

PO Box 3704, Bloemfontein, 9300  
2<sup>nd</sup> Floor, Bram Fischer Building, De Villiers Street, Bloemfontein  
Tel: +27(0)51 405 8555, Fax: +27(0)51 405 8108

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Your Ref:	Our Ref: Council Item -Upper limits of Senior Managers
Room 827, Bram Fischer Building	Date: 24 January 2023

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**THE SPEAKER OF COUNCIL**  
**CLLR STEFANI LOCKMAN-NAIDOO**

## **COUNCIL ITEM**

### **IMPLEMENTATION OF GOVERNMENT GAZETTE NO 2760 DATED 18 NOVEMBER 2022 (UPPER LIMITS OF TOTAL REMUNERATION PACKAGES PAYABLE TO MUNICIPAL MANAGERS AND MANAGERS DIRECTLY ACCOUNTABLE TO THE MUNICIPAL MANAGERS)**

#### **1. PURPOSE**

To request approval for the adjustment of Upper Limits to total remuneration packages payable to Municipal Managers and Managers directly accountable to the Municipal Managers.

#### **2. BACKGROUND**

The Minister for Cooperative Governance and Traditional Affairs (Dr N Dlamini-Zuma) determined and adjusted upper limits of the total remuneration packages payable to senior managers for the 2021-22 financial year. These change affects the remuneration of the former Heads of Departments, and the City is obligated to pay them accordingly.

#### **3. DISCUSSION**

##### **1.1. Categorisation of Mangaung Metropolitan Municipality**

Clause 2, 3 and 4 of the above-mentioned Government Gazette make a provision for number of points allocated in determining categorisation of the municipality.

The following were considered:

	<b>Total Income</b>	<b>Less Grants</b>	<b>Income</b>
<b><u>Mangaung</u></b>			
<b>2020/21</b>	R 7,669,693,581	-2,040,443,181	R 5,629,250,400
Source: <a href="http://www.mangaung.co.za/wp-content/uploads/2022/01/MMM-30-June-2021-Consolidated-Financial-Statements-final-adjusted-AFS.pdf">http://www.mangaung.co.za/wp-content/uploads/2022/01/MMM-30-June-2021-Consolidated-Financial-Statements-final-adjusted-AFS.pdf</a>			

<b>TOTAL MUNICIPAL INCOME</b>		
<b>From</b>	<b>To</b>	<b>Number of Points</b>
R 308,455,548	R 330,455,547	44
R 330,455,548	R 364,449,198	45
R 364,449,199	R 396,149,588	46
R 396,149,589	R 430,607,328	47
R 430,607,329	R 468,062,258	48
R 468,062,259	R 508,775,080	49
R 508,775,081	R 601,132,550	50
R 601,132,551	R 710,255,590	51
R 710,255,591	R 772,034,783	52
R 772,034,784	R 912,181,545	53
R 912,181,546	R 991,524,590	54
R 991,524,591	R 1,171,515,136	55
R 1,171,515,137	R 1,589,034,100	56
R 1,589,034,101	R 2,550,962,823	57
R 2,550,962,824	R 4,833,630,902	58
R 4,833,630,903	R 9,206,505,898	59
R 9,206,505,899	Above	60

Thus, Mangaung Municipality will be on 59 points based on total income.

<b>Population</b>	<b>Total Population</b>
<b><u>Mangaung</u></b>	787 804
Source: <a href="https://wazimap.co.za/profiles/municipality-MAN-mangaung/">https://wazimap.co.za/profiles/municipality-MAN-mangaung/</a>	<b>787 804</b>

<b>TOTAL MUNICIPAL INCOME</b>		
<b>From</b>	<b>From</b>	<b>From</b>
0	65,333	1
65,334	76,863	2
76,864	86,474	3
86,475	98,158	4
98,159	111,011	5
111,012	121,527	6
121,528	133,211	7
133,212	144,895	8
144,896	157,748	9
157,749	175,273	10
175,274	195,137	11
195,138	218,506	12
218,507	246,547	13
246,548	276,926	14
276,927	318,989	15
318,990	368,063	16
368,064	426,484	17
426,485	495,420	18
495,421	576,041	19
576,042	671,851	20
671,852	782,850	21
<b>782,851</b>	<b>912,545</b>	<b>22</b>
912,546	1,071,450	23
1,071,451	1,254,892	24
1,254,893	1,492,081	25
1,492,082	1,799,374	26
1,799,375	2,172,100	27
2,172,101	2,610,256	28
2,610,257	3,762,500	29
3,762,501	Above	30

Thus, Mangaung Municipality will be on 22 points based on population.

<b>Equitable Share</b>	
<b>2020/21 - Mangaung</b>	R 800 260 000
Source: <a href="http://mfma.treasury.gov.za/Media_Releases/Municipal%20Payment%20Schedule/Pages/2021Mar.aspx">http://mfma.treasury.gov.za/Media_Releases/Municipal%20Payment%20Schedule/Pages/2021Mar.aspx</a>	<b>R 800 260 000</b>

<b>TOTAL MUNICIPAL INCOME</b>		
<b>From</b>	<b>To</b>	<b>Number of Points</b>
R 0	R 24,086,164	1
R 24,086,165	R 36,255,020	2
R 36,255,021	R 47,394,321	3
R 47,394,322	R 55,623,182	4
R 55,623,183	R 68,187,312	5
R 68,187,313	R 96,567,445	6
R 96,567,446	R 152,598,434	7
R 152,598,435	R 335,287,178	8
<b>R 335,287,179</b>	<b>R 2,178,855,995</b>	<b>9</b>
R 2,178,855,996	Above	10

Thus, Mangaung Municipality will be on 9 points based on Equitable Share allocation.

