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GENERAL NOTICES • ALGEMENE KENNISGEWINGS

PARLIAMENT OF THE REPUBLIC OF SOUTH AFRICA

NOTICE 920 OF 2021

INDEPENDENT COMMISSION FOR THE REMUNERATION OF PUBLIC OFFICE BEARERS

PART A

EXPLANATORY MEMORANDUM FOR ANNUAL REMUNERATION RECOMMENDATIONS FOR 2021/2022

INTRODUCTION

1. In terms of Section 219 (1), (2) and (5) of the Constitution, read with Section 8 (4) of the Independent Commission for Remuneration of Public Office Bearers Act (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 upper limits of the salaries, allowances, benefits, and the resources required by Public office Bearers (POBs) that will enable them to perform their duties effectively (tools of trade).

2. This explanatory memorandum sets out the Commission's annual remuneration recommendations of Public Office-Bearers (POBs) for the 2021/2022 financial year.

3. In arriving at the annual remuneration recommendations for 2021/2022, the Commission considered the following:

   - The Commission's statutory consultations for 2021/2022;
   - Section 8(6) of the Commission Act;
   - The previous Commission's recommendations and the President's determinations; and
   - The impact of COVID 19 on the economy of the country.

COMMISSION'S STATUTORY CONSULTATIONS

4. In terms of the Determination of Remuneration of Office-Bearers of Independent Constitutional Institutions Laws Amendment Act (ICI Act) the Commission is required to conduct consultations with the Minister of Justice and Correctional Service, the Minister of Finance and the Chief Justice or person designated by him/her, prior to the submission of its recommendation to the President Parliament, and publication thereof.

Commissioners: Judge MM Leeuw (Chairperson); Vacant (Deputy Chairperson); Dr NZ Qunta, Prof I Mosala; Mr S Roopa; Prof M Coetzee; Vacant and Vacant

Head of Secretariat: PM Makapan

5. The Commission communicated in writing with stakeholders on 20 July 2021 and requested their views on salaries of POBs as this was intended to be considered during the finalization of the recommendations. A follow-up written communication on 15 December 2021, was sent to stakeholders who did not respond to the Commission's letter of 20 July 2021. The following responses were received from stakeholders:

Minister of Finance

6. The Minister suggested that a zero percent salary increase be considered for all categories of POBs for the FY2021/22 or alternatively the Commission should consider increasing salaries of POBs at the lower end within the Senior Management Service (SMS) category.

7. However, the Minister cautioned that retaining salaries of the lower end MPs/MPLs and SMS at zero percentage for extended periods of time, may not be sustainable as it will have a negative impact on POBs pensionable emoluments and possibly impact on morale.

Chief Justice (Judiciary submissions)

8. The Judges submit that their salaries diminished due to the below inflation or no increase of salaries. Their submission is informed by various factors affecting the role players in the year on year consumer price index, determining the remuneration of Judges. Judges invited the Commission to consider and apply the provisions of section 176 (3) of the Constitution, which provides that: ***"The salaries, allowances and benefits of Judges may not be reduced".***

9. The Judges further raised the concern that within the past five years, the Judges salary has eroded by over 20 percent. Judges receive a 2.5 % adjustment to their salaries in the year 2018/2019 financial year; that the effect thereof is that Judges presently earn 20% less than what they are entitled to in terms of the Constitution, especially in view of the fact that Judges have lost the medical aid subsidy which they were entitled to receive prior to the 2008 adjustment to their remuneration.

10. They further submit that an erosion of these nature is unconstitutional by reason of section 176 (3) and the separation of powers envisaged in Section 165 (4) of the Constitution which provides that ***organs of state, through legislative and other measures, must assist and protect the courts to ensure the independence, impartiality, dignity, accessibility and effectiveness of the courts.***

11. The Judges propose that the Commission should:

    11.1 consider Judges' salaries separately from all other POBs;
    11.2 request the President, when considering the Commission's recommendations, to have due regard to the constitutional injunction contained in section 176 (3);
    11.3 recommend a cost-of-living-adjustment (COLA) for Judges, and also consider implementing progressive steps aimed at addressing the 20% deficit in their current remuneration and grant an adjustment which is above the CPI, or not less than 8%; and
    11.4 to take note of the fact that Judges' salaries are being reduced each year.

