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PROCLAMATION*by the**President of the Republic of South Africa***No. 1, 2014**

81/172488(Z 19E)

**DETERMINATION OF SALARIES AND ALLOWANCES OF THE DEPUTY PRESIDENT, MINISTERS AND DEPUTY MINISTERS**

1. In terms of section 4(1) of the Remuneration of Public Office Bearers Act, 1998 (Act No. 20 of 1998) (hereafter referred to as "the Act"), I hereby determine that the total remuneration of the positions of office bearers in Column 3 of Schedule 1 shall be as set out in Column 4 of Schedule 1 with effect from 01 April 2013, subject to the provisions of sections 4(2)-(7) of the Act, and terms and conditions set out herein.
2. The total remuneration packages shall include the following elements:
 - 2.1 A basic salary component equal to 60% of the total package, which constitutes the pensionable salary;
 - 2.2 An amount of R120 000 per annum, which is an amount which section 8 (1) (d) of the Income Tax Act, 1962, applies. This amount is included in the basic salary component;

- 2.3 An employer's pension benefit contribution equal to 22.5% of pensionable salary; and
- 2.4 A flexible portion for the remaining amount of the total remuneration.
- 3 The remaining 32% of the employer's pension benefit contribution will not form part of the total remuneration package. The state will contribute the cash on an annual basis into the pension fund.
- 4 Proclamation No. 46 published in the Government Gazette No.35653 of 03 September 2012, is hereby repealed

Given under my Hand at Durban..... on this 03.....day of
January....., Two thousand and Fourteen.



PRESIDENT

| SCHEDULE 1 | | | |
|-------------------------------------------------------------------------------------------------------------------------------|------------------|------------------|---------------------------|
| REMUNERATION OF THE DEPUTY PRESIDENT, MINISTERS AND DEPUTY MINISTERS AS ADJUSTED BY 5 % WITH EFFECT FROM 01 APRIL 2013 | | | |
| Column 1 | Column 2 | Column 3 | Column 4 |
| GRADE | PAY LEVEL | POSITION | TOTAL REMUNERATION |
| EB | 1 | Deputy President | 2,478,378 |
| EC | 1 | Minister | 2,106,607 |
| ED | 1 | Deputy Minister | 1,734,835 |

PROCLAMATION*by the**President of the Republic of South Africa*

No. 2, 2014

81/172488 (Z 19E)

**DETERMINATION OF SALARIES AND ALLOWANCES OF MEMBERS OF THE NATIONAL ASSEMBLY AND PERMANENT DELEGATES TO THE NATIONAL COUNCIL OF PROVINCES**

1. In terms of section 3(1) of the Remuneration of Public Office Bearers Act, 1998 (Act No. 20 of 1998) (hereafter referred to as "the Act"), I hereby determine that the total remuneration of the positions of office bearers in Column 3 of Schedule 1 shall be as set out in Column 4 of Schedule 1 with effect from 01 April 2013, subject to the provisions of sections 3(2)-(7) of the Act, and terms and conditions set out herein.
2. The total remuneration packages shall include the following elements:
 - 2.1 A basic salary component equal to 60% of the total package, which constitutes the pensionable salary;

- 2.2 An amount of R120 000 per annum, which is an amount which section 8 (1) (d) of the Income Tax Act, 1962, applies. This amount is included in the basic salary component;
- 2.3 An employer's pension benefit contribution equal to 22.5% of pensionable salary; and
- 2.4 A flexible portion for the remaining amount of the total remuneration.
- 3 The remaining 32% of the employer's pension benefit contribution will not form part of the total remuneration package. The state will contribute the cash on an annual basis into the pension fund.
- 4 Proclamation No. 45, published in the Government Gazette No. 35653 of 03 September 2012, is hereby repealed.

Given under my Hand at Durban..... on this 03... day of

January.....Two thousand and Fourteen.