Total income, population and equitable share reflect that Mangaung Municipality will be on 90 points.

<b>CATEGORISATION OF MUNICIPALITIES</b>		
<b>Categorisation</b>	<b>From</b>	<b>To</b>
1	1	26
2	27	47
3	48	60
4	61	70
5	71	78
6	79	85
<b>7</b>	<b>86</b>	<b>91</b>
8	92	96
9	97	98
10	99	100

Based on 90 points calculated, Mangaung Municipality still remains at category 7 and relevant remuneration packages will be utilised on paragraph 1.2 below.

## 1.1. Remuneration of Mangaung Municipality Senior Managers

Based on the categorisation on paragraph 1.1, the following packages are applicable with effect from 01 July 2021:

(a) Municipal Managers:

TRANSLATION KEY						
Municipal Categorisation	2020 / 2021			2021 / 2022		
	Total Remuneration Package (Minimum)	Total Remuneration Package (Midpoint)	Total Remuneration Package (Maximum)	Total Remuneration Package (Minimum)	Total Remuneration Package (Midpoint)	Total Remuneration Package (Maximum)
10	R 2,568,755	R 3,251,589	R 3,934,423	R 2,607,286	R 3,300,363	R 3,993,439
9	R 2,204,466	R 2,755,584	R 3,306,702	R 2,237,533	R 2,796,918	R 3,356,303
8	R 1,903,222	R 2,335,240	R 2,767,260	R 1,931,770	R 2,370,269	R 2,808,769
7	R 1,646,643	R 1,995,931	R 2,345,220	R 1,671,343	R 2,025,870	R 2,380,398
6	R 1,464,332	R 1,705,924	R 1,987,402	R 1,486,297	R 1,731,513	R 2,017,213
5	R 1,277,236	R 1,511,803	R 1,698,573	R 1,296,395	R 1,534,480	R 1,724,052
4	R 1,160,847	R 1,349,824	R 1,538,780	R 1,178,260	R 1,370,071	R 1,561,862
3	R 1,067,587	R 1,227,113	R 1,386,637	R 1,083,601	R 1,245,520	R 1,407,437
2	R 1,030,759	R 1,141,500	R 1,267,066	R 1,046,220	R 1,158,623	R 1,286,072
1	R 992,705	R 1,087,143	R 1,195,857	R 1,007,596	R 1,103,450	R 1,213,795

Previously, total remuneration package for City Manager was R 2 345 220 per annum and based on the adjusted package it was increased to R 2 380 398. Thus, the following is the variance:

Description	Amount
Total Package - Variance (Annual)	R 35 178
Total Package - Variance (Monthly)	R 2 932
Additional Cash Gratuity (Monthly)	R 1 818
<b>Total monthly back pay (2021-22)</b>	<b>R 4 750</b>
<b>Total back pay (2021-22)</b>	<b>R 56 994</b>

(b) Managers Directly Accountable to Municipal Managers:

TRANSLATION KEY						
Municipal Categorisation	2020 / 2021			2021 / 2022		
	Total Remuneration Package (Minimum)	Total Remuneration Package (Midpoint)	Total Remuneration Package (Maximum)	Total Remuneration Package (Minimum)	Total Remuneration Package (Midpoint)	Total Remuneration Package (Maximum)
10	R 2,055,005	R 2,601,272	R 3,147,538	R 2,085,830	R 2,640,291	R 3,194,751
9	R 1,763,574	R 2,204,466	R 2,645,361	R 1,790,028	R 2,237,533	R 2,685,041
8	R 1,522,577	R 1,868,192	R 2,213,808	R 1,545,416	R 1,896,215	R 2,247,015
7	R 1,354,200	R 1,596,747	R 1,876,176	R 1,374,513	R 1,620,698	R 1,904,319
6	R 1,188,638	R 1,415,047	R 1,596,747	R 1,206,468	R 1,436,273	R 1,620,698
5	R 1,055,080	R 1,241,269	R 1,427,459	R 1,070,906	R 1,259,888	R 1,448,871
4	R 972,648	R 1,108,275	R 1,257,894	R 987,238	R 1,124,899	R 1,276,762
3	R 894,447	R 1,022,226	R 1,133,463	R 907,864	R 1,037,559	R 1,150,465
2	R 846,307	R 950,907	R 1,040,327	R 859,002	R 965,171	R 1,055,932
1	R 815,063	R 905,626	R 996,188	R 827,289	R 919,210	R 1,011,131

Previously, total remuneration package for Head of Previously, total remuneration package for City Manager was R 2 345 220 per annum and based on the adjusted package it was increased to R 2 380 398. Thus, the following is the variance:

was R 2 345 220 per annum and based on the adjusted package it was increased to R 2 380 398. Thus, the following is the variance:

<b>Description</b>	<b>Amount</b>
Total Package - Variance (Annual)	R 28 143
Total Package - Variance (Monthly)	R 2 345
Additional Cash Gratuity (Monthly)	R 1 818
<b>Total monthly back pay (2021-22)</b>	<b>R 4 163</b>
<b>Total back pay (2021-22)</b>	<b>R 49 959</b>

#### 4. FINANCIAL IMPLICATIONS

Based on the financial information on paragraph 1 above, we have analysed remuneration of former senior managers and the following are the implications:

Description	Monthly backpay	Number of months	Amount Payable Per Senior Manager (Before Tax)	Number of senior managers	Total Amount Payable (Before Tax)
HODs Contracts terminated on 31 March 2022	R 4,163	9	R 37,469	3	R 112,408
HODs Contracts terminated 30 April 2022	R 4,163	10	R 41,633	4	R 166,530
HODs Contracts that were still in place by 30 June 2022	R 4,163	12	R 49,959	2	R 99,918
<b>Total Payable</b>					<b>R 378,856</b>

#### 5. RECOMMENDATIONS

It is recommended:

- 5.1 Note the adjusted upper limits of the total remuneration packages payable to senior managers for the 2021-22 financial year be implemented with effect from 01 July 2022 as published on 18 November 2022 in Government Gazette No 47538 by the Minister for CoGTA;
- 5.2 That former Head of Departments be remunerated the difference between the 2020/21 upper limits and the 2021/22 upper limits as calculated;

5.3 That the secondment acting allowance of current Heads of Department be remunerated in accordance with the adjusted upper limits of former Heads of Department; and

5.4 That new remuneration packages be adjusted in the municipal payroll system for the 2022/23 financial year and Head of Departments be remunerated accordingly.

Submitted by:

  
ADV N MPANGANE  
ACTING HOD: CORPORATE SERVICES

25/01/2023  
.....  
DATE

~~SUPPORTED / NOT SUPPORTED~~

  
MR L DENG  
ACTING CHIEF FINANCIAL OFFICER

25/01/2023  
.....  
DATE

~~APPROVED / NOT APPROVED~~

  
MR T MOTLASHUPING  
ACTING CITY MANAGER

26/01/2023  
.....  
DATE

~~RATIFIED / NOT RATIFIED~~

  
G MALAZA (MS)  
NATIONAL CABINET REPRESENTATIVE

31/01/2023  
.....  
DATE

~~APPROVED / NOT APPROVED~~

  
COUNCILLOR MXOLISI SIYONZANA  
EXECUTIVE MAYOR

27/01/2023  
.....  
DATE





Date: December 22<sup>nd</sup>, 2022

Ref. No.:

Acting City Manager  
 Mangaung Metropolitan Municipality  
 P.O. Box 370  
**BLOEMFONTEIN**  
 9300

Attention: Mr T. Motlashuping

Dear Sir

**RE: IMPLEMENTATION OF GOVERNMENT GAZZETE NO 2760 DATED 18 NOVEMBER 2022 (UPPER LIMITS OF TOTAL REMUNERATION PACKAGES PAYABLE TO MUNICIPAL MANAGERS AND MANAGERS DIRECTLY ACCOUNTABLE TO THE MUNICIPAL MANAGERS)**

Minister for Cooperative Governance and Traditional Affairs (Dr N. Dlamini-Zuma) determined and adjusted upper limits of the total remuneration packages payable to senior managers for the 2021-22 financial year. These change affects the remuneration of the former Heads of Departments, and the City is obligated to pay them accordingly.

**1. Motivation**

**1.1. Categorisation of Mangaung Metropolitan Municipality**

Clause 2, 3 and 4 of the above-mentioned Government Gazette make a provision for number of points allocated in determining categorisation of the municipality. The following were considered:

	Total Income	Less Grants	Income
<b><u>Mangaung</u></b>			
<b>2020/21</b>	R 7 669 693 581	-2 040 443 181	R 5 629 250 400

Source: <http://www.mangaung.co.za/wp-content/uploads/2022/01/MMM-30-June-2021-Consolidated-Financial-Statements-final-adjusted-AFS.pdf>

TOTAL MUNICIPAL INCOME		
From	To	Number of Points
R 308 455,548	R 330,455,547	44
R 330,455,548	R 364,449,198	45
R 364 449 199	R 396 149 588	46
R 396,149,589	R 430,607,328	47
R 430,607,329	R 468,062,258	48
R 468 062 259	R 508 775 080	49
R 508 775,081	R 601,132,550	50
R 601,132,551	R 710,255,590	51
R 710,255,591	R 772 034,783	52
R 772,034,784	R 912,181,545	53
R 912,181,546	R 991,524,590	54
R 991,524,591	R 1,171 515 136	55
R 1,171,515,137	R 1 589 034,100	56
R 1,589,034,101	R 2,550,962,823	57
R 2,550,962,824	R 4 833 630 903	58
R 4 833 630 903	R 9,206,505,898	59
R 9,206,505,899	Above	60

Thus, Mangaung Municipality will be on 59 points based on total income.

