GENERAL NOTICES • ALGEMENE KENNISGEWINGS

THE PRESIDENCY

NOTICE 4169 OF 2026

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INDEPENDENT COMMISSION FOR THE REMUNERATION OF PUBLIC OFFICE BEARERS

EXPLANATORY MEMORANDUM FOR ANNUAL REMUNERATION RECOMMENDATIONS FOR 2026/2027

INTRODUCTION

1. In terms of sections 219(1), (2) and (5) of the Constitution, read together 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 Commission is mandated to make annual recommendations relating to the salaries and/or the upper limits of the salaries, allowances, benefits, and the resources required by defined Public Office-Bearers (POBs), to enable them to perform their respective duties effectively.

2. This explanatory memorandum sets out the Commission's recommendations on the remuneration of POBs for the 2026/2027 financial year.

3. In arriving at the annual remuneration recommendations, the following factors were considered:

   - Statutory and stakeholder consultations;
   - Section 8(6) of the Commission Act;
   - Various economic factors, including Fiscal affordability, historic inflation, future inflation forecasts, wage settlement data, and the Commission's prior recommendations;
   - The President's determinations for 2025/2026; and
   - Average annual wage increment.

STATUTORY AND STAKEHOLDER CONSULTATIONS

4. In terms of the provisions of Section 2 of the Judges Remuneration and the Conditions of Service Act No. 47 of 2001, Section 12 of the Magistrates Act No. 90 of 1993 and the Determination of Remuneration of Office-Bearers of Independent Constitutional Institutions Laws Amendment Act No. 22 of 2014, the Commission is required to consult the Minister of Finance, the Chief Justice or a person designated by him/her, the Minister of Justice and Constitutional Development, and the Cabinet members responsible for Independent Constitutional Institutions prior to the recommendations being submitted to the President, Parliament, and publication thereof.

5. The Commission consulted with the following stakeholders on the intended recommendations:

Name of Stakeholder	
1	Minister of Finance
2	The Chief Justice
3	Lower Courts Remuneration Committee (LCRC)
4	Minister of Communications and Digital Technologies
5	Minister of Home Affairs
6	Minister of Cooperative Governance and Traditional Affairs
7	Minister of Women Youth and Persons with Disabilities
8	Minister of Justice and Constitutional Development

6. The following submissions were received:

The response from the Minister of Finance

7. The Minister noted the Commission's recommendations to adjust the salaries of POBs by 3.5% but recommended that the proposed salary adjustment be capped at 3.4%, aligned with the National Treasury's projected CPI for 2026/2027 as published in the 2026 Budget Review document. However, the Minister supported a differentiated approach that seeks to align the salary increases for Magistrates and Judges with that of the senior managers in the public service should the adjustments as determined by the Minister of Public Service and Administration be higher than the Commission's recommendations. This approach is intended to help with the progressive rebasing of the salaries for this category of POBs as part of implementing recommendations from the major review report. Additionally, the Minister requested for the Commission to share the Supplementary Review report prior to its submission to the President.

The response from the Chief Justice

8. The Chief Justice, following consultations with the Heads of Court and the Judges' Remuneration Committee, formally registered the Judiciary's disagreement with the Commission's proposed 3.4% across the-board adjustment. The Chief Justice criticized the Commission for continuing its historical practice of recommending a uniform COLA for all Public Office Bearers (POBs), arguing instead that the Commission should have adopted a bifurcated approach similar to the President's previous determination methodology by recommending a 4.0% increase for the Judiciary and similarly placed POBs, while capping political office bearers at 3.4%. Additionally, a sharp, divergent minority proposal within the Judiciary was noted, which specifically lobbied for a 4.5% COLA.

9. The Judiciary argued that the proposed 3.4% adjustment is lower than headline inflation and over-relies on National Treasury figures while ignoring higher projections from the Bureau for Economic Research (BER) and the Commission's own acknowledged inflation base range. Furthermore, they asserted that the Public Service wage bill is irrelevant to POB budgeting, noting that the nearest comparator to Judges the Senior Management Service (SMS) received a 4% COLA. The submission emphasized that the COLA must factor in the erosive economic pressures already felt early in 2026 due to the Middle East conflict, clarifying that these immediate cost-of-living arguments remain separate from the ongoing structural review and historical salary disadvantages.

