

Summary - SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2015

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages	1	1 693 421	1 915 807	1 994 836	2 410 210	2 334 812	2 240 584	2 497 442	2 637 270	2 860 868
Pension and UIF Contributions		105 820	118 554	124 905	153 833	150 752	145 027	179 865	186 999	207 428
Medical Aid Contributions		23 340	24 717	32 288	43 565	41 388	39 611	50 526	56 410	62 312
Motor Vehicle Allowance		317 408	327 073	333 242	452 608	423 415	402 191	475 793	486 681	516 147
Cellphone Allowance		61 239	61 366	85 590	126 998	124 041	120 199	139 347	148 953	159 356
Housing Allowances		25 622	33 088	41 775	45 868	45 944	46 440	50 570	53 291	56 407
Other benefits and allowances		95 593	100 928	105 760	131 254	139 233	148 550	142 595	151 897	163 521
Sub Total - Councillors		2 322 443	2 581 534	2 713 857	3 359 287	3 259 583	3 142 602	3 536 139	3 721 500	4 026 039
% increase			11.2%	5.1%	23.8%	(3.0%)	(3.6%)	12.5%	5.2%	8.2%
Senior Managers of the Municipality										
Basic Salaries and Wages	2	953 802	1 084 451	1 089 808	1 489 143	1 418 478	1 367 721	1 537 697	1 613 034	1 710 239
Pension and UIF Contributions		62 084	61 705	67 517	94 310	89 886	86 812	102 855	108 259	115 153
Medical Aid Contributions		14 075	16 087	16 510	25 358	23 959	22 910	31 057	32 541	34 619
Overtime		6 507	3 332	3 368	5 476	5 663	5 663	815	872	932
Performance Bonus		35 597	33 646	29 466	93 725	91 413	87 642	92 944	99 585	105 856
Motor Vehicle Allowance		129 425	133 210	137 743	184 547	178 653	176 778	180 900	189 182	199 335
Cellphone Allowance		8 554	7 232	7 488	26 912	24 441	24 287	16 262	17 028	17 896
Housing Allowances		11 310	9 681	13 716	21 466	22 152	22 113	24 424	23 995	24 673
Other benefits and allowances		52 706	55 927	58 466	60 347	55 231	52 001	52 001	53 981	56 922
Payments in lieu of leave		7 385	5 700	6 156	4 642	5 397	5 397	3 169	3 663	3 889
Long service awards		132	1 354	443	1 171	532	532	462	761	528
Post-retirement benefit obligations		109	2 403	1 596	723	579	591	932	978	1 026
Sub Total - Senior Managers of Municipality		1 281 741	1 414 787	1 432 517	2 002 963	1 916 384	1 853 637	2 042 367	2 143 878	2 271 068
% increase			10.4%	1.3%	39.8%	(4.3%)	(3.3%)	10.2%	5.0%	5.9%
Other Municipal Staff										
Basic Salaries and Wages	4	30 895 216	34 478 611	38 393 486	44 699 228	43 741 724	42 519 909	48 467 674	51 744 764	55 302 978
Pension and UIF Contributions		6 645 599	6 041 602	6 551 091	8 001 870	7 784 646	7 629 632	8 642 307	9 215 901	9 866 188
Medical Aid Contributions		2 510 921	2 771 690	3 497 363	3 923 027	3 824 212	3 775 188	4 113 992	4 398 657	4 699 534
Overtime		2 638 076	2 883 885	3 170 487	2 645 467	2 964 134	3 165 476	2 980 164	3 181 707	3 347 095
Performance Bonus		515 021	540 566	532 242	720 435	660 198	662 799	753 114	807 246	840 984
Motor Vehicle Allowance		1 700 054	1 891 442	1 998 902	2 556 284	2 544 578	2 536 317	2 822 555	3 005 927	3 208 062
Cellphone Allowance		142 309	114 610	172 233	177 990	172 966	173 985	197 734	206 157	228 799
Housing Allowances		298 882	261 967	280 676	393 584	386 815	373 933	413 092	438 792	466 649
Other benefits and allowances		1 737 044	2 481 041	2 278 875	2 427 348	2 400 178	2 348 479	2 717 873	2 899 503	3 107 588
Payments in lieu of leave		620 891	690 814	630 392	669 287	745 124	730 993	751 327	800 138	852 608
Long service awards		258 028	293 322	230 102	222 963	222 933	219 510	218 592	232 152	250 007
Post-retirement benefit obligations		1 623 731	1 371 335	1 846 218	644 670	666 334	671 478	918 193	955 641	1 002 904
Sub Total - Other Municipal Staff		49 405 940	53 612 574	59 354 370	66 821 117	65 870 830	64 550 612	72 712 063	77 589 313	82 858 609
% increase			8.5%	10.7%	12.6%	(1.4%)	(2.0%)	12.6%	6.7%	6.8%
Total Parent Municipality	4	52 979 658	57 579 398	63 462 187	72 149 073	71 017 002	69 512 507	78 240 572	83 401 970	89 100 687
% increase			8.7%	10.2%	13.7%	(1.6%)	(2.1%)	12.6%	6.6%	6.8%
Board Members of Entities										
Basic Salaries and Wages	4	4 304 586	87 629	81 321	5 687 577	88 670	88 539	158 969	168 343	178 966
Pension and UIF Contributions		1 099	851	246	550	550	550	651	685	732
Medical Aid Contributions		66 192	70 261	73 765	79 214	79 715	79 676	91 014	96 351	102 798
Overtime					7 325					
Performance Bonus										
Motor Vehicle Allowance		2 141	2 419	171	828	803	801	923	971	1 038
Cellphone Allowance		265	284	29	91	91	91	108	113	121
Housing Allowances										
Other benefits and allowances		3 859	3 834	338	431	430	430	510	536	573
Board Fees		16 111	21 687	25 841	25 073	27 700	27 453	30 679	32 822	35 141
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities		4 259 950	44 505	31 065	5 639 835	35 705	35 457	97 876	104 005	110 498
% increase			(99.0%)	(30.2%)	18055.2%	(99.4%)	(0.7%)	176.0%	6.3%	6.2%
Senior Managers of Entities										
Basic Salaries and Wages	4	135 537	162 286	114 372	141 115	145 823	145 646	151 935	170 410	183 880
Pension and UIF Contributions		32 149	36 077	9 246	9 103	10 772	10 772	12 036	13 839	15 000
Medical Aid Contributions		17 464	17 399	2 294	2 470	2 736	2 736	3 377	3 988	4 365
Overtime		229	1 276	42	80	80	80	80	80	86
Performance Bonus		20 859	21 472	3 922	7 010	6 518	6 512	5 639	7 963	8 497
Motor Vehicle Allowance		5 738	6 673	5 621	7 966	7 839	7 839	9 715	10 522	11 378
Cellphone Allowance		126	170	580	449	531	529	833	1 109	1 173
Housing Allowances		133	220	216	176	176	176	252	281	293
Other benefits and allowances		19 557	19 839	8 457	4 040	3 486	3 482	3 184	2 851	3 025
Payments in lieu of leave				565	1 173	655	655	698	746	797
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities		231 792	265 412	145 314	173 583	178 616	178 427	187 749	211 789	228 495
% increase			14.5%	(45.2%)	19.5%	2.9%	(0.1%)	5.2%	12.8%	7.9%
Other Staff of Entities										
Basic Salaries and Wages	4	2 428 916	2 655 567	2 863 802	3 314 043	3 395 238	3 391 083	3 537 692	3 792 862	4 043 747
Pension and UIF Contributions		273 622	310 727	381 117	427 373	459 107	449 269	527 974	563 630	602 520
Medical Aid Contributions		152 557	163 672	204 835	258 421	253 797	256 402	308 614	328 845	351 280
Overtime		276 776	309 442	319 360	259 158	258 412	259 870	306 928	325 677	346 780
Performance Bonus		202 141	217 571	162 187	260 135	256 042	257 979	279 375	296 920	315 652
Motor Vehicle Allowance		122 380	132 386	130 982	146 335	149 776	150 583	175 773	187 802	201 873
Cellphone Allowance		17 065	7 283	21 714	13 117	19 158	19 440	16 951	18 095	19 285
Housing Allowances		16 458	18 419	21 326	46 461	22 469	22 369	61 086	65 133	69 946
Other benefits and allowances		137 670	169 194	295 412	166 504	321 966	322 631	224 351	232 610	247 192
Payments in lieu of leave		12 455	24 867	25 904	22 127	24 436	24 728	36 032	38 613	39 768
Long service awards		4 953	6 762	1 433	4 210	4 071	4 464	4 798	5 069	5 367
Post-retirement benefit obligations		16 579	13 687	1 067	2 149	2 352	2 352	2 626	4 359	4 582
Sub Total - Other Staff of Entities		3 661 573	4 029 577	4 429 140	4 920 032	5 166 825	5 161 171	5 482 200	5 859 613	6 247 993
% increase			10.1%	9.9%	11.1%	5.0%	(0.1%)	6.2%	6.9%	6.6%
Total Municipal Entities	4	8 153 315	4 339 494	4 605 519	10 733 450	5 381 145	5 375 055	5 767 825	6 175 407	6 586 986
TOTAL SALARY, ALLOWANCES & BENEFITS		60 980 768	61 750 714	67 885 578	82 677 461	76 197 202	74 682 131	83 783 496	89 337 162	95 334 999
% increase	4		1.3%	9.9%	21.8%	(7.8%)	(2.0%)	12.2%	6.6%	6.7%
TOTAL MANAGERS AND STAFF	5	54 424 840	59 152 568	65 172 333	73 709 436	72 931 172	71 535 077	80 196 347	85 561 382	91 264 562

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
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R thousands		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	30 978	26 569	27 566	31 286	31 286	31 286	31 903	34 136	36 525
Pension and UIF Contributions		1 855	2 627	2 833	3 303	3 303	3 303	3 328	3 561	3 811
Medical Aid Contributions		795	1 031	1 368	1 524	1 524	1 524	1 856	1 986	2 125
Motor Vehicle Allowance		7 076	10 414	10 796	12 907	12 907	12 907	12 944	13 850	14 820
Cellphone Allowance										
Housing Allowances		2 262	2 690	2 525	3 234	3 234	3 234	2 879	3 081	3 297
Other benefits and allowances										
Sub Total - Councillors		42 966	43 331	45 088	52 254	52 254	52 254	52 910	56 614	60 577
% increase	4		0.9%	4.1%	15.9%			1.3%	7.0%	7.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	5 840	4 154	3 537	8 717	13 628	13 628	15 026	15 867	16 756
Pension and UIF Contributions		854	590	667	1 580	2 247	2 247	2 734	2 886	3 046
Medical Aid Contributions		79	48	103	205	205	205	266	281	297
Overtime										
Performance Bonus										
Motor Vehicle Allowance		884	651	808	2 277	2 894	2 894	2 738	2 891	3 053
Cellphone Allowance										
Housing Allowances		36	4		77	77	77	83	83	83
Other benefits and allowances		2 039	1 267	959	1 621	1 652	1 652	2 273	2 400	2 534
Payments in lieu of leave										
Long service awards					33			36	38	40
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		9 733	6 715	6 074	14 510	20 704	20 704	23 157	24 447	25 810
% increase	4		(31.0%)	(9.5%)	138.9%	42.7%		11.8%	5.6%	5.6%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		596 333	606 290	654 048	775 458	773 874	773 874	851 398	899 393	949 762
Pension and UIF Contributions		115 507	118 568	126 960	144 765	145 200	145 200	155 271	163 810	172 815
Medical Aid Contributions		40 331	42 170	46 769	57 614	58 141	58 141	96 719	102 135	107 854
Overtime		50 916	62 099	80 707	57 128	57 148	57 148	60 348	63 728	67 297
Performance Bonus										
Motor Vehicle Allowance		17 834	16 766	17 823	25 328	24 175	24 175	26 800	28 301	29 885
Cellphone Allowance										
Housing Allowances		3 734	3 504	3 219	7 313	7 300	7 300	10 185	10 185	10 185
Other benefits and allowances		84 466	92 356	156 712	125 372	124 969	124 969	139 402	147 183	155 400
Payments in lieu of leave		25 320	20 868	22 094	13 000	13 000	13 000	7 307	7 819	8 366
Long service awards		12 194	13 225	14 840	16 727	16 613	16 613	17 033	17 987	18 994
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		946 633	975 846	1 123 172	1 222 705	1 220 421	1 220 421	1 364 462	1 440 540	1 520 558
% increase	4		3.1%	15.1%	8.9%	(0.2%)		11.8%	5.6%	5.6%
Total Parent Municipality		999 331	1 025 891	1 174 333	1 289 469	1 293 379	1 293 379	1 440 529	1 521 601	1 606 945
% increase	4		2.7%	14.5%	9.8%	0.3%		11.4%	5.6%	5.6%
<u>Board Members of Entities</u>										
Basic Salaries and Wages								96	125	172
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities								96	125	172
% increase	4								30.0%	37.6%
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages								1 004	1 075	1 150
Pension and UIF Contributions								184	197	211
Medical Aid Contributions								91	98	105
Overtime										
Performance Bonus										
Motor Vehicle Allowance								310	331	355
Cellphone Allowance										
Housing Allowances								25	41	41
Other benefits and allowances								104	111	118
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities								1 718	1 853	1 979
% increase	4								7.8%	6.8%
<u>Other Staff of Entities</u>										
Basic Salaries and Wages								180	192	206
Pension and UIF Contributions								34	37	39
Medical Aid Contributions								91	98	105
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances								16	16	16
Other benefits and allowances								19	21	21
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities								341	365	388
% increase	4								7.1%	6.3%
Total Municipal Entities								2 155	2 342	2 539
TOTAL SALARY, ALLOWANCES & BENEFITS		999 331	1 025 891	1 174 333	1 289 469	1 293 379	1 293 379	1 442 684	1 523 943	1 609 484
% increase	4		2.7%	14.5%	9.8%	0.3%		11.5%	5.6%	5.6%
TOTAL MANAGERS AND STAFF	5	956 366	982 560	1 129 246	1 237 215	1 241 125	1 241 125	1 389 678	1 467 205	1 548 735

Eastern Cape: Nelson Mandela Bay(NMA) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2015

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)	1									
Basic Salaries and Wages		48 591	50 973	52 955	57 752	57 752	57 752	62 083	67 050	72 749
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance		1 513	1 604	2 534	2 760	2 760	2 760	2 967	3 204	3 476
Housing Allowances										
Other benefits and allowances			432	83	464	464	464	499	539	585
Sub Total - Councillors		50 104	53 010	55 572	60 976	60 976	60 976	65 549	70 793	76 811
% increase	4		5.8%	4.8%	9.7%			7.5%	8.0%	8.5%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		9 150	8 286	9 035	22 445	21 330	21 330	21 500	23 417	25 641
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus		740	36	(2 428)	3 151	2 752	2 752	3 010	3 266	3 559
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		9 890	8 322	6 607	25 596	24 082	24 082	24 510	26 683	29 200
% increase	4		(15.9%)	(20.6%)	287.4%	(5.9%)		1.8%	8.9%	9.4%
Other Municipal Staff										
Basic Salaries and Wages		1 138 808	1 076 584	1 198 159	1 448 498	1 423 225	1 423 225	1 573 421	1 718 264	1 877 647
Pension and UIF Contributions		184 609	187 171	198 952	224 349	230 176	230 176	245 247	267 311	292 703
Medical Aid Contributions		101 949	106 482	114 914	120 108	120 368	120 368	130 517	142 260	155 773
Overtime		74 052	83 919	106 681	94 108	97 194	97 194	105 184	114 736	125 953
Performance Bonus		18 916	19 489	23 995	23 538	28 034	28 034	31 820	34 691	37 994
Motor Vehicle Allowance		52 877	58 299	60 972	64 396	65 236	65 236	68 101	74 162	81 197
Cellphone Allowance		41	33	26	34	52	52	56	62	67
Housing Allowances		8 046	7 325	6 542	6 619	7 597	7 597	8 351	9 102	9 965
Other benefits and allowances		97 955	78 919	93 712	83 675	84 843	84 843	99 648	108 245	118 191
Payments in lieu of leave		28 692		14 464	11 885	11 945	11 945	12 841	13 871	15 047
Long service awards		29 586	32 089	39 531	33 142	36 939	36 939	40 342	43 280	47 030
Post-retirement benefit obligations		285 301	58 201	(113 478)	48 467	48 467	52 102	56 270	61 053	
Sub Total - Other Municipal Staff		2 020 832	1 708 511	1 744 471	2 158 819	2 154 075	2 154 075	2 367 630	2 582 254	2 822 622
% increase	4		(15.5%)	2.1%	23.8%	(0.2%)		9.9%	9.1%	9.3%
Total Parent Municipality		2 080 826	1 769 843	1 806 650	2 245 390	2 239 133	2 239 133	2 457 689	2 679 730	2 928 632
% increase	4		(14.9%)	2.1%	24.3%	(0.3%)		9.8%	9.0%	9.3%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages		2 535	3 829	4 151	5 089	5 089	5 089	5 745	6 147	6 578
Pension and UIF Contributions		260	480	559	598	598	598	862	922	987
Medical Aid Contributions		193	129	137	146	146	146	450	482	515
Overtime										
Performance Bonus		360	396		567	567	567	750	803	859
Motor Vehicle Allowance		108	108	108	116	116	116	108	116	124
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances				530						
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities		3 457	4 942	5 485	6 516	6 516	6 516	7 915	8 469	9 062
% increase	4		43.0%	11.0%	18.8%			21.5%	7.0%	7.0%
Other Staff of Entities										
Basic Salaries and Wages		2 387	2 080	3 651	4 554	4 554	4 554	5 172	5 534	5 921
Pension and UIF Contributions		307	371	498	533	533	533	776	830	888
Medical Aid Contributions		146	188	329	352	352	352	420	449	481
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances		147	200	380	324	324	324	450	482	515
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities		2 988	2 839	4 858	5 763	5 763	5 763	6 818	7 295	7 806
% increase	4		(5.0%)	71.1%	18.6%			18.3%	7.0%	7.0%
Total Municipal Entities		6 444	7 781	10 343	12 279	12 279	12 279	14 733	15 764	16 867
TOTAL SALARY, ALLOWANCES & BENEFITS		2 087 270	1 777 624	1 816 993	2 257 669	2 251 411	2 251 411	2 472 422	2 695 494	2 945 500
% increase	4		(14.8%)	2.2%	24.3%	(0.3%)		9.8%	9.0%	9.3%
TOTAL MANAGERS AND STAFF	5	2 037 166	1 724 614	1 761 421	2 196 693	2 190 435	2 190 435	2 406 872	2 624 700	2 868 689

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R thousands		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	1 697	1 882	2 052	2 153	2 139	2 139	2 262	2 386	2 512
Pension and UIF Contributions		27	47	50	53	53	53	56	59	62
Medical Aid Contributions						14	14	16	16	17
Motor Vehicle Allowance		573	647	701	721	721	721	763	805	848
Cellphone Allowance		155	164	244	268	245	245	259	274	288
Housing Allowances										
Other benefits and allowances					20	766	766	784	827	871
Sub Total - Councillors		2 452	2 739	3 047	3 215	3 938	3 938	4 140	4 367	4 599
% increase	4		11.7%	11.2%	5.5%	22.5%		5.1%	5.5%	5.3%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	2 528	1 640	2 573	3 200	3 394	3 394	3 542	3 751	3 961
Pension and UIF Contributions		108	13	8	9	9	9	10	10	11
Medical Aid Contributions										
Overtime										
Performance Bonus		457			272	199	199	208	220	232
Motor Vehicle Allowance		600	360	516	632	572	572	606	641	677
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances			117	29	48					
Payments in lieu of leave		103	234							
Long service awards		11								
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 806	2 365	3 126	4 162	4 174	4 174	4 365	4 622	4 881
% increase	4		(37.9%)	32.2%	33.1%	0.3%		4.6%	5.9%	5.6%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		28 673	30 900	34 414	36 386	37 185	37 185	43 921	44 986	47 506
Pension and UIF Contributions		4 563	5 046	6 440	7 060	7 002	7 002	7 537	7 982	8 429
Medical Aid Contributions		1 487	1 683	1 921	2 112	2 212	2 212	2 446	2 590	2 736
Overtime		1 726	2 024	1 994	2 432	2 640	2 640	2 895	3 034	3 203
Performance Bonus		2 624	1 421	2 737	3 019	2 916	2 916	3 318	3 514	3 711
Motor Vehicle Allowance		447	896							
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances		3 089	3 742	2 645	2 489	3 342	3 342	4 177	3 687	3 893
Payments in lieu of leave		558	659	543	709	709	709	733	762	805
Long service awards										
Post-retirement benefit obligations					2 067	339	339	337	357	376
Sub Total - Other Municipal Staff		43 166	46 371	50 694	56 273	56 346	56 346	65 362	66 912	70 659
% increase	4		7.4%	9.3%	11.0%	0.1%		16.0%	2.4%	5.6%
Total Parent Municipality		49 425	51 476	56 867	63 650	64 457	64 457	73 867	75 901	80 139
% increase	4		4.1%	10.5%	11.9%	1.3%		14.6%	2.8%	5.6%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages					1 879	1 567	1 567			
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances					529	472	472			
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities					2 408	2 038	2 038			
% increase	4					(15.3%)		(100.0%)		
<u>Other Staff of Entities</u>										
Basic Salaries and Wages					297	217	217			
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances					22	22	22			
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities					319	239	239			
% increase	4					(25.1%)		(100.0%)		
Total Municipal Entities					2 727	2 277	2 277			
TOTAL SALARY, ALLOWANCES & BENEFITS		49 425	51 476	56 867	66 377	66 735	66 735	73 867	75 901	80 139
% increase	4		4.1%	10.5%	16.7%	0.5%		10.7%	2.8%	5.6%
TOTAL MANAGERS AND STAFF	5	46 973	48 736	53 820	63 162	62 797	62 797	69 727	71 534	75 541

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1				1 367	1 411	1 411	1 377	1 460	1 547
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance					456	463	463	459	487	516
Cellphone Allowance					156	156	156	158	167	177
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors					1 979	2 031	2 031	1 994	2 114	2 241
% increase	4					2.6%		(1.8%)	6.0%	6.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2				2 784	2 784	2 784	2 968	3 146	3 334
Pension and UIF Contributions								6	6	7
Medical Aid Contributions										
Overtime										
Performance Bonus					390	390	390	415	440	467
Motor Vehicle Allowance					480	480	480	480	509	539
Cellphone Allowance					50	50	50	48	51	54
Housing Allowances										
Other benefits and allowances								30	32	34
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality					3 704	3 704	3 704	3 947	4 184	4 435
% increase	4							6.6%	6.0%	6.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages					13 070	13 070	13 070	13 947	14 781	15 667
Pension and UIF Contributions					1 456	1 456	1 456	1 506	1 596	1 692
Medical Aid Contributions					479	479	479	548	581	615
Overtime					643	643	643	655	694	736
Performance Bonus										
Motor Vehicle Allowance					30	30	30	30	32	34
Cellphone Allowance					120	120	120	84	89	94
Housing Allowances					109	109	109	109	116	122
Other benefits and allowances					1 471	1 471	1 471	1 469	1 558	1 651
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff					17 378	17 378	17 378	18 348	19 445	20 612
% increase	4							5.6%	6.0%	6.0%
Total Parent Municipality					23 062	23 113	23 113	24 289	25 743	27 287
% increase	4					0.2%		5.1%	6.0%	6.0%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS					23 062	23 113	23 113	24 289	25 743	27 287
% increase	4					0.2%		5.1%	6.0%	6.0%
TOTAL MANAGERS AND STAFF	5				21 082	21 082	21 082	22 295	23 629	25 047

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	5 524			6 437	6 434	6 434	6 277	6 710	7 173
Pension and UIF Contributions								767	820	877
Medical Aid Contributions								155	166	177
Motor Vehicle Allowance		2 180			2 145	2 145	2 145	1 919	1 955	1 956
Cellphone Allowance					732	732	732	602	644	688
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		7 704			9 313	9 310	9 310	9 721	10 295	10 872
% increase	4		(100.0%)					4.4%	5.9%	5.6%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	4 265			5 015	5 015	5 015	4 511	4 822	5 155
Pension and UIF Contributions		7			12	12	12			
Medical Aid Contributions										
Overtime										
Performance Bonus		719								
Motor Vehicle Allowance		858			945	945	945	791	845	904
Cellphone Allowance					81	81	81	67	72	77
Housing Allowances										
Other benefits and allowances					41	41	41			
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		5 849			6 093	6 093	6 093	5 368	5 739	6 135
% increase	4		(100.0%)					(11.9%)	6.9%	6.9%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		74 207			97 805	97 805	97 805	83 571	91 472	96 526
Pension and UIF Contributions		17 345			13 918	13 918	13 918	16 725	18 548	19 585
Medical Aid Contributions					5 815	5 815	5 815	3 080	1 583	1 672
Overtime		5 945			3 035	3 035	3 035	3 235	3 426	3 617
Performance Bonus										
Motor Vehicle Allowance		3 144			2 722	2 722	2 722	1 094	3 184	3 351
Cellphone Allowance					135	135	135	292	308	325
Housing Allowances		415			536	536	536	265	280	296
Other benefits and allowances		1 647			1 485	1 485	1 485	1 472	1 177	3 385
Payments in lieu of leave					1 240	1 240	1 240	872	927	979
Long service awards					400	400	400	428	453	478
Post-retirement benefit obligations					2 007	2 007	2 007	2 145	2 272	2 399
Sub Total - Other Municipal Staff		102 704			129 098	129 098	129 098	113 180	123 631	132 613
% increase	4		(100.0%)					(12.3%)	9.2%	7.3%
Total Parent Municipality		116 257			144 504	144 501	144 501	128 269	139 664	149 619
% increase	4		(100.0%)					(11.2%)	8.9%	7.1%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		116 257			144 504	144 501	144 501	128 269	139 664	149 619
% increase	4		(100.0%)					(11.2%)	8.9%	7.1%
TOTAL MANAGERS AND STAFF	5	108 554			135 191	135 191	135 191	118 548	129 369	138 748

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1		3 257	3 764	3 526	3 526	3 526	5 655	5 989	6 324
Pension and UIF Contributions			186	224				142	151	159
Medical Aid Contributions			105	232				157	166	176
Motor Vehicle Allowance			1 046	1 177	1 177	1 177	1 177			
Cellphone Allowance			249	275	275	275	275			
Housing Allowances										
Other benefits and allowances			38	49	400	400	400		119	126
Sub Total - Councillors			4 881	5 721	5 378	5 378	5 378	5 954	6 425	6 785
% increase	4			17.2%	(6.0%)			10.7%	7.9%	5.6%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2		2 879	2 633	2 502	2 502	2 502	3 954	4 187	4 422
Pension and UIF Contributions			502	506	542	542	542	688	729	770
Medical Aid Contributions			105	150	294	294	294	142	150	159
Overtime										
Performance Bonus										
Motor Vehicle Allowance			869	848	563	563	563	681	721	761
Cellphone Allowance			78	81	101	101	101	66	70	73
Housing Allowances			40	47	59	59	59	21	22	24
Other benefits and allowances			69	34	719	719	719	122	129	137
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations				50						
Sub Total - Senior Managers of Municipality			4 542	4 349	4 780	4 780	4 780	5 674	6 009	6 345
% increase	4			(4.2%)	9.9%			18.7%	5.9%	5.6%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages			50 089	44 690	60 922	61 302	61 302	70 957	75 143	79 351
Pension and UIF Contributions			8 489	8 915	10 430	10 365	10 365	13 911	14 732	15 557
Medical Aid Contributions			4 807	5 474	6 839	6 831	6 831	4 797	5 080	5 365
Overtime			3 088	3 233	2 579	3 608	3 608	1 968	2 084	2 201
Performance Bonus				6 463		0	0			
Motor Vehicle Allowance			1 904	328	2 069	2 538	2 538	1 818	1 926	2 033
Cellphone Allowance			202	76	160	202	202	204	216	228
Housing Allowances			263	246	346	390	390	329	348	368
Other benefits and allowances			2 918	543	3 078	3 145	3 145	6 901	7 309	7 718
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations				606						
Sub Total - Other Municipal Staff			71 760	70 574	86 423	88 381	88 381	100 886	106 839	112 822
% increase	4			(1.7%)	22.5%	2.3%		14.1%	5.9%	5.6%
Total Parent Municipality			81 183	80 644	96 581	98 539	98 539	112 515	119 273	125 952
% increase	4			(0.7%)	19.8%	2.0%		14.2%	6.0%	5.6%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS			81 183	80 644	96 581	98 539	98 539	112 515	119 273	125 952
% increase	4			(0.7%)	19.8%	2.0%		14.2%	6.0%	5.6%
TOTAL MANAGERS AND STAFF	5		76 302	74 923	91 203	93 161	93 161	106 560	112 847	119 167

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	3 386	4 348	4 761	3 627	3 513	3 513	4 946	5 030	5 113
Pension and UIF Contributions		35	66							
Medical Aid Contributions										
Motor Vehicle Allowance								41	42	43
Cellphone Allowance					334	334	334	251	256	260
Housing Allowances										
Other benefits and allowances		379	516	363	1 270	1 270	1 270	61	62	64
Sub Total - Councillors		3 800	4 930	5 124	5 231	5 117	5 117	5 301	5 390	5 480
% increase	4		29.7%	3.9%	2.1%	(2.2%)		3.6%	1.7%	1.7%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	2 092	2 462	3 589	4 326	4 326	4 326	3 693	3 755	3 818
Pension and UIF Contributions		87	54	49	18	18	18	9	10	10
Medical Aid Contributions										
Overtime										
Performance Bonus		75	22	502	614	614	614			
Motor Vehicle Allowance		295	308	231				662	674	685
Cellphone Allowance				30	25	25	25	31	32	32
Housing Allowances										
Other benefits and allowances			188		400	400	400	85	87	88
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 549	3 034	4 401	5 383	5 383	5 383	4 482	4 557	4 633
% increase	4		19.0%	45.1%	22.3%			(16.8%)	1.7%	1.7%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		15 768	20 986	24 453	35 170	31 804	31 804	33 649	34 280	34 786
Pension and UIF Contributions		1 421	4 544	3 730	949	3 103	3 103	3 408	3 466	3 523
Medical Aid Contributions		2 459		1 363	1 321	1 813	1 841	1 841	1 873	1 904
Overtime		1 180	1 354	630	645	1 970	1 970	2 001	2 035	2 069
Performance Bonus		1 112		1 483						
Motor Vehicle Allowance				160				359	365	371
Cellphone Allowance				317	153	222	222	56	56	57
Housing Allowances				146	115	176	176	178	181	184
Other benefits and allowances		1 406	1 654	510	4 352	1 384	1 384	1 320	1 342	1 365
Payments in lieu of leave										
Long service awards		64	208	4	75	75	75			
Post-retirement benefit obligations			169							
Sub Total - Other Municipal Staff		23 411	28 915	32 797	42 780	40 546	40 546	42 813	43 599	44 259
% increase	4		23.5%	13.4%	30.4%	(5.2%)		5.6%	1.8%	1.5%
Total Parent Municipality		29 760	36 879	42 322	53 395	51 047	51 047	52 595	53 546	54 372
% increase	4		23.9%	14.8%	26.2%	(4.4%)		3.0%	1.8%	1.5%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		29 760	36 879	42 322	53 395	51 047	51 047	52 595	53 546	54 372
% increase	4		23.9%	14.8%	26.2%	(4.4%)		3.0%	1.8%	1.5%
TOTAL MANAGERS AND STAFF	5	25 960	31 949	37 198	48 164	45 929	45 929	47 295	48 156	48 892

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	1 383	1 081		1 572	1 572	1 572	1 649	1 740	1 832
Pension and UIF Contributions										
Medical Aid Contributions					12	25	25	29	30	32
Motor Vehicle Allowance			343							
Cellphone Allowance			84		171	171	171	181	191	201
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		1 383	1 507		1 755	1 768	1 768	1 859	1 961	2 065
% increase	4		9.0%	(100.0%)		0.7%		5.1%	5.5%	5.3%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	1 982	2 161	2 484	2 649	2 658	2 658	2 943	3 114	3 285
Pension and UIF Contributions		42	20	28	37	9	9	9	9	10
Medical Aid Contributions										
Overtime										
Performance Bonus		9	137							
Motor Vehicle Allowance			407	365	401	386	386	373	394	416
Cellphone Allowance			59	58	58	58	58	58	61	64
Housing Allowances										
Other benefits and allowances						29	29	32	34	36
Payments in lieu of leave										
Long service awards			10			38	38			
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 033	2 793	2 934	3 145	3 178	3 178	3 415	3 613	3 811
% increase	4		37.4%	5.0%	7.2%	1.0%		7.5%	5.8%	5.5%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		12 194	10 988	12 165	13 800	13 691	13 691	15 371	16 262	17 157
Pension and UIF Contributions		1 150	1 501	1 952	2 059	2 194	2 194	2 527	2 674	2 821
Medical Aid Contributions		682	785	915	956	998	998	1 062	1 123	1 186
Overtime		480	422	426	461	422	422	440	466	491
Performance Bonus		1 193	729	996	1 114	1 080	1 080	1 277	1 351	1 425
Motor Vehicle Allowance		193	187	120	175					
Cellphone Allowance			39	35	33	33	33	33	35	37
Housing Allowances		23	6	30	32	38	38	37	39	42
Other benefits and allowances			548	596	369	422	422	418	442	466
Payments in lieu of leave		164	121	28		75	75	80	85	89
Long service awards		211	366	136	56	91	91	64	68	72
Post-retirement benefit obligations		(4)	101	(91)		(131)	(131)	(139)	(147)	(155)
Sub Total - Other Municipal Staff		16 285	15 793	17 309	19 056	18 912	18 912	21 170	22 398	23 630
% increase	4		(3.0%)	9.6%	10.1%	(0.8%)		11.9%	5.8%	5.5%
Total Parent Municipality		19 701	20 094	20 243	23 956	23 858	23 858	26 443	27 971	29 506
% increase	4		2.0%	0.7%	18.3%	(0.4%)		10.8%	5.8%	5.5%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		19 701	20 094	20 243	23 956	23 858	23 858	26 443	27 971	29 506
% increase	4		2.0%	0.7%	18.3%	(0.4%)		10.8%	5.8%	5.5%
TOTAL MANAGERS AND STAFF	5	18 318	18 587	20 243	22 200	22 090	22 090	24 584	26 010	27 441

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1			6 291	6 219	6 219	6 219	6 566	6 927	7 294
Pension and UIF Contributions				6	7	7	7	7	7	8
Medical Aid Contributions				1 685	1 882	1 882	1 882	1 952	2 060	2 169
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances				2 825	2 804	2 851	2 851	3 153	3 327	3 503
Sub Total - Councillors				10 808	10 911	10 959	10 959	11 678	12 321	12 974
% increase	4				1.0%	0.4%		6.6%	5.5%	5.3%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2			4 501	5 836	5 836	5 836	5 836	6 157	6 483
Pension and UIF Contributions				140						
Medical Aid Contributions				27						
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances				5						
Other benefits and allowances				398						
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality				5 071	5 836	5 836	5 836	5 836	6 157	6 483
% increase	4				15.1%			5.5%		5.3%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages				117 215	123 742	123 742	123 742	129 333	136 446	143 678
Pension and UIF Contributions				21 359	22 222	22 222	22 222	21 705	22 899	24 113
Medical Aid Contributions				9 619	8 543	8 543	8 543	11 208	11 824	12 451
Overtime				8 181	9 310	7 985	7 985	10 912	11 512	12 122
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances				488	485	485	485	505	532	561
Other benefits and allowances				29 635	32 190	32 190	32 190	32 190	33 961	35 760
Payments in lieu of leave										
Long service awards				750	447	447	447	886	934	984
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff				187 246	196 940	195 614	195 614	206 738	218 109	229 668
% increase	4				5.2%	(0.7%)		5.7%	5.5%	5.3%
Total Parent Municipality				203 125	213 687	212 409	212 409	224 252	236 586	249 125
% increase	4				5.2%	(0.6%)		5.6%	5.5%	5.3%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS				203 125	213 687	212 409	212 409	224 252	236 586	249 125
% increase	4				5.2%	(0.6%)		5.6%	5.5%	5.3%
TOTAL MANAGERS AND STAFF	5			192 317	202 775	201 450	201 450	212 574	224 265	236 151

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	1 431	1 823	1 941	2 039	2 039		3 509	3 702	3 898
Pension and UIF Contributions								86	91	96
Medical Aid Contributions								29	31	32
Motor Vehicle Allowance		169	576	621	652	652		726	766	775
Cellphone Allowance		689	139	154	162	162		208	219	231
Housing Allowances										
Other benefits and allowances				53	55	55		119	126	132
Sub Total - Councillors		2 289	2 539	2 769	2 907	2 907		4 677	4 934	5 164
% increase	4		10.9%	9.1%	5.0%		(100.0%)		5.5%	4.7%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2									
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality										
% increase	4									
<u>Other Municipal Staff</u>										
Basic Salaries and Wages	4	18 623	21 324	20 641	22 943	22 943		30 175	31 026	32 739
Pension and UIF Contributions		2 344	3 009	3 163	3 258	3 258		3 454	3 644	3 838
Medical Aid Contributions		1 008	1 301	1 454	1 479	1 479		1 937	2 044	2 152
Overtime		835	1 518	1 678	1 792	1 792		1 903	2 008	2 114
Performance Bonus			345	398	425	425		452	477	502
Motor Vehicle Allowance		1 279	2 284	2 593	2 769	2 769		3 204	3 380	3 560
Cellphone Allowance		69	92	145	155	155		150	158	167
Housing Allowances		91	136	237	245	245		260	274	288
Other benefits and allowances		2 745	714	2 184	900	900		1 529	1 613	1 654
Payments in lieu of leave			38	19	20	20		4	5	5
Long service awards			39	152	162	162		172	181	191
Post-retirement benefit obligations								35	37	39
Sub Total - Other Municipal Staff		26 994	30 799	32 663	34 147	34 147		43 274	44 847	47 249
% increase	4		14.1%	6.1%	4.5%		(100.0%)		3.6%	5.4%
Total Parent Municipality		29 283	33 338	35 432	37 054	37 054		47 951	49 781	52 413
% increase	4		13.8%	6.3%	4.6%		(100.0%)		3.8%	5.3%
<u>Board Members of Entities</u>										
Basic Salaries and Wages	4									
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages	4									
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages	4									
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		29 283	33 338	35 432	37 054	37 054		47 951	49 781	52 413
% increase	4		13.8%	6.3%	4.6%		(100.0%)		3.8%	5.3%
TOTAL MANAGERS AND STAFF	5	26 994	30 799	32 663	34 147	34 147		43 274	44 847	47 249

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	3 509	4 095	3 910	4 196	4 196	3 929	4 471	4 717	4 967
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance		1 468	1 249	1 893	1 394	1 694	1 678	2 153	2 271	2 391
Cellphone Allowance		210	221	250	268	268	250	284	300	316
Housing Allowances										
Other benefits and allowances		76	101	91	1 036	1 036	53	117	123	129
Sub Total - Councillors		5 264	5 665	6 144	6 894	7 194	5 911	7 025	7 411	7 804
% increase	4		7.6%	8.4%	12.2%	4.4%	(17.8%)	18.9%	5.5%	5.3%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	4 462	3 978	4 277	4 622	4 622	4 585	3 605	3 804	4 005
Pension and UIF Contributions		417	357	389	416	416	415	354	374	394
Medical Aid Contributions		79	39	57	34	34	31			
Overtime										
Performance Bonus		179	110	154	304	304	81	273	288	304
Motor Vehicle Allowance		656	564	605	564	564	564	713	752	792
Cellphone Allowance		25	25	25	25	25	25	25	27	28
Housing Allowances		25	13	6	31	31	6			
Other benefits and allowances		155	85	137	169	169	131	72	76	80
Payments in lieu of leave		239								
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		6 237	5 170	5 650	6 165	6 165	5 838	5 043	5 320	5 602
% increase	4		(17.1%)	9.3%	9.1%		(5.3%)	(13.6%)	5.5%	5.3%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		19 486	19 427	22 748	24 872	25 247	22 396	27 913	29 377	30 934
Pension and UIF Contributions		1 381	1 532	1 839	2 063	2 063	1 966	2 072	2 261	2 387
Medical Aid Contributions		3 301	7 683	4 434	9 554	9 554	8 935	9 686	10 373	11 198
Overtime		311	204	336						
Performance Bonus		296	420	501	668	668	605	746	787	829
Motor Vehicle Allowance		977	1 284	1 130	980	980	980	832	878	924
Cellphone Allowance		130	133	135	144	144	135	138	146	153
Housing Allowances		87	89	90	362	362	100	131	139	147
Other benefits and allowances		699	498	979	1 470	1 470	1 044	1 145	1 207	1 270
Payments in lieu of leave										
Long service awards		56								
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		26 725	31 270	32 192	40 113	40 488	36 161	42 663	45 168	47 842
% increase	4		17.0%	2.9%	24.6%	0.9%	(10.7%)	18.0%	5.9%	5.9%
Total Parent Municipality		38 226	42 106	43 986	53 172	53 847	47 909	54 730	57 899	61 248
% increase	4		10.2%	4.5%	20.9%	1.3%	(11.0%)	14.2%	5.8%	5.8%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance		196	215							
Housing Allowances										
Other benefits and allowances		93	109							
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities		289	324							
% increase	4		12.1%	(100.0%)						
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities		289	324							
TOTAL SALARY, ALLOWANCES & BENEFITS		38 514	42 430	43 986	53 172	53 847	47 909	54 730	57 899	61 248
% increase	4		10.2%	3.7%	20.9%	1.3%	(11.0%)	14.2%	5.8%	5.8%
TOTAL MANAGERS AND STAFF	5	32 962	36 441	37 842	46 278	46 653	41 999	47 705	50 488	53 444

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1				19 907	19 907	19 907	21 255	22 509	23 770
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance								4 330	4 586	4 843
Cellphone Allowance					226	226	226			
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors					20 133	20 133	20 133	25 586	27 095	28 612
% increase	4							27.1%	5.9%	5.6%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2				46 905	45 664	45 664	54 466	56 692	59 479
Pension and UIF Contributions					7 718	7 718	7 718	5 328	5 701	6 101
Medical Aid Contributions					4 403	4 403	4 403	8 923	9 547	10 216
Overtime					726	726	726	777	831	889
Performance Bonus					4 820	4 820	4 820	5 157	5 518	5 905
Motor Vehicle Allowance					1 021	1 021	1 021	1 093	1 169	1 251
Cellphone Allowance					1 375	1 375	1 375	1 471	1 574	1 685
Housing Allowances					554	554	554	1 748	1 870	2 001
Other benefits and allowances					1 864	1 864	1 864	212	227	243
Payments in lieu of leave					753	753	753	806	862	922
Long service awards					346	346	346	370	396	424
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality					70 485	69 244	69 244	80 351	84 389	89 115
% increase	4					(1.8%)		16.0%	5.0%	5.6%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff										
% increase	4									
Total Parent Municipality					90 617	89 376	89 376	105 937	111 484	117 727
% increase	4					(1.4%)		18.5%	5.2%	5.6%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS					90 617	89 376	89 376	105 937	111 484	117 727
% increase	4					(1.4%)		18.5%	5.2%	5.6%
TOTAL MANAGERS AND STAFF	5				70 485	69 244	69 244	80 351	84 389	89 115

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	10 407			12 119	12 119		14 286	15 072	15 871
Pension and UIF Contributions		663			1 980	1 980				
Medical Aid Contributions					157	157				
Motor Vehicle Allowance		3 956			4 029	3 712		4 680	4 938	5 200
Cellphone Allowance		750			909	909		1 513	1 597	1 681
Housing Allowances										
Other benefits and allowances		36			3 812	3 812		3 660	3 861	4 066
Sub Total - Councillors		15 811			23 007	22 689		24 140	25 468	26 817
% increase	4		(100.0%)			(1.4%)	(100.0%)		5.5%	5.3%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	3 831	2 556		6 005	6 005		3 552	3 748	3 946
Pension and UIF Contributions		263	185		309	309		679	717	755
Medical Aid Contributions								274	290	305
Overtime										
Performance Bonus		756						824	869	915
Motor Vehicle Allowance		766	431		348	348		1 147	1 210	1 274
Cellphone Allowance		226	186		156	156		546	576	607
Housing Allowances			426							
Other benefits and allowances		5								
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		5 848	3 784		6 818	6 818		7 023	7 409	7 802
% increase	4		(35.3%)	(100.0%)			(100.0%)		5.5%	5.3%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		63 050			84 142	86 150		108 048	110 243	112 139
Pension and UIF Contributions		9 237			14 151	14 151		15 807	15 960	16 051
Medical Aid Contributions		3 638			5 872	5 872		5 746	6 062	6 384
Overtime		834			862	862		540	570	600
Performance Bonus										
Motor Vehicle Allowance		629			3 402	4 725		5 006	5 281	5 561
Cellphone Allowance					564	564		7	7	7
Housing Allowances		85			103	103		98	103	108
Other benefits and allowances		1 325			5 413	11 156		4 672	4 929	5 190
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		78 798			114 508	123 583		139 924	143 155	146 041
% increase	4		(100.0%)			7.9%	(100.0%)		2.3%	2.0%
Total Parent Municipality		100 456	3 784		144 333	153 091		171 086	176 031	180 660
% increase	4		(96.2%)	(100.0%)		6.1%	(100.0%)		2.9%	2.6%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		100 456	3 784		144 333	153 091		171 086	176 031	180 660
% increase	4		(96.2%)	(100.0%)		6.1%	(100.0%)		2.9%	2.6%
TOTAL MANAGERS AND STAFF	5	84 645	3 784		121 326	130 401		146 946	150 564	153 843

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	1 959	2 081		2 284	2 284	2 284	2 410	2 552	2 705
Pension and UIF Contributions		200	69		40	0	0			
Medical Aid Contributions			42		95					
Motor Vehicle Allowance		688	634		774	774	774	834	884	937
Cellphone Allowance			167		267	267	267	382	405	429
Housing Allowances					16					
Other benefits and allowances					159	159	159	100	106	112
Sub Total - Councillors		2 847	2 994		3 637	3 485	3 485	3 727	3 947	4 183
% increase	4		5.1%	(100.0%)		(4.2%)		6.9%	5.9%	6.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	897	1 647		2 300	1 759	1 759	3 264	3 456	3 663
Pension and UIF Contributions		106	198		274	173	173	500	530	561
Medical Aid Contributions					196	20	20			
Overtime										
Performance Bonus										
Motor Vehicle Allowance		266	1 085		473	227	227	388	411	435
Cellphone Allowance					130	41	41	164	174	184
Housing Allowances					412	84	84	306	324	343
Other benefits and allowances		259	22		500	10	10			
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		1 527	2 953		4 285	2 314	2 314	4 621	4 894	5 188
% increase	4		93.4%	(100.0%)		(46.0%)		99.7%	5.9%	6.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		12 853	16 691		21 638	19 834	19 834	27 289	28 899	30 633
Pension and UIF Contributions		2 056	1 714		3 481	3 308	3 308	4 149	4 393	4 657
Medical Aid Contributions			940		3 500	3 480	3 480	2 272	2 407	2 551
Overtime		333	363		500	500	500	770	815	864
Performance Bonus		1 592						550	582	617
Motor Vehicle Allowance			439		1 500	1 273	1 273	928	982	1 041
Cellphone Allowance						(41)	(41)	10	10	11
Housing Allowances		915	417		700	616	616	928	983	1 042
Other benefits and allowances			1 531		834	768	768	2 607	2 761	2 927
Payments in lieu of leave					1 560	1 560	1 560	472	499	529
Long service awards										
Post-retirement benefit obligations			2 165							
Sub Total - Other Municipal Staff		17 749	24 260		33 713	31 299	31 299	39 974	42 332	44 872
% increase	4		36.7%	(100.0%)		(7.2%)		27.7%	5.9%	6.0%
Total Parent Municipality		22 124	30 207		41 635	37 098	37 098	48 322	51 173	54 243
% increase	4		36.5%	(100.0%)		(10.9%)		30.3%	5.9%	6.0%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		22 124	30 207		41 635	37 098	37 098	48 322	51 173	54 243
% increase	4		36.5%	(100.0%)		(10.9%)		30.3%	5.9%	6.0%
TOTAL MANAGERS AND STAFF	5	19 277	27 214		37 998	33 613	33 613	44 595	47 226	50 060

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1									
Pension and UIF Contributions					1 252	1 377	1 377	1 514	1 602	1 687
Medical Aid Contributions			986	1 127	968	1 064	1 064	1 171	1 239	1 304
Motor Vehicle Allowance			2 310	3 354	2 673	2 940	2 940	3 234	3 422	3 603
Cellphone Allowance					843	927	927	1 020	1 079	1 137
Housing Allowances										
Other benefits and allowances			7 343	7 923	6 290	6 919	6 919	7 611	8 053	8 479
Sub Total - Councillors			10 639	12 404	12 026	13 228	13 228	14 551	15 395	16 211
% increase	4			16.6%	(3.0%)	10.0%		10.0%	5.8%	5.3%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2				5 184	5 184	5 184	5 702	6 033	6 352
Pension and UIF Contributions					400	400	400	440	465	490
Medical Aid Contributions					98	98	98	108	114	120
Overtime										
Performance Bonus										
Motor Vehicle Allowance					1 344	1 344	1 344	1 478	1 564	1 647
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances					135	135	135	149	157	166
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality					7 161	7 161	7 161	7 877	8 334	8 775
% increase	4							10.0%	5.8%	5.3%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages					50 531	51 436	51 436	57 994	61 358	64 610
Pension and UIF Contributions					8 094	7 564	7 564	8 320	8 803	9 269
Medical Aid Contributions					2 508	2 508	2 508	2 759	2 919	3 073
Overtime					1 291	1 291	1 291	1 420	1 502	1 582
Performance Bonus										
Motor Vehicle Allowance					681	681	681	749	793	835
Cellphone Allowance					68	597	597	656	694	731
Housing Allowances					160	1 570	1 570	1 727	1 827	1 924
Other benefits and allowances										
Payments in lieu of leave						123	123	135	143	151
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff					63 332	65 769	65 769	73 761	78 039	82 175
% increase	4					3.8%		12.2%	5.8%	5.3%
Total Parent Municipality			10 639	12 404	82 519	86 158	86 158	96 189	101 768	107 162
% increase	4			16.6%	565.3%	4.4%		11.6%	5.8%	5.3%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS			10 639	12 404	82 519	86 158	86 158	96 189	101 768	107 162
% increase	4			16.6%	565.3%	4.4%		11.6%	5.8%	5.3%
TOTAL MANAGERS AND STAFF	5				70 493	72 930	72 930	81 638	86 373	90 951

Eastern Cape: Ngqushwa(EC126) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2015

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	3 154	2 138		3 966	4 526	4 526	3 718	3 937	4 158
Pension and UIF Contributions		659	135		714	774	774	743	787	831
Medical Aid Contributions		536	25		526	590	590	590	625	660
Motor Vehicle Allowance			665		1 448	1 528	1 528	1 647	1 744	1 842
Cellphone Allowance		346	157		522	558	558	522	552	583
Housing Allowances										
Other benefits and allowances		1 481			90	90	90	90	95	101
Sub Total - Councillors		6 177	3 121		7 265	8 065	8 065	7 310	7 741	8 175
% increase	4		(49.5%)	(100.0%)		11.0%		(9.4%)	5.9%	5.6%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	2 949	128 540		4 539	4 539	4 539	6 252	5 403	5 705
Pension and UIF Contributions		29	128		45	45	45			
Medical Aid Contributions		71	309							
Overtime										
Performance Bonus		510	2 216							
Motor Vehicle Allowance		555	2 413		768	768	768			
Cellphone Allowance		37	159		49	49	49			
Housing Allowances			15							
Other benefits and allowances			36							
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		4 150	133 817		5 402	5 402	5 402	5 102	5 403	5 705
% increase	4		3124.3%	(100.0%)				(5.6%)	5.9%	5.6%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		17 973	4 357		28 125	25 072	25 072	32 720	34 651	36 591
Pension and UIF Contributions		2 910	1 607		95	95	95	5 785	6 127	6 470
Medical Aid Contributions		1 180	700		30	30	30	1 401	1 484	1 567
Overtime		413	60							
Performance Bonus		(292)	43							
Motor Vehicle Allowance		1 024	582		2 092	2 092	2 092	1 284	1 360	1 436
Cellphone Allowance		154	91		257	257	257	212	225	237
Housing Allowances		352	16		38	38	38	82	87	92
Other benefits and allowances		414	165		515	515	515	1 652		
Payments in lieu of leave		151	39							
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		24 280	7 660		31 153	28 099	28 099	43 137	43 933	46 394
% increase	4		(68.5%)	(100.0%)		(9.8%)		53.5%	1.8%	5.6%
Total Parent Municipality		34 608	144 598		43 821	41 567	41 567	55 549	57 077	60 274
% increase	4		317.8%	(100.0%)		(5.1%)		33.6%	2.8%	5.6%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		34 608	144 598		43 821	41 567	41 567	55 549	57 077	60 274
% increase	4		317.8%	(100.0%)		(5.1%)		33.6%	2.8%	5.6%
TOTAL MANAGERS AND STAFF	5	28 431	141 477		36 555	33 501	33 501	48 239	49 336	52 099

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	1 303	1 868	2 032	1 688	1 686	1 501	1 533	1 632	1 736
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance					659	609	435	505	538	572
Cellphone Allowance					126	128	112	112	119	127
Housing Allowances										
Other benefits and allowances								29	31	33
Sub Total - Councillors		1 303	1 868	2 032	2 473	2 423	2 049	2 180	2 319	2 467
% increase	4		43.3%	8.8%	21.7%	(2.0%)	(15.5%)	6.4%	6.4%	6.4%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	901	867	1 325	2 164	2 164	1 762	2 843	3 025	3 219
Pension and UIF Contributions				57	5	5	5	9	9	10
Medical Aid Contributions					51	51	51			
Overtime										
Performance Bonus								255	271	289
Motor Vehicle Allowance				153	153	59	59			
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances		824	837	270	342	342	342	0	0	0
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		1 725	1 704	1 804	2 714	2 620	2 218	3 108	3 307	3 518
% increase	4		(1.2%)	5.9%	50.4%	(3.4%)	(15.3%)	40.1%	6.4%	6.4%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		10 885	11 444	12 576	15 277	14 672	14 672	17 998	19 150	20 376
Pension and UIF Contributions		1 709	2 513	3 656	2 090	2 421	2 421	2 813	2 994	3 185
Medical Aid Contributions		595			657	639	639	827	880	936
Overtime		23		3						
Performance Bonus										
Motor Vehicle Allowance			489	491	54	54	54	56	60	63
Cellphone Allowance					4	4	4	5	5	5
Housing Allowances		37	33	33	32	13	13	25	26	28
Other benefits and allowances		1 548	135	2 170	1 592	1 463	1 463	1 998	2 126	2 262
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		14 798	14 614	18 929	19 707	19 267	19 267	23 722	25 240	26 856
% increase	4			29.5%	4.1%	(2.2%)		23.1%	6.4%	6.4%
Total Parent Municipality		17 826	18 186	22 765	24 893	24 310	23 533	29 009	30 866	32 841
% increase	4		2.0%	25.2%	9.3%	(2.3%)	(3.2%)	23.3%	6.4%	6.4%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		17 826	18 186	22 765	24 893	24 310	23 533	29 009	30 866	32 841
% increase	4		2.0%	25.2%	9.3%	(2.3%)	(3.2%)	23.3%	6.4%	6.4%
TOTAL MANAGERS AND STAFF	5	16 523	16 318	20 733	22 420	21 887	21 485	26 830	28 547	30 374

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	6 116	6 628	7 337	7 482	7 754	7 754	8 209	5 955	5 249
Pension and UIF Contributions		29								
Medical Aid Contributions										
Motor Vehicle Allowance		2 030	2 192	2 130	3 143	2 187	2 187	2 673	1 584	3 089
Cellphone Allowance		343	457	744	1 059	785	785	1 073	892	1 178
Housing Allowances		2 007	2 187	1 933	3 367	2 308	2 308	2 379	2 615	2 711
Other benefits and allowances		43	98	108	608	413	413	398	384	438
Sub Total - Councillors		10 567	11 563	12 253	15 659	13 447	13 447	14 732	11 431	12 666
% increase	4		9.4%	6.0%	27.8%	(14.1%)		9.6%	(22.4%)	10.8%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	5 041	5 835	6 891	6 883	8 002	8 002	8 698	9 350	10 069
Pension and UIF Contributions		631	454	835	947	898	898	1 050	1 129	1 216
Medical Aid Contributions		131	303	121	137	133	133	118	126	137
Overtime										
Performance Bonus		643	703	774	1 408	1 408	1 408	1 957	2 104	2 263
Motor Vehicle Allowance		1 560	1 828	1 896	2 129	2 173	2 173	2 221	2 388	2 571
Cellphone Allowance		202	261	323	1 149	297	297	1 761	1 893	2 015
Housing Allowances			125	680	46	1 365	1 365	89	96	103
Other benefits and allowances		27	78	15	264	30	30	13	14	16
Payments in lieu of leave		614	327	73						
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		8 848	9 913	11 608	12 963	14 306	14 306	15 906	17 099	18 390
% increase	4		12.0%	17.1%	11.7%	10.4%		11.2%	7.5%	7.6%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		182 255	220 978	257 009	303 069	320 990	320 990	360 169	387 153	415 303
Pension and UIF Contributions		25 480	33 821	43 751	48 697	55 487	55 487	62 022	66 674	71 650
Medical Aid Contributions		13 191	17 654	23 148	30 485	28 464	28 464	35 026	39 054	43 537
Overtime		9 244	11 906	16 914	12 980	21 413	21 413	15 050	16 182	3 680
Performance Bonus										
Motor Vehicle Allowance		9 088	10 715	17 937	28 461	34 350	34 350	38 400	41 260	44 376
Cellphone Allowance		3 054	4 250	5 531	9 563	7 649	7 649	11 980	12 873	13 834
Housing Allowances		1 357	1 768	2 387	9 606	4 469	4 469	947	1 018	1 093
Other benefits and allowances		20 904	34 038	27 963	40 871	51 256	51 256	40 461	43 499	46 740
Payments in lieu of leave		10 625	15 598	27 076	8 739	8 739	8 739	17 047	18 312	19 659
Long service awards										
Post-retirement benefit obligations		30 288	11 185	27 452	16 272	16 272	16 272	23 260	20 500	22 000
Sub Total - Other Municipal Staff		305 486	361 911	449 166	508 743	549 089	549 089	604 363	646 525	681 871
% increase	4		18.5%	24.1%	13.3%	7.9%		10.1%	7.0%	5.5%
Total Parent Municipality		324 902	383 387	473 026	537 364	576 843	576 843	635 001	675 054	712 927
% increase	4		18.0%	23.4%	13.6%	7.3%		10.1%	6.3%	5.6%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		324 902	383 387	473 026	537 364	576 843	576 843	635 001	675 054	712 927
% increase	4		18.0%	23.4%	13.6%	7.3%		10.1%	6.3%	5.6%
TOTAL MANAGERS AND STAFF	5	314 335	371 824	460 774	521 705	563 395	563 395	620 268	663 624	700 262

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>	1									
Basic Salaries and Wages		5 464	5 895	5 664	6 743			6 753	6 753	6 753
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		5 464	5 895	5 664	6 743			6 753	6 753	6 753
% increase	4		7.9%	(3.9%)	19.1%	(100.0%)				
<u>Senior Managers of the Municipality</u>	2									
Basic Salaries and Wages		4 438		5 031	5 370			4 236		
Pension and UIF Contributions								62		
Medical Aid Contributions										
Overtime										
Performance Bonus								228		
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances								1 059		
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		4 438		5 031	5 370			5 585		
% increase	4		(100.0%)		6.7%	(100.0%)			(100.0%)	
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		34 328		44 101	64 497					
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		34 328		44 101	64 497					
% increase	4		(100.0%)		46.2%	(100.0%)				
Total Parent Municipality		44 230	5 895	54 795	76 610			12 339	6 753	6 753
% increase	4		(86.7%)	829.5%	39.8%	(100.0%)			(45.3%)	
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		44 230	5 895	54 795	76 610			12 339	6 753	6 753
% increase	4		(86.7%)	829.5%	39.8%	(100.0%)			(45.3%)	
TOTAL MANAGERS AND STAFF	5	38 766		49 132	69 867			5 585		

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	1 270	1 386	1 615	1 629			1 726	1 826	1 926
Pension and UIF Contributions		110	315	231	275					
Medical Aid Contributions										
Motor Vehicle Allowance		375	30	32	31			219	232	245
Cellphone Allowance		85	87	119	171			25	27	28
Housing Allowances										
Other benefits and allowances		10								
Sub Total - Councillors		1 850	1 818	1 997	2 106			1 970	2 084	2 199
% increase	4		(1.7%)	9.9%	5.5%	(100.0%)			5.8%	5.5%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	2 365	2 029	2 674	2 122			2 249	2 384	2 527
Pension and UIF Contributions					160			169	179	190
Medical Aid Contributions					43					
Overtime										
Performance Bonus					177			188	199	210
Motor Vehicle Allowance			343	364	600			636	674	715
Cellphone Allowance			30	46	30			32	34	36
Housing Allowances										
Other benefits and allowances		132	227	239	199			211	224	237
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 497	2 629	3 323	3 332			3 485	3 694	3 915
% increase	4		5.3%	26.4%	0.3%	(100.0%)			6.0%	6.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		10 141	12 485	13 201	17 420			18 396		
Pension and UIF Contributions		1 924	2 364	2 521	3 025					
Medical Aid Contributions		690	685	554	774					
Overtime		286	170	239	163					
Performance Bonus										
Motor Vehicle Allowance		245	435	588	286					
Cellphone Allowance			59	88	53					
Housing Allowances										
Other benefits and allowances			978	1 157	1 235					
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		13 286	17 177	18 349	22 957			18 396		
% increase	4		29.3%	6.8%	25.1%	(100.0%)			(100.0%)	
Total Parent Municipality		17 633	21 624	23 669	28 395			23 852	5 778	6 114
% increase	4		22.6%	9.5%	20.0%	(100.0%)			(75.8%)	5.8%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		17 633	21 624	23 669	28 395			23 852	5 778	6 114
% increase	4		22.6%	9.5%	20.0%	(100.0%)			(75.8%)	5.8%
TOTAL MANAGERS AND STAFF	5	15 783	19 806	21 672	26 288			21 881	3 694	3 915

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1		10 389		14 177	14 177	14 177	14 717	15 350	15 990
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance			3 463		4 980	4 980	4 980	5 110	5 783	6 295
Cellphone Allowance			760		1 010	1 010	1 010	1 709	1 610	1 709
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors			14 612		20 167	20 167	20 167	21 536	22 743	23 994
% increase	4			(100.0%)				6.8%	5.6%	5.5%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2		4 325		5 766	5 399	5 399	7 687	9 487	9 897
Pension and UIF Contributions			502		463	434	434	1 020	1 052	1 101
Medical Aid Contributions			228		504	501	501	300	300	300
Overtime										
Performance Bonus			443		571	505	505	505	505	505
Motor Vehicle Allowance			332		398	397	397	441	441	441
Cellphone Allowance										
Housing Allowances			22		15	15	15	50	50	50
Other benefits and allowances					11	11	11	79	79	79
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality			5 852		7 727	7 262	7 262	10 081	11 913	12 372
% increase	4			(100.0%)		(6.0%)		38.8%	18.2%	3.9%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages			84 166		87 392	86 791	86 791	108 891	115 204	118 226
Pension and UIF Contributions			12 985		10 977	10 045	10 045	17 914	20 064	22 014
Medical Aid Contributions			9 442		9 531	9 896	9 896	12 346	12 346	14 346
Overtime			5 823		7 531	7 936	7 936	9 126	9 126	9 126
Performance Bonus			3 626		3 151	2 945	2 945	7 660	7 660	7 660
Motor Vehicle Allowance			2 999		3 310	2 942	2 942	4 427	4 427	4 427
Cellphone Allowance			1		1	1	1			
Housing Allowances			245		262	262	262	494	494	494
Other benefits and allowances			2 628		2 881	2 500	2 500	1 332	1 332	1 332
Payments in lieu of leave										
Long service awards			489		524	620	620	714	714	714
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff			122 404		125 559	123 940	123 940	162 903	171 366	178 338
% increase	4			(100.0%)		(1.3%)		31.4%	5.2%	4.1%
Total Parent Municipality			142 868		153 453	151 368	151 368	194 521	206 023	214 705
% increase	4			(100.0%)		(1.4%)		28.5%	5.9%	4.2%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS			142 868		153 453	151 368	151 368	194 521	206 023	214 705
% increase	4			(100.0%)		(1.4%)		28.5%	5.9%	4.2%
TOTAL MANAGERS AND STAFF	5		128 256		133 286	131 202	131 202	172 984	183 279	190 710

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	5 048	11 539	12 729	9 934		9 934	10 332	10 941	11 554
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance					2 157		2 157	2 243	2 376	2 509
Cellphone Allowance					936		936	973	1 031	1 089
Housing Allowances										
Other benefits and allowances					595		595	619	655	692
Sub Total - Councillors		5 048	11 539	12 729	13 622		13 622	14 167	15 003	15 843
% increase	4		128.6%	10.3%	7.0%	(100.0%)		4.0%	5.9%	5.6%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2									
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality										
% increase	4									
<u>Other Municipal Staff</u>										
Basic Salaries and Wages	2				37 745		37 745	47 705	50 520	53 349
Pension and UIF Contributions					7 304		7 304	8 692	9 205	9 721
Medical Aid Contributions					2 782		2 782	3 197	3 386	3 576
Overtime										
Performance Bonus								4 014	4 251	4 489
Motor Vehicle Allowance					6 517		6 517	6 937	7 346	7 758
Cellphone Allowance					743		743	799	846	893
Housing Allowances					1 783		1 783	2 086	2 209	2 333
Other benefits and allowances					7 179		7 179	1 727	1 829	1 931
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff					64 053		64 053	75 158	79 592	84 049
% increase	4					(100.0%)		17.3%	5.9%	5.6%
Total Parent Municipality		5 048	11 539	12 729	77 675		77 675	89 325	94 595	99 892
% increase	4		128.6%	10.3%	510.2%	(100.0%)		15.0%	5.9%	5.6%
<u>Board Members of Entities</u>										
Basic Salaries and Wages	4									
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages	4									
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages	4									
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		5 048	11 539	12 729	77 675		77 675	89 325	94 595	99 892
% increase	4		128.6%	10.3%	510.2%	(100.0%)		15.0%	5.9%	5.6%
TOTAL MANAGERS AND STAFF	5				64 053		64 053	75 158	79 592	84 049

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	8 270	9 101	9 812	10 227	10 107	10 227	10 739	11 255	11 367
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		8 270	9 101	9 812	10 227	10 107	10 227	10 739	11 255	11 367
% increase	4		10.1%	7.8%	4.2%	(1.2%)	1.2%	5.0%	4.8%	1.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	6 395	7 171	6 371	8 197	7 797	8 197	6 866	7 195	7 267
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus			115	(2 303)				97	101	102
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		6 395	7 285	4 068	8 197	7 797	8 197	6 963	7 297	7 370
% increase	4		13.9%	(44.2%)	101.5%	(4.9%)	5.1%	(15.1%)	4.8%	1.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		19 172	26 431	29 907	35 902	35 177	35 902	33 330	34 929	35 279
Pension and UIF Contributions		3 973	3 245	3 780	6 175	6 175	6 175	6 197	6 494	6 559
Medical Aid Contributions		975	949	1 298	2 350	2 350	2 350	2 049	2 147	2 169
Overtime		1 314	1 070	1 503	1 590	1 874	1 590	993	1 041	1 051
Performance Bonus		2 275								
Motor Vehicle Allowance		745	653	884	1 393	1 393	1 393	2 855	2 992	3 022
Cellphone Allowance		165	283	468	516	516	516	432	452	457
Housing Allowances		585	140	143	225	225	225	490	513	518
Other benefits and allowances		620	328	430				560	587	593
Payments in lieu of leave		2 653	369	1 817	276	276	276	1 928	2 021	2 041
Long service awards		212	316	241				260	272	275
Post-retirement benefit obligations		308	2 614	2 757	5 016	5 016	5 016	3 197	3 350	3 384
Sub Total - Other Municipal Staff		32 996	36 399	43 227	53 442	53 002	53 442	52 289	54 799	55 347
% increase	4		10.3%	18.8%	23.6%	(0.8%)	0.8%	(2.2%)	4.8%	1.0%
Total Parent Municipality		47 661	52 786	57 106	71 867	70 906	71 867	69 991	73 351	74 084
% increase	4		10.8%	8.2%	25.8%	(1.3%)	1.4%	(2.6%)	4.8%	1.0%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		47 661	52 786	57 106	71 867	70 906	71 867	69 991	73 351	74 084
% increase	4		10.8%	8.2%	25.8%	(1.3%)	1.4%	(2.6%)	4.8%	1.0%
TOTAL MANAGERS AND STAFF	5	39 391	43 685	47 295	61 639	60 799	61 639	59 252	62 096	62 717

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	6 178	6 679	6 779	7 995		7 995	8 036	8 478	8 927
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance								2 721	2 870	3 022
Cellphone Allowance				546	911		911	904	954	1 004
Housing Allowances										
Other benefits and allowances		2 953	2 759	2 715	3 065		3 065	664	701	738
Sub Total - Councillors		9 131	9 438	10 041	11 971		11 971	12 325	13 003	13 692
% increase	4		3.4%	6.4%	19.2%	(100.0%)		3.0%	5.5%	5.3%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	2 037	3 330	4 036	4 036		4 036	4 710	4 969	5 233
Pension and UIF Contributions		68						40	42	44
Medical Aid Contributions										
Overtime										
Performance Bonus			230	600	600		600	300	317	333
Motor Vehicle Allowance				878	878		878	1 425	1 503	1 583
Cellphone Allowance				345	345		345	115	121	127
Housing Allowances										
Other benefits and allowances		200								
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 305	3 560	5 860	5 860		5 860	6 590	6 952	7 320
% increase	4		54.4%	64.6%		(100.0%)		12.5%	5.5%	5.3%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		17 787	21 902	19 548	27 619	(3 273)	24 347	28 807	30 392	32 003
Pension and UIF Contributions		3 557	2 988	3 007	6 958	(553)	6 405	6 776	7 149	7 528
Medical Aid Contributions			2 184	2 173	1 374	(244)	1 131	1 196	1 262	1 329
Overtime		528	484	713	870	(200)	670	709	748	787
Performance Bonus										
Motor Vehicle Allowance		2 917	2 778	1 207	3 908	(1 611)	2 296	2 429	2 563	2 699
Cellphone Allowance			269	291	345		345	365	386	406
Housing Allowances		66	83	90	94		94	100	105	111
Other benefits and allowances		2 828	1 956	2 518	860	(478)	382	404	426	449
Payments in lieu of leave				580	300		300	317	335	353
Long service awards			310	85	300		300	317	333	351
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		27 683	32 954	30 214	42 629	(6 358)	36 270	41 422	43 699	46 015
% increase	4		19.0%	(8.3%)	41.1%	(114.9%)	(670.4%)	14.2%	5.5%	5.3%
Total Parent Municipality		39 119	45 952	46 114	60 459	(6 358)	54 101	60 337	63 654	67 028
% increase	4		17.5%	0.4%	31.1%	(110.5%)	(950.8%)	11.5%	5.5%	5.3%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		39 119	45 952	46 114	60 459	(6 358)	54 101	60 337	63 654	67 028
% increase	4		17.5%	0.4%	31.1%	(110.5%)	(950.8%)	11.5%	5.5%	5.3%
TOTAL MANAGERS AND STAFF	5	29 988	36 514	36 073	48 488	(6 358)	42 130	48 012	50 651	53 335

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	4 543	4 912	5 371	5 597	5 546	5 546	5 559	5 865	6 175
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		4 543	4 912	5 371	5 597	5 546	5 546	5 559	5 865	6 175
% increase	4		8.1%	9.3%	4.2%	(0.9%)		0.2%	5.5%	5.3%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	2 531	2 313	2 882	4 410	4 678	4 678	4 735	5 000	5 271
Pension and UIF Contributions		118	126	129	328	355	355	355	375	396
Medical Aid Contributions		80	76	60	148	97	97	97	102	108
Overtime										
Performance Bonus			1 180	442	695	646	646	646	682	720
Motor Vehicle Allowance		384	232	150	576	264	264	264	279	294
Cellphone Allowance				96	78	69	69	69	73	77
Housing Allowances					82	82	82	82	87	92
Other benefits and allowances		164	95	168	160	140	140	140	148	156
Payments in lieu of leave			183							
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 277	4 205	3 927	6 476	6 331	6 331	6 388	6 746	7 114
% increase	4		28.3%	(6.6%)	64.9%	(2.3%)		0.9%	5.6%	5.4%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		17 331	21 306	22 223	24 574	21 138	21 138	20 491	21 614	22 753
Pension and UIF Contributions		1 801	2 150	2 640	2 624	2 503	2 503	2 467	2 603	2 740
Medical Aid Contributions		1 179	1 309	1 516	1 352	1 624	1 624	1 534	1 618	1 704
Overtime		1 690	2 357	2 011	1 557	962	962	837	883	930
Performance Bonus		1 085	1 350	1 659	1 769	1 806	1 806	1 741	1 836	1 932
Motor Vehicle Allowance		105	109	109	17	17	17	17	17	17
Cellphone Allowance		10	43	26	12	8	8	5	5	5
Housing Allowances		82	82	82					(0)	(1)
Other benefits and allowances		0	0	51						
Payments in lieu of leave		1 114	458	782	117	109	109	97	102	108
Long service awards		8	183		2					
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		24 404	29 346	31 099	32 023	28 166	28 166	27 189	28 678	30 188
% increase	4		20.3%	6.0%	3.0%	(12.0%)		(3.5%)	5.5%	5.3%
Total Parent Municipality		32 225	38 463	40 396	44 097	40 042	40 042	39 136	41 289	43 477
% increase	4		19.4%	5.0%	9.2%	(9.2%)		(2.3%)	5.5%	5.3%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		32 225	38 463	40 396	44 097	40 042	40 042	39 136	41 289	43 477
% increase	4		19.4%	5.0%	9.2%	(9.2%)		(2.3%)	5.5%	5.3%
TOTAL MANAGERS AND STAFF	5	27 682	33 551	35 025	38 499	34 497	34 497	33 577	35 424	37 301

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	4 600	7 918	4 364	5 941	6 010	6 010	6 611	7 001	7 393
Pension and UIF Contributions		81		172	137	130	130	143	152	160
Medical Aid Contributions		973		870	1 357	1 248	1 248	1 373	1 454	1 535
Motor Vehicle Allowance					1 876	2 140	2 140	2 354	2 493	2 632
Cellphone Allowance					322	402	402	442	468	494
Housing Allowances		1 517		1 633						
Other benefits and allowances		266		291						
Sub Total - Councillors		7 437	7 918	7 331	9 633	9 930	9 930	10 923	11 567	12 215
% increase	4		6.5%	(7.4%)	31.4%	3.1%		10.0%	5.9%	5.6%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	3 360	3 542	5 424	6 139	6 139	6 139	6 507	6 507	6 507
Pension and UIF Contributions		677			1 074	1 074	1 074	1 138	1 138	1 138
Medical Aid Contributions			945	355	368	368	368	390	390	390
Overtime										
Performance Bonus			263	348	1 514	917	917	981	1 050	1 123
Motor Vehicle Allowance		1 579	1 606	1 971	1 954	1 386	1 386	1 484	1 587	1 698
Cellphone Allowance					213	213	213	226	226	226
Housing Allowances					63	63	63	66	66	66
Other benefits and allowances		312	438	366	92	92	92	98	98	98
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		5 928	6 794	8 464	11 418	10 253	10 253	10 891	11 063	11 248
% increase	4		14.6%	24.6%	34.9%	(10.2%)		6.2%	1.6%	1.7%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		66 279	71 097	78 631	134 217	111 096	111 096	158 638	169 743	181 625
Pension and UIF Contributions		149	590	655	24 040	15 800	15 800	26 445	28 005	29 573
Medical Aid Contributions		3 430	2 818	4 072	11 483	6 816	6 816	12 632	13 377	14 126
Overtime		998	1 164	1 298		3 311	3 311	3 576	3 862	4 171
Performance Bonus		5 338	4 859	6 458	9 486			10 435	11 051	11 670
Motor Vehicle Allowance		10 131	11 505	13 933	22 387	14 719	14 719	24 626	26 079	27 539
Cellphone Allowance					2 121	1 486	1 486	2 333	2 470	2 609
Housing Allowances		993	979	1 084	3 021	1 031	1 031	3 323	3 519	3 716
Other benefits and allowances		10 118	14 068	14 354	3 634	2 909	2 909	3 998	4 233	4 470
Payments in lieu of leave		2 550	2 304	2 797		1 880	1 880			
Long service awards		71	(13)	63	2 042	840	840	2 247	2 379	2 513
Post-retirement benefit obligations		6 311	6 401	2 406				78	83	87
Sub Total - Other Municipal Staff		106 368	115 772	125 751	212 432	159 889	159 889	248 329	264 801	282 099
% increase	4		8.8%	8.6%	68.9%	(24.7%)		55.3%	6.6%	6.5%
Total Parent Municipality		119 734	130 484	141 545	233 483	180 071	180 071	270 143	287 431	305 562
% increase	4		9.0%	8.5%	65.0%	(22.9%)		50.0%	6.4%	6.3%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages			456	844						
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities			456	844						
% increase	4			85.0%	(100.0%)					
<u>Other Staff of Entities</u>										
Basic Salaries and Wages			323	2 007						
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities			323	2 007						
% increase	4			522.0%	(100.0%)					
Total Municipal Entities			779	2 850						
TOTAL SALARY, ALLOWANCES & BENEFITS		119 734	131 262	144 396	233 483	180 071	180 071	270 143	287 431	305 562
% increase	4		9.6%	10.0%	61.7%	(22.9%)		50.0%	6.4%	6.3%
TOTAL MANAGERS AND STAFF	5	112 297	123 344	137 065	223 850	170 141	170 141	259 220	275 864	293 347

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1		6 130	6 477	8 407	8 407	8 407	9 625	10 183	10 774
Pension and UIF Contributions			64	94	100	100	100	104	110	117
Medical Aid Contributions					80	80	80	83	88	93
Motor Vehicle Allowance			2 048		1 814	1 814	1 814	1 894	2 004	2 120
Cellphone Allowance			413	724	574	574	574	613	648	686
Housing Allowances										
Other benefits and allowances			56	2 239	902	902	902	81	86	91
Sub Total - Councillors			8 711	9 534	11 877	11 877	11 877	12 400	13 119	13 880
% increase	4			9.4%	24.6%			4.4%	5.8%	5.8%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2		3 489	3 661	3 910	3 910	3 910	4 137	4 372	4 625
Pension and UIF Contributions			9	154	164	164	164	174	184	194
Medical Aid Contributions				68	73	73	73	77	82	86
Overtime										
Performance Bonus				761	813	813	813	860	910	963
Motor Vehicle Allowance			554	1 832	1 956	1 956	1 956	2 069	2 189	2 316
Cellphone Allowance			902							
Housing Allowances			48	380						
Other benefits and allowances			334	394	406	406	406	430	454	481
Payments in lieu of leave					421	421	421	445	471	499
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality			5 336	7 250	7 742	7 743	7 743	8 192	8 662	9 165
% increase	4			35.9%	6.8%			5.8%	5.7%	5.8%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages			30 263	25 141	38 024	38 766	38 766	40 562	42 049	43 776
Pension and UIF Contributions			5 148	1 675						
Medical Aid Contributions			2 412	2 741	2 999	2 999	2 999	3 173	3 357	3 552
Overtime			60		141	141	141	149	158	167
Performance Bonus				744	794	794	794	840	889	940
Motor Vehicle Allowance			2 569	118	4 952	4 952	4 952	5 239	5 543	5 865
Cellphone Allowance				191						
Housing Allowances			885	619	1 067	1 067	1 067	1 129	1 194	1 264
Other benefits and allowances			8 404	16 180	3 169	3 169	3 169	3 353	3 547	3 753
Payments in lieu of leave				295	315	315	315	333	353	373
Long service awards				238	255	255	255	270	285	302
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff			49 741	47 942	51 716	52 458	52 458	55 048	57 375	59 991
% increase	4			(3.6%)	7.9%	1.4%		4.9%	4.2%	4.6%
Total Parent Municipality			63 788	64 726	71 335	72 078	72 078	75 640	79 157	83 036
% increase	4			1.5%	10.2%	1.0%		4.9%	4.6%	4.9%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS			63 788	64 726	71 335	72 078	72 078	75 640	79 157	83 036
% increase	4			1.5%	10.2%	1.0%		4.9%	4.6%	4.9%
TOTAL MANAGERS AND STAFF	5		55 077	55 192	59 458	60 201	60 201	63 240	66 037	69 155

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	5 992	6 329	6 925	9 652	9 652	9 652	10 520	11 152	11 821
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance		438	461	497	767	767	767	986	1 045	1 108
Housing Allowances										
Other benefits and allowances		1 956	2 068	2 557	212	342	342	222	236	250
Sub Total - Councillors		8 387	8 858	9 980	10 630	10 760	10 760	11 729	12 432	13 178
% increase	4		5.6%	12.7%	6.5%	1.2%		9.0%	6.0%	6.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	5 434	5 954	6 357	6 548	6 548	6 548	7 749	8 214	8 707
Pension and UIF Contributions			113	11				89	95	100
Medical Aid Contributions										
Overtime										
Performance Bonus		1 376		1 872	1 478	1 478	1 478	1 490	1 579	1 674
Motor Vehicle Allowance		293	324	320						
Cellphone Allowance		78	82	84	102	102	102	91	96	102
Housing Allowances		30	8							
Other benefits and allowances		9			648	648	648			
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		7 220	6 479	8 644	8 776	8 776	8 776	9 419	9 984	10 583
% increase	4		(10.3%)	33.4%	1.5%			7.3%	6.0%	6.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		14 695	21 674	26 355	31 789	32 549	32 549	36 995	38 054	39 579
Pension and UIF Contributions		2 611	3 999	4 163	7 029	7 009	7 009	7 029	7 369	7 811
Medical Aid Contributions		2 629	3 068	3 466	4 769	4 131	4 131	10 333	10 809	11 353
Overtime		482	483	719		969	969			
Performance Bonus		1 090	2 994	2 008	3 204	2 204	2 204	4 705	4 952	5 249
Motor Vehicle Allowance										
Cellphone Allowance		84	23	208	265	282	282	277	294	311
Housing Allowances		(12)	23	15		12	12	26	28	29
Other benefits and allowances		267	536	670	135	126	126	880	933	988
Payments in lieu of leave		1 491	530	1 497						
Long service awards		237	209	256				285	302	320
Post-retirement benefit obligations								2 149	2 278	2 414
Sub Total - Other Municipal Staff		23 573	33 538	39 356	47 191	47 283	47 283	62 680	65 018	68 056
% increase	4		42.3%	17.3%	19.9%	0.2%		32.6%	3.7%	4.7%
Total Parent Municipality		39 180	48 876	57 980	66 597	66 819	66 819	83 827	87 435	91 817
% increase	4		24.7%	18.6%	14.9%	0.3%		25.5%	4.3%	5.0%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		39 180	48 876	57 980	66 597	66 819	66 819	83 827	87 435	91 817
% increase	4		24.7%	18.6%	14.9%	0.3%		25.5%	4.3%	5.0%
TOTAL MANAGERS AND STAFF	5	30 793	40 018	48 001	55 967	56 059	56 059	72 099	75 002	78 639

