

Government Gazette
Staatskoerant

REPUBLIC OF SOUTH AFRICA
REPUBLIEK VAN SUID AFRIKA

Vol. 726 18 December Desember 2025 No. 53882

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ISSN 1682-5845



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GOVERNMENT NOTICES • GOEWERMENTSKENNISGEWINGS

DEPARTMENT OF CO-OPERATIVE GOVERNANCE AND TRADITIONAL AFFAIRS

NO. 6967 **18 December 2025**

LOCAL GOVERNMENT: MUNICIPAL SYSTEMS ACT, 2000 (ACT NO. 32 OF 2000)

UPPER LIMITS OF TOTAL REMUNERATION PACKAGES OF MUNICIPAL MANAGERS AND MANAGERS DIRECTLY ACCOUNTABLE TO MUNICIPAL MANAGERS

Under the powers vested in me by section 72(2A) of the *Local Government: Municipal Systems Act,* 2000 (Act No. 32 of 2000) read in conjunction with the *Local Government: Regulations on Appointment and Conditions of Employment of Senior Managers*, issued in terms of Government Notice No. 21 as published under *Government Gazette* No. 37245 of 17 January 2014, I, Velenkosini Hlabisa, the Minister for Cooperative Governance and Traditional Affairs, hereby after –

(a) consultation with the bargaining council established for municipalities, Minister of Finance, Minister for Public Service and Administration, MECs for local government, and organised local government; and

(b) taking into consideration the matters as set out in regulation 35 of the Regulations,

determine the upper limits of the total remuneration packages payable to municipal managers and managers directly accountable to municipal managers as set out in the Schedule.

MR VELENKOSINI HLABISA, MP
MINISTER FOR COOPERATIVE GOVERNANCE AND TRADITIONAL AFFAIRS
DATE: 16/12/2025

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SCHEDULE

Preamble

Having regard to the upper limits of salaries of senior managers as set out below, the need to prioritise service delivery to communities and to sustain viable local government and the fiscal capacity of different categories of municipalities, this Notice provides a strategic framework for remuneration of senior managers across all municipalities.

The development of this Notice took into consideration the core reward principles aimed at ensuring an appropriate remuneration mix and sought to ensure that the remuneration of senior managers is cost-effective, consistent, internally equitable, externally competitive and aligned to the achievement of the objectives of municipalities while providing a uniform remuneration framework for local government.

The upper limits constitute an integral part of the human resource value chain in building resilient administrative institutions underpinned by the intent to enable municipalities to attract, appoint and retain suitably qualified and competent senior managers necessary for effective performance of their functions.

To strengthen the capacity of municipalities, this Notice reinforces the statutory obligation binding on municipalities to appoint senior managers who meet the minimum prescribed competencies, higher education qualifications, work experience and knowledge as provided for in *Government Gazette* No. 37245.

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Definitions

1. In this Schedule, unless the context indicates otherwise, a word or phrase to which a meaning has been assigned in the *Local Government: Municipal Systems Act,* 2000 (Act No. 32 of 2000) as amended (hereafter referred to as "the Act") and *Government Gazette* No. 37245 has that meaning –

"in-job" means the number of years in-job in the same position in the same municipality;
"job evaluation" means the systematic process of assessing the job content and ranking jobs according to a consistent set of job characteristics to create a job worth hierarch that determines and illustrates where each job fits in the municipality relative to other jobs in the municipality;
"job grade" means the relative value of a particular job as reflected by the job weight, which is linked to a salary range in a salary scale, as used in local government;
"pay scale" means the pay guidelines linked to the job grade;
"personal-to-incumbent" means the protection of current contractual terms and conditions applicable to an employee, including benefits, who has accepted a specific remuneration package, where that package may not conform to all aspects of the Remuneration Policy or any applicable determinations;
"**Regulations**" means the Local Government: Regulations on Appointment and Conditions of Employment of Senior Managers issued in terms of Government Notice No. 21 as published under *Government Gazette* No. 37245 of 17 January 2014;
"remote allowance" means a non-pensionable allowance, determined through the remoteness index, payable by a municipality to attract and retain suitably qualified and competent senior managers to a geographically remote area where the approved pay scales are not sufficient to attract such managers;
"remoteness index" means the directory of all municipalities providing a relative weight in terms of the remoteness of each municipality in relation to another as measured in terms of access to a range of public and private services, including livelihood opportunities;
"senior manager" means a senior manager as defined in regulation 1 of the Local Government: Regulations on Appointment and Conditions of Employment of Senior Managers issued in terms of Government Notice No. 21 as published under *Government Gazette* No. 37245 of 17 January 2014;
"T.A.S.K" means a skills-based job evaluation system whereby a natural progression of the acquisition of skills is emphasised throughout the grading process;
"total remuneration package" means the total annual guaranteed pay of a Senior Manager, including the basic salary, housing, motor vehicle, pension contributions, medical aid contributions but excludes a variable pay;
"total municipal equitable share" means the equitable share of revenue that is provided to a metropolitan, district or local municipality for the 2023/24 financial year in terms of section 227(1) of the Constitution of the Republic of South Africa, 1996, to enable the municipality to provide basic services and perform the functions assigned to it, but excludes the regional services council replacement grant for district municipalities;
"total municipal income" means the gross income in respect of a metropolitan, district or local municipality based on actual income as stated in the audited financial statements of that municipality for the 2023/24 financial year. For the purpose of this meaning–

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(a) The gross income for a municipality includes the following:

(i) rates on property;

(ii) fees for services rendered by the municipality or on its behalf by a municipal entity;

(iii) surcharges;

(iv) other authorised taxes;

(v) levies and duties;

(vi) income from fines for traffic offences and contravention of municipal by-laws or legislation assigned to the local sphere of government;

(vii) regional services council replacement grant for district municipalities;

(viii) interest earned on invested funds other than national and provincial conditional grants;

(ix) rental for the use of municipal movable or immovable property; and

(x) amounts received as agent for other spheres of government.

(b) The gross income excludes:

(i) transfers and / or grants from the national fiscus and provincial fiscus, with the exception of the regional services council replacement grant for district municipalities; and

(ii) all value added tax (VAT) refunds.

