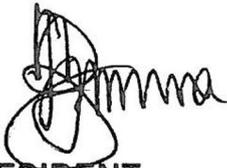


**PROCLAMATION NO. 3 OF 2017***by the**President of the Republic of South Africa***DETERMINATION OF THE UPPER LIMIT OF SALARIES AND ALLOWANCES OF PREMIERS, MEMBERS OF THE EXECUTIVE COUNCILS AND MEMBERS OF THE PROVINCIAL LEGISLATURES**

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 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 2016, subject to the provisions of section 6(2)-(8) of the Act, and the 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 to 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- 4 Proclamation No.10 published in the Government Gazette No. 39750 of 26 February 2016, is hereby repealed.

Given under my Hand at Pretoria..... on this 15..... day of  
.....December....., Two thousand and Sixteen. .



**PRESIDENT**

| <b>Schedule 1</b>  |                  |  |                           |
|--|------------------|--|---------------------------|
| <b>UPPER LIMIT OF SALARIES OF PREMIERS, MEMBERS OF THE EXECUTIVE COUNCILS AND MEMBERS OF THE PROVINCIAL LEGISLATURES AS ADJUSTED BY 4.4%</b> |                  |  |                           |
| <b>Column 1</b>  | <b>Column 2</b>  | <b>Column 3</b>                            | <b>Column 4</b>           |
| <b>GRADE</b>   | <b>PAY LEVEL</b> | <b>POSITION</b>                            | <b>TOTAL REMUNERATION</b> |
| LA   | 1                | Premier                                    | 2,173,470                 |
| LB   | 1                | Member of Executive Council                | 1,901,726                 |
|  |                  | Speaker                                    | 1,901,726                 |
| LC   | 1                | Deputy Speaker                             | 1,494,192                 |
|  |                  | Chief Whip: Majority Party                 | 1,358,399                 |
|  | 2                | Chairperson of Committees                  | 1,222,608                 |
|  |                  | Leader of Opposition                       | 1,222,608                 |
|  |                  | Chairperson of a Committee                 | 1,222,608                 |
|  | 3                | Deputy Chairperson of Committees           | 1,150,258                 |
|  |                  | Deputy Chief Whip: Majority Party          | 1,150,258                 |
|  |                  | Chief Whip: Largest Minority Party         | 1,150,258                 |
|  |                  | Leader of a Minority Party                 | 1,150,258                 |
| LD   | 1                | Parliamentary Counsellor to a King / Queen | 1,033,438                 |
|  |                  | Whip                                       | 1,033,438                 |
|  | 2                | Member of Provincial Legislature           | 1,000,210                 |