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	1 962	2 255	2 455	2 702	2 702	2 702	2 960	3 138	3 326
Pension and UIF Contributions		60	185	101	109	109	109	119	126	134
Medical Aid Contributions				109	116	116	116	132	140	148
Motor Vehicle Allowance		409	416	311	282	282	282	359	380	403
Cellphone Allowance		145	156	294	400	334	334	350	371	393
Housing Allowances										
Other benefits and allowances			43			66	66	70	75	79
Sub Total - Councillors		2 576	3 056	3 269	3 608	3 608	3 608	3 990	4 229	4 483
% increase	4		18.6%	7.0%	10.4%			10.6%	6.0%	6.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	2 323	2 286	2 630	2 527	2 876	2 876	2 882	3 055	3 238
Pension and UIF Contributions		181	131	78	207	83	83	170	180	191
Medical Aid Contributions		51	131	57	82	61	61	61	65	69
Overtime										
Performance Bonus			460	606	300	300	300	464	492	521
Motor Vehicle Allowance		638	644	640	540	661	661	700	742	787
Cellphone Allowance		61	56	61	56	61	61	50	50	50
Housing Allowances		35	36	40	36	43	43	47	49	52
Other benefits and allowances		563	757	771	939	858	858	894	947	1 004
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 853	4 501	4 885	4 687	4 942	4 942	5 268	5 581	5 913
% increase	4		16.8%	8.5%	(4.0%)	5.4%		6.6%	5.9%	5.9%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		25 667	26 395	25 609	34 101	27 829	27 829	32 451	34 160	36 265
Pension and UIF Contributions		4 520	4 400	4 480	5 246	4 763	4 763	5 328	5 686	6 028
Medical Aid Contributions		1 101	1 445	1 290	1 639	1 435	1 435	1 406	1 506	1 596
Overtime		1 638	1 045	490	297	578	578	551	585	620
Performance Bonus										
Motor Vehicle Allowance		1 366	1 541	1 661	2 107	1 764	1 764	1 620	1 782	1 889
Cellphone Allowance		61	72	72	80	86	86	79	90	98
Housing Allowances		30	31	23	41	47	47	25	30	32
Other benefits and allowances		1 271	1 141	1 189	1 474	2 389	2 389	1 886	2 005	2 126
Payments in lieu of leave		809	574	613	711	711	711	794	843	892
Long service awards		335	198	243	204	204	204	30	30	30
Post-retirement benefit obligations		423		504	340	340	340	50	50	50
Sub Total - Other Municipal Staff		37 221	36 842	36 175	46 240	40 146	40 146	44 221	46 767	49 626
% increase	4		(1.0%)	(1.8%)	27.8%	(13.2%)		10.2%	5.8%	6.1%
Total Parent Municipality		43 650	44 399	44 329	54 536	48 697	48 697	53 479	56 577	60 022
% increase	4		1.7%	(0.2%)	23.0%	(10.7%)		9.8%	5.8%	6.1%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		43 650	44 399	44 329	54 536	48 697	48 697	53 479	56 577	60 022
% increase	4		1.7%	(0.2%)	23.0%	(10.7%)		9.8%	5.8%	6.1%
TOTAL MANAGERS AND STAFF	5	41 075	41 343	41 060	50 927	45 088	45 088	49 489	52 348	55 539

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	1 836	1 946	2 360	2 521	3 000	3 000	2 503	2 651	2 807
Pension and UIF Contributions		0	0							
Medical Aid Contributions		18	19							
Motor Vehicle Allowance		531	562	380	406	500	500	351	371	393
Cellphone Allowance		119	126	167	179	200	200	257	272	288
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		2 503	2 654	2 908	3 105	3 700	3 700	3 111	3 294	3 489
% increase	4		6.0%	9.6%	6.8%	19.2%		(15.9%)	5.9%	5.9%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2		1 955	1 257	3 411	3 411	3 411	2 762	2 925	3 098
Pension and UIF Contributions			136	90	150	150	150	102	109	115
Medical Aid Contributions			94	109	178	178	178	189	200	212
Overtime										
Performance Bonus			393	278	457	457	457			
Motor Vehicle Allowance			653	480	775	775	775	860	911	965
Cellphone Allowance			45	36	92	92	92	103	109	116
Housing Allowances										
Other benefits and allowances			239	27	213	213	213	8	8	9
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality			3 515	2 277	5 279	5 279	5 279	4 025	4 262	4 514
% increase	4			(35.2%)	131.8%			(23.8%)	5.9%	5.9%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		25 180	19 584	19 038	21 078	18 026	18 026	25 250	26 740	28 318
Pension and UIF Contributions		4 122	3 722	12 640	3 649	3 497	3 497	4 211	4 459	4 722
Medical Aid Contributions		1 457	1 269	1 372	1 732	1 546	1 546	1 759	1 862	1 972
Overtime		1 270	1 189	270	227	374	374			
Performance Bonus		420								
Motor Vehicle Allowance		1 963	1 113	768	485	650	650	370	392	415
Cellphone Allowance		160	105	114				4	4	4
Housing Allowances		53	50	57	33	44	44	57	60	64
Other benefits and allowances		248	3 317	27	1 786	256	256	283	299	317
Payments in lieu of leave		519		409	546	2 032	2 032	2 977	3 153	3 339
Long service awards		254	235	6	193	157	157	31	33	35
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		35 648	30 584	34 701	29 729	26 582	26 582	34 942	37 003	39 186
% increase	4		(14.2%)	13.5%	(14.3%)	(10.6%)		31.4%	5.9%	5.9%
Total Parent Municipality		38 151	36 753	39 886	38 112	35 561	35 561	42 077	44 560	47 189
% increase	4		(3.7%)	8.5%	(4.4%)	(6.7%)		18.3%	5.9%	5.9%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		38 151	36 753	39 886	38 112	35 561	35 561	42 077	44 560	47 189
% increase	4		(3.7%)	8.5%	(4.4%)	(6.7%)		18.3%	5.9%	5.9%
TOTAL MANAGERS AND STAFF	5	35 648	34 100	36 978	35 007	31 861	31 861	38 967	41 266	43 700

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	3 831	3 792					3 355		
Pension and UIF Contributions		255	518					965		
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		4 086	4 310					4 320		
% increase	4		5.5%	(100.0%)					(100.0%)	
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	4 314	5 236							
Pension and UIF Contributions		458	425							
Medical Aid Contributions										
Overtime										
Performance Bonus		726	750							
Motor Vehicle Allowance		606								
Cellphone Allowance		49	81							
Housing Allowances										
Other benefits and allowances			621							
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		6 153	7 113							
% increase	4		15.6%	(100.0%)						
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		47 753	47 753							
Pension and UIF Contributions		10 841	10 841							
Medical Aid Contributions										
Overtime		2 320	2 320							
Performance Bonus		726	726							
Motor Vehicle Allowance		8 041	8 041							
Cellphone Allowance										
Housing Allowances		632	632							
Other benefits and allowances		27	27							
Payments in lieu of leave		773	773							
Long service awards		423	423							
Post-retirement benefit obligations		905	905							
Sub Total - Other Municipal Staff		72 441	72 441							
% increase	4			(100.0%)						
Total Parent Municipality		82 680	83 864					4 320		
% increase	4		1.4%	(100.0%)					(100.0%)	
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		82 680	83 864					4 320		
% increase	4		1.4%	(100.0%)					(100.0%)	
TOTAL MANAGERS AND STAFF	5	78 594	79 554							

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	9 558	10 526	11 226	11 666			12 166	12 355	13 059
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance		3 355	3 378	3 602	3 889			3 889	4 118	4 353
Cellphone Allowance		78	66	71	1 362			1 362	1 422	1 525
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		12 991	13 969	14 898	16 917			17 417	17 895	18 937
% increase	4		7.5%	6.7%	13.6%	(100.0%)			2.7%	5.8%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2									
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality										
% increase	4									
<u>Other Municipal Staff</u>										
Basic Salaries and Wages	2	28 946	47 480	41 158	47 701	(5 954)	41 747	44 788	51 758	54 687
Pension and UIF Contributions		4 395	5 229	5 625	6 280			6 700	7 183	7 592
Medical Aid Contributions		4 073	9 371	10 054	12 619			12 894	11 688	12 354
Overtime		1 926	969	5 330	1 200			1 296	1 144	1 209
Performance Bonus		947	2 050	741	741			801	847	896
Motor Vehicle Allowance		4 709	6 421	3 320	7 162			7 728	7 862	8 310
Cellphone Allowance		864	342	685	1 773			1 899	1 912	2 021
Housing Allowances										
Other benefits and allowances		12 386	1 263	11 601	27 851			36 686	29 829	31 549
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		58 246	73 124	78 514	105 327	(5 954)	41 747	112 792	112 223	118 619
% increase	4		25.5%	7.4%	34.2%	(105.7%)	(801.2%)	170.2%	(0.5%)	5.7%
Total Parent Municipality		71 237	87 094	93 412	122 245	(5 954)	41 747	130 209	130 119	137 556
% increase	4		22.3%	7.3%	30.9%	(104.9%)	(801.2%)	211.9%	(0.1%)	5.7%
<u>Board Members of Entities</u>										
Basic Salaries and Wages	4									
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages	4									
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages	4									
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		71 237	87 094	93 412	122 245	(5 954)	41 747	130 209	130 119	137 556
% increase	4		22.3%	7.3%	30.9%	(104.9%)	(801.2%)	211.9%	(0.1%)	5.7%
TOTAL MANAGERS AND STAFF	5	58 246	73 124	78 514	105 327	(5 954)	41 747	112 792	112 223	118 619

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	12 333	15 062	15 983	16 838	16 838	16 838	16 831	17 841	18 911
Pension and UIF Contributions					173	173	173	173	183	194
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances					457	457	457	453	481	509
Sub Total - Councillors		12 333	15 062	15 983	17 468	17 468	17 468	17 457	18 505	19 615
% increase	4		22.1%	6.1%	9.3%			(0.1%)	6.0%	6.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	3 490	3 371	3 729	15 156	15 156	15 156	18 486	19 623	20 770
Pension and UIF Contributions		345	539	775	38	38	38	1 953	2 073	2 195
Medical Aid Contributions		351						651	691	732
Overtime										
Performance Bonus					1 515	1 515	1 515	1 438	1 526	1 615
Motor Vehicle Allowance		1 110	1 326	1 488						
Cellphone Allowance		176								
Housing Allowances								155	164	174
Other benefits and allowances					399	399	399	485	515	545
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		5 472	5 236	5 991	17 109	17 109	17 109	23 168	24 592	26 031
% increase	4		(4.3%)	14.4%	185.6%			35.4%	6.2%	5.8%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		35 330	33 307	44 877	36 239	36 239	36 239	48 614	51 604	54 623
Pension and UIF Contributions		9 513	2 837	4 001	7 362	7 362	7 362	8 892	9 439	9 991
Medical Aid Contributions			6 900	7 864	5 742	5 742	5 742	12 330	13 088	13 854
Overtime		2 843	3 401	4 804	53	53	53	50	53	56
Performance Bonus					4 333	4 333	4 333	4 051	4 300	4 552
Motor Vehicle Allowance		3 653	4 563	4 484	2 286	2 286	2 286	3 068	3 256	3 447
Cellphone Allowance										
Housing Allowances		1 684	2 207	3 116	2 407	2 407	2 407	2 949	3 130	3 313
Other benefits and allowances		2 163	1 395	2 613	3 753	3 753	3 753	3 568	3 787	4 009
Payments in lieu of leave			167	1 251						
Long service awards			545	529	350	350	350	328	348	369
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		55 187	55 323	73 537	62 526	62 526	62 526	83 849	89 006	94 213
% increase	4		0.2%	32.9%	(15.0%)			34.1%	6.1%	5.9%
Total Parent Municipality		72 993	75 621	95 512	97 102	97 102	97 102	124 474	132 104	139 859
% increase	4		3.6%	26.3%	1.7%			28.2%	6.1%	5.9%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		72 993	75 621	95 512	97 102	97 102	97 102	124 474	132 104	139 859
% increase	4		3.6%	26.3%	1.7%			28.2%	6.1%	5.9%
TOTAL MANAGERS AND STAFF	5	60 659	60 559	79 529	79 634	79 634	79 634	107 017	113 598	120 244

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	8 080	9 589	8 693	17 430	10 928		14 682	15 387	16 294
Pension and UIF Contributions				16	139	60				
Medical Aid Contributions		58	69	89		74				
Motor Vehicle Allowance				2 983	4 414	172		3 670	3 847	4 074
Cellphone Allowance		555	659	1 082		1 300		1 181	1 237	1 310
Housing Allowances										
Other benefits and allowances		2 527	2 999	55		706				
Sub Total - Councillors		11 220	13 316	12 918	21 982	13 240		19 533	20 471	21 678
% increase	4		18.7%	(3.0%)	70.2%	(39.8%)	(100.0%)		4.8%	5.9%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	3 131	2 778		5 059	5 598		3 889	4 118	4 349
Pension and UIF Contributions					299			49	52	55
Medical Aid Contributions		560	482		543					
Overtime										
Performance Bonus										
Motor Vehicle Allowance		708	556		624			1 507	1 596	1 685
Cellphone Allowance					79					
Housing Allowances		161	107		25			773	819	865
Other benefits and allowances		119	94		72					
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		4 678	4 018		6 701	5 598		6 218	6 585	6 953
% increase	4		(14.1%)	(100.0%)	6.701	(16.5%)	(100.0%)		5.9%	5.6%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		18 869	24 249	32 541	38 327	34 535		39 155	41 000	43 428
Pension and UIF Contributions		2 691	4 140	4 721	6 086	5 311		7 000	7 338	7 770
Medical Aid Contributions		2 338	2 784	4 211	8 803	4 428		8 988	9 424	9 979
Overtime		820	1 544	2 063		2 276				
Performance Bonus						2 562				
Motor Vehicle Allowance		2 557	5 118	5 274	4 807	6 168		6 535	6 833	7 241
Cellphone Allowance				680	588	662		869	911	965
Housing Allowances		1 334	1 736	2 103	2 248	2 218		2 328	2 433	2 579
Other benefits and allowances		3 308	6 875	4 653	4 820	1 311		5 197	5 431	5 751
Payments in lieu of leave		5	423	1 692				3 710	3 888	4 117
Long service awards		17	420	224						
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		31 939	47 289	58 162	65 678	59 471		73 782	77 257	81 829
% increase	4		48.1%	23.0%	12.9%	(9.5%)	(100.0%)		4.7%	5.9%
Total Parent Municipality		47 836	64 623	71 080	94 361	78 309		99 533	104 313	110 461
% increase	4		35.1%	10.0%	32.8%	(17.0%)	(100.0%)		4.8%	5.9%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		47 836	64 623	71 080	94 361	78 309		99 533	104 313	110 461
% increase	4		35.1%	10.0%	32.8%	(17.0%)	(100.0%)		4.8%	5.9%
TOTAL MANAGERS AND STAFF	5	36 616	51 307	58 162	72 379	65 069		79 999	83 842	88 782

Eastern Cape: King Sabata Dalindyebo(EC157) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2015

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	13 503	12 719	13 279	15 515	15 515	15 515	16 198	17 129	18 080
Pension and UIF Contributions		308	96							
Medical Aid Contributions		302	(183)							
Motor Vehicle Allowance		57	3 978	4 187	4 588	4 588	4 588	4 790	5 065	5 346
Cellphone Allowance		3 619	911	1 585	1 073	1 073	1 073	1 120	1 185	1 250
Housing Allowances					150	150	150	157	166	175
Other benefits and allowances					210	210	210	219	232	245
Sub Total - Councillors		17 789	17 521	19 052	21 536	21 536	21 536	22 483	23 776	25 096
% increase	4		(1.5%)	8.7%	13.0%			4.4%	5.8%	5.6%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	4 781	4 367	16 092	9 933	9 933	9 933	10 370	10 971	11 586
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		4 781	4 367	16 092	9 933	9 933	9 933	10 370	10 971	11 586
% increase	4		(8.7%)	268.5%	(38.3%)			4.4%	5.8%	5.6%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		123 803	136 981	158 245	196 954	191 666	191 666	195 755	206 949	218 429
Pension and UIF Contributions		19 682	19 626	24 055	25 690	27 808	27 808	29 719	31 428	33 172
Medical Aid Contributions		16 161	16 506	16 325	17 435	19 724	19 724	21 262	22 484	23 732
Overtime		11 280	10 866	8 896	9 522	13 796	13 796	12 314	13 022	13 745
Performance Bonus			9 544	413	497	117	117	174	184	194
Motor Vehicle Allowance		5 582	9 518	5 949	6 505	8 106	8 106	9 216	9 746	10 287
Cellphone Allowance		431		492	534	678	678	750	793	837
Housing Allowances		12 796	12 565	13 414	14 387	16 656	16 656	17 519	18 526	19 555
Other benefits and allowances		18 304	18 724	17 095	18 221	21 237	21 237	27 122	28 681	30 273
Payments in lieu of leave		9 404	1 205	10 456	11 194	11 694	11 694	12 327	13 036	13 760
Long service awards		4 060	4 050	3 849	4 110	5 104	5 104	5 382	5 691	6 007
Post-retirement benefit obligations		575	4 431	464	495	495	495			
Sub Total - Other Municipal Staff		222 076	244 016	259 652	305 545	317 081	317 081	331 540	350 541	369 991
% increase	4		9.9%	6.4%	17.7%	3.8%		4.6%	5.7%	5.5%
Total Parent Municipality		244 646	265 904	294 796	337 014	348 550	348 550	364 393	385 289	406 673
% increase	4		8.7%	10.9%	14.3%	3.4%		4.5%	5.7%	5.6%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		244 646	265 904	294 796	337 014	348 550	348 550	364 393	385 289	406 673
% increase	4		8.7%	10.9%	14.3%	3.4%		4.5%	5.7%	5.6%
TOTAL MANAGERS AND STAFF	5	226 857	248 383	275 744	315 478	327 014	327 014	341 910	361 513	381 577

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	9 375	13 906	8 953	11 968	11 746	11 746	12 685	13 700	14 796
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance				2 350	3 975	3 737	3 737	4 036	4 359	4 708
Cellphone Allowance				527	2 330	924	924	998	1 078	1 164
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		9 375	13 906	11 829	18 272	16 407	16 407	17 720	19 137	20 668
% increase	4		48.3%	(14.9%)	54.5%	(10.2%)		8.0%	8.0%	8.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	16 106	16 178	9 137	15 386	12 176	12 176	16 774	18 032	19 384
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance		2 559	5 780	1 329	208	1 086	1 086	1 043	1 121	1 205
Cellphone Allowance				318	361	296	296	395	425	457
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		18 666	21 958	10 783	15 955	13 557	13 557	18 212	19 578	21 046
% increase	4		17.6%	(50.9%)	48.0%	(15.0%)		34.3%	7.5%	7.5%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		113 984	128 533	210 366	208 297	226 269	226 269	247 180	265 508	285 226
Pension and UIF Contributions		23 839	27 225	33 138	19 976	24 267	24 267	26 611	28 475	30 589
Medical Aid Contributions				7 475	8 810	10 777	10 777	11 689	12 525	13 450
Overtime		4 287	8 173	11 089	1 710	7 710	7 710	7 710	8 281	8 894
Performance Bonus										
Motor Vehicle Allowance		24 432	30 597	10 778	9 815	10 127	10 127	11 136	11 590	12 435
Cellphone Allowance				645	389	468	468	482	426	451
Housing Allowances		7 049	7 975	9 111	10 050	9 741	9 741	10 568	11 337	12 178
Other benefits and allowances				5 204	1 975	2 849	2 849	3 303	3 486	3 746
Payments in lieu of leave		3 457	7 135	4 288						
Long service awards					349	349	349	349	375	404
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		177 048	209 637	292 094	261 371	292 557	292 557	319 028	342 003	367 372
% increase	4		18.4%	39.3%	(10.5%)	11.9%		9.0%	7.2%	7.4%
Total Parent Municipality		205 088	245 501	314 706	295 598	322 521	322 521	354 959	380 718	409 086
% increase	4		19.7%	28.2%	(6.1%)	9.1%		10.1%	7.3%	7.5%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees		242	361	330	550	650	650	500	550	800
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities		242	361	330	550	650	650	500	550	800
% increase	4		49.5%	(8.6%)	66.6%	18.2%		(23.1%)	10.0%	45.5%
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages		4 547	4 391	4 715	5 045	5 045	5 045	5 373	5 749	6 152
Pension and UIF Contributions		472	485	501	536	536	536	571	611	654
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance		605	648	633	677	677	677	721	772	826
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave				565	605	605	605	644	689	738
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities		5 625	5 524	6 415	6 864	6 864	6 864	7 310	7 822	8 369
% increase	4		(1.8%)	16.1%	7.0%			6.5%	7.0%	7.0%
<u>Other Staff of Entities</u>										
Basic Salaries and Wages		11 930	10 431	9 587	9 870	9 759	9 759	9 887	10 580	11 320
Pension and UIF Contributions		683	1 524	1 923	2 048	2 048	2 048	2 191	2 344	2 508
Medical Aid Contributions										
Overtime										
Performance Bonus								200	198	194
Motor Vehicle Allowance		2 717	3 169	2 558	4 046	4 234	4 234	3 817	4 084	4 370
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances		608	1 228	258						
Payments in lieu of leave		168	9	246	481	1 086	1 086	586	627	671
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities		16 106	16 362	14 571	16 445	17 127	17 127	16 681	17 833	19 064
% increase	4		1.6%	(10.9%)	12.9%	4.1%		(2.6%)	6.9%	6.9%
Total Municipal Entities		21 972	22 248	21 316	23 859	24 640	24 640	24 491	26 204	28 233
TOTAL SALARY, ALLOWANCES & BENEFITS		227 060	267 749	336 022	319 457	347 162	347 162	379 450	406 923	437 319
% increase	4		17.9%	25.5%	(4.9%)	8.7%		9.3%	7.2%	7.5%
TOTAL MANAGERS AND STAFF	5	217 444	253 482	323 863	300 634	330 105	330 105	361 231	387 235	415 851

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	8 282	9 095	9 743	9 900	9 900	9 900	10 464	10 988	11 537
Pension and UIF Contributions		422	344	319	527	527	527	337	354	372
Medical Aid Contributions		297	329	301	462	462	462	122	128	135
Motor Vehicle Allowance		1 074	901	800	2 224	2 224	2 224	876	920	966
Cellphone Allowance		659	689	1 069	1 139	1 139	1 139	1 149	1 207	1 267
Housing Allowances		2 542	2 541	2 574	2 925	2 925	2 925	2 942	3 089	3 243
Other benefits and allowances										
Sub Total - Councillors		13 276	13 900	14 807	17 177	17 177	17 177	15 891	16 685	17 520
% increase	4		4.7%	6.5%	16.0%			(7.5%)	5.0%	5.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	3 153	2 708	4 826	5 308	5 308	5 308	5 513	5 788	6 078
Pension and UIF Contributions		88	8	35	38	38	38	42	62	93
Medical Aid Contributions		98	96							
Overtime										
Performance Bonus										
Motor Vehicle Allowance		887	634	1 263	1 390	1 390	1 390	1 500	1 575	1 654
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		4 226	3 445	6 124	6 737	6 737	6 737	7 054	7 426	7 825
% increase	4		(18.5%)	77.8%	10.0%			4.7%	5.3%	5.4%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		30 128	39 648	46 437	61 804	57 415	57 415	65 780	71 392	76 416
Pension and UIF Contributions		3 555	4 338	5 296	7 310	7 327	7 327	8 107	8 735	9 404
Medical Aid Contributions		3 137	1 803	1 504	5 825	5 825	5 825	4 533	4 892	5 280
Overtime		1 163	1 478	2 054	1 040	1 209	1 209	935	1 009	1 090
Performance Bonus										
Motor Vehicle Allowance		813	1 409	1 463	(10)	(10)	(10)	1 423	1 575	1 740
Cellphone Allowance										
Housing Allowances		438	803	1 015	73	73	73	2 657	2 869	3 099
Other benefits and allowances		1 845	3 161	2 554	5 921	5 201	5 201	6 221	6 701	7 224
Payments in lieu of leave		636	1 145	2 152				1 200	1 862	1 964
Long service awards										
Post-retirement benefit obligations		488	164	516	729	729	729	6 410	2 788	2 987
Sub Total - Other Municipal Staff		42 202	53 950	62 990	82 692	77 770	77 770	97 266	101 824	109 204
% increase	4		27.8%	16.8%	31.3%	(6.0%)		25.1%	4.7%	7.2%
Total Parent Municipality		59 704	71 295	83 921	106 606	101 684	101 684	120 212	125 935	134 549
% increase	4		19.4%	17.7%	27.0%	(4.6%)		18.2%	4.8%	6.8%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		59 704	71 295	83 921	106 606	101 684	101 684	120 212	125 935	134 549
% increase	4		19.4%	17.7%	27.0%	(4.6%)		18.2%	4.8%	6.8%
TOTAL MANAGERS AND STAFF	5	46 429	57 395	69 115	89 429	84 507	84 507	104 321	109 249	117 029

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	12 103	13 220	7 121	7 292	7 292	7 292	7 492	7 904	8 339
Pension and UIF Contributions				980	1 087	1 087	1 087	1 155	1 219	1 286
Medical Aid Contributions				343	394	394	394	419	442	466
Motor Vehicle Allowance				3 192	3 375	3 375	3 375	3 588	3 785	3 993
Cellphone Allowance				105						
Housing Allowances				2 022	2 437	2 437	2 437	2 591	2 733	2 883
Other benefits and allowances				86	73	2 038	2 038	2 166	2 286	2 411
Sub Total - Councillors		12 224	13 220	13 848	14 658	16 623	16 623	17 411	18 368	19 379
% increase	4		8.1%	4.7%	5.8%	13.4%		4.7%	5.5%	5.5%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	2 990	2 760	3 896	4 230	4 230	4 230	3 496	3 688	3 891
Pension and UIF Contributions		178	188	306	491	491	491	522	551	581
Medical Aid Contributions		57	48	47	121	121	121	129	136	143
Overtime										
Performance Bonus		153	271	367		671	671	714	753	794
Motor Vehicle Allowance		992	773	980	999	999	999	1 062	1 120	1 182
Cellphone Allowance										
Housing Allowances		427	537	837	691	691	691	735	775	818
Other benefits and allowances		291	292	264	348	348	348	370	390	412
Payments in lieu of leave					299	299	299	318	335	354
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		5 087	4 869	6 696	7 179	7 850	7 850	7 344	7 748	8 175
% increase	4		(4.3%)	37.5%	7.2%	9.4%		(6.4%)	5.5%	5.5%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		18 951	21 428	24 037	26 453	39 330	39 330	28 120	29 666	31 298
Pension and UIF Contributions		2 193	2 466	3 011	3 428	3 428	3 428	3 644	3 844	4 056
Medical Aid Contributions		1 523	2 428	2 061	6 953	6 953	6 953	6 391	6 743	7 113
Overtime										
Performance Bonus		165	457	478		1 297	1 297			
Motor Vehicle Allowance		2 676	2 870	2 805	2 617	2 617	2 617	2 782	2 935	3 096
Cellphone Allowance				269						
Housing Allowances		1 040	1 149	1 241	2 160	2 160	2 160	2 296	2 422	2 556
Other benefits and allowances		2 336	2 789	3 057	3 213	3 213	3 213	2 415	2 548	2 688
Payments in lieu of leave		827	1 159	933	370	370	370	393	415	438
Long service awards		30	231	55	185	185	185	159	167	177
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		29 742	34 976	37 948	45 379	59 553	59 553	46 199	48 740	51 421
% increase	4		17.6%	8.5%	19.6%	31.2%		(22.4%)	5.5%	5.5%
Total Parent Municipality		47 053	53 065	58 492	67 216	84 026	84 026	70 955	74 857	78 974
% increase	4		12.8%	10.2%	14.9%	25.0%		(15.6%)	5.5%	5.5%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		47 053	53 065	58 492	67 216	84 026	84 026	70 955	74 857	78 974
% increase	4		12.8%	10.2%	14.9%	25.0%		(15.6%)	5.5%	5.5%
TOTAL MANAGERS AND STAFF	5	34 829	39 845	44 644	52 558	67 403	67 403	53 544	56 489	59 596

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1		10 244	11 157	12 463	12 463	12 463	13 186	13 911	14 648
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance			2 977	3 448	3 870	3 870	3 870	4 095	4 320	4 549
Cellphone Allowance			757	899	1 360	1 360	1 360	1 438	1 517	1 598
Housing Allowances										
Other benefits and allowances			1 059	834	774	774	774	818	863	909
Sub Total - Councillors			15 037	16 338	18 466	18 466	18 466	19 537	20 612	21 704
% increase	4			8.7%	13.0%			5.8%	5.5%	5.3%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2		7 813	3 392	6 031	3 765	3 765	3 983	4 194	4 416
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance			762	528						
Cellphone Allowance					58	168	168	177	187	197
Housing Allowances										
Other benefits and allowances					5 496	1 929	1 929	2 041	2 149	2 263
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality			8 575	3 921	11 585	5 861	5 861	6 201	6 530	6 876
% increase	4			(54.3%)	195.5%	(49.4%)		5.8%	5.3%	5.3%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages			26 802	34 452	44 881	40 497	40 497	51 268	52 861	55 663
Pension and UIF Contributions			1 959	2 712	4 398	4 041	4 041	4 653	4 909	5 170
Medical Aid Contributions			1 238	1 366	2 663	2 970	2 970	2 817	2 972	3 130
Overtime			276	455	810	786	786	518	547	576
Performance Bonus										
Motor Vehicle Allowance			640	2 208	5 043	5 537	5 537	5 336	5 629	5 927
Cellphone Allowance			256	410	691	518	518	615	649	684
Housing Allowances			791	1 564	2 961	2 495	2 495	3 150	3 323	3 499
Other benefits and allowances			3 837	4 203	10	3 572	3 572	5 209	5 500	5 791
Payments in lieu of leave										
Long service awards			206							
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff			36 004	47 369	61 458	60 416	60 416	73 567	76 392	80 440
% increase	4			31.6%	29.7%	(1.7%)		21.8%	3.8%	5.3%
Total Parent Municipality			59 615	67 628	91 509	84 744	84 744	99 306	103 533	109 021
% increase	4			13.4%	35.3%	(7.4%)		17.2%	4.3%	5.3%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS			59 615	67 628	91 509	84 744	84 744	99 306	103 533	109 021
% increase	4			13.4%	35.3%	(7.4%)		17.2%	4.3%	5.3%
TOTAL MANAGERS AND STAFF	5		44 578	51 290	73 042	66 278	66 278	79 768	82 921	87 316

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	6 995	7 402	5 897	5 897	5 897	5 897	5 739	6 055	6 376
Pension and UIF Contributions				704	704	704	704	881	929	979
Medical Aid Contributions				270	270	270	270	347	366	386
Motor Vehicle Allowance				2 141	2 141	2 141	2 141	2 138	2 256	2 375
Cellphone Allowance				489	489	489	489	480	506	533
Housing Allowances								150		
Other benefits and allowances		744	712	47	247	247	247	1 557	1 643	1 730
Sub Total - Councillors		7 739	8 114	9 548	9 748	9 748	9 748	11 292	11 755	12 378
% increase	4		4.8%	17.7%	2.1%			15.8%	4.1%	5.3%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2									
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality										
% increase	4									
<u>Other Municipal Staff</u>										
Basic Salaries and Wages	4									
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff										
% increase	4									
Total Parent Municipality		7 739	8 114	9 548	9 748	9 748	9 748	11 292	11 755	12 378
% increase	4		4.8%	17.7%	2.1%			15.8%	4.1%	5.3%
<u>Board Members of Entities</u>										
Basic Salaries and Wages	4									
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages	4									
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages	4	15 535	19 064	19 064	25 684	25 684	25 684	29 965	31 943	33 586
Pension and UIF Contributions		2 937	2 649	2 649	3 128	3 128	3 128	3 802	4 011	4 227
Medical Aid Contributions		1 065	1 262	1 262	2 883	2 883	2 883	2 110	2 226	2 347
Overtime										
Performance Bonus		1 271								
Motor Vehicle Allowance		1 776	1 828	1 828	2 158	2 158	2 158	3 325	3 498	3 679
Cellphone Allowance		56	56	56	176	176	176	466	491	516
Housing Allowances		1 459	1 644	1 644	1 860	1 860	1 860	2 492	2 616	2 745
Other benefits and allowances			1 928	1 928	3 262	3 262	3 262	3 728	3 926	4 130
Payments in lieu of leave		1 146		500						
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities		25 246	28 431	28 931	39 151	39 151	39 151	45 888	48 711	51 230
% increase	4		12.6%	1.8%	35.3%			17.2%	6.2%	5.2%
Total Municipal Entities		25 246	28 431	28 931	39 151	39 151	39 151	45 888	48 711	51 230
TOTAL SALARY, ALLOWANCES & BENEFITS		32 985	36 545	38 479	48 899	48 899	48 899	57 180	60 466	63 608
% increase	4		10.8%	5.3%	27.1%			16.9%	5.7%	5.2%
TOTAL MANAGERS AND STAFF	5	25 246	28 431	28 931	39 151	39 151	39 151	45 888	48 711	51 230

Eastern Cape: Alfred Nzo(DC44) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2015

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	4 302	5 082	5 211	4 942	5 342	4 942			
Pension and UIF Contributions		357	109	680	1 209	1 209	1 209			
Medical Aid Contributions		79	154		242	242	242			
Motor Vehicle Allowance		1 457	1 615	1 701	1 471	1 471	1 471			
Cellphone Allowance										
Housing Allowances					232		232			
Other benefits and allowances		63	22	1	233	233	233			
Sub Total - Councillors		6 258	6 983	7 593	8 329	8 498	8 329			
% increase	4		11.6%	8.7%	9.7%	2.0%	(2.0%)	(100.0%)		
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2									
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality										
% increase	4									
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		65 955	87 997	98 368	111 247	103 794	111 247			
Pension and UIF Contributions		5 636	7 790	9 083	18 849	15 333	18 849			
Medical Aid Contributions					10 006	7 590	10 006			
Overtime		991	1 634	2 656	1 170	1 172	1 170			
Performance Bonus		3 527	4 958	5 915	9 514	8 685	9 514			
Motor Vehicle Allowance		11 312	14 983	14 953	12 808	16 431	12 808			
Cellphone Allowance					20	75	20			
Housing Allowances		2 596	3 827	5 793	4 052	5 084	4 052			
Other benefits and allowances										
Payments in lieu of leave				2 744						
Long service awards		2 440	1 901							
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		92 458	123 089	139 512	167 666	158 164	167 666			
% increase	4		33.1%	13.3%	20.2%	(5.7%)	6.0%	(100.0%)		
Total Parent Municipality		98 716	130 073	147 106	175 995	166 662	175 995			
% increase	4		31.8%	13.1%	19.6%	(5.3%)	5.6%	(100.0%)		
<u>Board Members of Entities</u>										
Basic Salaries and Wages		4 302	5 082							
Pension and UIF Contributions		357	109							
Medical Aid Contributions		79	154							
Overtime										
Performance Bonus										
Motor Vehicle Allowance		1 457	1 615							
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances		63	22							
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities		6 258	6 983							
% increase	4		11.6%	(100.0%)						
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages		65 955	87 997							
Pension and UIF Contributions		5 636	7 790							
Medical Aid Contributions										
Overtime		991	1 634							
Performance Bonus		3 527	4 958							
Motor Vehicle Allowance		11 312	14 983							
Cellphone Allowance										
Housing Allowances		2 596	3 827							
Other benefits and allowances										
Payments in lieu of leave										
Long service awards		2 440	1 901							
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities		92 458	123 089							
% increase	4		33.1%	(100.0%)						
Total Municipal Entities		98 716	130 073							
TOTAL SALARY, ALLOWANCES & BENEFITS		197 432	260 145	147 106	175 995	166 662	175 995			
% increase	4		31.8%	(43.5%)	19.6%	(5.3%)	5.6%	(100.0%)		
TOTAL MANAGERS AND STAFF	5	184 915	246 178	139 512	167 666	158 164	167 666			

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	28 122	28 818	30 051	32 215	32 215	32 215	34 313	36 200	38 191
Pension and UIF Contributions		2 237	3 067	3 166	3 494	3 494	3 494	3 528	3 722	3 926
Medical Aid Contributions		280	349	423	452	452	452	505	533	562
Motor Vehicle Allowance		9 744	10 062	10 571	11 251	11 251	11 251	11 605	12 243	12 917
Cellphone Allowance		792	1 172	2 753	2 587	2 587	2 587	2 570	2 712	2 861
Housing Allowances		142	142	142	177	177	177	150	159	167
Other benefits and allowances										
Sub Total - Councillors		41 318	43 610	47 107	50 178	50 178	50 178	52 672	55 568	58 625
% increase	4		5.5%	8.0%	6.5%			5.0%	5.5%	5.5%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	10 359	10 752	14 940	14 139	14 139	14 139	17 917	19 081	20 226
Pension and UIF Contributions		661		752	749	749	749	590	629	666
Medical Aid Contributions		220		251	249	249	249	265	282	299
Overtime										
Performance Bonus					3 446	3 446	3 446	3 892	4 145	4 394
Motor Vehicle Allowance		1 860	2 163	2 145	2 093	2 093	2 093	2 766	2 946	3 122
Cellphone Allowance				183	181	181	181	215	229	243
Housing Allowances										
Other benefits and allowances		284		393	1	1	1	1	1	1
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		13 384	12 916	18 664	20 859	20 859	20 859	25 646	27 313	28 952
% increase	4		(3.5%)	44.5%	11.8%			22.9%	6.5%	6.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		557 209	615 020	651 397	745 940	746 240	746 240	940 929	1 002 089	1 062 214
Pension and UIF Contributions		91 110	100 789	89 519	120 378	120 378	120 378	152 933	162 874	172 648
Medical Aid Contributions		37 624	45 719	44 304	70 116	70 116	70 116	98 128	104 506	110 776
Overtime		73 301	96 852	87 254	58 046	61 246	61 246	57 127	60 785	64 448
Performance Bonus										
Motor Vehicle Allowance		52 189	60 629	55 134	67 385	67 501	67 501	78 486	83 588	88 603
Cellphone Allowance				24 924	3 187	3 187	3 187	3 113	3 315	3 514
Housing Allowances		3 039	3 045	2 262	6 349	6 349	6 349	12 933	13 773	14 600
Other benefits and allowances		186	13 487	10 592	30 829	31 494	31 494	36 863	39 259	41 615
Payments in lieu of leave										
Long service awards			2 270							
Post-retirement benefit obligations		18 821	18 544	5 234	25 939	25 939	25 939	27 236	29 006	30 747
Sub Total - Other Municipal Staff		833 479	956 354	970 618	1 128 169	1 132 451	1 132 451	1 407 747	1 499 195	1 589 164
% increase	4		14.7%	1.5%	16.2%	0.4%		24.3%	6.5%	6.0%
Total Parent Municipality		888 181	1 012 880	1 036 389	1 199 206	1 203 488	1 203 488	1 486 064	1 582 077	1 676 740
% increase	4		14.0%	2.3%	15.7%	0.4%		23.5%	6.5%	6.0%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees		225	1 276	1 248	1 515	1 464	1 464	1 544	1 637	1 751
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities		225	1 276	1 248	1 515	1 464	1 464	1 544	1 637	1 751
% increase	4		467.2%	(2.2%)	21.4%	(3.4%)		5.5%	6.0%	7.0%
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages		10 270	10 986	5 582	13 577	13 577	13 577	19 579	23 044	27 123
Pension and UIF Contributions		198	565		582	582	582	1 560	1 837	2 162
Medical Aid Contributions		269	383		609	609	609	915	1 077	1 268
Overtime		169	1 196							
Performance Bonus			79							
Motor Vehicle Allowance			6		764	764	764	1 330	1 565	1 842
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances		35	39	781	75	75	75			
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities		10 941	13 254	6 364	15 607	15 607	15 607	23 384	27 523	32 395
% increase	4		21.1%	(52.0%)	145.3%			49.8%	17.7%	17.7%
<u>Other Staff of Entities</u>										
Basic Salaries and Wages		74 665	25 600	71 505	160 194	165 150	165 150	192 908	228 649	269 120
Pension and UIF Contributions		11 376	2 474	8 800	7 935	7 935	7 935	15 010	17 638	20 757
Medical Aid Contributions		6 022	1 087	12 456	9 488	9 488	9 488	13 906	16 367	19 264
Overtime		6 021	2 507	5 732	7 709	7 709	7 709	15 170	17 855	21 015
Performance Bonus			28							
Motor Vehicle Allowance		541	82	622	5 559	5 559	5 559	9 444	11 537	13 579
Cellphone Allowance		11 991	2 047	10 163				722	850	999
Housing Allowances					456	456	456	4 798	5 647	6 646
Other benefits and allowances		1 142	214	585	560	6 604	6 604	2 316	2 726	3 209
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities		111 758	34 040	109 864	191 902	202 902	202 902	254 274	301 268	354 589
% increase	4		(69.5%)	222.8%	74.7%	5.7%		25.3%	18.5%	17.7%
Total Municipal Entities		122 924	48 570	117 476	209 024	219 972	219 972	279 202	330 428	388 735
TOTAL SALARY, ALLOWANCES & BENEFITS		1 011 105	1 061 450	1 153 865	1 408 229	1 423 460	1 423 460	1 765 266	1 912 505	2 065 475
% increase	4		5.0%	8.7%	22.0%	1.1%		24.0%	8.3%	8.0%
TOTAL MANAGERS AND STAFF	5	969 562	1 016 563	1 105 511	1 356 537	1 371 819	1 371 819	1 711 051	1 855 300	2 005 099

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	3 068	1 716	2 221	3 084	3 084	3 084	2 769	2 921	3 076
Pension and UIF Contributions			8							
Medical Aid Contributions			30	14						
Motor Vehicle Allowance			549	401	440	209	209	275	290	305
Cellphone Allowance			99	104	123	226	226	221	233	246
Housing Allowances										
Other benefits and allowances			23	56	53					
Sub Total - Councillors		3 068	2 425	2 798	3 700	3 519	3 519	3 265	3 444	3 627
% increase	4		(21.0%)	15.4%	32.3%	(4.9%)		(7.2%)	5.5%	5.3%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	1 997	1 997	2 150	3 204	3 204	3 204	3 425	3 614	3 805
Pension and UIF Contributions		6	6	52						
Medical Aid Contributions		7	7	8						
Overtime										
Performance Bonus										
Motor Vehicle Allowance		373	373	251	246	246	246	260	275	289
Cellphone Allowance		30	30	24	35	35	35	37	39	42
Housing Allowances										
Other benefits and allowances		238	238	472	32	32	32	34	36	38
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 651	2 651	2 956	3 517	3 517	3 517	3 757	3 964	4 174
% increase	4			11.5%	19.0%			6.8%	5.5%	5.3%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		14 908	14 908	18 531	24 023	24 023	24 023	26 101	27 537	28 996
Pension and UIF Contributions		2 012	2 012	2 169	2 937	2 937	2 937	3 114	3 285	3 459
Medical Aid Contributions		773	773	1 204	2 325	2 325	2 325	2 465	2 600	2 738
Overtime		1 725	1 725	1 900	1 811	1 811	1 811	1 200	1 266	1 333
Performance Bonus										
Motor Vehicle Allowance		1 141	1 141	2 056	2 366	2 366	2 366	2 508	2 646	2 786
Cellphone Allowance					236	236	236	250	264	278
Housing Allowances		19	19	338	531	531	531	563	594	626
Other benefits and allowances		1 473	1 473	792	377	377	377	400	422	444
Payments in lieu of leave										
Long service awards		154	154		293	293	293	310	327	345
Post-retirement benefit obligations		525	525							
Sub Total - Other Municipal Staff		22 731	22 731	26 989	34 900	34 900	34 900	36 911	38 941	41 005
% increase	4			18.7%	29.3%			5.8%	5.5%	5.3%
Total Parent Municipality		28 450	27 807	32 743	42 117	41 936	41 936	43 932	46 349	48 805
% increase	4		(2.3%)	17.8%	28.6%	(0.4%)		4.8%	5.5%	5.3%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		28 450	27 807	32 743	42 117	41 936	41 936	43 932	46 349	48 805
% increase	4		(2.3%)	17.8%	28.6%	(0.4%)		4.8%	5.5%	5.3%
TOTAL MANAGERS AND STAFF	5	25 382	25 382	29 946	38 417	38 417	38 417	40 668	42 904	45 178

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	1 846	2 051	2 279	2 533	2 533	2 533	2 814	3 039	3 282
Pension and UIF Contributions		238	264	293	326	326	326	362	391	423
Medical Aid Contributions		90	100	111	123	123	123	137	148	160
Motor Vehicle Allowance										
Cellphone Allowance		205	228	254	282	282	282	313	338	365
Housing Allowances										
Other benefits and allowances		458	509	565	628	628	628	873	943	1 019
Sub Total - Councillors		2 837	3 152	3 502	3 892	3 892	3 892	4 500	4 860	5 249
% increase	4		11.1%	11.1%	11.1%			15.6%	8.0%	8.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	6 306	6 766	7 260	7 790	7 790	7 790	8 467	9 144	9 876
Pension and UIF Contributions		877	941	1 010	1 084	1 084	1 084	1 178	1 272	1 374
Medical Aid Contributions		626	672	721	774	774	774	841	909	981
Overtime										
Performance Bonus										
Motor Vehicle Allowance								441	476	515
Cellphone Allowance		25	27	29	31	31	31	34	36	39
Housing Allowances		27	29	31	33	33	33	36	39	42
Other benefits and allowances		482	517	555	596	596	596	648	700	756
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		8 343	8 953	9 607	10 308	10 308	10 308	11 645	12 577	13 583
% increase	4		7.3%	7.3%	7.3%			13.0%	8.0%	8.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages	4	43 121	47 826	67 306	50 875	50 875	50 875	55 550	59 342	92 458
Pension and UIF Contributions		7 437	6 255	8 769	8 812	8 812	8 812	8 848	9 733	10 317
Medical Aid Contributions		2 832	1 181	3 313	3 313	3 313	3 313	3 286	3 614	3 831
Overtime		1 396	1 727	1 353	1 353	1 353	1 353	1 353	1 489	1 578
Performance Bonus										
Motor Vehicle Allowance		3 533	3 219	3 849	3 849	3 849	3 849	3 609	3 970	4 208
Cellphone Allowance			230	236						
Housing Allowances		105	133	128	128	128	128	128	141	149
Other benefits and allowances		530		773	236	236	236	1 062	1 168	1 238
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		58 953	60 570	85 727	68 566	68 566	68 566	73 836	79 456	113 779
% increase	4		2.7%	41.5%	(20.0%)			7.7%	7.6%	43.2%
Total Parent Municipality		70 133	72 675	98 837	82 765	82 765	82 765	89 981	96 892	132 611
% increase	4		3.6%	36.0%	(16.3%)			8.7%	7.7%	36.9%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		70 133	72 675	98 837	82 765	82 765	82 765	89 981	96 892	132 611
% increase	4		3.6%	36.0%	(16.3%)			8.7%	7.7%	36.9%
TOTAL MANAGERS AND STAFF	5	67 296	69 522	95 334	78 873	78 873	78 873	85 481	92 032	127 362

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	1 641	2 103	1 943	2 109	1 918	1 918	2 371	2 484	2 631
Pension and UIF Contributions		141	163	179	196	184	184	194	204	216
Medical Aid Contributions		52	36	132	71	148	148	157	164	174
Motor Vehicle Allowance		559	372	403	449	408	408	447	468	496
Cellphone Allowance		136	144	230	161	230	230	251	263	278
Housing Allowances		48		151	169	151	151	160	168	177
Other benefits and allowances		22	26	27	29	29	29	30	32	34
Sub Total - Councillors		2 600	2 845	3 065	3 183	3 067	3 067	3 609	3 782	4 005
% increase	4		9.4%	7.8%	3.9%	(3.7%)		17.7%	4.8%	5.9%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	1 533	2 635	2 886	2 843	3 191	3 191	2 557	2 680	2 796
Pension and UIF Contributions		183	342	354	395	461	461	488	511	541
Medical Aid Contributions			61	34	36	34	34	36	38	40
Overtime										
Performance Bonus					466	(102)	(102)	452	473	501
Motor Vehicle Allowance		438	639	433	457	417	417	417	437	463
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances		156	28	31	29	37	37	40	42	44
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 310	3 704	3 737	4 226	4 038	4 038	3 989	4 181	4 386
% increase	4		60.4%	0.9%	13.1%	(4.4%)		(1.2%)	4.8%	4.9%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		22 222	27 153	32 476	33 274	34 831	34 831	37 670	39 478	41 849
Pension and UIF Contributions		3 794	4 613	5 896	6 160	6 367	6 367	6 736	7 059	7 476
Medical Aid Contributions		1 423	1 604	2 223	2 081	2 458	2 458	2 601	2 725	2 886
Overtime		1 812	2 086	2 674	2 366	2 759	2 759	2 201	2 307	2 443
Performance Bonus				(0)	102	102	102			
Motor Vehicle Allowance		1 298	1 185	1 483	1 369	1 644	1 644	1 644	1 723	1 824
Cellphone Allowance			46	63	54	43	43	43	46	48
Housing Allowances		48	32	49	72	35	35	38	39	42
Other benefits and allowances		2 258	234	447	2 305	1 643	1 643	1 336	1 400	1 483
Payments in lieu of leave		197	84	904	481	756	756	788	825	874
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		33 053	37 038	46 215	48 265	50 638	50 638	53 056	55 603	58 925
% increase	4		12.1%	24.8%	4.4%	4.9%		4.8%	4.8%	6.0%
Total Parent Municipality		37 963	43 587	53 017	55 674	57 743	57 743	60 654	63 566	67 316
% increase	4		14.8%	21.6%	5.0%	3.7%		5.0%	4.8%	5.9%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		37 963	43 587	53 017	55 674	57 743	57 743	60 654	63 566	67 316
% increase	4		14.8%	21.6%	5.0%	3.7%		5.0%	4.8%	5.9%
TOTAL MANAGERS AND STAFF	5	35 363	40 742	49 952	52 491	54 676	54 676	57 045	59 784	63 311

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	1 726	1 943	1 467	1 578	1 688	1 688	1 806	1 911	1 911
Pension and UIF Contributions					347	3	3	4	4	4
Medical Aid Contributions					35			36	38	38
Motor Vehicle Allowance				516	411	440	440	435	440	440
Cellphone Allowance									164	164
Housing Allowances						8	8	6	7	7
Other benefits and allowances					25					
Sub Total - Councillors		1 726	1 943	1 983	2 396	2 139	2 139	2 287	2 564	2 564
% increase	4		12.6%	2.1%	20.8%	(10.7%)		6.9%	12.1%	
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	1 537	2 236	1 908	2 180	2 354	2 354	2 495	2 640	2 785
Pension and UIF Contributions				415	343	343	343	364	385	406
Medical Aid Contributions				23						
Overtime										
Performance Bonus										
Motor Vehicle Allowance				447	480	480	480	509	538	568
Cellphone Allowance					60	27	27	29	30	32
Housing Allowances				334	374	321	321	340	360	379
Other benefits and allowances				33	159					
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		1 537	2 236	3 160	3 596	3 525	3 525	3 737	3 953	4 170
% increase	4		45.5%	41.3%	13.8%	(2.0%)		6.0%	5.8%	5.5%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages	4	18 319	19 224	18 133	17 571	19 593	19 593	22 412	23 609	24 907
Pension and UIF Contributions				3 382	4 004	3 992	3 992	4 232	4 477	4 723
Medical Aid Contributions				2 129	2 058	1 822	1 822	1 931	2 043	2 156
Overtime				1 010						
Performance Bonus				(618)						
Motor Vehicle Allowance				1 098	1 185	1 211	1 211	1 284	1 358	1 433
Cellphone Allowance										
Housing Allowances				178	74					
Other benefits and allowances				2 429	3 057	677	677	718	759	801
Payments in lieu of leave										
Long service awards				86		100	100	106	112	118
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		18 319	19 224	27 827	27 949	27 395	27 395	30 682	32 359	34 138
% increase	4		4.9%	44.8%	0.4%	(2.0%)		12.0%	5.5%	5.5%
Total Parent Municipality		21 582	23 403	32 970	33 941	33 059	33 059	36 705	38 876	40 873
% increase	4		8.4%	40.9%	2.9%	(2.6%)		11.0%	5.9%	5.1%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		21 582	23 403	32 970	33 941	33 059	33 059	36 705	38 876	40 873
% increase	4		8.4%	40.9%	2.9%	(2.6%)		11.0%	5.9%	5.1%
TOTAL MANAGERS AND STAFF	5	19 856	21 460	30 987	31 545	30 920	30 920	34 419	36 312	38 309

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	2 019		2 375	3 375	3 375	3 375	2 541	2 568	2 569
Pension and UIF Contributions		108		170	169	169	169	221	223	223
Medical Aid Contributions		90		175	182	182	182	210	213	213
Motor Vehicle Allowance		435		352	352	352	352	284	287	287
Cellphone Allowance		118		227	221	221	221	197	199	199
Housing Allowances				246	246	246	246	205	207	207
Other benefits and allowances				80	101	101	101			
Sub Total - Councillors		2 771		3 625	4 647	4 647	4 647	3 658	3 697	3 698
% increase	4		(100.0%)		28.2%			(21.3%)	1.1%	
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	2 273	2 817	2 134	4 018	4 018	4 018	3 783	3 824	3 824
Pension and UIF Contributions		213	391	85	114	114	114	176	178	178
Medical Aid Contributions		48		39	52	52	52	108	109	109
Overtime										
Performance Bonus			180	65	12	12	12			
Motor Vehicle Allowance		329	683	185	195	195	195	387	391	391
Cellphone Allowance				23	29	29	29	38	39	39
Housing Allowances										
Other benefits and allowances		158		81	41	41	41	0	0	0
Payments in lieu of leave				308						
Long service awards										
Post-retirement benefit obligations				81						
Sub Total - Senior Managers of Municipality		3 021	4 071	3 002	4 461	4 461	4 461	4 492	4 541	4 542
% increase	4		34.7%	(26.3%)	48.6%			0.7%	1.1%	
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		15 101		1 528	22 357	22 011	22 011	23 725	23 979	23 981
Pension and UIF Contributions		2 502		30	4 108	4 108	4 108	3 694	3 734	3 734
Medical Aid Contributions		1 215		75	1 872	1 872	1 872	1 653	1 671	1 671
Overtime										
Performance Bonus				121						
Motor Vehicle Allowance		2 604		252	3 691	3 691	3 691	3 150	3 184	3 184
Cellphone Allowance		260		22	301	301	301	254	257	257
Housing Allowances		249		21	282	282	282	179	181	181
Other benefits and allowances		2 383			2 094	2 094	2 094	7	7	7
Payments in lieu of leave				126						
Long service awards										
Post-retirement benefit obligations				257						
Sub Total - Other Municipal Staff		24 314		2 432	34 704	34 358	34 358	32 663	33 014	33 016
% increase	4		(100.0%)		1326.7%	(1.0%)		(4.9%)	1.1%	
Total Parent Municipality		30 106	4 071	9 059	43 812	43 466	43 466	40 813	41 252	41 256
% increase	4		(86.5%)	122.5%	383.6%	(0.8%)		(6.1%)	1.1%	
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		30 106	4 071	9 059	43 812	43 466	43 466	40 813	41 252	41 256
% increase	4		(86.5%)	122.5%	383.6%	(0.8%)		(6.1%)	1.1%	
TOTAL MANAGERS AND STAFF	5	27 336	4 071	5 434	39 165	38 819	38 819	37 155	37 555	37 558

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	3 569	3 783	4 018	5 250	5 250	5 250	3 112	3 283	3 457
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance		13	14	11	20	20	20	35	37	39
Housing Allowances										
Other benefits and allowances		1 471	851	1 207	1 442	1 442	1 442	1 790	1 888	1 989
Sub Total - Councillors		5 052	4 648	5 236	6 712	6 712	6 712	4 936	5 208	5 484
% increase	4		(8.0%)	12.7%	28.2%			(26.5%)	5.5%	5.3%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	2 663	2 857	3 091	1 852	1 852	3 606	3 394	3 580	3 770
Pension and UIF Contributions			50	93	7	7	7	93	98	103
Medical Aid Contributions								148	156	164
Overtime										
Performance Bonus										
Motor Vehicle Allowance		1 059	1 059	1 015	1 142	1 142	1 233	1 295	1 366	1 439
Cellphone Allowance					34	34	34	24	25	27
Housing Allowances										
Other benefits and allowances		41		289	138	138	138	146	154	162
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 763	3 967	4 487	3 173	3 173	5 018	5 099	5 379	5 664
% increase	4		5.4%	13.1%	(29.3%)		58.1%	1.6%	5.5%	5.3%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		32 701	35 272	41 925	34 391	35 765	35 765	38 354	40 463	42 608
Pension and UIF Contributions		4 718	5 547	4 708	3 634	3 505	3 505	3 708	3 912	4 120
Medical Aid Contributions		1 772	2 429	2 569	2 264	2 264	2 264	2 395	2 527	2 661
Overtime		2 068	2 633	2 715	2 237	2 272	2 272	1 898	2 002	2 108
Performance Bonus		1 766	3 169	2 805						
Motor Vehicle Allowance		2 390	3 637	3 505			2 186	3 708	3 912	4 120
Cellphone Allowance		216	506	427	169	49	49	452	477	502
Housing Allowances		68	66	10	56	56	56	16	17	18
Other benefits and allowances		1 021	1 372	1 149	6 049	4 969	4 969	2 398	2 530	2 664
Payments in lieu of leave		843	1 074	1 550				986	1 040	1 095
Long service awards								1 526	1 610	1 695
Post-retirement benefit obligations			149	279						
Sub Total - Other Municipal Staff		47 562	55 854	61 642	48 800	48 880	51 065	55 441	58 490	61 590
% increase	4		17.4%	10.4%	(20.8%)	0.2%	4.5%	8.6%	5.5%	5.3%
Total Parent Municipality		56 376	64 468	71 364	58 685	58 765	62 795	65 476	69 077	72 739
% increase	4		14.4%	10.7%	(17.8%)	0.1%	6.9%	4.3%	5.5%	5.3%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		56 376	64 468	71 364	58 685	58 765	62 795	65 476	69 077	72 739
% increase	4		14.4%	10.7%	(17.8%)	0.1%	6.9%	4.3%	5.5%	5.3%
TOTAL MANAGERS AND STAFF	5	51 324	59 821	66 129	51 973	52 053	56 083	60 540	63 870	67 255

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	1 896		2 180	2 082	2 082	2 311	2 507	2 645	2 785
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		1 896		2 180	2 082	2 082	2 311	2 507	2 645	2 785
% increase	4		(100.0%)		(4.5%)		11.0%	8.5%	5.5%	5.3%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	1 602	1 967	2 735	3 057	3 057	2 900	3 074	3 243	3 415
Pension and UIF Contributions			18	42			45	47	50	52
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance		402	306	814	732	732	863	915	965	1 016
Cellphone Allowance					45	45				
Housing Allowances										
Other benefits and allowances		16	28	157	165	165	166	176	186	196
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 020	2 319	3 749	4 000	4 000	3 974	4 212	4 444	4 679
% increase	4		14.8%	61.6%	6.7%		(0.7%)	6.0%	5.5%	5.3%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		13 071	13 487	14 423	18 812	18 813	15 288	22 363	23 593	24 843
Pension and UIF Contributions		1 599	1 884	2 093	2 673	2 660	2 219	3 055	3 223	3 394
Medical Aid Contributions		962	834	851	121	1 105	902	1 563	1 649	1 736
Overtime						404		957	1 009	1 063
Performance Bonus		848	1 266	981	1 822	1 822	1 040	2 100	2 216	2 333
Motor Vehicle Allowance		263	202	167	732	212	177	72	76	80
Cellphone Allowance					45	64				
Housing Allowances					120	20		145	153	161
Other benefits and allowances		1 829	632	420	165	165	446	442	466	491
Payments in lieu of leave		122	645	41						
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		18 694	18 950	18 977	24 491	25 266	20 072	30 697	32 385	34 102
% increase	4		1.4%	0.1%	29.1%	3.2%	(20.6%)	52.9%	5.5%	5.3%
Total Parent Municipality		22 610	21 269	24 905	30 572	31 347	26 356	37 416	39 474	41 566
% increase	4		(5.9%)	17.1%	22.8%	2.5%	(15.9%)	42.0%	5.5%	5.3%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		22 610	21 269	24 905	30 572	31 347	26 356	37 416	39 474	41 566
% increase	4		(5.9%)	17.1%	22.8%	2.5%	(15.9%)	42.0%	5.5%	5.3%
TOTAL MANAGERS AND STAFF	5	20 714	21 269	22 725	28 491	29 266	24 046	34 909	36 829	38 781

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	2 104	3 167	3 414	3 320	3 320	3 320	3 585	3 836	4 105
Pension and UIF Contributions		316	413	512	498	498	498	538	575	616
Medical Aid Contributions		632	224	615	603	603	603	651	697	746
Motor Vehicle Allowance		802	976							
Cellphone Allowance		163		217	313	313	313	338	362	387
Housing Allowances										
Other benefits and allowances		800	206	100	70	70	70	76	81	87
Sub Total - Councillors		4 817	4 985	4 859	4 804	4 804	4 804	5 188	5 551	5 940
% increase	4		3.5%	(2.5%)	(1.1%)			8.0%	7.0%	7.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	2 382	2 599	3 574	3 688	3 688	3 688	3 924	4 175	4 442
Pension and UIF Contributions		986	1 030	630	550	550	550	585	622	662
Medical Aid Contributions				127	144	144	144	153	163	173
Overtime										
Performance Bonus										
Motor Vehicle Allowance		543	660	577	513	513	513	546	581	618
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances		104	110	110	322	322	322	343	365	388
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		4 015	4 399	5 018	5 216	5 216	5 216	5 549	5 905	6 283
% increase	4		9.6%	14.1%	3.9%			6.4%	6.4%	6.4%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		16 878	18 570	26 917	28 745	29 000	29 000	29 488	31 018	32 623
Pension and UIF Contributions		3 266	4 527	5 780	6 172	7 560	7 560	7 965	8 522	9 119
Medical Aid Contributions		1 766	2 160	2 218	2 368	3 200	3 200	3 414	3 653	3 909
Overtime		1 093	2 357	435	465	650	650	694	742	794
Performance Bonus										
Motor Vehicle Allowance		829	1 057	2 022	2 159	3 500	3 500	3 735	3 996	4 276
Cellphone Allowance				91	98	98	98	105	112	120
Housing Allowances		84	96	77	83	83	83	89	95	101
Other benefits and allowances		909	4 400	957	566	340	340	363	388	415
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		24 825	33 167	38 498	40 655	44 431	44 431	45 851	48 527	51 357
% increase	4		33.6%	16.1%	5.6%	9.3%		3.2%	5.8%	5.8%
Total Parent Municipality		33 657	42 551	48 374	50 675	54 450	54 450	56 589	59 982	63 580
% increase	4		26.4%	13.7%	4.8%	7.5%		3.9%	6.0%	6.0%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		33 657	42 551	48 374	50 675	54 450	54 450	56 589	59 982	63 580
% increase	4		26.4%	13.7%	4.8%	7.5%		3.9%	6.0%	6.0%
TOTAL MANAGERS AND STAFF	5	28 840	37 566	43 516	45 871	49 647	49 647	51 400	54 431	57 640

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	9 908	10 933	13 783	10 036	10 036	10 036	12 438	13 172	13 910
Pension and UIF Contributions		1 162	1 355	1 255	1 464	1 464	1 464	3 266	3 459	3 653
Medical Aid Contributions		693	808	748	873	873	873	934	989	1 044
Motor Vehicle Allowance		2 290	2 671	2 473	2 884	2 884	2 884	2 109	2 233	2 358
Cellphone Allowance		2	2	2	3	3	3	3	3	3
Housing Allowances										
Other benefits and allowances		5 945	6 934	6 421	7 489	7 489	7 489	8 013	8 486	8 961
Sub Total - Councillors		19 999	22 703	24 682	22 748	22 748	22 748	26 763	28 342	29 930
% increase	4		13.5%	8.7%	(7.8%)			17.6%	5.9%	5.6%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2		5 346	6 456	6 972	6 972	6 972	7 460	7 901	8 343
Pension and UIF Contributions			405	437	472	472	472	505	535	565
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance			550	336	363	363	363	388	411	434
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality			6 302	7 229	7 807	7 807	7 807	8 354	8 847	9 342
% increase	4			14.7%	8.0%			7.0%	5.9%	5.6%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		270 302	272 425	285 900	314 177	314 177	314 177	318 532	337 325	356 216
Pension and UIF Contributions		39 084	40 757	42 425	48 442	48 442	48 442	47 935	50 763	53 606
Medical Aid Contributions		32 707	38 719	43 070	31 082	31 082	31 082	32 626	34 551	36 486
Overtime		37 367	35 796	44 044	26 251	26 251	26 251	49 354	52 265	55 192
Performance Bonus										
Motor Vehicle Allowance		16 253	20 805	25 713	28 492	28 492	28 492	30 950	32 776	34 612
Cellphone Allowance					267	267	267	1 584	1 678	1 771
Housing Allowances		2 330	3 335	4 623	2 285	2 285	2 285	2 651	2 808	2 965
Other benefits and allowances		16 738	14 481	17 011	17 086	17 086	17 086	56 006	59 311	62 632
Payments in lieu of leave		11 743	5 629	11 686	43 087	43 087	43 087	21 002	22 241	23 487
Long service awards		1 035	1 149	1 273	256	256	256	268	284	300
Post-retirement benefit obligations		34 823								
Sub Total - Other Municipal Staff		462 381	433 096	475 745	511 425	511 425	511 425	560 909	594 002	627 266
% increase	4		(6.3%)	9.8%	7.5%			9.7%	5.9%	5.6%
Total Parent Municipality		482 381	462 101	507 656	541 980	541 980	541 980	596 026	631 192	666 538
% increase	4		(4.2%)	9.9%	6.8%			10.0%	5.9%	5.6%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		482 381	462 101	507 656	541 980	541 980	541 980	596 026	631 192	666 538
% increase	4		(4.2%)	9.9%	6.8%			10.0%	5.9%	5.6%
TOTAL MANAGERS AND STAFF	5	462 381	439 398	482 974	519 232	519 232	519 232	569 263	602 849	636 609

Free State: Nala(FS185) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2015

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1			4 293	4 936	4 934				
Pension and UIF Contributions				700	651					
Medical Aid Contributions				311	333					
Motor Vehicle Allowance				1 612	1 446	1 595				
Cellphone Allowance				322	332	497				
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors				7 238	7 698	7 026				
% increase	4				6.4%	(8.7%)	(100.0%)			
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2				3 299	3 496		3 905		
Pension and UIF Contributions						7		7		
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance					753	772		841		
Cellphone Allowance								10		
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality					4 052	4 275		4 763		
% increase	4					5.5%	(100.0%)		(100.0%)	
<u>Other Municipal Staff</u>										
Basic Salaries and Wages				67 885	68 823	71 111				
Pension and UIF Contributions				16 205	17 197	12 643				
Medical Aid Contributions				6 933	4 741	5 851				
Overtime				6 560	4 212	7 702				
Performance Bonus										
Motor Vehicle Allowance				2 754	2 168	2 657				
Cellphone Allowance				100	145	182				
Housing Allowances				124	132	129				
Other benefits and allowances				1 723	10 227	17 681				
Payments in lieu of leave				361	384	1 257				
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff				102 645	108 029	119 213				
% increase	4				5.2%	10.4%	(100.0%)			
Total Parent Municipality				109 883	119 779	130 514		4 763		
% increase	4				9.0%	9.0%	(100.0%)		(100.0%)	
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS				109 883	119 779	130 514		4 763		
% increase	4				9.0%	9.0%	(100.0%)		(100.0%)	
TOTAL MANAGERS AND STAFF	5			102 645	112 081	123 488		4 763		

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	3 487	4 708	4 855	5 577	5 577		5 841	6 113	6 397
Pension and UIF Contributions		928	895		774	774		810	848	887
Medical Aid Contributions				1 150	566	566		568	595	622
Motor Vehicle Allowance		1 805	1 863	1 976	1 550	1 550		1 647	1 723	1 803
Cellphone Allowance		270	347	398	289	289		292	305	320
Housing Allowances										
Other benefits and allowances			307	332	206	206		252	264	276
Sub Total - Councillors		6 490	8 121	8 713	8 962	8 962		9 410	9 848	10 306
% increase	4		25.1%	7.3%	2.9%		(100.0%)		4.6%	4.7%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	2 221	1 657	2 682	5 045	5 045		5 267	5 512	5 768
Pension and UIF Contributions		606	347	646						
Medical Aid Contributions										
Overtime										
Performance Bonus		381		169	757	757		790	827	865
Motor Vehicle Allowance		901	534	653						
Cellphone Allowance		6	34	89	120	120		120	126	131
Housing Allowances		77	94	261						
Other benefits and allowances		319	103							
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		4 511	2 770	4 501	5 921	5 921		6 177	6 464	6 764
% increase	4		(38.6%)	62.5%	31.6%		(100.0%)		4.6%	4.7%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		23 657	27 132	31 054	35 362	35 886		37 945	39 709	41 556
Pension and UIF Contributions		3 526	5 005	5 765	6 028	6 098		6 508	6 811	7 128
Medical Aid Contributions		2 143	2 401	2 907	2 810	3 302		3 589	3 756	3 931
Overtime		483	407	188		73			113	118
Performance Bonus		869	2 410							
Motor Vehicle Allowance		4 185	4 696	5 282	5 450	5 316		5 445	5 698	5 963
Cellphone Allowance			274	235	232	221		216	226	237
Housing Allowances		161	340	327	268	286		287	301	315
Other benefits and allowances		699	649	1 427	1 167	2 291		1 128	1 180	1 235
Payments in lieu of leave		1 633	2 236	2 250						
Long service awards				3 192	412	414		161	168	176
Post-retirement benefit obligations		1 371	(113)	3 612						
Sub Total - Other Municipal Staff		38 728	45 439	56 239	51 729	53 887		55 279	57 962	60 657
% increase	4		17.3%	23.8%	(8.0%)	4.2%	(100.0%)		4.9%	4.6%
Total Parent Municipality		49 729	56 329	69 453	66 612	68 770		70 866	74 274	77 728
% increase	4		13.3%	23.3%	(4.1%)	3.2%	(100.0%)		4.8%	4.6%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		49 729	56 329	69 453	66 612	68 770		70 866	74 274	77 728
% increase	4		13.3%	23.3%	(4.1%)	3.2%	(100.0%)		4.8%	4.6%
TOTAL MANAGERS AND STAFF	5	43 239	48 208	60 740	57 651	59 809		61 455	64 426	67 422

Free State: Setsoto(FS191) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2015

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	6 906	7 337	8 099	6 953	7 084	6 673	7 129	7 708	7 899
Pension and UIF Contributions		420	446	492	422					
Medical Aid Contributions		266	283	312	268					
Motor Vehicle Allowance		136	145	160	137	559	2 223	2 375	2 568	2 631
Cellphone Allowance		77	82	90	77	345	888	949	1 026	1 051
Housing Allowances										
Other benefits and allowances		214	228	252	217	247	197	211	228	234
Sub Total - Councillors		8 020	8 520	9 405	8 074	8 234	9 981	10 664	11 529	11 815
% increase	4		6.2%	10.4%	(14.2%)	2.0%	21.2%	6.8%	8.1%	2.5%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	1 623	3 321	4 103	4 717	4 835	5 497	5 873	6 350	6 507
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance		339	397	899	563	577	483	516	558	572
Cellphone Allowance		12	16	19	21	22	21	23	25	25
Housing Allowances		77	103	122	138	141	150	160	173	177
Other benefits and allowances		737	188	168	165	165	451	482	521	534
Payments in lieu of leave					587					
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 787	4 025	5 310	6 027	5 741	6 602	7 053	7 626	7 815
% increase	4		44.4%	31.9%	13.5%	(4.7%)	15.0%	6.8%	8.1%	2.5%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		66 674	81 268	88 127	99 319	95 465	97 297	103 955	112 391	115 176
Pension and UIF Contributions		703	761	860	15 377	15 454	15 618	16 687	18 041	18 488
Medical Aid Contributions		9 231	18 007	14 002	8 307	8 010	8 283	8 850	9 568	9 805
Overtime		3 980	5 039	6 139	2 709	2 808	4 638	4 955	5 358	5 490
Performance Bonus										
Motor Vehicle Allowance		5 365	6 098	7 360	6 762	6 304	7 534	8 050	8 703	8 919
Cellphone Allowance		207	247	312	248	251	255	272	294	301
Housing Allowances			311	343	400	218	333	356	385	394
Other benefits and allowances		10 569	13 661	16 269	2 729	3 538	8 592	9 180	9 925	10 171
Payments in lieu of leave			5 324	204			0			
Long service awards					5 010					
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		96 729	130 717	133 615	140 861	132 048	142 551	152 305	164 666	168 746
% increase	4		35.1%	2.2%	5.4%	(6.3%)	8.0%	6.8%	8.1%	2.5%
Total Parent Municipality		107 536	143 262	148 330	154 962	146 023	159 133	170 022	183 820	188 376
% increase	4		33.2%	3.5%	4.5%	(5.8%)	9.0%	6.8%	8.1%	2.5%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		107 536	143 262	148 330	154 962	146 023	159 133	170 022	183 820	188 376
% increase	4		33.2%	3.5%	4.5%	(5.8%)	9.0%	6.8%	8.1%	2.5%
TOTAL MANAGERS AND STAFF	5	99 516	134 742	138 925	146 887	137 789	149 153	159 359	172 291	176 561

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	10 327	9 008	9 351	8 673	8 673	8 673	10 814	11 355	11 922
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance		2 561	2 367	2 556	3 665	3 665	3 665	3 491	3 666	3 849
Cellphone Allowance			582	832						
Housing Allowances										
Other benefits and allowances					91					
Sub Total - Councillors		12 888	11 958	12 739	12 429	12 338	12 338	14 305	15 021	15 772
% increase	4		(7.2%)	6.5%	(2.4%)	(0.7%)		15.9%	5.0%	5.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	3 579	4 535	4 967	14 821	14 821	14 821	5 985	6 284	6 599
Pension and UIF Contributions			58	65						
Medical Aid Contributions			163	149						
Overtime										
Performance Bonus		1 000								
Motor Vehicle Allowance		1 232	1 558	1 842	6 575	6 575	6 575	1 539	1 616	1 697
Cellphone Allowance		96	71	72	278	278	278	292	306	321
Housing Allowances					300	300	300	315	331	348
Other benefits and allowances		36		40	5 860	5 860	5 860			
Payments in lieu of leave			235	324						
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		5 943	6 620	7 458	27 834	27 834	27 834	8 131	8 538	8 965
% increase	4		11.4%	12.7%	273.2%			(70.8%)	5.0%	5.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		90 283	100 390	102 113	87 772	87 772	87 772	105 078	110 332	115 848
Pension and UIF Contributions		16 430	17 439	21 598	18 455	18 455	18 455	20 072	21 076	22 130
Medical Aid Contributions		9 335	11 313	12 999	12 505	12 505	12 505	13 729	14 416	15 136
Overtime		8 713	8 823	11 986	5 138	5 138	5 138	13 307	13 973	14 671
Performance Bonus										
Motor Vehicle Allowance		3 668	4 360	2 452				5 910	6 206	6 516
Cellphone Allowance		330	783	366				340	357	375
Housing Allowances		344	588	312	5 898	5 898	5 898	377	395	415
Other benefits and allowances		884	301	756	17 890	17 890	17 890	10 999	11 549	12 126
Payments in lieu of leave		3 193		4 614				1 460	1 533	1 610
Long service awards		822			581	581	581	676	710	746
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		134 002	143 997	157 195	148 240	148 240	148 240	171 949	180 546	189 573
% increase	4		7.5%	9.2%	(5.7%)			16.0%	5.0%	5.0%
Total Parent Municipality		152 833	162 575	177 392	188 503	188 412	188 412	194 385	204 104	214 309
% increase	4		6.4%	9.1%	6.3%			3.2%	5.0%	5.0%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		152 833	162 575	177 392	188 503	188 412	188 412	194 385	204 104	214 309
% increase	4		6.4%	9.1%	6.3%			3.2%	5.0%	5.0%
TOTAL MANAGERS AND STAFF	5	139 945	150 617	164 653	176 074	176 074	176 074	180 080	189 084	198 538

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	3 637	2 768	4 388	4 839	3 755	3 755	3 921	4 093	4 154
Pension and UIF Contributions					1	530	530	554	578	587
Medical Aid Contributions										
Motor Vehicle Allowance		1 190	1 170	1 041	1 277	1 341	1 341	1 400	1 461	1 483
Cellphone Allowance				238	69	359	359	375	392	398
Housing Allowances			987							
Other benefits and allowances					57	269	269	281	293	297
Sub Total - Councillors		4 827	4 925	5 667	6 243	6 255	6 255	6 530	6 817	6 920
% increase	4		2.0%	15.1%	10.2%	0.2%		4.4%	4.4%	1.5%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	3 601		7 044	3 633	4 661	4 661	4 867	4 940	5 014
Pension and UIF Contributions		652			1	147	147	154	156	158
Medical Aid Contributions		49		239	48					
Overtime										
Performance Bonus		240		941	657					
Motor Vehicle Allowance		575		824	189	918	918	959	973	988
Cellphone Allowance		46		50	101	119	119	125	127	128
Housing Allowances		13		15	405	268	268	280	284	288
Other benefits and allowances		411		1 926	221	221	221	230	234	237
Payments in lieu of leave						65	65	68	69	70
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		5 587		11 039	5 034	6 401	6 401	6 682	6 783	6 884
% increase	4		(100.0%)		(54.4%)	27.2%		4.4%	1.5%	1.5%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		26 022	37 689	30 630	38 474	40 592	40 592	42 378	43 014	43 659
Pension and UIF Contributions		5 516	6 772	6 340	6 986	8 360	8 360	8 728	8 859	8 992
Medical Aid Contributions		1 863	2 313	1 632	1 702	2 152	2 152	2 247	2 280	2 315
Overtime		2 135	2 292	1 532	1 561	4 337	4 337	2 562	2 600	2 639
Performance Bonus		2 216	2 600	3 428	2 274	3 227	3 227	3 369	3 420	3 471
Motor Vehicle Allowance		954	1 735	1 303	1 779	2 294	2 294	2 395	2 431	2 467
Cellphone Allowance			552	857	234	303	303	316	321	326
Housing Allowances		153	158	46	214	201	201	210	213	216
Other benefits and allowances		1 675	2 902	2 964	1 095	2 192	2 192	2 289	2 323	2 358
Payments in lieu of leave						433	433	452	459	466
Long service awards				1 235	1 000	344	344	359	364	370
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		40 534	57 012	49 967	55 318	64 435	64 435	65 305	66 284	67 279
% increase	4		40.7%	(12.4%)	10.7%	16.5%		1.3%	1.5%	1.5%
Total Parent Municipality		50 948	61 937	66 673	66 596	77 091	77 091	78 517	79 884	81 083
% increase	4		21.6%	7.6%	(0.1%)	15.8%		1.9%	1.7%	1.5%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		50 948	61 937	66 673	66 596	77 091	77 091	78 517	79 884	81 083
% increase	4		21.6%	7.6%	(0.1%)	15.8%		1.9%	1.7%	1.5%
TOTAL MANAGERS AND STAFF	5	46 121	57 012	61 006	60 352	70 836	70 836	71 987	73 067	74 163

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1				5 991	1 491	1 491			
Pension and UIF Contributions		1 460	1 671	1 696	1 885	402	402	1 953	2 050	2 153
Medical Aid Contributions		322	275	245	286	86	86	249	262	275
Motor Vehicle Allowance		3 373	2 922	3 061	3 258	200	200	3 131	3 288	3 452
Cellphone Allowance		863	939	1 384	1 514	42	42	1 524	1 600	1 680
Housing Allowances										
Other benefits and allowances		11 484	13 582	13 749	9 165	19 113	19 113	16 786	17 626	18 507
Sub Total - Councillors		17 502	19 390	20 134	22 100	21 334	21 334	23 643	24 825	26 066
% increase	4		10.8%	3.8%	9.8%	(3.5%)		10.8%	5.0%	5.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	7 703	4 681	12 256	6 489	7 113	7 113	25 746	27 033	28 385
Pension and UIF Contributions		377	246	487	925	519	519	3 367	3 536	3 712
Medical Aid Contributions		152	377	124	224	136	136	1 219	1 280	1 344
Overtime										
Performance Bonus										
Motor Vehicle Allowance		1 183	1 515	1 185	1 571	2 166	2 166	5 678	5 962	6 260
Cellphone Allowance		122	144	115	153	153	153	384	403	423
Housing Allowances			26		106			188	197	207
Other benefits and allowances		9		85	180	212	212	439	461	484
Payments in lieu of leave			422		437	782	782			
Long service awards					153					
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		9 547	7 411	14 252	10 238	11 081	11 081	37 021	38 872	40 816
% increase	4		(22.4%)	92.3%	(28.2%)	8.2%		234.1%	5.0%	5.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		110 544	122 277	133 095	166 149	144 271	144 271	167 250	175 612	184 393
Pension and UIF Contributions		19 316	20 923	17 666	31 853	26 164	26 164	17 031	17 883	18 777
Medical Aid Contributions		5 732	6 426	8 560	11 700	8 719	8 719	11 288	11 853	12 445
Overtime		10 098	12 223	20 221	12 736	40 235	40 235	3 710	3 896	4 090
Performance Bonus										
Motor Vehicle Allowance		2 619	573	949	8 871	2 831	2 831	6 610	6 941	7 288
Cellphone Allowance		294	247	365	847	616	616	565	593	623
Housing Allowances		516	568	652	1 480	933	933	885	929	976
Other benefits and allowances		17 158	23 648	27 995	5 093	3 467	3 467	17 437	18 309	19 225
Payments in lieu of leave		18 148	4 467	6 638	16 536	14 748	14 748	17 127	17 983	18 882
Long service awards			(128)	(108)	2 354	1 109	1 109	1 657	1 740	1 827
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		184 426	191 226	216 035	257 621	243 093	243 093	243 562	255 740	268 527
% increase	4		3.7%	13.0%	19.2%	(5.6%)		0.2%	5.0%	5.0%
Total Parent Municipality		211 475	218 026	250 421	289 959	275 509	275 509	304 225	319 437	335 409
% increase	4		3.1%	14.9%	15.8%	(5.0%)		10.4%	5.0%	5.0%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages		2 883	3 037	3 037	5 781	6 575	6 575	7 101	7 456	7 829
Pension and UIF Contributions		292	318	318	993	1 221	1 221	1 136	1 193	1 253
Medical Aid Contributions			105	105	241	338	338	365	383	402
Overtime										
Performance Bonus		4	4	4						
Motor Vehicle Allowance		707	717	717	1 529	1 665	1 665	1 798	1 888	1 982
Cellphone Allowance										
Housing Allowances			53	53						
Other benefits and allowances		30	30	240	256	256	256	271	285	299
Payments in lieu of leave					544	50	50	54	57	60
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities		3 915	4 265	4 475	9 346	10 105	10 105	10 726	11 262	11 825
% increase	4		8.9%	4.9%	108.9%	8.1%		6.1%	5.0%	5.0%
<u>Other Staff of Entities</u>										
Basic Salaries and Wages		48 484	41 438	46 559	41 408	38 915	38 915	38 962	45 592	47 588
Pension and UIF Contributions		4 881	6 006	5 271	6 548	6 320	6 320	6 724	7 061	7 414
Medical Aid Contributions				2 815	4 198	4 101	4 101	4 429	4 650	4 883
Overtime		2 510	2 334	12 152	6 530	6 530	6 530	7 054	7 406	7 777
Performance Bonus		1 724	2 729	3 821						
Motor Vehicle Allowance		655	3 607	3 171	3 020	2 884	2 884	3 349	3 516	3 692
Cellphone Allowance				0						
Housing Allowances					2 185	2 135	2 135	2 422	2 543	2 671
Other benefits and allowances			259		10 352	12 596	12 596	18 816	14 507	15 232
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities		58 254	56 373	73 789	74 240	73 481	73 481	81 756	85 275	89 256
% increase	4		(3.2%)	30.9%	0.6%	(1.0%)		11.3%	4.3%	4.7%
Total Municipal Entities		62 169	60 638	78 264	83 586	83 586	83 586	92 481	96 537	101 081
TOTAL SALARY, ALLOWANCES & BENEFITS		273 644	278 664	328 685	373 545	359 095	359 095	396 707	415 974	436 490
% increase	4		1.8%	18.0%	13.6%	(3.9%)		10.5%	4.9%	4.9%
TOTAL MANAGERS AND STAFF	5	256 142	259 274	308 551	351 445	337 761	337 761	373 064	391 149	410 423