"total population" means the official statistics of the population residing in the area of jurisdiction of a metropolitan, district or local municipality, as determined by the Statistician-General for the 2022 Census, in terms of section 14(7) of the *Statistics Act,* 1999 (Act No. 6 of 1999); and

"upper limits" means the applicable total remuneration package values as contained in the Notice.

Allocation of number of points for total municipal income

2. The number of points allocated for the total municipal income of a municipality is as follows:

TOTAL MUNICIPAL INCOME		
From	**To**	**Number of Points**
R-	R16 191 729	1
R16 191730	R17 340 223	2
R17 340 224	R19 543 694	3
R19 543 695	R20 983 057	4
R20 983 058	R24 186 473	5
R24 186 474	R26 064 462	6
R26 064 463	R27 963 778	7
R27 963 779	R30 407 638	8
R30 407 639	R33 041 897	9
R33 041 898	R35 937 753	10
R35 937 754	R37 600 145	11
R37 600 146	R42 504 132	12
R42 504 133	R46 688 485	13
R46 688 486	R49 395 675	14
R49 395 676	R53 251 596	15
R53 251 597	R57 018 571	16
R57 018 572	R60 784 958	17

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TOTAL MUNICIPAL INCOME		
From	To	Number of Points
R60 784 959	R65 997 867	18
R65 997 868	R73 227 876	19
R73 227 877	R74 776 061	20
R74 776 062	R78 207 438	21
R78 207 439	R88 979 181	22
R88 979 182	R90 022 960	23
R90 022 961	R99 084 223	24
R99 084 224	R109 014 174	25
R109 014 175	R119 125 892	26
R119 125 893	R126 002 993	27
R126 002 994	R131 165 051	28
R131 165 052	R143 054 606	29
R143 054 607	R155 508 336	30
R155 508 337	R162 789 950	31
R162 789 951	R169 023 178	32
R169 023 179	R183 521 758	33
R183 521 759	R191 472 483	34
R191 472 484	R208 127 074	35
R208 127 075	R213 998 719	36
R213 998 720	R219 870 361	37
R219 870 362	R226 230 306	38
R226 230 307	R237 413 157	39
R237 413 158	R255 225 522	40
R255 225 522	R278 569 199	41
R278 569 200	R315 819 987	42
R315 819 988	R343 290 524	43
R343 290 525	R367 775 062	44
R367 775 063	R405 607 737	45
R405 607 738	R440 888 165	46
R440 888 166	R479 237 339	47
R479 237 340	R520 922 187	48
R520 922 188	R566 232 852	49
R566 232 853	R669 020 578	50
R669 020 578	R790 467 270	51
R790 467 271	R859 223 405	52
R859 223 406	R1 015 197 437	53
R1 015 197 438	R1 103 500 974	54
R1 103 500 975	R1303 818 489	55
R1 303 818 490	R1 768 489 347	56
R1 768 489 348	R2 839 049 994	57
R2 839 049 995	R5 379 509 951	58
R5 379 509 952	R10 246 229 202	59
R10 246 229 203	Above	60

Allocation of number of points for total population

3. The number of points allocated for the total population of a municipality is as follows:

TOTAL POPULATION		
From	To	Number of Points
	78269	1

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TOTAL POPULATION		
From	To	Number of Points
78270	92082	2
92083	103596	3
103597	117593	4
117594	132991	5
132992	145589	6
145590	159587	7
159588	173584	8
173585	188982	9
188983	209977	10
209978	233774	11
233775	261770	12
261771	295363	13
295364	331757	14
331758	382149	15
382150	440939	16
440940	510928	17
510929	593513	18
593514	690097	19
690098	804877	20
804878	937854	21
937855	1093229	22
1093230	1283597	23
1283598	1503361	24
1503362	1787513	25
1787514	2155650	26
2155651	2602176	27
2602177	3127087	28
3127088	4507475	29
4507476	above	30

Allocation of number of points for total municipal equitable share

4. The number of points allocated for the total municipal equitable share of a municipality is as follows:

TOTAL MUNICIPAL EQUITABLE SHARE		
From	To	Number of Points
R0	R28 674 697	1
R28 674 698	R43 161 779	2
R43 161 780	R56 423 172	3
R56 423 173	R66 219 670	4
R66 219 671	R81 177 329	5
R81 177 330	R114 864 016	6
R114 864 017	R181 669 184	7
R181 669 185	R399 161 028	8
R399 161 029	R2 593 938 739	9
R2 593 938 740	above	10

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Determination of grade of municipality

5. The total number of points allocated to a municipality, in terms of items 2, 3, and 4 respectively, determines the grade of such municipality, in accordance with the following table:

GRADE OF MUNICIPALITIES		
Grade	**From**	**To**
1	1	26
2	27	47
3	48	60
4	61	70
5	71	78
6	79	85
7	86	91
8	92	96
9	97	98
10	99	100

Determination of job grades

6. (1) All positions of senior managers must be profiled and evaluated before appointment.

(2) The table below sets out the municipal job grades for managers directly accountable to a municipal manager, and for municipal managers, in column (b) and (c), respectively.