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Lower Courts Remuneration Committee (Magistrates submissions)

12. The Magistrates submit that the remuneration levels of magistrates have consistently being reduced over the past eleven years. The reasons advanced are amongst others, the internal and external inequities with regard to magistrates' positions as well as judges' salaries respectively, and the non-approval of the Commission's recommendation to the President.

13. The Magistrates recommend the following with regard to the 2021/2022 remuneration:

    13.1 COLA to cover and make good the compounding and cumulative shortfall in the adjustments of the remuneration under the CPI inflation increases since 2009 and
    13.2 A COLA adjustment of 5,3% for Magistrates with effect from 01 April 2021.

The Minister of Home Affairs

14. The Ministry of Home Affairs having noted the Commission's explanatory memorandum, did not make any inputs or proposal.

The Minister of Cooperative Governance and Traditional Affairs

15. The Minister recommended that an urgent full-scale benchmark of the local government POBs be conducted to align the salaries, allowances and benefits of these POBs to their National and Provincial counterparts.

16. Furthermore, the Minister requested the Commission to consider investigating the actual cost of compensation for municipalities and affordability, as most of them are financially distressed.

17. The Minister further made submissions on the following matters: pension and medical aid of Traditional Leaders and Municipal Councillors. These issues will be dealt with in the major review report.

18. There were no inputs received from the following stakeholders:

Stakeholders	**Response**
Minister of Justice and Correctional Services	The Minister requested an indulgence to consider the Commission's request. As at the submission of these recommendations, the Commission did not received any further response from the Minister.
Minister of Women, Youth and Persons with Disabilities	No response
Minister of Communications and Digital Technologies	No response

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Head of Secretariat: PM Makapan

SECTION 8(6) OF THE COMMISSION ACT

19. In terms of section 8 (6) of the Commission Act, the Commission enjoined to take the following factors into consideration in making recommendations:

Affordability

20. During consultation with the previous Minister of Finance (Minister), the Commission was advised about the parlous economic status presented in both Medium-Term Budget Policy Statement (MTBPS) of October 2019 and the 2020 budget, which resulted in the reductions of the wage bill amounting to R160 billion over the medium term. Government announced measures to support the recovery of the economy and to provide relief to the poor in the wake of the spate of unrests and the ongoing Covid-19 difficulties.

21. The Minister in the MTBPS of 2020 indicated that government proposed growth in the public-service wage bill of 1.8% in 2020 and averaged annual growth of 0.8% over the 2021 Medium Term Expenditure Framework (MTEF) period.

22. The Minister indicated that he considered a number of factors with the purpose of restraining salary increases and limiting the negative impact on the budget in the medium and long term. National Treasury held the view that despite the current economic climate, government employees remained protected as their salaries and benefits were not affected and they were far more generously compensated compared to most countries relative to the size of the state economy. The Minister further indicated that the government has limited resources from which it source more income.

23. The Minister was mindful of the previous salary determinations and the unrestrained salary increases of the public officials' earnings which stifled economic growth, especially when not accompanied by corresponding improvements of performance in the economy and government services.

24. The Minister further intimated that the government would strive to have uniformity in the determination of salary increases across the three spheres of government, and that it may be necessary to establish a common remuneration framework that broadly informed how remuneration ought to be managed in the public sector including State Owned entities.

Public Service remuneration levels

Senior Management Services (SMS) and other Public Service Employees

25. The Minister of Public Service and Administration determined the following benefits for employees on salary levels 1 – 12 and those employees covered by occupation specific dispensation on the equivalent levels:

- The payment of non-pensionable monthly cash allowance with effect from 01 April 2021, and
- A once-off pensionable salary adjustment of at least 1,5% to employees who do not qualify for a pensionable increase derived from pay progression with effect from 1 July 2021.