The response from the Lower Courts Remuneration Committee

10. A detailed response was received from the Lower Court Remuneration Committee (LCRC), which rejected the Commission's 2026/2027 preliminary recommendations because they fall short of expectations and were issued under inadequate consultation deadlines. Citing a failure to implement past Major Review findings, the LCRC proposed a COLA of 4.5% to 5.0% over and above the major review recommendations.

11. The LCRC argues that the Commission's affordability rationale is unsustainable and irrational given that public servants received a 4.0% inflation-linked increase, and public service OSD members are set to receive 4.0% plus a 1.2% pay progression and improved benefits. They assert that recommending a COLA below inflation further erodes judicial purchasing power, presenting historical data from 2020 to 2026 to argue that the compounding shortfall in remuneration is statutorily and constitutionally impermissible. The LCRC concluded that the Commission failed to fulfil its legislative duties under Section 8(6) of the Commission Act by relying on outdated late-2025 data while ignoring the May 2026 MPC forecast of 4.4% inflation and rising administered costs.

The response from the Minister of Communications and Digital Technologies

12. The Minister acknowledged receipt of the Commission’s draft explanatory memorandum of the 2026/27 annual remuneration recommendations and confirmed that they have no additional comments to submit on the recommendations.

The response from the Minister of Home Affairs

13. The Minister acknowledged receipt of the Commission’s draft explanatory memorandum of the 2026/27 annual remuneration recommendations.

The response from the Minister of Cooperative Governance and Traditional Affairs

14. The Minister acknowledged receipt of the Commission’s draft explanatory memorandum of the 2026/27 annual remuneration recommendations. He expressed support for the proposed 3.4% Cost-of-Living Adjustment (COLA) for members of Municipal Councils. Furthermore, the Minister requested that the recommendations be finalized and gazetted promptly. This will enable him to initiate the necessary consultation process with the responsible provincial MECs and subsequently publish the upper limits in the Government Gazette.

SECTION 8(6) OF THE COMMISSION ACT

15. In deliberating the annual recommendations for 2026/2027, the Commission further considered, amongst others, the following factors:

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

16. Section 8(6)(i) of the Commission Act provides that the Commission should consider the role, status, duties, functions, and responsibilities of the POBs concerned when making its recommendations.

The Commission, in its 2026/2027 annual remuneration recommendations, advised that, to address the concerns raised by certain stakeholders regarding its consolidated major review report, it requires sufficient time. The Commission is currently addressing these issues and will submit its supplementary report to the President at the end of June 2026.

Affordability

17. In the Medium-Term Budget Policy Statement (MTBPS) of 12 November 2025, the Minister of Finance indicated that the fiscal strategy has successfully shifted from crisis management to stabilization. The National Treasury revised the 2025 economic growth forecast to 1.2%, up from 0.6% in 2024, but down from the 1.4% projected in the 2025 Budget. Looking beyond 2025, the outlook improves as structural reforms in energy and logistics take hold, with real GDP growth projected to average 1.8% annually over the 2026–2028 period.

18. The Minister emphasized that the Government of National Unity (GNU) is committed to driving rapid, inclusive growth to address unemployment and inequality. A key pillar of this strategy is the new formal inflation target of 3.0%, which is intended to lower the cost of capital and protect the real value of household incomes. These measures are essential for raising South Africa's growth potential to levels required to support its broader development objectives.

19. Regarding labor costs, the Minister noted that the current fiscal framework incorporates the multi-year wage agreements. While these agreements initially created pressure, the National Treasury has maintained a primary budget surplus of 0.9% of GDP, ensuring that public sector compensation does not jeopardize the downward trajectory of the national deficit.

20. The Minister reiterated that South Africa's public-sector wage bill remains high relative to peer nations. To manage this, the government has officially launched the Early Retirement Programme, which aims to reduce the public service headcount by approximately 30,000 employees over the next three years, thereby lowering costs, creating space for younger talent, and preserving essential skills.