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	4 221	447	4 549	3 063	3 063	3 063	3 032	3 214	3 407
Pension and UIF Contributions					471	148	148	128	128	128
Medical Aid Contributions										
Motor Vehicle Allowance					288	48	48	956	1 014	1 074
Cellphone Allowance					305	305	305	201	213	226
Housing Allowances										
Other benefits and allowances					1 049	1 053	1 053	31	33	35
Sub Total - Councillors		4 221	447	4 549	5 177	4 617	4 617	4 348	4 602	4 870
% increase	4		(89.4%)	916.5%	13.8%	(10.8%)		(5.8%)	5.8%	5.8%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	1 420	1 763	2 843	2 728	1 912	1 912	2 496	2 625	2 760
Pension and UIF Contributions		180	273	334	7	5	5	222	231	243
Medical Aid Contributions										
Overtime										
Performance Bonus		177								
Motor Vehicle Allowance		728	902	1 409	1 577	1 186	1 186	1 423	1 116	1 172
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances		733	1 307	1 062	36	28	28	35	28	29
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 239	4 246	5 649	4 348	3 132	3 132	4 177	4 001	4 204
% increase	4		31.1%	33.1%	(23.0%)	(28.0%)		33.4%	(4.2%)	5.1%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		19 801	23 204	25 883	32 399	30 299	30 299	33 583	35 565	37 556
Pension and UIF Contributions		2 574	284	328	5 345	5 125	5 125	5 343	5 651	5 975
Medical Aid Contributions		824	5 134	1 437	2 327	1 160	1 160	1 436	1 521	1 606
Overtime		1 382	1 776	2 651	2 015	2 455	2 455	2 866	3 029	3 198
Performance Bonus										
Motor Vehicle Allowance		329	996	2 036	1 262	887	887	1 252	1 326	1 400
Cellphone Allowance										
Housing Allowances		36	35	16	33	41	41	37	39	41
Other benefits and allowances		876	6 562	8 267	806	1 982	1 982	1 619	1 205	1 280
Payments in lieu of leave		2 226	1 469	(928)	2 422	3 439	3 439	2 785	2 950	3 115
Long service awards			778	1 697	280	300	300			
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		28 048	40 237	41 388	46 889	45 689	45 689	48 922	51 285	54 171
% increase	4		43.5%	2.9%	13.3%	(2.6%)		7.1%	4.8%	5.6%
Total Parent Municipality		35 508	44 930	51 585	56 414	53 438	53 438	57 447	59 887	63 246
% increase	4		26.5%	14.8%	9.4%	(5.3%)		7.5%	4.2%	5.6%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		35 508	44 930	51 585	56 414	53 438	53 438	57 447	59 887	63 246
% increase	4		26.5%	14.8%	9.4%	(5.3%)		7.5%	4.2%	5.6%
TOTAL MANAGERS AND STAFF	5	31 287	44 482	47 037	51 237	48 821	48 821	53 099	55 286	58 376

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	2 311	4 889	4 909	5 715	5 715	5 715	6 290	6 731	7 202
Pension and UIF Contributions		334								
Medical Aid Contributions		204								
Motor Vehicle Allowance		864								
Cellphone Allowance		184								
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		3 897	4 889	4 909	5 715	5 715	5 715	6 290	6 731	7 202
% increase	4		25.5%	0.4%	16.4%			10.1%	7.0%	7.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	1 916	2 076	2 051	1 481	3 430	3 430	3 310	3 542	3 790
Pension and UIF Contributions		346	344	46	233	487	487	487	521	558
Medical Aid Contributions		107	108	103	106	153	153	153	164	175
Overtime										
Performance Bonus		569		420	157	611	611	611	654	700
Motor Vehicle Allowance		564	488	1 481	191	894	894	894	957	1 023
Cellphone Allowance										
Housing Allowances				0						
Other benefits and allowances		60	62	120	123			0	0	0
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 563	3 077	4 221	2 292	5 576	5 576	5 456	5 838	6 247
% increase	4		(13.7%)	37.2%	(45.7%)	143.2%		(2.2%)	7.0%	7.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		28 646	30 469	32 151	43 887	41 274	41 274	44 595	47 716	51 056
Pension and UIF Contributions		4 838	5 072	5 735	7 244	6 445	6 445	7 301	7 812	8 359
Medical Aid Contributions		3 634	4 081	5 362	6 483	5 966	5 966	6 443	6 894	7 377
Overtime		2 699	4 848	5 844	4 192	5 730	5 730	4 562	4 882	5 223
Performance Bonus		2 777		504	863	416	416	511	547	585
Motor Vehicle Allowance		1 889	2 115	3 267	3 899	3 275	3 275	3 275	3 505	3 750
Cellphone Allowance										
Housing Allowances		113	126	94	136	151	151	151	161	172
Other benefits and allowances		933	451	639	2 820	624	624	579	619	663
Payments in lieu of leave										
Long service awards			235	2 656	151	154	154	154	165	177
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		45 529	47 397	56 253	69 676	64 036	64 036	67 572	72 302	77 363
% increase	4		4.1%	18.7%	23.9%	(8.1%)		5.5%	7.0%	7.0%
Total Parent Municipality		52 989	55 363	65 383	77 683	75 326	75 326	79 318	84 871	90 811
% increase	4		4.5%	18.1%	18.8%	(3.0%)		5.3%	7.0%	7.0%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		52 989	55 363	65 383	77 683	75 326	75 326	79 318	84 871	90 811
% increase	4		4.5%	18.1%	18.8%	(3.0%)		5.3%	7.0%	7.0%
TOTAL MANAGERS AND STAFF	5	49 092	50 473	60 473	71 968	69 612	69 612	73 028	78 140	83 610

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	4 972	3 632	5 246	4 893	5 226	5 226	5 265	5 589	2 916
Pension and UIF Contributions		489	738	738	634	677	677	940	998	1 056
Medical Aid Contributions		256	217	217	203	216	216	236	251	266
Motor Vehicle Allowance		1 457	1 865	1 865	1 693	1 809	1 809	2 128	2 259	2 391
Cellphone Allowance		259	389	389	391	417	417	465	493	522
Housing Allowances		159	95	95	90	96	96	45	48	51
Other benefits and allowances										
Sub Total - Councillors		7 592	6 936	8 550	7 904	8 441	8 441	9 080	9 638	7 202
% increase	4		(8.6%)	23.3%	(7.6%)	6.8%		7.6%	6.2%	(25.3%)
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	1 962	1 747	2 470	2 655	3 210	3 210	3 701	3 929	4 159
Pension and UIF Contributions		234	93	168	168	168	168			
Medical Aid Contributions		8	6	88	97	97	97	41	44	46
Overtime										
Performance Bonus				502	540	540	540	645	685	725
Motor Vehicle Allowance		575	502	770	770	770	770	804	854	904
Cellphone Allowance		78	42	61	61	61	61	61	65	69
Housing Allowances		88	60	72	72	72	72			
Other benefits and allowances		169	895							
Payments in lieu of leave		46								
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 160	3 344	4 131	4 364	4 919	4 919	5 253	5 576	5 903
% increase	4		5.8%	23.5%	5.6%	12.7%		6.8%	6.2%	5.8%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		16 881	23 179	26 546	28 786	29 141	29 141	30 648	32 533	34 436
Pension and UIF Contributions		2 105	2 306	3 726	4 561	3 597	3 597	4 453	4 727	5 003
Medical Aid Contributions		2 454	2 669	2 588	2 588	3 434	3 434	2 681	2 845	3 012
Overtime		13	49		20	137	137			
Performance Bonus										
Motor Vehicle Allowance		2 326	2 666	3 303	4 298	3 823	3 823	4 057	4 306	4 558
Cellphone Allowance		130	192	345	368	368	368	332	353	373
Housing Allowances		318	218	130	186	191	191	146	155	164
Other benefits and allowances				528	7	7	7	58	61	65
Payments in lieu of leave		271	616		510	1 048	1 048			
Long service awards		437	260							
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		24 934	32 156	37 166	41 325	41 748	41 748	42 374	44 979	47 611
% increase	4		29.0%	15.6%	11.2%	1.0%		1.5%	6.2%	5.8%
Total Parent Municipality		35 686	42 436	49 847	53 592	55 108	55 108	56 707	60 194	60 716
% increase	4		18.9%	17.5%	7.5%	2.8%		2.9%	6.2%	0.9%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		35 686	42 436	49 847	53 592	55 108	55 108	56 707	60 194	60 716
% increase	4		18.9%	17.5%	7.5%	2.8%		2.9%	6.2%	0.9%
TOTAL MANAGERS AND STAFF	5	28 094	35 500	41 297	45 688	46 667	46 667	47 627	50 556	53 513

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	8 008	8 482	9 533	10 022	10 065	10 065	10 166	10 765	11 368
Pension and UIF Contributions		1 219	1 261	1 330	1 461	1 461	1 461	1 476	1 563	1 651
Medical Aid Contributions		854	864	840	1 111	894	894	903	956	1 010
Motor Vehicle Allowance		3 367	3 515	3 548	4 085	3 735	3 735	3 772	3 995	4 218
Cellphone Allowance		681	715	1 034	826	1 047	1 047	1 057	1 120	1 182
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		14 128	14 837	16 285	17 505	17 202	17 202	17 374	18 399	19 429
% increase	4		5.0%	9.8%	7.5%	(1.7%)		1.0%	5.9%	5.6%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	2 631	2 164	3 142	3 754	3 554	3 554	3 739	3 959	4 181
Pension and UIF Contributions		367	367	245	564	264	264	278	294	311
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances		1 556	1 350	2 120	1 563	1 563	1 563	1 644	1 741	1 839
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		4 555	3 881	5 506	5 881	5 381	5 381	5 661	5 995	6 331
% increase	4		(14.8%)	41.9%	6.8%	(8.5%)		5.2%	5.9%	5.6%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		82 962	92 183	95 860	119 083	109 456	109 456	117 272	124 191	131 145
Pension and UIF Contributions		888	999	1 011	20 622	19 037	19 037	20 027	21 208	22 396
Medical Aid Contributions		10 509	11 110	11 712	13 304	11 307	11 307	11 895	12 597	13 303
Overtime		11 895	11 805	13 317	12 248	14 315	14 315	15 059	15 948	16 841
Performance Bonus		6 781	8 004	7 406	8 479	8 452	8 452	8 892	9 417	9 944
Motor Vehicle Allowance		6 442	7 332	7 611	9 911	8 727	8 727	9 181	9 722	10 267
Cellphone Allowance		411	379	375	517	415	415	437	462	488
Housing Allowances		780	764	798	980	895	895	942	998	1 053
Other benefits and allowances		5 342	3 961	4 101	580	730	730	768	814	859
Payments in lieu of leave		1 644	1 734	1 754						
Long service awards		5 859								
Post-retirement benefit obligations		14 430	15 786	16 787	24	2 831	2 831	2 978	3 154	3 330
Sub Total - Other Municipal Staff		147 943	154 058	160 732	185 746	176 166	176 166	187 450	198 510	209 626
% increase	4		4.1%	4.3%	15.6%	(5.2%)		6.4%	5.9%	5.6%
Total Parent Municipality		166 626	172 776	182 523	209 132	198 749	198 749	210 485	222 903	235 386
% increase	4		3.7%	5.6%	14.6%	(5.0%)		5.9%	5.9%	5.6%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		166 626	172 776	182 523	209 132	198 749	198 749	210 485	222 903	235 386
% increase	4		3.7%	5.6%	14.6%	(5.0%)		5.9%	5.9%	5.6%
TOTAL MANAGERS AND STAFF	5	152 497	157 939	166 238	191 627	181 547	181 547	193 111	204 505	215 957

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1		6 375	6 821	7 284	7 284	7 284	7 707	8 131	8 562
Pension and UIF Contributions			487	521	556	556	556	589	621	654
Medical Aid Contributions			72	77	82	82	82	87	91	96
Motor Vehicle Allowance			1 678	1 796	1 918	1 918	1 918	2 029	2 141	2 254
Cellphone Allowance			526	563	601	601	601	636	671	707
Housing Allowances										
Other benefits and allowances				15				25	27	28
Sub Total - Councillors			9 138	9 793	10 442	10 442	10 442	11 073	11 682	12 301
% increase	4			7.2%	6.6%			6.0%	5.5%	5.3%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2		6 194	6 618	7 067	7 067	7 067	7 402	7 809	8 222
Pension and UIF Contributions			321	343	366	366	366	826	871	918
Medical Aid Contributions			204	218	233	233	233	368	389	409
Overtime										
Performance Bonus								567	598	630
Motor Vehicle Allowance			1 816	1 940	2 072	2 072	2 072	1 747	1 843	1 940
Cellphone Allowance			148	158						
Housing Allowances										
Other benefits and allowances			436	466	498	498	498	23	25	26
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations								271	286	302
Sub Total - Senior Managers of Municipality			9 118	9 743	10 236	10 236	10 236	11 240	11 859	12 487
% increase	4			6.9%	5.1%			9.8%	5.5%	5.3%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages			73 298	78 159	83 466	84 330	84 330	99 081	104 530	110 070
Pension and UIF Contributions			11 914	12 962	13 817	14 030	14 030	16 299	17 196	18 107
Medical Aid Contributions			3 984	4 286	4 577	4 577	4 577	7 660	8 082	8 510
Overtime			7 093	6 409	6 844	6 726	6 726	7 116	7 508	7 906
Performance Bonus				6 825	7 288	7 814	7 814	7 898	8 332	8 774
Motor Vehicle Allowance			2 583	2 069	2 209	2 209	2 209	2 783	2 936	3 091
Cellphone Allowance										
Housing Allowances			268	285	304	304	304	285	301	317
Other benefits and allowances			17 952	8 055	7 653	8 623	8 623	10 895	11 495	12 104
Payments in lieu of leave				1 556	1 662	2 580	2 580	2 841	2 997	3 156
Long service awards										
Post-retirement benefit obligations				786	872	937	937	720	760	800
Sub Total - Other Municipal Staff			117 091	121 391	128 692	134 908	134 908	155 579	164 136	172 835
% increase	4			3.7%	6.0%	4.8%		15.3%	5.5%	5.3%
Total Parent Municipality			135 348	140 927	149 370	155 586	155 586	177 892	187 676	197 623
% increase	4			4.1%	6.0%	4.2%		14.3%	5.5%	5.3%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS			135 348	140 927	149 370	155 586	155 586	177 892	187 676	197 623
% increase	4			4.1%	6.0%	4.2%		14.3%	5.5%	5.3%
TOTAL MANAGERS AND STAFF	5		126 210	131 134	138 928	145 144	145 144	166 819	175 994	185 322

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	7 118	8 079	8 549	10 448	10 448	10 448	10 980	11 738	12 548
Pension and UIF Contributions		146	161	10	11	11	11	10	11	12
Medical Aid Contributions		101	107	13						
Motor Vehicle Allowance		1 897	3 580	2 715	3 311	3 311	3 311	3 514	3 756	4 015
Cellphone Allowance		475	475	617	698	698	698	916	979	1 046
Housing Allowances				620	217	217	217	99	106	113
Other benefits and allowances										
Sub Total - Councillors		9 737	12 402	12 524	14 685	14 685	14 685	15 519	16 590	17 734
% increase	4		27.4%	1.0%	17.3%			5.7%	6.9%	6.9%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	3 395	4 377	6 263	7 226	7 226	7 226	7 606	8 131	8 668
Pension and UIF Contributions										
Medical Aid Contributions				26	36	36	36	2	2	2
Overtime										
Performance Bonus		766								
Motor Vehicle Allowance		852	1 157	1 720	1 773	1 773	1 773	1 773	1 773	1 773
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		5 013	5 534	8 010	9 035	9 035	9 035	9 381	9 906	10 443
% increase	4		10.4%	44.7%	12.8%			3.8%	5.6%	5.4%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		88 288	120 631	109 177	120 013	108 102	108 102	126 186	130 246	143 774
Pension and UIF Contributions		13 823	15 993	18 766	20 184	20 202	20 202	22 576	24 135	25 707
Medical Aid Contributions		7 937	9 079	9 466	11 283	11 281	11 281	11 499	12 293	13 094
Overtime		12 530	10 446	18 838	18 411	16 163	16 163	13 109	14 123	16 095
Performance Bonus										
Motor Vehicle Allowance		4 121	3 233	6 649	13 040	11 371	11 371	13 635	14 446	15 517
Cellphone Allowance					455	455	455	983	1 236	1 121
Housing Allowances		784	826	1 218	1 081	1 081	1 081	925	988	1 054
Other benefits and allowances		8 886	11 143	13 510	20 657	9 550	9 550	21 125	22 583	24 072
Payments in lieu of leave					2 647	2 647	2 647	3 541	3 785	4 035
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		136 369	171 351	177 624	207 771	180 852	180 852	213 579	223 834	244 468
% increase	4		25.7%	3.7%	17.0%	(13.0%)		18.1%	4.8%	9.2%
Total Parent Municipality		151 119	189 287	198 158	231 491	204 572	204 572	238 479	250 330	272 645
% increase	4		25.3%	4.7%	16.8%	(11.6%)		16.6%	5.0%	8.9%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		151 119	189 287	198 158	231 491	204 572	204 572	238 479	250 330	272 645
% increase	4		25.3%	4.7%	16.8%	(11.6%)		16.6%	5.0%	8.9%
TOTAL MANAGERS AND STAFF	5	141 382	176 885	185 634	216 806	189 887	189 887	222 960	233 740	254 911

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	4 613	4 973	4 750	3 006	3 006	3 006	3 139	3 277	3 421
Pension and UIF Contributions		121	85	114	381	381	381	398	416	434
Medical Aid Contributions		17	15	17	61	61	61	63	66	69
Motor Vehicle Allowance		269	262	298	1 143	1 143	1 143	1 193	1 245	1 300
Cellphone Allowance		37	41	47	213	213	213	223	232	243
Housing Allowances										
Other benefits and allowances		40	44	10	122	122	122	127	146	165
Sub Total - Councillors		5 097	5 420	5 235	4 926	4 926	4 926	5 143	5 382	5 632
% increase	4		6.3%	(3.4%)	(5.9%)			4.4%	4.7%	4.6%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	2 147	2 796	2 999	3 461	3 461	3 461	3 614	3 773	3 939
Pension and UIF Contributions		338	309	543	639	639	639	667	696	727
Medical Aid Contributions					60	60	60	63	65	68
Overtime										
Performance Bonus										
Motor Vehicle Allowance		595	664	824	763	763	763	796	832	868
Cellphone Allowance			16		10	10	10	10	10	11
Housing Allowances										
Other benefits and allowances		879	478	788	288	288	288	301	328	357
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 958	4 263	5 154	5 221	5 221	5 221	5 451	5 704	5 969
% increase	4		7.7%	20.9%	1.3%			4.4%	4.7%	4.7%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		44 947	56 430	60 000	44 802	45 698	45 698	44 415	46 524	48 733
Pension and UIF Contributions					8 322	8 488	8 488	8 688	9 070	9 469
Medical Aid Contributions					3 837	3 914	3 914	4 006	4 183	4 367
Overtime					1 908	1 946	1 946	1 405	1 467	1 532
Performance Bonus										
Motor Vehicle Allowance		1 028	746	613	3 192	3 256	3 256	3 332	3 479	3 632
Cellphone Allowance					72	74	74	76	79	82
Housing Allowances					33	34	34	35	36	38
Other benefits and allowances		4 938	5 032	3 849	5 431	5 503	5 503	9 988	10 453	10 939
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		50 913	62 208	64 462	67 599	68 914	68 914	71 946	75 291	78 792
% increase	4		22.2%	3.6%	4.9%	1.9%		4.4%	4.7%	4.6%
Total Parent Municipality		59 968	71 891	74 851	77 746	79 061	79 061	82 539	86 377	90 394
% increase	4		19.9%	4.1%	3.9%	1.7%		4.4%	4.7%	4.6%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		59 968	71 891	74 851	77 746	79 061	79 061	82 539	86 377	90 394
% increase	4		19.9%	4.1%	3.9%	1.7%		4.4%	4.7%	4.6%
TOTAL MANAGERS AND STAFF	5	54 871	66 470	69 616	72 820	74 135	74 135	77 396	80 995	84 762

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1				5 542	5 012	5 012	5 901	6 255	6 630
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance						1 671	1 671			
Cellphone Allowance					373	373	373	392	415	440
Housing Allowances										
Other benefits and allowances					1 671	530	530	1 791	1 898	2 012
Sub Total - Councillors					7 586	7 586	7 586	8 083	8 568	9 082
% increase	4							6.6%	6.0%	6.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2				5 964	5 010	5 010	5 634	5 972	6 330
Pension and UIF Contributions					13	11	11	11	11	12
Medical Aid Contributions										
Overtime										
Performance Bonus					1 192	1 001	1 001	1 053	1 116	1 183
Motor Vehicle Allowance					2 536	2 659	2 659	1 878	1 991	2 110
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality					9 704	8 680	8 680	8 576	9 090	9 635
% increase	4					(10.6%)		(1.2%)	6.0%	6.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages					45 995	48 171	48 171	46 171	48 942	51 878
Pension and UIF Contributions					8 713	8 318	8 318	8 660	9 180	9 730
Medical Aid Contributions					6 899	6 665	6 665	7 023	7 445	7 891
Overtime					200	1 100	1 100	1 257	1 332	1 412
Performance Bonus										
Motor Vehicle Allowance					10 756	9 682	9 682	11 032	11 694	12 396
Cellphone Allowance										
Housing Allowances					1 249	1 215	1 215	1 173	1 244	1 318
Other benefits and allowances					3 864	412	412	4 298	4 556	3 895
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff					77 676	75 563	75 563	79 615	84 392	88 521
% increase	4					(2.7%)		5.4%	6.0%	4.9%
Total Parent Municipality					94 966	91 829	91 829	96 274	102 050	107 239
% increase	4					(3.3%)		4.8%	6.0%	5.1%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS					94 966	91 829	91 829	96 274	102 050	107 239
% increase	4					(3.3%)		4.8%	6.0%	5.1%
TOTAL MANAGERS AND STAFF	5				87 380	84 243	84 243	88 190	93 482	98 157

Gauteng: Ekurhuleni Metro(EKU) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2015

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages	1	49 830	49 940	50 089	53 883	53 883	51 980	55 607	59 221	62 775
Pension and UIF Contributions		7 104	7 449	7 366	8 082	8 082	7 646	8 072	8 597	9 113
Medical Aid Contributions		2 095	2 161	2 105	2 405	2 405	2 257	2 673	2 847	3 018
Motor Vehicle Allowance		7 700	9 805	10 459	11 243	11 243	11 605	11 382	12 121	12 849
Cellphone Allowance			2 435	3 339	3 059	3 059	4 594	4 856	5 172	5 482
Housing Allowances		12 677	16 163	20 783	23 246	23 246	23 837	26 259	27 966	29 644
Other benefits and allowances										
Sub Total - Councillors		79 406	87 955	94 141	101 919	101 919	101 919	108 849	115 924	122 880
% increase	4		10.8%	7.0%	8.3%			6.8%	6.5%	6.0%
Senior Managers of the Municipality										
Basic Salaries and Wages	2	33 998		43 760	44 260	44 260	44 260	46 286	49 344	53 292
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus				4 558	4 708	4 708	4 708	6 289	6 729	7 267
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances		445		1 823	1 878	1 878	1 878	2 557	2 736	2 955
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		34 444		50 142	50 847	50 847	50 847	55 132	58 809	63 514
% increase	4		(100.0%)		1.4%			8.4%	6.7%	8.0%
Other Municipal Staff										
Basic Salaries and Wages		2 395 505	3 132 609	3 660 016	3 452 178	3 354 667	2 989 010	3 836 939	4 120 521	4 361 477
Pension and UIF Contributions		620 615	658 631	669 968	751 135	740 942	755 546	809 409	862 021	913 742
Medical Aid Contributions		238 589	250 279	520 717	304 317	304 317	356 107	283 215	301 624	319 721
Overtime		393 765	471 338	471 338	361 678	361 678	524 509	386 723	411 860	436 571
Performance Bonus										
Motor Vehicle Allowance					175 855	175 855	215 601	225 015	239 641	254 019
Cellphone Allowance		10 955	13 589	13 589	12 166	12 166	17 708	15 671	16 690	17 692
Housing Allowances					47 712	47 712	44 444	56 355	60 018	63 619
Other benefits and allowances		42 195	11 024		32 538	32 538	32 538	32 287	34 386	36 449
Payments in lieu of leave		89 398	112 943		160 812	160 812	160 812	151 157	160 982	170 641
Long service awards		61 569	46 364	46 364	17 376	17 376	17 376	18 557	19 764	20 949
Post-retirement benefit obligations		222 497	270 751		80 174	80 174	80 174	77 026	82 033	86 955
Sub Total - Other Municipal Staff		4 075 089	4 967 529	5 381 993	5 395 941	5 288 237	5 193 824	5 892 355	6 309 540	6 681 836
% increase	4		21.9%	8.3%	0.3%	(2.0%)	(1.8%)	13.4%	7.1%	5.9%
Total Parent Municipality		4 188 939	5 055 483	5 526 276	5 548 707	5 441 002	5 346 590	6 056 336	6 484 273	6 868 230
% increase	4		20.7%	9.3%	0.4%	(1.9%)	(1.7%)	13.3%	7.1%	5.9%
Board Members of Entities										
Basic Salaries and Wages		4 223 382			5 599 553					
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance			120							
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees		3 039	2 960	3 310	3 868	3 868	3 644	3 890	4 130	4 394
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities		4 226 421	3 081	3 310	5 603 421	3 868	3 644	3 890	4 130	4 394
% increase	4		(99.9%)	7.4%	169185.2%	(99.9%)	(5.8%)	6.8%	6.2%	6.4%
Senior Managers of Entities										
Basic Salaries and Wages		7 239	6 291	10 456	9 178	9 178	9 178	9 942	10 770	11 578
Pension and UIF Contributions		1 441	1 906	1 851	2 142	2 142	2 142	2 316	2 505	2 700
Medical Aid Contributions		316								
Overtime										
Performance Bonus		559				500	500			
Motor Vehicle Allowance		853	927	761	967	967	967	1 051	1 142	1 230
Cellphone Allowance		19	19	19	29	29	29	29	29	29
Housing Allowances										
Other benefits and allowances		160	671	1 097	195	195	195	213	233	256
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities		10 588	9 814	14 183	12 511	13 011	13 011	13 551	14 679	15 792
% increase	4		(7.3%)	44.5%	(11.8%)	4.0%		4.2%	8.3%	7.6%
Other Staff of Entities										
Basic Salaries and Wages		77 048	96 290	104 286	147 347	147 347	138 371	155 253	162 527	173 045
Pension and UIF Contributions		26 219	34 399	35 993	48 457	48 457	38 407	45 523	49 646	52 838
Medical Aid Contributions		207	250	279	1 385	1 385	615	1 504	1 591	1 701
Overtime		6 878	8 996	10 792	11 751	11 751	11 117	15 657	17 146	18 433
Performance Bonus			6 643	6 758	11 000	11 000	10 093	10 991	12 232	13 060
Motor Vehicle Allowance		3 395	4 388	4 238	4 321	4 321	4 789	3 766	3 958	5 216
Cellphone Allowance		22	22	27	27	27	27	27	30	30
Housing Allowances			892	1 020	1 535	1 535	1 443	1 786	1 926	2 068
Other benefits and allowances		11 459	795	676	519	519	519	974	662	796
Payments in lieu of leave			13 417	18 618	18 289	18 289	18 581	26 717	28 690	29 235
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities		125 227	166 093	182 687	244 631	243 861	223 961	262 199	278 407	296 421
% increase	4		32.6%	10.0%	33.9%	(0.3%)	(8.2%)	17.1%	6.2%	6.5%
Total Municipal Entities		4 362 236	178 987	200 180	5 860 562	260 739	240 615	279 640	297 216	316 606
TOTAL SALARY, ALLOWANCES & BENEFITS		8 551 175	5 234 470	5 726 456	11 409 269	5 701 742	5 587 205	6 335 976	6 781 489	7 184 836
% increase	4		(38.8%)	9.4%	99.2%	(50.0%)	(2.0%)	13.4%	7.0%	5.9%
TOTAL MANAGERS AND STAFF	5	4 245 347	5 143 435	5 629 005	5 703 929	5 595 955	5 481 642	6 223 237	6 661 435	7 057 563

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages	1	79 779	81 903	89 685	127 303	127 303	127 303	114 197	127 947	135 379
Pension and UIF Contributions		9 387	10 220	10 813	91	91	91	13 009	11 836	12 663
Medical Aid Contributions				23	21	21	21	2 528	4 621	4 944
Motor Vehicle Allowance		9 125	18 288	19 259	197	197	197	12 906	145	154
Cellphone Allowance					5 848	5 848	5 848	330	2 974	3 182
Housing Allowances								369	44	46
Other benefits and allowances				858	841	841	841	992	6 147	6 577
Sub Total - Councillors		98 291	110 411	120 639	134 301	134 301	134 301	144 331	153 714	162 945
% increase	4		12.3%	9.3%	11.3%			7.5%	6.5%	6.0%
Senior Managers of the Municipality										
Basic Salaries and Wages	2	96 763	18 736	21 731	40 760	38 239	38 239	43 363	46 987	48 598
Pension and UIF Contributions		2 194	881	637	2 024	2 148	2 148	2 326	2 106	2 168
Medical Aid Contributions		812	35	56	313	276	276	337	325	345
Overtime										
Performance Bonus		4 984	777	627	2 694	2 509	2 509	3 355	4 842	5 145
Motor Vehicle Allowance		4 507	1 248	772	1 754	1 890	1 890	2 766	2 091	2 207
Cellphone Allowance		357			4	4	4	152	37	40
Housing Allowances		787			509	509	509	882	81	87
Other benefits and allowances		1 624	584	2 711	198	228	228	515	220	232
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		112 027	22 261	26 534	48 256	45 803	45 803	53 696	56 689	58 823
% increase	4		(80.1%)	19.2%	81.9%	(5.1%)		17.2%	5.6%	3.8%
Other Municipal Staff										
Basic Salaries and Wages		2 526 895	2 521 475	2 865 544	3 232 133	3 233 211	3 233 211	3 552 060	3 787 686	4 015 028
Pension and UIF Contributions		320 140	293 372	364 543	438 865	431 129	431 129	462 372	489 508	519 583
Medical Aid Contributions		214 614	188 989	251 928	274 244	271 143	271 143	304 084	324 762	342 690
Overtime		69 607	13 926	47 704	107 064	113 307	113 307	86 481	94 311	102 354
Performance Bonus		212 237	171 003	189 995	284 407	257 739	257 739	294 755	312 307	332 224
Motor Vehicle Allowance		182 680	184 391	215 194	272 179	250 167	250 167	281 612	308 668	327 425
Cellphone Allowance		21 829	320	12 565	12	12	12	14	14	14
Housing Allowances		49 262	10 336	20 052	20 216	18 254	18 254	24 050	25 084	26 590
Other benefits and allowances		191 333	680 377	242 942	251 304	259 960	259 960	264 433	264 007	277 949
Payments in lieu of leave		19 610	30 377	80 173	16 786	36 451	36 451	34 246	31 712	33 750
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		3 808 207	4 094 565	4 290 640	4 897 210	4 871 373	4 871 373	5 304 107	5 638 060	5 977 607
% increase	4		7.5%	4.8%	14.1%	(0.5%)		8.9%	6.3%	6.0%
Total Parent Municipality		4 018 525	4 227 237	4 437 813	5 079 767	5 051 477	5 051 477	5 502 134	5 848 463	6 199 375
% increase	4		5.2%	5.0%	14.5%	(0.6%)		8.9%	6.3%	6.0%
Board Members of Entities										
Basic Salaries and Wages		8 150	9 372	4 096	4 992	5 438	5 438	5 806	6 150	6 566
Pension and UIF Contributions		742	742	246	550	550	550	651	685	732
Medical Aid Contributions		415	415	86	343	343	343	406	427	456
Overtime										
Performance Bonus										
Motor Vehicle Allowance		684	684	171	780	780	780	923	971	1 038
Cellphone Allowance		69	69	29	91	91	91	108	113	121
Housing Allowances										
Other benefits and allowances		3 703	3 703	337	429	429	429	507	534	571
Board Fees		10 750	12 668	13 597	13 303	15 025	15 025	17 761	18 843	19 999
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities		24 513	27 653	18 562	20 488	22 656	22 656	26 161	27 722	29 483
% increase	4		12.8%	(32.9%)	10.4%	10.6%		15.5%	6.0%	6.4%
Senior Managers of Entities										
Basic Salaries and Wages		88 955	111 651	55 348	45 516	55 106	55 106	47 752	56 472	60 295
Pension and UIF Contributions		28 289	30 854	4 410	2 189	3 660	3 660	3 173	4 191	4 503
Medical Aid Contributions		16 406	16 467	1 726	1 098	1 272	1 272	1 101	1 466	1 564
Overtime										
Performance Bonus		19 323	20 429	3 398	6 094	4 974	4 974	4 310	6 550	6 996
Motor Vehicle Allowance		3 104	3 645	1 577	2 646	2 383	2 383	1 699	1 822	1 936
Cellphone Allowance		49	33	386	325	418	418	274	440	470
Housing Allowances		7	7							
Other benefits and allowances		19 170	18 779	4 339	1 826	1 491	1 491	1 324	855	904
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities		175 303	201 866	71 184	59 694	69 304	69 304	59 633	71 797	76 667
% increase	4		15.2%	(64.7%)	(16.1%)	16.1%		(14.0%)	20.4%	6.8%
Other Staff of Entities										
Basic Salaries and Wages		1 783 952	2 004 475	2 199 513	2 438 612	2 532 038	2 532 038	2 589 776	2 756 935	2 921 645
Pension and UIF Contributions		206 228	240 135	303 869	330 126	362 418	362 418	422 768	449 055	478 829
Medical Aid Contributions		122 102	135 073	158 887	206 809	204 460	204 460	246 453	261 515	278 121
Overtime		235 130	268 924	262 991	213 278	209 820	209 820	253 671	267 016	282 335
Performance Bonus		182 934	187 003	133 735	230 889	227 278	227 278	245 426	260 450	276 966
Motor Vehicle Allowance		85 247	87 692	97 351	108 502	113 080	113 080	130 978	138 933	147 791
Cellphone Allowance		331		5 403	5 510	12 930	12 930	7 951	8 437	8 972
Housing Allowances		10 393	9 845	15 997	37 109	13 293	13 293	46 190	48 817	52 044
Other benefits and allowances		111 424	150 202	280 187	138 722	284 175	284 175	182 695	194 017	206 041
Payments in lieu of leave		11 141	11 420	6 530	3 240	5 001	5 001	8 669	9 232	9 796
Long service awards										
Post-retirement benefit obligations		7 221	7 230	2 062	2 147	2 352	2 352	2 624	4 357	4 580
Sub Total - Other Staff of Entities		2 756 103	3 101 999	3 466 526	3 714 944	3 966 846	3 966 846	4 137 199	4 398 764	4 667 120
% increase	4		12.6%	11.8%	7.2%	6.8%		4.3%	6.3%	6.1%
Total Municipal Entities		2 955 919	3 331 518	3 556 271	3 795 126	4 058 806	4 058 806	4 222 993	4 498 283	4 773 270
TOTAL SALARY, ALLOWANCES & BENEFITS		6 974 444	7 558 755	7 994 084	8 874 893	9 110 283	9 110 283	9 725 127	10 346 746	10 972 645
% increase	4		8.4%	5.8%	11.0%	2.7%		6.7%	6.4%	6.0%
TOTAL MANAGERS AND STAFF	5	6 851 640	7 420 691	7 854 883	8 720 104	8 953 326	8 953 326	9 554 635	10 165 310	10 780 217

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	60 436	90 230	94 547	103 077	103 077	103 077	109 249	120 174	132 192
Pension and UIF Contributions		25								
Medical Aid Contributions										
Motor Vehicle Allowance		28 945	69	73						
Cellphone Allowance										
Housing Allowances			2 274	2 168						
Other benefits and allowances										
Sub Total - Councillors		89 405	92 573	96 789	103 077	103 077	103 077	109 249	120 174	132 192
% increase	4		3.5%	4.6%	6.5%			6.0%	10.0%	10.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	27 618	43 822	50 601	46 453	43 181	43 181	50 618	53 959	57 521
Pension and UIF Contributions		1 801								
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance		4 169	3 018	3 445						
Cellphone Allowance		540	585	702	1 017	741	741	784	827	870
Housing Allowances										
Other benefits and allowances		7 173	494	394						
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		41 301	47 919	55 143	47 470	43 922	43 922	51 402	54 786	58 391
% increase	4		16.0%	15.1%	(13.9%)	(7.5%)		17.0%	6.6%	6.6%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		3 003 359	3 317 865	3 752 576	4 276 539	4 200 195	4 200 195	4 555 383	4 819 200	5 098 296
Pension and UIF Contributions		685 018	827 561	911 275	1 017 674	989 365	989 365	1 086 474	1 149 489	1 216 159
Medical Aid Contributions		253 310	276 214	341 614	387 441	381 199	381 199	386 466	408 881	432 596
Overtime		302 507	270 646	303 652	169 351	187 582	187 582	187 582	187 582	187 582
Performance Bonus		475	299	246	171	169	169	169	169	169
Motor Vehicle Allowance		242 535	255 494	282 517	286 525	283 782	283 782	308 762	326 670	345 617
Cellphone Allowance		15 983	17 230	20 324	20 605	21 519	21 519	20 480	21 182	21 868
Housing Allowances		21 984	22 624	22 557	22 058	21 904	21 904	23 914	25 301	26 768
Other benefits and allowances		189 944	229 063	308 457	259 246	261 612	261 612	317 889	332 948	348 881
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations		54 440	167 731	200 793	62 360	61 838	61 838	229 686	237 724	245 569
Sub Total - Other Municipal Staff		4 769 556	5 384 728	6 144 010	6 501 970	6 409 164	6 409 164	7 116 804	7 509 147	7 923 506
% increase	4		12.9%	14.1%	5.8%	(1.4%)		11.0%	5.5%	5.5%
Total Parent Municipality		4 900 262	5 525 220	6 295 941	6 652 517	6 556 163	6 556 163	7 277 455	7 684 107	8 114 089
% increase	4		12.8%	13.9%	5.7%	(1.4%)		11.0%	5.6%	5.6%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees		684	2 974	5 381	3 466	4 060	4 060	4 549	5 089	5 477
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities		684	2 974	5 381	3 466	4 060	4 060	4 549	5 089	5 477
% increase	4		334.5%	80.9%	(35.6%)	17.1%		12.1%	11.9%	7.6%
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages		6 043	7 505	13 397	25 749	21 953	21 953	28 889	31 285	32 877
Pension and UIF Contributions		430	541	515	816	816	816	874	922	971
Medical Aid Contributions		175	199	192	230	230	230	300	317	334
Overtime										
Performance Bonus		166	295	314	343	343	343	437	461	485
Motor Vehicle Allowance		136	403	1 002	156	156	156	1 236	1 304	1 373
Cellphone Allowance			44	75				447	550	578
Housing Allowances		126	160	163	176	176	176	208	220	232
Other benefits and allowances			295	671	135	135	135	410	444	466
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities		7 076	9 441	16 329	27 604	23 808	23 808	32 801	35 503	37 316
% increase	4		33.4%	73.0%	69.0%	(13.8%)		37.8%	8.2%	5.1%
<u>Other Staff of Entities</u>										
Basic Salaries and Wages		41 469	45 324	56 878	73 846	72 105	72 105	68 454	72 470	76 278
Pension and UIF Contributions		4 018	4 124	9 101	10 693	10 693	10 693	11 860	12 513	13 176
Medical Aid Contributions		6 163	6 821	7 538	8 756	8 756	8 756	9 192	9 697	10 211
Overtime		2 346	2 256	2 763	2 310	2 310	2 310	2 414	2 547	2 682
Performance Bonus				3 460	4 208	4 208	4 208	4 486	4 733	4 983
Motor Vehicle Allowance		5 814	2 786	5 279	1 635	1 635	1 635	6 436	6 790	7 149
Cellphone Allowance				299				696	800	841
Housing Allowances		1 982	2 181	2 635	3 148	3 148	3 148	3 342	3 526	3 713
Other benefits and allowances		5 914	5 424	1 876	2 277	2 277	2 277	1 589	1 680	1 768
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities		67 706	68 916	89 829	106 873	105 131	105 131	108 469	114 754	120 802
% increase	4		1.8%	30.3%	19.0%	(1.6%)		3.2%	5.8%	5.3%
Total Municipal Entities		75 467	81 331	111 539	137 943	132 999	132 999	145 819	155 346	163 595
TOTAL SALARY, ALLOWANCES & BENEFITS		4 975 729	5 606 552	6 407 480	6 790 460	6 689 163	6 689 163	7 423 274	7 839 453	8 277 684
% increase	4		12.7%	14.3%	6.0%	(1.5%)		11.0%	5.6%	5.6%
TOTAL MANAGERS AND STAFF	5	4 885 639	5 511 004	6 305 311	6 683 917	6 582 026	6 582 026	7 309 476	7 714 190	8 140 015

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	15 852	16 774	26 859	35 044	35 044	35 044	29 424	32 367	35 603
Pension and UIF Contributions		2 300	2 378	3 794	2 797	2 797	2 797	4 206	4 627	5 089
Medical Aid Contributions										
Motor Vehicle Allowance		5 863	6 347	10 001	7 553	7 553	7 553	11 304	12 434	13 678
Cellphone Allowance		1 096	1 163	2 081	1 791	1 791	1 791	2 359	2 595	2 855
Housing Allowances										
Other benefits and allowances		23						878	965	1 062
Sub Total - Councillors		25 133	26 661	42 736	47 185	47 185	47 185	48 171	52 988	58 287
% increase	4		6.1%	60.3%	10.4%			2.1%	10.0%	10.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	5 908	12 313	13 545	7 076	7 076	7 076	18 508	19 526	20 561
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus			63	70						
Motor Vehicle Allowance		5 191			6 218	6 218	6 218	2 006	2 116	2 228
Cellphone Allowance		1 001			1 199	1 199	1 199	255	269	283
Housing Allowances										
Other benefits and allowances		1 103	1 765	1 942	2 662	2 662	2 662	403	425	447
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		13 203	14 142	15 556	17 155	17 155	17 155	21 172	22 336	23 520
% increase	4		7.1%	10.0%	10.3%			23.4%	5.5%	5.3%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		399 187	433 660	470 188	571 226	571 226	571 226	580 864	602 887	639 846
Pension and UIF Contributions		83 583	90 756	96 129	106 645	106 645	106 645	109 941	117 086	124 462
Medical Aid Contributions		35 659	40 414	44 741	40 106	40 106	40 106	42 294	45 042	47 880
Overtime		45 698	46 016	55 333	23 663	23 663	23 663	29 971	36 480	38 637
Performance Bonus		30 421	33 236	36 839	41 294	41 294	41 294	40 325	42 946	45 651
Motor Vehicle Allowance		25 050	35 583	36 703	36 448	36 448	36 448	37 300	39 745	42 270
Cellphone Allowance		3 461	3 231	3 482	5 000	5 000	5 000	3 501	3 772	4 010
Housing Allowances		2 603	2 399	2 272	2 774	2 774	2 774	2 711	2 888	3 069
Other benefits and allowances		30 489	36 525	48 055	69 880	69 880	69 880	69 429	72 601	75 892
Payments in lieu of leave		7 143	6 995	11 880	3 453	3 453	3 453	8 059	8 506	8 857
Long service awards		45 697	11 366	1 613	1 300	1 300	1 300	840	560	560
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		708 992	740 181	807 232	901 790	901 790	901 790	925 235	972 513	1 031 134
% increase	4		4.4%	9.1%	11.7%			2.6%	5.1%	6.0%
Total Parent Municipality		747 328	780 984	865 524	966 130	966 130	966 130	994 578	1 047 837	1 112 941
% increase	4		4.5%	10.8%	11.6%			2.9%	5.4%	6.2%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		747 328	780 984	865 524	966 130	966 130	966 130	994 578	1 047 837	1 112 941
% increase	4		4.5%	10.8%	11.6%			2.9%	5.4%	6.2%
TOTAL MANAGERS AND STAFF	5	722 195	754 323	822 788	918 945	918 945	918 945	946 407	994 849	1 054 654

Gauteng: Midvaal(GT422) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2015

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	7 067	7 522	8 155	8 432	8 432	8 432	8 971	9 599	10 271
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance		364	353	586	620	620	620	659	705	754
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		7 430	7 875	8 741	9 052	9 052	9 052	9 630	10 304	11 025
% increase	4		6.0%	11.0%	3.6%			6.4%	7.0%	7.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	5 537	7 237	7 867	8 378	8 378	8 378	7 934	8 773	9 701
Pension and UIF Contributions		107	1 032	859	1 228	1 228	1 228	1 125	1 244	1 376
Medical Aid Contributions		120	119	146	106	106	106	85	94	104
Overtime										
Performance Bonus		1 174	709	131						
Motor Vehicle Allowance		694	834	858	978	978	978	918	918	918
Cellphone Allowance		12	95	96	198	198	198	174	174	174
Housing Allowances								96		
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		7 644	10 026	9 957	10 888	10 888	10 888	10 333	11 204	12 274
% increase	4		31.2%	(0.7%)	9.4%			(5.1%)	8.4%	9.5%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		90 785	97 473	68 022	119 813	118 817	118 817	141 904	160 066	177 477
Pension and UIF Contributions		17 389	18 117	19 986	23 661	23 647	23 647	27 615	30 669	33 838
Medical Aid Contributions		6 708	7 763	8 281	8 591	8 632	8 632	12 426	13 257	13 599
Overtime		5 272	6 927	7 098	9 033	10 038	10 038	9 537	9 692	9 692
Performance Bonus		(1 174)	(709)	(131)						
Motor Vehicle Allowance		4 779	5 260	5 935	7 090	7 371	7 371	8 280	8 992	9 267
Cellphone Allowance		908	833	1 027	1 006	1 332	1 332	1 406	1 444	1 471
Housing Allowances		831	829	755	1 022	1 091	1 091	1 452	1 912	1 936
Other benefits and allowances								351		
Payments in lieu of leave		347	1 108	1 170	843	627	627	947	998	1 077
Long service awards										
Post-retirement benefit obligations		2 214	3 543	3 898	4 410	4 395	4 395	4 662	4 864	5 073
Sub Total - Other Municipal Staff		128 058	141 144	116 041	175 468	175 950	175 950	208 579	231 894	253 429
% increase	4		10.2%	(17.8%)	51.2%	0.3%		18.5%	11.2%	9.3%
Total Parent Municipality		143 132	159 045	134 739	195 409	195 890	195 890	228 542	253 403	276 728
% increase	4		11.1%	(15.3%)	45.0%	0.2%		16.7%	10.9%	9.2%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		143 132	159 045	134 739	195 409	195 890	195 890	228 542	253 403	276 728
% increase	4		11.1%	(15.3%)	45.0%	0.2%		16.7%	10.9%	9.2%
TOTAL MANAGERS AND STAFF	5	135 702	151 170	125 998	186 356	186 838	186 838	218 912	243 098	265 702

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	7 034	4 211	7 840	4 583	8 185	4 583	4 849	5 115	5 386
Pension and UIF Contributions			630		719		719	761	802	845
Medical Aid Contributions			360		409		409	433	457	481
Motor Vehicle Allowance			1 648		1 900		1 900	2 010	2 121	2 233
Cellphone Allowance			385		557		557	589	622	655
Housing Allowances			111		17		17	18	19	20
Other benefits and allowances										
Sub Total - Councillors		7 034	7 345	7 840	8 185	8 185	8 185	8 660	9 136	9 621
% increase	4		4.4%	6.7%	4.4%			5.8%	5.5%	5.3%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	2 264	2 999	4 327	5 324	5 324	5 324	5 109	5 390	5 676
Pension and UIF Contributions		347	367	146	200	200	200	412	435	458
Medical Aid Contributions		85	81		79	79	79	91	96	101
Overtime										
Performance Bonus		97	285							
Motor Vehicle Allowance		656	775	874	1 099	1 099	1 099	1 284	1 354	1 426
Cellphone Allowance								13	13	14
Housing Allowances								76	80	85
Other benefits and allowances				85						
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 449	4 508	5 431	6 701	6 701	6 701	6 985	7 369	7 759
% increase	4		30.7%	20.5%	23.4%			4.2%	5.5%	5.3%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		52 698	60 028	77 793	93 283	88 918	99 869	115 792	124 237	133 085
Pension and UIF Contributions		10 896	13 459	1 241	19 932	15 873	1 563	1 173	1 236	1 324
Medical Aid Contributions		4 345	5 651	5 182	8 745	6 166	6 166	4 198	4 425	4 721
Overtime		3 820	4 564	4 786	4 854	5 250	5 175	2 753	2 902	3 095
Performance Bonus										
Motor Vehicle Allowance		1 575	2 056	4 252	2 339	3 502	3 501	4 149	4 372	4 681
Cellphone Allowance		64	74	1	103	1	1	1	1	1
Housing Allowances		372	390	293	692	633	633	378	398	426
Other benefits and allowances		13 593	7 359	63	9 160	99	99	188	199	212
Payments in lieu of leave		320	1 479	828	1 700	1 104	1 104	1 753	1 847	1 970
Long service awards				307		135	135	55	59	59
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		87 684	95 059	94 747	140 807	121 682	118 246	130 441	139 676	149 574
% increase	4		8.4%	(0.3%)	48.6%	(13.6%)	(2.8%)	10.3%	7.1%	7.1%
Total Parent Municipality		98 166	106 912	108 018	155 694	136 569	133 132	146 085	156 181	166 954
% increase	4		8.9%	1.0%	44.1%	(12.3%)	(2.5%)	9.7%	6.9%	6.9%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		98 166	106 912	108 018	155 694	136 569	133 132	146 085	156 181	166 954
% increase	4		8.9%	1.0%	44.1%	(12.3%)	(2.5%)	9.7%	6.9%	6.9%
TOTAL MANAGERS AND STAFF	5	91 133	99 567	100 178	147 509	128 383	124 947	137 425	147 045	157 334

Gauteng: Sedibeng(DC42) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2015

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	6 010	6 629	6 638	6 727	6 727		7 291	7 677	8 084
Pension and UIF Contributions		816	892	914	984	984		1 043	1 099	1 157
Medical Aid Contributions		366	245	286	306	529		390	411	433
Motor Vehicle Allowance		2 214	2 369	2 453	2 467	2 467		2 798	2 946	3 103
Cellphone Allowance			149	419	438	441		469	494	520
Housing Allowances										
Other benefits and allowances					658	658		707	745	784
Sub Total - Councillors		9 407	10 284	10 709	11 581	11 806		12 698	13 371	14 080
% increase	4		9.3%	4.1%	8.1%	1.9%	(100.0%)		5.3%	5.3%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	5 364	6 044	5 581	6 812	6 812		7 398	7 791	8 203
Pension and UIF Contributions		610	652	690	581	581		581	612	644
Medical Aid Contributions					153	153		155	163	172
Overtime										
Performance Bonus										
Motor Vehicle Allowance		614	738	628	738	738		738	777	818
Cellphone Allowance										
Housing Allowances				17	5	5		5	5	5
Other benefits and allowances										
Payments in lieu of leave				61						
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		6 588	7 434	6 976	8 289	8 289		8 877	9 347	9 843
% increase	4		12.8%	(6.2%)	18.8%		(100.0%)		5.3%	5.3%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		141 468	123 735	125 179	140 101	139 818		130 473	137 388	144 670
Pension and UIF Contributions		33 425	28 439	29 485	31 557	30 893		33 272	34 922	36 658
Medical Aid Contributions		12 566	10 656	11 093	11 566	11 782		11 416	12 021	12 659
Overtime		5 078	3 626	4 382	4 122	4 263		4 570	4 813	5 068
Performance Bonus		11 735	12 211	9 289						
Motor Vehicle Allowance		9 175	8 844	9 510	9 637	9 545		7 484	7 881	8 298
Cellphone Allowance				1	576	591		576	607	639
Housing Allowances		1 271	996	868	868	927		945	995	1 048
Other benefits and allowances		4 519	2 949	2 791		0		10 726	11 294	11 893
Payments in lieu of leave		2 566	3 842	1 233	500	500		500	527	554
Long service awards										
Post-retirement benefit obligations								1 200	1 264	1 331
Sub Total - Other Municipal Staff		221 804	195 299	193 831	198 927	198 319		201 163	211 712	222 817
% increase	4		(11.9%)	(0.8%)	2.6%	(0.3%)	(100.0%)		5.2%	5.2%
Total Parent Municipality		237 799	213 017	211 516	218 797	218 414		222 738	234 430	246 739
% increase	4		(10.4%)	(0.7%)	3.4%	(0.2%)	(100.0%)		5.2%	5.3%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		237 799	213 017	211 516	218 797	218 414		222 738	234 430	246 739
% increase	4		(10.4%)	(0.7%)	3.4%	(0.2%)	(100.0%)		5.2%	5.3%
TOTAL MANAGERS AND STAFF	5	228 392	202 733	200 807	207 216	206 607		210 040	221 059	232 660

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		10 658	11 462	14 313	17 124	15 328	15 328	18 837	19 967	21 165
Pension and UIF Contributions		1 624	1 678	2 127	2 505	2 232	2 232	2 756	2 921	3 097
Medical Aid Contributions		564	569	569	844	585	585	928	984	1 043
Motor Vehicle Allowance		4 213	4 374	5 406	6 510	5 469	5 469	7 161	7 591	8 047
Cellphone Allowance		895	936	1 660	1 402	1 732	1 732	1 543	1 635	1 733
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors	1	17 954	19 019	24 074	28 387	25 346	25 346	31 225	33 099	35 085
% increase	4		5.9%	26.6%	17.9%	(10.7%)		23.2%	6.0%	6.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages		7 813	8 843	10 420	11 461	12 241	12 241	11 758	12 435	13 125
Pension and UIF Contributions		818	565	600	676	484	484	523	553	583
Medical Aid Contributions			118	129	126	119	119	178	188	199
Overtime										
Performance Bonus		924	764	617	1 955	1 955	1 955	2 144	2 267	2 393
Motor Vehicle Allowance		1 176	1 433	1 443	1 613	1 073	1 073	1 145	1 211	1 278
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality	2	10 731	11 724	13 209	15 831	15 871	15 871	15 748	16 654	17 578
% increase	4		9.3%	12.7%	19.8%	0.3%		(0.8%)	5.8%	5.5%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		246 599	275 011	299 996	349 108	341 833	341 833	354 113	359 827	377 886
Pension and UIF Contributions		48 687	53 535	57 021	66 226	66 280	66 280	65 966	69 759	73 631
Medical Aid Contributions		15 779	17 448	19 481	25 300	22 724	22 724	23 671	25 032	26 422
Overtime		16 706	19 087	26 951	24 096	32 879	32 879	23 892	25 266	26 668
Performance Bonus		19 458	21 884	24 877	27 375	29 884	29 884	30 770	32 539	34 345
Motor Vehicle Allowance		30 059	32 140	35 279	42 072	41 027	41 027	38 118	40 309	42 547
Cellphone Allowance										
Housing Allowances		3 311	3 529	3 782	8 648	10 286	10 286	9 442	9 984	10 539
Other benefits and allowances										
Payments in lieu of leave		7 862	7 359	4 806	4 874	7 101	7 101	7 390	7 815	8 249
Long service awards		149	112	209	223	293	293	306	324	342
Post-retirement benefit obligations		(2 273)			6 598	6 598	6 598	6 888	7 284	7 689
Sub Total - Other Municipal Staff	4	386 337	430 104	472 403	554 521	558 904	558 904	560 556	578 141	608 316
% increase	4		11.3%	9.8%	17.4%	0.8%		0.3%	3.1%	5.2%
Total Parent Municipality		415 022	460 847	509 686	598 738	600 122	600 122	607 530	627 894	660 979
% increase	4		11.0%	10.6%	17.5%	0.2%		1.2%	3.4%	5.3%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities	4									
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities	4									
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities	4									
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		415 022	460 847	509 686	598 738	600 122	600 122	607 530	627 894	660 979
% increase	4		11.0%	10.6%	17.5%	0.2%		1.2%	3.4%	5.3%
TOTAL MANAGERS AND STAFF	5	397 068	441 828	485 612	570 352	574 775	574 775	576 304	594 795	625 894

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>	1									
Basic Salaries and Wages		8 926	11 680		11 148					
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance		2 975	2 068		4 612					
Cellphone Allowance		613			639					
Housing Allowances										
Other benefits and allowances		215			67					
Sub Total - Councillors		12 729	13 747		16 465					
% increase	4		8.0%	(100.0%)		(100.0%)				
<u>Senior Managers of the Municipality</u>	2									
Basic Salaries and Wages		7 133	6 435		7 360					
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus		1 070			1 030					
Motor Vehicle Allowance		984								
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances		174								
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		9 361	6 435		8 390					
% increase	4		(31.3%)	(100.0%)		(100.0%)				
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		131 590	122 311		141 045					
Pension and UIF Contributions		2 160	2 448		22 505					
Medical Aid Contributions		8 723	9 285		13 617					
Overtime		8 898	8 296		7 900					
Performance Bonus			15 335		5 944					
Motor Vehicle Allowance		4 153	4 265		7 068					
Cellphone Allowance			3		1 132					
Housing Allowances		1 615	1 530		2 378					
Other benefits and allowances		2 986	1 909		19 737					
Payments in lieu of leave		4 223	(438)		2 000					
Long service awards										
Post-retirement benefit obligations		18 633	21 312							
Sub Total - Other Municipal Staff		182 982	186 256		223 328					
% increase	4		1.8%	(100.0%)		(100.0%)				
Total Parent Municipality		205 071	206 438		248 183					
% increase	4		0.7%	(100.0%)		(100.0%)				
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		205 071	206 438		248 183					
% increase	4		0.7%	(100.0%)		(100.0%)				
TOTAL MANAGERS AND STAFF	5	192 343	192 691		231 718					

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	5 852	6 140		6 772	6 772	6 772	7 461	8 213	9 195
Pension and UIF Contributions		857	857		1 533	1 533	1 533	1 631	1 735	1 882
Medical Aid Contributions		541	541		408	408	408	435	462	501
Motor Vehicle Allowance		1 055	1 055		2 358	2 358	2 358	2 438	2 523	2 385
Cellphone Allowance		476	476		485	485	485	516	549	596
Housing Allowances		74	74		70	70	70	75	79	86
Other benefits and allowances										
Sub Total - Councillors		8 855	9 143		11 626	11 626	11 626	12 556	13 561	14 646
% increase	4		3.3%	(100.0%)				8.0%	8.0%	8.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	2 037	3 017		4 177	4 177	4 177	4 444	4 729	5 003
Pension and UIF Contributions		150	189		273	273	273	291	309	327
Medical Aid Contributions					65	65	65	69	73	77
Overtime										
Performance Bonus										
Motor Vehicle Allowance					617	617	617	656	698	738
Cellphone Allowance		321	221		12	12	12	13	14	15
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 564	3 487		5 144	5 144	5 144	5 473	5 823	6 161
% increase	4		36.0%	(100.0%)				6.4%	6.4%	5.8%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff										
% increase	4									
Total Parent Municipality		11 419	12 630		16 770	16 770	16 770	18 029	19 384	20 806
% increase	4		10.6%	(100.0%)				7.5%	7.5%	7.3%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		11 419	12 630		16 770	16 770	16 770	18 029	19 384	20 806
% increase	4		10.6%	(100.0%)				7.5%	7.5%	7.3%
TOTAL MANAGERS AND STAFF	5	2 564	3 487		5 144	5 144	5 144	5 473	5 823	6 161

Gauteng: Merafong City(GT484) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2015

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>	1									
Basic Salaries and Wages		15 332	16 619	17 753	19 023	17 421	17 421	18 466	19 574	20 749
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		15 332	16 619	17 753	19 023	17 421	17 421	18 466	19 574	20 749
% increase	4		8.4%	6.8%	7.2%	(8.4%)		6.0%	6.0%	6.0%
<u>Senior Managers of the Municipality</u>	2									
Basic Salaries and Wages		5 646	6 432	7 240	8 636	8 636	8 636	10 640	11 278	11 955
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus		620	956	962	1 036	1 036	1 036	1 187	1 258	1 334
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		6 266	7 389	8 201	9 672	9 672	9 672	11 827	12 537	13 289
% increase	4		17.9%	11.0%	17.9%			22.3%	6.0%	6.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		128 709	156 690	174 156	219 670	153 523	153 523	162 626	167 781	177 848
Pension and UIF Contributions		27 794	37 588	57 034	44 299	44 299	44 299	33 132	35 120	38 228
Medical Aid Contributions		14 099	16 358	18 029	18 406	18 406	18 406	18 645	19 763	20 949
Overtime		27 752	27 533	23 583	18 467	18 467	18 467	15 509	16 439	17 640
Performance Bonus										
Motor Vehicle Allowance		7 343	8 039	9 021	8 856	8 856	8 856	10 102	10 708	11 351
Cellphone Allowance					2 493	2 493	2 493	2 245	2 380	2 523
Housing Allowances		1 445	1 334	1 334	1 558	1 558	1 558	1 813	1 922	2 037
Other benefits and allowances		9 951	3 357	5 145	8 677	8 677	8 677	18 655	19 774	20 961
Payments in lieu of leave		7 450			5 936	5 936	5 936	7 800	8 268	8 764
Long service awards		1 964	1 559	2 678	1 123	1 123	1 123	1 945	2 062	2 185
Post-retirement benefit obligations		10 463			6 000	6 000	6 000	6 600	6 996	7 416
Sub Total - Other Municipal Staff		236 971	252 459	290 982	335 485	269 338	269 338	279 072	291 214	309 901
% increase	4		6.5%	15.3%	15.3%	(19.7%)		3.6%	4.4%	6.4%
Total Parent Municipality		258 570	276 467	316 936	364 181	296 431	296 431	309 366	323 325	343 939
% increase	4		6.9%	14.6%	14.9%	(18.6%)		4.4%	4.5%	6.4%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		258 570	276 467	316 936	364 181	296 431	296 431	309 366	323 325	343 939
% increase	4		6.9%	14.6%	14.9%	(18.6%)		4.4%	4.5%	6.4%
TOTAL MANAGERS AND STAFF	5	243 238	259 848	299 183	345 157	279 010	279 010	290 899	303 751	323 190

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	5 580	7 989	9 509	8 053	12 891	12 891	8 572	9 052	9 541
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance		1 604			3 374			3 007	3 176	3 347
Cellphone Allowance		364			680			748	790	832
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		7 549	7 989	9 509	12 107	12 891	12 891	12 327	13 017	13 720
% increase	4		5.8%	19.0%	27.3%	6.5%		(4.4%)	5.6%	5.4%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	2 934	4 391	5 732	7 934			6 860	7 245	8 008
Pension and UIF Contributions				312	818			611	645	713
Medical Aid Contributions										
Overtime										
Performance Bonus		439		148	661			1 179	1 245	1 377
Motor Vehicle Allowance			301	891	951			952	1 005	1 111
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances				14	73					
Payments in lieu of leave				350						
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 373	4 692	7 447	10 437			9 602	10 140	11 209
% increase	4		39.1%	58.7%	40.2%	(100.0%)			5.6%	10.5%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		72 519	76 892	87 105	99 786	172 624	172 624	94 505	99 797	104 813
Pension and UIF Contributions		14 427	16 331	17 282	25 027			17 624	18 611	19 582
Medical Aid Contributions		7 729	8 552	9 279	18 794			9 968	10 527	11 095
Overtime		15 748	16 908	17 525	6 000			5 104	5 272	5 557
Performance Bonus		5 141	6 406	6 425	7 676			9 121	9 359	10 100
Motor Vehicle Allowance		5 910	5 704	7 111	8 591			8 049	8 500	8 959
Cellphone Allowance			27	271	35			43	46	48
Housing Allowances		1 288	1 271	1 307	1 467			1 223	1 291	1 361
Other benefits and allowances		3 319	2 941	627	2 443			2 443	2 478	2 612
Payments in lieu of leave		5 544	6 928	5 982	1 312			5 903	6 539	6 541
Long service awards										
Post-retirement benefit obligations			3 239	1 127				1 430	1 510	1 592
Sub Total - Other Municipal Staff		131 625	145 197	153 414	169 316	172 624	172 624	155 412	163 929	172 260
% increase	4		10.3%	5.7%	10.4%	2.0%		(10.0%)	5.5%	5.1%
Total Parent Municipality		142 547	157 878	170 370	191 861	185 515	185 515	177 341	187 087	197 190
% increase	4		10.8%	7.9%	12.6%	(3.3%)		(4.4%)	5.5%	5.4%
<u>Board Members of Entities</u>										
Basic Salaries and Wages		38	406	258	300					
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities		38	406	258	300					
% increase	4		968.9%	(36.6%)	16.5%	(100.0%)				
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages					1 800					
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities					1 800					
% increase	4					(100.0%)				
<u>Other Staff of Entities</u>										
Basic Salaries and Wages		1 386	1 654	1 452	4 051			4 310	4 552	4 797
Pension and UIF Contributions					5			5	6	6
Medical Aid Contributions										
Overtime				5	30			32	34	36
Performance Bonus										
Motor Vehicle Allowance					5			5	6	6
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances		135	1		1			1	1	1
Payments in lieu of leave			21	10	56			60	63	67
Long service awards										
Post-retirement benefit obligations					1			1	2	2
Sub Total - Other Staff of Entities		1 521	1 675	1 466	4 149			4 415	4 662	4 914
% increase	4		10.2%	(12.5%)	183.0%	(100.0%)			5.6%	5.4%
Total Municipal Entities		1 559	2 081	1 724	6 249			4 415	4 662	4 914
TOTAL SALARY, ALLOWANCES & BENEFITS		144 106	159 960	172 094	198 110	185 515	185 515	181 756	191 749	202 104
% increase	4		11.0%	7.6%	15.1%	(6.4%)		(2.0%)	5.5%	5.4%
TOTAL MANAGERS AND STAFF	5	136 519	151 565	162 327	185 703	172 624	172 624	169 429	178 732	188 383

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages	1	51 577	52 046	54 978	55 836	55 836	55 836	58 205	61 115	64 171
Pension and UIF Contributions		4 973	5 766	6 154	6 077	6 077	6 077	7 102	7 457	7 829
Medical Aid Contributions		3 321	2 933	4 066	1 627	1 627	1 627	1 792	1 969	2 247
Motor Vehicle Allowance		19 569	20 657	21 472	21 468	21 468	21 468	23 079	24 232	25 444
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances		5 312	7 136	8 052	8 018	8 018	8 018	8 376	8 796	9 236
Sub Total - Councillors		84 752	88 538	94 721	93 026	93 026	93 026	98 554	103 569	108 928
% increase	4		4.5%	7.0%	(1.8%)			5.9%	5.1%	5.2%
Senior Managers of the Municipality										
Basic Salaries and Wages	2	13 493	14 847	15 203	20 233	20 233	20 233	25 530	26 920	28 280
Pension and UIF Contributions		696	1 250	1 774	1 956	1 956	1 956	3 209	3 337	3 504
Medical Aid Contributions		225	270	352	521	521	521	620	676	729
Overtime										
Performance Bonus		994	1 100	1 099	1 483	1 483	1 483	1 787	1 966	2 123
Motor Vehicle Allowance		1 829	2 950	3 436	4 784	4 784	4 784	6 984	7 333	7 733
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances		1 656	1 850	2 151	2 005	2 005	2 005	3 380	3 616	3 833
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		18 893	22 267	24 015	30 983	30 983	30 983	41 510	43 848	46 202
% increase	4		17.9%	7.9%	29.0%			34.0%	5.6%	5.4%
Other Municipal Staff										
Basic Salaries and Wages	4	3 726 704	4 058 669	5 082 906	5 459 846	5 476 370	5 139 180	5 904 697	6 357 203	6 833 274
Pension and UIF Contributions		1 886 914	757 433	787 363	920 579	929 372	883 285	1 002 863	1 080 799	1 162 379
Medical Aid Contributions		240 903	276 118	406 979	496 278	504 969	453 858	522 601	575 439	617 233
Overtime		342 807	438 708	368 033	354 311	368 963	416 438	356 001	393 479	410 152
Performance Bonus										
Motor Vehicle Allowance		165 781	186 519	179 653	195 503	203 854	201 581	218 291	233 374	256 595
Cellphone Allowance		12 164	14 079	15 629	16 519	16 863	16 477	17 940	19 166	29 503
Housing Allowances		19 196	17 884	18 389	18 325	18 689	18 458	19 030	20 451	21 977
Other benefits and allowances		26 815	29 359	68 986	70 629	76 549	63 376	70 884	74 751	78 733
Payments in lieu of leave		127 710	182 469	13 051	15 000	15 000	15 000	16 500	17 738	19 068
Long service awards		664	292	994	750	750	777	758	758	758
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		6 549 658	5 961 530	6 941 982	7 547 739	7 611 378	7 208 431	8 129 567	8 773 158	9 429 672
% increase	4		(9.0%)	16.4%	8.7%	0.8%	(5.3%)	12.8%	7.9%	7.5%
Total Parent Municipality		6 653 303	6 072 335	7 060 719	7 671 747	7 735 387	7 332 440	8 269 630	8 920 575	9 584 802
% increase	4		(8.7%)	16.3%	8.7%	0.8%	(5.2%)	12.8%	7.9%	7.4%
Board Members of Entities										
Basic Salaries and Wages	4									
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees		648	969	999	962	947	947	1 013	1 080	1 155
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities		648	969	999	962	947	947	1 013	1 080	1 155
% increase	4		49.5%	3.1%	(3.7%)	(1.6%)		7.0%	6.6%	6.9%
Senior Managers of Entities										
Basic Salaries and Wages	4	9 153	10 412	11 194	13 152	12 605	12 605	13 177	14 153	15 100
Pension and UIF Contributions		767	929	1 092	1 248	1 218	1 218	1 318	1 419	1 516
Medical Aid Contributions		101	107	123	134	129	129	140	151	161
Overtime		60	80	42	80	80	80	80	80	86
Performance Bonus		258								
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances				634	816	751	751	816	872	927
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities		10 339	11 528	13 085	15 430	14 783	14 783	15 531	16 675	17 790
% increase	4		11.5%	13.5%	17.9%	(4.2%)		5.1%	7.4%	6.7%
Other Staff of Entities										
Basic Salaries and Wages	4	76 488	79 916	84 997	105 414	101 737	101 306	111 159	120 259	129 782
Pension and UIF Contributions		6 458	6 753	8 051	12 302	12 020	12 020	12 860	13 696	14 631
Medical Aid Contributions		885	2 140	1 575	180	166	166	180	192	205
Overtime		3 568	3 368	3 431	1 607	1 605	1 605	1 702	1 803	1 929
Performance Bonus		873	2 720							
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances		1 679	3 455	2 024	2 604	2 395	2 395	2 602	2 781	2 959
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities		89 951	98 352	100 078	122 107	117 923	117 492	128 503	138 731	149 506
% increase	4		9.3%	1.8%	22.0%	(3.4%)	(0.4%)	9.4%	8.0%	7.8%
Total Municipal Entities		100 938	110 849	114 162	138 499	133 653	133 222	145 047	156 486	168 451
TOTAL SALARY, ALLOWANCES & BENEFITS		6 754 241	6 183 184	7 174 881	7 810 246	7 869 040	7 465 662	8 414 678	9 077 061	9 753 252
% increase	4		(8.5%)	16.0%	8.9%	0.8%	(5.1%)	12.7%	7.9%	7.4%
TOTAL MANAGERS AND STAFF	5	6 668 841	6 093 677	7 079 160	7 716 258	7 775 067	7 371 689	8 315 111	8 972 412	9 643 170

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	5 609	5 154	6 669	3 307	3 307	3 307	3 716	4 199	4 442
Pension and UIF Contributions					827	827	827	929	1 050	1 111
Medical Aid Contributions										
Motor Vehicle Allowance					1 378	1 378	1 378	1 548	1 750	1 851
Cellphone Allowance					417	417	417	442	442	467
Housing Allowances										
Other benefits and allowances					72	72	72	76	76	81
Sub Total - Councillors		5 609	5 154	6 669	6 002	6 002	6 002	6 712	7 516	7 952
% increase	4		(8.1%)	29.4%	(10.0%)			11.8%	12.0%	5.8%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	2 116	1 323	1 588	3 407	3 407	3 407	3 553	3 667	3 880
Pension and UIF Contributions			166	426	174	174	174	170	180	191
Medical Aid Contributions					37	37	37	37		
Overtime										
Performance Bonus		200								
Motor Vehicle Allowance			1 105	699	36	36	36		39	42
Cellphone Allowance								36	38	40
Housing Allowances					26	26	26		28	29
Other benefits and allowances								26		
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 316	2 593	2 712	3 680	3 680	3 680	3 822	3 952	4 182
% increase	4		12.0%	4.6%	35.7%			3.9%	3.4%	5.8%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		7 652	8 367		10 203	10 203	10 203	12 293	12 173	12 879
Pension and UIF Contributions		286	487		1 701	1 701	1 701	1 788	1 945	2 058
Medical Aid Contributions			502		551	551	551	551	654	692
Overtime					206	206	206		218	231
Performance Bonus		447			845	845	845	933		
Motor Vehicle Allowance		376	202		528	528	528	528	559	591
Cellphone Allowance					58	58	58	58	61	64
Housing Allowances			215		6	6	6	6	6	6
Other benefits and allowances			708		385	385	385	112		
Payments in lieu of leave					170	170	170			
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		8 762	10 482		14 652	14 652	14 652	16 268	15 615	16 521
% increase	4		19.6%	(100.0%)				11.0%	(4.0%)	5.8%
Total Parent Municipality		16 687	18 228	9 381	24 333	24 333	24 333	26 802	27 084	28 655
% increase	4		9.2%	(48.5%)	159.4%			10.1%	1.1%	5.8%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		16 687	18 228	9 381	24 333	24 333	24 333	26 802	27 084	28 655
% increase	4		9.2%	(48.5%)	159.4%			10.1%	1.1%	5.8%
TOTAL MANAGERS AND STAFF	5	11 078	13 075	2 712	18 332	18 332	18 332	20 090	19 568	20 703

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	3 696	3 904	4 177	4 474	4 474	4 474	4 731	4 967	5 216
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance		1 141	1 139	1 144	1 436	1 436	1 436	1 537	1 614	1 694
Cellphone Allowance		234	316	318	350	481	481	515	540	567
Housing Allowances										
Other benefits and allowances				49						
Sub Total - Councillors		5 070	5 359	5 688	6 260	6 391	6 391	6 782	7 121	7 477
% increase	4		5.7%	6.1%	10.1%	2.1%		6.1%	5.0%	5.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	2 979	4 537	3 680	4 350	3 727	3 727	4 655	4 887	5 132
Pension and UIF Contributions				9						
Medical Aid Contributions										
Overtime										
Performance Bonus		317	139		363	286	286	388	407	428
Motor Vehicle Allowance				45						
Cellphone Allowance				54						
Housing Allowances										
Other benefits and allowances				40						
Payments in lieu of leave				154						
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 296	4 676	3 982	4 713	4 012	4 012	5 043	5 295	5 559
% increase	4		41.9%	(14.8%)	18.3%	(14.9%)		25.7%	5.0%	5.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		40 760	36 134	38 915	45 114	44 152	44 152	45 693	45 723	47 853
Pension and UIF Contributions		9 087	9 852	6 803	10 517	10 214	10 214	11 253	11 816	12 407
Medical Aid Contributions				2 411						
Overtime		1 444	1 449	1 593	1 255	1 231	1 231	1 343	1 410	1 480
Performance Bonus		2 851	2 499	2 696	2 829	2 561	2 561	3 027	3 178	3 337
Motor Vehicle Allowance		330	361							
Cellphone Allowance				100	158	160	160	169	177	186
Housing Allowances		86	98	104	105	106	106	113	119	124
Other benefits and allowances				879	250	229	229	267	280	294
Payments in lieu of leave				512						
Long service awards				361						
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		54 558	50 395	54 373	60 228	58 653	58 653	61 865	62 703	65 683
% increase	4		(7.6%)	7.9%	10.8%	(2.6%)		5.5%	1.4%	4.8%
Total Parent Municipality		62 925	60 430	64 043	71 201	69 056	69 056	73 690	75 119	78 720
% increase	4		(4.0%)	6.0%	11.2%	(3.0%)		6.7%	1.9%	4.8%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		62 925	60 430	64 043	71 201	69 056	69 056	73 690	75 119	78 720
% increase	4		(4.0%)	6.0%	11.2%	(3.0%)		6.7%	1.9%	4.8%
TOTAL MANAGERS AND STAFF	5	57 855	55 071	58 355	64 941	62 665	62 665	66 907	67 998	71 242

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1		10 828	11 387	8 173	8 173	8 173	8 412	8 866	9 345
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance					2 609	2 609	2 609	2 804	2 955	3 115
Cellphone Allowance					826	826	826	884	932	982
Housing Allowances										
Other benefits and allowances					113	113	113	421	444	468
Sub Total - Councillors			10 828	11 387	11 721	11 721	11 721	12 521	13 197	13 910
% increase	4			5.2%	2.9%			6.8%	5.4%	5.4%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2		2 820	2 942	5 241	5 241	5 241	5 057	5 330	5 618
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus			34	534	644	644	644	708	746	786
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances			978	1 250	252	252	252	251	264	278
Payments in lieu of leave				164						
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality			3 832	4 890	6 137	6 137	6 137	6 015	6 340	6 683
% increase	4			27.6%	25.5%			(2.0%)	5.4%	5.4%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages			14 105	17 020	19 526	19 526	19 526	21 779	22 955	24 194
Pension and UIF Contributions			1 452	1 776	3 091	3 091	3 091	3 438	3 624	3 820
Medical Aid Contributions			619	837	1 471	1 471	1 539	1 622	1 622	1 710
Overtime			324	502	300	300	300	300	316	333
Performance Bonus										
Motor Vehicle Allowance					2 193	2 193	2 193	3 853	4 061	4 280
Cellphone Allowance										
Housing Allowances					189	189	189	41	43	45
Other benefits and allowances			5 054	5 939	3 064	3 064	3 064	3 625	3 820	4 027
Payments in lieu of leave			902	465						
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff			22 456	26 539	29 833	29 833	29 833	34 574	36 441	38 408
% increase	4			18.2%	12.4%			15.9%	5.4%	5.4%
Total Parent Municipality			37 116	42 815	47 691	47 691	47 691	53 110	55 978	59 001
% increase	4			15.4%	11.4%			11.4%	5.4%	5.4%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS			37 116	42 815	47 691	47 691	47 691	53 110	55 978	59 001
% increase	4			15.4%	11.4%			11.4%	5.4%	5.4%
TOTAL MANAGERS AND STAFF	5		26 289	31 429	35 970	35 970	35 970	40 589	42 781	45 091

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1		4 041	4 518	4 513	4 513	4 513	4 478	4 747	5 032
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance			1 157	1 040	1 328	1 328	1 328	1 199	1 271	1 347
Cellphone Allowance			252	276	396	396	396	465	493	522
Housing Allowances										
Other benefits and allowances								470	498	528
Sub Total - Councillors			5 450	5 834	6 238	6 238	6 238	6 612	7 009	7 430
% increase	4			7.0%	6.9%			6.0%	6.0%	6.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2		2 301	1 981	3 187	3 187	3 187	5 315	5 634	5 972
Pension and UIF Contributions			7	54	287	8	8	11	12	13
Medical Aid Contributions					312					
Overtime										
Performance Bonus										
Motor Vehicle Allowance			35	364	462	163	163			
Cellphone Allowance			72							
Housing Allowances					3					
Other benefits and allowances					196			1	1	1
Payments in lieu of leave										
Long service awards					490					
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality			2 415	2 399	4 937	3 358	3 358	5 327	5 647	5 986
% increase	4			(0.6%)	105.8%	(32.0%)		58.6%	6.0%	6.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages			16 917	16 994	23 786	22 786	22 786	26 848	28 459	30 167
Pension and UIF Contributions			3 264	3 583	2 597	3 847	3 847	3 176	3 367	3 569
Medical Aid Contributions			985	1 088	3 381	3 625	3 625	4 617	4 894	5 188
Overtime			2 027	2 273	1 543	1 543	1 543	2 791	2 958	3 136
Performance Bonus										
Motor Vehicle Allowance			1 578	1 282	1 595	1 495	1 495	1 690	1 791	1 899
Cellphone Allowance			211		318			234	248	262
Housing Allowances			214	134	474	491	491	541	574	608
Other benefits and allowances			9	359	237	1 710	1 710	18	19	20
Payments in lieu of leave			370					473	502	532
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff			25 573	25 714	33 930	35 497	35 497	40 388	42 811	45 380
% increase	4			0.5%	32.0%	4.6%		13.8%	6.0%	6.0%
Total Parent Municipality			33 438	33 947	45 105	45 093	45 093	52 327	55 467	58 795
% increase	4			1.5%	32.9%			16.0%	6.0%	6.0%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS			33 438	33 947	45 105	45 093	45 093	52 327	55 467	58 795
% increase	4			1.5%	32.9%			16.0%	6.0%	6.0%
TOTAL MANAGERS AND STAFF	5		27 988	28 113	38 867	38 855	38 855	45 715	48 458	51 365

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>	1									
Basic Salaries and Wages		2 316	2 664	2 827	2 992	3 172	3 172	3 362	3 557	3 764
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance		128	150	183	144	245	245	259	274	290
Housing Allowances										
Other benefits and allowances					40	40	40	42	44	47
Sub Total - Councillors		2 445	2 814	3 010	3 176	3 456	3 456	3 663	3 876	4 101
% increase	4		15.1%	7.0%	5.5%	8.8%		6.0%	5.8%	5.8%
<u>Senior Managers of the Municipality</u>	2									
Basic Salaries and Wages		1 305	1 815	1 895	2 972	2 972	2 972	3 152	3 334	3 528
Pension and UIF Contributions					5	5	5	5	6	6
Medical Aid Contributions										
Overtime										
Performance Bonus					124	124	124	131	139	147
Motor Vehicle Allowance			472	508						
Cellphone Allowance		345								
Housing Allowances		244	346	391						
Other benefits and allowances		143	165	143	36	36	36	38	40	42
Payments in lieu of leave		65			65	65	65	69	73	77
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 103	2 798	2 937	3 202	3 202	3 202	3 395	3 591	3 799
% increase	4		33.1%	5.0%	9.0%			6.0%	5.8%	5.8%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		4 092	5 068		6 797	7 363	7 363	7 812	8 265	8 745
Pension and UIF Contributions		746	843		1 281	1 281	1 281	1 356	1 434	1 517
Medical Aid Contributions		233	297		489	489	489	517	547	579
Overtime						50	50	53	56	59
Performance Bonus		241	388		566					
Motor Vehicle Allowance		596			433	588	588	622	658	696
Cellphone Allowance					79	79	79	84	88	94
Housing Allowances		16			30	30	30	32	33	35
Other benefits and allowances					83	83	83	88	93	98
Payments in lieu of leave		28	145		297	297	297	590	623	659
Long service awards			13		35	35	35	37	39	41
Post-retirement benefit obligations			433		143	143	143	151	160	169
Sub Total - Other Municipal Staff		5 953	7 186		10 233	10 438	10 438	11 341	11 998	12 694
% increase	4		20.7%	(100.0%)		2.0%		8.7%	5.8%	5.8%
Total Parent Municipality		10 500	12 798	5 947	16 611	17 096	17 096	18 399	19 465	20 594
% increase	4		21.9%	(53.5%)	179.3%	2.9%		7.6%	5.8%	5.8%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		10 500	12 798	5 947	16 611	17 096	17 096	18 399	19 465	20 594
% increase	4		21.9%	(53.5%)	179.3%	2.9%		7.6%	5.8%	5.8%
TOTAL MANAGERS AND STAFF	5	8 055	9 984	2 937	13 435	13 640	13 640	14 736	15 589	16 493

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	9 565	10 280	14 708	17 233	17 233	17 233	16 565	17 724	18 965
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance				765	990	990	990	809	865	926
Housing Allowances										
Other benefits and allowances		6 136	6 137					335	182	7
Sub Total - Councillors		15 701	16 417	15 473	18 223	18 223	18 223	17 708	18 771	19 897
% increase	4		4.6%	(5.8%)	17.8%			(2.8%)	6.0%	6.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	5 985	5 985	5 985	5 724	5 724	5 724	6 592	6 987	7 406
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		5 985	5 985	5 985	5 724	5 724	5 724	6 592	6 987	7 406
% increase	4				(4.4%)			15.2%	6.0%	6.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		141 069	148 180	141 453	164 447	165 539	165 539	189 790	203 142	217 432
Pension and UIF Contributions		25 684	28 543	24 124	29 988	29 988	29 988	38 657	41 363	44 258
Medical Aid Contributions		7 710	9 806	8 001	9 850	9 850	9 850	17 695	18 934	20 259
Overtime		13 456	14 354	13 456	6 701	9 609	9 609	11 571	12 381	13 248
Performance Bonus		11 043	11 789	11 043	12 373	6 649	6 649	15 970	17 088	17 284
Motor Vehicle Allowance		7 554	7 010	6 920	7 519	7 519	7 519	8 195	8 769	9 382
Cellphone Allowance		1 451	1 679					1 778	1 902	2 036
Housing Allowances		870	748	870	843	843	843	1 403	1 501	1 606
Other benefits and allowances		20 010	21 987	29 247	5 207	5 207	5 207	25 282	27 052	28 945
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations		5 034	5 034	5 034						
Sub Total - Other Municipal Staff		233 883	249 130	240 148	236 928	235 204	235 204	310 340	332 132	354 450
% increase	4		6.5%	(3.6%)	(1.3%)	(0.7%)		31.9%	7.0%	6.7%
Total Parent Municipality		255 568	271 532	261 606	260 875	259 151	259 151	334 639	357 890	381 754
% increase	4		6.2%	(3.7%)	(0.3%)	(0.7%)		29.1%	6.9%	6.7%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		255 568	271 532	261 606	260 875	259 151	259 151	334 639	357 890	381 754
% increase	4		6.2%	(3.7%)	(0.3%)	(0.7%)		29.1%	6.9%	6.7%
TOTAL MANAGERS AND STAFF	5	239 867	255 115	246 133	242 652	240 928	240 928	316 932	339 119	361 857