Commissioners: Judge MM Leeuw (Chairperson); Vacant (Deputy Chairperson); Dr NZ Qunta, Prof I Mosala; Mr S Roopa; Prof M Coetzee; Vacant and Vacant

Head of Secretariat: PM Makapan

26. The Minister of Public Service and Administration further determined the following for the salaries of SMS members:

- The payment of a non-pensionable monthly cash allowance with effect from 01 April 2021, as follows:

Salary level	Allowance for full-time employees	6/8 part-time employees	5/8 part-time employees	3/8 part-time employees
SL 13 – 15 (Directors – Deputy Director-General)	1 695	1 271	1 059	636
SL 16 (Director-General)	1 818	1 364	1 136	682

- A once-off pensionable salary adjustment of 1,5% in lieu of pay progression to all SMS members with effect from 01 April 2022

Inflation

27. In order to determine an appropriate level of inflation as a basis from which the cost of living adjustments is to be determined, the Commission took the following factors into consideration:

27.1 South African Reserve Bank (SARB)

(a) The Monetary Policy Committee (MPC) statement of 21 January 2021 which indicated that the GDP was expected to grow by 3.6% in 2021 and by 2.4% in 2022. The GDP growth of 2,5% is expected for 2023.

(b) Headline consumer price inflation averaged 3.3% in 2020, in line with the Reserve Bank's (Bank) expectation, and is the lowest rate since 2004. The Bank's forecast for 2021 was slightly higher at 4.0% (up from 3.9%) and is 4.5% (up from 4.4%) for 2022. The forecast for 2023 is 4.6%.

(c) The MPC statement of 25 March 2021 indicated that the headline consumer price inflation averaged 3.3% in 2020. The forecast for 2021 is higher at 4.3% (up from 4.0%) and for 2022 slightly lower at 4.4% (down from 4.5%). The forecast for 2023 is 4.5%.

(d) The implied policy rate path of the Quarterly Projection Model (QPM) indicates an increase of 25 basis points in each of the second and fourth quarters of 2021. Compared to the previous MPC meeting, the shift in the rate path from the third to the fourth quarter is due to somewhat lower inflation in 2022.

27.2 National Treasury and South Africa's big banks

The average forecasts for South Africa's big banks indicated forecast inflation to average 4.2% in 2021 while National Treasury forecasted inflation to average 3.9% in 2021.

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27.3 Bureau for Economic Research (BER) – University of Stellenbosch

(a) According to the BER Economic prospects report 2021Q1 released on 10 February 2021, the real GDP growth of 3.1% was s penciled in for 2021, a downward revision from the 3.4% expected before. The projected real GDP growth for 2022 has been revised notably higher to 2.8%, from 1.8% expected in October.

(b) The rise in targeted headline CPI was set to accelerate during 2021. However, at a projected 3.9%, consumer inflation will remain below the midpoint of the SARB's 3 to 6% inflation target range for the third year running. For 2022, an average headline CPI inflation rate of 4.4% is penciled in.

(c) According to the BER Economic prospects report 2021Q2, relative to the January forecast, the outlook for CPI inflation have been lifted somewhat to an expected average of 4.2% in 2021, up from the average of 3.9% projected in January. After this year (2022), CPI is forecast to be stable around the 4.5% midpoint of the SARB's inflation target range.

(d) The real GDP growth forecast was lifted slightly further to 3.9%, up from 3.7% in March 2021 and a subdued 3.1% forecast in January 2021. Real GDP growth of 2.5% is penciled in for 2022.

27.4 Headline Inflation and Commission's base cost of living adjustment

(a) 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 CPI remains a sensible measure on which to base cost of living adjustments.

(b) Year-on-year Headline Inflation (change in CPI) from January 2021 to December 2021 has averaged at 4.6%.

Available resources

28. The Minister in the MTBPS of 28 October 2020 indicated that narrowing the deficit and improving the composition of spending requires reductions in the growth of the wage bill, which accounts for about one-third of the consolidated budget. Salaries for civil servants have grown by about 40 per cent in real terms over the past decade.

29. Furthermore, the Minister stated that the Budget Guidelines propose a wage freeze for the next three years to support fiscal consolidation. In addition, government is coordinating work relating to developing a comprehensive public-sector remuneration strategy for the medium to long term. This will include POBs, state-owned companies, public entities and local government. The strategy will seek to better balance competing interests on the basis of fairness, equity and affordability.

30. According to the MTBPS government employee compensation as a share of total spending will decrease from 32.7 per cent as estimated in the 2020 Budget Review to 31.3 per cent over the medium term, largely due to baseline reductions. Over the MTEF period, all departments will be

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required to control wages and headcounts and ensure that they remain within their compensation expenditure ceilings.