21. The Minister in the Budget Speech of 25 February 2026 indicated that one of the fiscal strategies is to improve the composition of spending by containing the public-service wage bill while increasing capital investment. There is more certainty around wage bill costs given last year's 3-year wage agreement.

Current principles and wage settlement data

<u>Employees on salary levels 1 to 12 and those covered by Occupation Specific Dispensations (OSDS)</u>

22. The Minister for the Public Service and Administration has determined that salary scales that applied up to 31 March 2026 be adjusted by 4% for 2026/2027 financial year across all salary levels 1 – 12 with effect from 01 April 2026.

Senior Management Services (SMS) and other Public Service Employees

23. The Minister of Public Services and Administration determined a 4% pensionable salary adjustment as a cost-of-living adjustment (COLA) for SMS effective from 01 April 2026.

Inflation

24. Any COLA must account for inflation, while remaining within strict fiscal constraints. The Commission acknowledges that inflation reduces the real income of POBs, which is why current wage agreements already include inflation-linked adjustments. However, COLA increases cannot automatically keep pace with inflation if doing so would compromise fiscal sustainability. Rather, the effects of inflation are weighed against affordability requirements mandated by legislation.

25. The starting point for considering salary increases and COLA for POBs is headline inflation, as it reflects the effect of rising prices on real income. However, while inflation serves as a foundational benchmark for salary increases, any adjustments must remain within fiscal and affordability limits and are not automatically equal to inflation.

26. To determine an appropriate level of inflation to be used as a point of departure on which to consider any COLA, the Commission considered the following:

Historical or Forecast Inflation

27. Historical inflation constitutes an observed and independently verifiable outcome based on realized price data. Ideally, historical inflation should be measured at a fixed calendar month, with the increase occurring in a fixed month in the annual cycle, to ensure that the inflation measure captures the full inflation experience over time. A delay in granting the inflation increase should not result in the inflation measure for a different month being referenced, typically a more recent measure, since the next increase, granted without a delay, will likely reference an overlapping inflation period. We should not use hindsight to account for a delay in the increase, since this will result in an inconsistent measure of inflation.

South African Reserve Bank (SARB)

28. The Monetary Policy Committee (MPC) statements from 20 November 2025 and 29 January 2026 show that South Africa’s economy has stabilized, marking its longest growth period since 2018. A major change during this time was the move to a new inflation target of 3.0%, from the previous target range of 3% to 6%. Although inflation rose slightly to 3.6% at the end of 2025 due to temporary factors like oil prices, the outlook has since improved. Supported by a stronger exchange rate, inflation is now expected to fall to an average of 3.3% in 2026 and 3.2% in 2027, remaining close to the new 3.0% goal.

29. Furthermore, the November 2025 MPC statement confirms that the SARB Governor and the Minister of Finance agreed to change the 2026 3% to 6% inflation target to 3.0% plus or minus 1% on either side of the 3,0%, moving to a single target value with a tolerance band of 1% on either side. The

Minister of Finance recorded this agreement in the 25 February 2026 budget speech and is responsible for setting monetary policy in consultation with the Governor of the Reserve Bank.

National Treasury and South Africa's big banks

30. Forecasts from South Africa's major banks indicate that inflation will remain within the low-to-mid 3% range over the next few years and project a slightly lower average of 3,5%. While the National Treasury projected inflation to average 3.4% in 2026/2027 as published in the 2026 Budget Review document. These figures reflect a significant easing of price pressures compared to the higher inflation levels recorded in previous years.

Bureau for Economic Research (BER) – University of Stellenbosch

31. The BER Economic Prospects Report (Q4 2025) indicates that headline inflation is expected to average about 3.8% in 2026, with inflation expectations for 2026 and 2027 declining to around 3.7%–3.8%. This assumes no unanticipated shocks arising from erratic US actions. This reflects a broad-based easing in inflation expectations following the introduction of the 3% inflation target in late 2025. BER also forecasts GDP growth of approximately 1.5% for 2025, revised down from earlier estimates due to persistent economic challenges and uncertainty.