(a) MUNICIPAL GRADE	(b) MANAGERS DIRECTLY ACCOUNTABLE TO A MUNICIPAL MANGER	(c) MUNICIPAL MANAGER
1	18	20
2	18	20
3	18	20
4	20	22
5	20	22
6	20	22
7	20	22
8	22	24
9	24	25
10	24	25

Annual total remuneration packages of municipal managers

7. The upper limits of the annual total remuneration packages for municipal managers are as follows:

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MUNICIPAL GRADE	MINIMUM	LOWER	MIDPOINT	UPPER	MAXIMUM
1	R1,419,659	R1,453,731	R1,488,620	R1,524,347	R1,560,932
2	R1,560,932	R1,598,394	R1,636,755	R1,676,038	R1,716,262
3	R1,716,262	R1,757,453	R1,799,632	R1,842,823	R1,887,050
4	R1,887,050	R1,932,340	R1,978,716	R2,026,205	R2,074,834
5	R2,074,834	R2,124,630	R2,175,621	R2,227,836	R2,281,304
6	R2,281,304	R2,336,055	R2,392,121	R2,449,532	R2,508,320
7	R2,508,320	R2,568,520	R2,630,165	R2,693,288	R2,757,927
8	R2,757,927	R2,824,118	R2,891,896	R2,961,302	R3,032,373
9	R3,032,373	R3,105,150	R3,179,674	R 3,255,986	R3,334,130
10	R3,334,130	R3,414,149	R3,496,088	R 3,579,994	R3,665,914

Annual total remuneration packages of managers directly accountable to municipal managers

8. The upper limits of the annual total remuneration packages for managers directly accountable to municipal managers are as follows:

MUNICIPAL GRADE	MINIMUM	LOWER	MIDPOINT	UPPER	MAXIMUM
1	R1,068,004	R1,093,636	R1,119,883	R1,146,761	R1,174,283
2	R1,174,283	R1,202,466	R1,231,325	R1,260,877	R1,291,138
3	R1,291,138	R1,322,125	R1,353,856	R1,386,348	R1,419,621
4	R1,419,621	R1,453,692	R1,488,580	R1,524,306	R1,560,890
5	R1,560,890	R1,598,351	R1,636,711	R1,675,992	R1,716,216
6	R1,716,216	R1,757,405	R1,799,583	R1,842,773	R1,887,000
7	R1,887,000	R1,932,288	R1,978,663	R2,026,151	R2,074,778
8	R2,074,778	R2,124,573	R2,175,563	R2,227,776	R2,281,243
9	R2,281,243	R2,335,993	R2,392,056	R2,449,466	R2,508,253
10	R2,508,253	R2,568,451	R2,630,094	R2,693,216	R2,757,853

Offer of remuneration on appointment

9. A senior manager shall be offered remuneration at the minimum notch of the applicable salary band and relevant category of a municipality on appointment.

Pay Progression

10. The following criteria apply in determining pay progression from one notch to another:

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MINIMUM	LOWER	MIDPOINT	UPPER	MAXIMUM
New appointment	1-2 yrs in job	3+ yrs in job	4+ yrs in job	5+yrs in job
	Achieved performance rating of 3 and above	Achieved performance rating of 3 and above	Achieved performance rating of 3 and above	Achieved performance rating of 3 and above

Upper limits of cell phone allowance and data for municipal managers and managers directly accountable to municipal managers

11. A senior manager may, in addition to the annual total remuneration packages provided for in terms of items 7 and 8 respectively, be paid a cell phone allowance and data not exceeding R2500.00 per month, in accordance with the applicable municipal council policy.

Payment of remote allowance

12. (1) A senior manager may be paid a remote allowance not exceeding the percentage of the total annual remuneration package applicable to the relevant senior manager, as provided in **Annexure B** to this Notice.

(2) A senior manager who receives a market premium allowance, rural or scarce skills allowance in terms of Notice No. 225 as published in *Government Gazette* No. 37500 of 29 March 2014 or Notice No. 578 as published in *Government Gazette* No. 38946 of 1 July 2015 is not eligible for the remote allowance contemplated in sub-item (1).

(3) A remote allowance referred to in sub-item (1) terminates when –

(a) the employment contract of a senior manager lapses or is terminated; or

(b) the senior manager vacates office for any reason before the date of expiry of the employment contract, including but not limited to transfer, promotion, dismissal for misconduct, incapacity, operational requirements and retirement.

Overpayment

13. (1) A municipality must remunerate its senior managers only within the framework of the Act and this Notice, setting out the upper limits of the total remuneration packages payable to senior managers.

(2) Any remuneration paid to a senior manager other than in accordance with sub-item (1) or any benefit, is an irregular expenditure and the municipality must recover that remuneration from the senior manager concerned.

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(3) The expenditure for implementation of this Notice must be defrayed from the budget of municipalities.

Furnishing of information to Minister

14. (1) A municipal council is required in terms of section 107 of the Act, to compile the following information for senior managers as at 1 July 2024 and submit same to the MEC for local government in the province:

(a) Total approved posts;
(b) Total filled posts;
(c) Total vacant posts;
(d) Name of incumbent;
(e) Designation;
(f) Gender;
(g) Nature of contract (either permanent or fixed term contract);
(h) Date of appointment;
(i) Date of expiry of contract;
(j) Total remuneration packages and any allowances that are payable to senior managers and divisional managers (third level managers) for the 2024/ 25 municipal financial year, including the T-scale levels where applicable; and
(k) Municipal grade for the 2023/24 municipal financial year.

(2) The information contemplated in sub-item (1) must be submitted to the MEC for local government in the province within 30 days from the date of publication of this Notice on an official letterhead of the municipality, signed by the executive mayor or mayor.

(3) The MEC for local government must analyse and submit consolidated information for all municipalities in the province to the Minister within 30 days from the date of receipt of information from municipalities.

Transitional provisions

15. (1) A municipal council may apply in writing to the Minister for exemption, using an application form which corresponds with **Annexure C**, after consultation with the MEC for local government if the municipality cannot afford to implement item 7 and 8 as set out in this Notice. The Minister will consider each application on merit, based on circumstances and motivation provided by the municipalities.

(2) If the remuneration of a senior manager is higher than the applicable pay scales the personal-to-incumbent will apply, that senior manager shall retain his/her current salary and benefits, provided that the future annual salary adjustments shall be withheld until the incumbent's salary equals the salary scale in the Notice.

(3) Municipalities with unfunded budgets for the 2025/26 municipal financial year, as listed in **Annexure D,** must remunerate their senior managers with pay scales as provided in **Annexure E** until such time that they are no longer on the list.

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(4) Item 11 does not affect the existing cellphone and data contract of a senior manager entered into before the date of this Notice.

(5) Job evaluation of senior managers takes effect from 1 July 2026.

