price inflation was forecast higher throughout the horizon, and services price inflation exceeded the mid-point of the target by the fourth quarter of the year 2022.
27. The MPC statement of 19 May 2022 indicated that the SARB’s forecast of headline inflation for the year 2022 was revised higher to 5.9% (from 5.8%), primarily due to the higher food and fuel prices.

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While food prices would stay high, fuel price inflation should ease in 2023, helping headline inflation to fall to 5.0%, despite slightly higher core inflation. Headline inflation of 4.7% is expected in 2024. The SARB's forecast for core inflation in 2023 and 2024 is slightly higher at 5.1% (from 5.0%), and 4.8% (from 4.7%), respectively.

28. The MPC statement of 24 November 2022 forecast a global growth in 2023 to 1.9% (from 2.0%) and expected the South African economy to grow by 1.8% (from 1.9%) in 2022. Despite considerable volatility in monthly indicators, GDP growth of 0.4% was expected in the third quarter and 0.1% in the fourth quarter.

National Treasury and South Africa's big banks

29. The average forecasts for South Africa's big banks indicated forecast inflation to average 5.9% in 2022 while National Treasury had forecast inflation to average 4.8% in 2022.

Bureau for Economic Research (BER) – University of Stellenbosch

30. According to the BER Economic prospects report 2022Q1, real GDP growth of around / just-below 2% for 2022 and 2023, a meaningful slowdown from the projected 4.8% in 2021. This forecast implies that real GDP returns to the pre-COVID level (2019Q4) in the third quarter of 2022.
31. The outlook for headline CPI has been revised to a rise of 5% in 2022, up notably from the 4.4% projected in October. The rise in headline CPI was projected to moderate to 4.2% year-on-year in 2023.
32. According to the BER Economic Outlook published in 20 May 2022, the rate of increase in SA consumer inflation (CPI) continues to accelerate, reaching an average of 5.8% y-o-y in 2022Q1 versus 5.4% during 2021Q4. Although services inflation had started to pick up from a low level, the overall headline CPI inflation continued to be driven higher by large price increases for the CPI goods component.

Affordability

33. The Minister of Finance, in the Medium-Term Budget Policy Statement (MTBPS) speech of 11 November 2021, indicated that the 2021 wage agreement provided for a pensionable increase of 1.5 percent that included a once-off non-pensionable cash gratuity of R1 000 after tax per person per month, which was not budgeted for.
34. The Minister further indicated that there was significant uncertainty about the durability of the economic recovery, and that certain domestic risks identified in the 2021 Budget have come imminent. These include the recent public-service wage agreement, which breached the budget ceiling for compensation of employees, and the continued financial deterioration of state-owned companies.
35. Furthermore, fiscal consolidation has halted the trend of above-inflation growth in the wage bill, with budgeted increases of 1.5 per cent growth in the baseline for 2021/22 and 2022/23. Should it be

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necessary to implement the final leg of the 2018 wage agreement retroactively, then, additional measures would be required. These would include revenue measures, increased borrowing and active steps to reduce the size of the public service.

36. In addition, he stated that government is developing a comprehensive medium to long-term remuneration strategy for the public sector. This will include POBs, state-owned companies, public entities and local government and that the strategy will seek to better balance competing interests based on fairness, equity and affordability.
37. The Minister in his response to the Commission pleaded with the Commission to re-assess the prevailing adverse economic conditions and the extent to which the general population faces despair, especially survival of the population on government social assistance schemes and containing the wage bill to distribute funding to extreme priority programmes. (See paragraph 09 above).

Available resources

38. The Minister of Finance in the MTBPS speech of 11 November 2021 highlighted the risks to the fiscal outlook, which includes, amongst others, the pressures on the government wage bill ceiling that could undermine fiscal consolidation measures.
39. The Minister emphasized that the 2021 wage agreement provided for a pensionable increase of 1.5 per cent, as provided for in the 2021 Budget. It included a once-off non-pensionable cash gratuity of R1 000 after tax per person per month, which was not budgeted for. This gratuity cost the government R20.5 billion in the 2021/22 fiscal year, with a preliminary carry through of R20.5 billion in 2022/23 if no new agreement is reached. In 2021/22, the gratuity was largely funded by additional revenue, and required shifting funds from the Infrastructure Fund, with a provisional allocation of R20.5 billion for 2022/23 included in the fiscal framework.
40. Furthermore, the Minister stated that the compensation of employees remained a major cost pressure. Although additional funding has been allocated to departments to meet the cost implications of the 2021 public-service wage agreement, it remains critical for departments to adhere to compensation ceilings and manage headcounts proactively if government is to improve its fiscal position.