32. In the Fourth quarter of 2025, on average, the three social groups (analysts, business, and trade unions) lowered their longer-term inflation expectations. They all reflect a broad downward shift in sentiment as inflation trends lower and the new 3% target begins to influence expectations.

33. Survey respondents (analysts, business, and trade unions) expect moderate wage growth of mid - 4% to low - 5%, with 2025 and 2026 forecasts around 4.7% to 5.1%. This is slightly stronger than earlier forecasts and above recent inflation projections, with salaries expected to rise by about 5.1% in 2026.

Headline Inflation and Commission's base cost of living adjustment

34. While there may be motivation for the fact that inflation affects individuals in separate ways, Headline Inflation, as measured by the change in the CPI, remains a sensible measure on which to base COLA. Year-on-year, the Statistics SA Headline Inflation has averaged 3.5% in November 2025 and 3,6% in December 2025.

Historical inflation is measured at a consistent date.

35. Inflation outcomes in 2025 reflected moderation relative to earlier expectations. By contrast, the inflation outlook for 2026 remains a model-based, forward-looking estimate contingent on assumptions regarding future macroeconomic conditions, including administered prices, exchange rate dynamics, and global cost pressures. Forecasts for 2026 have been revised over time as new information has emerged and prior assumptions have been updated. Furthermore, inflation projections vary across institutions due to differences in modelling approaches, parameter choices, and risk assessments, often influenced by the forecast's purpose. Considering this inherent

uncertainty and variability, the Commission has elected to reference historical inflation as the more objective and stable benchmark.

36. Based on the above inflation data, the Commission is of the view that the realistic and prudent base range for inflation over the 2026/2027 financial year should be **approximately 3% to 4.5%.** This range reflects the moderation observed in realized inflation, while allowing for upside risks inherent in medium-term inflation forecasts, including potential pressures arising from administered prices, exchange rate volatility, and global cost and geopolitical developments. The Commission considers this broader range to be reasonable and appropriately risk-averse, given the model-based nature of inflation forecasts, their susceptibility to revision, and the divergence of projections across institutions.

Available resources

37. The Minister of Finance in the MTBPS of 12 November 2025 indicated that inflation and inflation expectations have moderated over the past year. Risks to the inflation outlook are balanced, and headline inflation appears to be contained in the low single digits, having gradually eased from 4.5% to 3%. The main risks that could push inflation higher are geopolitical tensions and exchange rate volatility.

38. Furthermore, the MTBPS mentioned that over the medium term, the public service wage bill will increase by a nominal annual average of 4.1%. At the same time, capital payments, mainly for infrastructure projects, will grow by 7.3%. The Minister recently indicated that the wage bill will rise by 5.4% in the 2026/27 fiscal year, and by 4.3% p.a. on average over the next three years. The corresponding rate was 5.3% over the preceding three years. Combined government spending on the wage bill, social development, and debt servicing costs equals 60% of total consolidated government spending. Total expenditure, excluding interest payments, the wage bill, and social development, will grow on average by 3.7% p.a. over the next three years.

39. The table below shows the Commission's budget information linked to the recommended 2026/2027:

Commission's Budget Information			
POB Category	**No. of incumbents**	**2025/2026**	**2026/2027**
National Executives and Deputy Ministers	75	190 877 957	198 513 075
Members of Parliament	383	553 490 359	575 629 973
Provincial Executives and Legislatures	429	716 812 668	745 485 175
Local Government	9 331	8 120 593 267	8 445 416 998
Judges	259	593 303 431	617 035 568
Magistrates	1 620	2 099 084 394	2 183 047 769
Traditional Leaders	8 465	1 313 463 581	1 366 002 124
ICIs POBs	47	73 945 353	76 903 167
Total	**20 609**	**13 661 571 009**	**14 208 033 849**

NATIONAL TREASURY INFLATION FORECASTS, THE COMMISSION'S RECOMMENDATIONS AND THE PRESIDENT'S DETERMINATIONS: FOR THE PERIOD 2020 – 2025/26