(6) Despite every effort taken to address scale creep, if such an eventuality occurs where the remuneration philosophy is not aligned with the job level hierarchy, the municipal council must in consultation with the Minister correct it by paying the municipal manager four Task levels above the highest paid third level managers, in case of manager directly accountable to municipal manager two Task levels above the highest paid third level managers, subject to correct job evaluation of the position of third level manager.

Short title and commencement

16. (1) This Notice is called the Upper Limits of Total Remuneration Packages of Municipal Managers and Managers Directly Accountable to Municipal Managers.

(2) This Notice takes effect from 1 July 2024 and replaces *Government Gazette* No. 50737 as published on 30 May 2024.

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ANNEXURE A

MUNICIPAL GRADES

NO,	CODE	MUNICIPALITY	GRADE
	EASTERN CAPE		
1	BUF	Buffalo City	7
2	NMA	Nelson Mandela Bay	8
3	EC101	Dr Beyers Naude	3
4	EC102	Blue Crane Route	2
5	EC104	Makana	3
6	EC105	Ndlambe	1
7	EC106	Sundays River Valley	2
8	EC108	Kouga	4
9	EC109	Kou-Kamma	2
10	**DC10**	**Sarah Baartman District Municipality**	**2**
11	EC121	Mbhashe	2
12	EC122	Mnquma	3
13	EC123	Great Kei	1
14	EC124	Amahlathi	2
15	EC126	Ngqushwa	1
16	EC129	Raymond Mhlaba	3
17	**DC12**	**Amathole District Municipality**	**6**
18	EC131	Inxuba Yethemba	2
19	EC135	Intsika Yethu	2
20	EC136	Emalahleni	2
21	EC137	Dr AB Xuma	1
22	EC138	Sakhisizwe	1
23	EC139	Enoch Mgijima	5
24	**DC13**	**Chris Hani District Municipality**	**6**
25	EC141	Elundini	3
26	EC142	Senqu	3
27	EC145	Walter Sisulu	4
28	**DC14**	**Joe Gqabi District Municipality**	**4**
29	EC153	Ngquza Hill	2
30	EC154	Port St Johns	4
31	EC155	Nyandeni	2
32	EC156	Mhlontlo	2
33	EC157	King Sabata Dalindyebo	6
34	**DC15**	**O.R. Tambo District Municipality**	5
35	EC441	Matatiele	3
36	EC442	Umzimvubu	3
37	EC443	Mbizana	2
38	EC444	Ntabankulu	1
39	**DC44**	**Alfred Nzo District Municipality**	4

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NO	CODE	MUNICIPALITY	GRADE / CATEGORY
		FREE STATE	
40	**MAN**	**Mangaung**	6
41	FS161	Letsemeng	2
42	FS162	Kopanong	1
43	FS163	Mohokare	2
44	**DC16**	**Xhariep District Municipality**	1
45	FS181	Masilonyana	1
46	FS182	Tokologo	2
47	FS183	Tswelopele	2
48	FS184	Matjhabeng	6
49	FS185	Nala	3
50	**DC18**	**Lejweleputswa District Municipality**	3
51	FS191	Setsoto	3
52	FS192	Dihlabeng	4
53	FS193	Nketoana	3
54	FS194	Maluti-a-Phofung	5
55	FS195	Phumelela	2
56	FS196	Mantsopa	3
57	**DC19**	**Thabo Mofutsanyana District Municipality**	3
58	FS201	Moqhaka	4
59	FS203	Ngwathe	4
60	FS204	Metsimaholo	5
61	FS205	Mafube	3
62	**DC20**	**Fezile Dabi District Municipality**	3
		GAUTENG	
63	**EKU**	**City of Ekurhuleni**	10
64	**JHB**	**City of Johannesburg**	10
65	**TSH**	**City of Tshwane**	10
66	GT421	Emfuleni	7
67	GT422	Midvaal	4
68	GT423	Lesedi	4
69	**DC42**	**Sedibeng District Municipality**	5
70	GT481	Mogale City	6
71	GT484	Merafong City	5
72	GT485	Rand West City	5
73	**DC48**	**West Rand District Municipality**	5
		KWAZULU-NATAL	
74	**ETH**	**eThekwini**	10
75	KZN212	uMdoni	2
76	KZN213	uMzumbe	1
77	KZN214	uMuziwabantu	2
78	KZN216	Ray Nkonyeni	5

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79	**DC21**	**Ugu District Municipality**	6
80	KZN221	uMshwathi	1
81	KZN222	uMngeni	3
82	KZN223	Mpofana	2
83	KZN224	iMpendle	1
84	KZN225	Msunduzi	6
85	KZN226	Mkhambathini	1
86	KZN227	Richmond	1
87	**DC22**	**uMgungundlovu District Municipality**	5
88	KZN235	Okhahlamba	2
89	KZN237	iNkosi Langalibalele	4
90	KZN238	Alfred Duma	5
91	**DC23**	**uThukela District Municipality**	4
92	KZN241	eNdumeni	3
93	KZN242	Nquthu	2
94	KZN244	uMsinga	2
95	KZN245	uMvoti	2
96	**DC24**	**uMzinyathi District Municipality**	3
97	KZN252	Newcastle	6
98	KZN253	eMadlangeni	1
99	KZN254	Dannhauser	1
100	**DC25**	**Amajuba District Municipality**	3
101	KZN261	eDumbe	1
102	KZN262	uPhongolo	2
103	KZN263	AbaQulusi	4
104	KZN265	Nongoma	1
105	KZN266	Ulundi	3
106	**DC26**	**Zululand District Municipality**	2
107	KZN271	uMhlabuyalingana	3
108	KZN272	Jozini	2
109	KZN275	Mtubatuba	2
110	KZN276	Big Five Hlabisa	1
111	**DC27**	**uMkhanyakude District Municipality**	3
112	KZN281	uMfolozi	1
113	KZN282	uMhlathuze	6
114	KZN284	uMlalazi	4
115	KZN285	Mthonjaneni	1
116	KZN286	Nkandla	2
117	**DC28**	**King Cetshwayo District Municipality**	6
118	KZN291	Mandeni	2
119	KZN292	KwaDukuza	5
120	KZN293	Ndwedwe	1
121	KZN294	Maphumulo	1
122	**DC29**	**iLembe District Municipality**	4

