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NOTICE 2497 OF 2024

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INDEPENDENT COMMISSION FOR THE REMUNERATION OF PUBLIC OFFICE BEARERS

EXPLANATORY MEMORANDUM FOR ANNUAL REMUNERATION RECOMMENDATIONS FOR 2023/2024 AND 2024/2025

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 2023/2024 and 2024/2025 financial years.

3. In arriving at the annual remuneration recommendations for 2023/2024 and 2024/2025, the Commission considered the following:

- Statutory and stakeholder consultations for 2023/2024;
- Section 8(6) of the Commission Act;
- Various economic factors including: Fiscal affordability, historic inflation, future inflation forecasts, wage settlement data, the Commission's prior recommendations;
- The President's determinations for 2022/2023;
- Average annual wage increment; and
- The pending pronouncement of the Major Review Report of Remuneration of POBs.

STATUTORY AND STAKEHOLDER CONSULTATIONS

4. In terms of various applicable legislation, the Determination of Remuneration of Office-Bearers of Independent Constitutional Institutions Laws Amendment Act (Act 22 of 2014) (the ICI Act) and the provisions of section 12 of the Magistrates Act, (Act 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, prior to the recommendations being submitted to the President, Parliament, and publication thereof.

5. In addition to the statutory consultations, the Commission considered inputs from stakeholder consultations with the Minister of Cooperative Governance and Traditional Affairs, Minister of Home Affairs, Heads of Courts and Lower Courts Remuneration Committee.

6. On 06 March 2024, the Commission forwarded its draft recommendations to above mentioned stakeholders seeking their views before finalization of its recommendations in this regard. It was requested that inputs must be provided to the Commission by 18 March 2024.

7. The written responses were received from the following stakeholders:

Stakeholders	**Date**
Lower Courts Remuneration Committee	20 March 2024
Minister of Justice and Correctional Services	27 March 2024
Minister of Cogta	25 April 2024
Minister of Finance	09 May 2024

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

The response from the Lower Courts Remuneration Committee

9. 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.

10. The LCRC is of the view that the headline (CPI) inflation figures should be the point of departure and that the time period for these calculation should be consistently applied. The LCRC's recommended that the Commission's recommendations should be at a rate of no less than 7.5 per cent for 2023/4 and 5.3+1 per cent for the 2024/5 year.

The response from the Minister of Justice and Correctional Services

11. The recommendations of the Commission were noted. However, the Minister raised a concern about the late submission and the delay of the Commission's recommendations and requirement in the Acts regulating remuneration of the judiciary and State Institutions supporting constitutional democracy. The Minister supports the 3 per cent increase for 2023/2024 and 2.5 per cent for 2024/2024.

The response from the Minister of Cogta

12. The Minister proposes the CPI increase for 2023/24 and 2024/25 financial years for local government POBs in an endeavor to mitigate the impact of inflation on the socio-economic needs of councillors.

The response from the Minister of Finance

13. The Minister of Finance made reference to the country's state of economy and budgetary challenges communicated in the 2023 Medium Term Budget Policy State and the Budget Speech tabled on 21 February 2024.

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14. Notwithstanding the current economic challenges, the Minister supports the Commission's recommendations for a 3 per cent and 2.5 per cent cost-of-living adjustment for all categories of public office bearers for the financial year 2023/2024; and financial year 2024/2025 respectively.

15. The Minister of Finance further recommend that a 4.7 per cent cost-of-living adjustment for senior managers in 2024/25 proposed by the Minister of Public Service and Administration be aligned to the cost-of-living adjustment for the Magistrates.

SECTION 8(6) OF THE COMMISSION ACT

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

Affordability

17. The Minister of Finance (Minister), in the Budget Review of 21 February 2024, indicated that the medium-term outlook has improved marginally, with average growth of 1.6 per cent forecast, compared with 1.4 per cent at the time of the 2023 Medium Term Budget Policy Statement (MTBPS).

18. South Africa's 2023 GDP growth estimate has been revised down to 0.6 per cent due to widespread power cuts, operational and maintenance failures in freight rail and at ports, and high living costs.

19. The Minister mentioned South Africa has experienced over a decade of weak economic growth. GDP growth has averaged only 0.8 per cent annually since 2012, entrenching high levels of unemployment and poverty.