31. The Minister informed the Commission that the country's economy has been severely affected by the covid-19 health crises since 2020 causing a reductions in wages and working time period and job losses in other sectors of production. The Minister emphasized that the economy may take longer to recover and this would result in a shortfall of R175.2 billion in tax collections, translating into an increase in debt and debt-service costs.

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

Commission's Budget Analysis - 2021/2022			
POB Category	**No. of incumbents**	**2020/21**	**2021/22**
National Executives and Deputy Ministers	75	165 028 671	169 979 531
Members of Parliament	383	476 076 964	490 359 273
Provincial Executives and Legislatures	429	614 779 536	633 222 922
Judges	237	465 843 449	479 818 752
Magistrates	1 620	1 762 465 455	1 815 340 259
Traditional Leaders	8 465	1 126 502 177	1 160 296 523
Local Government	9 331	6 964 685 173	7 173 625 729
ICIs POBs	47	63 083 565	65 322 356
Total	**20 587**	**11 638 464 990**	**11 987 965 345**

THE PREVIOUS COMMISSION'S RECOMMENDATIONS AND THE PRESIDENT'S DETERMINATIONS

33. 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		2.5%
		Chief Whip: Majority Party to Member: National Assembly / Permanent Delegate: NCOP		
		Deputy Speaker to Member of Provincial Legislature		
		Executive Mayor to Deputy Mayor		
		King/Queen		
		LG: Member of Executive Council to Whip		4%

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		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 500 000	**3%**	
		POBs earning less than R1 500 000	**4%**	**2,8%** (Between R1 500 000 – R1 000 000 **4,5%** (Between R1 000 000 – R500 000) **5,5%** (Less than R 500 000)
2020/2021	4.5%	All POB positions	**0%**	**0%**

ANNUAL REMUNERATION RECOMMENDATIONS FOR 2020/2021

34. The Commission considered the submissions received from various stakeholders relating to the salaries, allowances and benefits of POBs. It is important to note that not all issues raised by the stakeholders can be addressed through the annual recommendations. Some of the issues raised will be addressed in the major remuneration review reports.

35. The Commission further considered the fiscal condition of the State demonstrated in the previous financial years i.e. 2019/2020 and 2020/2021, the State's wage bill, and the impact of POBs' salary increment on the fiscus and general economic status of the country as affected by the COVID 19 pandemic.

36. After considering the relevant legislation and factors mentioned above, the Commission recommends a **3%** for the remuneration of all categories of POBs.

37. The remuneration scales are attached as schedule 1 - 8.

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PART B

PREPARATORY ALLOWANCE FOR PART-TIME MEMBERS OF FINANCIAL FISCAL COMMISSION (FFC)

1. The Commission received a submission from FFC dated 22 February 2021, regarding preparatory allowance for part-time members in preparation time for meetings.

RECOMMENDATIONS

2. Section 8(6) of the Commission Act enjoins that the Commission take into account the role, status, duties, functions and responsibilities of the POBs concerned. The Commission considered these factors, the submission from FFC and concluded to recommend following the preparatory allowance with effect 01 April 2021:

Position	Recommendation
Deputy Chairperson in a part-time capacity	=Sitting allowance / 8 hours **Preparatory allowance should not exceed sitting allowance per day.*
Commissioners in a part-time capacity	=Sitting allowance / 8 hours **Preparatory allowance should not exceed sitting allowance per day.*

Signed at Mahikeng **on** 220331 **2022**

JUDGE MM LEEUW
CHAIRPERSON

Commissioners: Judge MM Leeuw (Chairperson); Vacant (Deputy Chairperson); Dr NZ Qunta, Prof I Mosala; Mr S Roopa; Prof M Coetzee; Vacant and Vacant

Head of Secretariat: PM Makapan

SCHEDULE 1					
REMUNERATION LEVELS WITH EFFECT 01 APRIL 2021					
NATIONAL EXECUTIVE AND DEPUTY MINISTERS					
GRADE	**PAY LEVEL**	**POSITION**	**01-Apr-20**	**%**	**01-Apr-21**
EA	1	President	2 989 845	3	3 079 540
EB	1	Deputy President	2 825 470		2 910 234
EC	1	Minister	2 401 633		2 473 682
ED	1	Deputy Minister	1 977 795		2 037 129