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123	KZN433	Greater Kokstad	3
124	KZN434	uBuhlebezwe	2
125	KZN435	uMzimkhulu	3
126	KZN436	Dr Nkosazana Dlamini Zuma	3
127	**DC43**	**Harry Gwala District Municipality**	3
		LIMPOPO	
128	LIM331	Greater Giyani	3
129	LIM332	Greater Letaba	2
130	LIM333	Greater Tzaneen	6
131	LIM334	Ba-Phalaborwa	4
132	LIM335	Maruleng	3
133	**DC33**	**Mopani District Municipality**	6
134	LIM341	Musina	3
135	LIM343	Thulamela	4
136	LIM344	Makhado	5
137	LIM345	Collins Chabane	3
138	**DC34**	**Vhembe District Municipality**	6
139	LIM351	Blouberg	2
140	LIM353	Molemole	2
141	LIM354	Polokwane	7
142	LIM355	Lepele-Nkumpi	3
143	**DC35**	**Capricorn District Municipality**	6
144	LIM361	Thabazimbi	3
145	LIM362	Lephalale	4
146	LIM366	Bela-Bela	3
147	LIM367	Mogalakwena	5
148	LIM368	Modimolle-Mookgopong	4
149	**DC36**	**Waterberg District Municipality**	5
150	LIM471	Ephraim Mogale	2
151	LIM472	Elias Motsoaledi	4
152	LIM473	Makhuduthamaga	2
153	LIM476	Tubatse Fetagomo	5
154	**DC47**	**Sekhukhune District Municipality**	3
		MPUMALANGA	
155	MP301	Chief Albert Luthuli	3
156	MP302	Msukaligwa	4
157	MP303	Mkhondo	4
158	MP304	Dr Pixley ka Isaka Seme	3
159	MP305	Lekwa	4
160	MP306	Dipaleseng	3
161	MP307	Govan Mbeki	6
162	**DC30**	**Gert Sibande District Municipality**	3
163	MP311	Victor Khanye	4
164	MP312	Emalahleni	6

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165	MP313	Steve Tshwete	5
166	MP314	Emakhazeni	2
167	MP315	Thembisile Hani	4
168	MP316	Dr JS Moroka	4
169	**DC31**	**Nkangala District Municipality**	5
170	MP321	Thaba Chweu	4
171	MP324	Nkomazi	5
172	MP325	Bushbuckridge	6
173	MP326	City of Mbombela	5
174	**DC32**	**Ehlanzeni District Municipality**	5
		NORTHERN CAPE	
175	NC061	Richtersveld	3
176	NC062	Nama Khoi	3
177	NC064	Kamiesberg	1
178	NC065	Hantam	1
179	NC066	Karoo Hoogland	1
180	NC067	Khâi-Ma	1
181	**DC6**	**Namakwa District Municipality**	1
182	NC071	Ubuntu	2
183	NC072	Umsobomvu	2
184	NC073	Emthanjeni	2
185	NC074	Kareeberg	1
186	NC075	Renosterberg	1
187	NC076	Thembelihle	1
188	NC077	Siyathemba	2
189	NC078	Siyancuma	2
190	**DC7**	**Pixley Ka Seme District Municipality**	1
191	NC082	!Kai !Garib	3
192	NC084	!Kheis	1
193	NC085	Tsantsabane	2
194	NC086	Kgatelopele	1
195	NC087	Dawid Kruiper	4
196	**DC8**	**Z.F. Mgcawu District Municipality**	2
197	NC091	Sol Plaatjie	5
198	NC092	Dikgatlong	2
199	NC093	Magareng	2
200	NC094	Phokwane	3
201	**DC9**	**Frances Baard District Municipality**	2
202	NC451	Joe Morolong	2
203	NC452	Ga-Segonyana	3
204	NC453	Gamagara	3
205	**DC45**	**John Taolo Gaetsewe District Municipality**	2
		NORTH WEST	

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206	NW371	Moretele	3
207	NW372	Madibeng	6
208	NW373	Rustenburg	7
209	NW374	Kgetlengrivier	2
210	NW375	Moses Kotane	5
211	**DC37**	**Bojanala Platinum District Municipality**	6
212	NW381	Ratlou	1
213	NW382	Tswaing	2
214	NW383	Mafikeng	5
215	NW384	Ditsobotla	3
216	NW385	Ramotshere Moiloa	2
217	**DC38**	**Ngaka Modiri Molema District Municipality**	4
218	NW392	Naledi	3
219	NW393	Mamusa	2
220	NW394	Greater Taung	2
221	NW396	Lekwa-Teemane	3
222	NW397	Kagisano-Molopo	1
223	**DC39**	**Dr Ruth Segomotsi Mompati District Municipality**	3
224	NW403	City of Matlosana	6
225	NW404	Maquassi Hills	3
226	NW405	JB Marks	5
227	**DC40**	**Dr Kenneth Kaunda District Municipality**	3
	WESTERN CAPE		
228	**CPT**	**City of Cape Town**	10
229	WC011	Matzikama	3
230	WC012	Cederberg	3
231	WC013	Bergrivier	3
232	WC014	Saldanha Bay	4
233	WC015	Swartland	4
234	**DC1**	**West Coast District Municipality**	5
235	WC022	Witzenberg	4
236	WC023	Drakenstein	6
237	WC024	Stellenbosch	5
238	WC025	Breede Valley	5
239	WC026	Langeberg	4
240	**DC2**	**Cape Winelands District Municipality**	5
241	WC031	Theewaterskloof	2
242	WC032	Overstrand	4
243	WC033	Cape Agulhas	3
244	WC034	Swellendam	3
245	**DC3**	**Overberg District Municipality**	4
246	WC041	Kannaland	2
247	WC042	Hessequa	3

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248	WC043	Mossel Bay	4
249	WC044	George	5
250	WC045	Oudtshoorn	4
251	WC047	Bitou	3
252	WC048	Knysna	4
253	**DC4**	**Garden Route District Municipality**	5
254	WC051	Laingsburg	1
255	WC052	Prince Albert	2
256	WC053	Beaufort West	3
257	**DC5**	**Central Karoo District Municipality**	2