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

20. The Minister also indicated that over the 2024 MTEF period, 60.2 per cent of consolidated non-interest spending goes to the social wage. The 2024 Budget reverses some of the spending reductions announced in the 2023 MTBPS by adding R57.6 billion to expenditure over the medium term, mainly to cover the costs of the 2023 public-service wage agreement.

21. Non-interest expenditure decreased by a net R6 billion, mainly as a result of the proposed reductions to baselines, as well as declared unspent funds, projected underspending, drawdowns of the contingency reserve and provisional allocations not assigned to votes. Funds are provided for the 2023/24 wage increase in labour-intensive departments.

22. The Minister further indicated that spending additions of R251.3 billion, mainly for the carry-through costs of the 2023/24 wage increase and wage bill pressures in labour-intensive departments, including basic education, health and police.

Public Service remuneration levels

Senior Management Services (SMS) and other Public Service Employees

23. The Minister of Public Service and Administration in the Budget Vote of 16 May 2023 indicated that the Department of Public Service and Administration (DPSA) budget allocation for the 2023/24 financial year is five hundred and fifty-three million, four hundred and sixty thousand rands (R553, 460 m) which is an increase of 1% from the final allocation for the 2022/23 financial year.

24. It is also indicated that compensation of public service employees constitutes three hundred million rands (R300 m) or 54% of the total budget allocation.

25. The DPSA determined two distinctive types of benefits for members of Senior Management Service (SMS) and employees on salary levels 1 – 12, employees covered by occupation specific dispensation (OSD) as well as all members of the SMS on equivalent levels namely:

Commissioners: Judge MM Leeuw (Chairperson); Mr. MP Tjie (Deputy Chairperson); Prof I Mosala, Mr. L Mulaudzi; Dr NZ Qunta and Mr. S Roopa; Ms. JM Maisela; Dr. C Nwaila
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- Translation of the current non-pensionable cash allowance into a pensionable salary, estimated at an average of four-point two percent (4.2%) with effect from 1 April 2023; and

- An additional three-point three percent (3.3%) pensionable salary adjustment to all employees on salary levels 1 – 12 employed in the public service with effect from 1 April 2023.

Inflation

26. 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)

27. The Monetary Policy Committee (MPC) statement of 25 January 2024 indicated that the domestic GDP outcome for the third quarter of 2023 was weaker than expected, at a negative 0.2%. The fourth quarter is expect to show some improvement, with output expanding by 0.4%.

28. The weaker performance of the economy in the latter half of 2023 is in line with the Bank's forecast. For 2023 as a whole, GDP growth is revised down slightly to 0.6% from the November figure of 0.8%. The GDP growth forecast for 2024 and 2025 is unchanged from the previous meeting, at 1.2% and 1.3%, respectively.

29. Core inflation was 4.9% in 2023. The core inflation forecast for 2024 and 2025 is little changed at 4.6%, and 4.5% in 2026.

National Treasury and South Africa's big banks

30. Headline inflation is projected to moderate from 6 per cent in 2023 to 4.9 per cent in 2024 and 4.6 per cent in 2025 as food and fuel inflation continue to decline.

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In 2023, food inflation slowed less than expected due to power cuts and rand depr eciation, keeping imported food costs high.

31. The average forecasts for South Africa's big banks indicate forecast inflation to average 5.2% in 2024 while National Treasury had forecast inflation to average 4.9% in 2024.

Bureau for Economic Research (BER) – University of Stellenbosch

32. According to the BER Economic prospects report 2024Q1, CPI is forecast to average 5.0% in 2024 and 4.6% in 2025 (compared to the previous forecast of 5.2% and 4.5%, respectively).

Headline Inflation and Commission's base cost of living adjustment

33. 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.

34. Year-on-year the Statistics SA Headline Inflation from January 2023 to April 2023 has averaged at 7.0%.

Available resources

35. The Minister in the MTBPS speech of 26 October 2022 mentioned that over the medium term, 59.2 per cent of consolidated non-interest spending goes to the social wage (combined public spending on health, education, housing, social protection, transport, employment and local amenities).

36. Compared with the 2022 Budget, the expenditure ceiling has increased by R51.7 billion in 2023/24 and R57.8 billion in 2024/25. The national and provincial government compensation ceilings increase by R43.6 billion over the 2023 MTEF period mainly to address spending and demand pressures in health, education, police and defence. In

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2023/24, additional allocations amount to R11.7 billion. This amount excludes wage increases in 2023/24 as the next wage negotiation process has not begun.