Population	Total Population
<b>Mangaung</b>	787 804
Source: <a href="https://wazimap.co.za/profiles/municipality-MAN-mangaung/">https://wazimap.co.za/profiles/municipality-MAN-mangaung/</a>	787 804

TOTAL POPULATION		
From	To	Number of Points
0	65,333	1
65,334	76 863	2
76 864	86 474	3
86,475	98,158	4
98,159	111,011	5
111 012	121 527	6
121 528	133,211	7
133,212	144,895	8
144,896	157 748	9
157,749	175,273	10
175,274	195,137	11
195 138	218 506	12
218,507	246,547	13
246,548	276,926	14
276 927	318 989	15
318,990	368,063	16
368,064	426,484	17
426 485	495 420	18
495,421	576,041	19
576,042	671,851	20
671 852	782 851	21
782,851	912,545	22
912 546	1,071,451	23
1 071 451	1,264 892	24
1,254,893	1,492,081	25
1,492,082	1,799,374	26
1 799 375	2,172 100	27
2 172,101	2,610,256	28
2,610,257	3,762,500	29
3 762 501	above	30

Thus, Mangaung Municipality will be on 22 points based on population.

<b>2020/21 - Mangaung</b>		<b>Equitable Share</b>
		R 800 260 000
Source:	<a href="http://mfma.treasury.gov.za/Media_Releases/Municipal%20Payment%20Schedule/Pages/2021Mar.aspx">http://mfma.treasury.gov.za/Media_Releases/Municipal%20Payment%20Schedule/Pages/2021Mar.aspx</a>	R 800 260 000

TOTAL MUNICIPAL EQUITABLE SHARE		
From	To	Number of Points
R 0	R 24 086,164	1
R 24,086,165	R 36,255,020	2
R 36 255,021	R 47 394,321	3
R 47,394,322	R 55,623,182	4
R 55,623,183	R 68,187,312	5
R 68 187,313	R 96 567 445	6
R 96,567,446	R 152,598,434	7
R 152,598,435	R 335 287 178	8
R 335,287,179	R 2,178,855,995	9
R 2 178,855,996	above	10

Thus, Mangaung Municipality will be on 9 points based on Equitable Share allocation.

Total income, population and equitable share reflect that Mangaung Municipality will be on 90 points.

CATEGORISATION OF MUNICIPALITIES		
Categorisation	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

Based on 90 points calculated, Mangaung Municipality still remains at category 7 and relevant remuneration packages will be utilised on paragraph 1.2 below.

## 1.2. Remuneration of Mangaung Municipality senior managers

Based on the categorisation on paragraph 1.1, the following packages are applicable with effect from 01 July 2021:

(a) Municipal managers:

TRANSLATION KEY						
MUNICIPAL CATEGORISATION	2020/2021			2021/2022		
	TOTAL REMUNERATION PACKAGE (MINIMUM)	TOTAL REMUNERATION PACKAGE (MIDPOINT)	TOTAL REMUNERATION PACKAGE (MAXIMUM)	TOTAL REMUNERATION PACKAGE (MINIMUM)	TOTAL REMUNERATION PACKAGE (MIDPOINT)	TOTAL REMUNERATION PACKAGE (MAXIMUM)
10	R 2,568,755	R 3,261,589	R 3,934,423	R 2,607,286	R 3,300,363	R 3,993,439
9	R 2,204,466	R 2,755,584	R 3,306,702	R 2,237,533	R 2,796,918	R 3,356,303
8	R 1,903,222	R 2,335,240	R 2,767,260	R 1,931,770	R 2,370,269	R 2,808,769
7	R 1,646,643	R 1,995,931	R 2,345,220	R 1,671,343	R 2,025,870	R 2,380,398
6	R 1,464,332	R 1,705,924	R 1,987,402	R 1,486,297	R 1,731,513	R 2,017,213
5	R 1,277,236	R 1,511,803	R 1,698,573	R 1,296,395	R 1,534,480	R 1,724,052
4	R 1,160,847	R 1,349,824	R 1,538,780	R 1,178,260	R 1,370,071	R 1,561,862
3	R 1,067,587	R 1,227,113	R 1,386,637	R 1,083,601	R 1,245,520	R 1,407,437
2	R 1,030,759	R 1,141,500	R 1,267,066	R 1,046,220	R 1,158,623	R 1,286,072
1	R 992,705	R 1,087,143	R 1,195,857	R 1,007,596	R 1,103,450	R 1,213,795

Previously, total remuneration package for City Manager was R 2 345 220 per annum and based on the adjusted package it was increased to R 2 380 398. Thus, the following is the variance:

Description	Amount
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Total Package - Variance (Monthly)	R 2 932
Additional Cash Gratuity (Monthly)	R 1 818
<b>Total monthly back pay (2021-22)</b>	<b>R 4 750</b>
<b>Total back pay (2021-22)</b>	<b>R 56 994</b>

(b) Managers directly accountable to municipal managers:

TRANSLATION KEY						
MUNICIPAL CATEGORISATION	2020/2021			2021/2022		
	TOTAL REMUNERATION PACKAGE (MINIMUM)	TOTAL REMUNERATION PACKAGE (MIDPOINT)	TOTAL REMUNERATION PACKAGE (MAXIMUM)	TOTAL REMUNERATION PACKAGE (MINIMUM)	TOTAL REMUNERATION PACKAGE (MIDPOINT)	TOTAL REMUNERATION PACKAGE (MAXIMUM)
10	R 2,055,005	R 2,601,272	R 3,147,538	R 2,085,830	R 2,640,291	R 3,194,751
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8	R 1,522,577	R 1,868,192	R 2,213,808	R 1,545,416	R 1,896,215	R 2,247,015
7	R 1,354,200	R 1,596,747	R 1,876,176	R 1,374,513	R 1,620,698	R 1,904,319
6	R 1,182,636	R 1,415,037	R 1,598,747	R 1,206,468	R 1,436,273	R 1,620,698
5	R 1,055,080	R 1,241,269	R 1,427,459	R 1,070,906	R 1,259,888	R 1,448,871
4	R 972,648	R 1,108,275	R 1,257,894	R 987,238	R 1,124,899	R 1,276,762
3	R 894,447	R 1,022,226	R 1,133,463	R 907,864	R 1,037,559	R 1,150,465
2	R 846,307	R 950,907	R 1,040,327	R 859,002	R 965,171	R 1,055,932
1	R 815,063	R 905,626	R 996,188	R 827,289	R 919,210	R 1,011,131

Previously, total remuneration package for Head of Previously, total remuneration package for City Manager was R 2 345 220 per annum and based on the adjusted package it was increased to R 2 380 398. Thus, the following is the variance:  
 was R 2 345 220 per annum and based on the adjusted package it was increased to R 2 380 398. Thus, the following is the variance:

<b>Description</b>	<b>Amount</b>
Total Package - Variance (Annual)	R 28 143
Total Package - Variance (Monthly)	R 2 345
Additional Cash Gratuity (Monthly)	R 1 818
<b>Total monthly back pay (2021-22)</b>	<b>R 4 163</b>
<b>Total back pay (2021-22)</b>	<b>R 49 959</b>

## 2. Financial Implications

Based on the financial information on paragraph 1 above, we have analysed remuneration of former senior managers and the following are the implications:

<b>Description</b>	<b>Monthly backpay</b>	<b>Number of months</b>	<b>Amount Payable Per Senior Manager (Before Tax)</b>	<b>Number of senior managers</b>	<b>Total Amount Payable (Before Tax)</b>
HODs Contracts terminated on 31 March 2022	R 4 163	9	R 37 469	3	R 112 408
HODs Contracts terminated 30 April 2022	R 4 163	10	R 41 633	4	R 166 530
HODs Contracts that were still in place by 30 June 2022	R 4 163	12	R 49 959	2	R 99 918
<b>Total Payable</b>					<b>R 378 856</b>



## GOVERNMENT NOTICES • GOEWERMENTSKENNISGEWINGS

## DEPARTMENT OF CO-OPERATIVE GOVERNANCE

NO. 2760

18 November 2022

**LOCAL GOVERNMENT: MUNICIPAL SYSTEMS ACT, 2000  
(ACT NO. 32 OF 2000)****UPPER LIMITS OF TOTAL REMUNERATION PACKAGES PAYABLE TO  
MUNICIPAL MANAGERS AND  
MANAGERS DIRECTLY ACCOUNTABLE TO MUNICIPAL MANAGERS**

Under the powers vested in me by section 72(1)(g) of the *Local Government: Municipal Systems Act, 2000* (Act No. 32 of 2000), I, Nkosazana Clarice Dlamini Zuma, Minister for Cooperative Governance and Traditional Affairs, hereby after –

- (a) consultation with the bargaining council established for municipalities, the Minister of Finance, the Minister for Public Service and Administration, the MECs for local government, and organised local government; and
- (b) taking into consideration the matters as set out in regulation 35 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,

determine –

- (i) a one and half percent (1.5%) cost of living adjustment of the upper limits of the total remuneration packages payable to senior managers for the 2021/22 municipal financial year as set out in the Schedule; and
- (ii) a non-pensionable cash gratuity of –
  - (aa) R1,695.00 payable monthly to senior managers earning a total remuneration package below R1,900,000 for the 2021/22 municipal financial year; or
  - (bb) R1,818.00 payable monthly to senior managers earning a total remuneration package of R1,900,000 and above for the 2021/22 municipal financial year.



**DR NKOSAZANA CLARICE DLAMINI ZUMA, MP  
MINISTER FOR COOPERATIVE GOVERNANCE AND TRADITIONAL AFFAIRS**

DATE: 18.11.2022

## 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.

In order 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, knowledge, including attainment of a competent achievement level or higher as measured against the Local Government: Regulations on Appointment and Conditions of Employment for Senior Managers as published in *Government Gazette* No. 37245 of 17 January 2014.