Kwazulu-Natal: Ugu(DC21) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2015

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)	1									
Basic Salaries and Wages		3 346	3 606	3 547	5 469	5 821	5 530	4 741	4 978	5 227
Pension and UIF Contributions		247	239	240	239	254	241	266	280	294
Medical Aid Contributions		126	154	172	174	184	175	190	199	209
Motor Vehicle Allowance		1 891	2 217	2 049	2 191	2 322	2 206	2 250	2 363	2 481
Cellphone Allowance		213	232	297	323	343	326	325	341	358
Housing Allowances		1 165	1 333	1 411	1 769	1 875	1 782	1 571	1 649	1 732
Other benefits and allowances		58	67	67	89	95	90	74	78	82
Sub Total - Councillors		7 046	7 849	7 784	10 254	10 893	10 349	9 417	9 888	10 382
% increase	4		11.4%	(0.8%)	31.7%	6.2%	(5.0%)	(9.0%)	5.0%	5.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		4 124	3 174	2 665	4 137	4 344	4 127	3 772	3 960	4 158
Pension and UIF Contributions			94	152	152	160	152	301	316	332
Medical Aid Contributions			34	67	63	66	63	137	144	151
Overtime										
Performance Bonus										
Motor Vehicle Allowance		1 593	1 411	859	1 353	1 421	1 350	1 430	1 502	1 577
Cellphone Allowance			8		45	47	45	88	92	97
Housing Allowances		334	514	180	180	189	180	727	764	802
Other benefits and allowances		275	197	75	84	88	84	57	60	63
Payments in lieu of leave		607	794							
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		6 934	6 227	3 998	6 015	6 315	6 000	6 513	6 839	7 181
% increase	4		(10.2%)	(35.8%)	50.4%	5.0%	(5.0%)	8.6%	5.0%	5.0%
Other Municipal Staff										
Basic Salaries and Wages		127 510	130 472	147 324	150 615	162 796	154 656	176 388	185 207	194 468
Pension and UIF Contributions		20 632	24 005	25 260	27 105	27 381	26 011	26 419	27 740	29 127
Medical Aid Contributions		8 073	9 077	10 221	11 827	12 000	11 400	16 600	17 430	18 302
Overtime		22 192	28 678	20 811	11 280	17 850	16 957	21 065	22 118	23 224
Performance Bonus		10 890	11 093		12 388					
Motor Vehicle Allowance		12 505	12 474	10 924	9 988	10 189	9 679	9 500	9 975	10 473
Cellphone Allowance		431	396	909	874	900	855	1 265	1 329	1 395
Housing Allowances		634	623	865	869	860	817	902	947	994
Other benefits and allowances		11 182	18 410	15 573	10 559	10 809	10 268	14 858	15 601	16 381
Payments in lieu of leave		3 451	(794)		5 833	5 833	5 541	6 066	6 370	6 688
Long service awards		1 642	302	3 296	1 325	1 325	1 259	1 418	1 489	1 563
Post-retirement benefit obligations			3 270	3 106	794	794	754	896	940	987
Sub Total - Other Municipal Staff		219 142	238 006	238 289	243 457	250 735	238 198	275 376	289 145	303 603
% increase	4		8.6%	0.1%	2.2%	3.0%	(5.0%)	15.6%	5.0%	5.0%
Total Parent Municipality		233 122	252 082	250 071	259 726	267 944	254 547	291 306	305 872	321 165
% increase	4		8.1%	(0.8%)	3.9%	3.2%	(5.0%)	14.4%	5.0%	5.0%
Board Members of Entities										
Basic Salaries and Wages		108						25	26	28
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance					48	23	21			
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances				2	2	1	1	2	2	2
Board Fees				154	164	441	419	472	496	520
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities		108		155	213	465	442	499	524	550
% increase	4		(100.0%)		37.1%	118.2%	(5.0%)	13.0%	5.0%	5.0%
Senior Managers of Entities										
Basic Salaries and Wages		1 762	1 684	1 613	1 762	3 541	3 364	3 707	3 892	4 087
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus		188	161	117		128	121	136	143	150
Motor Vehicle Allowance										
Cellphone Allowance		54	49	46	49	37	35	33	35	37
Housing Allowances								19	19	20
Other benefits and allowances		24	24	141	165	69	65			
Payments in lieu of leave					24					
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities		2 028	1 918	1 917	2 000	3 775	3 586	3 895	4 090	4 294
% increase	4		(5.4%)		4.3%	88.8%	(5.0%)	8.6%	5.0%	5.0%
Other Staff of Entities										
Basic Salaries and Wages		1 101	1 045	1 415	2 330	3 235	3 073	3 525	3 701	3 886
Pension and UIF Contributions		51	40	56	112	114	109	123	129	135
Medical Aid Contributions		152	145	129	244	266	253	287	301	316
Overtime		25	127	167		217	206	327	343	360
Performance Bonus				85	11	155	147	182	191	201
Motor Vehicle Allowance					28					
Cellphone Allowance					219	11	10	16	16	17
Housing Allowances		16	17	19	156	30	29	33	34	36
Other benefits and allowances		164	86	31	46	42	40	48	50	53
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities		1 509	1 461	1 902	3 145	4 070	3 867	4 539	4 766	5 005
% increase	4		(3.2%)	30.2%	65.3%	29.4%	(5.0%)	17.4%	5.0%	5.0%
Total Municipal Entities		3 645	3 379	3 975	5 357	8 310	7 895	8 934	9 380	9 849
TOTAL SALARY, ALLOWANCES & BENEFITS		236 767	255 460	254 046	265 083	276 254	262 441	300 240	315 252	331 015
% increase	4		7.9%	(0.6%)	4.3%	4.2%	(5.0%)	14.4%	5.0%	5.0%
TOTAL MANAGERS AND STAFF	5	229 613	247 612	246 106	254 616	264 896	251 651	290 324	304 840	320 082

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>	1									
Basic Salaries and Wages		4 023	4 167	4 624	5 010	5 010	5 010	5 200	5 700	6 300
Pension and UIF Contributions		395	403	447	500	500	500	510	561	620
Medical Aid Contributions		9								
Motor Vehicle Allowance		1 485	1 395	1 693	1 840	1 840	1 840	1 900	2 100	2 300
Cellphone Allowance		285	282	544	600	600	600	620	682	750
Housing Allowances										
Other benefits and allowances		52	48	58	70	70	70	75	83	91
Sub Total - Councillors		6 250	6 296	7 366	8 020	8 020	8 020	8 305	9 126	10 061
% increase	4		0.7%	17.0%	8.9%			3.6%	9.9%	10.2%
<u>Senior Managers of the Municipality</u>	2									
Basic Salaries and Wages					10 327	10 327	10 327	4 300	4 730	5 200
Pension and UIF Contributions					499	499	499			
Medical Aid Contributions										
Overtime										
Performance Bonus								500	330	363
Motor Vehicle Allowance					2 095	2 095	2 095			
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality					12 921	12 921	12 921	4 800	5 060	5 563
% increase	4							(62.9%)	5.4%	9.9%
<u>Other Municipal Staff</u>	4									
Basic Salaries and Wages		19 344	21 152	27 716	21 187	26 977	26 977	29 620	35 165	38 143
Pension and UIF Contributions		2 770	3 629	4 166	4 429	4 429	4 429	6 097	6 848	7 546
Medical Aid Contributions		914	905	1 030	1 211	1 211	1 211	1 516	1 677	1 545
Overtime		570	714	719	403	403	403	660	726	802
Performance Bonus										
Motor Vehicle Allowance		1 106	1 448	1 961	252	252	252	2 920	3 233	3 619
Cellphone Allowance										
Housing Allowances		96	115	92	106	106	106	127	142	158
Other benefits and allowances		1 716	1 730	1 960	2 568	2 568	2 568	3 986	4 396	4 857
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		26 517	29 692	37 643	30 155	35 945	35 945	44 926	52 186	56 668
% increase	4		12.0%	26.8%	(19.9%)	19.2%		25.0%	16.2%	8.6%
Total Parent Municipality		32 766	35 988	45 009	51 096	56 886	56 886	58 031	66 372	72 293
% increase	4		9.8%	25.1%	13.5%	11.3%		2.0%	14.4%	8.9%
<u>Board Members of Entities</u>	4									
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>	4									
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>	4									
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		32 766	35 988	45 009	51 096	56 886	56 886	58 031	66 372	72 293
% increase	4		9.8%	25.1%	13.5%	11.3%		2.0%	14.4%	8.9%
TOTAL MANAGERS AND STAFF	5	26 517	29 692	37 643	43 076	48 866	48 866	49 726	57 246	62 231

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>	1									
Basic Salaries and Wages		5 168	5 465	5 745	6 127	6 358	6 358	6 726	7 096	7 473
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		5 168	5 465	5 745	6 127	6 358	6 358	6 726	7 096	7 473
% increase	4		5.8%	5.1%	6.7%	3.8%		5.8%	5.5%	5.3%
<u>Senior Managers of the Municipality</u>	2									
Basic Salaries and Wages		3 140	4 096	3 079	6 053	4 639	4 639	6 241	6 597	6 974
Pension and UIF Contributions				37	11	11	11	12	13	14
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance				320	168	168	168	178	188	199
Cellphone Allowance				43	114	114	114	114	114	114
Housing Allowances										
Other benefits and allowances					62	62	62			
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 140	4 096	3 479	6 408	4 994	4 994	6 546	6 913	7 301
% increase	4		30.4%	(15.1%)	84.2%	(22.1%)		31.1%	5.6%	5.6%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		49 578	46 337	42 602	47 381	50 877	50 877	60 744	64 072	67 441
Pension and UIF Contributions		6 463	7 312	8 910	8 013	9 468	9 468	11 215	11 832	12 459
Medical Aid Contributions		2 542	2 669	3 219	4 354	5 720	5 720	6 054	6 387	6 725
Overtime		3 582	3 935	3 918	3 611	4 176	4 176	4 418	4 661	4 908
Performance Bonus										
Motor Vehicle Allowance		806	534	1 155	3 073	2 944	2 944	3 459	3 649	3 843
Cellphone Allowance		62	47	202	330	321	321	375	396	417
Housing Allowances		229	203	183	357	318	318	752	793	836
Other benefits and allowances		10 006	14 171	(1 497)	815	3 761	3 761	5 371	5 613	5 841
Payments in lieu of leave				3 102	5 746	4 352	4 352	4 605	4 858	5 115
Long service awards										
Post-retirement benefit obligations					653	653	653	691	729	768
Sub Total - Other Municipal Staff		73 267	75 209	61 792	74 333	82 589	82 589	97 183	102 990	108 352
% increase	4		2.6%	(17.8%)	20.3%	11.1%		17.7%	6.0%	5.2%
Total Parent Municipality		81 575	84 770	71 015	86 868	93 941	93 941	110 456	116 999	123 125
% increase	4		3.9%	(16.2%)	22.3%	8.1%		17.6%	5.9%	5.2%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		81 575	84 770	71 015	86 868	93 941	93 941	110 456	116 999	123 125
% increase	4		3.9%	(16.2%)	22.3%	8.1%		17.6%	5.9%	5.2%
TOTAL MANAGERS AND STAFF	5	76 407	79 305	65 271	80 741	87 583	87 583	103 729	109 903	115 653

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1		1 818	1 903	1 378	941	941	1 343	1 406	1 468
Pension and UIF Contributions					135	135	135	218	228	238
Medical Aid Contributions										
Motor Vehicle Allowance					398	315	315	407	426	445
Cellphone Allowance					95	65	65	293	306	320
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors			1 818	1 903	2 006	1 456	1 456	2 261	2 366	2 471
% increase	4			4.6%	5.4%	(27.4%)		55.3%	4.6%	4.4%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2		1 385	1 610	2 246	2 246	2 246	2 254	2 359	2 469
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance					1 188	1 188	1 188			
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances			862	926	189	189	189	1 032	1 080	1 130
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality			2 247	2 536	3 623	3 623	3 623	3 286	3 439	3 599
% increase	4			12.9%	42.9%			(9.3%)	4.7%	4.7%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages			11 780	14 263	18 212	16 978	16 978	15 078	15 778	16 513
Pension and UIF Contributions			2 793	3 283	2 885	2 885	2 885	3 707	3 879	4 063
Medical Aid Contributions			1 077	1 193	1 577	1 577	1 445	1 512	1 583	1 583
Overtime			1 112	561	1 000	1 000	1 000	1 631	1 707	1 786
Performance Bonus										
Motor Vehicle Allowance			291	847	456	456	456	618	657	688
Cellphone Allowance			93	36	152	152	152	31	32	34
Housing Allowances			35	83	122	122	122	106	111	117
Other benefits and allowances			4 108	2 386	820	820	820	3 267	3 408	3 563
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff			21 289	22 651	25 224	23 990	23 990	25 883	27 086	28 346
% increase	4			6.4%	11.4%	(4.9%)		7.9%	4.6%	4.7%
Total Parent Municipality			25 354	27 090	30 853	29 069	29 069	31 430	32 891	34 415
% increase	4			6.8%	13.9%	(5.8%)		8.1%	4.6%	4.6%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS			25 354	27 090	30 853	29 069	29 069	31 430	32 891	34 415
% increase	4			6.8%	13.9%	(5.8%)		8.1%	4.6%	4.6%
TOTAL MANAGERS AND STAFF	5		23 536	25 187	28 847	27 613	27 613	29 169	30 525	31 945

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	543	540	(339)	961	1 140		1 246	1 332	1 425
Pension and UIF Contributions		175	177	214	240	285		301	323	345
Medical Aid Contributions				0						
Motor Vehicle Allowance		292	333	366	401	475		502	538	575
Cellphone Allowance		72	15	65	217	168		177	189	203
Housing Allowances										
Other benefits and allowances				23	25	26		26	28	30
Sub Total - Councillors		1 082	1 065	329	1 844	2 093		2 253	2 410	2 577
% increase	4		(1.5%)	(69.1%)	459.9%	13.5%	(100.0%)		7.0%	7.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2									
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality										
% increase	4									
<u>Other Municipal Staff</u>										
Basic Salaries and Wages	4	9 494	10 155	11 890	12 008	13 102		14 019	15 001	16 051
Pension and UIF Contributions		727	1 243	1 401	1 354	1 561		1 670	1 787	1 912
Medical Aid Contributions		223	371	598	763	661		707	757	810
Overtime		190	138	94		50		54	57	61
Performance Bonus		488	594	704	764	803		859	919	984
Motor Vehicle Allowance		506	811	872	511	914		697	742	789
Cellphone Allowance										
Housing Allowances		28	34	29	34	42		45	48	52
Other benefits and allowances										
Payments in lieu of leave			(44)	1 008						
Long service awards				342						
Post-retirement benefit obligations		268	203	256	200	350		456	479	503
Sub Total - Other Municipal Staff		11 925	13 504	17 194	15 635	17 484		18 507	19 790	21 161
% increase	4		13.2%	27.3%	(9.1%)	11.8%	(100.0%)		6.9%	6.9%
Total Parent Municipality		13 006	14 569	17 523	17 479	19 577		20 760	22 199	23 738
% increase	4		12.0%	20.3%	(0.3%)	12.0%	(100.0%)		6.9%	6.9%
<u>Board Members of Entities</u>										
Basic Salaries and Wages	4									
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages	4									
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages	4									
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		13 006	14 569	17 523	17 479	19 577		20 760	22 199	23 738
% increase	4		12.0%	20.3%	(0.3%)	12.0%	(100.0%)		6.9%	6.9%
TOTAL MANAGERS AND STAFF	5	11 925	13 504	17 194	15 635	17 484		18 507	19 790	21 161

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)	1									
Basic Salaries and Wages		12 207	24 677	26 433	26 063	26 063	26 063	29 522	31 904	33 568
Pension and UIF Contributions		1 645	2 597	2 782	3 246	3 246	3 246	3 496	3 770	3 967
Medical Aid Contributions		333	325	349	1 187	1 187	1 187	1 296	1 386	1 470
Motor Vehicle Allowance		3 055	5 338	5 718	6 956	6 956	6 956	6 333	6 777	7 187
Cellphone Allowance		788	947	1 015	1 697	1 697	1 697	1 565	1 675	1 776
Housing Allowances		124	115	123	123	123	123	137	147	155
Other benefits and allowances										
Sub Total - Councillors		18 152	34 000	36 419	39 272	39 272	39 272	42 350	45 659	48 124
% increase	4		87.3%	7.1%	7.8%			7.8%	7.8%	5.4%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		1 594	4 310	4 435	7 293	7 293	7 293	6 744	7 216	7 577
Pension and UIF Contributions		65	368	587	626	626	626	870	931	978
Medical Aid Contributions					22	22	22	20	22	23
Overtime										
Performance Bonus		90		230	128	128	128	360	385	404
Motor Vehicle Allowance		425	518	544	617	617	617	756	809	849
Cellphone Allowance		61	72		81	81	81	90	96	10
Housing Allowances					68	68	68	64	68	71
Other benefits and allowances		1 087	123	106						
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 321	5 392	5 939	8 835	8 835	8 835	8 904	9 528	9 913
% increase	4		62.3%	10.2%	48.8%			0.8%	7.0%	4.0%
Other Municipal Staff										
Basic Salaries and Wages		418 916	519 526	538 548	602 808	602 808	602 808	741 800	782 599	824 077
Pension and UIF Contributions		28 998	32 720	33 157				16 945	17 877	18 825
Medical Aid Contributions		85 741	91 114	143 724	155 222	155 222	155 222	110 158	116 217	122 377
Overtime		25 061	19 375	20 925	30 222	30 222	30 222	32 271	34 046	35 850
Performance Bonus										
Motor Vehicle Allowance		10 859	14 009	11 289	37 095	37 095	37 095	52 435	55 319	58 251
Cellphone Allowance		800								
Housing Allowances		4 189	3 972	3 676	3 286	3 286	3 286	9 351	9 865	10 388
Other benefits and allowances		27 398	14 747	8 785	8 574	8 574	8 574			
Payments in lieu of leave										
Long service awards		14 936	16 770	18 360	18 680	18 680	18 680	3 461	3 651	3 845
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		616 899	712 234	778 465	855 887	855 887	855 887	966 420	1 019 573	1 073 611
% increase	4		15.5%	9.3%	9.9%			12.9%	5.5%	5.3%
Total Parent Municipality		638 372	751 626	820 823	903 994	903 994	903 994	1 017 674	1 074 760	1 131 647
% increase	4		17.7%	9.2%	10.1%			12.6%	5.6%	5.3%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages		238	257	285	308	308	308	333	359	388
Pension and UIF Contributions										
Medical Aid Contributions		4	9	10	13	13	13	14	15	16
Overtime										
Performance Bonus			5	6	6	6	6	6	6	7
Motor Vehicle Allowance		18	18	18	18	18	18	18	19	20
Cellphone Allowance		4	4	4	4	4	4	4	4	4
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities		264	292	323	348	348	348	374	403	435
% increase	4		10.7%	10.5%	7.8%			7.4%	7.9%	7.9%
Other Staff of Entities										
Basic Salaries and Wages		1 302	1 535	1 915	1 926	1 926	1 926	2 080	2 246	2 426
Pension and UIF Contributions		97	117	140	158	158	158	171	184	199
Medical Aid Contributions		143	288	359	426	426	426	469	516	567
Overtime		301	345	375	286	286	286	373	403	436
Performance Bonus		8	35	30	22	22	22	24	25	26
Motor Vehicle Allowance		41	41	54	54	54	54	54	57	60
Cellphone Allowance		8	8	11	11	11	11	11	11	12
Housing Allowances										
Other benefits and allowances		172	180	215	227	227	227	245	265	286
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities		2 071	2 548	3 099	3 110	3 110	3 110	3 427	3 708	4 012
% increase	4		23.0%	21.6%	0.4%			10.2%	8.2%	8.2%
Total Municipal Entities		2 335	2 840	3 422	3 459	3 459	3 459	3 801	4 111	4 447
TOTAL SALARY, ALLOWANCES & BENEFITS		640 708	754 466	824 244	907 453	907 453	907 453	1 021 475	1 078 871	1 136 094
% increase	4		17.8%	9.2%	10.1%			12.6%	5.6%	5.3%
TOTAL MANAGERS AND STAFF	5	622 556	720 466	787 825	868 181	868 181	868 181	979 125	1 033 212	1 087 971

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	3 650	3 638	4 101	4 752	4 752	4 122	4 800	5 100	5 500
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		3 650	3 638	4 101	4 752	4 752	4 122	4 800	5 100	5 500
% increase	4		(0.3%)	12.7%	15.9%		(13.3%)	16.5%	6.3%	7.8%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	3 091		3 976	4 892	4 892	4 892	4 256	4 469	4 696
Pension and UIF Contributions		103								
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance		276								
Cellphone Allowance		50	50				42	42		42
Housing Allowances		42	41							
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 562	92	3 976	4 892	4 892	4 892	4 298	4 511	4 738
% increase	4		(97.4%)	4243.0%	23.0%			(12.1%)	5.0%	5.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		11 066	12 066	11 850	15 127	15 127	12 250	15 780	16 865	17 832
Pension and UIF Contributions		1 815	1 942	1 660	3 455	3 455	3 455	2 223	2 357	2 498
Medical Aid Contributions		542	607	626	620	620	620	833	883	936
Overtime		621	735	757	710	710	710	855	906	961
Performance Bonus				1 390	917	917	917	828	932	931
Motor Vehicle Allowance		252	133	91	359	359	359	318	337	357
Cellphone Allowance		45	28	15	60	60	60	52	55	58
Housing Allowances		70	35	33	42	42	42	52	55	58
Other benefits and allowances		182	1 079	109	268	268	268	90	43	132
Payments in lieu of leave		677	899	509	411	411	411	423	448	475
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		15 270	17 524	17 039	21 969	21 969	19 092	21 454	22 881	24 238
% increase	4		14.8%	(2.8%)	28.9%		(13.1%)	12.4%	6.7%	5.9%
Total Parent Municipality		22 482	21 254	25 116	31 613	31 613	28 105	30 552	32 492	34 476
% increase	4		(5.5%)	18.2%	25.9%		(11.1%)	8.7%	6.4%	6.1%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		22 482	21 254	25 116	31 613	31 613	28 105	30 552	32 492	34 476
% increase	4		(5.5%)	18.2%	25.9%		(11.1%)	8.7%	6.4%	6.1%
TOTAL MANAGERS AND STAFF	5	18 832	17 615	21 015	26 861	26 861	23 984	25 752	27 392	28 976

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	3 390	3 477	3 751	4 214	4 214	4 214	4 473	4 741	5 026
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		3 390	3 477	3 751	4 214	4 214	4 214	4 473	4 741	5 026
% increase	4		2.6%	7.9%	12.4%			6.1%	6.0%	6.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	3 052	2 004		4 313	3 948	3 948	4 469	4 737	5 021
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus					604	552	552	626	626	626
Motor Vehicle Allowance								450	450	450
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 052	2 004		4 917	4 500	4 500	5 544	5 812	6 097
% increase	4		(34.4%)	(100.0%)		(8.5%)		23.2%	4.8%	4.9%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		10 208	13 332	17 613	21 351	15 647	15 647	20 436	21 837	23 413
Pension and UIF Contributions		1 610	2 041	2 467	2 757	2 128	2 128	2 969	2 543	2 765
Medical Aid Contributions		783	912	865	1 264	1 080	1 080	1 637	1 747	1 869
Overtime		394	447	222	171	141	141	125	133	143
Performance Bonus		716	969	1 053	1 842	1 418	1 418	1 697	2 478	2 651
Motor Vehicle Allowance		235	705	694	706	1 038	1 038	832	917	1 013
Cellphone Allowance		87	104	179	207	192	192	243	260	278
Housing Allowances		19	33	36	42	42	42	43	46	49
Other benefits and allowances		647	605	439	787	809	809	910	971	1 039
Payments in lieu of leave		709	823	909	600	800	800	1 000	1 067	1 142
Long service awards		119	367	246	200	300	300	400	427	457
Post-retirement benefit obligations		1 447	1 676	135	1 100	1 322	1 322	1 300	1 387	1 484
Sub Total - Other Municipal Staff		16 974	22 013	24 859	31 027	24 918	24 918	31 593	33 813	36 302
% increase	4		29.7%	12.9%	24.8%	(19.7%)		26.8%	7.0%	7.4%
Total Parent Municipality		23 416	27 493	28 610	40 158	33 632	33 632	41 610	44 366	47 425
% increase	4		17.4%	4.1%	40.4%	(16.3%)		23.7%	6.6%	6.9%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		23 416	27 493	28 610	40 158	33 632	33 632	41 610	44 366	47 425
% increase	4		17.4%	4.1%	40.4%	(16.3%)		23.7%	6.6%	6.9%
TOTAL MANAGERS AND STAFF	5	20 026	24 016	24 859	35 944	29 418	29 418	37 137	39 625	42 399

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		7 201	9 466	9 944	14 878	11 684	11 684	12 327	13 017	13 642
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		7 201	9 466	9 944	14 878	11 684	11 684	12 327	13 017	13 642
% increase	4		31.5%	5.1%	49.6%	(21.5%)		5.5%	5.6%	4.8%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages		1 902	3 663		6 273	6 273	6 273	6 196	6 543	6 857
Pension and UIF Contributions		283	372		9	9	9			
Medical Aid Contributions										
Overtime										
Performance Bonus			259		886	886	886	874	923	968
Motor Vehicle Allowance		590	879							
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances		236	16		50	50	50	62	66	69
Payments in lieu of leave			99							
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 011	5 287		7 218	7 218	7 218	7 133	7 532	7 894
% increase	4		75.6%	(100.0%)				(1.2%)	5.6%	4.8%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		79 598	81 979	91 456	109 678	107 929	116 132	110 681	116 879	122 490
Pension and UIF Contributions		20 230	21 830	22 634	19 795	51 731	51 547	51 530	54 416	57 028
Medical Aid Contributions		4 944	12 338	1 637	13 022	10 598	10 852	10 875	11 484	12 035
Overtime		2 898	4 236	7 284	28 177	183	7 021	7 643	8 071	8 458
Performance Bonus		6 195	6 514	7 702	8 386	10 183	9 795	8 885	9 383	9 833
Motor Vehicle Allowance		10 897	12 520	12 993	12 024	13 415	12 511	12 428	13 124	13 754
Cellphone Allowance		22	22	22	22	22	22	22	23	24
Housing Allowances		561	590	592	590	916	820	811	857	898
Other benefits and allowances										
Payments in lieu of leave		1 983	(1 485)	4 105	2					
Long service awards		1 220	10 699	6 180	1 391	1 374	1 419	1 361	646	1 506
Post-retirement benefit obligations		1 685	2 169	2 571	5 753	505	6 168	6 683	7 057	7 396
Sub Total - Other Municipal Staff		130 233	151 411	157 176	198 840	196 856	216 286	210 919	221 940	233 421
% increase	4		16.3%	3.8%	26.5%	(1.0%)	9.9%	(2.5%)	5.2%	5.2%
Total Parent Municipality		140 445	166 164	167 120	220 936	215 758	235 188	230 379	242 489	254 957
% increase	4		18.3%	0.6%	32.2%	(2.3%)	9.0%	(2.0%)	5.3%	5.1%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		140 445	166 164	167 120	220 936	215 758	235 188	230 379	242 489	254 957
% increase	4		18.3%	0.6%	32.2%	(2.3%)	9.0%	(2.0%)	5.3%	5.1%
TOTAL MANAGERS AND STAFF	5	133 244	156 698	157 176	206 058	204 074	223 504	218 052	229 472	241 315

Kwazulu-Natal: Emnambithi/Ladysmith(KZN232) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2015

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	8 954	10 374	11 374	13 862	12 511		11 954	12 911	13 943
Pension and UIF Contributions		585	585	626	697			978	1 056	1 141
Medical Aid Contributions		109	109	117	270			275	297	321
Motor Vehicle Allowance		1 808	1 808	1 934	2 070	2 057		2 081	2 247	2 427
Cellphone Allowance		708	708	758	1 023	1 183		1 195	1 290	1 394
Housing Allowances										
Other benefits and allowances							14 410			
Sub Total - Councillors		12 164	13 584	14 809	17 923	15 751	14 410	16 483	17 802	19 226
% increase	4		11.7%	9.0%	21.0%	(12.1%)	(8.5%)	14.4%	8.0%	8.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	4 618	5 551	5 940	6 959	7 139		7 710	8 173	8 664
Pension and UIF Contributions		970	1 129	1 208	1 025	1 025		1 107	1 173	1 244
Medical Aid Contributions		435	464	496	287	287		310	328	348
Overtime										
Performance Bonus		375	390	417	509	565		685	726	770
Motor Vehicle Allowance		1 092	1 092	1 168	1 085	1 085		1 172	1 242	1 317
Cellphone Allowance										
Housing Allowances		6		7	18	18		20	21	22
Other benefits and allowances		294	76	81	86	86		93	98	104
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		7 790	8 702	9 317	9 969	10 205		11 097	11 762	12 468
% increase	4		11.7%	7.1%	7.0%	2.4%	(100.0%)		6.0%	6.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		82 375	133 742	141 725	120 616	141 242		159 051	168 561	179 639
Pension and UIF Contributions		13 957	15 006	15 991	20 804	18 066		19 511	20 682	21 923
Medical Aid Contributions		6 015	5 331	5 704	5 690	5 208		5 625	5 963	6 320
Overtime		7 026	11 932	7 000	6 000	7 324		7 845	8 316	8 815
Performance Bonus										
Motor Vehicle Allowance		5 821	5 659	6 056	9 463	9 463		10 220	10 834	11 484
Cellphone Allowance		20	19	20		14		16	16	17
Housing Allowances		642	576	684	558	552		597	632	670
Other benefits and allowances		159	114	142	181	123		133	141	149
Payments in lieu of leave						3 000		3 000	3 180	3 371
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		116 015	172 379	177 322	163 312	184 994		205 998	218 325	232 389
% increase	4		48.6%	2.9%	(7.9%)	13.3%	(100.0%)		6.0%	6.4%
Total Parent Municipality		135 969	194 665	201 448	191 204	210 950	14 410	233 578	247 889	264 083
% increase	4		43.2%	3.5%	(5.1%)	10.3%	(93.2%)	1520.9%	6.1%	6.5%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		135 969	194 665	201 448	191 204	210 950	14 410	233 578	247 889	264 083
% increase	4		43.2%	3.5%	(5.1%)	10.3%	(93.2%)	1520.9%	6.1%	6.5%
TOTAL MANAGERS AND STAFF	5	123 805	181 081	186 639	173 281	195 199		217 095	230 088	244 857

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		4 583	4 780	5 125	5 785	5 785	5 785	6 002	6 371	6 744
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		4 583	4 780	5 125	5 785	5 785	5 785	6 002	6 371	6 744
% increase	4		4.3%	7.2%	12.9%			3.8%	6.2%	5.8%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	1 023	1 528	1 782	2 744	2 444	2 444	2 331	2 475	2 619
Pension and UIF Contributions		7						8	8	8
Medical Aid Contributions										
Overtime										
Performance Bonus					229			231	245	260
Motor Vehicle Allowance		237				229	229	439	466	493
Cellphone Allowance								95	101	107
Housing Allowances										
Other benefits and allowances								0	0	0
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		1 266	1 528	1 782	2 972	2 672	2 672	3 104	3 295	3 488
% increase	4		20.7%	16.6%	66.8%	(10.1%)		16.2%	6.2%	5.8%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		7 376	9 101	8 018	8 501	7 930	7 930	7 947	8 435	8 929
Pension and UIF Contributions		901		748	909	840	840	873	927	981
Medical Aid Contributions				139	144	183	183	245	260	275
Overtime		53		3	24	39	39	24	25	27
Performance Bonus										
Motor Vehicle Allowance		274		298	226	176	176	12	13	13
Cellphone Allowance								13	13	14
Housing Allowances		51		47	43	43	43	30	32	34
Other benefits and allowances		3		4	33	34	34	173	184	195
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		8 658	9 101	9 257	9 881	9 245	9 245	9 316	9 889	10 468
% increase	4		5.1%	1.7%	6.7%	(6.4%)		0.8%	6.1%	5.9%
Total Parent Municipality		14 506	15 409	16 164	18 638	17 703	17 703	18 422	19 555	20 699
% increase	4		6.2%	4.9%	15.3%	(5.0%)		4.1%	6.1%	5.9%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		14 506	15 409	16 164	18 638	17 703	17 703	18 422	19 555	20 699
% increase	4		6.2%	4.9%	15.3%	(5.0%)		4.1%	6.1%	5.9%
TOTAL MANAGERS AND STAFF	5	9 924	10 629	11 039	12 854	11 918	11 918	12 420	13 184	13 956

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	2 920	2 853	3 014	3 782	3 782	3 061	3 195	3 384	3 573
Pension and UIF Contributions		422	414	429	506	506	495	455	482	509
Medical Aid Contributions								18	19	20
Motor Vehicle Allowance		1 129	1 104	1 592	1 354	1 354	1 587	1 223	1 295	1 368
Cellphone Allowance		220	230		265	265		370	392	414
Housing Allowances										
Other benefits and allowances								64	68	71
Sub Total - Councillors		4 691	4 601	5 036	5 908	5 908	5 143	5 326	5 640	5 956
% increase	4		(1.9%)	9.5%	17.3%		(13.0%)	3.6%	5.9%	5.6%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	2 436	3 301	2 948	3 479	3 479	2 999	2 999	3 176	3 354
Pension and UIF Contributions				8	10	10	46	46	49	52
Medical Aid Contributions										
Overtime										
Performance Bonus		274	388	42				360	381	402
Motor Vehicle Allowance		160	194	776	805	805	551	551	584	617
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 870	3 884	3 774	4 294	4 294	3 597	3 957	4 190	4 425
% increase	4		35.3%	(2.8%)	13.8%		(16.2%)	10.0%	5.9%	5.6%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		35 103	38 424	41 459	40 227	40 227	47 149	50 185	53 146	56 122
Pension and UIF Contributions		5 328	5 622	8 014	7 183	7 183	7 825	8 121	8 600	9 082
Medical Aid Contributions		2 135	2 329	3 510	2 691	2 691	3 793	3 960	4 193	4 428
Overtime		1 837	1 747	2 883	2 185	2 185	3 125	3 262	3 455	3 648
Performance Bonus		2 947	3 493	3 989	332	332	4 101	3 944	4 176	4 410
Motor Vehicle Allowance		1 122	1 164	1 661	1 621	1 621	1 694	1 193	1 264	1 334
Cellphone Allowance					320	320				
Housing Allowances					260	260	305	318	337	356
Other benefits and allowances		4 510	4 657	3 828	5 586	5 586	1 590	1 560	1 652	1 745
Payments in lieu of leave				1 776	3 239	3 239	3 102	3 239	3 475	4 090
Long service awards					8	8				
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		53 286	58 218	67 343	63 652	63 652	72 683	75 782	80 298	85 216
% increase	4		9.3%	15.7%	(5.5%)		14.2%	4.3%	6.0%	6.1%
Total Parent Municipality		60 847	66 703	76 153	73 854	73 854	81 423	85 065	90 128	95 597
% increase	4		9.6%	14.2%	(3.0%)		10.2%	4.5%	6.0%	6.1%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		60 847	66 703	76 153	73 854	73 854	81 423	85 065	90 128	95 597
% increase	4		9.6%	14.2%	(3.0%)		10.2%	4.5%	6.0%	6.1%
TOTAL MANAGERS AND STAFF	5	56 156	62 101	71 117	67 946	67 946	76 280	79 739	84 488	89 641

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		4 427	4 762		5 033	5 033	5 033	5 285	5 491	5 827
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance		1 480	1 597		1 702	1 888	1 888	1 982	2 081	2 185
Cellphone Allowance		364	321		370	370	370	388	407	428
Housing Allowances										
Other benefits and allowances		80	103		49	49	49	111	213	187
Sub Total - Councillors		6 352	6 783		7 154	7 340	7 340	7 765	8 192	8 627
% increase	4		6.8%	(100.0%)		2.6%		5.8%	5.5%	5.3%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages		1 217	1 666		2 196	2 196	2 196	2 980	3 129	3 285
Pension and UIF Contributions					127	127	127	47	49	52
Medical Aid Contributions					17	17	17	25	26	28
Overtime										
Performance Bonus					325	325	325	568	596	626
Motor Vehicle Allowance		180	443		548	548	548	811	852	985
Cellphone Allowance										
Housing Allowances		10	263		288	288	288	321	337	354
Other benefits and allowances		96	28		37	37	37			
Payments in lieu of leave		229	5							
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		1 732	2 404		3 539	3 539	3 539	4 752	4 990	5 329
% increase	4		38.8%	(100.0%)				34.3%	5.0%	6.8%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		13 891	16 027		24 367	25 477	25 477	25 885	26 659	28 103
Pension and UIF Contributions		2 038	3 333		4 156	4 726	4 726	4 904	5 105	5 379
Medical Aid Contributions		573	651		848	980	980	1 022	1 002	1 057
Overtime		524	924		969	969	969	1 033	1 090	1 148
Performance Bonus										
Motor Vehicle Allowance		893	1 095		1 945	1 583	1 583	1 617	1 646	1 648
Cellphone Allowance										
Housing Allowances					6	66	66	57	61	66
Other benefits and allowances		2 614	2 749		2 388	2 467	2 467	2 830	3 645	3 842
Payments in lieu of leave		169	408		590	909	909	924	972	1 025
Long service awards		19 826	121		204	204	204	217	229	241
Post-retirement benefit obligations						91	91	120	126	133
Sub Total - Other Municipal Staff		40 528	25 308		35 473	37 474	37 474	38 609	40 535	42 642
% increase	4		(37.6%)	(100.0%)		5.6%		3.0%	5.0%	5.2%
Total Parent Municipality		48 612	34 495		46 165	48 352	48 352	51 126	53 718	56 598
% increase	4		(29.0%)	(100.0%)		4.7%		5.7%	5.1%	5.4%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		48 612	34 495		46 165	48 352	48 352	51 126	53 718	56 598
% increase	4		(29.0%)	(100.0%)		4.7%		5.7%	5.1%	5.4%
TOTAL MANAGERS AND STAFF	5	42 260	27 712		39 011	41 012	41 012	43 361	45 525	47 972

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	4 531	5 997	6 180	4 542	6 406	6 406	7 071		
Pension and UIF Contributions					140			150		
Medical Aid Contributions										
Motor Vehicle Allowance		986			1 561					
Cellphone Allowance		45			522					
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		5 563	5 997	6 180	6 765	6 406	6 406	7 221		
% increase	4		7.8%	3.0%	9.5%	(5.3%)		12.7%	(100.0%)	
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	1 407	2 163	3 614	4 542	4 174		3 531		
Pension and UIF Contributions		26	24	47	140	140		9		
Medical Aid Contributions										
Overtime					1 561	1 561	1 561			
Performance Bonus					522	522	522	226		
Motor Vehicle Allowance		348	466	230	4 542	4 542	4 542	300		
Cellphone Allowance					140	140	140	110		
Housing Allowances										
Other benefits and allowances					1 561	1 561	1 561	36		
Payments in lieu of leave					522	522	522			
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		1 781	2 654	3 891	13 530	13 161	8 847	4 212		
% increase	4		49.0%	46.6%	247.7%	(2.7%)	(32.8%)	(52.4%)	(100.0%)	
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		8 339	7 584	10 668	17 849	17 803	17 803	23 611		
Pension and UIF Contributions		821	31	816	1 439	1 439	1 439	1 373		
Medical Aid Contributions		700	1 318	627	933	933	933	908		
Overtime				54	93	93	93	96		
Performance Bonus		636	636	684				1 632		
Motor Vehicle Allowance		684	613	767	808	808	808	1 401		
Cellphone Allowance					250	250	250	366		
Housing Allowances		92	612	50	74	74	74	113		
Other benefits and allowances		640	173	214	749	749	749	825		
Payments in lieu of leave			72	2	269	269	269	771		
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		11 911	11 038	13 884	22 463	22 417	22 417	31 097		
% increase	4		(7.3%)	25.8%	61.8%	(0.2%)		38.7%	(100.0%)	
Total Parent Municipality		19 255	19 689	23 955	42 758	41 984	37 671	42 530		
% increase	4		2.3%	21.7%	78.5%	(1.8%)	(10.3%)	12.9%	(100.0%)	
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		19 255	19 689	23 955	42 758	41 984	37 671	42 530		
% increase	4		2.3%	21.7%	78.5%	(1.8%)	(10.3%)	12.9%	(100.0%)	
TOTAL MANAGERS AND STAFF	5	13 692	13 692	17 775	35 993	35 579	31 265	35 310		

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)	1									
Basic Salaries and Wages		5 502	4 792	4 702	3 404	8 853	8 853	3 832	4 010	4 196
Pension and UIF Contributions				1						
Medical Aid Contributions										
Motor Vehicle Allowance					1 034	1 011	1 011	1 056	1 105	1 157
Cellphone Allowance					181	426	426	444	465	487
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		5 502	4 792	4 703	4 619	10 290	10 290	5 332	5 580	5 840
% increase	4		(12.9%)	(1.9%)	(1.8%)	122.8%		(48.2%)	4.6%	4.7%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		3 105	3 282	4 296	6 663	6 663	6 663	7 955	8 265	8 649
Pension and UIF Contributions				69						
Medical Aid Contributions										
Overtime										
Performance Bonus					666	666	666	696	727	760
Motor Vehicle Allowance		828	336	747						
Cellphone Allowance										
Housing Allowances		36	32	127						
Other benefits and allowances		680	79	140						
Payments in lieu of leave				50						
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		4 649	3 729	5 429	7 329	7 329	7 329	8 651	8 992	9 410
% increase	4		(19.8%)	45.6%	35.0%			18.0%	3.9%	4.6%
Other Municipal Staff										
Basic Salaries and Wages		85 587	98 924	76 474	104 820	81 780	81 780	151 329	158 426	165 793
Pension and UIF Contributions		7 314	9 948	11 439	14 194	14 163	14 163	19 338	20 237	21 178
Medical Aid Contributions		2 786	3 088	3 341	5 020	3 860	3 860	4 592	4 805	5 029
Overtime				15 997	3 135	16 967	16 967	11 146	11 664	12 207
Performance Bonus			3 292							
Motor Vehicle Allowance				4 907	9 965	7 212	7 212	9 436	9 875	10 334
Cellphone Allowance										
Housing Allowances				445	1 490	776	776	1 709	1 789	1 872
Other benefits and allowances		2 996	938	12 183	13 255	6 442	6 442	11 388	11 917	12 472
Payments in lieu of leave			2 633	(334)	1 113	1 399	1 399	1 789	1 872	1 959
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		98 683	118 823	124 452	152 992	132 599	132 599	210 727	220 585	230 844
% increase	4		20.4%	4.7%	22.9%	(13.3%)		58.9%	4.7%	4.7%
Total Parent Municipality		108 834	127 344	134 584	164 940	150 218	150 218	224 710	235 157	246 093
% increase	4		17.0%	5.7%	22.6%	(8.9%)		49.6%	4.6%	4.7%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		108 834	127 344	134 584	164 940	150 218	150 218	224 710	235 157	246 093
% increase	4		17.0%	5.7%	22.6%	(8.9%)		49.6%	4.6%	4.7%
TOTAL MANAGERS AND STAFF	5	103 332	122 552	129 881	160 321	139 928	139 928	219 378	229 577	240 253

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>	1									
Basic Salaries and Wages		1 834		2 104	2 278	2 278	2 278	2 415	2 584	2 739
Pension and UIF Contributions		78		53	53	53	53	56	60	63
Medical Aid Contributions		17			23	23	23	23	25	27
Motor Vehicle Allowance		643		678	785	785	785	833	891	944
Cellphone Allowance		140		239	268	268	268	268	287	304
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		2 711		3 074	3 407	3 407	3 407	3 595	3 847	4 077
% increase	4		(100.0%)		10.8%			5.5%	7.0%	6.0%
<u>Senior Managers of the Municipality</u>	2									
Basic Salaries and Wages		2 789	3 793	884	3 750	3 750	3 750	3 225	3 451	3 658
Pension and UIF Contributions		418	723	150	508	508	508	191	205	217
Medical Aid Contributions		111	141		120	120	120	90	96	102
Overtime										
Performance Bonus			679		146	146	146			
Motor Vehicle Allowance		6	57	24	263	263	263	675	722	766
Cellphone Allowance			43	64	47	47	47	47	50	53
Housing Allowances										
Other benefits and allowances		420	40	575	0	0	0	0	0	0
Payments in lieu of leave		161	186	236	150	150	150	131	140	149
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 904	5 661	1 934	4 985	4 985	4 985	4 359	4 664	4 944
% increase	4		45.0%	(65.8%)	157.8%			(12.5%)	7.0%	6.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		34 938	37 730	40 592	48 725	48 725	48 725	58 508	62 448	66 160
Pension and UIF Contributions		6 663	8 100	8 472	10 310	10 310	10 310	11 044	11 816	12 518
Medical Aid Contributions		2 507	2 780	3 248	4 014	4 014	4 014	4 227	4 522	4 794
Overtime		1 685	1 264	1 520	1 545	1 545	1 545	1 537	1 640	1 735
Performance Bonus		2 856	3 055	3 226	3 939	3 939	3 939			
Motor Vehicle Allowance		3 234	3 653	3 578	4 364	4 364	4 364	4 693	5 021	5 321
Cellphone Allowance					540	540	540	521	557	590
Housing Allowances		240	232	215	255	255	255	246	263	279
Other benefits and allowances		1 718	1 652	1 297	1 383	1 383	1 383	1 199	1 288	1 367
Payments in lieu of leave		2 154	1 677	2 327	1 971	1 971	1 971	2 094	2 240	2 373
Long service awards										
Post-retirement benefit obligations		1 168	6 400		1 500	1 500	1 500	6 561	6 600	6 700
Sub Total - Other Municipal Staff		57 163	66 543	64 473	78 546	78 546	78 546	90 629	96 395	101 836
% increase	4		16.4%	(3.1%)	21.8%			15.4%	6.4%	5.6%
Total Parent Municipality		63 778	72 204	69 481	86 937	86 937	86 937	98 583	104 906	110 857
% increase	4		13.2%	(3.8%)	25.1%			13.4%	6.4%	5.7%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		63 778	72 204	69 481	86 937	86 937	86 937	98 583	104 906	110 857
% increase	4		13.2%	(3.8%)	25.1%			13.4%	6.4%	5.7%
TOTAL MANAGERS AND STAFF	5	61 067	72 204	66 407	83 530	83 530	83 530	94 988	101 059	106 780

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1				10 426			14 849	15 666	16 496
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance					2 038			2 318	2 446	2 575
Cellphone Allowance					759			759	801	843
Housing Allowances										
Other benefits and allowances			46	52	211			253	267	281
Sub Total - Councillors			46	52	13 433			18 180	19 179	20 196
% increase	4			13.6%	25719.1%	(100.0%)			5.5%	5.3%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	3 411	4 055	4 090	4 203			4 450	4 695	4 944
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 411	4 055	4 090	4 203			4 450	4 695	4 944
% increase	4		18.9%	0.9%	2.8%	(100.0%)			5.5%	5.3%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		12 717	16 187	19 430	26 049	492	26 541	22 915	28 871	30 401
Pension and UIF Contributions		1 514	1 917	2 071	4 173	115	4 288	4 313	4 551	4 792
Medical Aid Contributions		621	607	676	2 270		2 270	2 310	2 437	2 566
Overtime		69	148	519	1 161	52	1 213	1 272	1 342	1 413
Performance Bonus		1 170	874	1 273	1 745	56	1 801	1 917	2 022	2 130
Motor Vehicle Allowance		887	879		3		3	11	11	12
Cellphone Allowance		48	54	15	5		5	11	11	12
Housing Allowances		275	393	16	1 128		1 128	1 102	1 163	1 225
Other benefits and allowances			1 217	334	559	37	596	569	600	632
Payments in lieu of leave										
Long service awards				1 279				100	110	121
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		17 301	22 277	25 612	37 094	751	37 845	34 520	41 119	43 303
% increase	4		28.8%	15.0%	44.8%	(98.0%)	4937.9%	(8.8%)	19.1%	5.3%
Total Parent Municipality		20 712	26 377	29 754	54 730	751	37 845	57 150	64 993	68 443
% increase	4		27.4%	12.8%	83.9%	(98.6%)	4937.9%	51.0%	13.7%	5.3%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		20 712	26 377	29 754	54 730	751	37 845	57 150	64 993	68 443
% increase	4		27.4%	12.8%	83.9%	(98.6%)	4937.9%	51.0%	13.7%	5.3%
TOTAL MANAGERS AND STAFF	5	20 712	26 331	29 702	41 297	751	37 845	38 971	45 814	48 247

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1				6 609	6 609				
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance					2 203	2 203				
Cellphone Allowance					548	548				
Housing Allowances										
Other benefits and allowances					212	212				
Sub Total - Councillors					9 572	9 572				
% increase	4						(100.0%)			
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2									
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality										
% increase	4									
<u>Other Municipal Staff</u>										
Basic Salaries and Wages					16 670	16 670				
Pension and UIF Contributions					944	944				
Medical Aid Contributions					683	683				
Overtime					680	680				
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff					18 978	18 978				
% increase	4						(100.0%)			
Total Parent Municipality					28 550	28 550				
% increase	4						(100.0%)			
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS					28 550	28 550				
% increase	4						(100.0%)			
TOTAL MANAGERS AND STAFF	5				18 978	18 978				

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	4 668	6 488	7 317	6 320	6 320	6 320	6 320	6 320	6 320
Pension and UIF Contributions					479	479	479			
Medical Aid Contributions					39	39	39			
Motor Vehicle Allowance					1 311	1 311	1 311			
Cellphone Allowance					387	387	387			
Housing Allowances										
Other benefits and allowances					3 404	3 404	3 404			
Sub Total - Councillors		4 668	6 488	7 317	11 939	11 939	11 939	6 320	6 320	6 320
% increase	4		39.0%	12.8%	63.2%			(47.1%)		
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	1 142	1 142	2 655	4 719	4 719	4 719			
Pension and UIF Contributions					9	9	9			
Medical Aid Contributions		102	31	277						
Overtime										
Performance Bonus		221	221							
Motor Vehicle Allowance		674	674	752	778	778	778			
Cellphone Allowance				22						
Housing Allowances		110	110		34	34	34			
Other benefits and allowances		123	123	93	29	29	29			
Payments in lieu of leave				351						
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 372	2 301	4 149	5 569	5 569	5 569			
% increase	4		(3.0%)	80.3%	34.2%			(100.0%)		
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		27 307	30 365	34 032	27 001	27 001	27 001			
Pension and UIF Contributions		4 689	5 934	6 569	5 596	5 596	5 596			
Medical Aid Contributions					2 006	2 006	2 006			
Overtime		649	961	635	754	754	754			
Performance Bonus										
Motor Vehicle Allowance			2 298		1 875	1 875	1 875			
Cellphone Allowance					149	149	149			
Housing Allowances				1 256	224	224	224			
Other benefits and allowances		1 432	1 664							
Payments in lieu of leave										
Long service awards				908						
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		34 077	41 529	43 400	37 604	37 604	37 604			
% increase	4		21.9%	4.5%	(13.4%)			(100.0%)		
Total Parent Municipality		41 117	50 318	54 866	55 113	55 113	55 113	6 320	6 320	6 320
% increase	4		22.4%	9.0%	0.4%			(88.5%)		
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		41 117	50 318	54 866	55 113	55 113	55 113	6 320	6 320	6 320
% increase	4		22.4%	9.0%	0.4%			(88.5%)		
TOTAL MANAGERS AND STAFF	5	36 449	43 829	47 549	43 173	43 173	43 173			

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	1 991	2 964	3 310	2 509	2 509	2 509	3 599	3 811	4 025
Pension and UIF Contributions		143	166	190	159	159	159	178	189	199
Medical Aid Contributions		12	33	30	15	15	15	15	16	16
Motor Vehicle Allowance					853	853	853			
Cellphone Allowance		107	107	110	230	230	230	230	244	258
Housing Allowances										
Other benefits and allowances		22	22	119						
Sub Total - Councillors		2 274	3 293	3 760	3 767	3 767	3 767	4 022	4 259	4 498
% increase	4		44.8%	14.2%	0.2%			6.8%	5.9%	5.6%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	2 741	2 888	2 580	3 397	3 397	3 397	5 456	5 778	6 101
Pension and UIF Contributions		435	468	284	449	449	449	216	228	241
Medical Aid Contributions		173	127	42	34	34	34	36	38	40
Overtime										
Performance Bonus		226	437							
Motor Vehicle Allowance			584	566	891	891	891	420	444	469
Cellphone Allowance		58	108	126	126	126	126	126	133	141
Housing Allowances			276	322	578	578	578	259	274	290
Other benefits and allowances		106	222	480	312	312	312			
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 740	5 110	4 400	5 787	5 787	5 787	6 512	6 896	7 282
% increase	4		36.7%	(13.9%)	31.5%			12.5%	5.9%	5.6%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		19 205	21 982	55 991	68 117	68 117	68 117	74 389	78 777	83 189
Pension and UIF Contributions		3 497	2 144	6 806	8 263	8 263	8 263	11 275	11 941	12 609
Medical Aid Contributions		1 236	966	2 320	2 647	2 647	2 647	3 471	3 676	3 882
Overtime			562	5 400	7 413	7 413	7 413	7 646	8 097	8 550
Performance Bonus		315	637							
Motor Vehicle Allowance				2 006	2 263	2 263	2 263	2 504	2 652	2 801
Cellphone Allowance		365	564	397	547	547	547	627	664	701
Housing Allowances				517	218	218	218	537	568	600
Other benefits and allowances		814	1 026	5 582	8 762	8 762	8 762	10 196	10 797	11 402
Payments in lieu of leave			941		714	714	714			
Long service awards										
Post-retirement benefit obligations			3 659	8 822	1 584	1 584	1 584	10 373	10 985	11 600
Sub Total - Other Municipal Staff		25 433	32 480	87 841	100 528	100 528	100 528	121 017	128 157	135 334
% increase	4		27.7%	170.4%	14.4%			20.4%	5.9%	5.6%
Total Parent Municipality		31 446	40 883	96 001	110 081	110 081	110 081	131 551	139 312	147 114
% increase	4		30.0%	134.8%	14.7%			19.5%	5.9%	5.6%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		31 446	40 883	96 001	110 081	110 081	110 081	131 551	139 312	147 114
% increase	4		30.0%	134.8%	14.7%			19.5%	5.9%	5.6%
TOTAL MANAGERS AND STAFF	5	29 172	37 591	92 241	106 314	106 314	106 314	127 529	135 053	142 616

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	16 193	17 225	18 191	11 347	11 347	11 347	11 661	12 361	13 102
Pension and UIF Contributions					1 231	1 231	1 231	1 590	1 685	1 787
Medical Aid Contributions					127	127	127	265	281	298
Motor Vehicle Allowance					4 487	4 487	4 487	4 452	4 719	5 002
Cellphone Allowance										
Housing Allowances					708	708	708	572	607	643
Other benefits and allowances					222	222	222	668	708	750
Sub Total - Councillors		16 193	17 225	18 191	18 121	18 121	18 121	19 208	20 361	21 582
% increase	4		6.4%	5.6%	(0.4%)			6.0%	6.0%	6.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	7 082	6 440	7 468	8 175	15 684	15 684	8 299	8 299	8 299
Pension and UIF Contributions			715	623	237	458	458			
Medical Aid Contributions					84	153	153			
Overtime										
Performance Bonus				251		415	415			
Motor Vehicle Allowance			1 774	1 725	1 489	2 836	2 836			
Cellphone Allowance										
Housing Allowances					56	107	107			
Other benefits and allowances					410	762	762	2 838	2 838	2 838
Payments in lieu of leave			43	1 066						
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		7 082	8 972	11 134	10 451	20 415	20 415	11 137	11 137	11 137
% increase	4		26.7%	24.1%	(6.1%)	95.3%		(45.4%)		
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		134 319	153 729	201 824	221 744	463 574	463 574	269 042	285 184	302 296
Pension and UIF Contributions		24 536	1 505	1 966	64 638	104 181	104 181	44 233	46 851	49 662
Medical Aid Contributions		11 834	12 522	13 045	15 416	33 627	33 627	19 377	20 540	21 772
Overtime		21 385		35 586	24 277	54 297	54 297	32 116	34 481	36 550
Performance Bonus										
Motor Vehicle Allowance		17 577		2 341	17 044	35 431	35 431	19 745	20 918	22 174
Cellphone Allowance								63	67	71
Housing Allowances		7 058	7 101	16 765	10 535	20 681	20 681	9 062	9 606	10 182
Other benefits and allowances		3 357	59 120	57 818	28 192	46 392	46 392	16 508	17 526	18 577
Payments in lieu of leave		9 880	11 137	24 042	6 458	31 567	31 567	26 704	28 307	30 005
Long service awards		655		102	908	1 135	1 135	381	404	429
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		230 601	245 113	353 489	389 212	790 885	790 885	437 233	463 885	491 718
% increase	4		6.3%	44.2%	10.1%	103.2%		(44.7%)	6.1%	6.0%
Total Parent Municipality		253 876	271 309	382 814	417 784	829 421	829 421	467 578	495 382	524 437
% increase	4		6.9%	41.1%	9.1%	98.5%		(43.6%)	5.9%	5.9%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		253 876	271 309	382 814	417 784	829 421	829 421	467 578	495 382	524 437
% increase	4		6.9%	41.1%	9.1%	98.5%		(43.6%)	5.9%	5.9%
TOTAL MANAGERS AND STAFF	5	237 683	254 085	364 623	399 663	811 300	811 300	448 370	475 022	502 855

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	1 472	1 691	1 755	1 949	1 882	1 882	1 999	2 113	2 229
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		1 472	1 691	1 755	1 949	1 882	1 882	1 999	2 113	2 229
% increase	4		14.9%	3.8%	11.0%	(3.4%)		6.2%	5.7%	5.5%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	2 865	2 843	2 438	3 405	3 405	3 733	4 467	4 731	4 995
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus					220	75	75		40	40
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 865	2 843	2 438	3 625	3 480	3 808	4 467	4 771	5 035
% increase	4		(0.8%)	(14.2%)	48.7%	(4.0%)	9.4%	17.3%	6.8%	5.6%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		7 086	8 247	10 604	13 780	9 945	6 212	15 235	15 934	16 786
Pension and UIF Contributions		918	809	106	1 179	1 195	1 195	1 317	1 395	1 473
Medical Aid Contributions		334	455	575	626	629	629	689	730	770
Overtime		219	349	380	409	412	412	136	144	153
Performance Bonus										
Motor Vehicle Allowance		1 283	141	375	502	261	261	74	79	83
Cellphone Allowance		303	77		68	103	103	52	54	55
Housing Allowances				156	241	188	188	7	7	8
Other benefits and allowances			1 001	1 336	1 335	1 376	1 376	1 274	1 350	1 425
Payments in lieu of leave				514						
Long service awards										
Post-retirement benefit obligations				906						
Sub Total - Other Municipal Staff		10 143	11 079	14 952	18 141	14 110	10 377	18 785	19 692	20 754
% increase	4		9.2%	35.0%	21.3%	(22.2%)	(26.5%)	81.0%	4.8%	5.4%
Total Parent Municipality		14 479	15 613	19 145	23 715	19 472	16 067	25 251	26 576	28 018
% increase	4		7.8%	22.6%	23.9%	(17.9%)	(17.5%)	57.2%	5.2%	5.4%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		14 479	15 613	19 145	23 715	19 472	16 067	25 251	26 576	28 018
% increase	4		7.8%	22.6%	23.9%	(17.9%)	(17.5%)	57.2%	5.2%	5.4%
TOTAL MANAGERS AND STAFF	5	13 008	13 922	17 390	21 766	17 590	14 185	23 252	24 463	25 789

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1				4 662	4 662	4 662	7 413	7 835	8 267
Pension and UIF Contributions					0	0	0			
Medical Aid Contributions										
Motor Vehicle Allowance					1 624	1 624	1 624	752	795	839
Cellphone Allowance					162	162	162	310	328	346
Housing Allowances										
Other benefits and allowances					108	108	108	57	60	64
Sub Total - Councillors					6 557	6 557	6 557	8 532	9 018	9 517
% increase	4							30.1%	5.7%	5.5%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2				2 523	2 523	2 523	3 030	2 317	2 445
Pension and UIF Contributions					180	180	180	201	213	224
Medical Aid Contributions					62	62	62	66	69	73
Overtime										
Performance Bonus					68	68	68	72	76	80
Motor Vehicle Allowance					8	8	8	8	9	9
Cellphone Allowance					172	172	172	182	193	203
Housing Allowances					326	326	326	345	365	385
Other benefits and allowances					101	101	101	107	113	119
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality					3 441	3 441	3 441	4 011	3 355	3 540
% increase	4							16.6%	(16.3%)	5.5%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages					15 756	14 842	15 563	11 782	13 445	14 341
Pension and UIF Contributions					2 496	2 496	2 496	2 358	1 228	1 277
Medical Aid Contributions					863	863	863	1 361	1 448	1 542
Overtime					721	721	721	798	849	904
Performance Bonus					422	422	422	1 530	1 627	1 732
Motor Vehicle Allowance					257	257	257	985	1 045	1 110
Cellphone Allowance					1 368	1 368	1 368	204	216	229
Housing Allowances					1 368	1 368	1 368	239	256	276
Other benefits and allowances					1 101	1 101	1 101	6 161	7 724	8 246
Payments in lieu of leave					450	450	450			
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff					24 800	23 887	24 608	25 417	27 840	29 657
% increase	4					(3.7%)	3.0%	3.3%	9.5%	6.5%
Total Parent Municipality					34 797	33 884	34 605	37 960	40 213	42 714
% increase	4					(2.6%)	2.1%	9.7%	5.9%	6.2%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS					34 797	33 884	34 605	37 960	40 213	42 714
% increase	4					(2.6%)	2.1%	9.7%	5.9%	6.2%
TOTAL MANAGERS AND STAFF	5				28 241	27 327	28 049	29 428	31 195	33 197

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	4 223	4 220	4 205	5 395	5 395	5 395	5 708	6 022	6 342
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		4 223	4 220	4 205	5 395	5 395	5 395	5 708	6 022	6 342
% increase	4		(0.1%)	(0.4%)	28.3%			5.8%	5.5%	5.3%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	4 609	2 756	6 129	6 861	6 861	6 861	6 401	6 754	7 111
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus					961	961	961	896	945	996
Motor Vehicle Allowance										
Cellphone Allowance				108	108	108	108	108	108	108
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		4 609	2 756	6 237	7 929	7 929	7 929	7 406	7 807	8 215
% increase	4		(40.2%)	126.3%	27.1%			(6.6%)	5.4%	5.2%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		20 867	24 952	37 909	50 793	39 539	39 539	49 878	52 622	55 411
Pension and UIF Contributions		2 524	2 810	4 911	5 751	5 381	5 381	6 455	6 810	7 171
Medical Aid Contributions		1 160	1 324	2 255	2 292	2 154	2 154	3 080	3 249	3 422
Overtime		292	811	3 673	1 090	998	998	3 664	3 866	4 071
Performance Bonus		2 777	2 392	3 893	4 594	4 317	4 317	3 211	3 387	3 567
Motor Vehicle Allowance		3 801	4 562	4 890	4 153	3 876	3 876	5 270	5 560	5 855
Cellphone Allowance					685	639	639	650	692	734
Housing Allowances		219	154	190	404	357	357	354	374	393
Other benefits and allowances		155		5 671	1 189	1 143	1 143	1 273	1 343	1 414
Payments in lieu of leave			1 042							
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		31 794	38 046	63 392	70 950	58 403	58 403	73 836	77 903	82 038
% increase	4		19.7%	66.6%	11.9%	(17.7%)		26.4%	5.5%	5.3%
Total Parent Municipality		40 626	45 022	73 833	84 274	71 728	71 728	86 950	91 732	96 594
% increase	4		10.8%	64.0%	14.1%	(14.9%)		21.2%	5.5%	5.3%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		40 626	45 022	73 833	84 274	71 728	71 728	86 950	91 732	96 594
% increase	4		10.8%	64.0%	14.1%	(14.9%)		21.2%	5.5%	5.3%
TOTAL MANAGERS AND STAFF	5	36 403	40 802	69 629	78 879	66 333	66 333	81 242	85 710	90 253

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	2 141	2 360	2 732	3 224			3 518	3 746	4 008
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance		714		911	1 067			967	1 040	1 113
Cellphone Allowance		160		190	340			376	416	445
Housing Allowances										
Other benefits and allowances			963							
Sub Total - Councillors		3 014	3 323	3 833	4 630			4 862	5 202	5 566
% increase	4		10.2%	15.3%	20.8%	(100.0%)			7.0%	7.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	3 650	7 717	2 647	3 365			5 259	5 559	6 259
Pension and UIF Contributions										
Medical Aid Contributions				38						
Overtime										
Performance Bonus			707		346			300	330	360
Motor Vehicle Allowance				916						
Cellphone Allowance		365		144						
Housing Allowances				555				1 758	1 778	1 808
Other benefits and allowances					1 802					
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		4 015	8 424	4 300	5 513			7 317	7 667	8 427
% increase	4		109.8%	(49.0%)	28.2%	(100.0%)			4.8%	9.9%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		13 570	11 313	17 602	20 211			19 315	19 858	22 048
Pension and UIF Contributions		2 401	2 600	2 988	3 666			4 048	4 140	3 595
Medical Aid Contributions		721	976	1 187	1 666			1 853	1 759	1 858
Overtime			579	265	787			820	484	858
Performance Bonus			694	1 367	1 612			1 781	1 981	1 623
Motor Vehicle Allowance			380	396	468			361	411	619
Cellphone Allowance		400						404	420	437
Housing Allowances		1 108		2				379	401	434
Other benefits and allowances		343	1 242	652	681			886	821	775
Payments in lieu of leave				797	1 035			1 277	1 062	1 229
Long service awards					150			150	150	
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		18 543	17 782	25 255	30 275			31 276	31 486	33 475
% increase	4		(4.1%)	42.0%	19.9%	(100.0%)			0.7%	6.3%
Total Parent Municipality		25 572	29 529	33 387	40 419			43 455	44 355	47 468
% increase	4		15.5%	13.1%	21.1%	(100.0%)			2.1%	7.0%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		25 572	29 529	33 387	40 419			43 455	44 355	47 468
% increase	4		15.5%	13.1%	21.1%	(100.0%)			2.1%	7.0%
TOTAL MANAGERS AND STAFF	5	22 558	26 207	29 555	35 788			38 593	39 153	41 901

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)	1									
Basic Salaries and Wages		4 250	4 255	5 112	5 024	5 024	5 024	5 275	5 539	5 816
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance		1 293	1 418	1 486	1 675	1 675	1 675	1 758	1 846	1 939
Cellphone Allowance		299	323	310	592	592	592	621	652	685
Housing Allowances										
Other benefits and allowances					102	102	102	107	113	118
Sub Total - Councillors		5 842	5 997	6 909	7 393	7 393	7 393	7 762	8 150	8 558
% increase	4		2.6%	15.2%	7.0%			5.0%	5.0%	5.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		1 180	2 209	2 806	2 975	2 975	2 975	3 680	3 934	4 205
Pension and UIF Contributions		22	5	2	8	8	8	9	10	10
Medical Aid Contributions										
Overtime										
Performance Bonus					417	417	417	515	551	589
Motor Vehicle Allowance		345	235	24	780	780	780			
Cellphone Allowance		29	17	6	68	68	68	0	0	0
Housing Allowances										
Other benefits and allowances		270	147	29						
Payments in lieu of leave		130								
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		1 976	2 613	2 867	4 248	4 248	4 248	4 205	4 495	4 805
% increase	4		32.3%	9.7%	48.2%			(1.0%)	6.9%	6.9%
Other Municipal Staff										
Basic Salaries and Wages		18 512	20 991	23 808	30 739	30 739	30 739	43 204	40 577	43 347
Pension and UIF Contributions		1 879	2 171	2 741	3 688	3 688	3 688	4 943	5 258	5 621
Medical Aid Contributions		986	1 268	1 516	1 552	1 552	1 552	1 521	1 617	1 728
Overtime		2 387	2 178	1 541	1 242	1 242	1 242	1 678	1 385	1 479
Performance Bonus		1 167	1 472	1 997	2 402	2 402	2 402	3 114	3 314	3 540
Motor Vehicle Allowance		826	1 208	1 229	1 442	1 442	1 442	1 701	1 808	1 933
Cellphone Allowance			47	53	58	58	58	83	88	94
Housing Allowances		25	30	28	29	29	29	29	31	33
Other benefits and allowances		197	456	890	266	266	266	289	306	327
Payments in lieu of leave		233								
Long service awards		(72)								
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		26 140	29 821	33 802	41 417	41 417	41 417	56 561	54 384	58 103
% increase	4		14.1%	13.4%	22.5%			36.6%	(3.8%)	6.8%
Total Parent Municipality		33 958	38 431	43 579	53 058	53 058	53 058	68 528	67 029	71 466
% increase	4		13.2%	13.4%	21.8%			29.2%	(2.2%)	6.6%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		33 958	38 431	43 579	53 058	53 058	53 058	68 528	67 029	71 466
% increase	4		13.2%	13.4%	21.8%			29.2%	(2.2%)	6.6%
TOTAL MANAGERS AND STAFF	5	28 116	32 434	36 670	45 665	45 665	45 665	60 765	58 878	62 908

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	11 264	12 093	13 981	15 495	15 380	12 551	16 590	17 502	18 430
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		11 264	12 093	13 981	15 495	15 380	12 551	16 590	17 502	18 430
% increase	4		7.4%	15.6%	10.8%	(0.7%)	(18.4%)	32.2%	5.5%	5.3%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	3 286	3 949	5 715	5 376	5 590	4 071	6 284	6 735	7 099
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus		(1 293)			576			905	955	1 006
Motor Vehicle Allowance		772	326							
Cellphone Allowance		109	88	95	120	10	8			
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations		109	88	95	120	10	8			
Sub Total - Senior Managers of Municipality		2 983	4 451	5 905	6 192	5 610	4 087	7 189	7 690	8 105
% increase	4		49.2%	32.7%	4.9%	(9.4%)	(27.1%)	75.9%	7.0%	5.4%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		49 142	56 963	56 499	63 946	61 650	52 844	69 006	70 650	74 484
Pension and UIF Contributions		9 822	12 162	12 464	15 886	14 368	11 573	16 373	17 274	18 210
Medical Aid Contributions		3 357	4 080	4 589	6 234	5 489	4 376	5 677	6 873	7 245
Overtime		9 825	10 403	8 996	5 994	11 455	10 614	9 633	10 300	10 862
Performance Bonus		3 759	4 315	4 590	5 431	5 154	6 320	5 771	6 142	6 476
Motor Vehicle Allowance		5 542	6 278	5 365	6 747	6 476	4 994	7 269	8 015	8 449
Cellphone Allowance		485	581	444	585	538	406	583	705	743
Housing Allowances		434	346	258	323	298	213	334	390	410
Other benefits and allowances		1 705	1 944	2 270	2 431	2 490	1 762	1 851	2 968	3 133
Payments in lieu of leave		1 400	3 743	2 298	2 752	2 752	1 835	2 848	3 005	3 166
Long service awards										
Post-retirement benefit obligations		26	28	29	3 430	3 430	3 430	3 636	3 836	4 040
Sub Total - Other Municipal Staff		85 495	100 843	97 801	113 759	114 101	98 366	122 981	130 158	137 218
% increase	4		18.0%	(3.0%)	16.3%	0.3%	(13.8%)	25.0%	5.8%	5.4%
Total Parent Municipality		99 742	117 387	117 687	135 446	135 091	115 004	146 760	155 350	163 753
% increase	4		17.7%	0.3%	15.1%	(0.3%)	(14.9%)	27.6%	5.9%	5.4%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		99 742	117 387	117 687	135 446	135 091	115 004	146 760	155 350	163 753
% increase	4		17.7%	0.3%	15.1%	(0.3%)	(14.9%)	27.6%	5.9%	5.4%
TOTAL MANAGERS AND STAFF	5	88 478	105 294	103 706	119 951	119 711	102 453	130 170	137 848	145 323

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	5 674	7 413	8 988	6 663	6 663	6 663	6 996	7 346	7 713
Pension and UIF Contributions		781	916	846	941	941	941	988	1 038	1 089
Medical Aid Contributions		75			106	206	206	216	227	238
Motor Vehicle Allowance		1 891			2 570	2 570	2 570	2 698	2 833	2 975
Cellphone Allowance		434			604	876	876	920	966	1 015
Housing Allowances										
Other benefits and allowances				13	168	168	168	177	186	195
Sub Total - Councillors		8 855	8 329	9 847	11 052	11 425	11 425	11 996	12 596	13 225
% increase	4		(5.9%)	18.2%	12.2%	3.4%		5.0%	5.0%	5.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	2 890	3 342	4 219	4 144	4 144	4 144	4 383	4 651	4 923
Pension and UIF Contributions		496	409	151	688	688	688	7	8	8
Medical Aid Contributions		71			105	105	105	86	91	97
Overtime										
Performance Bonus										
Motor Vehicle Allowance		96	1 043	425	520	520	520	1 378	1 463	1 548
Cellphone Allowance								336	357	378
Housing Allowances					17	17	17			
Other benefits and allowances		459	274	1 283	936	508	508	2	2	3
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		4 012	5 068	6 078	6 411	5 983	5 983	6 192	6 571	6 956
% increase	4		26.3%	19.9%	5.5%	(6.7%)		3.5%	6.1%	5.9%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		15 024	23 030	25 525	29 673	28 337	28 337	34 371	36 486	38 620
Pension and UIF Contributions		508	587	605	6 407	7 170	7 170	8 070	8 566	9 067
Medical Aid Contributions		581	928	1 430	1 294	1 458	1 458	1 760	1 869	1 979
Overtime		1 619	1 586	2 014	2 165	1 060	1 060	1 014	1 077	1 140
Performance Bonus		1 753	1 387	2 168	2 002	3 846	3 846	2 617	2 778	2 940
Motor Vehicle Allowance		25	3 502	2 822	985	541	541	964	1 023	1 083
Cellphone Allowance										
Housing Allowances					15	49	49	52	55	58
Other benefits and allowances		1 880	42	77	639	1 379	1 379	1 641	1 741	1 843
Payments in lieu of leave		1 341	1 591	1 908						
Long service awards		3 145	4 795	7 405						
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		25 876	37 447	43 953	43 180	43 841	43 841	50 488	53 595	56 730
% increase	4		44.7%	17.4%	(1.8%)	1.5%		15.2%	6.2%	5.9%
Total Parent Municipality		38 743	50 844	59 879	60 643	61 248	61 248	68 676	72 762	76 912
% increase	4		31.2%	17.8%	1.3%	1.0%		12.1%	5.9%	5.7%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		38 743	50 844	59 879	60 643	61 248	61 248	68 676	72 762	76 912
% increase	4		31.2%	17.8%	1.3%	1.0%		12.1%	5.9%	5.7%
TOTAL MANAGERS AND STAFF	5	29 888	42 515	50 031	49 590	49 823	49 823	56 681	60 166	63 686

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	10 443	10 859	10 859	7 884	7 884	7 884	9 261	9 668	10 093
Pension and UIF Contributions					1 076	1 249	1 249	1 031	1 076	1 123
Medical Aid Contributions								830	867	905
Motor Vehicle Allowance					2 751	2 751	2 751	923	973	1 028
Cellphone Allowance					804	804	804	627	655	684
Housing Allowances										
Other benefits and allowances					406	406	406	173	181	189
Sub Total - Councillors		10 443	10 859	10 859	12 921	13 094	13 094	12 845	13 420	14 022
% increase	4		4.0%		19.0%	1.3%		(1.9%)	4.5%	4.5%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	3 528	3 816	3 816	3 334	3 328	3 328	3 777	3 958	4 148
Pension and UIF Contributions		16	107	107	867	956	956	1 714	1 796	1 882
Medical Aid Contributions										
Overtime										
Performance Bonus		321			275	494	494			
Motor Vehicle Allowance		896			1 200	1 200	1 200			
Cellphone Allowance					36	36	36			
Housing Allowances										
Other benefits and allowances			718	718	175	183	183	1 055	1 106	1 159
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		4 761	4 641	4 641	5 887	6 197	6 197	6 545	6 860	7 189
% increase	4		(2.5%)		26.9%	5.3%		5.6%	4.8%	4.8%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		36 742	41 408	41 408	45 314	40 594	40 594	61 993	54 947	57 365
Pension and UIF Contributions		12 081	14 825	14 825	10 594	11 005	11 005	19 349	17 814	18 598
Medical Aid Contributions								4 126	1 022	1 114
Overtime		1 146	1 422	1 422	3 016	1 380	1 380			
Performance Bonus						49	49	4 618	4 821	5 033
Motor Vehicle Allowance		3 927	3 922	3 922	32	4 251	4 251	6 056	6 322	6 600
Cellphone Allowance						66	66	95	99	103
Housing Allowances		138	128	128	154	257	257	106	111	116
Other benefits and allowances			6 787	6 787		3 619	3 619	666	695	726
Payments in lieu of leave										
Long service awards		1 732				300	300			
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		55 766	68 492	68 492	59 110	65 647	65 647	93 906	85 876	89 655
% increase	4		22.8%		(13.7%)	11.1%		43.0%	(8.6%)	4.4%
Total Parent Municipality		70 970	83 991	83 991	77 918	84 938	84 938	113 296	106 156	110 866
% increase	4		18.3%		(7.2%)	9.0%		33.4%	(6.3%)	4.4%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		70 970	83 991	83 991	77 918	84 938	84 938	113 296	106 156	110 866
% increase	4		18.3%		(7.2%)	9.0%		33.4%	(6.3%)	4.4%
TOTAL MANAGERS AND STAFF	5	60 527	73 133	73 133	64 997	71 844	71 844	100 451	92 737	96 844

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)	1									
Basic Salaries and Wages		3 827	3 949	3 960	4 056	4 056	4 056	4 031	4 289	4 856
Pension and UIF Contributions		262	349	344	363	363	363	371	395	447
Medical Aid Contributions			44	67	68	68	68	82	87	99
Motor Vehicle Allowance			1 246		1 443	1 443	1 443	1 399	1 489	1 685
Cellphone Allowance			466	422	537	537	537	292	311	352
Housing Allowances										
Other benefits and allowances		1 585		1 399						
Sub Total - Councillors		5 674	6 054	6 191	6 467	6 467	6 467	6 175	6 570	7 438
% increase	4		6.7%	2.3%	4.5%			(4.5%)	6.4%	13.2%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		2 142	2 031	2 340	2 504	2 504	2 504	2 476	2 619	2 771
Pension and UIF Contributions		751	217	244	804	804	804	62	65	69
Medical Aid Contributions					197	197	197	144	152	161
Overtime										
Performance Bonus			646	509						
Motor Vehicle Allowance			3 429	4 111	1 490	1 490	1 490	1 509	1 596	1 689
Cellphone Allowance					44	44	44	44	47	50
Housing Allowances										
Other benefits and allowances		3 900			852	852	852	3 147	3 329	3 522
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		6 792	6 323	7 204	5 892	5 892	5 892	7 381	7 809	8 262
% increase	4		(6.9%)	13.9%	(18.2%)			25.3%	5.8%	5.8%
Other Municipal Staff										
Basic Salaries and Wages		63 386	80 040	85 611	94 172	94 172	94 172	100 915	107 390	114 559
Pension and UIF Contributions		13 118	12 384	15 926	20 837	20 837	20 837	14 075	14 975	15 980
Medical Aid Contributions			4 596		6 031	6 031	6 031	7 234	7 698	8 211
Overtime		3 198	4 528	8 230						
Performance Bonus										
Motor Vehicle Allowance		2 097	6 706	7 048	5 221	5 221	5 221	5 424	5 781	6 166
Cellphone Allowance					469	469	469	511	542	578
Housing Allowances		563	611	662	661	661	661	830	885	942
Other benefits and allowances		3 101	4 141	3 889	5 375	5 375	5 375	13 209	14 042	14 990
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		85 463	113 005	121 367	132 765	132 765	132 765	142 199	151 313	161 428
% increase	4		32.2%	7.4%	9.4%			7.1%	6.4%	6.7%
Total Parent Municipality		97 929	125 382	134 762	145 124	145 124	145 124	155 756	165 692	177 128
% increase	4		28.0%	7.5%	7.7%			7.3%	6.4%	6.9%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		97 929	125 382	134 762	145 124	145 124	145 124	155 756	165 692	177 128
% increase	4		28.0%	7.5%	7.7%			7.3%	6.4%	6.9%
TOTAL MANAGERS AND STAFF	5	92 255	119 328	128 570	138 657	138 657	138 657	149 581	159 122	169 690

Kwazulu-Natal: Umhlabuyalingana(KZN271) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2015

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	8 516	5 537	6 029	5 587	5 587	5 587	7 869	8 294	8 742
Pension and UIF Contributions		841								
Medical Aid Contributions		216								
Motor Vehicle Allowance		95	1 601	1 748	1 862	1 862	1 862	1 324	1 396	1 471
Cellphone Allowance		636	403	748	710	710	710	674	710	749
Housing Allowances										
Other benefits and allowances		264		122	205	205	205	87	92	97
Sub Total - Councillors		10 567	7 542	8 647	8 364	8 364	8 364	9 955	10 492	11 059
% increase	4		(28.6%)	14.7%	(3.3%)			19.0%	5.4%	5.4%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	2 158	1 948	2 400	3 350	3 500	3 500	3 500	3 724	3 962
Pension and UIF Contributions			130	119	89	154	154	154	163	174
Medical Aid Contributions			161		44	51	51	52	55	59
Overtime										
Performance Bonus			13	143	298	313	313	324	345	367
Motor Vehicle Allowance			336	455	629	629	629	629	670	713
Cellphone Allowance			58	75	126	131	131	131	139	148
Housing Allowances										
Other benefits and allowances		43	280	47	200	162	162	359	382	407
Payments in lieu of leave		180	55	162	236	245	245			
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 382	2 981	3 401	4 972	5 185	5 185	5 150	5 479	5 830
% increase	4		25.1%	14.1%	46.2%	4.3%		(0.7%)	6.4%	6.4%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		8 516	8 348	15 001	21 904	22 141	22 141	24 503	26 071	27 581
Pension and UIF Contributions		841	822	961	1 834	1 850	1 850	2 270	2 415	2 548
Medical Aid Contributions		216	289	396	1 220	1 126	1 126	1 244	1 324	1 401
Overtime		95	223	411	407	385	385	515	548	580
Performance Bonus		636	996	836	1 346	1 281	1 281	1 461	1 555	1 641
Motor Vehicle Allowance			221	96	720	710	710	720	766	803
Cellphone Allowance				67	28	282	282	282	300	316
Housing Allowances										
Other benefits and allowances		264	1 185	971	1 768	1 196	1 196	1 323	1 407	1 491
Payments in lieu of leave		703	297		1 285	1 275	1 275			
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		11 270	12 382	18 739	30 512	30 246	30 246	32 317	34 386	36 361
% increase	4		9.9%	51.3%	62.8%	(0.9%)		6.8%	6.4%	5.7%
Total Parent Municipality		24 219	22 905	30 787	43 849	43 796	43 796	47 422	50 357	53 250
% increase	4		(5.4%)	34.4%	42.4%	(0.1%)		8.3%	6.2%	5.7%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		24 219	22 905	30 787	43 849	43 796	43 796	47 422	50 357	53 250
% increase	4		(5.4%)	34.4%	42.4%	(0.1%)		8.3%	6.2%	5.7%
TOTAL MANAGERS AND STAFF	5	13 652	15 363	22 140	35 485	35 431	35 431	37 467	39 865	42 191

