

Ref: Mr M Mothekhe  
Ext: 8095/8543  
Date: NOVEMBER 28, 2018

---

**The Speaker**  
**Councillor MA Siyonzana**

## **COUNCIL ITEM**

### **DETERMINATION OF UPPER LIMITS OF SALARIES, ALLOWANCES AND BENEFITS OF COUNCILLORS 2018/2019**

#### **1. PURPOSE OF THE REPORT**

This memo serves to request the Council to consider and approve the mandate be given to the Executive Manager and City Manager to finalise the implementation of the determination of upper limits of Councillors as gazetted by the Minister of Cooperative Governance and Traditional Affairs.

#### **2. BACKGROUND**

Section 219 (2) of the Constitution of the Republic of South Africa of 1996 (Act 108 of 1996) stipulates that national legislation must establish an independent commission to make recommendations concerning the salaries, allowances and benefits of public office-bearers. On an annual basis, as defined under Section 7 (1) of the Remuneration of Public Office Bearers Act (Act 20 of 1998), the Minister after consultation with the MEC: Cooperative Governance and Traditional Affairs (COGTA), had to promulgate the upper limits for Councillors through notice in the Government Gazette. The Municipal Council would then have to consider the report of the City Manager whereby the recommendation will be implemented as such.

#### **3. DELIBERATION**

The Minister of COGTA, Dr Z Mkhize will be issuing a gazette relating to determination on the upper limits of salaries, allowances and benefits of Councillors. The Minister is proposing a staggered approach ranging from 4% to 6.2% percentile increases per annum, across the board. The office of the National Minister of COTGA is currently considering to customize and simplify the tools of trade for councillors, and due to this factor delays had been encountered.

It is anticipated that the gazette will be issued by Wednesday, December 05, 2018. The MEC's per each province will then be engaging with municipalities to determine the affordability of each municipality.

#### **4. FINANCIAL IMPLICATIONS**

Sufficient budgetary provision has been made in the Mangaung Metropolitan Municipal Council budget for the 2018/2019 financial year for payment of the salaries, allowances and benefits of Councillors.

**RECOMMENDATION**

- (a) That the Council mandate the Executive Mayor and the City Manager to proceed with the implementation of the determination of upper limits of salaries, allowances and benefits of Councillors as gazetted by the National Minister of COGTA and subject to granting of concurrence by the MEC for Cooperative Governance and Traditional Affairs;
- (b) That the Council note that Sufficient budgetary provisions has been made in the Mangaung Metropolitan Municipal Council budget for the 2018/2019 financial year for payment of the salaries, allowances and benefits of Councillors and
- (c) That feedback relating to the determination of upper limits of salaries, allowances and benefits of Councillors, be provided in the next ensuing meeting of the Mangaung Metropolitan Municipal Council.

~~RECOMMENDED / NOT RECOMMENDED~~

.....  
**CITY MANAGER**  
**ADVOCATE T MEA**

28/11/2018  
.....

**DATE**

~~APPROVED/ NOT APPROVED~~

.....  
**EXECUTIVE MAYOR**  
**COUNCILLOR SM MLAMLELI**

28/11/2018  
.....

**DATE**