## 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) (hereafter referred to as "the Act") and 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 (hereinafter referred to as "the Regulations") has that meaning, and –

**"categorisation"** means a system of classification of municipalities as determined in terms of item 5 of the Notice;

**"competency framework"** means the *Local Government: Competency Framework for Senior Managers* as provided in the Regulations;

**"Non-pensionable cash gratuity"** means an income that is not subject to a compulsory contribution towards a pension or provident fund;

**"remote allowance"** means a non-pensionable allowance 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 senior managers;

**"remoteness index"** means the remoteness directory of all municipalities within the Republic 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;

**"total municipal equitable share"** means the equitable share of revenue that is provided to a metropolitan, district or local municipality for the 2020/21 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 allocated 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 2020/21 financial year. For the purpose of this meaning–

- (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 published in the Community Survey 2016: Statistical Release No. P0301, in terms 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 0	R 14,548,692	1
R14,548,693	R 15,580,645	2
R 15,580,646	R 17,560,521	3
R 17,560,522	R 18,853,826	4
R 18,853,827	R 21,732,180	5
R 21,732,181	R 23,419,603	6
R 23,419,604	R 25,126,187	7
R 25,126,188	R 27,322,060	8
R 27,322,061	R 29,689,011	9
R 29,689,012	R 32,291,016	10
R 32,291,017	R 35,128,047	11
R 35,128,048	R 38,191,078	12
R 38,191,079	R 41,950,829	13
R 41,950,830	R 44,383,868	14
R 44,383,869	R 47,847,956	15
R 47,847,957	R 51,232,682	16
R 51,232,683	R 54,616,880	17
R 54,616,881	R 59,300,815	18
R 59,300,816	R 65,797,168	19
R 65,797,169	R 67,188,252	20
R 67,188,253	R 70,271,532	21
R 70,271,533	R 79,950,129	22
R 79,950,130	R 80,887,991	23
R 80,887,992	R 89,029,775	24
R 89,029,776	R 97,952,096	25
R 97,952,097	R 107,037,740	26
R 107,037,741	R 113,216,995	27
R 113,216,996	R 117,855,240	28
R 117,855,241	R 128,538,318	29
R 128,538,319	R 139,728,320	30
R 139,728,321	R 146,271,042	31
R 146,271,043	R 151,871,761	32
R 151,871,762	R 164,899,116	33
R 164,899,117	R 172,043,051	34
R 172,043,052	R 187,007,638	35
R 187,007,639	R 192,283,465	36
R 192,283,466	R 197,559,290	37
R 197,559,291	R 203,273,867	38
R 203,273,868	R 213,321,959	39
R 213,321,960	R 229,326,830	40
R 229,326,831	R 250,301,737	41
R 250,301,738	R 283,772,548	42
R 283,772,549	R 308,455,547	43

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<b>TOTAL MUNICIPAL INCOME</b>		
<b>From</b>	<b>To</b>	<b>Number of Points</b>
R 308,455,548	R 330,455,547	44
R 330,455,548	R 364,449,198	45
R 364,449,199	R 396,149,588	46
R 396,149,589	R 430,607,328	47
R 430,607,329	R 468,062,258	48
R 468,062,259	R 508,775,080	49
R 508,775,081	R 601,132,550	50
R 601,132,551	R 710,255,590	51
R 710,255,591	R 772,034,783	52
R 772,034,784	R 912,181,545	53
R 912,181,546	R 991,524,590	54
R 991,524,591	R 1,171,515,136	55
R 1,171,515,137	R 1,589,034,100	56
R 1,589,034,101	R 2,550,962,823	57
R 2,550,962,824	R 4,833,630,902	58
R 4,833,630,903	R 9,206,505,898	59
R 9,206,505,899	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:

<b>TOTAL POPULATION</b>		
<b>From</b>	<b>To</b>	<b>Number of Points</b>
0	65,333	1
65,334	76,863	2
76,864	86,474	3
86,475	98,158	4
98,159	111,011	5
111,012	121,527	6
121,528	133,211	7
133,212	144,895	8
144,896	157,748	9
157,749	175,273	10
175,274	195,137	11
195,138	218,506	12
218,507	246,547	13
246,548	276,926	14
276,927	318,989	15
318,990	368,063	16
368,064	426,484	17
426,485	495,420	18
495,421	576,041	19
576,042	671,851	20
671,852	782,850	21
782,851	912,545	22
912,546	1,071,450	23
1,071,451	1,254,892	24
1,254,893	1,492,081	25
1,492,082	1,799,374	26
1,799,375	2,172,100	27
2,172,101	2,610,256	28
2,610,257	3,762,500	29
3,762,501	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
R 0	R 24,086,164	1
R 24,086,165	R 36,255,020	2
R 36,255,021	R 47,394,321	3
R 47,394,322	R 55,623,182	4
R 55,623,183	R 68,187,312	5
R 68,187,313	R 96,567,445	6
R 96,567,446	R 152,598,434	7
R 152,598,435	R 335,287,178	8
R 335,287,179	R 2,178,855,995	9
R 2,178,855,996	above	10

### Determination of categorisation of municipality

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

CATEGORISATION OF MUNICIPALITIES		
Categorisation	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

### Change of categorisation of municipality

6. (1) If the categorisation of a municipality determined in terms of this Notice, is higher than the categorisation for the previous financial year, the municipal council must apply in writing to the Minister to obtain approval, after consultation with the MEC for local government in the province.

(2) Notwithstanding sub-item (1), the Minister must –

(a) confirm the actual values and points scored by the municipality in relation to the factors in items 2, 3 and 4 of the Notice;

(b) determine the –

- (i) sustainability of the driving factors that led to the higher categorisation of the municipality compared to the categorisation of the previous financial year;
- (ii) affordability of the higher categorisation of the municipality using the following ratios:
  - (aa) municipality's liquidity ratio;
  - (bb) creditor's payment period;
  - (cc) debtor's collection rate;
  - (dd) remuneration ratio; and
- (iii) any other risks as may be identified.