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	5 789	7 661		10 780	10 780	10 780	10 997	11 613	12 240
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance					814	814	814	835	874	914
Housing Allowances										
Other benefits and allowances					377	377	377	118	123	129
Sub Total - Councillors		5 789	7 661		11 971	11 971	11 971	11 949	12 610	13 283
% increase	4		32.3%	(100.0%)				(0.2%)	5.5%	5.3%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	2 225	1 106		2 665	2 665	2 665	2 783	2 912	3 048
Pension and UIF Contributions		6	431		27	27	27			
Medical Aid Contributions										
Overtime										
Performance Bonus		102			272	272	272	284	297	311
Motor Vehicle Allowance		1 237	535		1 058	1 058	1 058	1 086	1 137	1 189
Cellphone Allowance										
Housing Allowances					136	136	136	140	146	153
Other benefits and allowances		604	223		147	147	147	153	160	168
Payments in lieu of leave					183	183	183	191	200	209
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		4 174	2 295		4 489	4 489	4 489	4 637	4 852	5 078
% increase	4		(45.0%)	(100.0%)				3.3%	4.7%	4.6%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		15 222	19 888		17 238	17 238	17 238	26 091	27 304	28 573
Pension and UIF Contributions		1 954	3 193		3 402	3 402	3 402	5 270	5 515	5 772
Medical Aid Contributions		790	940		1 997	1 997	1 997	2 111	2 210	2 312
Overtime		157	527		697	697	697	273	286	299
Performance Bonus		867	1 068					51	53	55
Motor Vehicle Allowance		3 648	2 851		1 412	1 412	1 412	1 653	1 730	1 810
Cellphone Allowance		166	199							
Housing Allowances		110	145							
Other benefits and allowances		313	195		2 715	2 715	2 715			
Payments in lieu of leave					1 189	1 189	1 189	129	135	141
Long service awards		1 723	1 927							
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		24 950	30 932		28 651	28 651	28 651	35 578	37 232	38 963
% increase	4		24.0%	(100.0%)				24.2%	4.7%	4.6%
Total Parent Municipality		34 913	40 889		45 110	45 110	45 110	52 164	54 694	57 324
% increase	4		17.1%	(100.0%)				15.6%	4.9%	4.8%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		34 913	40 889		45 110	45 110	45 110	52 164	54 694	57 324
% increase	4		17.1%	(100.0%)				15.6%	4.9%	4.8%
TOTAL MANAGERS AND STAFF	5	29 124	33 228		33 139	33 139	33 139	40 214	42 084	44 041

Kwazulu-Natal: The Big 5 False Bay(KZN273) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2015

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	867	890	974	1 192	1 192	1 192	1 080	1 139	1 200
Pension and UIF Contributions		143	156	172				191	201	212
Medical Aid Contributions										
Motor Vehicle Allowance				382	397	397	397	430	454	478
Cellphone Allowance				105	155	155	155	165	174	183
Housing Allowances										
Other benefits and allowances		420	370	26	16	16	16			
Sub Total - Councillors		1 430	1 416	1 658	1 760	1 760	1 760	1 866	1 968	2 073
% increase	4		(1.0%)	17.1%	6.2%			6.0%	5.5%	5.3%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	2 325	2 493	3 119	4 207	2 552	2 552	2 535	2 675	2 816
Pension and UIF Contributions		27	38		9	6	6	6	6	6
Medical Aid Contributions										
Overtime										
Performance Bonus				0						
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances		538	530	50	46	26	26	236	249	262
Payments in lieu of leave								45	47	50
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 890	3 062	3 169	4 262	2 584	2 584	2 822	2 977	3 134
% increase	4		5.9%	3.5%	34.5%	(39.4%)		9.2%	5.5%	5.3%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages	4	4 908	7 891	8 355	10 158	8 991	8 991	11 804	12 453	13 113
Pension and UIF Contributions		57	56	1 261	1 526	1 586	1 586	2 162	2 281	2 402
Medical Aid Contributions		610	818	688	567	736	736	933	984	1 036
Overtime		153	153	133	8	92	92	640	675	711
Performance Bonus			328							
Motor Vehicle Allowance					44	944	944	732	772	813
Cellphone Allowance										
Housing Allowances				14						
Other benefits and allowances		76	100	176	151	98	98	1 131	1 193	1 257
Payments in lieu of leave		21	467			1 100	1 100	910	960	1 011
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		5 825	9 814	10 629	12 454	13 547	13 547	18 312	19 318	20 343
% increase	4		68.5%	8.3%	17.2%	8.8%		35.2%	5.5%	5.3%
Total Parent Municipality		10 145	14 291	15 456	18 476	17 891	17 891	23 000	24 263	25 550
% increase	4		40.9%	8.1%	19.5%	(3.2%)		28.6%	5.5%	5.3%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		10 145	14 291	15 456	18 476	17 891	17 891	23 000	24 263	25 550
% increase	4		40.9%	8.1%	19.5%	(3.2%)		28.6%	5.5%	5.3%
TOTAL MANAGERS AND STAFF	5	8 715	12 875	13 798	16 716	16 131	16 131	21 134	22 295	23 477

Kwazulu-Natal: Hlabisa(KZN274) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2015

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	2 124	2 238	1 559	3 961	3 961	3 961	3 961	4 164	4 198
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance					958	958	958	958	1 015	1 259
Cellphone Allowance					316	316	316	316	355	398
Housing Allowances										
Other benefits and allowances		1 518	1 518	2 239	71	71	71	71	90	102
Sub Total - Councillors		3 642	3 756	3 798	5 306	5 306	5 306	5 306	5 625	5 957
% increase	4		3.1%	1.1%	39.7%				6.0%	5.9%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	1 130	1 232	1 530	2 791	2 033	2 033	2 401	2 791	3 041
Pension and UIF Contributions		103	65	15	54	54	54	104	54	61
Medical Aid Contributions										
Overtime										
Performance Bonus					337					
Motor Vehicle Allowance		205	486	231	675	475	475	582	675	726
Cellphone Allowance			42	42	179	74	74	61	179	204
Housing Allowances			132	180	416	216	216	270	416	426
Other benefits and allowances		1 691	283	264	449	449	449	296	449	462
Payments in lieu of leave						50	50			
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 130	2 240	2 262	4 903	3 351	3 351	3 713	4 565	4 919
% increase	4		(28.4%)	1.0%	116.8%	(31.6%)		10.8%	23.0%	7.8%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		7 484	9 759	11 239	14 222	15 125	15 125	16 129	15 739	16 416
Pension and UIF Contributions		8 918	28	94	1 945	1 945	1 945	1 899	1 949	2 042
Medical Aid Contributions		226	336	479	1 149	1 149	1 149	1 149	1 149	1 207
Overtime		855	824	497	650	512	512	600	650	927
Performance Bonus										
Motor Vehicle Allowance		812	526	666	820	737	737	1 609	1 516	1 128
Cellphone Allowance		838	841	735	347	453	453	473	347	585
Housing Allowances		883	527	288	722	569	569	868	723	769
Other benefits and allowances		212	1 433	1 447	585	585	585	738	766	624
Payments in lieu of leave						200	200	769	900	989
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		20 230	14 273	15 446	20 441	21 275	21 275	24 236	23 739	24 687
% increase	4		(29.4%)	8.2%	32.3%	4.1%		13.9%	(2.0%)	4.0%
Total Parent Municipality		27 002	20 269	21 506	30 649	29 932	29 932	33 255	33 929	35 563
% increase	4		(24.9%)	6.1%	42.5%	(2.3%)		11.1%	2.0%	4.8%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		27 002	20 269	21 506	30 649	29 932	29 932	33 255	33 929	35 563
% increase	4		(24.9%)	6.1%	42.5%	(2.3%)		11.1%	2.0%	4.8%
TOTAL MANAGERS AND STAFF	5	23 360	16 513	17 708	25 343	24 626	24 626	27 949	28 304	29 606

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	9 789	8 579	7 707	7 146	7 146	7 146	7 503	11 574	12 152
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance				2 359	2 379	2 379	2 379	2 501		
Cellphone Allowance				528	976	976	976	1 018		
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		9 789	8 579	10 594	10 502	10 502	10 502	11 022	11 574	12 152
% increase	4		(12.4%)	23.5%	(0.9%)			5.0%	5.0%	5.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	2 234	1 672	4 950	3 478	3 478	3 478	2 924	3 158	3 411
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus				542	329	329	329	625	675	729
Motor Vehicle Allowance		631	511		411	411	411	808	873	942
Cellphone Allowance		71	600	132	102	102	102	120	130	140
Housing Allowances					218	218	218	554	598	48
Other benefits and allowances		140	724	68				741	800	864
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 075	3 507	5 692	4 538	4 538	4 538	5 771	6 234	6 134
% increase	4		14.0%	62.3%	(20.3%)			27.2%	8.0%	(1.6%)
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		15 033	18 294	25 037	13 000	14 952	17 029	22 263	24 043	26 564
Pension and UIF Contributions		2 559	3 807	4 597	4 704	4 603	4 603	6 877	7 427	8 021
Medical Aid Contributions		1 050	1 409	2 613	2 181	2 218	2 218	4 125	4 455	4 811
Overtime		1 105	2 245	249	645	690	690	2 032	2 194	2 370
Performance Bonus		1 011	1 557	3 098	2 307	2 077				
Motor Vehicle Allowance		3 820	3 978	3 587	2 907	2 798	2 798	2 492	2 692	2 907
Cellphone Allowance		114	35		120	120	120	124	134	145
Housing Allowances		388	303		617	866	866	1 587	1 714	1 851
Other benefits and allowances		2 348	931		1 496	2 495	2 495	1 855	2 003	2 164
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		27 428	32 559	39 181	27 977	30 819	30 819	41 354	44 662	48 833
% increase	4		18.7%	20.3%	(28.6%)	10.2%		34.2%	8.0%	9.3%
Total Parent Municipality		40 292	44 645	55 467	43 017	45 859	45 859	58 148	62 469	67 119
% increase	4		10.8%	24.2%	(22.4%)	6.6%		26.8%	7.4%	7.4%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		40 292	44 645	55 467	43 017	45 859	45 859	58 148	62 469	67 119
% increase	4		10.8%	24.2%	(22.4%)	6.6%		26.8%	7.4%	7.4%
TOTAL MANAGERS AND STAFF	5	30 503	36 066	44 873	32 515	35 357	35 357	47 126	50 896	54 967

Kwazulu-Natal: Umkhanyakude(DC27) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2015

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	6 439	4 685	4 836	7 766	4 766	4 766	8 857	9 155	10 617
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance					542	542	542	308	572	604
Housing Allowances										
Other benefits and allowances		25	1 559	2 117	2 188	2 188	2 188	2 245	2 308	2 435
Sub Total - Councillors		6 464	6 244	6 953	10 497	7 496	7 496	11 409	12 035	13 655
% increase	4		(3.4%)	11.4%	51.0%	(28.6%)		52.2%	5.5%	13.5%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	3 220	2 757	3 739	5 823	5 823	5 823	6 873	6 222	6 648
Pension and UIF Contributions		537	167	90	54	54	54	10	58	62
Medical Aid Contributions										
Overtime										
Performance Bonus		182								
Motor Vehicle Allowance		1 920	907	1 679	451	451	451		482	515
Cellphone Allowance										
Housing Allowances					94	94	94		101	108
Other benefits and allowances		346	662	928	654	654	654	62	698	746
Payments in lieu of leave					279	279	279		299	319
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		6 205	4 493	6 435	7 355	7 355	7 355	6 945	7 860	8 398
% increase	4		(27.6%)	43.2%	14.3%			(5.6%)	13.2%	6.8%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		30 990	47 606	78 812	71 545	71 545	71 545	82 743	76 100	80 010
Pension and UIF Contributions		7 034	10 160	14 386	12 589	12 589	12 589	13 964	13 395	14 252
Medical Aid Contributions					3 346	3 346	3 346	3 677	3 560	4 723
Overtime		2 018	2 671	3 084	410	410	410	714	436	464
Performance Bonus					6 504	6 504	6 504	7 361	6 918	7 359
Motor Vehicle Allowance		4 796	5 427	5 056	3 241	3 241	3 241	3 937	3 447	3 665
Cellphone Allowance					628	628	628	473	668	851
Housing Allowances		6 347	641	1 160	125	125	125	144	133	141
Other benefits and allowances		3 226	1 060	1 798	4 296	4 296	4 296	4 069	4 568	4 857
Payments in lieu of leave					3 746	3 746	3 746		3 985	4 239
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		54 411	67 565	104 296	106 431	104 617	104 617	117 082	113 210	120 561
% increase	4		24.2%	54.4%	2.0%	(1.7%)		11.9%	(3.3%)	6.5%
Total Parent Municipality		67 080	78 302	117 684	124 283	119 469	119 469	135 437	133 105	142 614
% increase	4		16.7%	50.3%	5.6%	(3.9%)		13.4%	(1.7%)	7.1%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages			829	877	5 000	4 000	4 000	2 451	2 800	3 199
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus			102	83						
Motor Vehicle Allowance			201	198						
Cellphone Allowance			22	26						
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities			1 154	1 184	5 000	4 000	4 000	2 451	2 800	3 199
% increase	4			2.6%	322.4%	(20.0%)		(38.7%)	14.3%	14.2%
<u>Other Staff of Entities</u>										
Basic Salaries and Wages					8 670	840	840	531		
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities					8 670	840	840	531		
% increase	4					(9.3%)		(36.8%)	(100.0%)	
Total Municipal Entities			1 154	1 184	13 670	4 840	4 840	2 982	2 800	3 199
TOTAL SALARY, ALLOWANCES & BENEFITS		67 080	79 456	118 868	137 953	124 309	124 309	138 419	135 905	145 814
% increase	4		18.5%	49.6%	16.1%	(9.9%)		11.4%	(1.8%)	7.3%
TOTAL MANAGERS AND STAFF	5	60 616	73 212	111 915	127 456	116 813	116 813	127 010	123 870	132 158

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		4 549	4 506	4 759	4 988	4 988	4 988	5 419	5 690	5 975
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance		1 193	370	1 503	1 663	1 663	1 663	1 564	1 642	1 724
Cellphone Allowance		319	1 623	725				626	626	626
Housing Allowances										
Other benefits and allowances					784	784	784	162	165	168
Sub Total - Councillors		6 060	6 499	6 988	7 435	7 435	7 435	7 772	8 124	8 493
% increase			7.2%	7.5%	6.4%			4.5%	4.5%	4.5%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages		2 400	1 827	2 372	3 640	3 640	3 640	3 527	3 738	3 960
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus					232	232	232			
Motor Vehicle Allowance		431	467	1 034	1 435	1 435	1 435	1 518	1 585	1 656
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances		6	222	304	13	13	13	128	128	128
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 837	2 517	3 710	5 320	5 320	5 320	5 173	5 451	5 743
% increase			(11.3%)	47.4%	43.4%			(2.8%)	5.4%	5.4%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		8 235	9 393	11 450	12 694	12 694	12 694	16 512	19 336	20 802
Pension and UIF Contributions		1 274	1 682	1 892	2 053	2 053	2 053	2 599	3 107	3 389
Medical Aid Contributions		704	821	1 084	1 265	1 265	1 265	1 853	2 290	2 541
Overtime		733	733	944	308	308	308	446	456	456
Performance Bonus					1 089	1 089	1 089			
Motor Vehicle Allowance		1 605	960	1 172	1 113	1 113	1 113	1 927	2 342	2 564
Cellphone Allowance										
Housing Allowances		40	43	39				84	103	104
Other benefits and allowances		1 219	1 363		1 404	1 404	1 404	3 002	3 404	3 586
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		13 810	14 994	16 581	19 925	19 925	19 925	26 423	31 037	33 442
% increase			8.6%	10.6%	20.2%			32.6%	17.5%	7.7%
Total Parent Municipality		22 707	24 010	27 279	32 679	32 679	32 679	39 368	44 611	47 679
% increase			5.7%	13.6%	19.8%			20.5%	13.3%	6.9%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase										
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase										
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase										
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		22 707	24 010	27 279	32 679	32 679	32 679	39 368	44 611	47 679
% increase			5.7%	13.6%	19.8%			20.5%	13.3%	6.9%
TOTAL MANAGERS AND STAFF		16 647	17 511	20 291	25 244	25 244	25 244	31 596	36 488	39 186

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	9 771	10 895	13 450	14 451	14 451	14 451	15 409	16 565	17 891
Pension and UIF Contributions		1 467	1 636	2 019	2 203	2 203	2 203	2 311	2 485	2 684
Medical Aid Contributions		424	650	830	920	920	920	1 112	1 196	1 291
Motor Vehicle Allowance		3 412	2 922	3 642	3 859	3 859	3 859	3 987	4 286	4 629
Cellphone Allowance		789	831	1 251	1 315	1 315	1 315	1 420	1 527	1 649
Housing Allowances					201	201	201	244	263	284
Other benefits and allowances			215	216	227	227	227	245	263	285
Sub Total - Councillors		15 863	17 148	21 408	23 176	23 176	23 176	24 729	26 584	28 711
% increase	4		8.1%	24.8%	8.3%			6.7%	7.5%	8.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	4 443	4 740	4 893	5 475	4 805	4 805	8 842	9 417	9 982
Pension and UIF Contributions		340	467	457	657	697	697	720	766	812
Medical Aid Contributions		101	120	112	128	36	36	105	112	119
Overtime										
Performance Bonus		310	485	472	1 124	1 133	1 132	1 558	1 659	1 759
Motor Vehicle Allowance		1 329	1 476	1 466	1 383	918	918	1 145	1 220	1 293
Cellphone Allowance		100	120	113	129	114	114	187	199	211
Housing Allowances										
Other benefits and allowances		194	228	278	398	1 689	1 689	331	353	374
Payments in lieu of leave			259	333						
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		6 817	7 895	8 127	9 295	9 392	9 392	12 889	13 726	14 550
% increase	4		15.8%	2.9%	14.4%	1.0%		37.2%	6.5%	6.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		234 134	257 078	285 768	334 750	332 843	332 843	353 948	391 910	430 427
Pension and UIF Contributions		39 009	47 677	51 167	70 857	59 041	59 041	72 208	76 917	81 538
Medical Aid Contributions		19 734	22 103	24 794	36 163	27 196	27 196	31 524	33 576	35 594
Overtime		27 268	26 267	31 206	30 592	33 558	33 558	35 907	38 601	41 689
Performance Bonus										
Motor Vehicle Allowance		23 074	26 511	30 418	36 794	35 021	35 021	36 210	38 442	40 752
Cellphone Allowance		925	1 087	1 297	2 000	2 012	2 012	3 388	3 611	3 829
Housing Allowances		3 755	3 672	3 270	4 450	4 057	4 057	3 939	4 201	4 456
Other benefits and allowances		29 276	32 322	35 204	40 850	37 522	37 522	41 644	44 499	47 177
Payments in lieu of leave		9 196	12 280	6 388	17 391	17 391	17 391	20 390	21 718	23 024
Long service awards										
Post-retirement benefit obligations		2 520	3 009	3 351		3 421	3 421	3 771	3 113	3 300
Sub Total - Other Municipal Staff		388 890	432 005	472 864	573 846	552 063	552 063	602 931	656 586	711 785
% increase	4		11.1%	9.5%	21.4%	(3.8%)		9.2%	8.9%	8.4%
Total Parent Municipality		411 570	457 048	502 399	606 317	584 632	584 631	640 548	696 897	755 046
% increase	4		11.0%	9.9%	20.7%	(3.6%)		9.6%	8.8%	8.3%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		411 570	457 048	502 399	606 317	584 632	584 631	640 548	696 897	755 046
% increase	4		11.0%	9.9%	20.7%	(3.6%)		9.6%	8.8%	8.3%
TOTAL MANAGERS AND STAFF	5	395 707	439 900	480 990	583 141	561 455	561 455	615 819	670 313	726 335

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)	1									
Basic Salaries and Wages		1 933	2 046	2 566	2 631	2 926	2 926	3 217	3 443	3 684
Pension and UIF Contributions		137								
Medical Aid Contributions										
Motor Vehicle Allowance		619	610	855	877	975	975	933	999	1 068
Cellphone Allowance		182	198	334	357	357	357	379	406	434
Housing Allowances										
Other benefits and allowances			57	58	101	62	62	65	70	75
Sub Total - Councillors		2 871	2 912	3 812	3 966	4 319	4 319	4 595	4 917	5 261
% increase	4		1.4%	30.9%	4.0%	8.9%		6.4%	7.0%	7.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		1 673	1 443	1 218	1 985	1 617	1 617	1 975	2 086	2 211
Pension and UIF Contributions		17		4	5	5	5	5	6	6
Medical Aid Contributions										
Overtime										
Performance Bonus		151	161	319	278	180	180	277	292	310
Motor Vehicle Allowance		503	326	338	571	370	370	565	597	633
Cellphone Allowance		41			45					
Housing Allowances										
Other benefits and allowances		3	31	54	26	22	22	26	27	29
Payments in lieu of leave					64	52	52	63	67	71
Long service awards				24						
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 388	1 960	1 956	2 973	2 246	2 246	2 911	3 074	3 259
% increase	4		(17.9%)	(0.2%)	52.0%	(24.4%)		29.6%	5.6%	6.0%
Other Municipal Staff										
Basic Salaries and Wages		3 678	3 908	6 499	7 177	7 136	7 136	8 364	8 832	8 955
Pension and UIF Contributions		542	593	1 027	1 408	1 273	1 273	1 521	1 606	1 703
Medical Aid Contributions		265	392	485	618	574	574	644	680	720
Overtime		150	131	272	209	272	272	396	419	444
Performance Bonus		285	275	289	560	490	490	601	634	673
Motor Vehicle Allowance		447	624	669	937	808	808	831	877	930
Cellphone Allowance										
Housing Allowances		37	45	38	150	88	88	150	159	168
Other benefits and allowances		32	86	174	216	202	202	233	246	261
Payments in lieu of leave					215	198	198	231	244	258
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		5 437	6 054	9 453	11 492	11 041	11 041	12 971	13 697	14 112
% increase	4		11.4%	56.1%	21.6%	(3.9%)		17.5%	5.6%	3.0%
Total Parent Municipality		10 695	10 926	15 222	18 430	17 606	17 606	20 478	21 688	22 632
% increase	4		2.2%	39.3%	21.1%	(4.5%)		16.3%	5.9%	4.4%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		10 695	10 926	15 222	18 430	17 606	17 606	20 478	21 688	22 632
% increase	4		2.2%	39.3%	21.1%	(4.5%)		16.3%	5.9%	4.4%
TOTAL MANAGERS AND STAFF	5	7 824	8 014	11 409	14 464	13 287	13 287	15 882	16 771	17 371

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	7 514	9 446	9 999	10 512	10 098	10 098	10 805	11 562	12 371
Pension and UIF Contributions		874	1 047	567	837	804	804	860	921	985
Medical Aid Contributions		102	52	270	310	298	298	319	341	365
Motor Vehicle Allowance		2 890	2 135	2 178	3 887	3 734	3 734	3 995	4 275	4 574
Cellphone Allowance		639	53	674	1 161	1 115	1 115	1 193	1 277	1 366
Housing Allowances		41								
Other benefits and allowances					187	180	180	192	206	220
Sub Total - Councillors		12 059	12 733	13 688	16 894	16 229	16 229	17 365	18 581	19 882
% increase	4		5.6%	7.5%	23.4%	(3.9%)		7.0%	7.0%	7.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	3 870	5 479	3 624	5 135	4 233	4 233	5 448	5 829	6 237
Pension and UIF Contributions		707	744	102	276	179	179	296	317	339
Medical Aid Contributions						7	7			
Overtime										
Performance Bonus		765	591	156	822	1 096	1 096			
Motor Vehicle Allowance		777	615	535	866	714	714	932	997	1 067
Cellphone Allowance		60		75	108	99	99	90	96	103
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		6 179	7 429	4 491	7 207	6 328	6 328	6 766	7 240	7 746
% increase	4		20.2%	(39.5%)	60.5%	(12.2%)		6.9%	7.0%	7.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		30 571	24 825	32 055	45 220	44 667	44 667	56 604	60 563	64 800
Pension and UIF Contributions		6 781	6 953	7 917	8 086	7 457	7 457	12 793	13 689	14 647
Medical Aid Contributions		1 944	1 959	2 259	2 644	2 273	2 273	3 641	3 896	4 169
Overtime		3 191	5 093	3 515	3 293	3 113	3 113	4 975	5 324	5 696
Performance Bonus		(390)			(40)					
Motor Vehicle Allowance		1 438	2 205	2 291	1 778	2 063	2 063	2 911	3 115	3 333
Cellphone Allowance		(60)			108	146	146	157	168	179
Housing Allowances		132	299	115	134	144	144	137	146	156
Other benefits and allowances		2 089	5 439	6 926	3 359	564	564	226	242	259
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		45 696	46 772	55 078	64 582	60 426	60 426	81 443	87 142	93 239
% increase	4		2.4%	17.8%	17.3%	(6.4%)		34.8%	7.0%	7.0%
Total Parent Municipality		63 934	66 934	73 257	88 683	82 984	82 984	105 575	112 963	120 867
% increase	4		4.7%	9.4%	21.1%	(6.4%)		27.2%	7.0%	7.0%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		63 934	66 934	73 257	88 683	82 984	82 984	105 575	112 963	120 867
% increase	4		4.7%	9.4%	21.1%	(6.4%)		27.2%	7.0%	7.0%
TOTAL MANAGERS AND STAFF	5	51 875	54 201	59 569	71 789	66 754	66 754	88 209	94 382	100 985

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	1 626	1 649	1 569	1 907	2 085	2 085	1 898	2 002	2 112
Pension and UIF Contributions		238	262	251	283	314	314	333	351	370
Medical Aid Contributions				34	38	43	43	44	46	49
Motor Vehicle Allowance		544	598	676	292	403	403	734	774	817
Cellphone Allowance		142	156	206	230	259	259	316	333	352
Housing Allowances										
Other benefits and allowances				107	40	40	40	42	44	47
Sub Total - Councillors		2 550	2 666	2 843	2 790	3 143	3 143	3 366	3 551	3 747
% increase	4		4.5%	6.7%	(1.9%)	12.6%		7.1%	5.5%	5.5%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	1 662	1 786	2 608	3 147	3 147	3 147	2 721	553	584
Pension and UIF Contributions					31	31	31			
Medical Aid Contributions										
Overtime										
Performance Bonus		259	176	641	436	436	436	525	553	584
Motor Vehicle Allowance		278	204					686	553	584
Cellphone Allowance				39	24	24	24	24	24	24
Housing Allowances										
Other benefits and allowances					4	4	4	4	4	4
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 199	2 166	3 287	3 642	3 642	3 642	3 959	1 688	1 779
% increase	4		(1.5%)	51.7%	10.8%			8.7%	(57.4%)	5.4%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		9 300	12 952	14 479	16 312	15 160	15 160	17 098	18 038	19 030
Pension and UIF Contributions		1 271	1 863	1 929	2 125	2 121	2 121	2 279	2 405	2 537
Medical Aid Contributions		750		501	871	976	976	1 231	1 298	1 370
Overtime				848		1 071	1 071	1 157	1 220	1 288
Performance Bonus			274							
Motor Vehicle Allowance			166	931	660	1 096	1 096	660	696	735
Cellphone Allowance										
Housing Allowances				417						
Other benefits and allowances		225		307	528	684	684	931	982	1 036
Payments in lieu of leave										
Long service awards			32	60	250	250	250	250	264	278
Post-retirement benefit obligations		200	(180)	176	100	100	100	100	106	111
Sub Total - Other Municipal Staff		11 746	15 108	19 649	20 846	21 457	21 457	23 706	25 010	26 385
% increase	4		28.6%	30.1%	6.1%	2.9%		10.5%	5.5%	5.5%
Total Parent Municipality		16 495	19 940	25 780	27 278	28 242	28 242	31 031	30 249	31 911
% increase	4		20.9%	29.3%	5.8%	3.5%		9.9%	(2.5%)	5.5%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		16 495	19 940	25 780	27 278	28 242	28 242	31 031	30 249	31 911
% increase	4		20.9%	29.3%	5.8%	3.5%		9.9%	(2.5%)	5.5%
TOTAL MANAGERS AND STAFF	5	13 945	17 274	22 937	24 488	25 099	25 099	27 665	26 698	28 165

Kwazulu-Natal: Nkandla(KZN286) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2015

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	5 017	5 018	5 290	4 714	4 714	4 714	4 941	5 232	5 525
Pension and UIF Contributions			673	762						
Medical Aid Contributions										
Motor Vehicle Allowance					1 706	1 706	1 706	1 788	1 893	1 999
Cellphone Allowance		302	302	323	597	597	597	626	663	700
Housing Allowances										
Other benefits and allowances		98	139	1 414	257	257	257	269	285	301
Sub Total - Councillors		5 417	6 132	7 789	7 274	7 274	7 274	7 623	8 073	8 525
% increase	4		13.2%	27.0%	(6.6%)			4.8%	5.9%	5.6%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2		733	4 877	2 922	2 922	2 922	2 692	2 851	3 010
Pension and UIF Contributions					9	9	9	1	1	1
Medical Aid Contributions								(1 703)	(1 803)	(1 904)
Overtime								(17)	(18)	(19)
Performance Bonus										
Motor Vehicle Allowance					35	35	35	933	988	1 044
Cellphone Allowance					9	9	9	(284)	(301)	(318)
Housing Allowances					76	76	76	172	182	193
Other benefits and allowances					0			4	4	4
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality			733	4 877	3 051	3 051	3 051	1 799	1 905	2 011
% increase	4			565.2%	(37.4%)			(41.0%)	5.9%	5.6%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		11 961	11 961	8 098	18 243	18 243	18 243	20 971	22 208	23 452
Pension and UIF Contributions		1 866	1 866	4 416	2 157	2 157	2 157	3 787	4 011	4 235
Medical Aid Contributions		651	651	90	760	760	760	1 849	1 958	2 068
Overtime		256	256	824	32	32	32	747	791	835
Performance Bonus		509	509	2 031				1 748	1 851	1 954
Motor Vehicle Allowance					1 799	1 799	1 799	3 396	3 596	3 798
Cellphone Allowance		101	101	386	118	118	118	332	352	372
Housing Allowances		320	320	772	10	10	10	47	50	53
Other benefits and allowances		2 554	2 554	620	2 284	2 284	2 284	641	679	717
Payments in lieu of leave				1 939						
Long service awards								70	74	78
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		18 219	18 219	19 177	25 403	25 403	25 403	33 589	35 571	37 563
% increase	4			5.3%	32.5%			32.2%	5.9%	5.6%
Total Parent Municipality		23 637	25 084	31 843	35 728	35 728	35 728	43 011	45 548	48 099
% increase	4		6.1%	26.9%	12.2%			20.4%	5.9%	5.6%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		23 637	25 084	31 843	35 728	35 728	35 728	43 011	45 548	48 099
% increase	4		6.1%	26.9%	12.2%			20.4%	5.9%	5.6%
TOTAL MANAGERS AND STAFF	5	18 219	18 952	24 053	28 454	28 454	28 454	35 388	37 475	39 574

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	7 230	7 830	8 090	10 174	6 258	6 258	6 628	6 224	15 516
Pension and UIF Contributions		640	693	724		682	682	723	762	803
Medical Aid Contributions						203	203	215	226	238
Motor Vehicle Allowance						2 598	2 598	2 751	2 902	3 056
Cellphone Allowance						422	422	447	472	497
Housing Allowances										
Other benefits and allowances					410	421	421	648	678	711
Sub Total - Councillors		7 870	8 523	8 814	10 584	10 584	10 584	11 411	11 264	20 821
% increase	4		8.3%	3.4%	20.1%			7.8%	(1.3%)	84.8%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	5 525	4 620	4 075	8 348	5 681	5 681	6 808	7 125	7 474
Pension and UIF Contributions		262	70	206	11	380	380	421	440	462
Medical Aid Contributions						31	31	49	52	55
Overtime										
Performance Bonus		180	706	866	1 169	1 169	1 169	1 226	1 283	1 346
Motor Vehicle Allowance		877	1 541	1 411		1 409	1 409	1 491	1 561	1 637
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances		168	180	93	106	106	106	111	116	122
Payments in lieu of leave										
Long service awards			146							
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		7 012	7 262	6 652	9 634	8 775	8 775	10 107	10 577	11 095
% increase	4		3.6%	(8.4%)	44.8%	(8.9%)		15.2%	4.6%	4.9%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		42 376	59 407	70 884	93 297	83 630	83 630	109 932	118 090	110 154
Pension and UIF Contributions		10 771	5 659	16 648	1 836	14 135	14 135	14 955	15 651	16 417
Medical Aid Contributions			8 594		10 163	9 406	9 406	9 952	10 415	10 925
Overtime		11 603	7 040	6 054	3 478	6 304	6 304	6 669	6 980	7 322
Performance Bonus										
Motor Vehicle Allowance		5 358	4 828	6 823	12 488	11 769	11 769	12 452	13 031	13 669
Cellphone Allowance										
Housing Allowances		2 339	2 419	2 359	2 768	2 498	2 498	2 349	2 458	2 579
Other benefits and allowances					14 501	1 460	1 460	1 053	2 077	2 179
Payments in lieu of leave					5 104	3 246	3 246	3 434	3 594	3 770
Long service awards					307	307	307	325	340	357
Post-retirement benefit obligations		756	4 283	1 404	3 825	3 825	3 825	4 047	4 235	4 443
Sub Total - Other Municipal Staff		73 203	92 231	104 172	147 767	136 581	136 581	165 167	176 869	171 813
% increase	4		26.0%	12.9%	41.8%	(7.6%)		20.9%	7.1%	(2.9%)
Total Parent Municipality		88 085	108 015	119 638	167 985	155 940	155 940	186 686	198 710	203 730
% increase	4		22.6%	10.8%	40.4%	(7.2%)		19.7%	6.4%	2.5%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		88 085	108 015	119 638	167 985	155 940	155 940	186 686	198 710	203 730
% increase	4		22.6%	10.8%	40.4%	(7.2%)		19.7%	6.4%	2.5%
TOTAL MANAGERS AND STAFF	5	80 215	99 493	110 824	157 401	145 356	145 356	175 275	187 446	182 909

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	5 663	5 928	6 767	6 386	6 386	6 386	7 960	8 390	8 877
Pension and UIF Contributions										
Medical Aid Contributions					692	692	692	692	729	771
Motor Vehicle Allowance		1 276	1 372	1 329	1 200	1 200	1 200	1 200	1 264	1 338
Cellphone Allowance		404	430	671	745	745	745	745	785	831
Housing Allowances		179	298	393	695	695	695	695	733	776
Other benefits and allowances										
Sub Total - Councillors		7 523	8 029	9 159	9 718	9 718	9 718	11 292	11 902	12 592
% increase	4		6.7%	14.1%	6.1%			16.2%	5.4%	5.8%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2		2 248		4 328	4 328	4 328	4 622	4 872	5 154
Pension and UIF Contributions					365	365	365	368	387	410
Medical Aid Contributions			39		160	160	160	160	169	179
Overtime										
Performance Bonus					352	352	352	699	737	780
Motor Vehicle Allowance			216		933	933	933	933	984	1 041
Cellphone Allowance					80	80	80	80	85	90
Housing Allowances			685		88	88	88	88	92	98
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality			3 188		6 306	6 306	6 306	6 951	7 326	7 751
% increase	4			(100.0%)				10.2%	5.4%	5.8%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		17 728	20 605	29 688	41 126	41 126	41 126	43 974	46 349	49 037
Pension and UIF Contributions		3 113	3 649	4 957	2 980	2 980	2 980	3 147	3 317	3 509
Medical Aid Contributions		1 649	1 733	2 076	1 590	1 590	1 590	1 628	1 716	1 816
Overtime		751	856	706	153	153	153	229	241	255
Performance Bonus										
Motor Vehicle Allowance		2 064	730	1 417	3 231	3 231	3 231	4 069	4 288	4 537
Cellphone Allowance		190	139	271	188	188	188	236	248	263
Housing Allowances		137	18	23	254	254	254	381	402	425
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		25 632	27 730	39 138	49 523	49 523	49 523	53 663	56 561	59 842
% increase	4		8.2%	41.1%	26.5%			8.4%	5.4%	5.8%
Total Parent Municipality		33 154	38 947	48 297	65 547	65 547	65 547	71 906	75 789	80 185
% increase	4		17.5%	24.0%	35.7%			9.7%	5.4%	5.8%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		33 154	38 947	48 297	65 547	65 547	65 547	71 906	75 789	80 185
% increase	4		17.5%	24.0%	35.7%			9.7%	5.4%	5.8%
TOTAL MANAGERS AND STAFF	5	25 632	30 919	39 138	55 829	55 829	55 829	60 614	63 887	67 592

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	8 813	9 452	10 250	12 996	12 596	12 596	14 225	15 079	15 984
Pension and UIF Contributions		1 051	1 180	1 309		1 256	1 256			
Medical Aid Contributions		142	161	148		148	148			
Motor Vehicle Allowance		3 335	3 594	3 797	4 331	3 074	3 074	4 725	4 907	4 946
Cellphone Allowance		681	743	1 103	1 183	1 035	1 035	1 239	1 313	1 392
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		14 021	15 130	16 608	18 510	18 110	18 110	20 189	21 299	22 321
% increase	4		7.9%	9.8%	11.5%	(2.2%)		11.5%	5.5%	4.8%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	3 332	5 213	4 935	6 216	6 176	6 176	6 884	7 297	7 735
Pension and UIF Contributions		318	778	824	1 416	982	982			
Medical Aid Contributions		80	156	116	177	90	90			
Overtime										
Performance Bonus			119	517	377					
Motor Vehicle Allowance		325	576	699	1 290	747	747	1 658	1 757	1 863
Cellphone Allowance		46	74	65	200	75	75			
Housing Allowances										
Other benefits and allowances			240	60		68	68	1 502	1 729	1 832
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		4 101	7 155	7 215	9 676	8 138	8 138	10 044	10 783	11 430
% increase	4		74.5%	0.8%	34.1%	(15.9%)		23.4%	7.4%	6.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		104 098	109 918	123 680	148 389	143 885	143 885	160 608	169 407	178 335
Pension and UIF Contributions		18 496	23 851	23 683	36 752	31 610	31 610	46 678	49 245	51 855
Medical Aid Contributions		8 966	10 175	11 949	17 479	15 761	15 761	15 070	15 898	16 741
Overtime		17 785	22 511	29 830	32 213	31 954	31 954	34 316	36 203	38 122
Performance Bonus						377	377			
Motor Vehicle Allowance		7 832	8 308	8 775	10 079	10 242	10 242	11 991	12 642	13 300
Cellphone Allowance		465	474	475	491	780	780	1 321	1 393	1 467
Housing Allowances		644	567	529	656	683	683	679	716	754
Other benefits and allowances		16 589	7 679	7 050	8 713	9 243	9 243	6 197	6 393	6 720
Payments in lieu of leave			12 804	14 256	19 528	20 098	20 098	19 182	20 237	21 309
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		174 875	196 288	220 226	274 301	264 632	264 632	296 041	312 136	328 604
% increase	4		12.2%	12.2%	24.6%	(3.5%)		11.9%	5.4%	5.3%
Total Parent Municipality		192 997	218 573	244 049	302 487	290 879	290 879	326 273	344 218	362 355
% increase	4		13.3%	11.7%	23.9%	(3.8%)		12.2%	5.5%	5.3%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		192 997	218 573	244 049	302 487	290 879	290 879	326 273	344 218	362 355
% increase	4		13.3%	11.7%	23.9%	(3.8%)		12.2%	5.5%	5.3%
TOTAL MANAGERS AND STAFF	5	178 976	203 443	227 441	283 977	272 770	272 770	306 084	322 919	340 034

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	5 836	6 134	6 916	6 861	6 861	6 861	7 259	7 694	8 217
Pension and UIF Contributions		748	775	660	906	906	906	958	1 023	1 093
Medical Aid Contributions		115	135	138	160	160	160	243	260	278
Motor Vehicle Allowance		748	871	703	988	988	988	1 045	1 116	1 192
Cellphone Allowance		449	474	668	536	536	536	825	881	941
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		7 896	8 389	9 085	9 451	9 451	9 451	10 331	10 975	11 722
% increase	4		6.2%	8.3%	4.0%			9.3%	6.2%	6.8%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	2 075	1 522	2 435	3 176	3 176	3 176	3 055	3 239	3 433
Pension and UIF Contributions		195	38	94	13	13	13	56	59	63
Medical Aid Contributions				966	44	44	44	79	84	89
Overtime										
Performance Bonus			87		448	448	448	102	108	114
Motor Vehicle Allowance		624	435	723	872	872	872	955	1 013	1 073
Cellphone Allowance										
Housing Allowances		10		96						
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 904	2 082	4 313	4 553	4 553	4 553	4 247	4 502	4 772
% increase	4		(28.3%)	107.2%	5.6%			(6.7%)	6.0%	6.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		13 003	13 444	15 824	18 196	18 196	18 196	23 815	25 243	26 810
Pension and UIF Contributions		1 970	1 987	1 243	2 978	2 978	2 978	3 521	3 732	3 956
Medical Aid Contributions		665	691	701	1 073	1 073	1 073	1 232	1 306	1 384
Overtime		358	383	525	468	468	468	450	477	503
Performance Bonus					31	31	31			
Motor Vehicle Allowance		557	519	525	1 230	1 230	1 230	1 339	1 419	1 505
Cellphone Allowance										
Housing Allowances		143	121	96	102	102	102	130	138	145
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		16 696	17 145	18 912	24 078	24 078	24 078	30 486	32 315	34 302
% increase	4		2.7%	10.3%	27.3%			26.6%	6.0%	6.1%
Total Parent Municipality		27 496	27 616	32 311	38 082	38 082	38 082	45 064	47 793	50 796
% increase	4		0.4%	17.0%	17.9%			18.3%	6.1%	6.3%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		27 496	27 616	32 311	38 082	38 082	38 082	45 064	47 793	50 796
% increase	4		0.4%	17.0%	17.9%			18.3%	6.1%	6.3%
TOTAL MANAGERS AND STAFF	5	19 600	19 227	23 225	28 631	28 631	28 631	34 734	36 818	39 075

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)	1									
Basic Salaries and Wages		2 506	3 858	3 829	3 811	3 741	3 741	4 003	4 283	4 583
Pension and UIF Contributions		247	20			49	49			
Medical Aid Contributions		104			46					
Motor Vehicle Allowance			694	1 147	1 240	1 170	1 170	1 252	1 339	1 433
Cellphone Allowance		225	194	339	438	459	459	491	526	563
Housing Allowances										
Other benefits and allowances		889	42	50	1	1	1			
Sub Total - Councillors		3 972	4 809	5 364	5 536	5 420	5 420	5 746	6 148	6 579
% increase	4		21.1%	11.5%	3.2%	(2.1%)		6.0%	7.0%	7.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		1 616	1 945	1 472	4 653	1 723	1 723	3 272	3 501	3 746
Pension and UIF Contributions		2	237	165	70	(136)	(136)	182	194	208
Medical Aid Contributions		210			235	235	235	350	380	400
Overtime										
Performance Bonus					300	300	300			
Motor Vehicle Allowance		579	708	430	630	418	418	184	197	211
Cellphone Allowance						(16)	(16)	17	18	20
Housing Allowances		6	6							
Other benefits and allowances		47	26	8	64	(46)	18	12	13	14
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 460	2 922	2 075	5 952	2 477	2 541	4 017	4 303	4 598
% increase	4		18.8%	(29.0%)	186.8%	(58.4%)	2.6%	58.1%	7.1%	6.8%
Other Municipal Staff										
Basic Salaries and Wages		7 582	9 313	13 855	20 302	15 995	15 995	19 727	21 102	22 586
Pension and UIF Contributions		968	1 034	91	1 826	2 209	2 209	2 038	2 181	2 333
Medical Aid Contributions		388	471	650	627	746	746	1 050	1 124	1 202
Overtime										
Performance Bonus										
Motor Vehicle Allowance		350	546	846	884	1 025	1 025	1 360	1 455	1 557
Cellphone Allowance		32	46	28	103	96	96	69	73	79
Housing Allowances		71	75	51	45	64	64	69	74	79
Other benefits and allowances		124	129	161	311	344	344	1 163	1 244	1 331
Payments in lieu of leave					800	800	800			
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		9 516	11 614	15 681	24 898	21 280	21 280	25 475	27 252	29 167
% increase	4		22.0%	35.0%	58.8%	(14.5%)		19.7%	7.0%	7.0%
Total Parent Municipality		15 947	19 345	23 121	36 387	29 177	29 241	35 237	37 704	40 343
% increase	4		21.3%	19.5%	57.4%	(19.8%)	0.2%	20.5%	7.0%	7.0%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		15 947	19 345	23 121	36 387	29 177	29 241	35 237	37 704	40 343
% increase	4		21.3%	19.5%	57.4%	(19.8%)	0.2%	20.5%	7.0%	7.0%
TOTAL MANAGERS AND STAFF	5	11 976	14 536	17 757	30 851	23 757	23 821	29 491	31 555	33 765

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	1 954	3 231	2 844	2 738	2 738	2 738	2 997	3 147	3 304
Pension and UIF Contributions		167	195	472	221	221	221	241	253	266
Medical Aid Contributions			224							
Motor Vehicle Allowance		812	894		1 060	1 060	1 060	1 160	1 218	1 279
Cellphone Allowance		166	225		312	312	312	342	359	377
Housing Allowances		680	713		752	752	752	820	861	904
Other benefits and allowances		1 652	251	3 314	2 306	2 306	2 306	2 528	2 655	2 787
Sub Total - Councillors		5 431	5 731	6 630	7 389	7 389	7 389	8 088	8 493	8 918
% increase	4		5.5%	15.7%	11.5%			9.5%	5.0%	5.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	3 150	1 028	3 198	4 224	3 266	3 266	4 920	5 149	5 388
Pension and UIF Contributions		84		159	259	77	77	211	221	231
Medical Aid Contributions										
Overtime			(251)							
Performance Bonus										
Motor Vehicle Allowance		697	240	513	782	597	597	806	844	881
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances		13	33							
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 944	1 050	3 870	5 265	3 940	3 940	5 938	6 214	6 500
% increase	4		(73.4%)	268.6%	36.1%	(25.2%)		50.7%	4.6%	4.6%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		60 220	74 320	93 666	108 162	109 436	109 436	111 297	116 473	121 889
Pension and UIF Contributions		12 892	7 665	10 793	13 775	14 551	14 551	15 119	15 822	16 558
Medical Aid Contributions			4 547	5 917	7 962	7 557	7 557	8 094	8 471	8 865
Overtime		3 109	3 797	4 247	4 449	5 839	5 839	7 564	7 916	8 284
Performance Bonus										
Motor Vehicle Allowance		2 574	2 001	3 114	4 115	3 581	3 581	4 024	4 211	4 407
Cellphone Allowance										
Housing Allowances		463	521	613	978	839	839	971	1 016	1 063
Other benefits and allowances		7 429	7 994	5 313	9 612	7 255	7 255	11 580	12 118	12 682
Payments in lieu of leave				3 252	4 586	4 757	4 757	3 254	3 406	3 564
Long service awards		468		312	320	835	835	872	912	955
Post-retirement benefit obligations				2 776	1 206	1 206	1 206			
Sub Total - Other Municipal Staff		87 154	100 845	130 002	155 167	155 857	155 857	162 775	170 344	178 265
% increase	4		15.7%	28.9%	19.4%	0.4%		4.4%	4.6%	4.7%
Total Parent Municipality		96 530	107 625	140 501	167 821	167 186	167 186	176 801	185 051	193 683
% increase	4		11.5%	30.5%	19.4%	(0.4%)		5.8%	4.7%	4.7%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees		523	478	464	700	700	700	700	733	765
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities		523	478	464	700	700	700	700	733	765
% increase	4		(8.7%)	(2.9%)	50.8%				4.7%	4.4%
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages		1 912	959	1 505	3 900	3 900	3 900	4 042	4 230	4 416
Pension and UIF Contributions								40	42	44
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance		206						253	265	276
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances		137								
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities		2 255	959	1 505	3 900	3 900	3 900	4 336	4 537	4 737
% increase	4		(57.5%)	56.9%	159.2%			11.2%	4.7%	4.4%
<u>Other Staff of Entities</u>										
Basic Salaries and Wages		3 808	3 262	2 779	4 963	5 109	5 109	5 039	5 341	5 662
Pension and UIF Contributions			27							
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance			37							
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities		3 808	3 325	2 779	4 963	5 109	5 109	5 039	5 341	5 662
% increase	4		(12.7%)	(16.4%)	78.6%	2.9%		(1.4%)	6.0%	6.0%
Total Municipal Entities		6 586	4 762	4 748	9 563	9 709	9 709	10 075	10 611	11 164
TOTAL SALARY, ALLOWANCES & BENEFITS		103 116	112 387	145 249	177 384	176 895	176 895	186 876	195 662	204 846
% increase	4		9.0%	29.2%	22.1%	(0.3%)		5.6%	4.7%	4.7%
TOTAL MANAGERS AND STAFF	5	97 162	106 179	138 156	169 295	168 806	168 806	178 087	186 437	195 164

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	5 543	5 302	5 977	6 188	6 188	6 188	6 571	6 900	7 245
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance					461	461	461	541	568	596
Housing Allowances										
Other benefits and allowances					80	80	80			
Sub Total - Councillors		5 543	5 302	5 977	6 729	6 729	6 729	7 112	7 467	7 841
% increase	4		(4.3%)	12.7%	12.6%			5.7%	5.0%	5.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	2 209	3 943	3 457	3 698	3 698	3 698	3 955	4 153	4 361
Pension and UIF Contributions				9	117	117	117	14	14	15
Medical Aid Contributions					69	69	69	80		
Overtime				331	261	261	261			
Performance Bonus								237	249	262
Motor Vehicle Allowance		330			387	387		679	713	748
Cellphone Allowance										
Housing Allowances					74	74	74	88	92	97
Other benefits and allowances		304		711	322	322	322	350	368	386
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 843	3 943	4 508	4 928	4 928	4 541	5 403	5 589	5 868
% increase	4		38.7%	14.3%	9.3%		(7.9%)	19.0%	3.4%	5.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		13 280	14 263	17 350	19 947	18 182	18 182	19 777	20 765	21 804
Pension and UIF Contributions			101	141	160	160	160	170	179	188
Medical Aid Contributions			640	831	889	889	889	951	999	1 049
Overtime			340		500	500	500	255	268	281
Performance Bonus			1 084	1 165	500	500	500	600		
Motor Vehicle Allowance										
Cellphone Allowance					54	54	54	54	57	60
Housing Allowances					600	600	600	1 699	1 784	1 873
Other benefits and allowances			300	992	3 281	3 281	3 281	3 510	34 299	36 288
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		13 280	16 728	20 479	25 931	24 166	24 166	27 016	58 350	61 542
% increase	4		26.0%	22.4%	26.6%	(6.8%)		11.8%	116.0%	5.5%
Total Parent Municipality		21 666	25 973	30 964	37 588	35 823	35 436	39 530	71 406	75 251
% increase	4		19.9%	19.2%	21.4%	(4.7%)	(1.1%)	11.6%	80.6%	5.4%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		21 666	25 973	30 964	37 588	35 823	35 436	39 530	71 406	75 251
% increase	4		19.9%	19.2%	21.4%	(4.7%)	(1.1%)	11.6%	80.6%	5.4%
TOTAL MANAGERS AND STAFF	5	16 123	20 671	24 987	30 859	29 094	28 707	32 419	63 939	67 410

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	233	1 074	1 299	1 369	1 299	1 299	1 484	1 575	1 667
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance			303	169	169	169	169	209	222	235
Cellphone Allowance			85	93	93	93	93	183	195	206
Housing Allowances										
Other benefits and allowances		762								
Sub Total - Councillors		995	1 461	1 561	1 631	1 561	1 561	1 876	1 992	2 108
% increase	4		46.8%	6.8%	4.5%	(4.3%)		20.2%	6.1%	5.8%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	1 771	834	2 400	2 600	2 600	2 600	2 748	2 400	2 400
Pension and UIF Contributions		29	2	42	42	42	42	42	42	42
Medical Aid Contributions				48	48	48	48	48	48	48
Overtime										
Performance Bonus		68		197	197	197	197	197	197	197
Motor Vehicle Allowance			1	200	200	200	200	200	200	200
Cellphone Allowance				7	7	7	7	7	7	7
Housing Allowances				47				70	74	78
Other benefits and allowances		204	117	27	27	27	27	27	27	27
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 073	953	2 968	3 121	3 121	3 121	3 339	2 995	2 999
% increase	4		(54.0%)	211.3%	5.2%			7.0%	(10.3%)	0.1%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		7 166	8 029	6 150	9 488	9 159	9 159	9 137	12 987	13 931
Pension and UIF Contributions		1 157	1 432	1 617	1 617	1 677	1 677	1 500	1 592	1 685
Medical Aid Contributions				509	509	308	308	370	393	416
Overtime		717	1 037	608	608	608	608	779	827	875
Performance Bonus				972	972	972	972	1 040		
Motor Vehicle Allowance			941	187	187	187	187	200		
Cellphone Allowance				93	93	93	93	100		
Housing Allowances				21	68	68	68	73		
Other benefits and allowances		1 055	203	1 508	1 508	1 608	1 608	1 721		
Payments in lieu of leave				536	536	536	536	145		
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		10 096	11 643	12 201	15 586	15 217	15 217	15 063	15 798	16 907
% increase	4		15.3%	4.8%	27.7%	(2.4%)		(1.0%)	4.9%	7.0%
Total Parent Municipality		13 164	14 058	16 730	20 338	19 898	19 898	20 279	20 785	22 014
% increase	4		6.8%	19.0%	21.6%	(2.2%)		1.9%	2.5%	5.9%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		13 164	14 058	16 730	20 338	19 898	19 898	20 279	20 785	22 014
% increase	4		6.8%	19.0%	21.6%	(2.2%)		1.9%	2.5%	5.9%
TOTAL MANAGERS AND STAFF	5	12 169	12 596	15 169	18 707	18 338	18 338	18 402	18 793	19 906

Kwazulu-Natal: Greater Kokstad(KZN433) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2015

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	3 035	2 934	2 691	2 773	2 773	2 773	2 996	3 209	3 440
Pension and UIF Contributions				383	683	683	683	737	790	846
Medical Aid Contributions				169	350	350	350	378	405	434
Motor Vehicle Allowance		1 012	1 012	658	1 024	1 024	1 024	1 107	1 185	1 271
Cellphone Allowance		209	290	242	221	221	221	238	255	273
Housing Allowances				279		571	571	611	654	701
Other benefits and allowances		45	32	149	39	39	39	42	45	48
Sub Total - Councillors		4 301	4 268	32	39	5 659	5 659	6 109	6 542	7 013
% increase	4		(0.8%)	(99.3%)	21.4%	14466.2%		7.9%	7.1%	7.2%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	2 611	2 778	5 791	3 034	5 748	5 748	3 681	3 942	4 226
Pension and UIF Contributions		46	49	519	294	466	466	499	534	572
Medical Aid Contributions				439	210	394	394	422	452	484
Overtime										
Performance Bonus		542	577			2 917	2 917	3 040	3 256	3 490
Motor Vehicle Allowance		905	963	1 390	934	1 434	1 434	1 534	1 643	1 762
Cellphone Allowance		91	97	147	92	136	136	146	156	167
Housing Allowances		215	229	643	266	562	562	601	644	690
Other benefits and allowances		401	427	258	28	91	91	97	104	112
Payments in lieu of leave				70		500	500	535	573	614
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		4 811	5 120	9 257		12 249	12 249	10 555	11 304	12 118
% increase	4		6.4%	80.8%	(100.0%)			(13.8%)	7.1%	7.2%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages	4	31 999	52 159	49 209	52 188	43 899	43 899	60 652	63 786	69 583
Pension and UIF Contributions		9 914	10 547	11 012	12 428	11 038	11 038	10 625	11 380	12 199
Medical Aid Contributions		2 891	3 075	4 590	4 561	3 801	3 801	6 313	7 212	7 732
Overtime		2 434	1 528	2 293	615	2 458	2 458	2 672	2 862	3 068
Performance Bonus		2 084	2 217							
Motor Vehicle Allowance		2 993	3 184	1 713	3 184	1 109	1 109	1 186	1 270	1 362
Cellphone Allowance		255	271	226	271	165	165	176	189	202
Housing Allowances		1 575	1 675	1 141	1 675	884	884	2 122	2 411	2 585
Other benefits and allowances		5 516	5 868	4 315	4 733	8 054	8 054	1 371	929	995
Payments in lieu of leave				827		1 191	1 191	1 275	1 366	1 464
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		59 661	80 524	75 326	79 654	72 598	72 598	86 393	91 404	99 190
% increase	4		35.0%	(6.5%)	5.7%	(8.9%)		19.0%	5.8%	8.5%
Total Parent Municipality		68 773	89 912	84 615	79 693	90 505	90 505	103 056	109 251	118 321
% increase	4		30.7%	(5.9%)	(5.8%)	13.6%		13.9%	6.0%	8.3%
<u>Board Members of Entities</u>										
Basic Salaries and Wages	4									
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages	4									
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages	4									
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		68 773	89 912	84 615	79 693	90 505	90 505	103 056	109 251	118 321
% increase	4		30.7%	(5.9%)	(5.8%)	13.6%		13.9%	6.0%	8.3%
TOTAL MANAGERS AND STAFF	5	64 472	85 644	84 583	79 654	84 846	84 846	96 948	102 708	111 308

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	3 003	3 893	4 278	3 978	3 978	3 978	4 593	4 822	5 063
Pension and UIF Contributions		421	465	491	492	492	492	548	576	604
Medical Aid Contributions										
Motor Vehicle Allowance		1 571	1 361	1 661	1 968	1 968	1 968	1 724	1 810	1 901
Cellphone Allowance		294	284	391	428	428	428	526	552	580
Housing Allowances										
Other benefits and allowances			136	72	72	72	72	166	174	183
Sub Total - Councillors		5 288	6 139	6 893	6 938	6 938	6 938	7 556	7 934	8 331
% increase	4		16.1%	12.3%	0.6%			8.9%	5.0%	5.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	2 820	6 775	3 818	3 818	3 516	3 818	3 053	3 205	3 366
Pension and UIF Contributions			2	138	138	15	138			
Medical Aid Contributions		73	3					356	373	392
Overtime										
Performance Bonus			553	607	607	603	607	636	668	701
Motor Vehicle Allowance				553	553	54	553	116	122	128
Cellphone Allowance			53							
Housing Allowances		611	3							
Other benefits and allowances			2	33	33		33			
Payments in lieu of leave			5							
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 503	7 395	5 148	5 148	4 188	5 148	4 161	4 369	4 587
% increase	4		111.1%	(30.4%)		(18.6%)	22.9%	(19.2%)	5.0%	5.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		11 723	13 775	20 418	24 283	24 561	24 283	26 976	28 324	29 741
Pension and UIF Contributions		1 870	3 215	3 893	4 031	5 923	4 031	6 885	7 229	7 591
Medical Aid Contributions		819	1 374	1 065	1 065	2 169	1 065	3 318	3 484	3 658
Overtime		340	388	662	662	916	662	3 509	3 684	3 868
Performance Bonus				1 403	539	497	539	3 446	3 618	3 799
Motor Vehicle Allowance		282	2 134	685	1 237	1 435	1 237	3 089	3 243	3 406
Cellphone Allowance		14	384	22	22	28	22	129	136	143
Housing Allowances			27	32	32	11	32	11	12	13
Other benefits and allowances		1 377	468	254	1 710	1 950	1 710	2 841	2 983	3 132
Payments in lieu of leave						69				
Long service awards				75	75		75	771	810	850
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		16 424	21 765	28 509	33 657	37 559	33 657	50 975	53 523	56 200
% increase	4		32.5%	31.0%	18.1%	11.6%	(10.4%)	51.5%	5.0%	5.0%
Total Parent Municipality		25 215	35 300	40 550	45 743	48 685	45 743	62 692	65 827	69 118
% increase	4		40.0%	14.9%	12.8%	6.4%	(6.0%)	37.1%	5.0%	5.0%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		25 215	35 300	40 550	45 743	48 685	45 743	62 692	65 827	69 118
% increase	4		40.0%	14.9%	12.8%	6.4%	(6.0%)	37.1%	5.0%	5.0%
TOTAL MANAGERS AND STAFF	5	19 927	29 161	33 657	38 805	41 748	38 805	55 135	57 892	60 787

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	7 440	8 652		7 464	8 419	8 419	8 424	8 816	9 248
Pension and UIF Contributions		572	767		1 679	1 774	1 774	1 866	1 953	2 049
Medical Aid Contributions		234	74		691	499	499	691	723	759
Motor Vehicle Allowance		1 341	1 396		2 798	1 652	1 652	2 275	2 381	2 498
Cellphone Allowance		991	1 015		553	1 484	1 484	541	566	594
Housing Allowances						816	816	835	874	917
Other benefits and allowances						84	84	334	350	367
Sub Total - Councillors		10 578	11 905		13 185	14 729	14 729	14 968	15 664	16 431
% increase	4		12.5%	(100.0%)		11.7%		1.6%	4.6%	4.9%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	1 560	2 680		5 089	5 089	5 089	5 394	5 645	5 922
Pension and UIF Contributions		372	558		55	56	56	59	62	65
Medical Aid Contributions										
Overtime										
Performance Bonus		115			458	469	469	485	508	533
Motor Vehicle Allowance		821	1 077							
Cellphone Allowance		64	75		78	78	78	78	82	86
Housing Allowances			88							
Other benefits and allowances		911	148							
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 843	4 626		5 681	5 692	5 692	6 017	6 297	6 605
% increase	4		20.4%	(100.0%)		0.2%		5.7%	4.6%	4.9%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		18 222			26 686	26 846	26 846	31 122	32 570	34 166
Pension and UIF Contributions		2 078			4 076	4 596	4 596	4 673	4 890	5 130
Medical Aid Contributions		691			743	1 287	1 287	1 877	1 964	2 060
Overtime		105			350	642	642	708	741	777
Performance Bonus		1 165			2 323	2 677	2 677	2 591	2 712	2 845
Motor Vehicle Allowance		88			1 292	1 590	1 590	1 656	1 733	1 818
Cellphone Allowance					113	147	147	162	170	178
Housing Allowances		760			1 133	1 144	1 144	1 045	1 094	1 148
Other benefits and allowances		391			1 295	803	803	159	166	174
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		23 500			38 010	39 733	39 733	43 994	46 039	48 295
% increase	4		(100.0%)			4.5%		10.7%	4.6%	4.9%
Total Parent Municipality		37 921	16 530		56 875	60 153	60 153	64 978	68 000	71 332
% increase	4		(56.4%)	(100.0%)		5.8%		8.0%	4.6%	4.9%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		37 921	16 530		56 875	60 153	60 153	64 978	68 000	71 332
% increase	4		(56.4%)	(100.0%)		5.8%		8.0%	4.6%	4.9%
TOTAL MANAGERS AND STAFF	5	27 343	4 626		43 690	45 425	45 425	50 011	52 336	54 900

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)										
Basic Salaries and Wages	1	2 123	3 134	3 559	4 513	4 513	4 513	4 964	5 237	5 514
Pension and UIF Contributions		359	233	265	336	336	336	369	390	410
Medical Aid Contributions		85	55	62	79	79	79	87	92	97
Motor Vehicle Allowance		1 060	688	782	991	991	991	1 090	1 150	1 211
Cellphone Allowance		232	151	172	218	218	218	239	253	266
Housing Allowances										
Other benefits and allowances		554	360	409	519	519	519	570	602	634
Sub Total - Councillors		4 413	4 422	5 249	6 655	6 655	6 655	7 321	7 723	8 133
% increase	4		4.7%	13.6%	26.8%			10.0%	5.5%	5.3%
Senior Managers of the Municipality										
Basic Salaries and Wages	2	3 535	3 330	4 201	4 803	4 401	4 401	4 793	5 159	5 564
Pension and UIF Contributions		2	2	3	3	3	3	3	3	3
Medical Aid Contributions		4	4	4	5	5	5	5	6	6
Overtime										
Performance Bonus		488	460	580	663	608	608			
Motor Vehicle Allowance		2 210	2 082	2 626	3 003	2 751	2 751	2 996	3 225	3 479
Cellphone Allowance		103	97	123	141	129	129	140	151	163
Housing Allowances										
Other benefits and allowances		3	3	4	4	4	4	4	5	5
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		6 346	5 978	7 541	8 622	7 900	7 900	7 942	8 549	9 220
% increase	4		(5.8%)	26.1%	14.3%	(8.4%)		0.5%	7.6%	7.9%
Other Municipal Staff										
Basic Salaries and Wages		46 205	52 914	66 749	76 321	69 926	69 926	76 820	82 692	89 186
Pension and UIF Contributions		9 025	8 947	11 286	12 904	11 823	11 823	12 877	13 861	14 950
Medical Aid Contributions		1 129	1 236	1 559	1 783	1 634	1 634	1 779	1 915	2 066
Overtime		1 009	1 105	1 394	1 593	1 460	1 460	1 590	1 712	1 846
Performance Bonus		4 476	4 903	6 185	7 072	6 479	6 479	7 057	7 596	8 193
Motor Vehicle Allowance		2 058	2 254	2 843	3 250	2 978	2 978	3 244	3 491	3 766
Cellphone Allowance		351	384	485	554	508	508	553	596	642
Housing Allowances		31	33	42	48	44	44	48	52	56
Other benefits and allowances		1 346	1 474	1 859	2 126	1 948	1 948	2 121	2 283	2 463
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		65 629	73 250	92 402	105 652	96 801	96 801	106 089	114 198	123 167
% increase	4		11.6%	26.1%	14.3%	(8.4%)		9.6%	7.6%	7.9%
Total Parent Municipality		76 388	83 850	105 192	120 930	111 355	111 355	121 351	130 470	140 520
% increase	4		9.8%	25.5%	15.0%	(7.9%)		9.0%	7.5%	7.7%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees				358	545	545	545	250	265	280
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities				358	545	545	545	250	265	280
% increase	4				52.4%			(54.2%)	5.9%	5.6%
Senior Managers of Entities										
Basic Salaries and Wages				1 369	2 464	2 464	2 464	1 926	1 998	2 063
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance				607	1 093	1 093	1 093	1 191	1 299	1 415
Cellphone Allowance				24	43	43	43	47	51	56
Housing Allowances										
Other benefits and allowances				24	42	42	42	46	50	55
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities				2 024	3 642	3 642	3 642	3 211	3 398	3 589
% increase	4				80.0%			(11.9%)	5.8%	5.6%
Other Staff of Entities										
Basic Salaries and Wages				2 408	7 793	7 793	7 793	4 593	8 604	5 105
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus					136	136	136	148	161	176
Motor Vehicle Allowance				213						
Cellphone Allowance				42						
Housing Allowances										
Other benefits and allowances				86	279	279	279	304	332	362
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities				2 750	8 208	8 208	8 208	5 045	9 097	5 642
% increase	4				198.5%			(38.5%)	80.3%	(38.0%)
Total Municipal Entities				5 131	12 396	12 396	12 396	8 506	12 760	9 511
TOTAL SALARY, ALLOWANCES & BENEFITS		76 388	83 850	110 323	133 325	123 751	123 751	129 857	143 230	150 031
% increase	4		9.8%	31.6%	20.8%	(7.2%)		4.9%	10.3%	4.7%
TOTAL MANAGERS AND STAFF	5	71 975	79 228	104 716	126 125	116 550	116 550	122 286	135 242	141 619

Limpopo: Greater Giyani(LIM331) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2015

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	8 947	10 133	10 552	11 955	11 655	11 655	12 131	12 696	13 286
Pension and UIF Contributions		450	21	1 583						
Medical Aid Contributions						0	0			
Motor Vehicle Allowance		3 381	3 566	3 517	3 518	3 724	3 724	3 741	3 915	4 097
Cellphone Allowance		736	779	1 329	1 471	1 462	1 462	1 468	1 536	1 608
Housing Allowances										
Other benefits and allowances		412	2 151			103	103	107	112	117
Sub Total - Councillors		13 925	16 650	16 980	16 944	16 944	16 944	17 447	18 259	19 108
% increase	4		19.6%	2.0%	(0.2%)			3.0%	4.7%	4.6%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	2 727	2 445	3 000	3 752	2 783	2 783	3 733	3 855	4 034
Pension and UIF Contributions		40	109	118	128	148	148	88	92	96
Medical Aid Contributions		9	53	64	58	116	116	165	173	181
Overtime										
Performance Bonus										
Motor Vehicle Allowance		580	639	943	1 218	1 023	1 023	1 218	1 275	1 334
Cellphone Allowance		60	61	73	89	6	6			
Housing Allowances										
Other benefits and allowances		0		7		26	26	37	39	40
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 415	3 307	4 204	5 245	4 102	4 102	5 241	5 433	5 685
% increase	4		(3.2%)	27.1%	24.8%	(21.8%)		27.8%	3.7%	4.7%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		41 451	45 818	53 480	60 399	60 278	60 278	69 047	71 729	75 065
Pension and UIF Contributions		11 150	13 621	11 059	13 534	13 389	13 389	15 429	16 146	16 897
Medical Aid Contributions		388	1 441	1 779	1 792	2 131	2 131	2 223	2 326	2 435
Overtime		544	917	1 617	1 905	3 136	3 136	2 475	2 590	2 711
Performance Bonus										
Motor Vehicle Allowance		1 862	2 196	3 461	6 394	5 756	5 756	6 340	6 635	6 943
Cellphone Allowance		238	262	318	351	7	7			
Housing Allowances		114	153	157	167	187	187	194	203	213
Other benefits and allowances		4 660	4 765	4 084	5 180	6 308	6 308	6 644	6 953	7 277
Payments in lieu of leave				2 045						
Long service awards		3 659	439	2 377	28	154	154	314		
Post-retirement benefit obligations				4 818						
Sub Total - Other Municipal Staff		64 066	69 613	85 196	89 750	91 345	91 345	102 667	106 584	111 540
% increase	4		8.7%	22.4%	5.3%	1.8%		12.4%	3.8%	4.6%
Total Parent Municipality		81 407	89 571	106 380	111 939	112 391	112 391	125 355	130 275	136 332
% increase	4		10.0%	18.8%	5.2%	0.4%		11.5%	3.9%	4.6%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		81 407	89 571	106 380	111 939	112 391	112 391	125 355	130 275	136 332
% increase	4		10.0%	18.8%	5.2%	0.4%		11.5%	3.9%	4.6%
TOTAL MANAGERS AND STAFF	5	67 482	72 920	89 400	94 995	95 447	95 447	107 908	112 016	117 225

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	13 351	14 235	15 346	16 856	16 336	16 336	17 054	18 103	19 162
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		13 351	14 235	15 346	16 856	16 336	16 336	17 054	18 103	19 162
% increase	4		6.6%	7.8%	9.8%	(3.1%)		4.4%	6.1%	5.9%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	3 067	4 077	4 784	4 964	4 964	4 964	5 182	5 501	5 823
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 067	4 077	4 784	4 964	4 964	4 964	5 182	5 501	5 823
% increase	4		32.9%	17.4%	3.8%			4.4%	6.1%	5.9%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		27 548	27 413	33 948	38 176	36 301	36 301	37 899	40 229	42 583
Pension and UIF Contributions		5 050	5 986	7 449	8 029	8 073	8 073	8 428	8 946	9 469
Medical Aid Contributions		1 057	2 466	1 656	2 322	2 403	2 403	2 509	2 663	2 819
Overtime		2 774	2 793	2 970	3 088	3 190	3 190	3 330	3 535	3 742
Performance Bonus		2 082	2 221	3 361	3 702	2 898	2 898	3 025	3 211	3 399
Motor Vehicle Allowance		481	1 262	1 305	1 772	2 009	2 009	2 098	2 227	2 357
Cellphone Allowance										
Housing Allowances		373	349	753	359	335	335	350	371	393
Other benefits and allowances				469	449	532	532	555	589	624
Payments in lieu of leave		941	733	1 291	1 485	1 503	1 503	1 690	1 794	1 898
Long service awards				214						
Post-retirement benefit obligations				325						
Sub Total - Other Municipal Staff		40 306	43 224	53 740	59 382	57 243	57 243	59 883	63 566	67 284
% increase	4		7.2%	24.3%	10.5%	(3.6%)		4.6%	6.1%	5.9%
Total Parent Municipality		56 724	61 536	73 871	81 202	78 543	78 543	82 120	87 170	92 270
% increase	4		8.5%	20.0%	9.9%	(3.3%)		4.6%	6.2%	5.8%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		56 724	61 536	73 871	81 202	78 543	78 543	82 120	87 170	92 270
% increase	4		8.5%	20.0%	9.9%	(3.3%)		4.6%	6.2%	5.8%
TOTAL MANAGERS AND STAFF	5	43 373	47 301	58 525	64 346	62 208	62 208	65 065	69 067	73 107

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)	1									
Basic Salaries and Wages		16 655	17 561	19 031	21 029	21 029	20 673	21 853	23 055	24 277
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		16 655	17 561	19 031	21 029	21 029	20 673	21 853	23 055	24 277
% increase	4		5.4%	8.4%	10.5%		(1.7%)	5.7%	5.5%	5.3%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		4 588	4 893	4 997	8 053	8 053	8 053	8 492	8 959	9 434
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus		51		118	673	673	673	708	747	786
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		4 640	4 893	5 115	8 726	8 726	8 726	9 199	9 705	10 220
% increase	4		5.5%	4.5%	70.6%			5.4%	5.5%	5.3%
Other Municipal Staff										
Basic Salaries and Wages		77 869	105 954	125 936	147 846	147 846	134 069	149 300	157 511	165 859
Pension and UIF Contributions		14 866	20 142	22 710	28 714	28 714	24 478	28 641	30 216	31 817
Medical Aid Contributions		12 280	9 888	15 528	11 117	11 117	8 327	12 185	12 855	13 537
Overtime		11 956	20 143	21 275	10 542	10 542	17 105	23 898	25 212	26 548
Performance Bonus		446	273	2 655			3 794	1 600	1 688	1 777
Motor Vehicle Allowance		6 039	7 388	8 919	9 673	9 673	9 254	11 131	11 743	12 366
Cellphone Allowance										
Housing Allowances		1 331	1 753	1 302	1 158	1 158	1 402	1 428	1 507	1 587
Other benefits and allowances		16 742	18 837	16 089	20 089	20 089	16 157	21 502	22 684	23 887
Payments in lieu of leave		5 670	9 067	27 534	9 483	9 483	10 448	10 845	11 441	12 048
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		147 199	193 444	241 948	238 623	238 623	225 033	260 529	274 858	289 425
% increase	4		31.4%	25.1%	(1.4%)		(5.7%)	15.8%	5.5%	5.3%
Total Parent Municipality		168 494	215 899	266 094	268 378	268 378	254 432	291 581	307 618	323 922
% increase	4		28.1%	23.2%	0.9%		(5.2%)	14.6%	5.5%	5.3%
Board Members of Entities										
Basic Salaries and Wages					350	350	350	328	362	388
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities					350	350	350	328	362	388
% increase	4							(6.3%)	10.4%	7.2%
Senior Managers of Entities										
Basic Salaries and Wages					914	914	914	914	978	1 046
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities					914	914	914	914	978	1 046
% increase	4								7.0%	7.0%
Other Staff of Entities										
Basic Salaries and Wages					1 902	1 902	1 902	1 604	1 716	1 837
Pension and UIF Contributions					184	184	184	724	775	829
Medical Aid Contributions					137	137	137			
Overtime					55	55	55	30	33	36
Performance Bonus					98	98	98	104	112	120
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances					182	182	182	183	196	210
Payments in lieu of leave					60	60	60			
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities					2 618	2 618	2 618	2 646	2 832	3 032
% increase	4							1.1%	7.0%	7.0%
Total Municipal Entities					3 882	3 882	3 882	3 888	4 172	4 466
TOTAL SALARY, ALLOWANCES & BENEFITS		168 494	215 899	266 094	272 260	272 260	258 314	295 469	311 790	328 388
% increase	4		28.1%	23.2%	2.3%		(5.1%)	14.4%	5.5%	5.3%
TOTAL MANAGERS AND STAFF	5	151 839	198 338	247 063	250 881	250 881	237 291	273 288	288 373	303 723

Limpopo: Ba-Phalaborwa(LIM334) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2015

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	6 177	6 222	10 492	9 572	8 372	8 372	8 874	9 407	9 971
Pension and UIF Contributions		21								
Medical Aid Contributions										
Motor Vehicle Allowance		2 061	1 993		2 783	2 933	2 933	3 109	3 295	3 493
Cellphone Allowance		448	432		501	781	781	828	877	930
Housing Allowances										
Other benefits and allowances		347	406							
Sub Total - Councillors		9 054	9 052	10 492	12 855	12 085	12 085	12 811	13 579	14 394
% increase	4			15.9%	22.5%	(6.0%)		6.0%	6.0%	6.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	2 091	3 130		3 637	3 637	3 637	3 797	3 974	4 168
Pension and UIF Contributions		4			10	10	10	11	11	12
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance		1 170			2 345	2 345	2 345	2 448	2 562	2 687
Cellphone Allowance		51			82	82	82	86	90	94
Housing Allowances										
Other benefits and allowances		675	2 747		747	747	747	780	816	856
Payments in lieu of leave		458								
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		4 448	5 877		6 821	6 821	6 821	7 121	7 452	7 818
% increase	4		32.1%	(100.0%)				4.4%	4.7%	4.9%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		44 054	56 328	94 192	68 254	70 020	70 020	73 101	76 500	80 249
Pension and UIF Contributions		9 606	11 912		14 895	13 551	13 551	14 153	14 812	15 537
Medical Aid Contributions		3 224	3 081		4 855	4 375	4 375	4 567	4 780	5 014
Overtime		2 167	3 480		3 824	3 978	3 978	4 153	4 346	4 559
Performance Bonus										
Motor Vehicle Allowance		5 457	8 059		11 549	12 427	12 427	12 974	13 577	14 242
Cellphone Allowance		537	657		972	1 000	1 000	1 044	1 093	1 147
Housing Allowances		617	619		1 655	874	874	913	955	1 002
Other benefits and allowances		18 487	447		5 555	3 835	3 835	4 004	4 190	4 396
Payments in lieu of leave		4 204								
Long service awards			3 251			634	634	662	693	727
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		88 352	87 835	94 192	111 558	110 694	110 694	115 571	120 945	126 872
% increase	4		(0.6%)	7.2%	18.4%	(0.8%)		4.4%	4.7%	4.9%
Total Parent Municipality		101 854	102 764	104 684	131 235	129 601	129 601	135 503	141 977	149 083
% increase	4		0.9%	1.9%	25.4%	(1.2%)		4.6%	4.8%	5.0%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		101 854	102 764	104 684	131 235	129 601	129 601	135 503	141 977	149 083
% increase	4		0.9%	1.9%	25.4%	(1.2%)		4.6%	4.8%	5.0%
TOTAL MANAGERS AND STAFF	5	92 800	93 712	94 192	118 379	117 516	117 516	122 693	128 398	134 689

Limpopo: Maruleng(LIM335) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2015

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	4 145	4 530	4 551	4 987	5 034	5 034	5 062	5 417	5 796
Pension and UIF Contributions		731	797	814	894	902	902	895	958	1 025
Medical Aid Contributions		34	29	53	79	80	80	79	84	90
Motor Vehicle Allowance		1 596	1 632	1 714	1 915	1 933	1 933	1 916	2 051	2 194
Cellphone Allowance		340	372	533	597	603	603	586	627	671
Housing Allowances										
Other benefits and allowances					50	80	80	51	54	58
Sub Total - Councillors		6 846	7 359	7 665	8 522	8 632	8 632	8 590	9 191	9 834
% increase	4		7.5%	4.2%	11.2%	1.3%		(0.5%)	7.0%	7.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	2 756	1 970	1 792	2 914	2 914	2 914	3 046	3 229	3 423
Pension and UIF Contributions		692	555	489	782	782	782	1 307	1 386	1 469
Medical Aid Contributions		67	46	110	163	163	163	154	163	173
Overtime										
Performance Bonus		379	179	276	861	861	861	893	947	1 004
Motor Vehicle Allowance		822	810	790	1 699	1 699	1 699	1 326	1 406	1 490
Cellphone Allowance		59	48	43	68	68	68	75	80	84
Housing Allowances										
Other benefits and allowances		22	39	26	58	58	58	60	63	67
Payments in lieu of leave			445							
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		4 798	4 093	3 527	6 546	6 546	6 546	6 862	7 273	7 710
% increase	4		(14.7%)	(13.8%)	85.6%			4.8%	6.0%	6.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		15 619	18 668	19 244	24 371	21 995	21 995	27 846	29 620	31 351
Pension and UIF Contributions		3 501	3 783	4 156	5 446	5 077	5 077	6 112	6 382	6 663
Medical Aid Contributions		871	1 028	141	1 597	1 617	1 617	1 328	1 388	1 451
Overtime		435	781	437	570	1 010	1 010	880	921	964
Performance Bonus		1 261	1 485	1 631	1 945	1 674	1 674	2 210	2 302	2 397
Motor Vehicle Allowance		401	294	315	1 160	1 293	1 293	2 780	2 893	3 010
Cellphone Allowance		231	425	806	383	363	363	450	471	492
Housing Allowances		46	57	63	67	67	67	68	71	74
Other benefits and allowances		208			640	720	720	867	906	948
Payments in lieu of leave		507	214	331	300	300	300	255	267	279
Long service awards		139	957	53	21	28	28	99	104	109
Post-retirement benefit obligations			1 758							
Sub Total - Other Municipal Staff		23 219	29 451	27 178	36 500	34 145	34 145	42 894	45 324	47 739
% increase	4		26.8%	(7.7%)	34.3%	(6.5%)		25.6%	5.7%	5.3%
Total Parent Municipality		34 863	40 902	38 369	51 567	49 322	49 322	58 346	61 788	65 283
% increase	4		17.3%	(6.2%)	34.4%	(4.4%)		18.3%	5.9%	5.7%
<u>Board Members of Entities</u>										
Basic Salaries and Wages								58 346	61 788	65 283
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities								58 346	61 788	65 283
% increase	4								5.9%	5.7%
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities								58 346	61 788	65 283
TOTAL SALARY, ALLOWANCES & BENEFITS		34 863	40 902	38 369	51 567	49 322	49 322	116 691	123 576	130 566
% increase	4		17.3%	(6.2%)	34.4%	(4.4%)		136.6%	5.9%	5.7%
TOTAL MANAGERS AND STAFF	5	28 017	33 544	30 705	43 045	40 690	40 690	49 756	52 597	55 449

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	4 925	5 218	5 229	6 596	11 132	11 132	7 876	8 361	8 850
Pension and UIF Contributions		571	673	696	834	834	834	707	751	795
Medical Aid Contributions			38	71	83	94	94	104	110	116
Motor Vehicle Allowance		1 698	1 808	1 887	2 262	2 453	2 453	2 808	2 981	3 155
Cellphone Allowance		377	479	497	623	623	623	543	576	610
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		7 570	8 217	8 380	10 398	15 135	15 135	12 038	12 779	13 526
% increase	4		8.6%	2.0%	24.1%	45.6%		(20.5%)	6.1%	5.9%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	3 532	3 928	362	8 221	4 457	4 457	4 895	5 423	5 956
Pension and UIF Contributions			452	35	287	446	446	300	318	337
Medical Aid Contributions				13	76	146	146	79	84	89
Overtime										
Performance Bonus			119							
Motor Vehicle Allowance		2 101	1 411	145	2 064	1 619	1 619	2 155	2 281	2 414
Cellphone Allowance				6	69	38	38	72	76	81
Housing Allowances				34	1 109	490	490	1 158	1 229	1 301
Other benefits and allowances			43	5	582	64	64	608	645	683
Payments in lieu of leave		168								
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		5 801	5 953	599	12 408	7 261	7 261	9 266	10 056	10 860
% increase	4		2.6%	(89.9%)	1971.3%	(41.5%)		27.6%	8.5%	8.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		164 979	137 115	156 157	209 586	147 374	147 374	231 619	246 072	260 114
Pension and UIF Contributions		461	22 447	24 132	45 735	30 434	30 434	44 668	47 449	49 493
Medical Aid Contributions		3 832	7 500	8 628	39 347	13 258	13 258	21 303	22 643	23 903
Overtime		7 770	14 878	13 880	14 260	17 065	17 065	17 398	18 434	19 526
Performance Bonus		109	494			54	54	108		
Motor Vehicle Allowance		4 513	3 521	11 964	22 606	14 385	14 385	18 198	20 072	18 833
Cellphone Allowance		14	40		59	20	20	67	71	75
Housing Allowances		819	7 567	7 122	11 127	7 659	7 659	10 279	10 918	11 438
Other benefits and allowances		9 229	5 953	5 174	4 320	24 416	24 416	12 554	9 980	11 901
Payments in lieu of leave		5 230	2 102		1 080	1 130	1 130	1 695	1 794	
Long service awards		179	135	425	477	509	509	558	593	627
Post-retirement benefit obligations		13 599	20 689							
Sub Total - Other Municipal Staff		210 734	222 441	227 482	348 598	256 306	256 306	356 753	377 925	397 705
% increase	4		5.6%	2.3%	53.2%	(26.5%)		39.2%	5.9%	5.2%
Total Parent Municipality		224 104	236 611	236 461	371 404	278 702	278 702	378 057	400 760	422 091
% increase	4		5.6%	(0.1%)	57.1%	(25.0%)		35.6%	6.0%	5.3%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		224 104	236 611	236 461	371 404	278 702	278 702	378 057	400 760	422 091
% increase	4		5.6%	(0.1%)	57.1%	(25.0%)		35.6%	6.0%	5.3%
TOTAL MANAGERS AND STAFF	5	216 534	228 394	228 081	361 006	263 567	263 567	366 019	387 982	408 565