40. The following table sets out the National Treasury's CPI forecast relative to the Commission's historical recommendations and the President's subsequent determinations:

Year	**National Treasury CPI**	**Commission's Recommendations**		**President's Determinations**
2020/2021	4.5%	All POB positions	0%	0%
2021/2022	4.8%	All POB positions	3%	3%
2022/2023	4.8%	All POB positions	4.8%-1	3%
2023/2024	4.9%	All POB positions	3%	3%
2024/2025	4.6%	All POB positions	2.5%	2.5% All 4.7% Magistrates
2025/2026	4.3%	All POB positions	4.1%	3.8% Executive/ MPs 4,1% Judiciary/ICIs/TLs/MPLs/ Local Govt

41. In assessing the previous remuneration determinations for POBs, the final determination was based on a cost-of-living remuneration adjustment, which aims at balancing the fiscal constraints with the need to maintain the cost of living for POBs and reducing the wage gap in other POBs' positions. At times, the determination was below inflation; this contributes to perceived salary erosion and the loss of purchasing power, or stagnation of remuneration. To address remuneration erosion, the Commission, amongst others, may consider the country's fiscal and economic conditions and engagement with relevant stakeholders.

ANNUAL REMUNERATION RECOMMENDATIONS FOR 2026/2027

42. The Commission considered submissions received during statutory consultation and acknowledges that salary adjustments are influenced by multiple factors beyond inflation. While the National Treasury projected 2026/2027 inflation at 3.4%, data from Statistics South Africa indicate a lower annual average of 3.2%, with the latest rate recorded at 3.5% in January 2026.

43. Inflation is expected to increase from 3.2% in 2025 to 3.4% in 2026, driven by higher food prices (particularly meat due to supply disruptions linked to foot-and-mouth disease). Inflation is forecast to ease to 3.3% in 2027 and 3.2% in 2028, but risks from geopolitical tensions, exchange rate volatility, administered prices, and animal disease outbreaks remain elevated. The reduction of the inflation target to 3% with a 1% point tolerance band will structurally reduce inflation, helping to protect real income levels.

44. In line with the above, the Commission notes a modest but gradual improvement in the economic outlook. Based on these considerations, a **4%** cost-of-living adjustment for all POBs is recommended to mitigate and maintain POBs' purchasing power.

Justice Z. Carelse
Chairperson
Date: 22 / 09 / 2026

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SCHEDULE 1					
REMUNERATION LEVELS WITH EFFECT 01 APRIL 2026					
NATIONAL EXECUTIVE AND DEPUTY MINISTERS					
GRADE	**PAY LEVEL**	**POSITION**	**01-Apr-25**	**%**	**01-Apr-26**
EA	1	President	3 476 014	4	3 615 055
EB	1	Deputy President	3 284 911		3 416 307
EC	1	Minister	2 792 155		2 903 841
ED	1	Deputy Minister	2 299 398		2 391 374

SCHEDULE 2					
REMUNERATION LEVELS WITH EFFECT 01 APRIL 2026					
MEMBERS OF PARLIAMENT					
GRADE	**PAY LEVEL**	**POSITION**	**01-Apr-25**	**%**	**01-Apr-26**
PA	1	Speaker: National Assembly	3 284 911	4	3 416 307
		Chairperson: NCOP	3 284 911		3 416 307
PB	1	Deputy Speaker: National Assembly	2 299 398		2 391 374
		Deputy Chairperson: NCOP	2 299 398		2 391 374
	2	House Chairperson	2 188 594		2 276 137
PC	1	Chief Whip: Majority Party	1 860 714		1 935 143
		Chief Whip: NCOP	1 860 714		1 935 143
		Parliamentary Counsellor: President	1 860 714		1 935 143
		Parliamentary Counsellor: Deputy President	1 860 714		1 935 143
		Leader of Opposition	1 860 714		1 935 143
	2	Chairperson of a Committee	1 738 976		1 808 535
PD	1	Deputy Chief Whip: Majority Party	1 565 139		1 627 744
		Chief Whip: Largest Minority Party	1 565 139		1 627 744
		Leader of a Minority Party	1 565 139		1 627 744
	2	Whip	1 452 370		1 510 465
PE	1	Member: National Assembly	1 322 969		1 375 887
		Permanent Delegate: NCOP	1 322 969		1 375 887