PRESIDENT

| SCHEDULE 1 | | | |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|-----------------------------------------|----------------------------|
| REMUNERATION OF MEMBERS OF NATIONAL ASSEMBLY AND PERMANENT DELEGATES TO THE NATIONAL COUNCIL OF PROVINCES AS ADJUSTED BY 5 % WITH EFFECT FROM 01 APRIL 2013 | | | |
| Column 1 | Column 2 | Column 3 | Column 4 |
| GRADE | PAY LEVEL | POSITION | TOTAL REMUNERATION |
| PA | 1 | Speaker: National Assembly | 2,478,378 |
| | | Chairperson: NCOP | 2,478,378 |
| PB | 1 | Deputy Speaker: National Assembly | 1,734,835 |
| | | Deputy Chairperson: NCOP | 1,734,835 |
| PC | 2 | House Chairperson | 1,610,960 |
| | | 1 | Chief Whip: Majority Party |
| | | Chief Whip: NCOP | 1,363,064 |
| | | Parliamentary Council: President | 1,363,064 |
| | | Parliamentary Council: Deputy President | 1,363,064 |
| | | Leader of Opposition | 1,363,064 |
| | 2 | Chairperson of a Committee | 1,239,189 |
| PD | 1 | Deputy Chief Whip: Majority Party | 1,115,314 |
| | | Chief Whip: Largest Minority Party | 1,115,314 |
| | | Leader of a Minority Party | 1,115,314 |
| | 2 | Whip | 1,034,954 |
| PE | 1 | Member: National Assembly | 933,852 |
| | | Permanent Delegate: NCOP | 933,852 |

PROCLAMATION*by the**President of the Republic of South Africa***No. 4, 2014**81/172488
Z 19E)**DETERMINATION OF THE UPPER LIMIT OF SALARIES AND ALLOWANCES OF PREMIERS, MEMBERS OF THE EXECUTIVE COUNCILS AND MEMBERS OF THE PROVINCIAL LEGISLATURES**

1. In terms of section 6(1) of the Remuneration of Public Office Bearers Act, 1998 (Act No. 20 of 1998) (hereafter referred to as ("the Act")), I hereby determine that the upper limit of the salaries of the positions of office bearers in Column 3 of Schedule 1 shall be as set out in Column 4 of Schedule 1 with effect from 01 April 2013, subject to the provisions of section 6(2)-(8) of the Act, and terms and conditions set out herein.
2. The total remuneration packages shall include the following elements:

- 2.1 A basic salary component equal to 60% of the total package, which constitutes the pensionable salary;
 - 2.2 An amount of R120 000 per annum, which is an amount which section 8 (1) (d) of the Income Tax Act, 1962, applies. This amount is included in the basic salary component;
 - 2.3 An employer's pension benefit contribution equal to 22.5% of pensionable salary; and
 - 2.4 A flexible portion for the remaining amount of the total remuneration.
- 3 The remaining 32% of the employer's pension benefit contribution will not form part of the total remuneration package. The state will contribute the cash on an annual basis into the pension fund.
 - 4 Proclamation No.56 published in the Government Gazette No. 35700 of 18 September 2012, is hereby repealed.

Given under my Hand at Durban..... on this 03 day of
January....., Two thousand and Fourteen .



PRESIDENT

| Schedule 1 | | | |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------|-------------------------------------------|---------------------------|
| UPPER LIMIT OF SALARIES OF PREMIERS, MEMBERS OF THE EXECUTIVE COUNCILS AND MEMBERS OF THE PROVINCIAL LEGISLATURES AS ADJUSTED BY 5 % WITH EFFECT FROM 01 APRIL 2013 | | | |
| Column 1 | Column 2 | Column 3 | Column 4 |
| GRADE | PAY LEVEL | POSITION | TOTAL REMUNERATION |
| LA | 1 | Premier | 1,982,731 |
| LB | 1 | Member of Executive Council | 1,734,835 |
| | | Speaker | 1,734,835 |
| LC | 1 | Deputy Speaker | 1,363,064 |
| | | Chief Whip: Majority Party | 1,239,189 |
| | 2 | Chairperson of Committees | 1,115,314 |
| | | Leader of Opposition | 1,115,314 |
| | | Chairperson of a Committee | 1,115,314 |
| | 3 | Deputy Chairperson of Committees | 1,049,314 |
| | | Deputy Chief Whip: Majority Party | 1,049,314 |
| | | Chief Whip: Largest Minority Party | 1,049,314 |
| | | Leader of a Minority Party | 1,049,314 |
| LD | 1 | Parliamentary Counsellor to a King | 933,852 |
| | | Whip | 933,852 |
| | 2 | Member of Provincial Legislature | 903,826 |

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