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	5 280	3 281	2 155	4 047	2 167	2 167	4 304	4 634	4 879
Pension and UIF Contributions				323	339	339	339	356	376	395
Medical Aid Contributions				104	109	109	109	114	120	127
Motor Vehicle Allowance				718	754	754	754	792	836	880
Cellphone Allowance				152	159	159	159	167	176	186
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		5 280	3 281	3 452	5 408	3 528	3 528	5 733	6 141	6 467
% increase	4		(37.9%)	5.2%	56.7%	(34.8%)		62.5%	7.1%	5.3%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	3 542	3 542	4 845	5 157	5 157	5 157	5 456	5 756	6 061
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus		256	256							
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 798	3 798	4 845	5 157	5 157	5 157	5 456	5 756	6 061
% increase	4			27.6%	6.4%			5.8%	5.5%	5.3%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		30 927	35 359	52 467	58 738	60 738	60 738	75 924	80 100	84 345
Pension and UIF Contributions		5 799	5 799	7 684	8 069	9 820	9 820	9 877	10 420	10 972
Medical Aid Contributions		3 634	3 634	4 313	4 529	3 196	3 196	2 868	3 026	3 187
Overtime		1 583	1 583	2 525	2 651	7 958	7 958	8 420	8 883	9 353
Performance Bonus										
Motor Vehicle Allowance		474	474	1 127	1 183	1 183	1 183	739	779	821
Cellphone Allowance		1 940	1 940	2 043	2 145	2 145	2 145	1 756	1 853	1 951
Housing Allowances				390	410	410	410	434	458	482
Other benefits and allowances		898	898	3 386	3 555	1 002	1 002	547	577	608
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		45 255	49 687	73 935	81 280	86 452	86 452	100 564	106 095	111 718
% increase	4		9.8%	48.8%	9.9%	6.4%		16.3%	5.5%	5.3%
Total Parent Municipality		54 333	56 766	82 232	91 845	95 137	95 137	111 753	117 993	124 246
% increase	4		4.5%	44.9%	11.7%	3.6%		17.5%	5.6%	5.3%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		54 333	56 766	82 232	91 845	95 137	95 137	111 753	117 993	124 246
% increase	4		4.5%	44.9%	11.7%	3.6%		17.5%	5.6%	5.3%
TOTAL MANAGERS AND STAFF	5	49 053	53 485	78 780	86 437	91 609	91 609	106 020	111 852	117 800

Limpopo: Mutale(LIM342) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2015

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	3 189	5 914	5 287	4 338	4 338	4 338	4 874	5 137	5 414
Pension and UIF Contributions		563	684	433	765	765	765	690	727	766
Medical Aid Contributions										
Motor Vehicle Allowance		11 897		1 408	1 663	1 620	1 620	1 950	1 950	1 950
Cellphone Allowance		267			686	686	686	728	877	1 035
Housing Allowances										
Other benefits and allowances		56	33		8	84	84	97	97	97
Sub Total - Councillors		15 972	6 631	7 128	7 461	7 494	7 494	8 338	8 788	9 263
% increase	4		(58.5%)	7.5%	4.7%	0.4%		11.3%	5.4%	5.4%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	1 473	1 294	1 858	2 061	1 735	1 735	2 149	2 248	2 353
Pension and UIF Contributions		324	217	312	417	345	345	434	455	476
Medical Aid Contributions				112	121	128	128	128	133	140
Overtime										
Performance Bonus			63							
Motor Vehicle Allowance		589	620	976	696	584	584	730	764	799
Cellphone Allowance		58	44	18	58	50	50	58	60	63
Housing Allowances										
Other benefits and allowances		181	194		42	35	35	43	45	47
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 625	2 431	3 276	3 394	2 876	2 876	3 541	3 706	3 878
% increase	4		(7.4%)	34.7%	3.6%	(15.3%)		23.1%	4.6%	4.7%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		25 827	18 114	21 147	23 072	21 156	21 156	23 908	25 020	26 183
Pension and UIF Contributions		3 932	4 566	5 090	4 733	4 344	4 344	4 888	5 115	5 353
Medical Aid Contributions		290			616	738	738	775	811	848
Overtime		701	359	465	382	382	382	382	400	419
Performance Bonus			2 060		500	500	500	500	523	548
Motor Vehicle Allowance		958	2 266	2 794	2 348	2 156	2 156	2 461	2 576	2 695
Cellphone Allowance		83	160	182	143	132	132	150	157	164
Housing Allowances		1 227	29	27	45	45	45	45	47	50
Other benefits and allowances		1 308	709	1 243	464	554	554	690	722	756
Payments in lieu of leave					75	285	285	285	298	312
Long service awards			273	161	200	200	200	200	209	219
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		34 326	28 537	31 109	32 578	30 491	30 491	34 284	35 878	37 547
% increase	4		(16.9%)	9.0%	4.7%	(6.4%)		12.4%	4.7%	4.7%
Total Parent Municipality		52 923	37 599	41 512	43 433	40 861	40 861	46 164	48 373	50 688
% increase	4		(29.0%)	10.4%	4.6%	(5.9%)		13.0%	4.8%	4.8%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		52 923	37 599	41 512	43 433	40 861	40 861	46 164	48 373	50 688
% increase	4		(29.0%)	10.4%	4.6%	(5.9%)		13.0%	4.8%	4.8%
TOTAL MANAGERS AND STAFF	5	36 952	30 968	34 385	35 972	33 367	33 367	37 826	39 585	41 425

Limpopo: Thulamela(LIM343) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2015

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	12 379	14 804	15 563	15 132	15 132	15 132	16 267	17 308	18 416
Pension and UIF Contributions		1 806	1 889	1 988	2 254	2 254	2 254	2 578	2 743	2 919
Medical Aid Contributions			18	17	17	17	17	20	21	22
Motor Vehicle Allowance		3 435	2 576	2 835	2 961	2 961	2 961	3 387	3 604	3 834
Cellphone Allowance		981	979	1 603	1 669	1 669	1 669	1 910	2 032	2 162
Housing Allowances										
Other benefits and allowances		146	145	157	270	270	270	309	333	355
Sub Total - Councillors		18 747	20 412	22 164	22 304	22 304	22 304	24 470	26 041	27 707
% increase	4		8.9%	8.6%	0.6%			9.7%	6.4%	6.4%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	4 122	4 242	4 658	5 294	5 294	5 294	5 229	5 472	5 726
Pension and UIF Contributions		1 084	603	1 168	1 124	1 124	1 124	1 203	1 259	1 317
Medical Aid Contributions					170	170	170	102	107	114
Overtime										
Performance Bonus						562	562	596	631	669
Motor Vehicle Allowance		1 358	688	1 487	1 618	1 618	1 618	1 636	1 712	1 791
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances		481	354	383	5	5	5	103	108	113
Payments in lieu of leave					58	58	58	40	42	44
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		7 045	5 887	7 696	8 282	8 844	8 844	8 986	9 412	9 860
% increase	4		(16.4%)	30.7%	7.6%	6.8%		1.6%	4.7%	4.8%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		69 263	93 282	114 270	126 483	124 181	124 181	136 480	139 987	149 041
Pension and UIF Contributions		15 308	19 785	23 029	26 405	25 377	25 377	26 539	28 259	30 089
Medical Aid Contributions		2 169	2 824	3 806	4 864	4 847	4 847	5 736	6 105	6 495
Overtime		1 844		1 956	1 960	2 240	2 240	2 701	2 874	3 058
Performance Bonus		5 801								
Motor Vehicle Allowance		5 434	7 992	8 550	10 231	9 246	9 246	10 560	11 264	12 015
Cellphone Allowance		234								
Housing Allowances			287	274	371	358	358	314	335	358
Other benefits and allowances		5 564	12 155	10 773	12 476	12 224	12 224	13 033	13 872	14 764
Payments in lieu of leave		1 226		636	623	565	565	392	418	445
Long service awards			1 027	1 732	482	530	530	263	279	297
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		106 843	137 351	165 025	183 895	179 568	179 568	196 019	203 393	216 564
% increase	4		28.6%	20.1%	11.4%	(2.4%)		9.2%	3.8%	6.5%
Total Parent Municipality		132 634	163 649	194 884	214 481	210 716	210 716	229 475	238 845	254 132
% increase	4		23.4%	19.1%	10.1%	(1.8%)		8.9%	4.1%	6.4%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		132 634	163 649	194 884	214 481	210 716	210 716	229 475	238 845	254 132
% increase	4		23.4%	19.1%	10.1%	(1.8%)		8.9%	4.1%	6.4%
TOTAL MANAGERS AND STAFF	5	113 888	143 238	172 721	192 177	188 412	188 412	205 004	212 805	226 424

Limpopo: Makhadol(LIM344) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2015

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	16 254	18 470	20 782	20 675	21 705	18 416	20 258	21 453	22 655
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		16 254	18 470	20 782	20 675	21 705	18 416	20 258	21 453	22 655
% increase	4		13.6%	12.5%	(0.5%)	5.0%	(15.2%)	10.0%	5.9%	5.6%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	2 696	2 739	1 882				3 115	3 298	3 483
Pension and UIF Contributions		436	529	415				723	766	1 513
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance		1 559	1 285	841				1 353	1 433	809
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances		100	118	15						
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		4 791	4 671	3 154				5 191	5 497	5 805
% increase	4		(2.5%)	(32.5%)	(100.0%)				5.9%	5.6%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		100 491	117 045	120 228	144 140	137 300	120 300	142 149	149 954	157 892
Pension and UIF Contributions		25 502	26 071	26 613	31 686	30 153	26 494	31 178	32 890	33 927
Medical Aid Contributions		9 052	9 661	10 442	11 174	11 430	10 359	12 093	12 758	13 434
Overtime		15 180	12 199	12 826	13 187	16 385	15 659	17 677	18 649	19 638
Performance Bonus		9 637	9 550	9 930	13 124	17 159	14 537	18 155	19 153	20 168
Motor Vehicle Allowance		5 477	6 865	6 931	7 964	8 844	7 514	8 004	8 438	9 585
Cellphone Allowance		392	485	751	743	979	860	1 036	1 093	1 151
Housing Allowances		218	219	233	285	244	209	258	272	287
Other benefits and allowances					1 786					
Payments in lieu of leave		(1 903)	7 215	4 326		1 311	1 015	1 387	1 463	1 541
Long service awards		1 531	4 363	5 231	2 079	1 922		2 034	2 146	2 259
Post-retirement benefit obligations		1 369	1 039	1 199	1 922	1 970	1 796	2 016	2 127	2 240
Sub Total - Other Municipal Staff		166 948	194 712	198 712	228 090	227 697	198 742	235 986	248 945	262 123
% increase	4		16.6%	2.1%	14.8%	(0.2%)	(12.7%)	18.7%	5.5%	5.3%
Total Parent Municipality		187 993	217 853	222 647	248 765	249 402	217 158	261 435	275 895	290 582
% increase	4		15.9%	2.2%	11.7%	0.3%	(12.9%)	20.4%	5.5%	5.3%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		187 993	217 853	222 647	248 765	249 402	217 158	261 435	275 895	290 582
% increase	4		15.9%	2.2%	11.7%	0.3%	(12.9%)	20.4%	5.5%	5.3%
TOTAL MANAGERS AND STAFF	5	171 739	199 383	201 866	228 090	227 697	198 742	241 177	254 442	267 928

Limpopo: Blouberg(LIM351) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2015

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	6 539	7 529	8 353	8 864	8 864	8 864	8 350	8 774	9 388
Pension and UIF Contributions		1 929	1 010	972	1 020	1 020	1 020	1 091	1 168	1 249
Medical Aid Contributions										
Motor Vehicle Allowance		886	1 527	1 656	1 700	1 700	1 700	2 889	3 091	3 307
Cellphone Allowance		501	529	653	720	720	720	985	1 054	1 127
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		9 855	10 595	11 633	12 304	12 304	12 304	13 315	14 086	15 073
% increase	4		7.5%	9.8%	5.8%			8.2%	5.8%	7.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	2 754	2 273	2 505	3 092	3 092	3 092	3 595	3 811	4 040
Pension and UIF Contributions		664	541	442	669	669	669	887	941	997
Medical Aid Contributions										
Overtime										
Performance Bonus			153	167	116	116	116	151	160	170
Motor Vehicle Allowance		974	998	1 158	1 253	1 253	1 253	1 208	1 281	1 358
Cellphone Allowance								150	159	169
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		4 391	3 965	4 272	5 130	5 130	5 130	5 993	6 352	6 733
% increase	4		(9.7%)	7.7%	20.1%			16.8%	6.0%	6.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		22 777	32 311	35 647	46 113	44 698	44 698	45 935	49 346	52 764
Pension and UIF Contributions		5 675	7 035	7 913	7 346	7 331	7 331	9 512	10 187	10 909
Medical Aid Contributions		1 273	1 502	1 832	2 455	2 480	2 480	2 653	2 839	3 038
Overtime		920	973	950	1 200	1 205	1 205	1 287	1 377	1 469
Performance Bonus								384	412	443
Motor Vehicle Allowance		5 205	6 295	8 604	7 666	7 666	7 666	9 103	9 583	10 089
Cellphone Allowance		963	1 143	1 213	1 312	1 366	1 366	1 410	1 489	1 573
Housing Allowances		85	136	112	136	316	316	538	570	603
Other benefits and allowances		651	4 717	5 681	7 326	6 930	6 930	7 476	7 133	7 560
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		37 549	54 112	61 951	73 553	71 991	71 991	78 298	82 937	88 448
% increase	4		44.1%	14.5%	18.7%	(2.1%)		8.8%	5.9%	6.6%
Total Parent Municipality		51 795	68 672	77 857	90 987	89 425	89 425	97 605	103 376	110 253
% increase	4		32.6%	13.4%	16.9%	(1.7%)		9.1%	5.9%	6.7%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		51 795	68 672	77 857	90 987	89 425	89 425	97 605	103 376	110 253
% increase	4		32.6%	13.4%	16.9%	(1.7%)		9.1%	5.9%	6.7%
TOTAL MANAGERS AND STAFF	5	41 940	58 077	66 223	78 683	77 121	77 121	84 291	89 290	95 181

Limpopo: Aaganang(LIM352) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2015

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1		5 852	6 800	6 877	6 877	6 877	7 030	7 511	8 187
Pension and UIF Contributions			842	918	945	945	945	1 054	1 121	1 222
Medical Aid Contributions										
Motor Vehicle Allowance				2 650	2 100	2 100	2 100	2 272	2 698	2 941
Cellphone Allowance					772	772	772	776	623	679
Housing Allowances										
Other benefits and allowances			3 289	1 197	1 372	1 633	1 633	876	360	392
Sub Total - Councillors			9 984	11 565	12 066	12 327	12 327	12 008	12 314	13 422
% increase	4			15.8%	4.3%	2.2%		(2.6%)	2.5%	9.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	1 844	1 407	2 510	3 443	3 443	3 443	3 354	4 318	4 680
Pension and UIF Contributions		383		545	729	729	729	687	915	991
Medical Aid Contributions					41	41	41	45	51	55
Overtime										
Performance Bonus										
Motor Vehicle Allowance		748		913	917	917	917	809	1 150	1 246
Cellphone Allowance					65	65	65	61	82	89
Housing Allowances					60	60	60	72	75	82
Other benefits and allowances		43	1 355	128	0	0	0	228	1	1
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 018	2 762	4 096	5 256	5 256	5 256	5 255	6 592	7 143
% increase	4		(8.5%)	48.3%	28.3%				25.4%	8.4%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		16 183	19 399	17 986	28 055	20 055	20 055	28 969	28 178	30 741
Pension and UIF Contributions		3 759	3 792	3 460	4 152	4 152	4 152	5 774	2 192	2 371
Medical Aid Contributions			809	929	1 001	1 001	1 001	1 625	1 359	1 481
Overtime		582	753	930	736	896	896	1 491	1 415	1 086
Performance Bonus					2 207	2 207	2 207	594	648	706
Motor Vehicle Allowance		2 616	2 654	2 021	2 821	2 339	2 339	3 193	1 951	2 260
Cellphone Allowance				303	419	419	419	519	601	656
Housing Allowances		89		242	76	191	191	94	92	101
Other benefits and allowances		1 226	4 271	2 974	2 430	3 081	3 081	4 505	10 052	10 893
Payments in lieu of leave				84	164	414	414	178	194	212
Long service awards			434	92	100	100	100	160	174	190
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		24 455	32 111	29 020	42 160	34 854	34 854	47 102	46 856	50 696
% increase	4		31.3%	(9.6%)	45.3%	(17.3%)		35.1%	(0.5%)	8.2%
Total Parent Municipality		27 473	44 857	44 681	59 482	52 437	52 437	64 365	65 761	71 261
% increase	4		63.3%	(0.4%)	33.1%	(11.8%)		22.7%	2.2%	8.4%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		27 473	44 857	44 681	59 482	52 437	52 437	64 365	65 761	71 261
% increase	4		63.3%	(0.4%)	33.1%	(11.8%)		22.7%	2.2%	8.4%
TOTAL MANAGERS AND STAFF	5	27 473	34 873	33 117	47 416	40 110	40 110	52 357	53 448	57 839

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		4 499	4 731	5 203	7 193	7 193	7 193	7 697	8 236	8 812
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance		1 551	1 577	1 729	1 798	1 998	1 998	1 924	2 059	2 203
Cellphone Allowance		247	454	653	49	849	849	625	669	716
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors	1	6 297	6 763	7 585	9 040	10 040	10 040	10 246	10 964	11 731
% increase	4		7.4%	12.2%	19.2%	11.1%		2.1%	7.0%	7.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	1 829	4 814	4 801	6 496	6 496	6 496	6 366	6 812	7 357
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances		281	1 224	3 245	53	53	53			
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality	4	2 110	6 038	8 046	6 549	6 549	6 549	6 366	6 812	7 357
% increase	4		186.1%	33.3%	(18.6%)			(2.8%)	7.0%	8.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		19 134	21 674	24 517	37 059	32 415	32 415	34 869	37 309	39 853
Pension and UIF Contributions		3 286	4 678	5 044	6 716	7 250	7 250	7 854	8 404	8 993
Medical Aid Contributions		1 043	1 574	1 786	2 587	2 320	2 320	3 074	3 289	3 519
Overtime		630	348	422	375	699	699	681	729	780
Performance Bonus										
Motor Vehicle Allowance		1 968	1 046	2 699	2 853	3 396	3 396	3 845	4 114	4 402
Cellphone Allowance		29	727	687	754	896	896	1 004	1 075	1 150
Housing Allowances		241	158	130	188	83	83	125	134	143
Other benefits and allowances		10 393	5 915	2 611	6 092	7 179	7 179	7 699	8 238	8 815
Payments in lieu of leave		643	1 901	(796)		265	265	318	340	364
Long service awards		40	96	99		220	220	220	235	252
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff	4	37 407	38 117	37 198	56 624	54 723	54 723	59 689	63 867	68 270
% increase	4		1.9%	(2.4%)	52.2%	(3.4%)		9.1%	7.0%	6.9%
Total Parent Municipality		45 814	50 917	52 829	72 213	71 312	71 312	76 302	81 643	87 358
% increase	4		11.1%	3.8%	36.7%	(1.2%)		7.0%	7.0%	7.0%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime					7 325					
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities	4				7 325					
% increase	4					(100.0%)				
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities	4									
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities	4									
% increase	4									
Total Municipal Entities					7 325					
TOTAL SALARY, ALLOWANCES & BENEFITS		45 814	50 917	52 829	79 538	71 312	71 312	76 302	81 643	87 358
% increase	4		11.1%	3.8%	50.6%	(10.3%)		7.0%	7.0%	7.0%
TOTAL MANAGERS AND STAFF	5	39 517	44 154	45 244	63 173	61 272	61 272	66 055	70 679	75 627

Limpopo: Lepelle-Nkumpi(LIM355) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2015

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	13 077			16 782	17 304	17 304	18 134	18 374	19 402
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		13 077			16 782	17 304	17 304	18 134	18 374	19 402
% increase	4		(100.0%)			3.1%		4.8%	1.3%	5.6%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	3 819			5 984	5 984	5 984	5 892	6 254	6 620
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus					485	485	485	485	515	545
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances		281								
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		4 099			6 468	6 468	6 468	6 377	6 769	7 165
% increase	4		(100.0%)					(1.4%)	6.2%	5.9%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		29 902			31 016	43 056	43 056	47 630	50 559	53 517
Pension and UIF Contributions		7 614			9 760	9 798	9 798	10 095	10 716	11 343
Medical Aid Contributions					1 769	2 279	2 279	2 576	2 735	2 895
Overtime		821			1 089	1 372	1 372	1 205	1 279	1 353
Performance Bonus								485	515	545
Motor Vehicle Allowance		3 253			3 718	3 810	3 810	4 019	4 267	4 516
Cellphone Allowance					408	408	408	435	462	489
Housing Allowances		134			231	231	231	284	302	319
Other benefits and allowances		2 750			4 601	4 268	4 268	7 794	4 558	4 824
Payments in lieu of leave					1 271	1 271	1 271	1 366	1 447	1 528
Long service awards		343			55	127	127	106	113	119
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		44 817			53 918	66 621	66 621	75 995	76 950	81 448
% increase	4		(100.0%)			23.6%		14.1%	1.3%	5.8%
Total Parent Municipality		61 994			77 169	90 393	90 393	100 507	102 093	108 016
% increase	4		(100.0%)			17.1%		11.2%	1.6%	5.8%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		61 994			77 169	90 393	90 393	100 507	102 093	108 016
% increase	4		(100.0%)			17.1%		11.2%	1.6%	5.8%
TOTAL MANAGERS AND STAFF	5	48 917			60 387	73 089	73 089	82 372	83 720	88 614

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	4 550	5 232	6 331	7 784	8 304	8 304	8 339	8 797	9 281
Pension and UIF Contributions		988	748	745	1 066	1 066	1 066	1 167	1 244	1 312
Medical Aid Contributions		199	240	47	57	57	57	64	68	72
Motor Vehicle Allowance		3 427	2 535	2 248	2 368	2 728	2 728	2 457	2 615	2 759
Cellphone Allowance		12	14	270	588	28	28	596	631	666
Housing Allowances		253	325	25	16	16	16	17	18	19
Other benefits and allowances										
Sub Total - Councillors		9 429	9 094	9 666	11 879	12 199	12 199	12 640	13 373	14 109
% increase	4		(3.5%)	6.3%	22.9%	2.7%		3.6%	5.8%	5.5%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	5 353	4 562	5 714	6 344	6 344	6 344	6 687	7 075	7 464
Pension and UIF Contributions		526	657	548	927	927	927	977	1 033	1 090
Medical Aid Contributions		137	220	152	86	86	86	91	96	101
Overtime										
Performance Bonus			253	429	667	667	667	703	744	785
Motor Vehicle Allowance		1 124	1 134	1 179	1 500	1 500	1 500	1 581	1 673	1 765
Cellphone Allowance					155					
Housing Allowances		89		99	28	28	28		31	33
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		7 230	6 826	8 120	9 707	9 552	9 552	10 068	10 652	11 237
% increase	4		(5.6%)	19.0%	19.5%	(1.6%)		5.4%	5.8%	5.5%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		105 834	106 917	122 325	148 226	134 826	134 826	159 156	168 388	177 647
Pension and UIF Contributions		19 777	19 926	18 045	28 829	22 589	22 589	31 292	33 107	34 926
Medical Aid Contributions		7 455	7 510	3 595	14 086	8 521	8 521	11 561	12 234	12 911
Overtime		2 783	2 822	10 698	9 800	10 760	10 760	11 115	11 760	12 408
Performance Bonus		5 336	4 881	5 381	5 333	6 733	6 733	7 437	7 868	8 301
Motor Vehicle Allowance		20 207	20 565	16 674	17 826	16 886	16 886	17 899	18 936	19 976
Cellphone Allowance				135	1 604	(155)	(155)	1 817	1 917	2 017
Housing Allowances		4 358	4 453	2 552	3 804	3 754	3 754	3 951	4 179	4 407
Other benefits and allowances		2 959	3 062	10 813	6 668	4 317	4 317	5 320	5 623	5 928
Payments in lieu of leave				1 590	2 000	2 300	2 300	2 500	2 645	2 790
Long service awards				352	500			600	635	670
Post-retirement benefit obligations				5 215	662	1 612	1 612	444	470	496
Sub Total - Other Municipal Staff		168 709	170 135	197 376	239 338	212 143	212 143	253 092	267 762	282 478
% increase	4		0.8%	16.0%	21.3%	(11.4%)		19.3%	5.8%	5.5%
Total Parent Municipality		185 367	186 055	215 162	260 924	233 894	233 894	275 800	291 787	307 824
% increase	4		0.4%	15.6%	21.3%	(10.4%)		17.9%	5.8%	5.5%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		185 367	186 055	215 162	260 924	233 894	233 894	275 800	291 787	307 824
% increase	4		0.4%	15.6%	21.3%	(10.4%)		17.9%	5.8%	5.5%
TOTAL MANAGERS AND STAFF	5	175 938	176 961	205 496	249 045	221 695	221 695	263 160	278 414	293 715

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	3 529	4 098	3 542	4 672	4 672	4 672	4 952	5 250	5 565
Pension and UIF Contributions		217	252	592	630	630	630	668	708	751
Medical Aid Contributions		104	121	96	109	109	109	115	122	130
Motor Vehicle Allowance		1 324	1 537	1 411	1 440	1 440	1 440	1 526	1 618	1 715
Cellphone Allowance		261	303	414	309	309	309	327	347	368
Housing Allowances										
Other benefits and allowances		68	207	182	739	739	739	810	858	910
Sub Total - Councillors		5 503	6 516	6 237	7 899	7 899	7 899	8 399	8 903	9 438
% increase	4		18.4%	(4.3%)	26.6%			6.3%	6.0%	6.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	4 092	4 608	5 708	5 984	6 636	6 636	7 034	7 456	7 904
Pension and UIF Contributions				646						
Medical Aid Contributions		18	21	261		30	30	32	34	36
Overtime						24	24	25	27	29
Performance Bonus										
Motor Vehicle Allowance		824	928	1 199	1 129	1 229	1 229	1 303	1 381	1 464
Cellphone Allowance		39	44	39	47	55	55	59	62	66
Housing Allowances				5	14	14	14	15	16	17
Other benefits and allowances		36	41	562						
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		5 009	5 642	8 419	7 174	7 988	7 988	8 468	8 976	9 514
% increase	4		12.6%	49.2%	(14.8%)	11.3%		6.0%	6.0%	6.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		38 311	43 917	60 401	53 664	53 664	53 664	54 330	57 590	61 045
Pension and UIF Contributions		9 148	10 222	9 765	11 156	11 156	11 156	11 825	12 535	13 287
Medical Aid Contributions		2 539	2 838	2 960	3 772	3 772	3 772	3 998	4 238	4 492
Overtime		1 493	2 701	5 736	3 363	4 626	4 626	4 903	5 198	5 509
Performance Bonus										
Motor Vehicle Allowance		3 093	3 456	5 383	6 209	6 693	6 693	7 094	7 520	7 971
Cellphone Allowance		215	240	234	512	516	516	547	580	615
Housing Allowances		44	49	63	155	179	179	190	201	213
Other benefits and allowances		3 808	4 256	11 696	8 591	8 591	8 591	9 106	9 653	10 232
Payments in lieu of leave		3 242	3 623							
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		61 893	71 302	96 237	87 421	89 196	89 196	91 994	97 513	103 364
% increase	4		15.2%	35.0%	(9.2%)	2.0%		3.1%	6.0%	6.0%
Total Parent Municipality		72 405	83 460	110 893	102 494	105 083	105 083	108 861	115 393	122 316
% increase	4		15.3%	32.9%	(7.6%)	2.5%		3.6%	6.0%	6.0%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		72 405	83 460	110 893	102 494	105 083	105 083	108 861	115 393	122 316
% increase	4		15.3%	32.9%	(7.6%)	2.5%		3.6%	6.0%	6.0%
TOTAL MANAGERS AND STAFF	5	66 902	76 944	104 656	94 595	97 184	97 184	100 461	106 489	112 878

Limpopo: Lephalale(LM362) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2015

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	4 001	4 194		4 463	4 463	4 463	5 296	5 608	5 922
Pension and UIF Contributions										
Medical Aid Contributions					13	13	13			
Motor Vehicle Allowance		1 330	1 396		1 453	1 453	1 453	1 765	1 869	1 974
Cellphone Allowance		280	292		306	306	306	523	554	585
Housing Allowances										
Other benefits and allowances			6		45	45	45			
Sub Total - Councillors		5 611	5 888		6 279	6 280	6 280	7 584	8 031	8 481
% increase	4		4.9%	(100.0%)				20.8%	5.9%	5.6%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	2 840	2 340		4 634	4 370	4 370	5 799	6 141	6 485
Pension and UIF Contributions		293	660		1 066	679	679	950	1 006	1 062
Medical Aid Contributions		389	161		147	215	215	202	214	226
Overtime			1							
Performance Bonus										
Motor Vehicle Allowance		544			767	627	627	889	942	995
Cellphone Allowance			25		66	60	60	121	128	135
Housing Allowances										
Other benefits and allowances			891		692	647	647	793	839	886
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		4 066	4 079		7 372	6 598	6 598	8 754	9 270	9 790
% increase	4		0.3%	(100.0%)		(10.5%)		32.7%	5.9%	5.6%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		33 015	42 270		59 843	57 350	57 350	88 154	93 744	99 408
Pension and UIF Contributions		7 983	9 163		13 710	11 725	11 725	19 701	20 863	22 031
Medical Aid Contributions		1 996	2 392		3 215	3 241	3 241	5 837	6 181	6 527
Overtime		4 558	6 584		3 216	5 619	5 619	4 285	4 538	4 792
Performance Bonus										
Motor Vehicle Allowance		8 587	5 248		7 233	7 331	7 331	9 362	9 914	10 469
Cellphone Allowance		452	432		596	514	514	974	1 031	1 089
Housing Allowances		313	242		239	273	273	213	225	238
Other benefits and allowances			10 491		9 271	8 817	8 817	11 052	11 704	12 360
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		56 904	76 822		97 323	94 870	94 870	139 577	148 201	156 915
% increase	4		35.0%	(100.0%)		(2.5%)		47.1%	6.2%	5.9%
Total Parent Municipality		66 580	86 789		110 974	107 748	107 748	155 915	165 503	175 185
% increase	4		30.4%	(100.0%)		(2.9%)		44.7%	6.1%	5.9%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		66 580	86 789		110 974	107 748	107 748	155 915	165 503	175 185
% increase	4		30.4%	(100.0%)		(2.9%)		44.7%	6.1%	5.9%
TOTAL MANAGERS AND STAFF	5	60 970	80 901		104 694	101 468	101 468	148 331	157 472	166 704

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		2 479	2 858	3 148	3 101	3 101	3 101	3 414	3 735	4 036
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance					245	245	245			
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		2 479	2 858	3 148	3 346	3 346	3 346	3 414	3 735	4 036
% increase	4		15.3%	10.1%	6.3%			2.0%	9.4%	8.1%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages		2 861	1 306	2 683	4 491	4 491	4 491	4 914	5 307	5 711
Pension and UIF Contributions		214	70		45	45	45			
Medical Aid Contributions										
Overtime										
Performance Bonus					200					
Motor Vehicle Allowance		343	387							
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 418	1 763	2 683	4 736	4 536	4 536	4 914	5 307	5 711
% increase	4		(48.4%)	52.1%	76.6%	(4.2%)		8.3%	8.0%	7.6%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		22 896	23 141	24 830	28 056	29 227	29 227	35 443	38 850	42 005
Pension and UIF Contributions		5 123	7 216	9 632	8 125	8 151	8 151	10 270	11 099	11 993
Medical Aid Contributions				2 502						
Overtime		2 179	3 010	3 772	1 608	2 273	2 273			
Performance Bonus					20					
Motor Vehicle Allowance		1 355	1 238	2 177	2 738	3 279	3 279	4 560	4 545	4 911
Cellphone Allowance										
Housing Allowances		46	71	40	597	597	597	507	533	576
Other benefits and allowances		707	5 660	2 935						
Payments in lieu of leave					151	151	151	165	190	195
Long service awards					85	85	85	120	131	142
Post-retirement benefit obligations		466	252	368	295	735	735	690	755	816
Sub Total - Other Municipal Staff		32 771	40 588	46 257	41 674	44 498	44 498	51 755	56 102	60 638
% increase	4		23.9%	14.0%	(9.9%)	6.8%		16.3%	8.4%	8.1%
Total Parent Municipality		38 668	45 210	52 087	49 756	52 380	52 380	60 083	65 145	70 385
% increase	4		16.9%	15.2%	(4.5%)	5.3%		14.7%	8.4%	8.0%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		38 668	45 210	52 087	49 756	52 380	52 380	60 083	65 145	70 385
% increase	4		16.9%	15.2%	(4.5%)	5.3%		14.7%	8.4%	8.0%
TOTAL MANAGERS AND STAFF	5	36 189	42 351	48 939	46 410	49 034	49 034	56 669	61 410	66 348

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	3 075	3 141	3 689	4 277	4 277	4 277	3 940	4 176	4 385
Pension and UIF Contributions		447	470	553	561	561	561	591	626	658
Medical Aid Contributions		123	103	109	128	128	128	109	115	121
Motor Vehicle Allowance		1 214	1 273	1 311	1 475	1 475	1 475	1 547	1 639	1 721
Cellphone Allowance		242	251	290	378	378	378	398	422	443
Housing Allowances										
Other benefits and allowances		24	26	28	38	38	38	59	62	66
Sub Total - Councillors		5 125	5 264	5 980	6 855	6 855	6 855	6 643	7 042	7 394
% increase	4		2.7%	13.6%	14.6%			(3.1%)	6.0%	5.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	2 413	1 590	2 724	4 008	3 279	3 279	4 055	4 511	4 736
Pension and UIF Contributions		242	340	467	767	697	697	870	923	969
Medical Aid Contributions		56	21	82	132	133	133	144	152	160
Overtime										
Performance Bonus										
Motor Vehicle Allowance		489	379	500	971	656	656	925	981	1 030
Cellphone Allowance										
Housing Allowances			4							
Other benefits and allowances		38	19	38	49	50	50	59	62	65
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 238	2 354	3 811	5 927	4 815	4 815	6 053	6 629	6 960
% increase	4		(27.3%)	61.9%	55.5%	(18.8%)		25.7%	9.5%	5.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		41 585	46 498	59 559	66 869	69 986	69 986	74 670	79 094	83 068
Pension and UIF Contributions		7 030	8 291	10 586	13 035	12 950	12 950	14 574	15 449	16 221
Medical Aid Contributions		1 769	2 084	2 479	2 879	3 266	3 266	3 651	3 870	4 064
Overtime		2 134	3 187	5 360	3 473	4 315	4 315	4 775	5 108	4 722
Performance Bonus										
Motor Vehicle Allowance		2 657	3 229	3 278	4 023	4 909	4 909	5 507	5 838	6 129
Cellphone Allowance				8	16	10	10			
Housing Allowances		200	171	156	152	163	163	173	183	192
Other benefits and allowances		1 201	1 484	1 704	1 779	1 990	1 990	2 158	2 288	2 402
Payments in lieu of leave		3 287	1 341	4 158	1 200	1 200	1 200	1 272	1 348	1 416
Long service awards										
Post-retirement benefit obligations		(206)	1 520	5 558	2 490	4 490	4 490	5 507	5 838	6 130
Sub Total - Other Municipal Staff		59 657	67 807	92 844	95 915	103 279	103 279	112 287	119 015	124 344
% increase	4		13.7%	36.9%	3.3%	7.7%		8.7%	6.0%	4.5%
Total Parent Municipality		68 019	75 424	102 636	108 697	114 949	114 949	124 984	132 686	138 698
% increase	4		10.9%	36.1%	5.9%	5.8%		8.7%	6.2%	4.5%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		68 019	75 424	102 636	108 697	114 949	114 949	124 984	132 686	138 698
% increase	4		10.9%	36.1%	5.9%	5.8%		8.7%	6.2%	4.5%
TOTAL MANAGERS AND STAFF	5	62 895	70 160	96 656	101 842	108 094	108 094	118 341	125 644	131 304

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	233	89					3 485	3 694	3 916
Pension and UIF Contributions								749	793	841
Medical Aid Contributions								386	409	433
Motor Vehicle Allowance								1 056	1 119	1 187
Cellphone Allowance								364	386	409
Housing Allowances								230	244	258
Other benefits and allowances		3 648	3 988	1 015	5 956	5 956	5 956			
Sub Total - Councillors		3 881	4 077	1 015	5 956	5 956	5 956	6 269	6 645	7 044
% increase	4		5.0%	(75.1%)	486.6%			5.3%	6.0%	6.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	54 326	57 281	69 714	64 183	64 242	64 242			
Pension and UIF Contributions		351	180	1 436	848	848	848			
Medical Aid Contributions		937	803	1 000						
Overtime		3 022	3 561	2 975	2 913	2 889	2 889			
Performance Bonus					8 858	8 858	8 858			
Motor Vehicle Allowance		3 631	2 889	3 416	2 607	2 607	2 607			
Cellphone Allowance				428	11 802	11 802	11 802			
Housing Allowances				6	87	87	87			
Other benefits and allowances					110	110	110			
Payments in lieu of leave										
Long service awards				230	51	51	51			
Post-retirement benefit obligations			1 929							
Sub Total - Senior Managers of Municipality		62 266	66 644	79 205	91 459	91 494	91 494			
% increase	4		7.0%	18.8%	15.5%			(100.0%)		
<u>Other Municipal Staff</u>										
Basic Salaries and Wages	4	54 326	57 281	57 901	64 217	64 217	64 217	81 976	89 809	95 861
Pension and UIF Contributions		351	180	1 048	848	848	848	1 122	1 200	1 284
Medical Aid Contributions		937	803	1 025				1 097	1 174	1 256
Overtime		3 022	3 561	4 562	2 913	2 879	2 879	4 882	5 223	5 589
Performance Bonus				2 704	8 858	8 858	8 858	2 893	3 096	3 313
Motor Vehicle Allowance		3 631	2 889	3 965	2 607	2 607	2 607	4 242	4 539	4 857
Cellphone Allowance				8 195	11 541	11 541	11 541	8 768	9 382	10 039
Housing Allowances				765	87	87	87	819	876	937
Other benefits and allowances				466	371	371	371	498	533	571
Payments in lieu of leave				1 283	51	51	51	1 373	1 469	1 572
Long service awards			1 929					163		
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		62 266	66 644	81 914	91 494	91 459	91 459	107 833	117 302	125 278
% increase	4		7.0%	22.9%	11.7%			17.9%	8.8%	6.8%
Total Parent Municipality		128 414	137 364	162 134	188 909	188 909	188 909	114 102	123 947	132 322
% increase	4		7.0%	18.0%	16.5%			(39.6%)	8.6%	6.8%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		128 414	137 364	162 134	188 909	188 909	188 909	114 102	123 947	132 322
% increase	4		7.0%	18.0%	16.5%			(39.6%)	8.6%	6.8%
TOTAL MANAGERS AND STAFF	5	124 532	133 287	161 119	182 953	182 953	182 953	107 833	117 302	125 278

Limpopo: Mogalakwena(LIM367) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2015

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	9 609	10 094	11 959	11 184	11 184	11 184	11 794	12 441	13 054
Pension and UIF Contributions		1 213	1 335	1 612	1 678	1 678	1 678	1 769	1 866	1 958
Medical Aid Contributions			103							
Motor Vehicle Allowance		3 634	3 866	4 117	4 287	4 287	4 287	4 521	4 769	5 004
Cellphone Allowance		652	833	887	932	932	932	1 391	1 467	1 539
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		15 108	16 231	18 576	18 081	18 081	18 081	19 476	20 543	21 556
% increase	4		7.4%	14.4%	(2.7%)			7.7%	5.5%	4.9%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	4 222	2 488	5 154	7 112	7 112	7 112	5 829	5 150	6 432
Pension and UIF Contributions		1 058	211	1 338	1 599	1 599	1 599	1 199	1 054	1 327
Medical Aid Contributions		165	53	332	253	253	253	519	425	519
Overtime										
Performance Bonus				345						
Motor Vehicle Allowance		949	299	1 016	932	932	932	944	812	944
Cellphone Allowance								59	62	65
Housing Allowances		8		25						
Other benefits and allowances		433	8	602	193	193	193	104	92	115
Payments in lieu of leave		107								
Long service awards		83								
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		7 025	3 059	8 813	10 088	10 088	10 088	8 653	7 594	9 401
% increase	4		(56.5%)	188.1%	14.5%			(14.2%)	(12.2%)	23.8%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		76 672	84 756	98 881	127 294	127 294	127 294	125 527	131 120	136 475
Pension and UIF Contributions		16 974	18 935	23 212	26 033	26 033	26 033	28 911	30 176	31 442
Medical Aid Contributions		4 052	4 636	9 659	10 660	10 660	10 660	11 598	11 491	11 398
Overtime		17 066	19 874	17 204	9 789	9 789	9 789	13 167	13 890	14 576
Performance Bonus				(345)						
Motor Vehicle Allowance		9 931	11 266	14 004	17 519	17 519	17 519	19 295	20 346	21 197
Cellphone Allowance		2 072	2 169	2 932	2 874	2 874	2 874	3 142	3 274	3 435
Housing Allowances		259	243	831	428	428	428	378	378	378
Other benefits and allowances		9 593	10 441	14 053	15 500	15 500	15 500	16 939	17 621	18 449
Payments in lieu of leave		3 244	5 495	5 721	5 699	5 699	5 699	7 128	7 444	7 804
Long service awards		(83)								
Post-retirement benefit obligations		8 382	6 477	3 400	7 700	7 700	7 700	6 500	6 864	7 221
Sub Total - Other Municipal Staff		148 162	164 293	189 553	223 497	223 497	223 497	232 585	242 604	252 375
% increase	4		10.9%	15.4%	17.9%			4.1%	4.3%	4.0%
Total Parent Municipality		170 295	183 582	216 941	251 666	251 666	251 666	260 713	270 742	283 331
% increase	4		7.8%	18.2%	16.0%			3.6%	3.8%	4.7%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		170 295	183 582	216 941	251 666	251 666	251 666	260 713	270 742	283 331
% increase	4		7.8%	18.2%	16.0%			3.6%	3.8%	4.7%
TOTAL MANAGERS AND STAFF	5	155 187	167 351	198 365	233 585	233 585	233 585	241 237	250 198	261 776

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	3 241	3 518	3 820	4 086	4 086	4 086	4 311	4 548	4 789
Pension and UIF Contributions		375	428	461	495	495	495	522	550	580
Medical Aid Contributions		34	48	62	68	68	68	97	102	107
Motor Vehicle Allowance		1 064	1 157	1 255	1 340	1 340	1 340	1 420	1 498	1 577
Cellphone Allowance		202	217	301	321	321	321	321	338	356
Housing Allowances										
Other benefits and allowances		63	105	92	131	131	131	138	145	153
Sub Total - Councillors		4 979	5 473	5 992	6 441	6 441	6 441	6 808	7 182	7 563
% increase	4		9.9%	9.5%	7.5%			5.7%	5.5%	5.3%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	3 413	3 411	4 098	5 177	5 177	5 177	5 809	6 209	6 601
Pension and UIF Contributions		462	424	579	729	729	729	609	651	692
Medical Aid Contributions		111	127	165	229	229	229	172	184	195
Overtime										
Performance Bonus		281	237		684	859	859	933	1 188	1 263
Motor Vehicle Allowance		1 197	1 096	1 091	1 385	1 385	1 385	1 189	1 271	1 351
Cellphone Allowance		73	70	75	90	90	90	90	96	102
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		5 537	5 365	6 009	8 294	8 469	8 469	8 802	9 600	10 205
% increase	4		(3.1%)	12.0%	38.0%	2.1%		3.9%	9.1%	6.3%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		24 881	31 769	30 467	35 181	35 531	35 531	38 745	41 418	44 028
Pension and UIF Contributions		4 968	6 064	6 216	7 417	7 274	7 274	8 158	8 702	9 251
Medical Aid Contributions		1 766	2 115	2 199	2 689	2 633	2 633	3 026	3 187	3 387
Overtime		138	319	499	620	725	725	716	766	814
Performance Bonus			282	257				178		
Motor Vehicle Allowance		3 302	5 247	4 897	5 540	5 385	5 385	5 918	6 326	6 724
Cellphone Allowance		246	373	293	385	385	385	395	423	449
Housing Allowances		185	182	185	283	282	282	314	335	357
Other benefits and allowances		765	1 094	4 219	1 276	1 276	1 276	3 733	4 195	4 706
Payments in lieu of leave		965	1 420	1 896	2 747	3 052	3 052	2 750	2 940	3 125
Long service awards		1 534	1 694	551	2 390	2 390	2 390	643	728	824
Post-retirement benefit obligations		452	312	922	655	670	670	1 295	1 383	1 469
Sub Total - Other Municipal Staff		39 200	50 871	52 601	59 183	59 603	59 603	65 870	70 402	75 134
% increase	4		29.8%	3.4%	12.5%	0.7%		10.5%	6.9%	6.7%
Total Parent Municipality		49 716	61 708	64 602	73 918	74 513	74 513	81 479	87 184	92 901
% increase	4		24.1%	4.7%	14.4%	0.8%		9.3%	7.0%	6.6%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		49 716	61 708	64 602	73 918	74 513	74 513	81 479	87 184	92 901
% increase	4		24.1%	4.7%	14.4%	0.8%		9.3%	7.0%	6.6%
TOTAL MANAGERS AND STAFF	5	44 737	56 236	58 611	67 477	68 072	68 072	74 672	80 002	85 339

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	5 046	5 433		5 777	5 777	5 777	6 540	6 933	7 349
Pension and UIF Contributions		911	965		1 043	1 043	1 043	1 060	1 124	1 191
Medical Aid Contributions		115	122		131	131	131	149	158	167
Motor Vehicle Allowance		1 810	1 918		2 072	2 072	2 072	2 346	2 486	2 636
Cellphone Allowance		518	549		592	592	592	671	711	754
Housing Allowances										
Other benefits and allowances					7	7	7			
Sub Total - Councillors		8 399	8 987		9 623	9 623	9 623	10 765	11 411	12 096
% increase	4		7.0%	(100.0%)				11.9%	6.0%	6.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2							2 779	2 902	3 029
Pension and UIF Contributions								795	830	867
Medical Aid Contributions								554	578	603
Overtime										
Performance Bonus								176	184	192
Motor Vehicle Allowance								312	326	340
Cellphone Allowance								78	81	84
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality								4 695	4 901	5 116
% increase	4								4.4%	4.4%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		25 910	30 582	30 143	27 924	27 924	27 924	39 059	4 078	42 572
Pension and UIF Contributions		4 978	6 390	6 022	5 840	5 840	5 840	8 802	9 190	9 594
Medical Aid Contributions		1 314	1 835	1 601	1 553	1 553	1 553	2 023	2 112	2 205
Overtime		1 615	1 782	1 057	1 890	1 890	1 890	1 185	1 237	1 292
Performance Bonus										
Motor Vehicle Allowance		2 071	1 543	1 804	1 163	615	615	3 184	3 324	3 471
Cellphone Allowance				438	446	425	425	512	535	558
Housing Allowances		54	120	80	56	56	56			
Other benefits and allowances		483		398				455	475	495
Payments in lieu of leave		1 961	2 239	4 145	4 023	4 023	4 023	3 946	4 120	4 301
Long service awards										
Post-retirement benefit obligations		112								
Sub Total - Other Municipal Staff		38 497	44 490	45 689	42 895	42 326	42 326	59 167	25 070	64 488
% increase	4		15.6%	2.7%	(6.1%)	(1.3%)		39.8%	(57.6%)	157.2%
Total Parent Municipality		46 896	53 477	45 689	52 518	51 949	51 949	74 627	41 383	81 700
% increase	4		14.0%	(14.6%)	14.9%	(1.1%)		43.7%	(44.5%)	97.4%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		46 896	53 477	45 689	52 518	51 949	51 949	74 627	41 383	81 700
% increase	4		14.0%	(14.6%)	14.9%	(1.1%)		43.7%	(44.5%)	97.4%
TOTAL MANAGERS AND STAFF	5	38 497	44 490	45 689	42 895	42 326	42 326	63 862	29 971	69 604

Limpopo: Elias Motsaedi(LIM472) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2015

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	10 658	11 474	10 270	10 586	12 061	12 061	3 548	3 743	3 941
Pension and UIF Contributions		250	107	953	1 417	992	992	1 408	1 486	1 564
Medical Aid Contributions		123	35	170	160	280	280	408	431	454
Motor Vehicle Allowance		3 315	3 208	3 840	4 066	3 916	3 916	4 075	4 299	4 527
Cellphone Allowance								1 554	1 640	1 726
Housing Allowances		2								
Other benefits and allowances		127	7	0	45	340	340	7 550	7 965	8 388
Sub Total - Councillors		14 476	14 831	15 233	16 273	17 590	17 590	18 543	19 563	20 600
% increase	4		2.5%	2.7%	6.8%	8.1%		5.4%	5.5%	5.3%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	2 091		3 335	5 131	5 261	5 261	4 831	5 128	5 428
Pension and UIF Contributions		126			400	475	475	503	534	565
Medical Aid Contributions		18						175	186	197
Overtime										
Performance Bonus										
Motor Vehicle Allowance		339		827	1 292	1 407	1 407	840	892	944
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances					67	323	323	596	632	669
Payments in lieu of leave					60	150	150			
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 573		4 162	6 949	7 615	7 615	6 944	7 371	7 803
% increase	4		(100.0%)		67.0%	9.6%		(8.8%)	6.2%	5.8%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		33 275	43 496	49 972	60 245	57 342	57 342	73 424	77 940	82 500
Pension and UIF Contributions		7 175	8 606	9 902	13 223	11 595	11 595	14 613	15 512	16 419
Medical Aid Contributions		2 009	2 493	2 621	3 076	3 050	3 050	4 616	4 900	5 187
Overtime		1 145	568	1 172	775	1 610	1 610	1 380	1 465	1 551
Performance Bonus		198								
Motor Vehicle Allowance		4 079	3 453	3 718	4 451	4 670	4 670	5 632	5 978	6 328
Cellphone Allowance		0	(0)							
Housing Allowances		40	43	67	120	139	139	157	167	176
Other benefits and allowances				699	7 483	6 633	6 633	7 864	8 348	8 836
Payments in lieu of leave				4 528	855	955	955	530	563	596
Long service awards		3 757	3 577					95	101	107
Post-retirement benefit obligations		2 004								
Sub Total - Other Municipal Staff		53 680	62 237	72 680	90 228	85 994	85 994	108 312	114 973	121 699
% increase	4		15.9%	16.8%	24.1%	(4.7%)		26.0%	6.1%	5.9%
Total Parent Municipality		70 729	77 068	92 075	113 451	111 199	111 199	133 799	141 907	150 101
% increase	4		9.0%	19.5%	23.2%	(2.0%)		20.3%	6.1%	5.8%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		70 729	77 068	92 075	113 451	111 199	111 199	133 799	141 907	150 101
% increase	4		9.0%	19.5%	23.2%	(2.0%)		20.3%	6.1%	5.8%
TOTAL MANAGERS AND STAFF	5	56 253	62 237	76 842	97 177	93 609	93 609	115 256	122 344	129 501

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)	1									
Basic Salaries and Wages		8 372	9 403	9 301	10 709	10 763	10 763	11 096	11 873	12 704
Pension and UIF Contributions		1 477	1 415	2 159	2 726	2 726	2 726	2 575	2 756	2 948
Medical Aid Contributions										
Motor Vehicle Allowance		3 954	4 446	3 777	4 063	4 094	4 094	4 506	4 821	5 159
Cellphone Allowance				1 452	875	879	879	1 732	1 854	1 984
Housing Allowances										
Other benefits and allowances		149	127			1	1			
Sub Total - Councillors		13 951	15 391	16 688	18 373	18 463	18 463	19 909	21 303	22 794
% increase	4		10.3%	8.4%	10.1%	0.5%		7.8%	7.0%	7.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		2 294	1 585	2 195	3 138	2 373	2 373	3 148	3 306	3 509
Pension and UIF Contributions		240	135	197	471	363	363	586	615	653
Medical Aid Contributions		119	112	105	189	151	151	215	226	240
Overtime										
Performance Bonus										
Motor Vehicle Allowance		706	188	626	1 354	913	913	1 481	1 555	1 651
Cellphone Allowance		92	79	89	136	93	93	133	139	148
Housing Allowances		334	259	347	410	256	256	209	220	233
Other benefits and allowances		37	155	156	73	53	53	77	80	85
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 822	2 513	3 714	5 771	4 202	4 202	5 849	6 141	6 519
% increase	4		(34.3%)	47.8%	55.4%	(27.2%)		39.2%	5.0%	6.2%
Other Municipal Staff										
Basic Salaries and Wages		12 602	17 546	20 849	30 565	24 593	24 593	31 358	32 943	34 969
Pension and UIF Contributions		2 778	3 569	4 691	6 661	5 675	5 675	7 056	7 412	7 868
Medical Aid Contributions		1 065	1 618	2 045	2 887	5 486	5 486	3 076	3 231	3 430
Overtime		168	190	179	341	341	341	269	283	300
Performance Bonus										
Motor Vehicle Allowance		2 661	4 692	5 277	7 688	6 573	6 573	7 937	8 338	8 851
Cellphone Allowance		525	749	894	1 329	1 043	1 043	1 344	1 412	1 499
Housing Allowances		510	1 053	1 498	1 817	2 460	2 460	2 253	2 367	2 513
Other benefits and allowances		1 267	1 302	1 909	2 552	333	333	2 871	3 017	3 202
Payments in lieu of leave		274	921	1 847	1 650	1 650	1 650	2 778	2 919	3 098
Long service awards		766	1 096	834	1 965	1 965	1 965	1 254	1 318	1 399
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		22 616	32 736	40 024	57 455	50 119	50 119	60 198	63 240	67 130
% increase	4		44.7%	22.3%	43.5%	(12.8%)		20.1%	5.1%	6.2%
Total Parent Municipality		40 389	50 639	60 427	81 599	72 784	72 784	85 956	90 685	96 443
% increase	4		25.4%	19.3%	35.0%	(10.8%)		18.1%	5.5%	6.3%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		40 389	50 639	60 427	81 599	72 784	72 784	85 956	90 685	96 443
% increase	4		25.4%	19.3%	35.0%	(10.8%)		18.1%	5.5%	6.3%
TOTAL MANAGERS AND STAFF	5	26 438	35 248	43 739	63 225	54 321	54 321	66 047	69 382	73 649

Limpopo: Fetakgomo(LIM474) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2015

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	4 508	4 674	5 539	5 050	5 096	5 045	5 600	5 880	6 115
Pension and UIF Contributions		1 022	1 028	1 254	1 250	1 673	1 673	1 800	1 890	1 966
Medical Aid Contributions										
Motor Vehicle Allowance		1 431	1 310	1 313	1 692	1 466	1 239	1 400	1 470	1 529
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances			36	76	110	70	70	80	84	87
Sub Total - Councillors		6 962	7 047	8 183	8 102	8 305	8 027	8 880	9 324	9 697
% increase	4		1.2%	16.1%	(1.0%)	2.5%	(3.3%)	10.6%	5.0%	4.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	1 827	2 870	3 141	3 171	3 789	3 485	3 588	3 260	3 479
Pension and UIF Contributions		220	183	402	358	522	417	312	595	630
Medical Aid Contributions		7	26							
Overtime										
Performance Bonus				145	584	48	48	51	120	128
Motor Vehicle Allowance		312	423	394	353	433	219	402	385	407
Cellphone Allowance		44	40	33	47	40	40	43	45	48
Housing Allowances										
Other benefits and allowances		275	322	161	281	228	350	176	257	271
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 684	3 864	4 274	4 794	5 061	4 559	4 573	4 662	4 964
% increase	4		44.0%	10.6%	12.2%	5.6%	(9.9%)	0.3%	2.0%	6.5%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		7 255	9 745	10 256	12 969	13 685	14 176	15 944	15 026	16 018
Pension and UIF Contributions		2 464	3 229	3 072	3 867	4 559	4 433	4 742	4 519	4 812
Medical Aid Contributions		1 535	1 064	1 606	2 060	2 090	2 090	2 715	2 359	2 501
Overtime		16	55	246	373	340	477	391	2 383	2 573
Performance Bonus		253	433	211		222			50	53
Motor Vehicle Allowance		2 110	2 948	2 632	2 882	3 377	3 487	3 966	3 650	3 878
Cellphone Allowance		185	184	217	248	303	242	260	280	298
Housing Allowances		147	275	45	34	107	69	39	50	53
Other benefits and allowances		2 522	2 686	2 674	3 526	3 697	4 449	4 358	3 871	4 142
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		16 486	20 618	20 958	25 959	28 381	29 423	32 416	32 188	34 327
% increase	4		25.1%	1.6%	23.9%	9.3%	3.7%	10.2%	(0.7%)	6.6%
Total Parent Municipality		26 132	31 529	33 415	38 855	41 747	42 010	45 869	46 174	48 987
% increase	4		20.7%	6.0%	16.3%	7.4%	0.6%	9.2%	0.7%	6.1%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		26 132	31 529	33 415	38 855	41 747	42 010	45 869	46 174	48 987
% increase	4		20.7%	6.0%	16.3%	7.4%	0.6%	9.2%	0.7%	6.1%
TOTAL MANAGERS AND STAFF	5	19 170	24 482	25 233	30 753	33 442	33 982	36 989	36 850	39 290

Limpopo: Sekhukhune(DC47) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2015

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>	1									
Basic Salaries and Wages		8 329	10 008	10 604	13 285	10 432	10 432	11 162	11 681	12 225
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		8 329	10 008	10 604	13 285	10 432	10 432	11 162	11 681	12 225
% increase	4		20.2%	6.0%	25.3%	(21.5%)		7.0%	4.7%	4.6%
<u>Senior Managers of the Municipality</u>	2									
Basic Salaries and Wages		5 561	7 677	7 657	8 631	8 395	8 395	11 545	12 076	12 644
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		5 561	7 677	7 657	8 631	8 395	8 395	11 545	12 076	12 644
% increase	4		38.1%	(0.3%)	12.7%	(2.7%)		37.5%	4.6%	4.7%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		116 648	144 102	137 670	156 860	154 290	154 290	189 042	195 809	204 907
Pension and UIF Contributions		17 188	19 178	21 250	26 280	23 976	23 976	25 655	26 848	28 096
Medical Aid Contributions		22 066	14 595	7 303	8 559	8 706	8 706	9 315	9 748	10 201
Overtime		2 840	2 310	16 369	3 582	11 482	11 482	12 286	12 857	13 455
Performance Bonus		13 012								
Motor Vehicle Allowance		6 147	5 006	23 376	16 957	23 373	23 373	26 395	27 622	28 907
Cellphone Allowance		605	2 422	1 818	2 050	1 747	1 747	1 869	1 956	2 047
Housing Allowances		5 892	4 121	2 012	2 107	2 547	2 547	2 829	2 961	3 099
Other benefits and allowances			3 716	4 275	4 382	6 412	6 412	6 170	6 457	6 758
Payments in lieu of leave			9 069	13 383	9 983	11 520	11 520	12 326	12 899	13 499
Long service awards			3 000							
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		184 398	207 519	227 455	230 760	244 053	244 053	285 889	297 159	310 970
% increase	4		12.5%	9.6%	1.5%	5.8%		17.1%	3.9%	4.6%
Total Parent Municipality		198 288	225 205	245 715	252 676	262 880	262 880	308 596	320 916	335 838
% increase	4		13.6%	9.1%	2.8%	4.0%		17.4%	4.0%	4.6%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		198 288	225 205	245 715	252 676	262 880	262 880	308 596	320 916	335 838
% increase	4		13.6%	9.1%	2.8%	4.0%		17.4%	4.0%	4.6%
TOTAL MANAGERS AND STAFF	5	189 958	215 196	235 111	239 391	252 448	252 448	297 434	309 235	323 614

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	7 028	7 672	7 801	8 722	8 722	8 722	9 333	9 846	10 368
Pension and UIF Contributions		974	1 317	1 109	1 494	1 494	1 494	1 598	1 686	1 775
Medical Aid Contributions		97		247	201	201	201	216	227	239
Motor Vehicle Allowance		2 682	2 958	3 063	3 885	3 885	3 885	4 157	4 385	4 618
Cellphone Allowance		621	637	1 021	986	986	986	1 055	1 113	1 172
Housing Allowances										
Other benefits and allowances				110						
Sub Total - Councillors		11 402	12 584	13 350	15 288	15 288	15 288	16 358	17 258	18 173
% increase	4		10.4%	6.1%	14.5%			7.0%	5.5%	5.3%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	2 066	5 467	4 705	4 291	4 291	4 291	4 454	4 699	4 948
Pension and UIF Contributions		847	480	751	1 288	1 288	1 288	1 379	1 454	1 532
Medical Aid Contributions		136	145		278	278	278	298	314	331
Overtime										
Performance Bonus										
Motor Vehicle Allowance		332	685	683	920	920	920	985	1 039	1 094
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances				51						
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 381	6 778	6 190	6 778	6 778	6 778	7 115	7 506	7 904
% increase	4		100.5%	(8.7%)	9.5%			5.0%	5.5%	5.3%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		50 909	52 608		62 294	59 417	59 417	69 971	73 820	77 732
Pension and UIF Contributions		8 686	10 818		11 802	11 802	11 802	12 001	12 661	13 332
Medical Aid Contributions		2 945	3 869		3 164	3 164	3 164	3 416	3 604	3 795
Overtime		4 127	4 864		3 067	3 067	3 067	3 357	3 541	3 729
Performance Bonus										
Motor Vehicle Allowance		3 519	3 811		3 644	3 644	3 644	5 061	5 339	5 622
Cellphone Allowance										
Housing Allowances		717	671		284	284	284	625	659	694
Other benefits and allowances		2 276	16 306		5 543	5 543	5 543	3 024	3 190	3 359
Payments in lieu of leave		3 698	1 856		4 951	4 951	4 951	6 330	6 678	7 032
Long service awards		344			302	302	302			
Post-retirement benefit obligations		766	1 184							
Sub Total - Other Municipal Staff		77 985	95 987		95 050	92 173	92 173	103 784	109 492	115 295
% increase	4		23.1%	(100.0%)	9.5%	(3.0%)		12.6%	5.5%	5.3%
Total Parent Municipality		92 768	115 349	19 540	117 116	114 239	114 239	127 257	134 256	141 371
% increase	4		24.3%	(83.1%)	499.4%	(2.5%)		11.4%	5.5%	5.3%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		92 768	115 349	19 540	117 116	114 239	114 239	127 257	134 256	141 371
% increase	4		24.3%	(83.1%)	499.4%	(2.5%)		11.4%	5.5%	5.3%
TOTAL MANAGERS AND STAFF	5	81 366	102 765	6 190	101 828	98 951	98 951	110 898	116 998	123 199

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>	1									
Basic Salaries and Wages		8 538	9 241	9 957	10 796	10 796	10 796	11 498	12 177	12 859
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance		472	503	771	849	859	859	896	949	1 002
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		9 010	9 744	10 728	11 645	11 655	11 655	12 394	13 126	13 861
% increase	4		8.1%	10.1%	8.6%	0.1%		6.3%	5.9%	5.6%
<u>Senior Managers of the Municipality</u>	2									
Basic Salaries and Wages		2 465	3 050	3 865	5 974	4 220	4 220	6 697	7 092	7 489
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 465	3 050	3 865	5 974	4 220	4 220	6 697	7 092	7 489
% increase	4		23.7%	26.7%	54.6%	(29.4%)		58.7%	5.9%	5.6%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		70 091	75 917	81 152	88 939	89 433	89 433	95 662	101 306	106 979
Pension and UIF Contributions		14 431	15 478	16 781	18 242	18 047	18 047	19 282	20 419	21 563
Medical Aid Contributions		6 841	7 488	8 234	8 920	8 642	8 642	8 431	8 928	9 428
Overtime		9 390	11 700	13 373	9 084	10 424	10 424	12 942	13 706	14 473
Performance Bonus										
Motor Vehicle Allowance		3 681	3 992	4 261	4 505	5 112	5 112	3 921	4 153	4 385
Cellphone Allowance		67	65	60	66	70	70	71	75	80
Housing Allowances										
Other benefits and allowances		5 346	6 343	7 542	5 521	6 423	6 423	7 732	8 188	8 647
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		109 847	120 982	131 404	135 277	138 150	138 150	148 041	156 775	165 555
% increase	4		10.1%	8.6%	2.9%	2.1%		7.2%	5.9%	5.6%
Total Parent Municipality		121 323	133 776	145 996	152 896	154 025	154 025	167 132	176 993	186 905
% increase	4		10.3%	9.1%	4.7%	0.7%		8.5%	5.9%	5.6%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		121 323	133 776	145 996	152 896	154 025	154 025	167 132	176 993	186 905
% increase	4		10.3%	9.1%	4.7%	0.7%		8.5%	5.9%	5.6%
TOTAL MANAGERS AND STAFF	5	112 313	124 032	135 269	141 251	142 370	142 370	154 738	163 867	173 044

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	5 934	6 884	7 319	5 070	5 603	5 603	6 459	6 846	7 257
Pension and UIF Contributions		385	782	729	732	744	744	811	860	911
Medical Aid Contributions		80	157	170	281	125	125	142	151	160
Motor Vehicle Allowance		981	2 234		2 475	2 288	2 288	2 451	2 598	2 754
Cellphone Allowance		195	526	794	826	1 531	1 531	820	870	922
Housing Allowances		(98)	516	466	516	435	435	515	545	578
Other benefits and allowances		785	479	2 625						
Sub Total - Councillors		8 262	11 578	12 104	9 900	10 726	10 726	11 198	11 870	12 582
% increase	4		40.1%	4.5%	(18.2%)	8.3%		4.4%	6.0%	6.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	20 237	21 144	9 123	8 919	8 274	8 274	11 125	11 793	12 501
Pension and UIF Contributions		2 778	3 265	1 858	2 034	1 850	1 850	1 596	1 692	1 793
Medical Aid Contributions		601	730	435	434	406	406	650	689	730
Overtime						187	187			
Performance Bonus					1 313	1 313	1 313			
Motor Vehicle Allowance		676	1 293		2 049	2 061	2 061	2 019	2 141	2 269
Cellphone Allowance				30						
Housing Allowances		661	320	1 015	1 005	1 009	1 009	838	889	942
Other benefits and allowances		337	1 051	5 821	2	(30)	(30)	1 600	1 696	1 798
Payments in lieu of leave				513						
Long service awards				90						
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		25 291	27 803	18 885	15 755	15 072	15 072	17 829	18 899	20 033
% increase	4		9.9%	(32.1%)	(16.6%)	(4.3%)		18.3%	6.0%	6.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		37 312	37 764	53 429	58 982	55 830	55 830	72 453	76 800	81 408
Pension and UIF Contributions		6 483	7 618	10 365	11 006	10 110	10 110	12 174	12 905	13 679
Medical Aid Contributions		142	1 703	2 495	2 670	2 537	2 537	3 216	3 409	3 614
Overtime		4 394	5 618	6 194	4 227	5 143	5 143	3 568	3 782	4 009
Performance Bonus					4 227	4 227	4 227			
Motor Vehicle Allowance		2 652	554		539	600	600	448	475	504
Cellphone Allowance										
Housing Allowances		283	747		57	76	76	61	64	68
Other benefits and allowances		2 723	3 215	4 750	2 342	2 189	2 189	3 983	4 222	4 475
Payments in lieu of leave				1 411						
Long service awards			203	235						
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		53 989	57 422	78 879	84 050	80 714	80 714	95 903	101 657	107 757
% increase	4		6.4%	37.4%	6.6%	(4.0%)		18.8%	6.0%	6.0%
Total Parent Municipality		87 542	96 803	109 868	109 705	106 512	106 512	124 930	132 426	140 372
% increase	4		10.6%	13.5%	(0.1%)	(2.9%)		17.3%	6.0%	6.0%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		87 542	96 803	109 868	109 705	106 512	106 512	124 930	132 426	140 372
% increase	4		10.6%	13.5%	(0.1%)	(2.9%)		17.3%	6.0%	6.0%
TOTAL MANAGERS AND STAFF	5	79 280	85 225	97 764	99 805	95 785	95 785	113 732	120 556	127 789

Mpumalanga: Pixley Ka Seme (MP)(MP304) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2015

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1		6 686	5 246	5 209	5 209	5 209	4 603	4 817	7 057
Pension and UIF Contributions				578	686	686	686	812	850	1 245
Medical Aid Contributions				206	425	425	425	156	163	239
Motor Vehicle Allowance				488	631	631	631	1 805	1 889	2 768
Cellphone Allowance								209	221	234
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors			6 686	6 517	6 950	6 950	6 950	7 586	7 941	11 543
% increase	4			(2.5%)	6.6%			9.1%	4.7%	45.4%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2			3 187	4 212	4 212	4 212	4 397	5 092	5 881
Pension and UIF Contributions				711	96	96	96	100	116	134
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance				457	479	479	479	500	579	668
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality				4 356	4 786	4 786	4 786	4 997	5 786	6 683
% increase	4				9.9%			4.4%	15.8%	15.5%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		42 635	39 551	40 126	53 799	53 799	53 799	49 848	51 675	77 283
Pension and UIF Contributions		10 383	8 881	11 422	10 785	10 785	10 785	11 262	11 774	17 284
Medical Aid Contributions			2 542		3 161	3 161	3 161	3 819	3 997	5 856
Overtime		4 036	3 815	2 985	3 787	3 787	3 787	3 726	3 899	5 712
Performance Bonus				3 817						
Motor Vehicle Allowance		1 327	2 096	658	1 447	1 447	1 447	1 167	1 166	1 888
Cellphone Allowance										
Housing Allowances		520	182	444	196	196	196	204	213	313
Other benefits and allowances			982		1 356	1 356	1 356	3 894	4 119	5 991
Payments in lieu of leave								373	395	417
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		58 900	58 049	59 451	74 531	74 531	74 531	74 292	77 238	114 743
% increase	4		(1.4%)	2.4%	25.4%			(0.3%)	4.0%	48.6%
Total Parent Municipality		58 900	64 735	70 324	86 267	86 267	86 267	86 875	90 965	132 970
% increase	4		9.9%	8.6%	22.7%			0.7%	4.7%	46.2%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		58 900	64 735	70 324	86 267	86 267	86 267	86 875	90 965	132 970
% increase	4		9.9%	8.6%	22.7%			0.7%	4.7%	46.2%
TOTAL MANAGERS AND STAFF	5	58 900	58 049	63 807	79 317	79 317	79 317	79 289	83 024	121 426

Mpumalanga: Lekwa(MP305) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2015

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	4 714	4 375	5 079	6 308	6 308	5 424	6 858	6 858	6 858
Pension and UIF Contributions		824	1 055	949	946	946	1 008	1 029	1 029	1 029
Medical Aid Contributions		127	191	313			323			
Motor Vehicle Allowance		1 830	1 975	2 107	2 407	2 407	2 192	2 407	2 407	2 407
Cellphone Allowance		387	803	480	669	669	831	669	669	669
Housing Allowances										
Other benefits and allowances		6	19	439	173	173	205	173	173	173
Sub Total - Councillors		7 889	8 417	9 367	10 503	10 503	9 983	11 136	11 136	11 136
% increase	4		6.7%	11.3%	12.1%		(4.9%)	11.5%		
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	1 917	5 339	2 741	4 829	5 714	3 752	5 876	6 258	6 665
Pension and UIF Contributions				816	922	922	13	14	15	15
Medical Aid Contributions					326	326		162	172	183
Overtime										
Performance Bonus										
Motor Vehicle Allowance				107	228	228		60	64	68
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances								49	52	55
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		1 917	5 339	3 664	6 304	7 190	3 752	6 160	6 560	6 987
% increase	4		178.5%	(31.4%)	72.1%	14.0%	(47.8%)	64.2%	6.5%	6.5%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		48 730	68 156	72 469	74 962	68 434	70 918	80 238	85 453	91 007
Pension and UIF Contributions		12 348	16 835	13 972	16 651	15 332	15 135	17 148	18 263	19 450
Medical Aid Contributions		5 866	4 747	6 631	6 997	7 183	7 263	6 868	7 315	7 790
Overtime		13 704	5 127	13 993	10 712	14 214	15 903	7 346	7 823	8 332
Performance Bonus										
Motor Vehicle Allowance		4 894	3 347	3 586	5 730	5 964	3 208	3 711	3 952	4 209
Cellphone Allowance		1 580	155		669	740	737	115	123	131
Housing Allowances		381	436		328	405	362	348	371	395
Other benefits and allowances		2 464	1 964	2 892	3 496	3 448	3 848	3 383	3 603	3 837
Payments in lieu of leave		623	221					311	331	353
Long service awards		1 192	245	520	1 447	457	873	1 389	1 479	1 576
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		91 781	101 234	114 062	120 991	116 177	118 247	120 857	128 713	137 079
% increase	4		10.3%	12.7%	6.1%	(4.0%)	1.8%	2.2%	6.5%	6.5%
Total Parent Municipality		101 586	114 990	127 093	137 799	133 869	131 982	138 153	146 409	155 202
% increase	4		13.2%	10.5%	8.4%	(2.9%)	(1.4%)	4.7%	6.0%	6.0%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		101 586	114 990	127 093	137 799	133 869	131 982	138 153	146 409	155 202
% increase	4		13.2%	10.5%	8.4%	(2.9%)	(1.4%)	4.7%	6.0%	6.0%
TOTAL MANAGERS AND STAFF	5	93 698	106 573	117 725	127 296	123 366	121 999	127 017	135 273	144 066

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>	1									
Basic Salaries and Wages		3 315	3 497	3 672	3 874	3 914	3 914	4 129	4 356	4 596
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance		120	199	250	264	264	264	278	294	310
Housing Allowances										
Other benefits and allowances		412	467	1 343	1 390	1 390	1 390	1 466	1 547	1 632
Sub Total - Councillors		3 847	4 162	5 265	5 527	5 568	5 568	5 874	6 197	6 538
% increase	4		8.2%	26.5%	5.0%	0.7%		5.5%	5.5%	5.5%
<u>Senior Managers of the Municipality</u>	2									
Basic Salaries and Wages		2 828	1 010	4 770	5 094	5 094	5 094	5 331	5 565	5 810
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 828	1 010	4 770	5 094	5 094	5 094	5 331	5 565	5 810
% increase	4		(64.3%)	372.4%	6.8%			4.7%	4.4%	4.4%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		22 988	22 653	28 721	31 456	28 400	28 400	29 613	30 990	32 467
Pension and UIF Contributions		3 582	4 080	4 345	4 640	4 640	4 640	4 863	5 089	5 331
Medical Aid Contributions		924	1 016	1 082	1 155	1 400	1 400	1 467	1 535	1 609
Overtime		2 584	2 481	2 642	2 821	2 821	2 821	2 956	3 094	3 241
Performance Bonus										
Motor Vehicle Allowance		623	743	791	845	845	845	885	926	971
Cellphone Allowance										
Housing Allowances		56	59	63	67	67	67	70	73	77
Other benefits and allowances		808	863	1 025	1 095	1 095	1 095	1 147	1 200	1 258
Payments in lieu of leave		408	737	784	838	2 800	2 800	2 934	3 071	3 217
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		31 974	32 630	39 452	42 916	42 067	42 067	43 936	45 979	48 171
% increase	4		2.1%	20.9%	8.8%	(2.0%)		4.4%	4.7%	4.8%
Total Parent Municipality		38 649	37 802	49 487	53 537	52 728	52 728	55 141	57 741	60 519
% increase	4		(2.2%)	30.9%	8.2%	(1.5%)		4.6%	4.7%	4.8%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		38 649	37 802	49 487	53 537	52 728	52 728	55 141	57 741	60 519
% increase	4		(2.2%)	30.9%	8.2%	(1.5%)		4.6%	4.7%	4.8%
TOTAL MANAGERS AND STAFF	5	34 802	33 639	44 222	48 010	47 161	47 161	49 267	51 544	53 981

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>	1									
Basic Salaries and Wages		14 489	15 550	16 293	18 525	16 525	15 598	19 675	18 445	19 423
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		14 489	15 550	16 293	18 525	16 525	15 598	19 675	18 445	19 423
% increase	4		7.3%	4.8%	13.7%	(10.8%)	(5.6%)	26.1%	(6.3%)	5.3%
<u>Senior Managers of the Municipality</u>	2									
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality										
% increase	4									
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		223 405	235 133	255 787	275 182	276 928	282 343	314 294	332 021	351 544
Pension and UIF Contributions		4 729	4 317	4 765	5 145	5 097	5 316	5 402	5 707	6 042
Medical Aid Contributions		15 671	16 418	19 205	23 563	22 147	24 766	29 574	31 242	33 079
Overtime		19 006	18 951	20 953	15 602	18 129	20 232	10 498	11 091	11 743
Performance Bonus		11 804	13 453	14 298	13 772	13 146	15 997	17 814	18 818	19 925
Motor Vehicle Allowance		10 883	13 773	15 667	17 007	15 850	16 189	14 601	15 424	16 331
Cellphone Allowance		4 658	5 151	5 714	7 175	6 004	6 286	7 062	7 460	7 898
Housing Allowances		12	13	11	13	13	6	7	7	7
Other benefits and allowances										
Payments in lieu of leave		2 513	4 862	1 433	4 210	4 071	4 464	4 798	5 069	5 367
Long service awards		9 358	6 457	(995)						
Post-retirement benefit obligations		4 826	5 221	7 164	7 127	9 061	9 729	10 380	10 965	11 610
Sub Total - Other Municipal Staff		306 868	323 749	344 003	368 795	370 447	385 328	414 430	437 804	463 546
% increase	4		5.5%	6.3%	7.2%	0.4%	4.0%	7.6%	5.6%	5.9%
Total Parent Municipality		321 357	339 299	360 295	387 320	386 972	400 926	434 105	456 249	482 969
% increase	4		5.6%	6.2%	7.5%	(0.1%)	3.6%	8.3%	5.1%	5.9%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages		223 405	235 133	255 787	275 182	276 928	282 343	314 294	332 021	351 544
Pension and UIF Contributions		4 729	4 317	4 765	5 145	5 097	5 316	5 402	5 707	6 042
Medical Aid Contributions		15 671	16 418	19 205	23 563	22 147	24 766	29 574	31 242	33 079
Overtime		19 006	18 951	20 953	15 602	18 129	20 232	10 498	11 091	11 743
Performance Bonus		11 804	13 453	14 298	13 772	13 146	15 997	17 814	18 818	19 925
Motor Vehicle Allowance		10 883	13 773	15 667	17 007	15 850	16 189	14 601	15 424	16 331
Cellphone Allowance		4 658	5 151	5 714	7 175	6 004	6 286	7 062	7 460	7 898
Housing Allowances		12	13	11	13	13	6	7	7	7
Other benefits and allowances										
Payments in lieu of leave		2 513	4 862	1 433	4 210	4 071	4 464	4 798	5 069	5 367
Long service awards		9 358	6 457	(995)						
Post-retirement benefit obligations		4 826	5 221	7 164	7 127	9 061	9 729	10 380	10 965	11 610
Sub Total - Other Staff of Entities		306 868	323 749	344 003	368 795	370 447	385 328	414 430	437 804	463 546
% increase	4		5.5%	6.3%	7.2%	0.4%	4.0%	7.6%	5.6%	5.9%
Total Municipal Entities		306 868	323 749	344 003	368 795	370 447	385 328	414 430	437 804	463 546
TOTAL SALARY, ALLOWANCES & BENEFITS		628 225	663 048	704 298	756 114	757 419	786 255	848 535	894 052	946 515
% increase	4		5.5%	6.2%	7.4%	0.2%	3.8%	7.9%	5.4%	5.9%
TOTAL MANAGERS AND STAFF	5	613 735	647 498	688 005	737 589	740 894	770 656	828 860	875 608	927 093

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1				7 741	7 974	7 974	8 772	9 298	9 856
Pension and UIF Contributions					1 034	1 067	1 067	1 174	1 244	1 319
Medical Aid Contributions					294	240	240	240	255	270
Motor Vehicle Allowance					2 958	3 030	3 030	3 325	3 525	3 736
Cellphone Allowance					387	528	528	528	560	593
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors					12 413	12 840	12 840	14 039	14 882	15 775
% increase	4					3.4%		9.3%	6.0%	6.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2				3 774	6 021	6 021	5 946	6 303	6 681
Pension and UIF Contributions					1 132	811	811	752	797	845
Medical Aid Contributions						166	166	183	194	205
Overtime										
Performance Bonus					654	733	733	721	764	810
Motor Vehicle Allowance					1 636	764	764	1 085	1 150	1 219
Cellphone Allowance								90	95	101
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave						272	272			
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality					7 196	8 766	8 766	8 776	9 303	9 861
% increase	4					21.8%		0.1%	6.0%	6.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages					78 074	58 588	58 588	65 380	69 303	73 461
Pension and UIF Contributions					13 013	12 762	12 762	15 067	15 971	16 930
Medical Aid Contributions					3 716	3 448	3 448	3 919	4 154	4 403
Overtime					103	1 117	1 117	1 117	1 184	1 255
Performance Bonus										
Motor Vehicle Allowance					4 540	8 842	8 842	8 537	9 049	9 592
Cellphone Allowance										
Housing Allowances					394	446	446	468	496	526
Other benefits and allowances					227	260	260	261	276	293
Payments in lieu of leave						7 405	7 405	7 659	8 119	8 606
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff					100 067	92 867	92 867	102 408	108 552	115 065
% increase	4					(7.2%)		10.3%	6.0%	6.0%
Total Parent Municipality					119 676	114 474	114 474	125 223	132 737	140 701
% increase	4					(4.3%)		9.4%	6.0%	6.0%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS					119 676	114 474	114 474	125 223	132 737	140 701
% increase	4					(4.3%)		9.4%	6.0%	6.0%
TOTAL MANAGERS AND STAFF	5				107 263	101 633	101 633	111 184	117 855	124 926

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	3 381	2 854	3 220	67 038	67 038	67 038	73 650	78 437	127 852
Pension and UIF Contributions		507	441	480	12 705	12 705	12 583	14 026	14 937	24 348
Medical Aid Contributions		170	88	137	3 796	3 796	3 796	4 225	4 500	7 334
Motor Vehicle Allowance		1 007	1 202	1 288	4 503	4 503	4 503	4 503	4 954	5 449
Cellphone Allowance		204	245	313	126	126	126	446	480	516
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		5 269	4 829	5 438	88 168	88 168	88 046	96 850	103 307	165 498
% increase	4		(8.3%)	12.6%	1521.3%		(0.1%)	10.0%	6.7%	60.2%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	3 119	2 671	3 749	3 678	3 678	3 678	5 696	6 124	6 583
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus		333						465	499	537
Motor Vehicle Allowance		920	533	630	532	532	532			
Cellphone Allowance										
Housing Allowances				60	60	60	60			
Other benefits and allowances										
Payments in lieu of leave				560						
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		4 372	3 204	4 999	4 270	4 270	4 270	6 161	6 623	7 120
% increase	4		(26.7%)	56.0%	(14.6%)			44.3%	7.5%	7.5%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		35 926	35 154	55 527	54 709	54 709	54 709	59 999	64 499	69 336
Pension and UIF Contributions		6 321	6 460	10 970	10 867	10 867	10 867	12 682	13 633	14 655
Medical Aid Contributions		1 738	2 044	2 503	3 257	3 257	3 257	3 796	4 081	4 387
Overtime		2 013	3 409	3 747	4 985	4 985	4 985	5 100	5 482	5 893
Performance Bonus		2 338								
Motor Vehicle Allowance		890	2 802	3 414	4 242	4 242	4 242	4 384	4 712	5 066
Cellphone Allowance										
Housing Allowances		121	591	536	536	536	536	140	151	162
Other benefits and allowances		3 884	4 287	6 498	7 333	7 333	7 333	11 963	12 860	13 825
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations			5 386	(309)	500	500	500	500	538	578
Sub Total - Other Municipal Staff		53 231	60 134	82 886	86 428	86 428	86 428	98 563	105 955	113 902
% increase	4		13.0%	37.8%	4.3%			14.0%	7.5%	7.5%
Total Parent Municipality		62 872	68 168	93 323	178 866	178 866	178 744	201 573	215 885	286 520
% increase	4		8.4%	36.9%	91.7%		(0.1%)	12.8%	7.1%	32.7%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		62 872	68 168	93 323	178 866	178 866	178 744	201 573	215 885	286 520
% increase	4		8.4%	36.9%	91.7%		(0.1%)	12.8%	7.1%	32.7%
TOTAL MANAGERS AND STAFF	5	57 603	63 339	87 885	90 698	90 698	90 698	104 724	112 578	121 021