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ANNEXURE B

PROVINCE	DISTRICT CODE	MUNICIPAL CODE	MUNICIPALITY	%
Eastern Cape	DC10	EC102	Blue Crane Route	4%
Eastern Cape	DC10	EC106	Sundays River Valley	4%
Eastern Cape	DC10	EC109	Kou-Kamma	4%
Eastern Cape	DC12	EC129	Raymond Mhlaba	4%
Eastern Cape	DC13	EC131	Inxuba Yethemba	4%
Eastern Cape	DC13	EC135	Intsika Yethu	4%
Eastern Cape	DC13	EC137	Engcobo	4%
Eastern Cape	DC13	EC138	Sakhisizwe	4%
Eastern Cape	DC13	EC139	Enoch Mgijima	4%
Eastern Cape	DC14	EC141	Elundini	4%
Eastern Cape	DC15	EC153	Ingquza Hill	4%
Eastern Cape	DC44	EC443	Winnie Madikizela-Mandela	4%
Eastern Cape	DC15	EC154	Port St Johns	4%
Eastern Cape	DC44	EC442	Umzimvubu	4%
Eastern Cape	DC44	EC444	Ntabankulu	4%
Eastern Cape	DC14	DC14	Joe Gqabi	4%
Eastern Cape	DC44	DC44	Alfred Nzo	4%
Free State	DC16	FS161	Letsemeng	4%
Free State	DC16	FS162	Kopanong	4%
Free State	DC18	DC183	Tswelopele	4%
Free State	DC19	FS191	Setsoto	4%
Free State	DC19	FS196	Mantsopa	4%
Free State	DC20	FS205	Mafube	4%
Free State	DC20	FS204	Metsimaholo	4%
Free State	DC16	DC16	Xhariep	4%
Free State	DC20	DC20	Fezile Dabi	4%
KwaZulu Natal	DC21	KZN214	UMuziwabantu	4%
KwaZulu Natal	DC22	KZN224	Impendle	4%
KwaZulu Natal	DC23	KZN235	Okhahlamba	4%
KwaZulu Natal	DC24	KZN245	Umvoti	4%
KwaZulu Natal	DC24	KZN244	Msinga	4%
KwaZulu Natal	DC26	KZN261	eDumbe	4%
KwaZulu Natal	DC26	KZN262	UPhongolo	4%
KwaZulu Natal	DC26	KZN265	Nongoma	4%
KwaZulu Natal	DC26	KZN266	Ulundi	4%
KwaZulu Natal	DC27	KZN276	Big Five Hlabisa	4%
KwaZulu Natal	DC28	KZN285	Mthonjaneni	4%
KwaZulu Natal	DC28	KZN286	Nkandla	4%
KwaZulu Natal	DC43	KZN433	Greater Kokstad	4%
KwaZulu Natal	DC43	KZN434	Ubuhlebezwe	4%
KwaZulu Natal	DC43	KZN435	Umzimkhulu	4%
KwaZulu Natal	DC26	DC26	Zululand	4%
KwaZulu Natal	DC43	DC43	Harry Gwala	4%
Limpopo	DC33	LIM331	Greater Giyani	4%
Limpopo	DC34	LIM341	Musina	4%
Limpopo	DC35	LIM351	Blouberg	4%
Limpopo	DC35	LIM353	Molemole	4%
Limpopo	DC36	LIM361	Thabazimbi	4%
Limpopo	DC47	LIM473	Makhuduthamaga	4%
Limpopo	DC47	LIM476	Greater Tubatse/Fetakgomo	4%
Mpumalanga	DC30	MP301	Albert Luthuli	4%

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PROVINCE	DISTRICT CODE	MUNICIPAL CODE	MUNICIPALITY	%
Mpumalanga	DC30	MP303	Mkhondo	4%
Mpumalanga	DC30	MP304	Dr Pixley Ka Isaka Seme	4%
Mpumalanga	DC32	MP321	Thaba Chweu	4%
Mpumalanga	DC 32	MP324	Nkomazi	4%
North West	DC37	NW375	Moses Kotane	4%
North West	DC38	NW381	Ratlou	4%
North West	DC38	NW382	Tswaing	4%
North West	DC38	NW385	Ramotshere Moiloa	4%
North West	DC39	NW392	Naledi (NW)	4%
North West	DC39	NW393	Mamusa	4%
North West	DC39	NW394	Greater Taung	4%
North West	DC39	NW396	Lekwa-Teemane	4%
North West	DC40	NW404	Maquassi Hills	4%
North West	DC39	DC39	Dr Ruth Segomotsi Mompati	4%
Northern Cape	DC8	NC084	!Kheis	4%
Northern Cape	DC7	NC078	Siyancuma	4%
Northern Cape	DC7	NC076	Thembelihle	4%
Northern Cape	DC9	NC093	Magareng	4%
Northern Cape	DC9	NC094	Phokwane	4%
Western Cape	DC1	WC013	Bergrivier	4%
Western Cape	DC1	WC015	Swartland	4%
Western Cape	DC3	WC032	Overstrand	4%
Western Cape	DC3	WC034	Swellendam	4%
Western Cape	DC3	WC031	Theewaterskloof	4%
Western Cape	DC4	WC042	Hessequa	4%
Western Cape	DC4	WC041	Kannaland	4%
Western Cape	DC5	WC051	Laingsburg	4%
Western Cape	DC5	WC052	Prince Albert	4%
Western Cape	DC1	DC1	West Coast	4%
Eastern Cape	DC10	EC101	Dr Bayers Naude	7%
Eastern Cape	DC14	EC142	Senqu	7%
Eastern Cape	DC14	EC145	Walter Sisulu	7%
Eastern Cape	DC44	EC441	Matatiele	7%
Free State	DC16	FS163	Mohokare	7%
KwaZulu Natal	DC27	KZN272	Jozini	7%
KwaZulu-Natal	DC27	DC27	Umkhanyakude	7%
KwaZulu-Natal	DC43	KZN436	Dr Nkosazana Dlamini Zuma	7%
Limpopo	DC36	LIM362	Lephalale	7%
Northern Cape	DC6	NC067	Khai-Ma	7%
Northern Cape	DC7	NC072	Umsobomvu	7%
Northern Cape	DC7	NC075	Renosterberg	7%
Northern Cape	DC8	NC085	Tsantsabane	7%
Northern Cape	DC8	NCO86	Kgatelopele	7%
Northern Cape	DC45	NC453	Gamagara	7%
Northern Cape	DC45	NC452	Ga-Segonyana	7%
Northern Cape	DC45	DC45	John Taolo Gaetsewe	7%
Western Cape	DC1	WC012	Cederberg	7%
Western Cape	DC3	WC033	Cape Agulhas	7%
Western Cape	DC5	WC053	Beaufort West	7%
Western Cape	DC3	DC3	Overberg	7%
Western Cape	DC5	DC5	Central Karoo	7%
KwaZulu Natal	DC27	KZN271	Umhlabuyalingana	10%
North West	DC39	NW397	Kagisano/Molopo	10%

