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PROCLAMATION*by the**President of the Republic of South Africa***No. 44, 2012****DETERMINATION OF THE UPPER LIMIT OF SALARIES AND ALLOWANCES OF 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 01 April 2012, 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 - 4 Proclamation No.55, published in the Government Gazette No. 34630 of 26 September 2011, is hereby repealed.

Given under my Hand at Pretoria on this 23rd day of August, two thousand and twelve.



PRESIDENT

Schedule 1			
UPPER LIMIT OF SALARIES OF PREMIERS, MEMBERS OF THE EXECUTIVE COUNCILS AND MEMBERS OF THE PROVINCIAL LEGISLATURES AS ADJUSTED BY 5.5 % WITH EFFECT FROM 01 APRIL 2012			
Column 1	Column 2	Column 3	Column 4
GRADE	PAY LEVEL	POSITION	TOTAL REMUNERATION AS FROM 01 APRIL 2012
LA	1	Premier	1,888,315
LB	1	Member of Executive Council	1,652,224
		Speaker	1,652,224
LC	1	Deputy Speaker	1,298,156
		Chief Whip: Majority Party	1,180,180
	2	Chairperson of Committees	1,062,204
		Leader of Opposition	1,062,203
		Chairperson of a Committee	1,062,203
	3	Deputy Chairperson of Committees	999,347
		Deputy Chief Whip: Majority Party	999,347
		Chief Whip: Largest Minority Party	999,347
		Leader of a Minority Party	999,347
LD	1	Parliamentary Counsellor to a King	889,383
		Whip	889,383
	2	Member of Provincial Legislature	860,787

No. 45, 2012**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 01 April 2012, 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. 51, published in the Government Gazette No. 34617 of 16 September 2011, is hereby repealed.

Given under my Hand at Pretoria on this 23rd day of August, two thousand and twelve.



PRESIDENT

SCHEDULE 1				
REMUNERATION OF MEMBERS OF NATIONAL ASSEMBLY AND PERMANENT DELEGATES TO THE NATIONAL COUNCIL OF PROVINCES AS ADJUSTED BY 5.5 % WITH EFFECT FROM 01 APRIL 2012				
Column 1	Column 2	Column 3	Column 4	
GRADE	PAY LEVEL	POSITION	TOTAL REMUNERATION AS FROM 01 APRIL 2012	
PA	1	Speaker: National Assembly	2,360,360	
		Chairperson: NCOP	2,360,360	
PB	1	Deputy Speaker: National Assembly	1,652,224	
		Deputy Chairperson: NCOP	1,652,224	
PC	2	House Chairperson	1,534,248	
		1	Chief Whip: Majority Party	1,298,156
			Chief Whip: NCOP	1,298,156
			Parliamentary Council: President	1,298,156
			Parliamentary Council: Deputy President	1,298,156
			Leader of Opposition	1,298,156
	2	Chairperson of a Committee	1,180,180	
PD	1	Deputy Chief Whip: Majority Party	1,062,203	
		Chief Whip: Largest Minority Party	1,062,203	
		Leader of a Minority Party	1,062,203	
	2	Whip	985,671	
PE	1	Member: National Assembly	889,383	
		Permanent Delegate: NCOP	889,383	

No. 46, 2012

**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 01 April 2012, 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. 49, published in the Government Gazette No.34617 of 16 September 2011, is hereby repealed

Given under my Hand at Pretoria on this 23rd day of August, two thousand and twelve.



PRESIDENT

SCHEDULE 1			
REMUNERATION LEVELS OF DEPUTY PRESIDENT, MINISTERS AND DEPUTY MINISTERS AS ADJUSTED BY 5.5% WITH EFFECT FROM 01 APRIL 2012			
Column 1	Column 2	Column 3	Column 4
GRADE	PAY LEVEL	POSITION	TOTAL REMUNERATION AS FROM 1 APRIL 2012
EB	1	Deputy President	2,360,360
EC	1	Minister	2,006,292
ED	1	Deputy Minister	1,652,224

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