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	9 408	10 591	11 252	11 307	11 252	11 252	12 277	13 136	14 056
Pension and UIF Contributions		1 328	1 313	1 467	1 491	1 467	1 467	1 480	1 583	1 694
Medical Aid Contributions		326	326	311	508	311	311	626	670	717
Motor Vehicle Allowance		3 856	4 233	4 314	4 461	4 314	4 314	4 660	4 986	5 335
Cellphone Allowance		863	906	1 438	1 043	1 438	1 438	1 563	1 673	1 790
Housing Allowances		325	255	205	334	205	205	334	357	382
Other benefits and allowances										
Sub Total - Councillors		16 107	17 625	18 988	19 144	18 988	18 988	20 940	22 406	23 974
% increase	4		9.4%	7.7%	0.8%	(0.8%)		10.3%	7.0%	7.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	4 120	4 979	5 310	5 100	5 100	5 100	5 492	5 876	6 288
Pension and UIF Contributions		939	925	744	746	746	746	1 992	2 132	2 281
Medical Aid Contributions		116	139	160	103	103	103	315	337	361
Overtime										
Performance Bonus										
Motor Vehicle Allowance		990	882	869	1 001	1 001	1 001	4 321	4 624	4 947
Cellphone Allowance		19		7	20	20	20	116	124	133
Housing Allowances		10	10	1	1	1	1	107	115	123
Other benefits and allowances		10	143	451	1 139	1 139	1 139	29	31	33
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		6 204	7 077	7 542	8 110	8 110	8 110	12 372	13 239	14 165
% increase	4		14.1%	6.6%	7.5%			52.5%	7.0%	7.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		185 298	190 190	221 234	285 067	260 774	260 774	278 844	298 363	319 248
Pension and UIF Contributions		39 390	40 909	48 376	52 092	53 746	53 746	66 283	70 922	75 887
Medical Aid Contributions		27 133	29 284	33 803	35 285	38 197	38 197	44 543	47 661	50 997
Overtime		34 491	35 427	45 945	18 789	41 767	41 767	45 527	48 713	52 123
Performance Bonus										
Motor Vehicle Allowance		10 207	11 645	21 065	21 435	29 881	29 881	32 965	35 272	37 741
Cellphone Allowance		519	534	1 000	827	1 694	1 694	1 591	1 702	1 821
Housing Allowances		2 833	2 882	2 960	2 814	2 945	2 945	3 523	3 769	4 033
Other benefits and allowances		19 814	20 593	26 860	28 679	37 185	37 185	85 521	91 508	97 913
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		319 683	331 465	401 244	444 987	466 189	466 189	558 795	597 911	639 764
% increase	4		3.7%	21.1%	10.9%	4.8%		19.9%	7.0%	7.0%
Total Parent Municipality		341 994	356 167	427 774	472 241	493 287	493 287	592 107	633 555	677 904
% increase	4		4.1%	20.1%	10.4%	4.5%		20.0%	7.0%	7.0%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		341 994	356 167	427 774	472 241	493 287	493 287	592 107	633 555	677 904
% increase	4		4.1%	20.1%	10.4%	4.5%		20.0%	7.0%	7.0%
TOTAL MANAGERS AND STAFF	5	325 887	338 542	408 786	453 097	474 299	474 299	571 167	611 149	653 930

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	7 379	9 629	10 753	11 739	10 414	10 414	12 292	13 214	14 271
Pension and UIF Contributions		942	576	754	708	808	808	770	828	895
Medical Aid Contributions		226	170	422	460	417	417	493	530	572
Motor Vehicle Allowance		2 787	3 476	3 749	4 302	3 880	3 880	4 518	4 857	5 246
Cellphone Allowance		599	761	1 411	1 608	1 444	1 444	1 625	1 747	1 886
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		11 934	14 613	17 088	18 818	16 962	16 962	19 698	21 176	22 870
% increase	4		22.5%	16.9%	10.1%	(9.9%)		16.1%	7.5%	8.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	3 189	3 643	4 961	4 328	4 328	3 643	6 281	6 752	7 292
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus					701	701	504	998	1 073	1 159
Motor Vehicle Allowance		558	504	810	676	676	670	980	1 053	1 137
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 747	4 147	5 771	5 705	5 705	4 816	8 259	8 879	9 589
% increase	4		10.7%	39.2%	(1.1%)		(15.6%)	71.5%	7.5%	8.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		148 715	164 261	197 457	221 864	219 973	220 861	242 841	261 678	280 483
Pension and UIF Contributions		26 807	29 061	35 827	41 031	40 039	40 039	45 131	48 741	52 743
Medical Aid Contributions		10 325	11 970	14 784	15 932	16 886	16 886	19 054	20 468	22 150
Overtime		30 269	37 617	47 943	52 523	55 985	55 985	58 680	63 323	68 118
Performance Bonus								3 372	6 203	9 180
Motor Vehicle Allowance										
Cellphone Allowance		65	300	503	639	619	619	669	719	776
Housing Allowances		1 462	1 647	1 565	1 596	1 743	1 743	1 834	1 972	2 129
Other benefits and allowances		3 854	4 283	4 867	5 142	5 344	5 344	5 822	6 268	6 771
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		221 496	249 138	302 945	338 727	340 588	341 476	377 403	409 371	442 349
% increase	4		12.5%	21.6%	11.8%	0.5%	0.3%	10.5%	8.5%	8.1%
Total Parent Municipality		237 177	267 898	325 804	363 250	363 255	363 255	405 361	439 426	474 808
% increase	4		13.0%	21.6%	11.5%			11.6%	8.4%	8.1%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		237 177	267 898	325 804	363 250	363 255	363 255	405 361	439 426	474 808
% increase	4		13.0%	21.6%	11.5%			11.6%	8.4%	8.1%
TOTAL MANAGERS AND STAFF	5	225 243	253 285	308 717	344 432	346 293	346 293	385 662	418 250	451 938

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	3 889	2 826	2 915	2 954	2 954	2 954	3 329	3 529	3 741
Pension and UIF Contributions		368	393	670	443	443	443	496	525	557
Medical Aid Contributions			189		290	290	290	290	308	326
Motor Vehicle Allowance			1 099	902	984	984	984	900	954	1 012
Cellphone Allowance				261	332	332	332	389	412	437
Housing Allowances				64	71	71	71	37	39	42
Other benefits and allowances					34	34	34			
Sub Total - Councillors		4 256	4 507	4 812	5 109	5 109	5 109	5 442	5 768	6 114
% increase	4		5.9%	6.8%	6.2%			6.5%	6.0%	6.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	1 839	1 759	1 829	2 892	2 892	2 892	3 095	3 281	3 477
Pension and UIF Contributions		328	324	436	648	648	648	693	734	778
Medical Aid Contributions		76	119		220	220	220	235	249	264
Overtime										
Performance Bonus					678	678	678	652	691	732
Motor Vehicle Allowance		627	569	450	750	750	750	750	795	843
Cellphone Allowance				17	15	15	15	9	10	10
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave				207						
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 870	2 771	2 939	5 202	5 202	5 202	5 434	5 760	6 105
% increase	4		(3.4%)	6.1%	77.0%			4.4%	6.0%	6.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		28 068	30 976	35 403	41 916	41 916	41 916	45 056	47 497	49 984
Pension and UIF Contributions		6 165	6 845	7 164	9 439	9 439	9 439	9 996	10 543	11 096
Medical Aid Contributions		1 764	2 098	2 452	3 082	3 082	3 082	3 204	3 379	3 556
Overtime		2 657	3 080	2 526	3 453	3 453	3 453	3 650	3 851	4 055
Performance Bonus		2 263	2 356	2 651	3 463	3 463	3 463	3 646	3 844	4 042
Motor Vehicle Allowance		3 204	4 145	4 210	4 937	4 937	4 937	4 298	4 531	4 765
Cellphone Allowance				186	180	180	180	174	184	193
Housing Allowances		57	48	49	51	51	51	36	38	40
Other benefits and allowances		2 917	5 834	477	6 557	6 557	6 557	2 712	2 861	3 013
Payments in lieu of leave										
Long service awards			500		636	636	636	673	710	748
Post-retirement benefit obligations				1 865				3 621	3 820	4 022
Sub Total - Other Municipal Staff		47 094	55 882	57 560	73 714	73 714	73 714	77 067	81 257	85 516
% increase	4		18.7%	3.0%	28.1%			4.5%	5.4%	5.2%
Total Parent Municipality		54 221	63 160	65 311	84 025	84 025	84 025	87 942	92 785	97 735
% increase	4		16.5%	3.4%	28.7%			4.7%	5.5%	5.3%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		54 221	63 160	65 311	84 025	84 025	84 025	87 942	92 785	97 735
% increase	4		16.5%	3.4%	28.7%			4.7%	5.5%	5.3%
TOTAL MANAGERS AND STAFF	5	49 965	58 653	60 499	78 916	78 916	78 916	82 500	87 017	91 621

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1		1 817	2 858	3 349	3 349	3 349	3 544	3 753	3 963
Pension and UIF Contributions			1 329	1 575	1 534	1 750	1 750	1 852	1 961	2 071
Medical Aid Contributions			223	239	264	264	264	280	296	313
Motor Vehicle Allowance			3 675	3 934	2 962	3 120	3 120	4 073	4 314	4 555
Cellphone Allowance			840	1 328	1 413	1 496	1 496	1 495	1 583	1 672
Housing Allowances										
Other benefits and allowances			8 001	7 902	9 569	8 374	8 374	9 132	9 671	10 212
Sub Total - Councillors			15 885	17 836	19 092	18 354	18 354	20 375	21 577	22 785
% increase	4			12.3%	7.0%	(3.9%)		11.0%	5.9%	5.6%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2		4 112	4 158	5 709	5 310	5 310	5 618	5 949	6 282
Pension and UIF Contributions										
Medical Aid Contributions				139						
Overtime										
Performance Bonus			240		551					
Motor Vehicle Allowance			624	480						
Cellphone Allowance					87	87	87	87	92	97
Housing Allowances										
Other benefits and allowances				69						
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality			4 976	4 845	6 347	5 397	5 397	5 705	6 041	6 379
% increase	4			(2.6%)	31.0%	(15.0%)		5.7%	5.9%	5.6%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages			52 415	62 058	70 617	65 376	65 376	73 687	78 034	82 404
Pension and UIF Contributions			10 240	12 890	12 061	13 602	13 602	15 044	15 931	16 824
Medical Aid Contributions			2 905	3 860	3 554	4 848	4 848	5 390	5 708	6 027
Overtime			3 456	3 218	150	100	100	106	112	118
Performance Bonus			6 129	4 986	4 965	4 980	4 980			
Motor Vehicle Allowance			2 937	1 964	1 797	1 957	1 957	2 091	2 214	2 338
Cellphone Allowance			323	164	275	643	643	334	353	373
Housing Allowances			98	86	99	98	98	84	89	94
Other benefits and allowances			3 204	1 735	1 096	2 352	2 352	7 296	7 726	8 159
Payments in lieu of leave			1 219		75	250	250	265	280	296
Long service awards				990						
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff			82 926	91 952	94 689	94 206	94 206	104 295	110 449	116 634
% increase	4			10.9%	3.0%	(0.5%)		10.7%	5.9%	5.6%
Total Parent Municipality			103 787	114 633	120 128	117 957	117 957	130 375	138 067	145 799
% increase	4			10.5%	4.8%	(1.8%)		10.5%	5.9%	5.6%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS			103 787	114 633	120 128	117 957	117 957	130 375	138 067	145 799
% increase	4			10.5%	4.8%	(1.8%)		10.5%	5.9%	5.6%
TOTAL MANAGERS AND STAFF	5		87 902	96 797	101 036	99 603	99 603	110 000	116 490	123 013

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	14 651			12 919	12 919	12 919	11 000	11 638	12 313
Pension and UIF Contributions					1 437	1 437	1 437	1 600	1 693	1 791
Medical Aid Contributions					425	425	425	420	444	470
Motor Vehicle Allowance					3 803	3 803	3 803	4 000	4 232	4 477
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		14 651			18 583	18 583	18 583	17 020	18 007	19 052
% increase	4		(100.0%)					(8.4%)	5.8%	5.8%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	2 886		4 115	3 625	3 625	3 625	4 105	4 343	4 595
Pension and UIF Contributions					1 105	1 105	1 105	72	76	802
Medical Aid Contributions					256	256	256	10	11	12
Overtime					15	15	15	30	32	34
Performance Bonus					400	400	400	342	362	383
Motor Vehicle Allowance					309	309	309	630	667	705
Cellphone Allowance								31	33	35
Housing Allowances										
Other benefits and allowances					4	4		2	22	2
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 886		4 115	5 714	5 714	5 711	5 223	5 545	6 568
% increase	4		(100.0%)		38.9%		(0.1%)	(8.5%)	6.2%	18.4%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		52 430			84 852	90 466	90 466	94 616	100 103	105 909
Pension and UIF Contributions		10 098			21 726	20 588	20 588	1 899	2 009	2 125
Medical Aid Contributions		3 094			7 555	7 074	7 074	1 212	1 282	1 356
Overtime		3 682			4 136	5 654	5 654	1 930	2 042	2 160
Performance Bonus		7 267			9 552	9 377	9 377	7 740	8 189	8 664
Motor Vehicle Allowance		2 109			1 840	1 728	1 728	1 858	1 966	2 080
Cellphone Allowance					79	218	218	154	162	172
Housing Allowances		1 441			1 024	1 063	1 063	112	118	125
Other benefits and allowances		642			2 203	1 969	1 969	2 128	2 252	2 382
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		80 763			132 968	138 137	138 137	111 647	118 123	124 974
% increase	4		(100.0%)		3.9%			(19.2%)	5.8%	5.8%
Total Parent Municipality		98 300		4 115	157 265	162 435	162 431	133 890	141 675	150 593
% increase	4		(100.0%)		3722.1%	3.3%		(17.6%)	5.8%	6.3%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		98 300		4 115	157 265	162 435	162 431	133 890	141 675	150 593
% increase	4		(100.0%)		3722.1%	3.3%		(17.6%)	5.8%	6.3%
TOTAL MANAGERS AND STAFF	5	83 649		4 115	138 682	143 851	143 848	116 870	123 668	131 542

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	6 320	6 591	6 927	12 393	12 393	10 557	11 385	12 068	12 672
Pension and UIF Contributions		959	1 034	1 107				885	938	985
Medical Aid Contributions		150	200	225						
Motor Vehicle Allowance		2 466	2 593	2 731	3 098	3 098				
Cellphone Allowance		360	467	608	585	585	602	645	683	718
Housing Allowances										
Other benefits and allowances					750	750				
Sub Total - Councillors		10 255	10 885	11 598	16 826	16 826	11 159	12 915	13 690	14 375
% increase	4		6.1%	6.6%	45.1%		(33.7%)	15.7%	6.0%	5.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	4 768			5 617	5 617	13 976	4 603	4 880	5 124
Pension and UIF Contributions							240	929	985	1 034
Medical Aid Contributions							43	175	186	195
Overtime										
Performance Bonus					786	786		529	561	589
Motor Vehicle Allowance		644					578	600	636	668
Cellphone Allowance								96	102	107
Housing Allowances							22	20	21	22
Other benefits and allowances		344						193	204	215
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations							14	62	66	70
Sub Total - Senior Managers of Municipality		5 756			6 403	6 403	14 872	7 208	7 640	8 022
% increase	4		(100.0%)				132.3%	(51.5%)	6.0%	5.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		24 659	45 635	40 461	86 154	71 719	37 868	56 925	59 999	62 999
Pension and UIF Contributions		3 207	4 872	5 945	9 921	10 537	6 882	10 821	11 470	12 044
Medical Aid Contributions		2 074	5 188	6 088	8 931	8 853	3 603	10 185	10 797	11 336
Overtime								5 180	5 491	5 765
Performance Bonus								4 658	4 984	5 233
Motor Vehicle Allowance		2 206	3 469	3 557	3 227	6 684	4 331	7 069	7 284	7 666
Cellphone Allowance						930		486	515	541
Housing Allowances		70	81	87	2 028	1 400	96	2 017	2 138	2 245
Other benefits and allowances		259	244		1 035	1 368	371	641	680	714
Payments in lieu of leave								1 795	1 902	1 998
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		32 475	59 490	56 140	111 296	101 491	53 152	99 778	105 260	110 541
% increase	4		83.2%	(5.6%)	98.2%	(8.8%)	(47.6%)	87.7%	5.5%	5.0%
Total Parent Municipality		48 486	70 375	67 738	134 525	124 720	79 184	119 901	126 591	132 938
% increase	4		45.1%	(3.7%)	98.6%	(7.3%)	(36.5%)	51.4%	5.6%	5.0%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		48 486	70 375	67 738	134 525	124 720	79 184	119 901	126 591	132 938
% increase	4		45.1%	(3.7%)	98.6%	(7.3%)	(36.5%)	51.4%	5.6%	5.0%
TOTAL MANAGERS AND STAFF	5	38 231	59 490	56 140	117 699	107 894	68 024	106 986	112 901	118 563

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	4 289	6 540	8 204	8 089	8 089	8 089	6 102	6 437	6 779
Pension and UIF Contributions		701	636	36	55	55	55	205	216	228
Medical Aid Contributions		25		20	23	23	23			
Motor Vehicle Allowance		1 652						1 673	1 765	1 859
Cellphone Allowance		322						415	438	461
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		6 989	7 176	8 259	8 167	8 167	8 167	8 395	8 857	9 326
% increase	4		2.7%	15.1%	(1.1%)			2.8%	5.5%	5.3%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	3 723	2 355	3 377	2 167	2 167	2 167	3 101	3 272	3 446
Pension and UIF Contributions		496	230	915	576	576	576	465	490	516
Medical Aid Contributions		21		367	201	201	201	153	243	256
Overtime		276								
Performance Bonus		20		281	181	181	181	236	226	238
Motor Vehicle Allowance			334	393	260	260	260	419	443	340
Cellphone Allowance		483	17	70	45	45	45	67	66	70
Housing Allowances				38				13	14	15
Other benefits and allowances			573							
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		5 019	3 508	5 440	3 430	3 430	3 430	4 454	4 754	4 881
% increase	4		(30.1%)	55.1%	(37.0%)			29.9%	6.7%	2.7%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		68 801		74 255	72 356	72 356	72 356	62 249	65 771	69 281
Pension and UIF Contributions		15 163		11 311	13 215	13 215	13 215	15 235	16 156	17 013
Medical Aid Contributions		5 518		3 738	3 571	3 571	3 571	4 812	4 996	5 261
Overtime		7 198						1 743	1 839	1 937
Performance Bonus		1 139		3 192	3 583	3 583	3 583	6 449	6 827	7 189
Motor Vehicle Allowance		599		4 196	3 830	3 830	3 830	8 473	8 938	9 539
Cellphone Allowance		4 642		782	817	817	817	1 593	1 686	1 775
Housing Allowances		5 745		352	189	189	189	300	316	333
Other benefits and allowances		3 525		16	349	349	349	2 622	2 766	2 913
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		112 330		97 842	97 911	97 911	97 911	103 477	109 296	115 239
% increase	4		(100.0%)		0.1%			5.7%	5.6%	5.4%
Total Parent Municipality		124 338	10 684	111 542	109 508	109 508	109 508	116 327	122 907	129 446
% increase	4		(91.4%)	944.0%	(1.8%)			6.2%	5.7%	5.3%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		124 338	10 684	111 542	109 508	109 508	109 508	116 327	122 907	129 446
% increase	4		(91.4%)	944.0%	(1.8%)			6.2%	5.7%	5.3%
TOTAL MANAGERS AND STAFF	5	117 349	3 508	103 282	101 341	101 341	101 341	107 931	114 050	120 120

Mpumalanga: Mbombela(MP322) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2015

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	11 822	12 803	15 550	16 986	16 986	16 986	18 140	19 400	20 792
Pension and UIF Contributions		1 696	1 885	2 270	2 309	2 309	2 309	2 968	3 294	3 690
Medical Aid Contributions		372	338	476	514	514	514	584	649	726
Motor Vehicle Allowance		4 370	4 772	5 935	6 347	6 347	6 347	5 820	5 725	5 477
Cellphone Allowance		1 041	1 040	1 599	1 522	1 522	1 522	1 804	2 002	2 242
Housing Allowances										
Other benefits and allowances			88	61	46	46	46	95	106	118
Sub Total - Councillors		19 302	20 925	25 892	27 724	27 724	27 724	29 411	31 176	33 046
% increase	4		8.4%	23.7%	7.1%			6.1%	6.0%	6.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	3 406	4 729	4 561	5 245	4 355	4 355	5 095	5 656	6 334
Pension and UIF Contributions		757	1 012	887	1 020	835	835	977	1 085	1 215
Medical Aid Contributions		167	118	128	147	106	106	124	138	154
Overtime										
Performance Bonus										
Motor Vehicle Allowance		635	1 060	844	971	688	688	805	894	1 001
Cellphone Allowance		82	146	126	145	126	126	147	164	183
Housing Allowances										
Other benefits and allowances		189	140	32	37	24	24	28	31	35
Payments in lieu of leave			150							
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		5 235	7 354	6 577	7 564	6 134	6 134	7 177	7 967	8 923
% increase	4		40.5%	(10.6%)	15.0%	(18.9%)		17.0%	11.0%	12.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		232 972	230 149	294 164	304 156	318 111	318 111	336 848	391 695	450 033
Pension and UIF Contributions		46 726	53 018	54 032	57 318	57 258	57 258	66 992	74 361	83 284
Medical Aid Contributions		14 431	18 187	20 521	23 820	23 581	23 581	27 589	30 624	34 299
Overtime		34 494	39 275	41 238	32 149	48 502	48 502	56 747	62 989	70 548
Performance Bonus										
Motor Vehicle Allowance		16 077	17 887	19 487	23 686	14 967	14 967	17 511	19 438	21 770
Cellphone Allowance		872	1 544	1 715	2 424	1 814	1 814	2 122	2 355	2 638
Housing Allowances		2 626	2 736	2 525	3 778	2 786	2 786	3 260	3 619	4 053
Other benefits and allowances		3 104	27 227	5 955	9 197	3 303	3 303	3 865	4 290	4 805
Payments in lieu of leave		3 121	5 684	2 248	2 440	4 052	4 052	4 741	5 263	5 894
Long service awards		895	3 473	3 977	986	4 102	4 102	4 799	5 327	5 966
Post-retirement benefit obligations		28 677	11 686	7 457	15 925	7 964	7 964	9 318	10 343	11 584
Sub Total - Other Municipal Staff		383 996	410 864	453 319	475 879	486 439	486 439	533 792	610 303	694 874
% increase	4		7.0%	10.3%	5.0%	2.2%		9.7%	14.3%	13.9%
Total Parent Municipality		408 533	439 144	485 788	511 167	520 298	520 298	570 380	649 446	736 843
% increase	4		7.5%	10.6%	5.2%	1.8%		9.6%	13.9%	13.5%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		408 533	439 144	485 788	511 167	520 298	520 298	570 380	649 446	736 843
% increase	4		7.5%	10.6%	5.2%	1.8%		9.6%	13.9%	13.5%
TOTAL MANAGERS AND STAFF	5	389 231	418 218	459 897	483 443	492 574	492 574	540 969	618 270	703 797

Mpumalanga: Umjindi(MP323) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2015

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	4 030	4 382	6 667	7 040	7 040	7 040	7 463	7 948	8 504
Pension and UIF Contributions		467	501							
Medical Aid Contributions		108	28							
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		4 605	4 910	6 667	7 040	7 040	7 040	7 463	7 948	8 504
% increase	4		6.6%	35.8%	5.6%			6.0%	6.5%	7.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	3 462	5 617	6 831	7 610	7 610	7 610	8 663	9 183	9 734
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus			1 687	941	1 026	1 026	1 026	968	1 031	1 103
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 462	7 304	7 772	8 636	8 636	8 636	9 631	10 214	10 837
% increase	4		111.0%	6.4%	11.1%			11.5%	6.1%	6.1%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		32 137	35 219	40 574	44 672	44 672	44 672	46 427	51 016	54 679
Pension and UIF Contributions		7 655	8 267	8 940	9 805	9 805	9 805	11 449	12 193	13 047
Medical Aid Contributions		2 491	2 674	3 519	3 595	3 595	3 595	3 757	4 001	4 281
Overtime		4 009	4 915	5 543	6 841	6 841	6 841	7 458	7 943	8 499
Performance Bonus				471						
Motor Vehicle Allowance		3 226	2 592	2 808	3 122	3 122	3 122	3 812	4 059	4 343
Cellphone Allowance										
Housing Allowances				231	328	328	328	421	449	480
Other benefits and allowances		3 590	4 457	7 263	8 779	8 779	8 779	7 916	8 431	9 021
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations								647	689	737
Sub Total - Other Municipal Staff		53 108	58 125	69 349	77 143	77 143	77 143	81 887	88 781	95 088
% increase	4		9.4%	19.3%	11.2%			6.2%	8.4%	7.1%
Total Parent Municipality		61 175	70 339	83 789	92 819	92 819	92 819	98 981	106 943	114 429
% increase	4		15.0%	19.1%	10.8%			6.6%	8.0%	7.0%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		61 175	70 339	83 789	92 819	92 819	92 819	98 981	106 943	114 429
% increase	4		15.0%	19.1%	10.8%			6.6%	8.0%	7.0%
TOTAL MANAGERS AND STAFF	5	56 570	65 428	77 121	85 779	85 779	85 779	91 518	98 995	105 925

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1		10 212		11 056	11 056	11 056	12 671	13 614	13 589
Pension and UIF Contributions			1 496		1 658	1 658	1 658	1 894	2 042	2 038
Medical Aid Contributions			361		546	546	546	560	629	628
Motor Vehicle Allowance			3 869		4 420	4 420	4 420	5 136	5 618	5 608
Cellphone Allowance			853		1 441	1 441	1 441	1 429	1 632	1 628
Housing Allowances										
Other benefits and allowances			1							
Sub Total - Councillors			16 792		19 121	19 121	19 121	21 690	23 536	23 491
% increase	4			(100.0%)				13.4%	8.5%	(0.2%)
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2		3 889		4 794	4 794	4 794	4 794	5 057	5 325
Pension and UIF Contributions			714		1 103	1 103	1 103	1 065	1 124	1 183
Medical Aid Contributions			74		99	99	99	115	121	127
Overtime										
Performance Bonus			69		399	399	399	399	421	444
Motor Vehicle Allowance			882		743	743	743	795	839	884
Cellphone Allowance			34							
Housing Allowances										
Other benefits and allowances			13		72	72	72	72	76	80
Payments in lieu of leave			144							
Long service awards			889							
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality			6 708		7 210	7 210	7 210	7 241	7 639	8 044
% increase	4			(100.0%)				0.4%	5.5%	5.3%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages			109 739		141 469	141 627	141 627	152 654	153 508	152 940
Pension and UIF Contributions			24 393		31 342	31 296	31 296	32 989	34 275	34 149
Medical Aid Contributions			6 797		8 345	8 345	8 345	9 590	10 117	10 091
Overtime			20 323		10 220	10 700	10 700	13 706	14 338	14 311
Performance Bonus			9 217		11 408	10 642	10 642	12 288	12 732	12 685
Motor Vehicle Allowance			8 439		8 906	8 967	8 967	10 567	10 958	10 891
Cellphone Allowance			1 135		1 337	1 337	1 337	1 718	1 812	1 809
Housing Allowances			1 101		1 098	1 098	1 098	1 215	1 282	1 280
Other benefits and allowances			10 879		2 101	2 106	2 106	2 421	2 505	2 499
Payments in lieu of leave			1 157		1 500	1 576	1 576	1 581	1 666	1 755
Long service awards					1 072	1 072	1 072	517	515	517
Post-retirement benefit obligations			185		283	283	283	298	314	331
Sub Total - Other Municipal Staff			193 367		219 081	219 050	219 050	239 544	244 025	243 257
% increase	4			(100.0%)				9.4%	1.9%	(0.3%)
Total Parent Municipality			216 867		245 413	245 382	245 382	268 475	275 199	274 792
% increase	4			(100.0%)				9.4%	2.5%	(0.1%)
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS			216 867		245 413	245 382	245 382	268 475	275 199	274 792
% increase	4			(100.0%)				9.4%	2.5%	(0.1%)
TOTAL MANAGERS AND STAFF	5		200 075		226 292	226 261	226 261	246 785	251 664	251 301

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	11 736	14 858	17 264	17 490	17 490	17 490	19 239	21 163	23 279
Pension and UIF Contributions		1 770	2 584	2 020	2 522	3 242	3 242	3 566	3 922	4 315
Medical Aid Contributions		360	576	400	756	556	556	612	673	740
Motor Vehicle Allowance		5 795	4 279	4 387	4 320	4 820	4 820	5 302	5 832	6 415
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		19 661	22 297	24 072	25 088	26 108	26 108	28 718	31 590	34 749
% increase	4		13.4%	8.0%	4.2%	4.1%		10.0%	10.0%	10.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	3 592	2 135		4 800	4 800	4 800	5 088	5 393	5 717
Pension and UIF Contributions		250	163		276	276	276	292	310	328
Medical Aid Contributions		141	67		159	159	159	169	179	189
Overtime										
Performance Bonus										
Motor Vehicle Allowance		1 773	968		1 961	1 961	1 961	2 079	2 203	2 336
Cellphone Allowance										
Housing Allowances		7	6		9	9	9	10	10	11
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		5 764	3 339		7 205	7 205	7 205	7 637	8 095	8 581
% increase	4		(42.1%)	(100.0%)				6.0%	6.0%	6.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		125 459	131 665	153 986	144 317	177 337	177 337	195 263	214 992	236 707
Pension and UIF Contributions		25 211	25 138	28 399	29 724	34 724	34 724	38 208	42 040	46 257
Medical Aid Contributions		6 463	7 277	8 571	7 941	7 941	7 941	8 741	9 622	10 592
Overtime		2 274	1 957	3 261	1 200	1 600	1 600	1 760	1 936	2 130
Performance Bonus					1 700	1 700	1 700	1 870	2 057	2 263
Motor Vehicle Allowance		4 679	7 187	5 776	7 239	7 239	7 239	8 041	8 929	9 910
Cellphone Allowance										
Housing Allowances		2 700	2 554	2 367	2 345	2 545	2 545	2 800	3 080	3 389
Other benefits and allowances		15 870	21 367	16 529	18 941	26 891	26 891	29 387	32 326	35 558
Payments in lieu of leave		366	782	6 224	535	535	535	589	647	712
Long service awards								6 000	6 600	7 260
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		183 023	197 928	225 112	213 942	260 512	260 512	292 659	322 230	354 777
% increase	4		8.1%	13.7%	(5.0%)	21.8%		12.3%	10.1%	10.1%
Total Parent Municipality		208 448	223 563	249 184	246 234	293 824	293 824	329 014	361 915	398 107
% increase	4		7.3%	11.5%	(1.2%)	19.3%		12.0%	10.0%	10.0%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		208 448	223 563	249 184	246 234	293 824	293 824	329 014	361 915	398 107
% increase	4		7.3%	11.5%	(1.2%)	19.3%		12.0%	10.0%	10.0%
TOTAL MANAGERS AND STAFF	5	188 787	201 267	225 112	221 147	267 717	267 717	300 295	330 325	363 357

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1		7 893	4 326	9 072	9 072	9 072	9 707	10 241	10 784
Pension and UIF Contributions			814	337	877	877	877	939	990	1 043
Medical Aid Contributions			144		147	147	147	157	166	174
Motor Vehicle Allowance			2 459	1 475	2 870	2 870	2 870	3 071	3 240	3 412
Cellphone Allowance			407		467	467	467	500	527	556
Housing Allowances			78	30	210	210	210	225	237	250
Other benefits and allowances										
Sub Total - Councillors			11 795	6 167	13 643	13 643	13 643	14 599	15 401	16 218
% increase	4			(47.7%)	121.2%			7.0%	5.5%	5.3%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	4 333	5 200	5 342	5 923	5 923	5 923	6 397	6 781	7 120
Pension and UIF Contributions		921	946	1 203	568	568	568	581	616	647
Medical Aid Contributions					309	309	309	309	328	344
Overtime										
Performance Bonus		511	422	565	785	785	785	848	899	944
Motor Vehicle Allowance		1 178	1 674	1 601	1 333	1 333	1 333	1 333	1 413	1 484
Cellphone Allowance										
Housing Allowances					86	86	86	86	91	96
Other benefits and allowances				220	12	12	12	12	13	13
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		6 942	8 242	8 930	9 015	9 015	9 015	9 566	10 140	10 647
% increase	4		18.7%	8.3%	1.0%			6.1%	6.0%	5.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		40 036	42 132	37 921	45 627	45 521	45 521	50 477	51 574	54 251
Pension and UIF Contributions		8 177	8 622	8 261	10 236	10 213	10 213	11 159	11 663	12 297
Medical Aid Contributions		2 960	3 232	3 416	6 004	6 004	6 004	6 091	6 351	6 704
Overtime		374	610	634	648	828	828	828	874	920
Performance Bonus		2 089	2 857	3 134	3 802	3 793	3 793	4 985	4 432	4 646
Motor Vehicle Allowance		9 965	10 522	9 470	10 543	10 520	10 520	10 438	10 908	11 556
Cellphone Allowance										
Housing Allowances		417	378	355	1 128	1 128	1 128	1 144	1 195	1 262
Other benefits and allowances		1 104	998	838	1 450	1 467	1 467	1 510	1 588	1 672
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		65 123	69 351	64 029	79 438	79 474	79 474	86 633	88 584	93 309
% increase	4		6.5%	(7.7%)	24.1%			9.0%	2.3%	5.3%
Total Parent Municipality		72 065	89 388	79 125	102 097	102 133	102 133	110 797	114 125	120 174
% increase	4		24.0%	(11.5%)	29.0%			8.5%	3.0%	5.3%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		72 065	89 388	79 125	102 097	102 133	102 133	110 797	114 125	120 174
% increase	4		24.0%	(11.5%)	29.0%			8.5%	3.0%	5.3%
TOTAL MANAGERS AND STAFF	5	72 065	77 593	72 958	88 453	88 489	88 489	96 199	98 724	103 956

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	5 787	3 842	5 223	4 648	5 432	5 432	4 904	5 188	5 463
Pension and UIF Contributions		1 150			820	135	135	707	748	787
Medical Aid Contributions										
Motor Vehicle Allowance		1 875	2 876	1 928	2 056	2 056	2 056	2 174	2 300	2 422
Cellphone Allowance		471		353	701	623	623	754	797	840
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		9 284	6 718	7 504	8 226	8 247	8 247	8 538	9 033	9 512
% increase	4		(27.6%)	11.7%	9.6%	0.3%		3.5%	5.8%	5.3%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	1 426	2 035	2 900	2 904	2 904	2 904	2 778	2 939	3 095
Pension and UIF Contributions		17	1		564	564	564	495	523	551
Medical Aid Contributions					43	43	43	141	150	158
Overtime										
Performance Bonus										
Motor Vehicle Allowance		861	1 202	1 522	1 552	1 552	1 552	1 561	1 652	1 740
Cellphone Allowance		11	14	61	91	91	91	92	97	102
Housing Allowances			44		436	436	436	488	517	544
Other benefits and allowances		100	188	404	0	0	0	0	0	0
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 415	3 484	4 887	5 590	5 590	5 590	5 556	5 878	6 190
% increase	4		44.3%	40.2%	14.4%			(0.6%)	5.8%	5.3%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		18 550	15 829	17 812	25 429	23 465	23 465	27 037	28 605	30 121
Pension and UIF Contributions		2 968	2 653	3 705	5 184	3 940	3 940	5 381	5 693	5 994
Medical Aid Contributions		2 043	1 762	2 170	2 323	2 596	2 596	2 547	2 695	2 838
Overtime		1 756	1 056	1 513	1 102	1 310	1 310	632	669	704
Performance Bonus		225	950	1 679	2 526	1 795	1 795	2 429	2 569	2 706
Motor Vehicle Allowance		4 959	2 232	3 587	1 692	3 713	3 713	2 443	2 585	2 722
Cellphone Allowance		833	593	437	410	374	374	549	581	611
Housing Allowances			297	519	585	1 464	1 464	2 141	2 265	2 385
Other benefits and allowances		979	208	716	316	429	429	410	434	457
Payments in lieu of leave		1 668	(1 184)		70	40	40	75	79	83
Long service awards		166	92							
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		34 148	24 490	32 138	39 637	39 126	39 126	43 644	46 175	48 622
% increase	4		(28.3%)	31.2%	23.3%	(1.3%)		11.5%	5.8%	5.3%
Total Parent Municipality		45 847	34 692	44 529	53 453	52 962	52 962	57 738	61 086	64 324
% increase	4		(24.3%)	28.4%	20.0%	(0.9%)		9.0%	5.8%	5.3%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		45 847	34 692	44 529	53 453	52 962	52 962	57 738	61 086	64 324
% increase	4		(24.3%)	28.4%	20.0%	(0.9%)		9.0%	5.8%	5.3%
TOTAL MANAGERS AND STAFF	5	36 563	27 974	37 025	45 227	44 715	44 715	49 199	52 053	54 812

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	3 142	3 864	6 308	4 456	4 163		4 609	4 830	5 115
Pension and UIF Contributions		1 005	1 075		427	544		569	597	632
Medical Aid Contributions					211	194				
Motor Vehicle Allowance		1 382	1 479		1 182	1 247		1 302	1 365	1 445
Cellphone Allowance				435	325	608		635	665	705
Housing Allowances										
Other benefits and allowances					10					
Sub Total - Councillors		5 530	6 419	6 743	6 612	6 757		7 115	7 457	7 897
% increase	4		16.1%	5.1%	(2.0%)	2.2%	(100.0%)		4.8%	5.9%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	2 295	2 849	6 842	3 358	3 358		3 820	4 003	4 239
Pension and UIF Contributions		342	209	664	369	369		262	275	291
Medical Aid Contributions				205	109	109		197	207	219
Overtime										
Performance Bonus										
Motor Vehicle Allowance		370	332	1 127	647	647		743	779	825
Cellphone Allowance			27	123	76	76		69	73	77
Housing Allowances				58						
Other benefits and allowances			50	121	217	217				
Payments in lieu of leave				231						
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 006	3 467	9 369	4 777	4 777		5 091	5 336	5 651
% increase	4		15.3%	170.3%	(49.0%)		(100.0%)		4.8%	5.9%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		25 140	35 757	41 559	51 066	50 011		58 705	61 523	65 153
Pension and UIF Contributions		4 933	5 264	6 664	9 677	11 246		10 537	11 042	11 694
Medical Aid Contributions		3 032	4 334	3 252	4 690	5 494		4 182	4 383	4 642
Overtime		1 195	2 279	2 764	1 671	1 152		1 968	2 062	2 184
Performance Bonus					2	2				
Motor Vehicle Allowance		1 344	2 139	806	1 678	1 575		1 958	2 052	2 173
Cellphone Allowance		42		117	237	253		215	225	239
Housing Allowances		1 492	1 690	1 862	2 873	3 185		2 985	3 128	3 313
Other benefits and allowances		1 326	2 893	3 661	7 724	2 772		7 976	8 359	8 852
Payments in lieu of leave		4 314		4 476	1 281	1 689		1 205	1 263	1 338
Long service awards		196		76	18	(38)		116	122	129
Post-retirement benefit obligations		656								
Sub Total - Other Municipal Staff		43 669	54 357	65 237	80 916	77 341		89 848	94 161	99 716
% increase	4		24.5%	20.0%	24.0%	(4.4%)	(100.0%)		4.8%	5.9%
Total Parent Municipality		52 205	64 243	81 350	92 304	88 875		102 055	106 953	113 264
% increase	4		23.1%	26.6%	13.5%	(3.7%)	(100.0%)		4.8%	5.9%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		52 205	64 243	81 350	92 304	88 875		102 055	106 953	113 264
% increase	4		23.1%	26.6%	13.5%	(3.7%)	(100.0%)		4.8%	5.9%
TOTAL MANAGERS AND STAFF	5	46 675	57 824	74 607	85 693	82 118		94 939	99 497	105 367

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1				1 490	1 490	1 490	1 651	1 742	1 834
Pension and UIF Contributions					222	222	222	422	445	469
Medical Aid Contributions					208	208	208	697	735	774
Motor Vehicle Allowance					827	827	827	68	72	75
Cellphone Allowance					129	129	129	355	391	412
Housing Allowances										
Other benefits and allowances					15	15	15	16	16	17
Sub Total - Councillors					2 890	2 890	2 890	3 208	3 401	3 581
% increase	4							11.0%	6.0%	5.3%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2				2 675	2 675	2 675	2 831	2 986	3 144
Pension and UIF Contributions					82	82	82	87	92	97
Medical Aid Contributions					37	37	37	40	42	44
Overtime										
Performance Bonus										
Motor Vehicle Allowance					1 151	1 151	1 151	1 218	1 285	1 353
Cellphone Allowance					260	260	260	275	290	305
Housing Allowances					4	4	4	5	5	5
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality					4 210	4 210	4 210	4 454	4 699	4 948
% increase	4							5.8%	5.5%	5.3%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages					72 027	72 189	72 189	80 107	85 052	90 044
Pension and UIF Contributions					12 005	12 005	12 005	13 383	14 206	15 038
Medical Aid Contributions					5 356	5 356	5 356	6 933	7 359	7 834
Overtime					7 354	7 354	7 354	15 271	16 211	17 159
Performance Bonus					1 459	1 459	1 459	2 100	2 229	2 360
Motor Vehicle Allowance					3 733	3 733	3 733	4 489	4 773	5 059
Cellphone Allowance								93	100	108
Housing Allowances					1 814	1 814	1 814	1 499	1 591	1 684
Other benefits and allowances					183	183	183	2 729	2 897	3 066
Payments in lieu of leave					2 242	2 242	2 242	2 704	2 870	3 038
Long service awards										
Post-retirement benefit obligations					373	373	373	12 500	13 269	14 045
Sub Total - Other Municipal Staff					106 545	106 708	106 708	141 807	150 557	159 435
% increase	4					0.2%		32.9%	6.2%	5.9%
Total Parent Municipality					113 646	113 808	113 808	149 469	158 657	167 964
% increase	4					0.1%		31.3%	6.1%	5.9%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS					113 646	113 808	113 808	149 469	158 657	167 964
% increase	4					0.1%		31.3%	6.1%	5.9%
TOTAL MANAGERS AND STAFF	5				110 755	110 918	110 918	146 261	155 256	164 383

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	1 255	1 363	1 398	1 509	1 509	1 405	1 487	1 576	1 671
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance		418	454	461	501	501	468	496	525	557
Cellphone Allowance		95	103	111	114	114	107	113	120	127
Housing Allowances										
Other benefits and allowances		81	60							
Sub Total - Councillors		1 849	1 981	1 970	2 124	2 124	1 980	2 095	2 221	2 354
% increase	4		7.1%	(0.5%)	7.8%		(6.7%)	5.8%	6.0%	6.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	663	1 119	1 401	1 510	1 510	1 333	1 410	1 494	1 584
Pension and UIF Contributions		95	83	94	102	102	99	105	111	118
Medical Aid Contributions		27	119	218	234	234	217	230	243	258
Overtime										
Performance Bonus		29								
Motor Vehicle Allowance		49	383	393	429	429	371	392	416	440
Cellphone Allowance		9	24	28	30	30	25	27	28	30
Housing Allowances			53	63	68	68	58	61	65	69
Other benefits and allowances		146	352	384	282	374	336	355	376	399
Payments in lieu of leave		60				21	21			
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		1 077	2 132	2 581	2 656	2 769	2 459	2 579	2 734	2 898
% increase	4		97.9%	21.1%	2.9%	4.3%	(11.2%)	4.9%	6.0%	6.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		8 272	9 742	10 432	7 391	6 212	6 549	11 889	13 284	12 497
Pension and UIF Contributions		1 587	1 519	1 767	1 631	1 636	1 278	2 026	2 151	2 162
Medical Aid Contributions		319	229	211	151	159	169	373	415	182
Overtime		497	664	813	123	105	614	641	693	734
Performance Bonus				825	523	819	1 064	83		
Motor Vehicle Allowance					(5)	41	312	106	52	55
Cellphone Allowance					(30)	(30)				
Housing Allowances		34	56	31	33	34	64	46	48	51
Other benefits and allowances		519	712	442	125	231	1 076	1 767	2 176	2 307
Payments in lieu of leave		(889)	(1 092)	(1 248)	392	279	(1 485)	(121)	(1 206)	(1 279)
Long service awards		(808)	(940)	(1 049)	74	74	(1 238)	(98)		
Post-retirement benefit obligations		240	5	42	106	265			46	48
Sub Total - Other Municipal Staff		9 770	10 895	12 267	10 514	9 825	8 404	16 713	17 658	16 758
% increase	4		11.5%	12.6%	(14.3%)	(6.5%)	(14.5%)	98.9%	5.7%	(5.1%)
Total Parent Municipality		12 697	15 007	16 819	15 293	14 718	12 844	21 388	22 613	22 010
% increase	4		18.2%	12.1%	(9.1%)	(3.8%)	(12.7%)	66.5%	5.7%	(2.7%)
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		12 697	15 007	16 819	15 293	14 718	12 844	21 388	22 613	22 010
% increase	4		18.2%	12.1%	(9.1%)	(3.8%)	(12.7%)	66.5%	5.7%	(2.7%)
TOTAL MANAGERS AND STAFF	5	10 847	13 026	14 849	13 169	12 594	10 863	19 293	20 392	19 656

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	2 576	2 898	2 741	3 200	(166)	3 033	3 068	3 236	3 408
Pension and UIF Contributions		369	173	405	480	(347)	133	133	140	147
Medical Aid Contributions										
Motor Vehicle Allowance		944	1 003	1 292	800		800	1 067	1 125	1 185
Cellphone Allowance		216	214		382	(224)	157	226	238	251
Housing Allowances										
Other benefits and allowances					65	245	310			
Sub Total - Councillors		4 106	4 288	4 438	4 927	(493)	4 434	4 493	4 740	4 991
% increase	4		4.4%	3.5%	11.0%	(110.0%)	(999.6%)	1.3%	5.5%	5.3%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	1 807	3 473	5 183	2 938	(323)	2 614	3 679	3 881	4 087
Pension and UIF Contributions		300	298	228	309	34	343	508	536	564
Medical Aid Contributions		156	66	130	134	15	150	302	319	335
Overtime		851								
Performance Bonus										
Motor Vehicle Allowance		63		708	689	(139)	551	966	1 019	1 073
Cellphone Allowance						42	42	54	57	60
Housing Allowances		9			6	2	7	19	20	21
Other benefits and allowances			831	179	265	217	482	325	343	361
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 186	4 668	6 428	4 341	(152)	4 189	5 852	6 174	6 502
% increase	4		46.5%	37.7%	(32.5%)	(103.5%)	(2855.3%)	39.7%	5.5%	5.3%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		28 401	33 631	43 840	44 086	(4 935)	39 151	38 963	41 106	43 285
Pension and UIF Contributions		4 604	6 892	6 078	5 568	526	6 094	6 274	6 619	6 970
Medical Aid Contributions		689	1 139	1 299	1 619	137	1 756	1 886	1 990	2 095
Overtime		2 242	1 851	2 158		1 914	1 914	3 321	3 504	3 689
Performance Bonus										
Motor Vehicle Allowance		63		3 765	3 963	(611)	3 352	2 730	2 880	3 032
Cellphone Allowance						60	60	47	50	52
Housing Allowances			317	309	264	25	289	286	302	318
Other benefits and allowances		4 225	7 321	5 124	5 722	1 877	7 599	5 278	5 568	5 863
Payments in lieu of leave			332							
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		40 224	51 483	62 574	61 222	(1 008)	60 214	58 784	62 017	65 304
% increase	4		28.0%	21.5%	(2.2%)	(101.6%)	(6074.7%)	(2.4%)	5.5%	5.3%
Total Parent Municipality		47 516	60 439	73 439	70 490	(1 653)	68 837	69 129	72 932	76 797
% increase	4		27.2%	21.5%	(4.0%)	(102.3%)	(4265.1%)	0.4%	5.5%	5.3%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		47 516	60 439	73 439	70 490	(1 653)	68 837	69 129	72 932	76 797
% increase	4		27.2%	21.5%	(4.0%)	(102.3%)	(4265.1%)	0.4%	5.5%	5.3%
TOTAL MANAGERS AND STAFF	5	43 410	56 152	69 002	65 563	(1 160)	64 403	64 637	68 192	71 806

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1				1 838			1 885	1 997	2 109
Pension and UIF Contributions					146			283	300	316
Medical Aid Contributions					17			22	23	24
Motor Vehicle Allowance					423			423	448	473
Cellphone Allowance					94			101	107	113
Housing Allowances										
Other benefits and allowances					14					
Sub Total - Councillors					2 532			2 715	2 875	3 036
% increase	4					(100.0%)			5.9%	5.6%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2				1 777			1 453	1 538	1 624
Pension and UIF Contributions					75			140	149	157
Medical Aid Contributions					286			65	68	72
Overtime										
Performance Bonus										
Motor Vehicle Allowance					273			301	319	337
Cellphone Allowance					45			37	39	41
Housing Allowances					50			38	40	43
Other benefits and allowances					22			113	119	126
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality					2 527			2 146	2 273	2 400
% increase	4					(100.0%)			5.9%	5.6%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages					10 010			10 006	10 597	11 190
Pension and UIF Contributions					1 300			1 581	1 674	1 768
Medical Aid Contributions					501			242	256	271
Overtime								403	427	451
Performance Bonus										
Motor Vehicle Allowance					396			330	349	369
Cellphone Allowance					32			30	32	34
Housing Allowances					171			108	114	121
Other benefits and allowances					98			965	1 022	1 080
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff					12 508			13 666	14 472	15 283
% increase	4					(100.0%)			5.9%	5.6%
Total Parent Municipality					17 567			18 527	19 620	20 718
% increase	4					(100.0%)			5.9%	5.6%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS					17 567			18 527	19 620	20 718
% increase	4					(100.0%)			5.9%	5.6%
TOTAL MANAGERS AND STAFF	5				15 035			15 812	16 745	17 683

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1				1 806	1 806		1 933	2 068	2 213
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance					590	590		632	676	723
Cellphone Allowance					193	193		207	221	237
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors					2 590	2 590		2 771	2 965	3 173
% increase	4						(100.0%)		7.0%	7.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2							3 220	3 506	3 818
Pension and UIF Contributions								85	92	100
Medical Aid Contributions								43	47	51
Overtime										
Performance Bonus										
Motor Vehicle Allowance								294	320	349
Cellphone Allowance										
Housing Allowances								12	13	14
Other benefits and allowances								22	24	27
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality								3 676	4 003	4 360
% increase	4								8.9%	8.9%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages								20 099	21 888	23 836
Pension and UIF Contributions								3 610	3 931	4 281
Medical Aid Contributions								1 229	1 338	1 457
Overtime								547	596	649
Performance Bonus										
Motor Vehicle Allowance								1 195	1 301	1 417
Cellphone Allowance										
Housing Allowances								195	213	231
Other benefits and allowances								351	382	416
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff								27 226	29 649	32 288
% increase	4								8.9%	8.9%
Total Parent Municipality					2 590	2 590		33 673	36 618	39 820
% increase	4						(100.0%)		8.7%	8.7%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS					2 590	2 590		33 673	36 618	39 820
% increase	4						(100.0%)		8.7%	8.7%
TOTAL MANAGERS AND STAFF	5							30 902	33 652	36 647

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1			1 518	1 809	1 809	1 809	1 834	1 947	2 062
Pension and UIF Contributions				25	18	18	18			
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance								146	155	163
Housing Allowances										
Other benefits and allowances				337	146	146	146	105		
Sub Total - Councillors				1 880	1 973	1 973	1 973	2 085	2 102	2 225
% increase	4				4.9%			5.7%	0.8%	5.9%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2			3 803	3 600	3 600	3 600	2 325	2 462	2 600
Pension and UIF Contributions				85	82	82	82			
Medical Aid Contributions										
Overtime										
Performance Bonus				317	296	296	296			
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality				4 205	3 978	3 978	3 978	2 325	2 462	2 600
% increase	4				(5.4%)			(41.6%)	5.9%	5.6%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages				15 377	13 323	13 323	13 323	12 411	13 180	13 955
Pension and UIF Contributions					829	829	829	825	876	928
Medical Aid Contributions					312	312	312	296	314	332
Overtime					146	146	146	152	162	171
Performance Bonus				1 138	963	963	963	1 005	1 067	1 130
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances					8	8	8	8	9	9
Other benefits and allowances				1 724	339	339	339	329	349	370
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff				18 239	15 920	15 920	15 920	15 027	15 957	16 896
% increase	4				(12.7%)			(5.6%)	6.2%	5.9%
Total Parent Municipality				24 324	21 871	21 871	21 871	19 437	20 521	21 721
% increase	4				(10.1%)			(11.1%)	5.6%	5.9%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS				24 324	21 871	21 871	21 871	19 437	20 521	21 721
% increase	4				(10.1%)			(11.1%)	5.6%	5.9%
TOTAL MANAGERS AND STAFF	5			22 444	19 898	19 898	19 898	17 352	18 419	19 496

Northern Cape: Khai-Ma(NC067) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2015

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	1 190	1 256	1 231	1 318	1 318	1 318	1 318	1 379	1 447
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance		92	99	94	410	439	439	439	460	482
Cellphone Allowance		397	419	410	101	101	101	101	106	111
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		1 679	1 774	1 736	1 829	1 858	1 858	1 858	1 944	2 040
% increase	4		5.7%	(2.1%)	5.3%	1.6%			4.6%	4.9%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	1 450	1 190	712	1 232	780	780	1 559	1 649	1 745
Pension and UIF Contributions		153	63	166	270	199	199	74	78	82
Medical Aid Contributions		146	46	70	148	126	126	56	59	63
Overtime										
Performance Bonus		134	106	43	109	112	112	141	149	158
Motor Vehicle Allowance		269	397	232	410	325	325	308	326	345
Cellphone Allowance		36	33	14	31	43	43			
Housing Allowances		21	11	21						
Other benefits and allowances								305	323	342
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 209	1 846	1 258	2 201	1 585	1 585	2 443	2 584	2 734
% increase	4		(16.5%)	(31.8%)	74.9%	(28.0%)		54.1%	5.8%	5.8%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages	4	3 607	5 418	7 288	9 964	9 210	9 210	10 196	10 652	11 159
Pension and UIF Contributions		(65)	992	837	1 636	1 240	1 240	1 337	1 399	1 467
Medical Aid Contributions		623	695	191	540	420	420	428	448	469
Overtime		521	324	680	787	737	737	830	869	912
Performance Bonus			417	469	754	741	741	738	771	807
Motor Vehicle Allowance		289	90		163	62	62	90	90	92
Cellphone Allowance			26	6	43	24	24			
Housing Allowances		32	14	64	4	4	4	15	15	16
Other benefits and allowances		1 471	1 122	2	768	1 188	1 188	946	986	1 032
Payments in lieu of leave			170	139	278	272	272	345	361	378
Long service awards				15				30	31	33
Post-retirement benefit obligations			196		352	439	439	461	482	506
Sub Total - Other Municipal Staff		6 479	9 268	9 888	15 290	14 337	14 337	15 416	16 105	16 870
% increase	4		43.1%	6.7%	54.6%	(6.2%)		7.5%	4.5%	4.8%
Total Parent Municipality		10 367	12 888	12 883	19 319	17 779	17 779	19 716	20 633	21 644
% increase	4		24.3%		50.0%	(8.0%)		10.9%	4.7%	4.9%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		10 367	12 888	12 883	19 319	17 779	17 779	19 716	20 633	21 644
% increase	4		24.3%		50.0%	(8.0%)		10.9%	4.7%	4.9%
TOTAL MANAGERS AND STAFF	5	8 688	11 114	11 147	17 490	15 921	15 921	17 858	18 689	19 605

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	1 792	1 849	1 981	2 155	2 155	2 155	2 295	2 421	2 554
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances		474	458	466	462	462	462	530	559	589
Sub Total - Councillors		2 265	2 307	2 447	2 616	2 616	2 616	2 825	2 980	3 144
% increase	4		1.8%	6.1%	6.9%			8.0%	5.5%	5.5%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	3 042	3 053	2 993	3 212	3 212	3 212	2 659	2 809	2 975
Pension and UIF Contributions		424	465	450	525	525	525	349	369	390
Medical Aid Contributions		133	310	186	134	134	134	112	119	126
Overtime										
Performance Bonus										
Motor Vehicle Allowance		911	847	624	687	687	687	492	519	550
Cellphone Allowance		60	60	60	48	48	48	42	44	47
Housing Allowances		50	80	80	37	37	37	31	33	35
Other benefits and allowances		36	249	256	311	311	311	229	242	256
Payments in lieu of leave			51							
Long service awards			66							
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		4 656	5 180	4 649	4 954	4 954	4 954	3 914	4 135	4 379
% increase	4		11.3%	(10.2%)	6.6%			(21.0%)	5.7%	5.9%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		9 792	17 107	20 392	16 675	15 789	15 789	18 313	18 349	18 341
Pension and UIF Contributions		476	1 935	2 560	2 743	2 639	2 639	2 981	3 085	3 251
Medical Aid Contributions		317	(1 056)	503	2 331	2 749	2 749	2 680	2 772	2 936
Overtime		280	280	425	250	393	393	204	204	204
Performance Bonus			1 113	1 320	1 459	1 363	1 363	1 408	1 463	1 550
Motor Vehicle Allowance		670	791	2 044	5 284	4 970	4 970	1 963	1 937	1 906
Cellphone Allowance			(41)	(16)	1	10	10	12	10	7
Housing Allowances		292	304	555	639	607	607	613	615	651
Other benefits and allowances		720	(249)	(256)	(311)	(311)	(311)	(229)	(242)	(256)
Payments in lieu of leave			(51)							
Long service awards			67	104	146	146	146	127	134	142
Post-retirement benefit obligations			210	312	336	336	336	365	386	409
Sub Total - Other Municipal Staff		12 547	20 411	27 942	29 552	28 691	28 691	28 439	28 713	29 140
% increase	4		62.7%	36.9%	5.8%	(2.9%)		(0.9%)	1.0%	1.5%
Total Parent Municipality		19 468	27 898	35 039	37 122	36 262	36 262	35 177	35 828	36 663
% increase	4		43.3%	25.6%	5.9%	(2.3%)		(3.0%)	1.9%	2.3%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		19 468	27 898	35 039	37 122	36 262	36 262	35 177	35 828	36 663
% increase	4		43.3%	25.6%	5.9%	(2.3%)		(3.0%)	1.9%	2.3%
TOTAL MANAGERS AND STAFF	5	17 203	25 591	32 591	34 506	33 645	33 645	32 352	32 848	33 519

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>	1									
Basic Salaries and Wages								440	466	494
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors								440	466	494
% increase	4								6.0%	6.0%
<u>Senior Managers of the Municipality</u>	2									
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality										
% increase	4									
<u>Other Municipal Staff</u>										
Basic Salaries and Wages								19 162	20 312	21 530
Pension and UIF Contributions								3 954	4 191	4 442
Medical Aid Contributions										
Overtime								2 159	2 288	2 426
Performance Bonus								1 125	1 193	1 264
Motor Vehicle Allowance								1 028	1 090	1 156
Cellphone Allowance								42	44	47
Housing Allowances								34	36	38
Other benefits and allowances								294	312	331
Payments in lieu of leave								93	98	104
Long service awards										
Post-retirement benefit obligations								440	466	494
Sub Total - Other Municipal Staff								28 331	30 030	31 832
% increase	4								6.0%	6.0%
Total Parent Municipality								28 771	30 496	32 326
% increase	4								6.0%	6.0%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS								28 771	30 496	32 326
% increase	4								6.0%	6.0%
TOTAL MANAGERS AND STAFF	5							28 331	30 030	31 832

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	1 972	2 084	2 694	2 945	2 945	2 945	3 092	3 246	3 246
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance		317	267	205						
Cellphone Allowance		124	137	140						
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		2 413	2 488	3 039	2 945	2 945	2 945	3 092	3 246	3 246
% increase	4		3.1%	22.1%	(3.1%)			5.0%	5.0%	
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2		2 186	2 727	3 084	3 084	3 084	2 850	3 118	3 411
Pension and UIF Contributions			6							
Medical Aid Contributions										
Overtime										
Performance Bonus			279	301	348	348	348	336	368	403
Motor Vehicle Allowance			372	362	401	556	556	513	549	589
Cellphone Allowance										
Housing Allowances				10	11	12	12	13	14	15
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality			2 842	3 401	3 844	4 000	4 000	3 712	4 049	4 417
% increase	4			19.7%	13.0%	4.1%		(7.2%)	9.1%	9.1%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		20 243	21 285	19 812	22 885	22 868	22 868	27 361	30 860	33 658
Pension and UIF Contributions		2 745	3 036	3 872	4 492	4 088	4 088	4 770	5 197	5 662
Medical Aid Contributions		481	511	752	758	828	828	847	926	1 012
Overtime		753	1 226	999	1 060	1 217	1 217	1 050	1 139	1 236
Performance Bonus				(301)						
Motor Vehicle Allowance		572	724							
Cellphone Allowance										
Housing Allowances		48	45							
Other benefits and allowances		596	571	690	474	537	537	577	629	684
Payments in lieu of leave		1 432	1 387	5 045	5 204	5 204	5 204	1 970	2 211	2 408
Long service awards										
Post-retirement benefit obligations		339	1 356	341	341	341	341	341	341	341
Sub Total - Other Municipal Staff		27 209	30 142	31 209	35 213	35 084	35 084	36 916	41 302	45 002
% increase	4		10.8%	3.5%	12.8%	(0.4%)		5.2%	11.9%	9.0%
Total Parent Municipality		29 622	35 472	37 649	42 001	42 028	42 028	43 719	48 597	52 666
% increase	4		19.7%	6.1%	11.6%	0.1%		4.0%	11.2%	8.4%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		29 622	35 472	37 649	42 001	42 028	42 028	43 719	48 597	52 666
% increase	4		19.7%	6.1%	11.6%	0.1%		4.0%	11.2%	8.4%
TOTAL MANAGERS AND STAFF	5	27 209	32 983	34 610	39 057	39 084	39 084	40 628	45 351	49 420

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	2 475	2 475	2 920	2 962	2 962	2 962	3 170	3 320	3 508
Pension and UIF Contributions				338						
Medical Aid Contributions				38						
Motor Vehicle Allowance		825	825	629	985	985	985	1 051	1 104	1 166
Cellphone Allowance		183	183	198	314	314	314	313	363	400
Housing Allowances										
Other benefits and allowances			20	34	47			47		
Sub Total - Councillors		3 483	3 503	4 157	4 308	4 261	4 261	4 580	4 787	5 074
% increase	4		0.6%	18.7%	3.6%	(1.1%)		7.5%	4.5%	6.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	2 701	2 660	3 102	3 369	3 369	3 369	3 442	3 594	3 815
Pension and UIF Contributions		449	441	469	560	560	560	608	588	623
Medical Aid Contributions		40	90	132	159	159	159	110	174	185
Overtime		633								
Performance Bonus				475						
Motor Vehicle Allowance			728	588	847	847	847	814	929	1 144
Cellphone Allowance		298	47	177	151	151	151	155	165	175
Housing Allowances		307								
Other benefits and allowances			575	168	217	217	217	240	238	252
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		4 428	4 541	5 112	5 303	5 303	5 303	5 370	5 687	6 194
% increase	4		2.5%	12.6%	3.7%			1.3%	5.9%	8.9%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		31 741	36 570	35 534	43 450	43 450	43 450	46 748	48 176	50 434
Pension and UIF Contributions		5 195	6 750	6 403	7 592	7 592	7 592	8 057	8 422	8 989
Medical Aid Contributions		2 555	2 605	2 140	1 505	1 505	1 505	1 614	1 695	1 829
Overtime		797	419	2 262	2 070	2 070	2 070	2 006	1 963	2 003
Performance Bonus				2 993						
Motor Vehicle Allowance			892	1 269	892	892	892	1 050	1 196	1 418
Cellphone Allowance		435		254	168	168	168	207	284	298
Housing Allowances			785	1 124	702	702	702	733	1 047	1 285
Other benefits and allowances		1 937	189	2 436	1 244	1 230	1 230	963	1 248	1 375
Payments in lieu of leave				366						
Long service awards										
Post-retirement benefit obligations			683		54	54	54	56	59	60
Sub Total - Other Municipal Staff		42 660	48 893	54 781	57 677	57 662	57 662	61 434	64 090	67 689
% increase	4		14.6%	12.0%	5.3%			6.5%	4.3%	5.6%
Total Parent Municipality		50 571	56 937	64 051	67 288	67 226	67 226	71 384	74 564	78 958
% increase	4		12.6%	12.5%	5.1%	(0.1%)		6.2%	4.5%	5.9%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		50 571	56 937	64 051	67 288	67 226	67 226	71 384	74 564	78 958
% increase	4		12.6%	12.5%	5.1%	(0.1%)		6.2%	4.5%	5.9%
TOTAL MANAGERS AND STAFF	5	47 088	53 434	59 894	62 980	62 965	62 965	66 804	69 777	73 883

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>	1									
Basic Salaries and Wages		1 216	1 280	1 347	1 399	1 399	1 399	1 426	1 512	1 603
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance		388	412	430	466	466	466	475	504	534
Cellphone Allowance		83	92	136	153	153	153	161	177	194
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		1 688	1 784	1 913	2 019	2 019	2 019	2 062	2 193	2 331
% increase	4		5.7%	7.2%	5.5%			2.1%	6.3%	6.3%
<u>Senior Managers of the Municipality</u>	2									
Basic Salaries and Wages		3 137	2 244	2 307	2 683	2 683	2 683	2 912	3 146	3 392
Pension and UIF Contributions		233	303	332	387	387	387	418	450	485
Medical Aid Contributions		120	111	117	123	123	123	139	145	150
Overtime										
Performance Bonus		171	162	139	203	203	203	203	203	203
Motor Vehicle Allowance		391	385	412	441	441	441	466	491	517
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances		7	0	0	25	25	25	29	29	28
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		4 058	3 205	3 308	3 861	3 861	3 861	4 166	4 464	4 776
% increase	4		(21.0%)	3.2%	16.7%			7.9%	7.2%	7.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		5 418	6 988	7 403	8 377	8 377	8 377	9 114	9 780	10 006
Pension and UIF Contributions		860	1 124	1 218	1 392	1 392	1 392	1 505	1 596	1 654
Medical Aid Contributions		284	320	342	337	337	337	486	1 042	1 132
Overtime		270	320	304	200	200	200	300	300	300
Performance Bonus										
Motor Vehicle Allowance		60	66	69	73	73	73	77	82	86
Cellphone Allowance										
Housing Allowances		9	10	10	20	20	20	9	13	13
Other benefits and allowances		74	81	92	465	465	465	506	531	527
Payments in lieu of leave										
Long service awards			104	93						
Post-retirement benefit obligations			246	398	654	654	654	719	234	257
Sub Total - Other Municipal Staff		6 976	9 259	9 929	11 517	11 517	11 517	12 716	13 578	13 975
% increase	4		32.7%	7.2%	16.0%			10.4%	6.8%	2.9%
Total Parent Municipality		12 722	14 248	15 150	17 397	17 397	17 397	18 944	20 235	21 082
% increase	4		12.0%	6.3%	14.8%			8.9%	6.8%	4.2%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		12 722	14 248	15 150	17 397	17 397	17 397	18 944	20 235	21 082
% increase	4		12.0%	6.3%	14.8%			8.9%	6.8%	4.2%
TOTAL MANAGERS AND STAFF	5	11 034	12 463	13 237	15 378	15 378	15 378	16 881	18 042	18 751

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1							1 584	1 557	1 561
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance								516	549	554
Cellphone Allowance								158	168	168
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors								2 257	2 273	2 282
% increase	4								0.7%	0.4%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2							1 200	1 210	1 300
Pension and UIF Contributions								3	3	4
Medical Aid Contributions								34	36	40
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality								1 237	1 249	1 344
% increase	4								1.0%	7.6%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages								15 778	14 360	15 543
Pension and UIF Contributions								137	143	149
Medical Aid Contributions								330	503	563
Overtime								473	503	563
Performance Bonus								1 033	1 078	1 153
Motor Vehicle Allowance								447	465	482
Cellphone Allowance								61	64	66
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff								18 259	17 115	18 519
% increase	4								(6.3%)	8.2%
Total Parent Municipality								21 753	20 637	22 145
% increase	4								(5.1%)	7.3%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS								21 753	20 637	22 145
% increase	4								(5.1%)	7.3%
TOTAL MANAGERS AND STAFF	5							19 496	18 364	19 863

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	1 107	1 174	1 270	1 618	1 692	1 692	1 813	1 937	2 063
Pension and UIF Contributions		137	142	190	243	236	236	253	271	288
Medical Aid Contributions		54	60	102	125	125	125	134	143	152
Motor Vehicle Allowance		288	330	307	258	251	251	270	288	307
Cellphone Allowance		82	97	63	136	315	315	337	360	384
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		1 667	1 803	1 933	2 380	2 619	2 619	2 808	2 998	3 193
% increase	4		8.1%	7.2%	23.1%	10.0%		7.2%	6.8%	6.5%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	778	1 724	1 648	1 932	1 636	1 636	2 056	2 187	2 330
Pension and UIF Contributions		138	90	187	263	223	223	375	399	425
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance		246	360	440	540	355	355	574	611	651
Cellphone Allowance			1	15	40			43	45	48
Housing Allowances			76							
Other benefits and allowances				394						
Payments in lieu of leave			71							
Long service awards			5							
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		1 162	2 328	2 684	2 775	2 214	2 214	3 048	3 243	3 454
% increase	4		100.4%	15.3%	3.4%	(20.2%)		37.7%	6.4%	6.5%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		7 239	9 264	9 268	12 695	12 248	12 248	12 847	13 660	14 523
Pension and UIF Contributions		2 252	1 899	1 927	2 330	2 240	2 240	2 399	2 562	2 728
Medical Aid Contributions		383	549	549	801	636	636	853	911	970
Overtime		901	796	1 097	1 042	1 162	1 162	1 109	1 184	1 261
Performance Bonus		465	413	824	1 219	1 022	1 022	1 301	1 390	1 480
Motor Vehicle Allowance			31	523	87	137	137	96	102	109
Cellphone Allowance			35	39						
Housing Allowances		77	8	18	5	13	13	5	6	6
Other benefits and allowances			82	6	93	86	86	99	105	112
Payments in lieu of leave			12	13	212	525	525	161	172	184
Long service awards		56	28		10	5	5			
Post-retirement benefit obligations				(1 363)	55	137	137	59	63	67
Sub Total - Other Municipal Staff		10 989	12 952	12 903	18 550	18 210	18 210	18 928	20 155	21 440
% increase	4		17.9%	(0.4%)	43.8%	(1.8%)		3.9%	6.5%	6.4%
Total Parent Municipality		13 818	17 083	17 520	23 705	23 043	23 043	24 784	26 396	28 087
% increase	4		23.6%	2.6%	35.3%	(2.8%)		7.6%	6.5%	6.4%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		13 818	17 083	17 520	23 705	23 043	23 043	24 784	26 396	28 087
% increase	4		23.6%	2.6%	35.3%	(2.8%)		7.6%	6.5%	6.4%
TOTAL MANAGERS AND STAFF	5	12 151	15 280	15 587	21 325	20 424	20 424	21 976	23 398	24 894

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	1 296	1 531	1 681	2 016	1 683	2 016	1 803	1 931	2 069
Pension and UIF Contributions		45	45		45		45	48	52	55
Medical Aid Contributions										
Motor Vehicle Allowance		372	319	211	390	218	390	234	250	268
Cellphone Allowance		44	54	122	120	167	120	179	192	205
Housing Allowances										
Other benefits and allowances		3	1	6	5		5	5	6	6
Sub Total - Councillors		1 760	1 949	2 021	2 575	2 068	2 575	2 268	2 430	2 603
% increase	4		10.8%	3.7%	27.4%	(19.7%)	24.6%	(11.9%)	7.1%	7.1%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2									
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality										
% increase	4									
<u>Other Municipal Staff</u>										
Basic Salaries and Wages	4	16 079	19 379	19 437	25 676	21 052	25 676	23 159	24 810	26 579
Pension and UIF Contributions		2 346	2 782	3 099	4 507	3 392	4 507	3 873	4 149	4 445
Medical Aid Contributions		494	493	563	667	1 094	667	1 096	1 174	1 258
Overtime		1 173	1 243	1 400	896	1 469	896	1 747	1 872	2 006
Performance Bonus			1		280		280	300	321	343
Motor Vehicle Allowance		921	950	1 044	1 565	1 003	1 565	1 370	1 468	1 573
Cellphone Allowance		16	38	55	55	61	55	87	93	100
Housing Allowances		79	60	63	209	51	209	150	161	172
Other benefits and allowances		2 701	2 303	3 188	3 225	3 193	3 225	3 659	3 919	4 199
Payments in lieu of leave										
Long service awards		316	345	289	300	252	300	280	300	321
Post-retirement benefit obligations		1 982	1 792	1 362	3 021	(112)	3 021	3 236	3 467	3 714
Sub Total - Other Municipal Staff		26 108	29 386	30 499	40 401	31 454	40 401	38 957	41 735	44 710
% increase	4		12.6%	3.8%	32.5%	(22.1%)	28.4%	(3.6%)	7.1%	7.1%
Total Parent Municipality		27 868	31 335	32 520	42 976	33 522	42 976	41 226	44 165	47 313
% increase	4		12.4%	3.8%	32.2%	(22.0%)	28.2%	(4.1%)	7.1%	7.1%
<u>Board Members of Entities</u>										
Basic Salaries and Wages	4									
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages	4									
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages	4									
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		27 868	31 335	32 520	42 976	33 522	42 976	41 226	44 165	47 313
% increase	4		12.4%	3.8%	32.2%	(22.0%)	28.2%	(4.1%)	7.1%	7.1%
TOTAL MANAGERS AND STAFF	5	26 108	29 386	30 499	40 401	31 454	40 401	38 957	41 735	44 710

Northern Cape: Siyancuma(NC078) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2015

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>	1									
Basic Salaries and Wages		1 638	2 074	2 886	3 200	3 200	3 200	2 892	3 037	3 249
Pension and UIF Contributions			1							
Medical Aid Contributions										
Motor Vehicle Allowance		552	832							
Cellphone Allowance		132	159	202	371	371	371	230	241	258
Housing Allowances										
Other benefits and allowances				100				40	42	44
Sub Total - Councillors		2 322	3 066	3 187	3 571	3 571	3 571	3 161	3 319	3 552
% increase	4		32.0%	4.0%	12.0%			(11.5%)	5.0%	7.0%
<u>Senior Managers of the Municipality</u>	2									
Basic Salaries and Wages		1 737	1 926	2 070	3 044	3 044	3 044	2 602	2 725	2 915
Pension and UIF Contributions		244	243	414	158	158	158	444	465	497
Medical Aid Contributions					46	46	46	137	144	154
Overtime										
Performance Bonus		30			60	60	60			
Motor Vehicle Allowance		445	471	368	229	229	229	439	459	492
Cellphone Allowance		19	17	21	25	25	25	31	33	35
Housing Allowances		47	27	36	18	18	18	36	38	40
Other benefits and allowances		36		42	57	57	57	40	42	45
Payments in lieu of leave			86							
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 557	2 770	2 951	3 636	3 636	3 636	3 730	3 905	4 178
% increase	4		8.3%	6.5%	23.2%			2.6%	4.7%	7.0%
<u>Other Municipal Staff</u>	4									
Basic Salaries and Wages		17 867	23 381	27 940	31 460	24 360	24 360	30 550	32 085	34 332
Pension and UIF Contributions		3 627	4 600	5 559	6 201	5 166	5 166	6 822	7 147	7 647
Medical Aid Contributions				2 004	2 139	1 616	1 616	2 274	2 388	2 555
Overtime		1 090	1 632	1 146	1 605	2 668	2 668	2 703	2 838	3 037
Performance Bonus		1 027	1 358			(60)	(60)			
Motor Vehicle Allowance		1 996	2 291	2 107	2 510	1 958	1 958	2 241	2 354	2 519
Cellphone Allowance				68	96	78	78	126	132	142
Housing Allowances		387	363	378	382	285	285	368	386	413
Other benefits and allowances		882	525	592	652	3 488	3 488	5 731	5 846	6 255
Payments in lieu of leave		1 053	1 240	304	405	481	481			
Long service awards		124	138		114	451	451			
Post-retirement benefit obligations		321	377							
Sub Total - Other Municipal Staff		28 375	35 907	40 098	45 565	40 491	40 491	50 814	53 176	56 900
% increase	4		26.5%	11.7%	13.6%	(11.1%)		25.5%	4.6%	7.0%
Total Parent Municipality		33 254	41 743	46 236	52 772	47 698	47 698	57 705	60 401	64 630
% increase	4		25.5%	10.8%	14.1%	(9.6%)		21.0%	4.7%	7.0%
<u>Board Members of Entities</u>	4									
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>	4									
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>	4									
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		33 254	41 743	46 236	52 772	47 698	47 698	57 705	60 401	64 630
% increase	4		25.5%	10.8%	14.1%	(9.6%)		21.0%	4.7%	7.0%
TOTAL MANAGERS AND STAFF	5	30 932	38 677	43 049	49 201	44 127	44 127	54 543	57 081	61 078

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>	1									
Basic Salaries and Wages		2 690	3 136	3 336	3 567	3 602	3 602	3 816	4 007	4 207
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance		364								
Cellphone Allowance			42							
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		3 054	3 178	3 336	3 567	3 602	3 602	3 816	4 007	4 207
% increase	4		4.1%	5.0%	6.9%	1.0%		5.9%	5.0%	5.0%
<u>Senior Managers of the Municipality</u>	2									
Basic Salaries and Wages		4 182	3 602	2 913	3 867	3 867	3 867	4 030	4 232	4 443
Pension and UIF Contributions		407	525	517	629	629	629	586	615	646
Medical Aid Contributions			13							
Overtime										
Performance Bonus		347	684	301	285	285	285	267	281	295
Motor Vehicle Allowance		327	647	562	306	306	306	433	454	477
Cellphone Allowance			36							
Housing Allowances		20			19	19	19			
Other benefits and allowances		33		162	44	44	44			
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		5 316	5 507	4 457	5 151	5 151	5 151	5 315	5 582	5 861
% increase	4		3.6%	(19.1%)	15.6%			3.2%	5.0%	5.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		12 102	12 173	13 721	15 311	14 938	14 938	16 669	17 505	18 380
Pension and UIF Contributions		1 190	2 001	2 039	2 517	1 794	1 794	2 950	3 098	3 253
Medical Aid Contributions				573				615	646	679
Overtime		123	125	151	157	295	295			
Performance Bonus		1 015	907	1 366	1 141	1 530	1 530	1 350	1 417	1 488
Motor Vehicle Allowance		955	974	940	1 225	1 439	1 439	1 009	1 060	1 113
Cellphone Allowance										
Housing Allowances		59	60	102	76	89	89	171	180	189
Other benefits and allowances		96	141		177	145	145	59	62	65
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations				632						
Sub Total - Other Municipal Staff		15 540	16 382	19 525	20 603	20 229	20 229	22 823	23 967	25 166
% increase	4		5.4%	19.2%	5.5%	(1.8%)		12.8%	5.0%	5.0%
Total Parent Municipality		23 910	25 066	27 317	29 322	28 982	28 982	31 954	33 556	35 234
% increase	4		4.8%	9.0%	7.3%	(1.2%)		10.3%	5.0%	5.0%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		23 910	25 066	27 317	29 322	28 982	28 982	31 954	33 556	35 234
% increase	4		4.8%	9.0%	7.3%	(1.2%)		10.3%	5.0%	5.0%
TOTAL MANAGERS AND STAFF	5	20 856	21 888	23 982	25 754	25 380	25 380	28 138	29 549	31 027

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	1 181	1 231	1 151	1 231	1 273		1 495	1 412	1 477
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance		297	461	379	410	432		507	479	501
Cellphone Allowance		87	89	86	139	189		218	210	220
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		1 565	1 781	1 616	1 781	1 894		2 220	2 101	2 199
% increase	4		13.8%	(9.3%)	10.2%	6.3%	(100.0%)		(5.4%)	4.7%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	782	1 020	1 017	1 244	1 701		1 871	1 958	2 034
Pension and UIF Contributions		5	22	22	310	324		359	375	393
Medical Aid Contributions					180	174				
Overtime										
Performance Bonus		48	73	85	104	102		112	117	123
Motor Vehicle Allowance					438	348		383	401	420
Cellphone Allowance					43	36		40	41	43
Housing Allowances										
Other benefits and allowances		420	670	625	25	34		37	39	41
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		1 256	1 785	1 749	2 344	2 719		2 802	2 932	3 053
% increase	4		42.2%	(2.0%)	34.0%	16.0%	(100.0%)		4.7%	4.1%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages	4	4 347	4 515	4 833	5 645	5 977		6 649	6 817	7 142
Pension and UIF Contributions		968			917	991		1 100	1 148	1 200
Medical Aid Contributions		290			197	197		202	212	222
Overtime										
Performance Bonus										
Motor Vehicle Allowance					48	106		26	28	29
Cellphone Allowance					25	25		21	22	23
Housing Allowances					84	74		81	85	104
Other benefits and allowances		205	895	817	172	285		322	336	347
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		5 810	5 410	5 651	7 087	7 655		8 403	8 648	9 066
% increase	4		(6.9%)	4.4%	25.4%	8.0%	(100.0%)		2.9%	4.8%
Total Parent Municipality		8 630	8 976	9 015	11 212	12 268		13 424	13 681	14 318
% increase	4		4.0%	0.4%	24.4%	9.4%	(100.0%)		1.9%	4.7%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		8 630	8 976	9 015	11 212	12 268		13 424	13 681	14 318
% increase	4		4.0%	0.4%	24.4%	9.4%	(100.0%)		1.9%	4.7%
TOTAL MANAGERS AND STAFF	5	7 065	7 195	7 399	9 431	10 374		11 204	11 580	12 119

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>	1									
Basic Salaries and Wages		4 141	5 009	4 704	3 735	6 087	4 961	4 937	5 036	5 187
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		4 141	5 009	4 704	3 735	6 087	4 961	4 937	5 036	5 187
% increase	4		21.0%	(6.1%)	(20.6%)	63.0%	(18.5%)	(0.5%)	2.0%	3.0%
<u>Senior Managers of the Municipality</u>	2									
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality										
% increase	4									
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		32 370	37 749	43 629	53 438	49 196	56 849	44 443	60 905	65 047
Pension and UIF Contributions		7 191	6 322	6 834	9 169	9 115	10 065	11 063	11 790	12 555
Medical Aid Contributions		987	735	916	1 050	1 031	1 191	1 305	1 396	1 491
Overtime		4 632	5 162	5 822	2 645	5 369	6 660	5 000	5 350	5 714
Performance Bonus		2 361	4 348	6 106	3 929	5 272	4 121	4 743	5 075	5 421
Motor Vehicle Allowance		1 060	1 471	954	2 386	1 422	2 564	3 299	3 530	3 770
Cellphone Allowance		31	44	55	55	59	157	50	54	57
Housing Allowances										
Other benefits and allowances			1 168	3 173						
Payments in lieu of leave		178	2 284	4 043		654	406			
Long service awards			753	1 093						
Post-retirement benefit obligations		1 260	2 576	2 544	1 359	2 333	3 059	2 548	2 726	2 911
Sub Total - Other Municipal Staff		50 069	62 612	75 168	74 030	74 450	85 072	72 451	90 826	96 965
% increase	4		25.1%	20.1%	(1.5%)	0.6%	14.3%	(14.8%)	25.4%	6.8%
Total Parent Municipality		54 211	67 621	79 872	77 765	80 537	90 033	77 388	95 862	102 152
% increase	4		24.7%	18.1%	(2.6%)	3.6%	11.8%	(14.0%)	23.9%	6.6%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		54 211	67 621	79 872	77 765	80 537	90 033	77 388	95 862	102 152
% increase	4		24.7%	18.1%	(2.6%)	3.6%	11.8%	(14.0%)	23.9%	6.6%
TOTAL MANAGERS AND STAFF	5	50 069	62 612	75 168	74 030	74 450	85 072	72 451	90 826	96 965

