

EXPOSITION OF MONTHLY GUARANTEED AND POTENTIAL GAINS BASED ON 5.8% COST-OF-LIVING ADJUSTMENT, AND REVISED HOUSING ALLOWANCE AND MEDICAL SUBSIDY PER MONTH FOR FULL-TIME EMPLOYEES ON SALARY LEVELS 1 TO 12 (PUBLIC SERVICE ACT EMPLOYEES)

Salary level		Guaranteed gain in salary				Potential gain in Housing Allowance				Potential gain due to pay progression (1.5% per annum)		Potential gain in Medical Subsidy				Overall guaranteed & potential gain		Potential revised monthly remuneration (before deductions)
		Current monthly salary (including Pension & Serv Bonus)	Monthly notch (incl. Pension & Serv.Bonus) in terms of proposal	% guaranteed gain	Monthly gain (before deductions)	Current monthly Housing allowance	Monthly Housing allowance in terms of proposal	% potential gain	Monthly gain (before deductions)	% potential gain	Monthly gain (before deductions)	Current monthly Medical subsidy	Monthly Medical Subsidy in terms of proposal	% potential gain	Monthly gain (before deductions)	Overall monthly guaranteed and potential gain	Total % increase	
1	Min	R 6 856	R 7 254	5.8%	R 398	R 900	R 1 100	22.2%	R 200	1.5%	R 109	R 2 760	R 3 545	28.5%	R 785	R 1 492	14.2%	R 12 007
2	Min	R 7 385	R 7 814	5.8%	R 428	R 900	R 1 100	22.2%	R 200	1.5%	R 117	R 2 760	R 3 545	28.5%	R 785	R 1 531	13.9%	R 12 576
3	Min	R 8 830	R 9 342	5.8%	R 512	R 900	R 1 100	22.2%	R 200	1.5%	R 140	R 2 760	R 3 545	28.5%	R 785	R 1 637	13.1%	R 14 127
4	Min	R 10 464	R 11 071	5.8%	R 607	R 900	R 1 100	22.2%	R 200	1.5%	R 166	R 2 760	R 3 545	28.5%	R 785	R 1 758	12.4%	R 15 882
5	Min	R 12 511	R 13 237	5.8%	R 726	R 900	R 1 100	22.2%	R 200	1.5%	R 199	R 2 760	R 3 545	28.5%	R 785	R 1 909	11.8%	R 18 080
6	Min	R 15 023	R 15 895	5.8%	R 871	R 900	R 1 100	22.2%	R 200	1.5%	R 238	R 2 760	R 3 545	28.5%	R 785	R 2 095	11.2%	R 20 778
7	Min	R 18 547	R 19 623	5.8%	R 1 076	R 900	R 1 100	22.2%	R 200	1.5%	R 294	R 2 760	R 3 545	28.5%	R 785	R 2 355	10.6%	R 24 562
8	Min	R 23 033	R 24 369	5.8%	R 1 336	R 900	R 1 100	22.2%	R 200	1.5%	R 366	R 2 760	R 3 545	28.5%	R 785	R 2 686	10.1%	R 29 379
9	Min	R 27 381	R 28 969	5.8%	R 1 588	R 900	R 1 100	22.2%	R 200	1.5%	R 435	R 2 760	R 3 545	28.5%	R 785	R 3 007	9.7%	R 34 048
10	Min	R 34 174	R 36 157	5.8%	R 1 982	R 900	R 1 100	22.2%	R 200	1.5%	R 542	R 2 760	R 3 545	28.5%	R 785	R 3 509	9.3%	R 41 344
TOTAL COST-TO-EMPLOYER (TCE) PACKAGES																		
11	Min	R 44 357	R 46 929	5.8%	R 2 573	----	----	----	----	1.5%	R 704	----	----	----	----	R 3 277	7.4%	R 47 633
12	Min	R 52 569	R 55 618	5.8%	R 3 049	----	----	----	----	1.5%	R 834	----	----	----	----	R 3 883	7.4%	R 56 452