(3) After confirmation of the actual values and points scored by the municipality in relation to the total municipal income, population and municipal equitable share, including the driving factors that led to a higher categorisation as well as affordability (using the ratios: liquidity ratio, creditor's payment period, debtor's collection rate and remuneration ratio) and approval by the Minister, the municipal council may implement such a new categorisation including adjustment of the total remuneration package of senior manager to the higher category.

(4) If the categorisation of a municipality determined in terms of this Notice is lower than the categorisation of the previous financial year, the municipality must retain the categorisation of the previous financial year.

#### Annual total remuneration packages of municipal managers

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

MUNICIPAL CATEGORISATION	TOTAL REMUNERATION PACKAGE (MINIMUM)	TOTAL REMUNERATION PACKAGE (MIDPOINT)	TOTAL REMUNERATION PACKAGE (MAXIMUM)
10	R 2,607,286	R 3,300,363	R 3,993,439
9	R 2,237,533	R 2,796,918	R 3,356,303
8	R 1,931,770	R 2,370,269	R 2,808,769
7	R 1,671,343	R 2,025,870	R 2,380,398
6	R 1,486,297	R 1,731,513	R 2,017,213
5	R 1,296,635	R 1,534,480	R 1,724,052
4	R 1,178,260	R 1,370,071	R 1,561,882
3	R 1,083,601	R 1,245,520	R 1,407,437
2	R 1,046,220	R 1,158,623	R 1,286,072
1	R 1,007,596	R 1,103,450	R 1,213,795

### Annual total remuneration packages of managers directly accountable to municipal managers

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

MUNICIPAL CATEGORISATION	TOTAL REMUNERATION PACKAGE (MINIMUM)	TOTAL REMUNERATION PACKAGE (MIDPOINT)	TOTAL REMUNERATION PACKAGE (MAXIMUM)
10	R 2,085,830	R 2,640 291	R 3,194,751
9	R 1,790,028	R 2,237 533	R 2,685,041
8	R 1,545,416	R 1,896 215	R 2,247,015
7	R 1,374,513	R 1,620 698	R 1,904,319
6	R 1,206,468	R 1,436 273	R 1,620,698
5	R 1,070,906	R 1,259 888	R 1,448,871
4	R 987,238	R 1,124 899	R 1,276,762
3	R 907,864	R 1,037 559	R 1,150,465
2	R 859,002	R 965,171	R 1,055,932
1	R 827,289	R 919,210	R 1,011,131

### Non-pensionable cash gratuity

9. A non-pensionable cash gratuity of –

(1) R1,695.00 payable monthly to senior managers earning a total remuneration package below R1,900,000 for the 2021/22 municipal financial year; or

(2) R1,818.00 payable monthly to senior managers earning a total remuneration package of R1,900,000 and above for the 2021/22 municipal financial year.

(3) The non-pensionable cash gratuity will be backdated from 1 July 2021 and shall be payable until 30 June 2022.

### Offer of remuneration on appointment

10. (1) The offer of remuneration on appointment to senior managers will be determined by the competencies, qualifications, experience and knowledge of the candidate considered for appointment.

(2) A municipal council must apply the criteria as set out below to determine the offer of remuneration on appointment:

TOTAL REMUNERATION PACKAGE	CRITERIA
MINIMUM	<ul style="list-style-type: none"> <li>• Relevant qualification.</li> <li>• Applicable to persons who have the relevant 5 years' experience as provided in the Regulations.</li> <li>• Applicable to persons who have acquired competent achievement level as measured against the competency framework.</li> </ul>

TOTAL REMUNERATION PACKAGE	CRITERIA
MIDPOINT	<ul style="list-style-type: none"> <li>Relevant qualification.</li> <li>Applicable to persons who have 5 to 10 years' experience as provided in the Regulations.</li> <li>Applicable to persons who have acquired advanced competency achievement level as measured against the competency framework.</li> </ul>
MAXIMUM	<ul style="list-style-type: none"> <li>Relevant qualification.</li> <li>Applicable to persons who have more than 10 years' experience as provided in the Regulations.</li> <li>Applicable to persons who have demonstrated a superior competency as measured against the competency framework.</li> </ul>

(3) Notwithstanding sub-item (1), if a municipal council is unable to offer the relevant total remuneration package or cannot afford to pay the remuneration as determined in this Notice, a lesser offer may be considered on appointment.

#### Payment of remote allowance

11. (1) A senior manager employed in one of the following municipalities, 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 the table below:

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	Nqquza Hill	4%
Eastern Cape	DC44	EC443	Mbizana	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%

PROVINCE	DISTRICT CODE	MUNICIPAL CODE	MUNICIPALITY	%
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%
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%



PROVINCE	DISTRICT CODE	MUNICIPAL CODE	MUNICIPALITY	%
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	Gamaqara	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	Kačisano/Molopo	10%
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%

(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 and underpayment

12. (1) A municipal council must inform a senior manager in writing about the revised cost of living adjustments, and this information must include that overpayments will be recovered, and underpayments adjusted, where necessary.

(2) The expenditure for implementation of this Notice must be defrayed from the 2022/23 budget of municipalities.