SCHEDULE 2					
REMUNERATION LEVELS WITH EFFECT 01 APRIL 2021					
MEMBERS OF PARLIAMENT					
GRADE	**PAY LEVEL**	**POSITION**	**01-Apr-20**	**%**	**01-Apr-21**
PA	1	Speaker: National Assembly	2 825 470	3	2 910 234
		Chairperson: NCOP	2 825 470		2 910 234
PB	1	Deputy Speaker: National Assembly	1 977 795		2 037 129
		Deputy Chairperson: NCOP	1 977 795		2 037 129
	2	House Chairperson	1 882 488		1 938 963
PC	1	Chief Whip: Majority Party	1 600 467		1 648 481
		Chief Whip: NCOP	1 600 467		1 648 481
		Parliamentary Counsellor: President	1 600 467		1 648 481
		Parliamentary Counsellor: Deputy President	1 600 467		1 648 481
		Leader of Opposition	1 600 467		1 648 481
	2	Chairperson of a Committee	1 495 755		1 540 628
PD	1	Deputy Chief Whip: Majority Party	1 346 232		1 386 619
		Chief Whip: Largest Minority Party	1 346 232		1 386 619
		Leader of a Minority Party	1 346 232		1 386 619
	2	Whip	1 249 236		1 286 713
PE	1	Member: National Assembly	1 137 933		1 172 071
		Permanent Delegate: NCOP	1 137 933		1 172 071

Commissioners: Judge MM Leeuw (Chairperson); Vacant (Deputy Chairperson); Dr NZ Qunta, Prof I Mosala; Mr S Roopa; Prof M Coetzee; Vacant and Vacant

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SCHEDULE 3					
REMUNERATION LEVELS WITH EFFECT 01 APRIL 2021					
PROVINCIAL EXECUTIVES AND LEGISLATURES					
GRADE	**PAY LEVEL**	**POSITION**	**01-Apr-20**	**%**	**01-Apr-21**
LA	1	Premier	2 260 409	3	2 328 221
LB	1	Member of Executive Council	1 977 795		2 037 129
		Speaker	1 977 795		2 037 129
LC	1	Deputy Speaker	1 600 467		1 648 481
		Chief Whip: Majority Party	1 495 755		1 540 628
	2	Chairperson of Committees	1 346 235		1 386 622
		Leader of Opposition	1 346 235		1 386 622
		Chairperson of a Committee	1 346 235		1 386 622
	3	Deputy Chairperson of Committees	1 266 567		1 304 564
		Deputy Chief Whip: Majority Party	1 266 567		1 304 564
		Chief Whip: Largest Minority Party	1 266 567		1 304 564
		Leader of a Minority Party	1 266 567		1 304 564
LD	1	Parliamentary Counsellor to a King	1 137 933		1 172 071
		Whip	1 137 933		1 172 071
	2	Member of Provincial Legislature	1 101 348		1 134 388

SCHEDULE 4					
REMUNERATION LEVELS WITH EFFECT 01 JULY 2021					
LOCAL GOVERNMENT					
GRADE	**PAY LEVEL**	**POSITION**	**01-Jul-20**	**%**	**01-Jul-21**
MA	1	Executive Mayor	1 368 038	3	1 409 079
		Mayor	1 368 038		1 409 079
MB	1	Deputy Executive Mayor	1 104 852		1 137 998
		Speaker/Chairperson	1 104 852		1 137 998
		Deputy Mayor	1 104 852		1 137 998
MC	2	Member of Executive Council	1 040 755		1 071 977
		Member of Mayoral Committee	1 040 755		1 071 977
		Chairperson of a Sub-council	1 040 755		1 071 977
		Whip	1 040 755		1 071 977
MD	1	Municipal Councillor	613 146		631 541

Commissioners: Judge MM Leeuw (Chairperson); Vacant (Deputy Chairperson); Dr NZ Qunta, Prof I Mosala; Mr S Roopa; Prof M Coetzee; Vacant and Vacant

Head of Secretariat: PM Makapan

SCHEDULE 5					
REMUNERATION LEVELS WITH EFFECT 01 APRIL 2021					
JUDGES					
GRADE	PAY LEVEL	POSITION	01-Apr-20	%	01-Apr-21
JA	1	Chief Justice	2 896 107		2 982 990
JB	1	Deputy Chief Justice	2 606 428		2 684 621
		President: Supreme Court of Appeal	2 606 428		2 684 621
JC	1	Deputy President: Supreme Court of Appeal	2 461 674		2 535 524
	2	Judge: Constitutional Court	2 316 919	3	2 386 427
		Judge: Supreme Court of Appeal	2 316 919		2 386 427
	3	Judge President: High/Labour Court	2 172 165		2 237 330
	4	Deputy Judge President: High/Labour Court	2 027 241		2 088 058
	5	Judge: High/Labour Court	1 882 486		1 938 961

