

PROCLAMATION NO. 11 OF 2016*by the**President of the Republic of South Africa***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 2015, 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 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- 4 Proclamation No. 4, published in the Government Gazette No.38470 of 13 February 2015 , is hereby repealed

Given under my Hand at CAPE TOWN on this 23 day of

FEBRUARY.....Two thousand and Sixteen.



PRESIDENT

SCHEDULE 1			
REMUNERATION OF MEMBERS OF NATIONAL ASSEMBLY AND PERMANENT DELEGATES TO THE NATIONAL COUNCIL OF PROVINCES AS ADJUSTED BY 4.4%			
Column 1	Column 2	Column 3	Column 4
GRADE	PAY LEVEL	POSITION	TOTAL REMUNERATION
PA	1	Speaker: National Assembly	2,716,798
		Chairperson: NCOP	2,716,798
PB	1	Deputy Speaker: National Assembly	1,901,726
		Deputy Chairperson: NCOP	1,901,726
	2	House Chairperson	1,765,934
PC	1	Chief Whip: Majority Party	1,494,192
		Chief Whip: NCOP	1,494,192
		Parliamentary Council: President	1,494,192
		Parliamentary Council: Deputy President	1,494,192
	2	Leader of Opposition	1,494,192
		Chairperson of a Committee	1,358,399
PD	1	Deputy Chief Whip: Majority Party	1,222,606
		Chief Whip: Largest Minority Party	1,222,606
		Leader of a Minority Party	1,222,606
	2	Whip	1,134,517
PE	1	Member: National Assembly	1,033,438
		Permanent Delegate: NCOP	1,033,438