Public Service remuneration levels

Senior Management Services (SMS) and other Public Service Employees

41. The Minister of Public Service and Administration determined two distinctive types of benefits for members of Senior Management Services (SMS) and employees on salary levels 1 – 12 as well as those employees covered by occupation specific dispensation (OSD) on equivalent levels namely:
- The payment of a non-pensionable monthly cash allowance with effect from 1 April 2022; and
 - A once-off pensionable salary adjustment of 3% in lieu of pay progression to Public Service Employees and all SMS members with effect from 1 April 2022.

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Headline Inflation and Commission's base cost of living adjustment

42. While there may be a motivation for the fact that inflation affects individuals in different ways, Headline Inflation as measured by the change in the Consumer Price Index remains a sensible measure on which to base cost of living adjustments.

43. Statistics SA year-on-year Headline Inflation from January 2022 to April 2022 has averaged at 5.8%.

Commission's budget analysis

44. The table below shows the Commission's budget analysis:

COMMISSION'S BUDGET ANALYSIS			
POB CATEGORY	NO. OF INCUMBENTS	2021/22	2022/2023
National Executives and Deputy Ministers	75	169 979 531	176 438 753
Members of Parliament	383	490 359 273	508 992 925
Provincial Executives and Legislatures	429	633 222 922	657 285 393
Judges	237	479 818 752	498 051 865
Magistrates	1 620	1 815 340 259	1 884 323 189
Traditional Leaders	8 465	1 160 296 523	1 204 387 791
Local Government	9 331	7 173 625 729	7 446 223 506
ICIs POBs	47	65 322 356	67 804 606
Total	20 587	11 987 965 345	12 443 508 028

Commission's recommendations and the President's determinations

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

Year	National Treasury CPI	Commission's Recommendations	President's Determinations	
2018/2019	5.3%	National Executive and Deputy Ministers	4%	0%
		Speaker / the Chairperson of NCOP to House Chairperson		
		Provincial Executive and the Speaker of the Provincial Legislature		
		All Judges		
		Chief Whip: Majority Party to Member: National Assembly / Permanent Delegate: NCOP	2.5%	
		Deputy Speaker to Member of Provincial Legislature		
		Executive Mayor to Deputy Mayor		
		King/Queen		

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		LG: Member of Executive Council to Whip		4%
		Chairperson: NHTL to Full Time Deputy Chairperson: PHTL.		
		Magistrates		
		Local Government Municipal Councillor		
		Full time member of NHTL and full time member of PHTL and sitting allowances of all members of the NHTL and PHTL		
		Senior Traditional Leaders		
		Headmen and Headwomen		
2019/2020	5.2%	POBs earning above R1 5000 000	3%	0%
		POBs earning less than R1 5000 000	4%	
2020/2021	4.5%	All POB positions	0%	0%
2021/2022	4.8%	All POB positions	3%	3%

46. The Commission has considered the fiscal condition of the State demonstrated by the Minister of Finance, the State's wage bill, the impact of POBs, salary increment on the fiscus, previous President's determinations, stakeholders' submissions and general economic status of the country as it is recovering from the effects of the COVID 19 pandemic.

47. The Commission is further mindful of the sliding scale recommendations in order to narrow the wage gap and the inflation linked recommendations across all the sectors as well as their impact.

48. Furthermore, the Commission is mindful of the delays in finalizing its recommendations in time. The delay is occasioned by the late responses by some of the stakeholders during consultation process and inordinate delay in the remuneration determinations of certain sectors.

ANNUAL REMUNERATION RECOMMENDATIONS FOR 2022/2023

49. Having considered the relevant legislation and factors stated above, the Commission recommends **3.8%** increase to the remuneration for all categories of POBs which is linked to the forecast average inflation of 4.8% determined by National Treasury. The Commission reduced same with 1% in consideration of the factors stipulated above.

50. The effective date for the adjustment of the salary of POBs is 01 April 2022 with the exception of the local government POBs, which is with effect from 01 July 2022. The effective date is aligned with the financial year of POBs' institutions.

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PART B**Senior Khoi-San Leader and Branch Head as legislated in the Traditional and Khoi-San Leadership Act, Act No. 3 of 2019**

51. The Commission has also considered the positions of the Senior Khoi-San Leader and Branch Head as legislated in the Traditional and Khoi-San Leadership Act, Act No. 3 of 2019 as well as the responsibilities of the roles respectively. The Commission holds the view that the positions of Senior Khoi-San Leader be remunerated at the same level as that of the Senior Traditional Leader; and the Branch Head at the same level as the Headmen/women.