37. Major short- to medium-term risks to the outlook include the national and provincial government compensation ceilings increase by R43.6 billion over the 2023 MTEF period mainly to address spending and demand pressures in health, education, police and defence. In 2023/24, additional allocations amount to R11.7 billion. This amount excludes wage increases in 2023/24 as the next wage negotiation process has not begun.

38. Policy decisions are still required to keep compensation spending in line with resources over the longer term.

39. The table below shows the Commission's budget analysis

Commission's Budget Analysis - 2021/2022			
POB Category	**No. of incumbents**	**2021/22**	**2022/23**
National Executives and Deputy Ministers	75	165 028 671	170 577 500
Members of Parliament	383	476 076 964	490 341 381
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	1 160 297 243
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**	**11 988 546 142**

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40. 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%
		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	4.5%	All POB positions	3%	3%
2022/2023	4.8%	All POB positions	4.8%-1% (3.8%)	3%

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Head of Secretariat: PM Makapan

ANNUAL REMUNERATION RECOMMENDATIONS FOR 2023/2024 AND 2024/2025

41. The Commission in its current work on the major review acknowledged a number of significant issues that would need to be taken into consideration in bringing equity and fairness in the POB remuneration. Amongst them being their roles and responsibilities, the effects of inflation and the potential disparity in remuneration across public office bearers.

42. The Commission is at the final phase of finalizing its major review of remuneration of public office bearers. The Commission considered that implementation of the total structural changes are not possible in the current economic climate and fiscus constraints. These will require consideration by institutional like National Treasury and The President's acceptance of the recommendations.

43. In order to provide relevant institutions with sufficient time to consider future implementation of the next review report, the Commission agreed that an adjustment for cost of living increase be recommended in the interim for the two periods, (2023/2024 and 2024/205). Covering the two periods will prevent the continuation of the time lag on the current remunerations.

44. The Commission has considered the fiscal condition of the State demonstrated in the previous financial years i.e. 2022/2023, the State's wage bill, the impact of POBs' salary increment on the fiscus, previous President's determinations and general economic status of the country.

45. After considering the relevant legislation and factors mentioned above, the Commission is recommending a 3% annual increase for the 2023/2024 financial year and a 2.5% annual remuneration adjustment for the year 2024/2025 for all categories of POBs.

46. The effective date for the adjustment of the salary of POBs is 01 April 2023 and 01 April 2024 with the exception of the local government POBs, which is with effect from 01 July 2023 and 01 July 2024. The effective date is aligned with the financial year of POBs' institutions.

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Head of Secretariat: PM Makapan

Signed at PRETORIA **on** 15/05/ **2024**

JUDGE MM LEEUW
CHAIRPERSON

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

SCHEDULE 1

REMUNERATION LEVELS WITH EFFECT 01 APRIL 2023 AND 2024

NATIONAL EXECUTIVE AND DEPUTY MINISTERS

GRADE	PAY LEVEL	POSITION	01-Apr-22	%	01-Apr-23	%	01-Apr-24
EA	1	President	3 171 927	3	3 267 084	2,5	3 348 761
EB	1	Deputy President	2 997 541		3 087 467		3 164 654
EC	1	Minister	2 547 892		2 624 329		2 689 937
ED	1	Deputy Minister	2 098 243		2 161 190		2 215 220

SCHEDULE 2

REMUNERATION LEVELS WITH EFFECT 01 APRIL 2023 AND 2024

MEMBERS OF PARLIAMENT

GRADE	PAY LEVEL	POSITION	01-Apr-22	%	01-Apr-23	%	01-Apr-24
PA	1	Speaker: National Assembly	2 997 541	3	3 087 467	2,5	3 164 654
		Chairperson: NCOP	2 997 541		3 087 467		3 164 654
PB	1	Deputy Speaker: National Assembly	2 098 243		2 161 190		2 215 220
		Deputy Chairperson: NCOP	2 098 243		2 161 190		2 215 220
	2	House Chairperson	1 997 132		2 057 045		2 108 472
PC	1	Chief Whip: Majority Party	1 697 935		1 748 874		1 792 595
		Chief Whip: NCOP	1 697 935		1 748 874		1 792 595
		Parliamentary Counsellor: President	1 697 935		1 748 874		1 792 595
		Parliamentary Counsellor: Deputy President	1 697 935		1 748 874		1 792 595
		Leader of Opposition	1 697 935		1 748 874		1 792 595
	2	Chairperson of a Committee	1 586 847		1 634 452		1 675 314
PD	1	Deputy Chief Whip: Majority Party	1 428 218		1 471 064		1 507 841
		Chief Whip: Largest Minority Party	1 428 218		1 471 064		1 507 841
		Leader of a Minority Party	1 428 218		1 471 064		1 507 841
	2	Whip	1 325 314		1 365 074		1 399 201
PE	1	Member: National Assembly	1 207 233		1 243 450		1 274 536
		Permanent Delegate: NCOP	1 207 233		1 243 450		1 274 536