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PROVINCE	DISTRICT CODE	MUNICIPAL CODE	MUNICIPALITY	%
Northern Cape	DC6	DC6	Namakwa	10%
Northern Cape	DC6	NC061	Richtersveld	10%
Northern Cape	DC6	NC062	Nama Khoi	10%
Northern Cape	DC6	NC064	Kamiesberg	10%
Northern Cape	DC6	NC065	Hantam	10%
Northern Cape	DC6	NC066	Karoo Hoogland	10%
Northern Cape	DC7	DC7	Pixley Ka Seme	10%
Northern Cape	DC7	NC073	Emthanjeni	10%
Northern Cape	DC7	NC071	Ubuntu	10%
Northern Cape	DC7	NC074	Kareeberg	10%
Northern Cape	DC7	NC077	Siyathemba	10%
Northern Cape	DC45	NC451	Joe Morolong	10%
Western Cape	DC1	WC011	Matzikama	10%

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ANNEXURE C

APPLICATION FORM

cooperative governance

Department:
Cooperative Governance
REPUBLIC OF SOUTH AFRICA

NOTICE ON UPPER LIMITS OF SENIOR MANAGERS EXEMPTION APPLICATION FORM

1. WHAT IS THE PURPOSE OF THIS FORM?

This form enables a municipality to apply for an exemption from the Notice on upper limits of the total remuneration packages payable to municipal managers and managers directly accountable to municipal managers.

2. WHO FILLS IN THIS FORM?

A mayor or executive mayor on behalf of municipal council applying for exemption from a Notice on upper limits of the total remuneration packages payable to municipal managers and managers directly accountable to municipal managers.

3. WHERE DOES THIS FORM GO?

To the Minister of the Department of Cooperative Governance and Traditional Affairs.

4. WHAT WILL HAPPEN WHEN THIS FORM IS SUBMITTED?

When you refer the exemption application to the Minister, the Minister will attempt to resolve the exemption application, within the prescribed periods.

5. FURTHER INSTRUCTIONS

A copy of this application must be submitted electronically.

READ THIS FIRST	**6. DETAILS OF THE APPLICANT**
Tick the correct box ☐ ✓	**a) Name of the municipality** Name:..... Postal Address: .... Postal Code: ..... Tel: ..... Cell: ..... Fax: ..... Email: .....

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b) Name of the person applying on behaif of the municipal council:
Name: .....
Postal Address: .....
..... Postal Code: .....
Tel: ..... Cell: .....
Fax: ..... Email: .....

☐

☐

Please Turn Over ...

READ THIS FIRST

☐

Tick the correct box

The Minister will consider each application on merit, based on circumstances and motivation provided by the municipalities.

☐

☐

☐

☐

☐

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7. TYPE OF THE EXEMPTION APPLICATION

Notice on upper limits
Specify: .....

Specify: .....

The provisions (clause/s) of the *agreement* in respect of which exemption is sought;
.....

a) The number of persons in respect of whom the exemption is sought;.....
.....

b) The reasons why the exemption is sought;
.....
.....
.....
.....

c) The grade of the municipality in respect of which the exemption is sought;
.....
.....
.....

d) The duration and timeframe for which the exemption sought;
.....
.....

e) The business strategy and plan of the applicant seeking the exemption;
.....
.....

f) The applicant's past record (if applicable) of compliance with the provisions of the Notice;
.....
.....
.....
.....

g) Any other relevant supporting data and financial information the municipality may prescribe from time to time.....

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.....

.....

.....

.....

8. FACTORS OR CRITERIA FOR CONSIDERATION BY THE MINISTER

☐ The municipality is unable to afford the costs of the whole or part of this Notice or;

☐ The employer has short-term cash flow problems necessitating a limited exemption;

☐ The applicant's past record of compliance with Notice;

☐ Any other factor which is considered appropriate.

☐ Fairness to the municipalities and its senior managers.

☐ Whether an exemption, if granted would undermine the Notice process.

☐ Unexpected economic downturn occurring during the current Notice.

☐ Whether a budgetary provision was made for implementation of the obligation arising out of the Notice.

☐ The infringement of basic conditions of employment rights.

☐ The fact that a competitive advantage might be created by exemption.

☐ Comparable benefits or provisions where applicable.

The municipality's compliance with other statutory requirements such as the compensation for the Occupational Injuries and Diseases Act, Basic Conditions of Employment Act 75 of 1997, Employment Equity Act 55 of 1998, Skills Development Act 97 of 1998, Skills Development Levies Act 9 of 1999, or Unemployment Insurance Act 63 of 2001.

Any other factor which is considered appropriate.

NB: The proper and detailed motivation of each factor must be attached to this form.

9. SPECIAL FEATURES / ADDITIONAL INFORMATION

Briefly outline any special features / additional information the Minister needs to note:

.....

.....

.....

.....

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10. CONFIRMATION OF ABOVE DETAILS

I .....(name in full) Designation ..... , hereby confirm that municipal council was advised of the exemption application.

Signature of applicant:

.....