Signed at Mahikeng _____ on 20 / 04 / 2023



JUDGE MM LEEUW
CHAIRPERSON

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SCHEDULE 1					
REMUNERATION LEVELS WITH EFFECT 01 APRIL 2022					
NATIONAL EXECUTIVE AND DEPUTY MINISTERS					
GRADE	PAY LEVEL	POSITION	01-Apr-21	%	01-Apr-22
EA	1	President	3 079 540	3.8	3 196 563
EB	1	Deputy President	2 910 234		3 020 823
EC	1	Minister	2 473 682		2 567 682
ED	1	Deputy Minister	2 037 129		2 114 540

SCHEDULE 2						
REMUNERATION LEVELS WITH EFFECT 01 APRIL 2022						
MEMBERS OF PARLIAMENT						
GRADE	PAY LEVEL	POSITION	01-Apr-21	%	01-Apr-22	
PA	1	Speaker: National Assembly	2 910 234	3.8	3 020 823	
		Chairperson: NCOP	2 910 234		3 020 823	
PB	1	Deputy Speaker: National Assembly	2 037 129		2 114 540	
		Deputy Chairperson: NCOP	2 037 129		2 114 540	
PC	2	House Chairperson	1 938 963		2 012 643	
		1	Chief Whip: Majority Party		1 648 481	1 711 123
			Chief Whip: NCOP		1 648 481	1 711 123
		Parliamentary Counsellor: President	1 648 481		1 711 123	
Parliamentary Counsellor: Deputy President	1 648 481		1 711 123			
2	Leader of Opposition	1 648 481	1 711 123			
	Chairperson of a Committee	1 540 628	1 599 172			
PD	1	Deputy Chief Whip: Majority Party	1 386 619		1 439 310	
		Chief Whip: Largest Minority Party	1 386 619		1 439 310	
		Leader of a Minority Party	1 386 619		1 439 310	
2	Whip	1 286 713	1 335 608			
	1	Member: National Assembly	1 172 071	1 216 610		
Permanent Delegate: NCOP		1 172 071	1 216 610			

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SCHEDULE 3					
REMUNERATION LEVELS WITH EFFECT 01 APRIL 2022					
PROVINCIAL EXECUTIVES AND LEGISLATURES					
GRADE	PAY LEVEL	POSITION	01-Apr-21	%	01-Apr-22
LA	1	Premier	2 328 221	3.8	2 416 693
LB	1	Member of Executive Council	2 037 129		2 114 540
		Speaker	2 037 129		2 114 540
LC	1	Deputy Speaker	1 648 481		1 711 123
		Chief Whip: Majority Party	1 540 628		1 599 172
	2	Chairperson of Committees	1 386 622		1 439 314
		Leader of Opposition	1 386 622		1 439 314
		Chairperson of a Committee	1 386 622		1 439 314
	3	Deputy Chairperson of Committees	1 304 564		1 354 137
		Deputy Chief Whip: Majority Party	1 304 564		1 354 137
		Chief Whip: Largest Minority Party	1 304 564		1 354 137
		Leader of a Minority Party	1 304 564		1 354 137
LD	1	Parliamentary Counsellor to a King	1 172 071		1 216 610
		Whip	1 172 071		1 216 610
	2	Member of Provincial Legislature	1 134 388		1 177 495

SCHEDULE 4					
REMUNERATION LEVELS WITH EFFECT 01 JULY 2022					
LOCAL GOVERNMENT					
GRADE	PAY LEVEL	POSITION	01-Jul-21	%	01-Jul-22
MA	1	Executive Mayor	1 409 079	3.8	1 462 624
		Mayor	1 409 079		1 462 624
MB	1	Deputy Executive Mayor	1 137 998		1 181 242
		Speaker/Chairperson	1 137 998		1 181 242
		Deputy Mayor	1 137 998		1 181 242
MC	2	Member of Executive Council	1 071 977		1 112 712
		Member of Mayoral Committee	1 071 977		1 112 712
		Chairperson of a Sub-council	1 071 977		1 112 712
		Whip	1 071 977		1 112 712
MD	1	Municipal Councillor	631 541		655 539

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SCHEDULE 5					
REMUNERATION LEVELS WITH EFFECT 01 APRIL 2022					
JUDGES					
GRADE	PAY LEVEL	POSITION	01-Apr-21	%	01-Apr-22
JA	1	Chief Justice	2 982 990	3.8	3 096 344
JB	1	Deputy Chief Justice	2 684 621		2 786 636
		President: Supreme Court of Appeal	2 684 621		2 786 636
JC	1	Deputy President: Supreme Court of Appeal	2 535 524		2 631 874
	2	Judge: Constitutional Court	2 386 427		2 477 111
		Judge: Supreme Court of Appeal	2 386 427		2 477 111
	3	Judge President: High/Labour Court	2 237 330		2 322 348
	4	Deputy Judge President: High/Labour Court	2 088 058		2 167 404
	5	Judge: High/Labour Court	1 938 961		2 012 641