### Furnishing of information to Minister

**13** (1) A municipal council must compile and submit updated information as at 1 July 2021 in respect of the senior managers, in terms of section 107 of the Act, 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 municipal manager, managers directly accountable to municipal managers and divisional managers (third level managers) for the 2021/22 municipal financial year, including the T-scale levels where applicable;
- (k) Total municipal income;
- (l) Total population;
- (m) Total municipal equitable share; and
- (n) Municipal categorisation for the 2021/22 municipal financial year.

(2) The information contemplated in sub-item (1) must be submitted to the MEC for local government in the province within 14 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 submit information consolidated for all municipalities in the province to the Minister within 30 days from the date of publication of this Notice.

### Transitional provisions

**14.** (1) This Notice does not affect the existing employment contract of a senior manager appointed before 1 July 2014.

(2) A municipality that does not have any municipal income is a category 1 municipality.

(3) If a municipality has no audited financial statements for the 2020/21 municipal financial year by the date of publication of this Notice, the audited financial statements for 2019/20 municipal financial year will *mutatis mutandis* apply.

(4) A municipal council may, in exceptional circumstances and on good cause shown, and after consultation with the MEC for local government, apply in writing to the Minister to waive any of the prescribed requirements as set out in this Notice. The Minister will consider each application on merit, based on circumstances and motivation provided by municipalities.

(5) The following translation key will apply –

(a) Municipal managers:

TRANSLATION KEY						
MUNICIPAL CATEGORISATION	2020/2021			2021/2022		
	TOTAL REMUNERATION PACKAGE (MINIMUM)	TOTAL REMUNERATION PACKAGE (MIDPOINT)	TOTAL REMUNERATION PACKAGE (MAXIMUM)	TOTAL REMUNERATION PACKAGE (MINIMUM)	TOTAL REMUNERATION PACKAGE (MIDPOINT)	TOTAL REMUNERATION PACKAGE (MAXIMUM)
10	R 2,568,755	R 3,251,589	R 3,934,423	R 2,607,286	R 3,300,363	R 3,993,439
9	R 2,204,466	R 2,755,584	R 3,306,702	R 2,237,533	R 2,796,918	R 3,356,303
8	R 1,903,222	R 2,335,240	R 2,767,260	R 1,931,770	R 2,370,269	R 2,808,769
7	R 1,646,643	R 1,995,931	R 2,345,220	R 1,671,343	R 2,025,870	R 2,380,398
6	R 1,464,332	R 1,705,924	R 1,987,402	R 1,486,297	R 1,731,513	R 2,017,213
5	R 1,277,236	R 1,511,803	R 1,698,573	R 1,296,395	R 1,534,480	R 1,724,052
4	R 1,160,847	R 1,349,824	R 1,538,780	R 1,178,260	R 1,370,071	R 1,561,862
3	R 1,067,587	R 1,227,113	R 1,386,637	R 1,083,601	R 1,245,520	R 1,407,437
2	R 1,030,759	R 1,141,500	R 1,267,066	R 1,046,220	R 1,158,623	R 1,286,072
1	R 992,705	R 1,087,143	R 1,195,857	R 1,007,596	R 1,103,450	R 1,213,795

(b) Managers directly accountable to municipal managers:

TRANSLATION KEY						
MUNICIPAL CATEGORISATION	2020/2021			2021/2022		
	TOTAL REMUNERATION PACKAGE (MINIMUM)	TOTAL REMUNERATION PACKAGE (MIDPOINT)	TOTAL REMUNERATION PACKAGE (MAXIMUM)	TOTAL REMUNERATION PACKAGE (MINIMUM)	TOTAL REMUNERATION PACKAGE (MIDPOINT)	TOTAL REMUNERATION PACKAGE (MAXIMUM)
10	R 2,055,005	R 2,601,272	R 3,147,538	R 2,085,830	R 2,640,291	R 3,194,751
9	R 1,763,574	R 2,204,466	R 2,645,361	R 1,790,028	R 2,237,533	R 2,685,041
8	R 1,522,577	R 1,868,192	R 2,213,808	R 1,545,416	R 1,896,215	R 2,247,015
7	R 1,354,200	R 1,596,747	R 1,876,176	R 1,374,513	R 1,620,698	R 1,904,319
6	R 1,188,638	R 1,415,047	R 1,596,747	R 1,206,468	R 1,436,273	R 1,620,698
5	R 1,055,080	R 1,241,269	R 1,427,459	R 1,070,906	R 1,259,888	R 1,448,871
4	R 972,648	R 1,108,275	R 1,257,894	R 987,238	R 1,124,899	R 1,276,762
3	R 894,447	R 1,022,226	R 1,133,463	R 907,864	R 1,037,559	R 1,150,465
2	R 846,307	R 950,907	R 1,040,327	R 859,002	R 965,171	R 1,055,932
1	R 815,063	R 905,626	R 996,188	R 827,289	R 919,210	R 1,011,131

#### Short title and commencement

15. This Notice is called the Upper Limits of Total Remuneration Packages Payable to Municipal Managers and Managers Directly Accountable to Municipal Managers and takes effect from 1 July 2021. The Notice replaces *Government Gazette* No. 46062 as published on 18 March 2022.