Signed at ..... (place) on this … ..... (date)

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ANNEXURE D

LIST OF MUNICIPALITIES WITH UNFUNDED BUDGETS

EASTERN CAPE		
1.	EC101	Dr Beyers Naude LM
2.	EC102	Blue Crane Route LM
3.	EC104	Makana LM
4.	EC106	Sundays River Valley LM
5.	EC124	Amahlathi LM
6.	DC12	Amathole DM
7.	EC139	Enoch Mgijima
8.	EC145	Walter Sisulu LM
FREE STATE		
9.	FS161	Letsemeng LM
10.	FS162	Kopanong LM
11.	FS163	Mohokare LM
12.	FS181	Masilonyana LM
13.	FS182	Tokologo LM
14.	FS184	Matjhabeng LM
15.	FS185	Nala LM
16.	FS192	Dihlabeng LM
17.	FS193	Nketoana LM
18.	FS194	Maluti-a-Phofung LM
19.	FS195	Phumelela LM
20.	FS196	Mantsopa LM
21.	FS201	Moqhaka LM
22.	FS203	Ngwathe LM
23.	FS205	Mafube LM
GAUTENG		
24.	GT421	Emfuleni LM
25.	GT423	Lesedi LM
26.	DC42	Sedibeng DM
27.	GT484	Merafong City LM
28.	GT485	Rand West City LM
29.	DC48	West Rand DM
KWAZULU-NATAL		
30.	KZN223	Mpofana LM
31.	DC23	uThukela DM
32.	KZN241	Endumeni LM
33.	DC24	uMzinyathi DM
34.	KZN253	eMadlangeni LM
35.	KZN266	Ulundi LM
LIMPOPO		

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36.	LIM332	Greater Letaba LM
37.	LIM334	Ba-Phalaborwa LM
38.	DC33	Mopani DM
39.	LIM341	Musina LM
40.	DC34	Vhembe DM
41.	LIM361	Thabazimbi LM
42.	LIM368	Modimolle-Mookgopong LM
43.	DC36	Waterberg DM
MPUMALANGA		
44.	MP302	Msukaligwa LM
45.	MP303	Mkhondo LM
46.	MP304	Dr Pixley ka Isaka Seme LM
47.	MP305	Lekwa LM
48.	MP306	Dipaleseng LM
49.	MP307	Govan Mbeki LM
50.	MP311	Victor Khanye LM
51.	MP312	Emalahleni LM
52.	MP314	Emakhazeni LM
53.	MP321	Thaba Chweu LM
54.	MP324	Nkomazi LM
NORTHERN CAPE		
55.	NC061	Richtersveld LM
56.	NC064	Kamiesberg LM
57.	NC067	Khâi-Ma LM
58.	NC071	Ubuntu LM
59.	NC073	Emthanjeni LM
60.	NC075	Renosterberg LM
61.	NC076	Thembelihle LM
62.	NC077	Siyathemba LM
63.	NC078	Siyancuma LM
64.	DC7	Pixley Ka Seme DM
65.	NC082	!Kai !Garib LM
66.	NC084	!Kheis LM
67.	NC085	Tsantsabane LM
68.	NC086	Kgatelopele LM
69.	DC8	Z.F. Mgcawu DM
70.	NC092	Dikgatlong LM
71.	NC093	Magareng LM
72.	NC094	Phokwane LM
73	NC451	Joe Morolong LM
74.	NC453	Gamagara LM
NORTH WEST		
75.	NW372	Madibeng LM
76.	NW374	Kgetlengrivier LM
77.	NW375	Moses Kotane LM

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78.	NW382	Tswaing LM
79.	NW384	Ditsobotla LM
80.	NW392	Naledi LM
81.	NW393	Mamusa LM
82	NW394	Greater Taung LM
83.	NW396	Lekwa-Teemane LM
84.	NW397	Kagisano-Molopo LM
85.	DC39	Dr Ruth Segomotsi Mompati DM
86.	NW403	City of Matlosana LM
87.	NW404	Maquassi Hills LM
88.	NW405	JB Marks LM
WESTERN CAPE		
89.	WC031	Theewaterskloof LM
90.	WC041	Kannaland LM
91.	WC053	Beaufort West LM

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ANNEXURE E

Annual total remuneration packages of municipal managers

1. The upper limits of the annual total remuneration packages payable to municipal managers are as follows:

MUNICIPAL GRADE	MINIMUM	MIDPOINT	MAXIMUM
10	R2,901,737	R3,673,084	R4,444,433
9	R2,490,226	R3,112,783	R3,735,342
8	R2,149,932	R2,637,951	R3,125,973
7	R1,860,093	R2,254,658	R2,649,225
6	R1,654,150	R1,927,058	R2,245,024
5	R1,443,069	R1,707,774	R1,918,755
4	R1,311,324	R1,524,799	R1,738,249
3	R1,205,976	R1,386,180	R1,566,384
2	R1,164,374	R1,289,470	R1,431,313
1	R1,121,386	R1,228,067	R1,350,873

Annual total remuneration packages of managers directly accountable to municipal managers

2. The upper limits of the annual total remuneration packages payable to managers directly accountable to municipal managers are as follows:

MUNICIPAL GRADE	MINIMUM	MIDPOINT	MAXIMUM
10	R2,321,390	R2,938,469	R3,555,546
9	R1,992,181	R2,490,226	R2,988,273
8	R1,719,945	R2,110,360	R2,500,779
7	R1,529,742	R1,803,730	R2,119,380
6	R1,342,719	R1,598,476	R1,803,730
5	R1,191,847	R1,402,172	R1,612,497
4	R1,098,730	R1,251,938	R1,420,951
3	R1,010,392	R1,154,735	R1,280,391
2	R956,012	R1,074,171	R1,175,182
1	R920,718	R1,023,032	R1,125,321

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Printed by and obtainable from the Government Printer, Bosman Street, Private Bag X85, Pretoria, 0001
Contact Centre Tel: 012-748 6200. eMail: info.egazette@gpw.gov.za
Publications: Tel: (012) 748 6053, 748 6061, 748 6065

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