SCHEDULE 6					
REMUNERATION LEVELS WITH EFFECT 01 APRIL 2022					
MAGISTRATES					
GRADE	PAY LEVEL	POSITION	01-Apr-21	%	01-Apr-22
JD	1	Special Grade Chief Magistrate	1 521 461	3.8	1 579 276
		Regional Court President	1 521 461		1 579 276
JE	1	Regional Magistrate	1 365 156		1 417 032
		Chief Magistrate	1 365 156		1 417 032
JF	1	Senior Magistrate	1 131 583		1 174 583
JG	1	Magistrate	1 045 835		1 085 577

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SCHEDULE 7					
REMUNERATION LEVELS WITH EFFECT 01 APRIL 2022					
INSTITUTION OF TRADITIONAL LEADERSHIP					
GRADE	PAY LEVEL	TRADITIONAL LEADERSHIP POSITIONS	01-Apr-21	%	01-Apr-22
TA	1	King/Queen	1 277 116	3.8	1 325 646
TB	1	PTL	1 174 951		1 219 599
TC	1	Senior Traditional Leader	279 070		289 675
TD	1	Headmen / Headwomen	119 911		124 467
HOUSES OF TRADITIONAL LEADERS					
GRADE	PAY LEVEL	FULL TIME POSITIONS			
THA	1	Chairperson: NHTL	961 268	3.8	997 796
	2	Full time Chairperson: PHTL	791 738		821 824
	3	Full time Deputy Chairperson: NHTL	735 226		763 164
	4	Full time Deputy Chairperson: PHTL	678 520		704 304
THB	1	Full time Member: NHTL	427 566		443 814
	2	Full time Member: PHTL	366 520		380 448
SITTING ALLOWANCE FOR PART TIME POSITIONS *					
		Part time Member: NHTL	1 569	3.8	1 628
		Part time Chairperson: PHTL	1 865		1 936
		Part time Deputy Chairperson: PHTL	1 678		1 742
		Part time Member: PHTL	1 301		1 350
* 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)					

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SCHEDULE 8				
INDEPENDENT CONSTITUTIONAL INSTITUTIONS (ICIs)				
INSTITUTION	POSITION	01-Apr-21	%	01-Apr-22
Auditor-General (AG)	Auditor General	5 233 022		5 431 877
Independent Electoral Commission (IEC)	Chairperson	2 498 817		2 593 772
	Commissioner	2 175 568		2 258 240
	Part-Time: Commissioners			A daily sitting rate or hourly sitting rate calculated on a basic salary of a Judge of the High Court
Office of Public Protector	Public Protector (PP)	2 386 427		2 477 111
	Deputy Public Protector (DPP)	1 868 487		1 939 489
Independent Communications Authority of South Africa (ICASA)	Chairperson	1 937 158		2 010 770
	Councillor	1 531 484		1 589 681
Finance & Fiscal Commission (FFC)	Chairperson	1 937 158		2 010 770
	Part-Time Member: Deputy Chairperson		3,8	A daily sitting rate or hourly sitting rate calculated on a first total package equivalent to Level 15 of DPSA
	Part-Time: Other Members			A daily sitting rate or hourly sitting rate calculated on a first total package equivalent to Level 14 of DPSA
Commission for the Promotion and Protection of Rights of Cultural, Religious and Linguistic Communities (CRL Commission)	Chairperson	1 395 416		1 448 442
	Deputy Chairperson	1 185 982		1 231 049
	Commissioner	1 054 586		1 094 660
SA Human Rights Commission (SAHRC)	Chairperson	1 480 654		1 536 919
	Deputy Chairperson	1 256 607		1 304 358
	Commissioners	1 151 890		1 195 662
	Part-Time Members	4 571		4 745
Commission for Gender Equality (CGE)	Chairperson	1 184 207		1 229 207
	Deputy Chairperson	1 013 687		1 052 207
	Commissioner	943 293		979 138
	Part-Time Members	3 743		3 885

*NB: Determinations of remuneration of positions in red for 2021/2022 is still pending.

Commissioners: Judge MM Leeuw (Chairperson); Mr. MP Tjie (Deputy Chairperson); Prof I Mosala, Dr. NZ Qunta; Mr. S Roopa; Ms. JM Maisela; Dr. C Nwaila and Mr. L Mulaudzi
Head of Commission: PM Makapan