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

SCHEDULE 3							
REMUNERATION LEVELS WITH EFFECT 01 APRIL 2023 AND 2024							
PROVINCIAL EXECUTIVES AND LEGISLATURES							
GRADE	**PAY LEVEL**	**POSITION**	**01-Apr-22**	**%**	**01-Apr-23**	**%**	**01-Apr-24**
LA	1	Premier	2 398 068	3	2 470 010	2,5	2 531 760
LB	1	Member of Executive Council	2 098 243		2 161 190		2 215 220
		Speaker	2 098 243		2 161 190		2 215 220
LC	1	Deputy Speaker	1 697 935		1 748 874		1 792 595
		Chief Whip: Majority Party	1 586 847		1 634 452		1 675 314
	2	Chairperson of Committees	1 428 221		1 471 067		1 507 844
		Leader of Opposition	1 428 221		1 471 067		1 507 844
		Chairperson of a Committee	1 428 221		1 471 067		1 507 844
	3	Deputy Chairperson of Committees	1 343 701		1 384 012		1 418 612
		Deputy Chief Whip: Majority Party	1 343 701		1 384 012		1 418 612
		Chief Whip: Largest Minority Party	1 343 701		1 384 012		1 418 612
		Leader of a Minority Party	1 343 701		1 384 012		1 418 612
LD	1	Parliamentary Counsellor to a King	1 207 233		1 243 450		1 274 536
		Whip	1 207 233		1 243 450		1 274 536
	2	Member of Provincial Legislature	1 168 420		1 203 473		1 233 560

SCHEDULE 4							
REMUNERATION LEVELS WITH EFFECT 01 JULY 2023 AND 2024							
LOCAL GOVERNMENT							
GRADE	**PAY LEVEL**	**POSITION**	**01-Jul-22**	**%**	**01-Jul-23**	**%**	**01-Jul-24**
MA	1	Executive Mayor	1 451 351	3	1 494 892	2,5	1 532 264
		Mayor	1 451 351		1 494 892		1 532 264
MB	1	Deputy Executive Mayor	1 172 138		1 207 302		1 237 484
		Speaker/Chairperson	1 172 138		1 207 302		1 237 484
		Deputy Mayor	1 172 138		1 207 302		1 237 484
MC	2	Member of Executive Council	1 104 137		1 137 261		1 165 692
		Member of Mayoral Committee	1 104 137		1 137 261		1 165 692
		Chairperson of a Sub-council	1 104 137		1 137 261		1 165 692
		Whip	1 104 137		1 137 261		1 165 692
MD	1	Municipal Councillor	650 487		670 002		686 752

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Head of Secretariat: PM Makapan

SCHEDULE 5

REMUNERATION LEVELS WITH EFFECT 01 APRIL 2023 AND 2024

JUDGES

GRADE	PAY LEVEL	POSITION	01-Apr-22	%	01-Apr-23	%	01-Apr-24
JA	1	Chief Justice	3 072 480		3 164 654		3 243 771
JB	1	Deputy Chief Justice	2 765 159		2 848 114		2 919 317
		President: Supreme Court of Appeal	2 765 159		2 848 114		2 919 317
JC	1	Deputy President: Supreme Court of Appeal	2 611 589		2 689 937		2 757 186
	2	Judge: Constitutional Court	2 458 019	3	2 531 760	2,5	2 595 054
		Judge: Supreme Court of Appeal	2 458 019		2 531 760		2 595 054
	3	Judge President: High/Labour Court	2 304 449		2 373 583		2 432 922
	4	Deputy Judge President: High/Labour Court	2 150 700		2 215 221		2 270 601
	5	Judge: High/Labour Court	1 997 130		2 057 043		2 108 470