Commissioners: Judge Z Carelse (Chairperson); Mr. MP Tjie (Deputy Chairperson); Ms. JM Maisela; Dr. C Nwaila; Dr. RC Lubisi; Mr. L Modise; Ms. F Petersen-Cook and Ms. P Kekana

Head of Secretariat: Mr. PM Makapan

SCHEDULE 3					
REMUNERATION LEVELS WITH EFFECT 01 APRIL 2026					
PROVINCIAL EXECUTIVES AND LEGISLATURES					
GRADE	**PAY LEVEL**	**POSITION**	**01-Apr-25**	**%**	**01-Apr-26**
LA	1	Premier	2 635 562	4	2 740 985
LB	1	Member of Executive Council	2 306 044		2 398 286
		Speaker	2 306 044		2 398 286
LC	1	Deputy Speaker	1 866 092		1 940 735
		Chief Whip: Majority Party	1 744 002		1 813 762
	2	Chairperson of Committees	1 569 666		1 632 452
		Leader of Opposition	1 569 666		1 632 452
		Chairperson of a Committee	1 569 666		1 632 452
	3	Deputy Chairperson of Committees	1 476 775		1 535 846
		Deputy Chief Whip: Majority Party	1 476 775		1 535 846
		Chief Whip: Largest Minority Party	1 476 775		1 535 846
		Leader of a Minority Party	1 476 775		1 535 846
LD	1	Parliamentary Counsellor to a King	1 326 792		1 379 864
		Whip	1 326 792		1 379 864
	2	Member of Provincial Legislature	1 284 135		1 335 501

SCHEDULE 4					
REMUNERATION LEVELS WITH EFFECT 01 JULY 2026					
LOCAL GOVERNMENT					
GRADE	**PAY LEVEL**	**POSITION**	**01-Jul-25**	**%**	**01-Jul-26**
MA	1	Executive Mayor	1 595 087	4	1 658 890
		Mayor	1 595 087		1 658 890
MB	1	Deputy Executive Mayor	1 288 221		1 339 750
		Speaker/Chairperson	1 288 221		1 339 750
		Deputy Mayor	1 288 221		1 339 750
MC	2	Member of Executive Council	1 213 486		1 262 025
		Member of Mayoral Committee	1 213 486		1 262 025
		Chairperson of a Sub-council	1 213 486		1 262 025
		Whip	1 213 486		1 262 025
MD	1	Municipal Councillor	714 909		743 505

Commissioners: Judge Z Carelse (Chairperson); Mr. MP Tjie (Deputy Chairperson); Ms. JM Maisela; Dr. C Nwaila; Dr. RC Lubisi; Mr. L Modise; Ms. F Petersen-Cook and Ms. P Kekana

Head of Secretariat: Mr. PM Makapan

SCHEDULE 5					
REMUNERATION LEVELS WITH EFFECT 01 APRIL 2026					
JUDGES					
GRADE	PAY LEVEL	POSITION	01-Apr-25	%	01-Apr-26
JA	1	Chief Justice	3 376 765	4	3 511 836
JB	1	Deputy Chief Justice	3 039 009		3 160 569
		President: Supreme Court of Appeal	3 039 009		3 160 569
JC	1	Deputy President: Supreme Court of Appeal	2 870 230		2 985 039
	2	Judge: Constitutional Court	2 701 451		2 809 509
		Judge: Supreme Court of Appeal	2 701 451		2 809 509
	3	Judge President: High/Labour Court	2 532 672		2 633 979
	4	Deputy Judge President: High/Labour Court	2 363 696		2 458 244
	5	Judge: High/Labour Court	2 194 917		2 282 713