SCHEDULE 6					
REMUNERATION LEVELS WITH EFFECT 01 APRIL 2021					
MAGISTRATES					
GRADE	PAY LEVEL	POSITION	01-Apr-20	%	01-Apr-21
JD	1	Special Grade Chief Magistrate	1 477 146		1 521 461
		Regional Court President	1 477 146		1 521 461
JE	1	Regional Magistrate	1 325 394	3	1 365 156
		Chief Magistrate	1 325 394		1 365 156
JF	1	Senior Magistrate	1 098 624		1 131 583
JG	1	Magistrate	1 015 374		1 045 835

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Head of Secretariat: PM Makapan

SCHEDULE 7					
REMUNERATION LEVELS WITH EFFECT 01 APRIL 2021					
INSTITUTION OF TRADITIONAL LEADERSHIP					
GRADE	**PAY LEVEL**	**TRADITIONAL LEADERSHIP POSITIONS**	**01-Apr-20**	**%**	**01-Apr-21**
TA	1	King/Queen	1 239 918	3	1 277 116
TB	1	PTL	1 140 729		1 174 951
TC	1	Senior Traditional Leader	270 942		279 070
TD	1	Headmen / Headwomen	116 418		119 911
HOUSES OF TRADITIONAL LEADERS					
GRADE	**PAY LEVEL**	**FULL TIME POSITIONS**			
THA	1	Chairperson: NHTL	933 270	3	961 268
	2	Full time Chairperson: PHTL	768 678		791 738
	3	Full time Deputy Chairperson: NHTL	713 811		735 226
	4	Full time Deputy Chairperson: PHTL	658 758		678 520
THB	1	Full time Member: NHTL	415 113		427 566
	2	Full time Member: PHTL	355 845		366 520
SITTING ALLOWANCE FOR PART TIME POSITIONS *					
Part time Member: NHTL			1 523	3	1 569
Part time Chairperson: PHTL			1 811		1 865
Part time Deputy Chairperson: PHTL			1 630		1 678
Part time Member: PHTL			1 263		1 301

* 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)

Commissioners: Judge MM Leeuw (Chairperson); Vacant (Deputy Chairperson); Dr NZ Qunta, Prof I Mosala; Mr S Roopa; Prof M Coetzee; Vacant and Vacant

Head of Secretariat: PM Makapan

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SCHEDULE 8				
Independent Constitutional Institutions (ICIs)				
Institution	**Position**	**01-Apr-20**	**%**	**01-Apr-21**
Auditor-General (AG)	Auditor General	5 080 604	3%	5 233 022
Independent Electoral Commission (IEC)	Chairperson	2 426 036		2 498 817
	Commissioner	2 112 202		2 175 568
	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)	2 316 919		2 386 427
	Deputy Public Protector (DPP)	1 814 065		1 868 487
				-
Independent Communications Authority of South Africa (ICASA)	Chairperson	1 880 736		1 937 158
	Councillor	1 486 878		1 531 484
				-
Finance & Fiscal Commission (FFC)	Chairperson	1 880 736		1 937 158
	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
	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	1 354 773		1 395 416
	Deputy Chairperson	1 151 439		1 185 982
	Commissioner	1 023 870		1 054 586
SA Human Rights Commission (SAHRC)	Chairperson	1 437 528		1 480 654
	Deputy Chairperson	1 220 007		1 256 607
	Commissioners	1 118 340		1 151 890
	Part-Time Members	4 438		4 571
Commission for Gender Equality (CGE)	Chairperson	1 149 716		1 184 207
	Deputy Chairperson	984 162		1 013 687
	Commissioner	915 818		943 293
	Part-Time Members	3 634		3 743

Commissioners: Judge MM Leeuw (Chairperson); Vacant (Deputy Chairperson); Dr NZ Qunta, Prof I Mosala; Mr S Roopa; Prof M Coetzee; Vacant and Vacant

Head of Secretariat: PM Makapan

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