SCHEDULE 6

REMUNERATION LEVELS WITH EFFECT 01 APRIL 2023

MAGISTRATES

GRADE	PAY LEVEL	POSITION	01-Apr-22	%	01-Apr-23	%	01-Apr-24
JD	1	Special Grade Chief Magistrate	1 567 105		1 614 118		1 654 471
		Regional Court President	1 567 105		1 614 118		1 654 471
JE	1	Regional Magistrate	1 406 110	3	1 448 294	2,5	1 484 501
		Chief Magistrate	1 406 110		1 448 294		1 484 501
JF	1	Senior Magistrate	1 165 530		1 200 496		1 230 509
JG	1	Magistrate	1 077 210		1 109 527		1 137 265

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SCHEDULE 7							
REMUNERATION LEVELS WITH EFFECT 01 APRIL 2023							
INSTITUTION OF TRADITIONAL LEADERSHIP							
GRADE	**PAY LEVEL**	**TRADITIONAL LEADERSHIP POSITIONS**	**01-Apr-22**	**%**	**01-Apr-23**	**%**	**01-Apr-24**
TA	1	King/Queen	1 315 429	3	1 354 892	2,5	1 388 764
TB	1	PTL	1 210 199		1 246 505		1 277 668
TC	1	Senior Traditional Leader	287 442		296 066		303 467
TD	1	Headmen / Headwomen	123 508		127 213		130 394
HOUSES OF TRADITIONAL LEADERS							
GRADE	**PAY LEVEL**	**FULL TIME POSITIONS**					
THA	1	Chairperson: NHTL	990 106	3	1 019 809	2,5	1 045 305
	2	Full time Chairperson: PHTL	815 490		839 955		860 954
	3	Full time Deputy Chairperson: NHTL	757 282		780 001		799 501
	4	Full time Deputy Chairperson: PHTL	698 876		719 842		737 838
THB	1	Full time Member: NHTL	440 393		453 605		464 945
	2	Full time Member: PHTL	377 516		388 841		398 562
SITTING ALLOWANCE FOR PART TIME POSITIONS *							
Part time Member: NHTL			1 616	3	1 664	2,5	1 706
Part time Chairperson: PHTL			1 921		1 979		2 028
Part time Deputy Chairperson: PHTL			1 729		1 781		1 825
Part time Member: PHTL			1 340		1 380		1 415

* 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-22**	**%**	**01-Apr-23**	**%**	**01-Apr-24**
Auditor-General (AG)	Auditor General	5 390 013		5 551 713		5 690 506
Independent Electoral Commission (IEC)	Chairperson	2 573 782		2 650 995		2 717 270
	Commissioner	2 240 835		2 308 060		2 365 762
	Part-Time: Commissioners	A daily sitting rate or hourly sitting rate calculated on a basic salary of a Judge of the High Court		A daily sitting rate or hourly sitting rate calculated on a basic salary of a Judge of the High Court		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)	2 458 019		2 531 760		2 595 054
	Deputy Public Protector (DPP)	1 924 542		1 982 278		2 031 835
Independent Communications Authority of South Africa (ICASA)	Chairperson	1 995 273		2 055 131		2 106 509
	Councillor	1 577 429		1 624 752		1 665 371
Finance & Fiscal Commission (FFC)	Chairperson	1 995 273		2 055 131		2 106 509
	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	3	A daily sitting rate or hourly sitting rate calculated on a first total package equivalent to Level 15 of DPSA	2,5	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		A daily sitting rate or hourly sitting rate calculated on a first total package equivalent to Level 14 of DPSA		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	1 437 279		1 480 397		1 517 407
	Deputy Chairperson	1 221 562		1 258 208		1 289 664
	Commissioner	1 086 224		1 118 810		1 146 781
SA Human Rights Commission (SAHRC)	Chairperson	1 525 073		1 570 826		1 610 096
	Deputy Chairperson	1 294 305		1 333 134		1 366 463
	Commissioners	1 186 446		1 222 040		1 252 591
	Part-Time Members	4 708		4 850		4 971
Commission for Gender Equality (CGE)	Chairperson	1 219 734		1 256 326		1 287 734
	Deputy Chairperson	1 044 097		1 075 420		1 102 306
	Commissioner	971 591		1 000 739		1 025 758
	Part-Time Members	3 855		3 971		4 070

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

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