SCHEDULE 6					
REMUNERATION LEVELS WITH EFFECT 01 APRIL 2026					
MAGISTRATES					
GRADE	PAY LEVEL	POSITION	01-Apr-25	%	01-Apr-26
JD	1	Special Grade Chief Magistrate	1 759 270	4	1 829 641
		Regional Court President	1 759 270		1 829 641
JE	1	Regional Magistrate	1 578 535		1 641 676
		Chief Magistrate	1 578 535		1 641 676
JF	1	Senior Magistrate	1 308 453		1 360 791
JG	1	Magistrate	1 209 303		1 257 675

Commissioners: Judge Z Carelse (Chairperson); Mr. MP Tjie (Deputy Chairperson); Ms. JM Maisela; Dr. C Nwaila; Dr. RC Lubisi; Mr. L Modise; Ms. F Petersen-Cook and Ms. P Kekana

Head of Secretariat: Mr. PM Makapan

SCHEDULE 7

REMUNERATION LEVELS WITH EFFECT 01 APRIL 2026

INSTITUTION OF TRADITIONAL LEADERSHIP

GRADE	PAY LEVEL	TRADITIONAL LEADERSHIP POSITIONS	01-Apr-25	%	01-Apr-26
TA	1	King/Queen	1 445 704	4	1 503 532
TB	1	PTL	1 330 052		1 383 254
TC	1	Senior Traditional Leader	315 909		328 546
TD	1	Headmen / Headwomen	135 740		141 169
HOUSES OF TRADITIONAL LEADERS					
GRADE	**PAY LEVEL**	**FULL TIME POSITIONS**			
THA	1	Chairperson: NHTL	1 088 162		1 131 689
	2	Full time Chairperson: PHTL	896 253		932 103
	3	Full time Deputy Chairperson: NHTL	832 280		865 572
	4	Full time Deputy Chairperson: PHTL	768 090		798 813
THB	1	Full time Member: NHTL	484 008		503 368
	2	Full time Member: PHTL	414 904		431 500
SITTING ALLOWANCE FOR PART TIME POSITIONS *					
Part time Member: NHTL			1 776		1 847
Part time Chairperson: PHTL			2 112		2 196
Part time Deputy Chairperson: PHTL			1 900		1 976
Part time Member: PHTL			1 473		1 532

* 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)

SCHEDULE 8

Independent Constitutional Institutions (ICIs)

Institution	Position	Items	2025	%	2026
Auditor-General (AG)	Auditor General		5 923 817	4	6 160 769
					-
Independent Electoral Commission (IEC)	Chairperson		2 828 678		2 941 825
	Commissioner		2 462 758		2 561 268
	Part-Time: Commissioners	A daily sitting rate or hourly sitting rate calculated on a basic salary of a Judge of the High Court	6 247		6 497
Office of Public Protector	Public Protector (PP)	01-Jul-19	2 701 451		2 809 509
	Deputy Public Protector (DPP)		2 115 140		2 199 746
Independent Communications Authority of South Africa (ICASA)	Chairperson		2 192 876		2 280 591
	Councillor		1 733 651		1 802 997
Finance & Fiscal Commission (FFC)	Chairperson		2 192 876		2 280 591
	Part-Time Member: Deputy Chairperson	A daily sitting rate or hourly sitting rate calculated on a first total package equivalent to Level 15 of DPSA	6 643		6 908
	Part-Time: Other Members	A daily sitting rate or hourly sitting rate calculated on a first total package equivalent to Level 14 of DPSA	5 464		5 682
Commission for the Promotion and Protection of Rights of Cultural, Religious and Linguistic Communities (CRL Commission)	Chairperson		1 579 621		1 642 805
	Deputy Chairperson		1 342 540		1 396 242
	Commissioner		1 193 799		1 241 551
SA Human Rights Commission (SAHRC)	Chairperson	01-Jul-19	1 676 110		1 743 155
	Deputy Chairperson		1 422 488		1 479 387
	Commissioners		1 303 947		1 356 105
	Part-Time Members		5 175		5 382
Commission for Gender Equality (CGE)	Chairperson		1 340 531		1 394 152
	Deputy Chairperson		1 147 500		1 193 400
	Commissioner		1 067 814		1 110 526
	Part-Time Members		4 237		4 407

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