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	5 250	6 366	6 656	7 429	7 429	7 429	7 949	8 506	9 101
Pension and UIF Contributions		366	438	465	552	552	552	591	632	677
Medical Aid Contributions										
Motor Vehicle Allowance		584								
Cellphone Allowance		331								
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		6 531	6 804	7 120	7 981	7 981	7 981	8 540	9 138	9 777
% increase	4		4.2%	4.7%	12.1%			7.0%	7.0%	7.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	3 384	3 305	4 280	8 104	8 104	8 104	8 671	9 278	9 928
Pension and UIF Contributions		452	539	663						
Medical Aid Contributions		67	56	69						
Overtime										
Performance Bonus		482	313		885	750	750	803	859	919
Motor Vehicle Allowance		462	589	779						
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances		46	12							
Payments in lieu of leave			99							
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		4 893	4 913	5 792	8 989	8 854	8 854	9 474	10 137	10 846
% increase	4		0.4%	17.9%	55.2%	(1.5%)		7.0%	7.0%	7.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		106 447	121 959	141 726	135 994	141 219	141 219	116 625	124 789	133 525
Pension and UIF Contributions		17 140	20 431	22 013	24 023	22 823	22 823	19 049	20 382	21 809
Medical Aid Contributions		7 983	9 564	10 484	11 482	10 956	10 956	9 144	9 784	10 469
Overtime		7 555	8 447	12 100	13 737	11 764	11 764	9 829	10 517	11 253
Performance Bonus			114	500				(177)	(189)	(202)
Motor Vehicle Allowance		5 553	7 550	733	7 331	8 765	8 765	2 868	3 069	3 284
Cellphone Allowance										
Housing Allowances		336	336	285	3 791	305	305	247	265	283
Other benefits and allowances		3 569	4 366	5 806	4 191	1 185	1 185	5 353	5 728	6 129
Payments in lieu of leave										
Long service awards						289	289	242	258	277
Post-retirement benefit obligations		3 788	2 839		2 219					
Sub Total - Other Municipal Staff		152 372	175 608	193 648	202 768	197 306	197 306	163 180	174 603	186 825
% increase	4		15.2%	10.3%	4.7%	(2.7%)		(17.3%)	7.0%	7.0%
Total Parent Municipality		163 795	187 325	206 560	219 738	214 141	214 141	181 194	193 878	207 449
% increase	4		14.4%	10.3%	6.4%	(2.5%)		(15.4%)	7.0%	7.0%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		163 795	187 325	206 560	219 738	214 141	214 141	181 194	193 878	207 449
% increase	4		14.4%	10.3%	6.4%	(2.5%)		(15.4%)	7.0%	7.0%
TOTAL MANAGERS AND STAFF	5	157 264	180 521	199 440	211 757	206 160	206 160	172 654	184 740	197 672

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	1 711	1 760	1 868	2 027	2 127	2 127	2 199	2 186	2 350
Pension and UIF Contributions		217	204							
Medical Aid Contributions										
Motor Vehicle Allowance		510	546	624	636	636	636	603	645	693
Cellphone Allowance			116	159	229	229	229	269	288	309
Housing Allowances										
Other benefits and allowances				181						
Sub Total - Councillors		2 438	2 626	2 831	2 892	2 992	2 992	3 071	3 119	3 352
% increase	4		7.7%	7.8%	2.1%	3.5%		2.6%	1.6%	7.5%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	1 914	3 291	2 333	4 800	4 800	4 800	5 150	5 511	5 924
Pension and UIF Contributions		7								
Medical Aid Contributions										
Overtime										
Performance Bonus			337		672	672	672	721	772	829
Motor Vehicle Allowance		768		976						
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances				857						
Payments in lieu of leave				118						
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 689	3 628	4 284	5 472	5 472	5 472	5 871	6 283	6 753
% increase	4		34.9%	18.1%	27.7%			7.3%	7.0%	7.5%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		18 438	24 260	27 425	35 046	36 466	36 466	34 907	37 350	40 152
Pension and UIF Contributions		2 838	4 159	4 381	6 116	6 116	6 116	5 998	6 418	6 899
Medical Aid Contributions		813	2 649	1 719	360	360	360	2 607	2 790	2 999
Overtime		3 544	3 611	4 440	2 301	4 230	4 230	5 895	6 307	6 780
Performance Bonus										
Motor Vehicle Allowance		774	2 264	2 927	3 011	3 011	3 011	4 250	4 548	4 890
Cellphone Allowance			175	17	257	257	257	158	169	182
Housing Allowances		83	128	64	157	157	157	130	139	150
Other benefits and allowances		3 301	5 047	2 397	4 125	4 125	4 125	3 876	4 146	4 458
Payments in lieu of leave		226	397							
Long service awards		139	11		890	890	890	52	56	60
Post-retirement benefit obligations		380								
Sub Total - Other Municipal Staff		30 536	42 702	43 370	52 263	55 612	55 612	57 873	61 923	66 570
% increase	4		39.8%	1.6%	20.5%	6.4%		4.1%	7.0%	7.5%
Total Parent Municipality		35 663	48 956	50 485	60 627	64 076	64 076	66 815	71 325	76 675
% increase	4		37.3%	3.1%	20.1%	5.7%		4.3%	6.7%	7.5%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		35 663	48 956	50 485	60 627	64 076	64 076	66 815	71 325	76 675
% increase	4		37.3%	3.1%	20.1%	5.7%		4.3%	6.7%	7.5%
TOTAL MANAGERS AND STAFF	5	33 225	46 330	47 654	57 735	61 084	61 084	63 744	68 206	73 323

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>	1									
Basic Salaries and Wages								1 413	1 497	1 594
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance								147	155	165
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors								1 560	1 652	1 760
% increase	4								5.9%	6.5%
<u>Senior Managers of the Municipality</u>	2									
Basic Salaries and Wages								2 225	2 359	2 512
Pension and UIF Contributions								233	247	262
Medical Aid Contributions								34	36	38
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality								2 493	2 642	2 812
% increase	4								6.0%	6.4%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages								13 303	14 103	14 929
Pension and UIF Contributions								2 810	2 877	2 970
Medical Aid Contributions								1 440	1 475	1 522
Overtime								417	427	441
Performance Bonus								1 126	1 153	1 190
Motor Vehicle Allowance										
Cellphone Allowance								180	184	190
Housing Allowances								3	3	3
Other benefits and allowances								400	410	423
Payments in lieu of leave								320	328	339
Long service awards								72	74	76
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff								20 071	21 034	22 083
% increase	4								4.8%	5.0%
Total Parent Municipality								24 123	25 328	26 655
% increase	4								5.0%	5.2%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS								24 123	25 328	26 655
% increase	4								5.0%	5.2%
TOTAL MANAGERS AND STAFF	5							22 564	23 676	24 895

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	2 706	2 131	2 286	2 245	1 900	1 900	2 099	2 203	2 314
Pension and UIF Contributions			32	32	9	9	9	50	53	55
Medical Aid Contributions										
Motor Vehicle Allowance			651	663	748	800	800	815	885	898
Cellphone Allowance			96	96	233	175	175	170	178	187
Housing Allowances										
Other benefits and allowances					341	169	169	442	464	488
Sub Total - Councillors		2 706	2 910	3 078	3 576	3 053	3 053	3 575	3 754	3 942
% increase	4		7.5%	5.8%	16.2%	(14.6%)		17.1%	5.0%	5.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	1 172	1 465	1 602	2 764	1 514	1 514	1 946	2 044	2 146
Pension and UIF Contributions		64	80	164	394	394	394	285	299	314
Medical Aid Contributions					164	164	164	164	172	180
Overtime										
Performance Bonus		297	371	381	564	440	440	547	574	603
Motor Vehicle Allowance		733	916	868	1 513	1 513	1 513	1 513	1 589	1 668
Cellphone Allowance										
Housing Allowances					31	31	31	31	33	34
Other benefits and allowances		161	201	86	136	136	136	104	109	114
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 426	3 033	3 100	5 566	4 193	4 193	4 589	4 819	5 060
% increase	4		25.0%	2.2%	79.5%	(24.7%)		9.4%	5.0%	5.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		20 931	22 757	24 429	24 357	22 730	22 730	25 233	26 495	27 819
Pension and UIF Contributions		1 771	1 829	2 231	4 246	3 891	3 891	4 223	4 434	4 656
Medical Aid Contributions		1 032	1 475	1 044	2 222	2 144	2 144	2 021	2 122	2 229
Overtime										
Performance Bonus		239	341	418						
Motor Vehicle Allowance		1 823	2 004	2 468	1 985	2 100	2 100	2 903	3 048	3 201
Cellphone Allowance										
Housing Allowances		181	259	239	352	312	312	354	372	391
Other benefits and allowances		1 462	2 480	1 351	611	1 504	1 504	1 440	1 512	1 587
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		27 438	31 144	32 180	33 773	32 680	32 680	36 175	37 984	39 883
% increase	4		13.5%	3.3%	5.0%	(3.2%)		10.7%	5.0%	5.0%
Total Parent Municipality		32 571	37 086	38 358	42 915	39 926	39 926	44 339	46 557	48 885
% increase	4		13.9%	3.4%	11.9%	(7.0%)		11.1%	5.0%	5.0%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		32 571	37 086	38 358	42 915	39 926	39 926	44 339	46 557	48 885
% increase	4		13.9%	3.4%	11.9%	(7.0%)		11.1%	5.0%	5.0%
TOTAL MANAGERS AND STAFF	5	29 865	34 177	35 280	39 339	36 873	36 873	40 764	42 803	44 943

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	16 415	17 243	12 114	18 300	18 300	18 300	19 580	20 755	22 001
Pension and UIF Contributions				797						
Medical Aid Contributions				460						
Motor Vehicle Allowance				3 554						
Cellphone Allowance				1 534						
Housing Allowances										
Other benefits and allowances					1 668	1 668	1 668	1 785	1 892	2 005
Sub Total - Councillors		16 415	17 243	18 459	19 968	19 968	19 968	21 365	22 647	24 006
% increase	4		5.0%	7.1%	8.2%			7.0%	6.0%	6.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	4 276	5 189	5 130	6 390	6 390	6 390	8 595	9 154	9 703
Pension and UIF Contributions		664	790	815	1 168	1 168	1 168	1 540	1 640	1 739
Medical Aid Contributions		173	208	192	215	215	215	214	228	242
Overtime										
Performance Bonus										
Motor Vehicle Allowance		1 793	1 793	2 008	1 992	1 992	1 992	2 482	2 482	2 482
Cellphone Allowance				102						
Housing Allowances		57	61	55	36	36	36	43	46	49
Other benefits and allowances		987	599	309	828	828	828	1 022	1 088	1 153
Payments in lieu of leave				74						
Long service awards				29						
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		7 950	8 639	8 713	10 628	10 628	10 628	13 896	14 638	15 368
% increase	4		8.7%	0.9%	22.0%			30.8%	5.3%	5.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		219 673	230 550	249 375	293 953	296 453	296 453	316 508	335 889	354 809
Pension and UIF Contributions		34 189	35 642	55 411	47 571	47 571	47 571	51 332	54 474	57 541
Medical Aid Contributions		28 227	30 509	29 797	37 026	37 026	37 026	39 250	41 674	44 043
Overtime		14 638	18 532	21 433	17 549	19 049	19 049	17 635	18 707	19 751
Performance Bonus										
Motor Vehicle Allowance		21 874	25 794	28 851	27 936	27 936	27 936	37 205	39 651	42 039
Cellphone Allowance										
Housing Allowances		1 847	1 867	1 615	1 966	1 966	1 966	1 926	2 044	2 160
Other benefits and allowances		33 040	41 537	40 979	47 684	47 684	47 684	54 196	57 502	60 736
Payments in lieu of leave		6 289		8 664	7 500	7 500	7 500	10 000	10 650	11 289
Long service awards		7 657	8 411	9 075	11 404	11 404	11 404	12 411	13 169	13 909
Post-retirement benefit obligations		31 957	33 947	21 669	44 406	44 406	44 406	42 894	46 656	50 779
Sub Total - Other Municipal Staff		399 392	426 789	466 870	536 996	540 996	540 996	583 358	620 418	657 056
% increase	4		6.9%	9.4%	15.0%	0.7%		7.8%	6.4%	5.9%
Total Parent Municipality		423 757	452 671	494 042	567 591	571 591	571 591	618 619	657 703	696 430
% increase	4		6.8%	9.1%	14.9%	0.7%		8.2%	6.3%	5.9%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		423 757	452 671	494 042	567 591	571 591	571 591	618 619	657 703	696 430
% increase	4		6.8%	9.1%	14.9%	0.7%		8.2%	6.3%	5.9%
TOTAL MANAGERS AND STAFF	5	407 342	435 428	475 583	547 624	551 624	551 624	597 254	635 056	672 424

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	850	4 087	2 625	3 124	3 124	2 879	3 052	3 218	3 408
Pension and UIF Contributions			170	197	471					
Medical Aid Contributions			50	118	277					
Motor Vehicle Allowance								57	40	43
Cellphone Allowance		66	85	17	271					
Housing Allowances		41	43							
Other benefits and allowances		227	78							
Sub Total - Councillors		1 184	4 513	2 957	4 143	3 124	2 879	3 109	3 258	3 451
% increase	4		281.2%	(34.5%)	40.1%	(24.6%)	(7.9%)	8.0%	4.8%	5.9%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	1 816	2 530	3 031	3 331	3 231	3 231	3 588	3 803	4 031
Pension and UIF Contributions			481	141				7	8	9
Medical Aid Contributions			190	26						
Overtime										
Performance Bonus		57	340	103	333	335	335	362	375	397
Motor Vehicle Allowance		150	150					66	70	75
Cellphone Allowance		36	60							
Housing Allowances		22	104							
Other benefits and allowances		26	442					37	39	42
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 107	4 296	3 301	3 664	3 566	3 566	4 059	4 295	4 554
% increase	4		103.9%	(23.2%)	11.0%	(2.7%)		13.8%	5.8%	6.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		12 696	17 087	21 651	27 479	28 697	28 697	29 387	31 444	33 487
Pension and UIF Contributions		4 404	3 246	3 417	4 405	4 418	4 418	5 768	6 171	6 542
Medical Aid Contributions			1 228	1 778	2 239	2 314	2 314	2 925	3 129	3 317
Overtime		490	428	1 078	165	1 435	1 435	1 444	1 545	1 637
Performance Bonus										
Motor Vehicle Allowance					72	72	72	87	93	98
Cellphone Allowance			219	18	5	26	26	22	23	25
Housing Allowances		425	326	66	94	94	94	97	103	110
Other benefits and allowances		2 246	461		4 140	3 530	3 530	3 591	2 852	2 814
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		20 261	22 996	28 008	38 599	40 586	40 586	43 321	45 360	48 030
% increase	4		13.5%	21.8%	37.8%	5.1%		6.7%	4.7%	5.9%
Total Parent Municipality		23 552	31 805	34 266	46 406	47 276	47 031	50 490	52 913	56 035
% increase	4		35.0%	7.7%	35.4%	1.9%	(0.5%)	7.4%	4.8%	5.9%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		23 552	31 805	34 266	46 406	47 276	47 031	50 490	52 913	56 035
% increase	4		35.0%	7.7%	35.4%	1.9%	(0.5%)	7.4%	4.8%	5.9%
TOTAL MANAGERS AND STAFF	5	22 368	27 292	31 309	42 263	44 152	44 152	47 381	49 655	52 584

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1				1 644	1 644		2 308	2 437	2 583
Pension and UIF Contributions					154	154		154	162	172
Medical Aid Contributions					89	89		89	94	100
Motor Vehicle Allowance					514	514		514	543	575
Cellphone Allowance					119	119		119	126	133
Housing Allowances										
Other benefits and allowances								600	634	672
Sub Total - Councillors					2 519	2 519		3 783	3 995	4 235
% increase	4						(100.0%)		5.6%	6.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2				2 361	2 361		2 962	3 128	3 316
Pension and UIF Contributions					189	189		446	471	499
Medical Aid Contributions					66	66		97	102	109
Overtime										
Performance Bonus										
Motor Vehicle Allowance					181	181		181	191	203
Cellphone Allowance					27	27		66	70	74
Housing Allowances										
Other benefits and allowances					28	28				
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality					2 852	2 852		3 752	3 963	4 200
% increase	4						(100.0%)		5.6%	6.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages					20 105	20 105		23 982	25 325	26 844
Pension and UIF Contributions					3 828	3 828		4 993	5 273	5 589
Medical Aid Contributions					1 111	1 111		1 216	1 285	1 362
Overtime					2 015	2 015		1 830	1 932	2 048
Performance Bonus										
Motor Vehicle Allowance					512	512		627	662	701
Cellphone Allowance					81	81		89	94	100
Housing Allowances					24	24		22	23	24
Other benefits and allowances					3 780	3 780		340	359	380
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations					150	150		200	211	224
Sub Total - Other Municipal Staff					31 606	31 606		33 299	35 164	37 273
% increase	4						(100.0%)		5.6%	6.0%
Total Parent Municipality					36 977	36 977		40 834	43 121	45 708
% increase	4						(100.0%)		5.6%	6.0%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS					36 977	36 977		40 834	43 121	45 708
% increase	4						(100.0%)		5.6%	6.0%
TOTAL MANAGERS AND STAFF	5				34 457	34 457		37 051	39 126	41 474

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	2 796	2 798		4 052	4 052	4 052	3 270	3 471	3 685
Pension and UIF Contributions		599	600							
Medical Aid Contributions		192	193		34	34	34	39	41	43
Motor Vehicle Allowance		1 099	998		296	296	296	1 341	1 423	1 511
Cellphone Allowance		225	227		252	252	252			
Housing Allowances										
Other benefits and allowances		0	0							
Sub Total - Councillors		4 911	4 816		4 634	4 634	4 634	4 650	4 936	5 239
% increase	4		(1.9%)	(100.0%)				0.3%	6.2%	6.1%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	1 338	1 370		2 805	2 805	2 805	3 031	3 218	3 415
Pension and UIF Contributions		314	301		563	563	563	287	304	323
Medical Aid Contributions					162	162	162	79	84	89
Overtime										
Performance Bonus		68	101		233	233	233	253	268	285
Motor Vehicle Allowance		308	228		513	513	513	295	313	332
Cellphone Allowance		14	11		11	11	11	15	16	17
Housing Allowances		132	90		270	270	270	103	109	116
Other benefits and allowances										
Payments in lieu of leave			36							
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 173	2 137		4 556	4 556	4 556	4 062	4 312	4 577
% increase	4		(1.7%)	(100.0%)				(10.9%)	6.1%	6.1%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		25 798	27 301		30 611	34 817	34 817	36 165	38 390	40 751
Pension and UIF Contributions		2 768	6 121		3 754	4 386	4 386	4 722	5 012	5 321
Medical Aid Contributions		1 361			1 552	1 934	1 934	1 947	2 067	2 194
Overtime		918	969		1 171	2 248	2 248	2 437	2 587	2 746
Performance Bonus		1 827	2 531		2 386	2 842	2 842	2 943	3 124	3 316
Motor Vehicle Allowance					375	499	499	1 060	1 126	1 195
Cellphone Allowance		40			309	437	437	418	444	471
Housing Allowances		213	178		170	193	193	81	86	92
Other benefits and allowances		3 881	1 854		3 406	3 818	3 818	4 354	4 622	4 906
Payments in lieu of leave		790	701							
Long service awards		250	210							
Post-retirement benefit obligations			638							
Sub Total - Other Municipal Staff		37 846	40 504		43 734	51 174	51 174	54 130	57 459	60 992
% increase	4		7.0%	(100.0%)		17.0%		5.8%	6.1%	6.2%
Total Parent Municipality		44 931	47 456		52 924	60 365	60 365	62 841	66 706	70 808
% increase	4		5.6%	(100.0%)		14.1%		4.1%	6.1%	6.2%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		44 931	47 456		52 924	60 365	60 365	62 841	66 706	70 808
% increase	4		5.6%	(100.0%)		14.1%		4.1%	6.1%	6.2%
TOTAL MANAGERS AND STAFF	5	40 019	42 641		48 290	55 731	55 731	58 192	61 770	65 569

Northern Cape: Frances Baard(DC9) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2015

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	3 139	3 670	3 688	4 055	4 055	4 055	4 478	4 702	4 937
Pension and UIF Contributions		155	165	173	202	202	202	200	210	220
Medical Aid Contributions		17	17	17	17	17	17			
Motor Vehicle Allowance		1 043	994	1 189	1 402	1 402	1 402	1 321	1 321	1 321
Cellphone Allowance		167	227	248	328	328	328	244	230	230
Housing Allowances										
Other benefits and allowances		74	87	107	51	51	51	94	111	114
Sub Total - Councillors		4 595	5 160	5 424	6 055	6 055	6 055	6 337	6 574	6 822
% increase	4		12.3%	5.1%	11.6%			4.6%	3.7%	3.8%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	3 233	2 295	4 377	4 826	4 826	2 826	5 212	5 629	6 079
Pension and UIF Contributions		366	225	520	811	811	811	914	987	1 066
Medical Aid Contributions		134	68	118	139	139	139	4	4	4
Overtime										
Performance Bonus		209		434	464	464	464	440	440	440
Motor Vehicle Allowance		358	195	480	673	673	373	317	317	317
Cellphone Allowance		72	48	89	112	112	112	96	60	60
Housing Allowances		33	18	10				6	6	6
Other benefits and allowances		14	24	52	57	57	57	81	87	92
Payments in lieu of leave					107	107	107	115	125	135
Long service awards								26	28	31
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		4 420	2 872	6 080	7 188	7 188	4 888	7 211	7 682	8 229
% increase	4		(35.0%)	111.7%	18.2%		(32.0%)	47.5%	6.5%	7.1%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		20 870	24 934	23 613	33 643	33 643	33 643	36 860	39 396	42 424
Pension and UIF Contributions		3 358	4 002	4 870	5 480	5 480	5 075	6 533	6 983	7 520
Medical Aid Contributions		954	1 202	1 390	1 674	1 674	1 674	447	447	447
Overtime		58	54	138				78	72	72
Performance Bonus			371							
Motor Vehicle Allowance		1 534	2 108	2 590	3 112	3 112	3 112	3 109	3 109	3 109
Cellphone Allowance		109	144	183	108	127	127	97	99	99
Housing Allowances		495	395	206	221	221	221	236	236	236
Other benefits and allowances		784	977	47	1 267	1 267	1 067	1 090	1 114	1 184
Payments in lieu of leave		883	1 121	1 404	753	753	753	825	882	950
Long service awards		141	10	131	193	193	193	188	201	217
Post-retirement benefit obligations		1 029	1 232	360	748	748	748	874	959	1 052
Sub Total - Other Municipal Staff		30 214	36 551	34 932	47 199	47 218	46 613	50 339	53 499	57 310
% increase	4		21.0%	(4.4%)	35.1%		(1.3%)	8.0%	6.3%	7.1%
Total Parent Municipality		39 229	44 583	46 436	60 443	60 462	57 557	63 886	67 754	72 361
% increase	4		13.6%	4.2%	30.2%		(4.8%)	11.0%	6.1%	6.8%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		39 229	44 583	46 436	60 443	60 462	57 557	63 886	67 754	72 361
% increase	4		13.6%	4.2%	30.2%		(4.8%)	11.0%	6.1%	6.8%
TOTAL MANAGERS AND STAFF	5	34 634	39 423	41 012	54 388	54 407	51 501	57 549	61 181	65 539

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	13 837	14 784	16 635	9 654	9 536	9 536	10 308	10 714	11 400
Pension and UIF Contributions					2 444	2 417	2 417	2 429	2 572	2 736
Medical Aid Contributions					126	136	136			
Motor Vehicle Allowance					4 073	4 028	4 028	4 295	4 286	4 560
Cellphone Allowance					1 437	1 437	1 437	1 437	1 529	1 627
Housing Allowances										
Other benefits and allowances					97	95	95	103	107	114
Sub Total - Councillors		13 837	14 784	16 635	17 831	17 649	17 649	18 572	19 208	20 437
% increase	4		6.8%	12.5%	7.2%	(1.0%)		5.2%	3.4%	6.4%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2				6 922	6 922	6 922	5 966	6 354	6 767
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus								298	318	338
Motor Vehicle Allowance								706	752	801
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality					6 922	6 922	6 922	6 970	7 423	7 906
% increase	4							0.7%	6.5%	6.5%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages					49 710	45 112	45 112	51 415	54 550	57 540
Pension and UIF Contributions					8 311	8 129	8 129	9 595	10 132	10 699
Medical Aid Contributions					4 917	4 872	4 872	5 582	5 895	6 225
Overtime					773	1 254	1 254	1 406	1 485	1 568
Performance Bonus					3 774	3 333	3 333	3 517	3 714	3 922
Motor Vehicle Allowance					4 568	4 181	4 181	6 092	6 434	6 794
Cellphone Allowance					644	610	610	914	965	1 019
Housing Allowances					249	222	222	249	263	278
Other benefits and allowances					985	933	933	596	630	665
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff					73 931	68 646	68 646	79 367	84 067	88 711
% increase	4					(7.1%)		15.6%	5.9%	5.5%
Total Parent Municipality		13 837	14 784	16 635	98 684	93 217	93 217	104 910	110 698	117 054
% increase	4		6.8%	12.5%	493.2%	(5.5%)		12.5%	5.5%	5.7%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		13 837	14 784	16 635	98 684	93 217	93 217	104 910	110 698	117 054
% increase	4		6.8%	12.5%	493.2%	(5.5%)		12.5%	5.5%	5.7%
TOTAL MANAGERS AND STAFF	5				80 853	75 568	75 568	86 338	91 490	96 617

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	8 787	11 132	13 132	14 000	14 000	14 000	13 642	12 915	14 571
Pension and UIF Contributions		936	1 581	2 381	2 300	2 300	2 300	2 984	3 192	3 338
Medical Aid Contributions		795	1 244	1 244	800	800	800	2 640	3 777	3 679
Motor Vehicle Allowance		1 265	4 454	5 454	6 500	6 500	6 500	5 359	6 071	5 758
Cellphone Allowance		3 826	968	1 677	2 200	2 200	2 200	1 720	1 841	1 922
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		15 608	19 378	23 887	25 800	25 800	25 800	26 345	27 795	29 268
% increase	4		24.2%	23.3%	8.0%			2.1%	5.5%	5.3%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	3 880	4 950	6 424	6 696	6 696	6 696	7 380	5 770	6 066
Pension and UIF Contributions		900	950	1 986	1 473	1 473	1 473	1 500	1 124	
Medical Aid Contributions		250	260	527	485	485	485	600	317	333
Overtime		1 000								
Performance Bonus		40								
Motor Vehicle Allowance		35	38	42	49	49	49	48	50	53
Cellphone Allowance			50	70	72	72	72	74	78	82
Housing Allowances		320	348	1 200	1 941	1 941	1 941	1 411	433	455
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		6 425	6 596	10 249	10 716	10 716	10 716	11 012	7 772	6 989
% increase	4		2.7%	55.4%	4.6%			2.8%	(29.4%)	(10.1%)
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		132 667	150 819	172 275	183 589	183 589	183 589	207 071	237 187	251 989
Pension and UIF Contributions		22 245	31 633	41 376	39 043	39 043	39 043	42 210	43 104	45 503
Medical Aid Contributions		18 725	19 518	21 139	18 499	18 499	18 499	19 747	20 490	21 392
Overtime		9 356	6 906	27 639	14 080	14 080	14 080	22 675	13 552	14 148
Performance Bonus		169								
Motor Vehicle Allowance		1 271	11 382	16 087	16 938	16 938	16 938	15 869	16 307	17 024
Cellphone Allowance		20 252	2 186	2 186	280	280	280	336	351	366
Housing Allowances			1 691	1 079	1 179	1 179	1 179	1 209	1 207	1 260
Other benefits and allowances		17 211			16 540	16 540	16 540	13 103	17 022	17 771
Payments in lieu of leave			2 858	10 748	7 236	7 236	7 236	7 507	7 762	8 104
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		221 896	226 993	292 527	297 384	297 384	297 384	329 727	356 982	377 556
% increase	4		2.3%	28.9%	1.7%			10.9%	8.3%	5.8%
Total Parent Municipality		243 929	252 967	326 663	333 900	333 900	333 900	367 084	392 549	413 813
% increase	4		3.7%	29.1%	2.2%			9.9%	6.9%	5.4%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		243 929	252 967	326 663	333 900	333 900	333 900	367 084	392 549	413 813
% increase	4		3.7%	29.1%	2.2%			9.9%	6.9%	5.4%
TOTAL MANAGERS AND STAFF	5	228 321	233 589	302 776	308 100	308 100	308 100	340 739	364 754	384 545

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	10 322	12 802	27 181	16 987	16 987	16 987	20 142	21 310	22 482
Pension and UIF Contributions		1 433	2 267	2 524	2 670	2 670	2 670	2 220	2 349	2 478
Medical Aid Contributions		579	1 385	1 383	1 477	1 477	1 477	674	713	752
Motor Vehicle Allowance		3 727	5 273	6 089	6 442	6 442	6 442	3 325	3 518	3 712
Cellphone Allowance		847	1 018	1 124	1 189	1 189	1 189	1 716	1 815	1 915
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		16 908	22 746	38 303	28 766	28 766	28 766	28 076	29 705	31 338
% increase	4		34.5%	68.4%	(24.9%)			(2.4%)	5.8%	5.5%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	4 888	10 958	11 115	13 483	13 483	13 483	14 265	15 050	15 847
Pension and UIF Contributions		948	1 179	964	917	917	917	970	1 023	1 078
Medical Aid Contributions				331	128	128	128	136	143	151
Overtime										
Performance Bonus										
Motor Vehicle Allowance		1 392	2 102	980	962	962	962	1 018	1 074	1 131
Cellphone Allowance										
Housing Allowances			12	38	36	36	36	38	40	42
Other benefits and allowances					140	140	140	148	156	165
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		7 229	14 252	13 429	15 666	15 666	15 666	16 575	17 487	18 414
% increase	4		97.2%	(5.8%)	16.7%			5.8%	5.5%	5.3%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		231 339	295 388	350 588	353 157	363 247	363 247	370 720	389 617	412 161
Pension and UIF Contributions		40 394	47 457	68 758	59 599	59 438	59 438	63 059	66 719	70 391
Medical Aid Contributions		21 645	10 894	25 540	24 723	26 927	26 927	30 083	31 828	33 579
Overtime		27 622	2 212	21 691	36 327	26 901	26 901	29 497	31 266	33 040
Performance Bonus			23 685	225	240	240	240			
Motor Vehicle Allowance		11 758	162	13 225	12 431	15 480	15 480	14 923	15 792	16 662
Cellphone Allowance			86	310	135	92	92	91	96	102
Housing Allowances		1 580	2 010	1 691	1 328	1 316	1 316	1 387	1 468	1 549
Other benefits and allowances		5 529	16 131	10 714	2 476	2 476	2 476	2 704	2 862	3 019
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		339 867	398 024	492 742	490 414	496 117	496 117	512 465	539 648	570 503
% increase	4		17.1%	23.8%	(0.5%)	1.2%		3.3%	5.3%	5.7%
Total Parent Municipality		364 003	435 021	544 473	534 847	540 549	540 549	557 116	586 839	620 255
% increase	4		19.5%	25.2%	(1.8%)	1.1%		3.1%	5.3%	5.7%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		364 003	435 021	544 473	534 847	540 549	540 549	557 116	586 839	620 255
% increase	4		19.5%	25.2%	(1.8%)	1.1%		3.1%	5.3%	5.7%
TOTAL MANAGERS AND STAFF	5	347 095	412 275	506 171	506 081	511 783	511 783	529 040	557 135	588 916

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	4 089	2 557	3 939	1 564		1 564	1 812	1 927	2 034
Pension and UIF Contributions		104	246	222	276		276	320	340	359
Medical Aid Contributions					14		14	100	106	112
Motor Vehicle Allowance					392		392	539	573	606
Cellphone Allowance					133		133	271	288	305
Housing Allowances										
Other benefits and allowances								1 411	2 230	2 445
Sub Total - Councillors		4 193	2 803	4 161	2 379		2 379	4 454	5 465	5 861
% increase	4		(33.1%)	48.5%	(42.8%)	(100.0%)		87.2%	22.7%	7.2%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	1 876	2 168	2 122	2 260		2 260	2 549	2 580	2 611
Pension and UIF Contributions		43	36	52	8		8			
Medical Aid Contributions		674	1 220							
Overtime										
Performance Bonus										
Motor Vehicle Allowance				743	753		753	850	860	870
Cellphone Allowance				12	51		51	60	61	61
Housing Allowances		1 079								
Other benefits and allowances				547	37		37	34	34	34
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 672	3 424	3 476	3 109		3 109	3 493	3 535	3 578
% increase	4		(6.7%)	1.5%	(10.6%)	(100.0%)		12.3%	1.2%	1.2%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		5 641	22 940	23 543	25 935		25 935	24 655	26 952	24 655
Pension and UIF Contributions		1 683	1 936	6 460	4 403		4 403	4 428	4 482	3 928
Medical Aid Contributions		2 886	3 527	3 860	1 970		1 970	2 279	2 807	1 779
Overtime		1 996	1 889	1 466	973		973	1 238	1 753	1 238
Performance Bonus		1 257	1 598	1 718	3 191		3 191	2 055	2 579	1 657
Motor Vehicle Allowance					1 038		1 038	733	942	733
Cellphone Allowance					24		24	61	62	61
Housing Allowances		1 486	1 170	1 515	115		115	85	86	85
Other benefits and allowances		1 272	348	333	1 099		1 099	1 252	1 931	1 252
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		16 219	33 409	38 897	38 748		38 748	36 787	41 594	35 389
% increase	4		106.0%	16.4%	(0.4%)	(100.0%)		(5.1%)	13.1%	(14.9%)
Total Parent Municipality		24 084	39 636	46 534	44 236		44 236	44 733	50 594	44 827
% increase	4		64.6%	17.4%	(4.9%)	(100.0%)		1.1%	13.1%	(11.4%)
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		24 084	39 636	46 534	44 236		44 236	44 733	50 594	44 827
% increase	4		64.6%	17.4%	(4.9%)	(100.0%)		1.1%	13.1%	(11.4%)
TOTAL MANAGERS AND STAFF	5	19 891	36 833	42 373	41 857		41 857	40 280	45 129	38 966

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	9 606	10 099	10 515	11 206	11 206	11 206	11 973	12 739	13 555
Pension and UIF Contributions		1 441	1 470	1 524	1 681	1 681	1 681	1 799	1 914	2 036
Medical Aid Contributions		191	302	478	549	549	549	605	644	685
Motor Vehicle Allowance		3 746	3 960	4 173	4 479	4 479	4 479	4 792	5 099	5 425
Cellphone Allowance		797	1 063	1 489	1 601	1 601	1 601	1 737	1 848	1 966
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		15 781	16 895	18 179	19 515	19 515	19 515	20 906	22 244	23 668
% increase	4		7.1%	7.6%	7.4%			7.1%	6.4%	6.4%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	3 969	3 055	3 617	5 242			6 027	6 412	6 823
Pension and UIF Contributions		463	350	563	841			1 009	1 073	1 142
Medical Aid Contributions		69	55		162			223	238	253
Overtime										
Performance Bonus										
Motor Vehicle Allowance		391	378	416	450			462	492	523
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		4 892	3 838	4 596	6 695			7 721	8 215	8 741
% increase	4		(21.6%)	19.8%	45.7%	(100.0%)			6.4%	6.4%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		66 513	74 684	82 815	109 578			127 871	136 055	144 762
Pension and UIF Contributions		12 372	13 215	14 741	22 166			25 947	27 608	29 375
Medical Aid Contributions		3 858	4 513	5 313	6 290			7 578	8 062	8 578
Overtime		3 544	3 510	4 877	4 294	4 923	4 923	4 953	5 270	5 596
Performance Bonus										
Motor Vehicle Allowance		576	1 006	1 068	942			903	961	1 022
Cellphone Allowance					6	6	6	6	6	7
Housing Allowances		385	319	235	422	386	386	386	411	437
Other benefits and allowances		1 800	1 900	2 015	2 542	2 477	2 531	2 677	2 636	2 805
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		89 048	99 148	111 062	146 240	7 793	7 846	170 321	181 009	192 582
% increase	4		11.3%	12.0%	31.7%	(94.7%)	0.7%	2070.9%	6.3%	6.4%
Total Parent Municipality		109 721	119 881	133 837	172 450	27 308	27 361	198 948	211 468	224 991
% increase	4		9.3%	11.6%	28.9%	(84.2%)	0.2%	627.1%	6.3%	6.4%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		109 721	119 881	133 837	172 450	27 308	27 361	198 948	211 468	224 991
% increase	4		9.3%	11.6%	28.9%	(84.2%)	0.2%	627.1%	6.3%	6.4%
TOTAL MANAGERS AND STAFF	5	93 940	102 986	115 659	152 935	7 793	7 846	178 042	189 224	201 323

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1		12 783	12 505	11 369	13 004		11 568	12 462	13 147
Pension and UIF Contributions					7	618		644	681	719
Medical Aid Contributions					264	283		299	316	334
Motor Vehicle Allowance					2 619	2 677		2 779	2 940	3 102
Cellphone Allowance					502	487		511	541	570
Housing Allowances										
Other benefits and allowances					80	153				
Sub Total - Councillors			12 783	12 505	14 842	17 221		15 801	16 940	17 872
% increase	4			(2.2%)	18.7%	16.0%	(100.0%)		7.2%	5.5%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	3 898	6 674	7 549	7 752	7 752		8 203	8 678	9 156
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 898	6 674	7 549	7 752	7 752		8 203	8 678	9 156
% increase	4		71.2%	13.1%	2.7%		(100.0%)		5.8%	5.5%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages			68 605	74 391	71 271	76 860	76 860	66 930	60 806	53 890
Pension and UIF Contributions			11 154	11 965	14 485	14 385	14 385	15 099	15 929	16 805
Medical Aid Contributions			6 730	8 388	4 235	4 235	4 235	6 718	7 088	7 478
Overtime			4 700	5 647	3 465	3 495	3 495	4 497	4 744	5 005
Performance Bonus			3 721	1 530	5 628	5 428	5 428			
Motor Vehicle Allowance			12 651	11 235	11 326	10 526	10 526	14 095	14 870	15 688
Cellphone Allowance			686	949	704	704	704	1 445	1 524	1 608
Housing Allowances			2 469	3 479	2 367	2 661	2 661	3 302	3 484	3 676
Other benefits and allowances			7 498	11 098	2 799	2 799	2 799	2 823	2 978	3 142
Payments in lieu of leave					6 337	7 645	7 645	7 946	8 383	8 844
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff			118 215	128 683	122 618	128 739	128 739	122 855	119 807	116 136
% increase	4			8.9%	(4.7%)	5.0%		(4.6%)	(2.5%)	(3.1%)
Total Parent Municipality		3 898	137 672	148 737	145 212	153 712	128 739	146 858	145 426	143 163
% increase	4		3431.4%	8.0%	(2.4%)	5.9%	(16.2%)	14.1%	(1.0%)	(1.6%)
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		3 898	137 672	148 737	145 212	153 712	128 739	146 858	145 426	143 163
% increase	4		3431.4%	8.0%	(2.4%)	5.9%	(16.2%)	14.1%	(1.0%)	(1.6%)
TOTAL MANAGERS AND STAFF	5	3 898	124 889	136 232	130 370	136 491	128 739	131 057	128 485	125 291

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	6 868	7 787	7 557	5 077	5 077	5 077	5 130	5 386	5 656
Pension and UIF Contributions		673	816	857	762	762	762	769	808	848
Medical Aid Contributions					153	153	153	154	162	170
Motor Vehicle Allowance					1 997	1 997	1 997	2 018	2 119	2 225
Cellphone Allowance					619	619	619	625	656	689
Housing Allowances										
Other benefits and allowances					107	107	107	108	114	119
Sub Total - Councillors		7 541	8 604	8 414	8 715	8 715	8 715	8 805	9 246	9 708
% increase	4		14.1%	(2.2%)	3.6%			1.0%	5.0%	5.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	2 123	2 470	3 478	3 533	3 533	3 533	2 594	2 723	2 859
Pension and UIF Contributions		413	408	437	316	316	316	293	307	323
Medical Aid Contributions					74	74	74	26	27	28
Overtime										
Performance Bonus		40	48							
Motor Vehicle Allowance		499	628	1 046	1 015	1 015	1 015	652	685	719
Cellphone Allowance					54	54	54	44	47	49
Housing Allowances		1								
Other benefits and allowances		171	12	125	75	75	75	27	28	30
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 246	3 567	5 086	5 067	5 067	5 067	3 635	3 817	4 008
% increase	4		9.9%	42.6%	(0.4%)			(28.3%)	5.0%	5.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		15 688	20 514	23 090	27 171	27 571	27 571	31 484	33 058	34 711
Pension and UIF Contributions		4 148	5 691	6 359	4 689	4 249	4 249	3 715	3 900	4 095
Medical Aid Contributions					3 214	3 200	3 200	3 451	3 623	3 804
Overtime		142	90	79	200	200	200	200	210	221
Performance Bonus		956	1 576	2 158						
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances		282	254	319	2 720	2 791	2 791	1 058	1 111	1 167
Other benefits and allowances		2 193	2 197	3 582	301	284	284	2 894	3 039	3 190
Payments in lieu of leave				907	200	200	200	200	210	221
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		23 411	30 322	36 494	38 495	38 495	38 495	43 001	45 151	47 409
% increase	4		29.5%	20.4%	5.5%			11.7%	5.0%	5.0%
Total Parent Municipality		34 198	42 492	49 995	52 276	52 276	52 276	55 442	58 214	61 125
% increase	4		24.3%	17.7%	4.6%			6.1%	5.0%	5.0%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		34 198	42 492	49 995	52 276	52 276	52 276	55 442	58 214	61 125
% increase	4		24.3%	17.7%	4.6%			6.1%	5.0%	5.0%
TOTAL MANAGERS AND STAFF	5	26 657	33 888	41 580	43 561	43 561	43 561	46 636	48 968	51 417

North West: Tswaing(NW382) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2015

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	6 478	6 824	5 667	5 931	5 931	5 931	5 804	6 146	6 490
Pension and UIF Contributions		403	446	1 007	433	438	438	462	489	516
Medical Aid Contributions			136	223	214	227	227	283	299	316
Motor Vehicle Allowance			803	1 990	2 189	2 189	2 189	2 170	2 298	2 427
Cellphone Allowance			83	89	155	155	155	153	162	172
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		6 882	8 291	8 975	8 922	8 940	8 940	8 872	9 395	9 921
% increase	4		20.5%	8.3%	(0.6%)	0.2%		(0.8%)	5.9%	5.6%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	1 436	1 933	1 631	2 239	1 309	1 309	1 486	1 577	1 670
Pension and UIF Contributions		134								
Medical Aid Contributions										
Overtime										
Performance Bonus					314	254	254	138	146	155
Motor Vehicle Allowance		618	1 368	1 022	758	549	549	504	535	567
Cellphone Allowance					14	14	14	5	5	5
Housing Allowances					658	418	418	423	449	476
Other benefits and allowances		55	40	228						
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 243	3 341	2 882	3 982	2 543	2 543	2 556	2 713	2 872
% increase	4		48.9%	(13.7%)	38.2%	(36.1%)		0.5%	6.1%	5.9%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		30 342	34 412	40 051	39 865	42 227	42 227	43 117	45 769	48 446
Pension and UIF Contributions		6 846	6 995	7 971	8 918	8 914	8 914	9 281	9 852	10 428
Medical Aid Contributions		2 656	2 815	3 388	4 901	3 762	3 762	3 899	4 139	4 381
Overtime		2 258	3 300	3 650	3 454	3 533	3 533	2 385	2 532	2 680
Performance Bonus		2 209	2 755	3 281	3 381	3 370	3 370	3 645	3 869	4 096
Motor Vehicle Allowance		1 635	1 229	1 532	987	999	999	1 111	1 179	1 248
Cellphone Allowance					16	65	65	77	82	87
Housing Allowances		417	728	616	716	696	696	241	256	271
Other benefits and allowances		794	3 560	4 681	2 048	2 300	2 300	2 765	2 935	3 107
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		47 158	55 794	65 171	64 287	65 866	65 866	66 522	70 613	74 743
% increase	4		18.3%	16.8%	(1.4%)	2.5%		1.0%	6.2%	5.8%
Total Parent Municipality		56 282	67 426	77 028	77 191	77 349	77 349	77 949	82 721	87 537
% increase	4		19.8%	14.2%	0.2%	0.2%		0.8%	6.1%	5.8%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		56 282	67 426	77 028	77 191	77 349	77 349	77 949	82 721	87 537
% increase	4		19.8%	14.2%	0.2%	0.2%		0.8%	6.1%	5.8%
TOTAL MANAGERS AND STAFF	5	49 401	59 135	68 052	68 269	68 409	68 409	69 078	73 326	77 615

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	12 787	13 620	14 514	15 852	15 852	15 852	16 772	17 744	18 774
Pension and UIF Contributions		1 921	2 057	2 156	2 355	2 355	2 355	2 492	2 636	2 789
Medical Aid Contributions		298	316	327	362	362	362	383	405	428
Motor Vehicle Allowance		1 680	1 792	1 886	2 052	2 052	2 052	2 171	2 297	2 430
Cellphone Allowance		309	347	366	397	397	397	420	445	470
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		16 995	18 132	19 249	21 018	21 018	21 018	22 237	23 527	24 891
% increase	4		6.7%	6.2%	9.2%			5.8%	5.8%	5.8%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	8 344	5 578	3 686	6 037	6 037	6 037	6 302	6 579	6 869
Pension and UIF Contributions			101		109	109	109	114	119	124
Medical Aid Contributions			60		65	65	65	68	71	74
Overtime										
Performance Bonus										
Motor Vehicle Allowance			508	1 137	550	550	550	574	599	626
Cellphone Allowance		350	19		21	21	21	21	22	23
Housing Allowances			506		548	548	548	572	597	623
Other benefits and allowances				1 170						
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations					501	501	501	523	546	570
Sub Total - Senior Managers of Municipality		8 694	6 772	5 993	7 829	7 829	7 829	8 174	8 533	8 909
% increase	4		(22.1%)	(11.5%)	30.6%			4.4%	4.4%	4.4%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		121 249	141 697	140 232	141 836	137 221	137 221	161 551	175 238	182 949
Pension and UIF Contributions		14 578	15 290	15 792	15 972	15 453	15 453	17 603	18 497	19 311
Medical Aid Contributions		6 104	6 410	6 801	6 879	6 655	6 655	7 283	7 675	8 012
Overtime		5 729	5 759	6 739	6 817	6 595	6 595	2 671	2 789	2 911
Performance Bonus		5 730	5 597	6 213	6 284	6 079	6 079	8 730	9 114	6 515
Motor Vehicle Allowance		4 193	4 235	6 139	6 209	6 007	6 007	6 755	7 651	7 988
Cellphone Allowance								230	263	274
Housing Allowances		748	611	5 013	5 071	4 906	4 906	527	1 147	1 198
Other benefits and allowances		608	284							
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations				4 214	4 262	4 123	4 123	3 876	4 593	4 795
Sub Total - Other Municipal Staff		158 939	179 883	191 143	193 328	187 037	187 037	209 226	226 965	233 952
% increase	4		13.2%	6.3%	1.1%	(3.3%)		11.9%	8.5%	3.1%
Total Parent Municipality		184 628	204 787	216 385	222 175	215 885	215 885	239 637	259 026	267 752
% increase	4		10.9%	5.7%	2.7%	(2.8%)		11.0%	8.1%	3.4%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		184 628	204 787	216 385	222 175	215 885	215 885	239 637	259 026	267 752
% increase	4		10.9%	5.7%	2.7%	(2.8%)		11.0%	8.1%	3.4%
TOTAL MANAGERS AND STAFF	5	167 633	186 655	197 136	201 157	194 867	194 867	217 400	235 499	242 861

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	6 843	5 040	9 827	6 379	6 379	6 379	6 379	6 723	7 060
Pension and UIF Contributions		978			1 120	1 120	1 120	1 120	1 180	1 240
Medical Aid Contributions		408			452	452	452	452	476	500
Motor Vehicle Allowance		1 602			2 019	2 019	2 019	2 019	2 128	2 234
Cellphone Allowance		441			452	452	452	452	476	500
Housing Allowances										
Other benefits and allowances					2 487	2 487	2 487	2 488	2 622	2 753
Sub Total - Councillors		10 272	5 040	9 827	12 909	12 909	12 909	12 910	13 607	14 287
% increase	4		(50.9%)	95.0%	31.4%				5.4%	5.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	1 504	2 435	1 945	3 402	3 402	3 402	3 402	3 586	3 765
Pension and UIF Contributions		643			893	893	893	893	941	988
Medical Aid Contributions		456		204	644	644	644	644	679	713
Overtime										
Performance Bonus		715			912	912	912	912	961	1 009
Motor Vehicle Allowance		1 121	285	128	3 124	3 124	3 124	1 124	1 185	1 244
Cellphone Allowance		487			681	681	681	681	718	754
Housing Allowances		478			695	695	695	695	733	769
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		5 404	2 720	2 278	10 351	10 351	10 351	8 351	8 802	9 242
% increase	4		(49.7%)	(16.3%)	354.5%			(19.3%)	5.4%	5.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		57 711	66 340	86 874	93 611	93 611	93 611	86 796	91 483	96 057
Pension and UIF Contributions		10 596	14 147	800	18 217	18 217	18 217	17 325	17 388	19 171
Medical Aid Contributions		4 082	6 273	5 690	9 338	6 338	6 338	8 694	9 163	9 622
Overtime		4 970	9 903	10 720	7 802	7 802	7 802	7 802	8 223	8 634
Performance Bonus		4 434			5 483	5 483	5 483	5 483	5 779	6 068
Motor Vehicle Allowance		3 014	5 896	1 391	4 543	4 543	4 543	4 543	4 788	5 028
Cellphone Allowance		296			4 659	4 659	4 659	4 659	4 911	5 156
Housing Allowances		635		155	800	800	800	800	843	885
Other benefits and allowances			14 092	32 310	800	800	800	400	422	443
Payments in lieu of leave				(245)						
Long service awards				714				400	422	443
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		85 738	116 813	138 408	145 253	142 253	142 253	136 902	143 422	151 507
% increase	4		36.2%	18.5%	4.9%	(2.1%)		(3.8%)	4.8%	5.6%
Total Parent Municipality		101 414	124 572	150 513	168 513	165 513	165 513	158 163	165 831	175 036
% increase	4		22.8%	20.8%	12.0%	(1.8%)		(4.4%)	4.8%	5.6%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		101 414	124 572	150 513	168 513	165 513	165 513	158 163	165 831	175 036
% increase	4		22.8%	20.8%	12.0%	(1.8%)		(4.4%)	4.8%	5.6%
TOTAL MANAGERS AND STAFF	5	91 142	119 533	140 686	155 604	152 604	152 604	145 253	152 224	160 749

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	6 193	6 746		7 425	7 425	7 425	7 338	7 668	8 139
Pension and UIF Contributions		920	1 078		1 114	1 114	1 114	1 054	1 044	1 138
Medical Aid Contributions		129	142		218	218	218	190	205	223
Motor Vehicle Allowance		2 044	2 249		2 448	2 448	2 448	2 124	2 294	2 501
Cellphone Allowance		471	518		671	671	671	582	629	685
Housing Allowances										
Other benefits and allowances			86		716	716	716	519	671	731
Sub Total - Councillors		9 757	10 819		12 592	12 592	12 592	11 807	12 510	13 418
% increase	4		10.9%	(100.0%)				(6.2%)	6.0%	7.3%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	1 228	3 571		5 483	5 483	5 483	5 306	6 970	7 458
Pension and UIF Contributions			676		55	55	55	66	70	75
Medical Aid Contributions			113							
Overtime		130								
Performance Bonus		173	1 073		772	772	772	925	981	1 050
Motor Vehicle Allowance			48							
Cellphone Allowance			124							
Housing Allowances		295	8							
Other benefits and allowances					63	63	63	76	80	86
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		1 826	5 612		6 373	6 373	6 373	6 373	8 101	8 669
% increase	4		207.4%	(100.0%)					27.1%	7.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		36 556	45 324		47 424	47 424	47 424	61 172	83 444	65 701
Pension and UIF Contributions		7 122	10 079		12 335	12 335	12 335	10 600	823	16 778
Medical Aid Contributions		1 366	4 586		4 862	4 862	4 862	5 150		6 614
Overtime			2 240					1 979		
Performance Bonus									11 588	
Motor Vehicle Allowance			1 600		1 856	1 856	1 856	3 717		2 525
Cellphone Allowance			828		233	233	233	3 372		317
Housing Allowances			662		651	651	651	582		885
Other benefits and allowances		4 440	3 592		7 916	7 916	7 916	6 020	950	10 767
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		49 483	68 911		75 277	75 277	75 277	92 591	96 806	103 587
% increase	4		39.3%	(100.0%)				23.0%	4.6%	7.0%
Total Parent Municipality		61 066	85 343		94 242	94 242	94 242	110 772	117 418	125 674
% increase	4		39.8%	(100.0%)				17.5%	6.0%	7.0%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		61 066	85 343		94 242	94 242	94 242	110 772	117 418	125 674
% increase	4		39.8%	(100.0%)				17.5%	6.0%	7.0%
TOTAL MANAGERS AND STAFF	5	51 309	74 523		81 650	81 650	81 650	98 964	104 907	112 256

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	8 015	8 461	8 902	6 718	6 744	6 744	7 260		
Pension and UIF Contributions		366	834	912	887	929	929	963		
Medical Aid Contributions					191	191	191	203		
Motor Vehicle Allowance						54	54	57		
Cellphone Allowance					432	504	504	534		
Housing Allowances										
Other benefits and allowances		1 485	85	317	3 572	3 609	3 609	3 736		
Sub Total - Councillors		9 865	9 380	10 131	11 800	12 031	12 031	12 753		
% increase	4		(4.9%)	8.0%	16.5%	2.0%		6.0%	(100.0%)	
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	5 550	7 807	7 899	7 187	7 187	7 187	7 906	8 301	8 716
Pension and UIF Contributions		1 149	1 639	1 686	336	336	336	3 701	3 886	4 080
Medical Aid Contributions					660	660	660			
Overtime										
Performance Bonus										
Motor Vehicle Allowance		1 340			2 100	2 100	2 100			
Cellphone Allowance										
Housing Allowances					1 440	1 440	1 440			
Other benefits and allowances		459	1 159	1 541	3 569	3 569	3 569	4 620	4 851	5 094
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		8 497	10 605	11 125	15 293	15 293	15 293	16 227	17 038	17 890
% increase	4		24.8%	4.9%	37.5%			6.1%	5.0%	5.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		65 979	105 525	135 868	141 754	159 722	159 722	167 349	175 716	184 502
Pension and UIF Contributions		17 510	(749)	1 160	31 075	32 301	32 301	30 569	32 097	33 702
Medical Aid Contributions			8 206	9 457	8 177	11 520	11 520	12 789	13 428	14 100
Overtime		3 766	5 813	4 098	6 845	8 157	8 157	2 500	2 625	2 757
Performance Bonus		2 147								
Motor Vehicle Allowance		1 515	4 791	11 464	7 620	11 491	11 491	14 270	14 984	15 733
Cellphone Allowance		174	121	152	657	665	665	300	481	505
Housing Allowances			560	603	1 245	168	168	1 688	1 773	1 861
Other benefits and allowances		18 392	70 639	57 753	27 336	37 908	37 908	30 951	32 869	34 512
Payments in lieu of leave			4 766							
Long service awards										
Post-retirement benefit obligations			20 781							
Sub Total - Other Municipal Staff		109 485	220 453	220 556	224 707	261 932	261 932	260 417	273 974	287 672
% increase	4		101.4%		1.9%	16.6%		(0.6%)	5.2%	5.0%
Total Parent Municipality		127 847	240 438	241 812	251 800	289 256	289 256	289 396	291 012	305 562
% increase	4		88.1%	0.6%	4.1%	14.9%			0.6%	5.0%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		127 847	240 438	241 812	251 800	289 256	289 256	289 396	291 012	305 562
% increase	4		88.1%	0.6%	4.1%	14.9%			0.6%	5.0%
TOTAL MANAGERS AND STAFF	5	117 982	231 057	231 681	240 000	277 225	277 225	276 643	291 012	305 562

North West: Naledi (Nw)(NW392) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2015

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	4 328	4 682	2 984	3 431	3 431	3 431	3 596	3 672	3 749
Pension and UIF Contributions				439	438	438	438	479	555	632
Medical Aid Contributions										
Motor Vehicle Allowance				583	858	858	858	899	975	1 052
Cellphone Allowance				395	397	397	397	397	473	549
Housing Allowances				1 455	992	992	992	1 019	1 095	1 172
Other benefits and allowances					61	61	61	64	64	64
Sub Total - Councillors		4 328	4 682	5 856	6 176	6 176	6 176	6 454	6 834	7 217
% increase	4		8.2%	25.1%	5.5%			4.5%	5.9%	5.6%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	2 615	2 885	3 361	3 698	3 698	3 698	3 846	4 073	4 301
Pension and UIF Contributions		764	537	435	530	530	530	560	593	626
Medical Aid Contributions					70	70	70	86	92	97
Overtime										
Performance Bonus					863	863	863	897	950	1 004
Motor Vehicle Allowance		1 507	731	918	913	913	913	962	1 018	1 075
Cellphone Allowance					43	43	43	41	44	46
Housing Allowances					930	930	930	710	752	794
Other benefits and allowances			211	116	102	102	102	319	338	357
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		4 887	4 364	4 831	7 149	7 149	7 149	7 423	7 861	8 301
% increase	4		(10.7%)	10.7%	48.0%			3.8%	5.9%	5.6%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		41 475	50 056	71 204	84 001	84 464	84 464	90 916	96 280	101 672
Pension and UIF Contributions		11 808	14 272	17 543	13 357	13 357	13 357	14 664	15 529	16 399
Medical Aid Contributions					5 473	5 473	5 473	7 520	7 964	8 410
Overtime		4 672	5 654	6 428	6 562	6 562	6 562	7 913	8 379	8 849
Performance Bonus										
Motor Vehicle Allowance		2 190	6 422	7 504	8 807	8 807	8 807	9 885	10 468	11 054
Cellphone Allowance					233	233	233	256	271	286
Housing Allowances		267	372	636	311	311	311	276	293	309
Other benefits and allowances		7 893	7 498	9 382	8 899	8 899	8 899	8 937	9 465	9 995
Payments in lieu of leave										
Long service awards		487	1 486	814	927	927	927	628	665	702
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		68 791	85 760	113 511	128 570	129 033	129 033	140 995	149 314	157 676
% increase	4		24.7%	32.4%	13.3%	0.4%		9.3%	5.9%	5.6%
Total Parent Municipality		78 006	94 806	124 198	141 895	142 359	142 359	154 872	164 009	173 194
% increase	4		21.5%	31.0%	14.2%	0.3%		8.8%	5.9%	5.6%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		78 006	94 806	124 198	141 895	142 359	142 359	154 872	164 009	173 194
% increase	4		21.5%	31.0%	14.2%	0.3%		8.8%	5.9%	5.6%
TOTAL MANAGERS AND STAFF	5	73 678	90 125	118 342	135 719	136 182	136 182	148 418	157 175	165 977

North West: Mamusa(NW393) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2015

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	1 744	2 015	2 637	2 321	2 321	2 321	1 852	1 939	2 034
Pension and UIF Contributions		350	381	558	348	348	348	355	372	390
Medical Aid Contributions					164	164	164	215	225	236
Motor Vehicle Allowance					1 035	1 035	1 035	1 182	1 237	1 298
Cellphone Allowance					335	662	662	536	561	588
Housing Allowances					273	292	292	288	301	316
Other benefits and allowances		1 011	877	1 828	39	39	39	46	48	50
Sub Total - Councillors		3 106	3 272	5 022	4 515	4 861	4 861	4 473	4 681	4 911
% increase	4		5.4%	53.5%	(10.1%)	7.7%		(8.0%)	4.6%	4.9%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	1 312	713	1 018	2 651	3 511	3 511	2 144	2 243	2 353
Pension and UIF Contributions			132	34	8	16	16	16	17	18
Medical Aid Contributions					90	180	180	187	196	206
Overtime										
Performance Bonus					144	552	552	576	603	633
Motor Vehicle Allowance		293	592	171	1 104	2 209	2 209	784	821	861
Cellphone Allowance		10			60	98	98	103	108	113
Housing Allowances		567			573	1 506	1 506	1 572	1 645	1 726
Other benefits and allowances		71			38	71	71	74	78	82
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 253	1 437	1 223	4 667	8 143	8 143	5 457	5 711	5 991
% increase	4		(36.2%)	(14.9%)	281.6%	74.5%		(33.0%)	4.6%	4.9%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		15 039	17 378	19 974	29 362	20 249	20 249	19 096	19 984	20 963
Pension and UIF Contributions		3 198	2 347	2 763	6 181	4 193	4 193	4 378	4 581	4 806
Medical Aid Contributions		2 692			5 215	3 315	3 315	3 461	3 622	3 800
Overtime		2 954	3 439	3 596	2 439	2 270	2 270	2 370	2 480	2 602
Performance Bonus		1 118								
Motor Vehicle Allowance		1 516	2 141	2 511	2 793	2 498	2 498	2 608	2 729	2 863
Cellphone Allowance					124	117	117	122	128	134
Housing Allowances		761	1 014	1 225	186	359	359	374	392	411
Other benefits and allowances		(156)	8 881	11 873	6 023	4 809	4 809	5 021	5 255	5 512
Payments in lieu of leave										
Long service awards		268	138	303	157	612	612	639	669	701
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		27 390	35 338	42 246	52 479	38 423	38 423	38 070	39 840	41 792
% increase	4		29.0%	19.5%	24.2%	(26.8%)		(0.9%)	4.7%	4.9%
Total Parent Municipality		32 749	40 048	48 491	61 662	51 427	51 427	48 000	50 232	52 694
% increase	4		22.3%	21.1%	27.2%	(16.6%)		(6.7%)	4.7%	4.9%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		32 749	40 048	48 491	61 662	51 427	51 427	48 000	50 232	52 694
% increase	4		22.3%	21.1%	27.2%	(16.6%)		(6.7%)	4.7%	4.9%
TOTAL MANAGERS AND STAFF	5	29 643	36 775	43 469	57 147	46 566	46 566	43 527	45 551	47 783

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	10 125	9 889	14 444	11 757	11 757	11 757	15 243	16 711	17 714
Pension and UIF Contributions		40								
Medical Aid Contributions										
Motor Vehicle Allowance		3 375	3 290		3 925	3 925	3 925	3 758	3 349	3 481
Cellphone Allowance					1 344	1 344	1 344	1 323	1 402	1 486
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		13 541	13 179	14 444	17 026	17 026	17 026	20 324	21 462	22 681
% increase	4		(2.7%)	9.6%	17.9%			19.4%	5.6%	5.7%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	4 965	5 307	3 504	6 842	6 842	6 842	6 647	7 046	7 469
Pension and UIF Contributions		99	107	40	69	69	69			
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance				455						
Cellphone Allowance				27	72	72	72			
Housing Allowances										
Other benefits and allowances				133						
Payments in lieu of leave				139						
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		5 064	5 414	4 298	6 983	6 983	6 983	6 647	7 046	7 469
% increase	4		6.9%	(20.6%)	62.5%			(4.8%)	6.0%	6.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		30 159	32 408	35 653	41 907	41 907	41 907	44 681	47 564	50 379
Pension and UIF Contributions		3 164	3 514	7 078	5 240	5 240	5 240	5 396	5 801	6 055
Medical Aid Contributions		4 192	1 191	2 397	1 824	1 824	1 824	3 053	3 223	3 417
Overtime										
Performance Bonus		1 280	1 315	2 509	1 807	1 807	1 807			
Motor Vehicle Allowance		6 582	6 284	2 796	10 922	10 922	10 922	8 483	8 686	9 320
Cellphone Allowance								1 978	2 084	2 195
Housing Allowances		46	47	46	150	150	150	153	153	153
Other benefits and allowances					1 773	1 773	1 773	2 046	2 059	2 049
Payments in lieu of leave				1 184				3 154	3 239	3 544
Long service awards										
Post-retirement benefit obligations								18	19	19
Sub Total - Other Municipal Staff		45 423	44 759	51 662	63 623	63 623	63 623	68 962	72 827	77 131
% increase	4		(1.5%)	15.4%	23.2%			8.4%	5.6%	5.9%
Total Parent Municipality		64 028	63 351	70 404	87 632	87 632	87 632	95 933	101 334	107 281
% increase	4		(1.1%)	11.1%	24.5%			9.5%	5.6%	5.9%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		64 028	63 351	70 404	87 632	87 632	87 632	95 933	101 334	107 281
% increase	4		(1.1%)	11.1%	24.5%			9.5%	5.6%	5.9%
TOTAL MANAGERS AND STAFF	5	50 487	50 172	55 961	70 606	70 606	70 606	75 609	79 872	84 600

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)	1									
Basic Salaries and Wages		3 827	2 579	2 579	2 906	2 906	2 906	3 423	3 625	3 828
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance			860	860	869	869	869	219	232	245
Cellphone Allowance			269	269	303	303	303	353	374	395
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		3 827	3 708	3 708	4 078	4 078	4 078	3 996	4 231	4 468
% increase	4		(3.1%)		10.0%			(2.0%)	5.9%	5.6%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		3 058	3 269	3 269	3 701	3 701	3 701	2 975	3 180	3 399
Pension and UIF Contributions								40	43	46
Medical Aid Contributions										
Overtime										
Performance Bonus								427	452	483
Motor Vehicle Allowance								600	641	685
Cellphone Allowance								72	77	82
Housing Allowances								300	321	343
Other benefits and allowances								198	210	222
Payments in lieu of leave								80	86	92
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 058	3 269	3 269	3 701	3 701	3 701	4 693	5 009	5 353
% increase	4		6.9%		13.2%			26.8%	6.7%	6.9%
Other Municipal Staff										
Basic Salaries and Wages		22 448	37 778	37 778	30 078	30 078	30 078	26 343	28 164	30 107
Pension and UIF Contributions		250	8 635	8 635	5 664	5 664	5 664	5 702	6 095	6 516
Medical Aid Contributions		2 989			3 550	3 550	3 550	2 577	2 755	2 945
Overtime		1 620			1 923	1 923	1 923	2 338	2 499	2 671
Performance Bonus					548	548	548			
Motor Vehicle Allowance					2 661	2 661	2 661	2 013	2 152	2 300
Cellphone Allowance		153			1 132	1 132	1 132	136	145	155
Housing Allowances		583			389	389	389	523	559	598
Other benefits and allowances		1 581			2 578	2 878	2 878	1 436	1 535	1 641
Payments in lieu of leave		90						198	212	227
Long service awards										
Post-retirement benefit obligations		5 168								
Sub Total - Other Municipal Staff		34 882	46 413	46 413	48 523	48 823	48 823	41 266	44 117	47 160
% increase	4		33.1%		4.5%	0.6%		(15.5%)	6.9%	6.9%
Total Parent Municipality		41 767	53 390	53 390	56 302	56 602	56 602	49 954	53 357	56 982
% increase	4		27.8%		5.5%	0.5%		(11.7%)	6.8%	6.8%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		41 767	53 390	53 390	56 302	56 602	56 602	49 954	53 357	56 982
% increase	4		27.8%		5.5%	0.5%		(11.7%)	6.8%	6.8%
TOTAL MANAGERS AND STAFF	5	37 940	49 682	49 682	52 224	52 524	52 524	45 959	49 126	52 513

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1							4 773	5 108	5 465
Pension and UIF Contributions								716	766	820
Medical Aid Contributions										
Motor Vehicle Allowance								1 193	1 277	1 366
Cellphone Allowance								626	670	717
Housing Allowances								1 150	1 231	1 317
Other benefits and allowances								78	84	90
Sub Total - Councillors								8 537	9 135	9 774
% increase	4								7.0%	7.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2							4 466	4 779	5 113
Pension and UIF Contributions								210	225	240
Medical Aid Contributions								123	132	141
Overtime										
Performance Bonus										
Motor Vehicle Allowance								368	394	422
Cellphone Allowance								34	34	34
Housing Allowances										
Other benefits and allowances								22	24	25
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality								5 223	5 587	5 975
% increase	4								7.0%	7.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages								13 657	14 613	15 636
Pension and UIF Contributions								2 276	2 435	2 606
Medical Aid Contributions								1 892	2 025	2 166
Overtime										
Performance Bonus										
Motor Vehicle Allowance								724	774	828
Cellphone Allowance								269	288	308
Housing Allowances								120	120	120
Other benefits and allowances								1 129	1 208	1 292
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff								20 067	21 463	22 957
% increase	4								7.0%	7.0%
Total Parent Municipality								33 828	36 185	38 707
% increase	4								7.0%	7.0%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS								33 828	36 185	38 707
% increase	4								7.0%	7.0%
TOTAL MANAGERS AND STAFF	5							25 290	27 050	28 933

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	2 658	3 019	3 139	3 357	3 932	3 932			
Pension and UIF Contributions		466	453	536	523	523	523			
Medical Aid Contributions		83	76	121	75	75	75			
Motor Vehicle Allowance		696	755	772	791	791	791			
Cellphone Allowance		60								
Housing Allowances		654	729	631	769	769	769			
Other benefits and allowances		335	295	422	248	248	248			
Sub Total - Councillors		4 954	5 326	5 620	5 764	6 339	6 339			
% increase	4		7.5%	5.5%	2.6%	10.0%		(100.0%)		
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	4 709	4 886	4 831	6 636	4 879	4 879			
Pension and UIF Contributions		662	751	823	1 213	1 213	1 213			
Medical Aid Contributions		165	1 651	1 752	21	21	21			
Overtime										
Performance Bonus		800	950	112	1 561	1 561	1 561			
Motor Vehicle Allowance		721	800	1 251	1 659	1 659	1 659			
Cellphone Allowance		14	20	7	21	21	21			
Housing Allowances		1 300	1 450	3 250	1 550	1 550	1 550			
Other benefits and allowances		5 948	13 346	3 965	463	463	463			
Payments in lieu of leave		215	266	159	256	256	256			
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		14 534	24 120	16 150	13 380	11 623	11 623			
% increase	4		66.0%	(33.0%)	(17.2%)	(13.1%)		(100.0%)		
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		25 505	30 612	46 763	40 817	38 117	38 117			
Pension and UIF Contributions		4 886	5 705	5 946	8 431	8 431	8 431			
Medical Aid Contributions		1 651	2 612	3 346	3 038	3 038	3 038			
Overtime		812	1 722	1 953	1 579	1 579	1 579			
Performance Bonus					3 519	3 519	3 519			
Motor Vehicle Allowance		7 950	6 050	10 589	7 532	7 532	7 532			
Cellphone Allowance		150	150	191	183	183	183			
Housing Allowances		489	504	508	801	801	801			
Other benefits and allowances		10 231	10 703	8	2 907	2 907	2 907			
Payments in lieu of leave		920	945	956	1 700	1 700	1 700			
Long service awards		266	302	308	194	194	194			
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		52 860	59 304	70 568	70 700	68 000	68 000			
% increase	4		12.2%	19.0%	0.2%	(3.8%)		(100.0%)		
Total Parent Municipality		72 348	88 751	92 338	89 843	85 961	85 961			
% increase	4		22.7%	4.0%	(2.7%)	(4.3%)		(100.0%)		
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		72 348	88 751	92 338	89 843	85 961	85 961			
% increase	4		22.7%	4.0%	(2.7%)	(4.3%)		(100.0%)		
TOTAL MANAGERS AND STAFF	5	67 394	83 424	86 718	84 080	79 623	79 623			

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	1 884	1 473	2 376	2 339	2 339		2 555	2 705	2 857
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance		616	492	571	780	780		852	902	952
Cellphone Allowance		148	134	230	268	268		263	278	294
Housing Allowances										
Other benefits and allowances					46	46		45	48	51
Sub Total - Councillors		2 648	2 099	3 177	3 433	3 433		3 714	3 934	4 154
% increase	4		(20.7%)	51.3%	8.1%		(100.0%)		5.9%	5.6%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	1 400	1 875	2 680	3 327	3 327		2 640	2 796	2 952
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance		319	628	631						
Cellphone Allowance		24	38	46						
Housing Allowances		265	575	396						
Other benefits and allowances					1 904	1 904		1 760	1 864	1 968
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 008	3 115	3 752	5 232	5 232		4 400	4 660	4 921
% increase	4		55.1%	20.5%	39.4%		(100.0%)		5.9%	5.6%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		17 475	18 260		27 583	22 789		24 604	26 091	27 630
Pension and UIF Contributions		4 618	5 692		4 440	5 055		5 026	5 335	5 649
Medical Aid Contributions					2 510	2 494		2 604	2 765	2 927
Overtime		1 052	1 473		1 933	1 890		1 973	2 094	2 217
Performance Bonus					239					
Motor Vehicle Allowance		1 496	1 416		1 645	1 681		1 755	1 858	1 967
Cellphone Allowance					102	98		102	108	115
Housing Allowances		776	687		666	850		886	938	993
Other benefits and allowances		1 212	2 003		3 884	1 189		1 597	1 674	1 755
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		26 629	29 532		43 001	36 048		38 547	40 863	43 253
% increase	4		10.9%	(100.0%)	39.4%	(16.2%)	(100.0%)		6.0%	5.8%
Total Parent Municipality		31 285	34 746	6 929	51 666	44 712		46 662	49 456	52 328
% increase	4		11.1%	(80.1%)	645.7%	(13.5%)	(100.0%)		6.0%	5.8%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		31 285	34 746	6 929	51 666	44 712		46 662	49 456	52 328
% increase	4		11.1%	(80.1%)	645.7%	(13.5%)	(100.0%)		6.0%	5.8%
TOTAL MANAGERS AND STAFF	5	28 637	32 646	3 752	48 233	41 279		42 947	45 523	48 174

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	8 705	8 756	9 464	9 656	9 656	9 656	11 720	12 423	13 168
Pension and UIF Contributions		1 227	1 093	1 325	1 418	1 418	1 418	1 662	1 796	1 867
Medical Aid Contributions		292	413	664	777	777	777	532	564	598
Motor Vehicle Allowance		3 507	3 485	3 803	3 798	3 798	3 798	4 821	5 110	5 416
Cellphone Allowance					250	250	250	80	84	89
Housing Allowances		708	724	811	816	816	816	1 157	1 226	1 300
Other benefits and allowances										
Sub Total - Councillors		14 440	14 472	16 066	16 715	16 715	16 715	19 971	21 204	22 439
% increase	4		0.2%	11.0%	4.0%			19.5%	6.2%	5.8%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	2 748	3 029	3 529	4 165	4 165	4 165	5 492	5 805	6 130
Pension and UIF Contributions		604	300	520	833	833	833	1 079	1 140	1 204
Medical Aid Contributions		186	173	195	250	250	250	259	274	289
Overtime										
Performance Bonus					1 166	1 166	1 166	1 236	1 307	1 380
Motor Vehicle Allowance		963	614	1 012	1 416	1 416	1 416	977	1 032	1 090
Cellphone Allowance		75	60	76	108	108	108	102	102	102
Housing Allowances		929	376	765	1 333	1 333	1 333	796	841	889
Other benefits and allowances					167	167	167	125	132	139
Payments in lieu of leave					167	167	167			
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		5 505	4 553	6 098	9 605	9 605	9 605	10 065	10 633	11 223
% increase	4		(17.3%)	33.9%	57.5%			4.8%	5.6%	5.5%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		155 268	172 397	184 256	199 592	176 568	176 568	202 777	214 078	226 883
Pension and UIF Contributions		31 054	32 235	35 602	39 560	39 560	39 560	46 956	49 632	52 412
Medical Aid Contributions		10 663	12 000	13 993	15 972	15 972	15 972	8 175	8 165	8 155
Overtime		12 211	12 593	13 564	5 927	5 927	5 927	6 679	6 679	6 679
Performance Bonus					14 993	14 993	14 993	17 786	19 434	20 522
Motor Vehicle Allowance		8 102	7 568	7 456	7 320	7 320	7 320	4 520	4 464	4 407
Cellphone Allowance		718	713	720	721	721	721	234	234	234
Housing Allowances		1 787	1 238	1 351	1 418	1 418	1 418	1 925	1 881	1 835
Other benefits and allowances		17 091		3 759	7 221	7 221	7 221	20 251	20 900	21 588
Payments in lieu of leave					4 048	4 048	4 048	4 802	5 076	5 360
Long service awards										
Post-retirement benefit obligations					8 996	8 996	8 996	12 000	12 500	13 000
Sub Total - Other Municipal Staff		236 894	238 745	260 701	305 769	282 745	282 745	326 107	343 045	361 076
% increase	4		0.8%	9.2%	17.3%	(7.5%)		15.3%	5.2%	5.3%
Total Parent Municipality		256 839	257 769	282 865	332 089	309 065	309 065	356 143	374 882	394 738
% increase	4		0.4%	9.7%	17.4%	(6.9%)		15.2%	5.3%	5.3%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		256 839	257 769	282 865	332 089	309 065	309 065	356 143	374 882	394 738
% increase	4		0.4%	9.7%	17.4%	(6.9%)		15.2%	5.3%	5.3%
TOTAL MANAGERS AND STAFF	5	242 399	243 298	266 799	315 373	292 350	292 350	336 172	353 678	372 299

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	18 523	19 427	20 850	19 812	18 899	18 899	21 421	22 492	23 617
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances					1 502					
Sub Total - Councillors		18 523	19 427	20 850	21 314	18 899	18 899	21 421	22 492	23 617
% increase	4		4.9%	7.3%	2.2%	(11.3%)		13.3%	5.0%	5.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	2 788	6 743	9 144	8 508	7 503	7 503	7 878	8 272	8 686
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 788	6 743	9 144	8 508	7 503	7 503	7 878	8 272	8 686
% increase	4		141.9%	35.6%	(7.0%)	(11.8%)		5.0%	5.0%	5.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		245 151	264 720	255 968	290 488	290 000	290 000	304 130	319 337	335 304
Pension and UIF Contributions		52 813	57 007	59 912	72 361	59 533	59 533	71 223	74 784	78 523
Medical Aid Contributions		51 628	39 097	33 306	19 000	25 720	25 720	30 473	31 997	33 597
Overtime		18 555	23 192	28 953	18 954	24 000	24 000	20 184	21 193	22 253
Performance Bonus					500					
Motor Vehicle Allowance		2 362	3 117	6 169	4 796	6 916	6 916	7 007	7 357	7 725
Cellphone Allowance		18			324	640	640	640	624	605
Housing Allowances		1 472	1 414	1 283	3 091	1 376	1 376	1 811	1 902	1 997
Other benefits and allowances		37 056	44 144	43 529	40 270	38 806	38 806	40 726	42 762	44 901
Payments in lieu of leave					2 530	4 000	4 000	4 032	4 234	4 446
Long service awards			6 017	3 110						
Post-retirement benefit obligations					8 000	10 879	10 879	11 000	11 550	12 128
Sub Total - Other Municipal Staff		409 054	438 707	432 231	460 314	461 871	461 871	491 227	515 740	541 477
% increase	4		7.2%	(1.5%)	6.5%	0.3%		6.4%	5.0%	5.0%
Total Parent Municipality		430 366	464 878	462 225	490 137	488 274	488 274	520 527	546 505	573 779
% increase	4		8.0%	(0.6%)	6.0%	(0.4%)		6.6%	5.0%	5.0%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		430 366	464 878	462 225	490 137	488 274	488 274	520 527	546 505	573 779
% increase	4		8.0%	(0.6%)	6.0%	(0.4%)		6.6%	5.0%	5.0%
TOTAL MANAGERS AND STAFF	5	411 843	445 450	441 374	468 822	469 375	469 375	499 105	524 012	550 162

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	3 540	3 697		4 130	4 130		4 042	4 244	4 456
Pension and UIF Contributions		438	456		510	510		475	499	524
Medical Aid Contributions		84	132		166	166		178	187	196
Motor Vehicle Allowance		1 348	1 428		1 602	1 602		1 566	1 644	1 726
Cellphone Allowance		301	307		468	468		536	563	591
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		5 710	6 020		6 875	6 875		6 797	7 137	7 494
% increase	4		5.4%	(100.0%)			(100.0%)		5.0%	5.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2							4 109	4 314	4 530
Pension and UIF Contributions								211	222	233
Medical Aid Contributions								36	38	39
Overtime										
Performance Bonus			134		690	663		749	786	825
Motor Vehicle Allowance								991	1 041	1 093
Cellphone Allowance								162	170	178
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality			134		690	663		6 257	6 570	6 899
% increase	4			(100.0%)		(3.8%)	(100.0%)		5.0%	5.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages								40 083	42 087	44 192
Pension and UIF Contributions								10 836	11 378	11 947
Medical Aid Contributions								4 790	5 030	5 281
Overtime		296	1 217		1 800	2 331		1 600	1 260	1 103
Performance Bonus		1 671	1 913		3 065	2 840		3 232	3 394	3 564
Motor Vehicle Allowance								3 156	3 314	3 480
Cellphone Allowance								272	286	300
Housing Allowances		226	215		269	264		245	257	270
Other benefits and allowances								1 024	1 075	1 018
Payments in lieu of leave		535	522		1 067	1 028				
Long service awards		151	182		358	358		138	145	153
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		2 881	4 050		6 559	6 821		65 377	68 227	71 307
% increase	4		40.6%	(100.0%)		4.0%	(100.0%)		4.4%	4.5%
Total Parent Municipality		8 591	10 203		14 123	14 360		78 432	81 934	85 699
% increase	4		18.8%	(100.0%)		1.7%	(100.0%)		4.5%	4.6%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		8 591	10 203		14 123	14 360		78 432	81 934	85 699
% increase	4		18.8%	(100.0%)		1.7%	(100.0%)		4.5%	4.6%
TOTAL MANAGERS AND STAFF	5	2 881	4 184		7 249	7 485		71 635	74 797	78 205

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	3 986	4 167	4 467	4 915	4 915		5 259	5 575	5 909
Pension and UIF Contributions		483	477	504	783	783		838	888	941
Medical Aid Contributions		141	195	277	320	320		342	362	384
Motor Vehicle Allowance		1 514	1 589	1 470	1 898	1 898		2 031	2 153	2 282
Cellphone Allowance		272	278	363	359	359		384	407	431
Housing Allowances										
Other benefits and allowances		451	628	516	650	650		696	737	781
Sub Total - Councillors		6 846	7 333	7 596	8 924	8 924		9 549	10 122	10 729
% increase	4		7.1%	3.6%	17.5%		(100.0%)		6.0%	6.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2		2 200		8 137	8 137		8 626	9 143	9 692
Pension and UIF Contributions					66	66		70	74	79
Medical Aid Contributions										
Overtime										
Performance Bonus					1 067	1 067		1 131	1 199	1 271
Motor Vehicle Allowance										
Cellphone Allowance					105	105		111	118	125
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality			2 200		9 375	9 375		9 938	10 534	11 166
% increase	4			(100.0%)			(100.0%)		6.0%	6.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		28 504	30 455	36 634	40 064	36 930		45 355	48 077	50 015
Pension and UIF Contributions		4 596	5 118	5 513	9 222	8 372		16 052	17 015	18 036
Medical Aid Contributions		1 646	1 870	2 168	3 616	3 176		3 580	3 795	4 023
Overtime		426	329	161	633	533		675	716	759
Performance Bonus					1 078	1 078		1 164	1 234	1 308
Motor Vehicle Allowance		2 788	3 279	4 057	5 827	5 717		6 284	6 662	7 061
Cellphone Allowance		380	737	776	1 006	974		1 176	1 247	1 321
Housing Allowances		234	244	303	1 265	1 049		705	747	792
Other benefits and allowances		1 939	2 391	2 854	6 319	5 373		6 712	7 115	8 488
Payments in lieu of leave		1 699	1 781	1 877	1 919	1 750		1 940	2 057	2 180
Long service awards										
Post-retirement benefit obligations		1 951	766	815						
Sub Total - Other Municipal Staff		44 161	46 971	55 158	70 948	64 952		83 645	88 663	93 983
% increase	4		6.4%	17.4%	28.6%	(8.5%)	(100.0%)		6.0%	6.0%
Total Parent Municipality		51 007	56 504	62 754	89 248	83 252		103 131	109 319	115 878
% increase	4		10.8%	11.1%	42.2%	(6.7%)	(100.0%)		6.0%	6.0%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		51 007	56 504	62 754	89 248	83 252		103 131	109 319	115 878
% increase	4		10.8%	11.1%	42.2%	(6.7%)	(100.0%)		6.0%	6.0%
TOTAL MANAGERS AND STAFF	5	44 161	49 171	55 158	80 324	74 328		93 583	99 197	105 149

Western Cape: Cape Town(CPT) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2015

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	74 370	98 484	104 001	115 625	115 625	115 625	118 539	126 244	134 323
Pension and UIF Contributions		4 066	4 488	4 583	5 360	5 360	5 360	5 298	5 643	6 004
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances		19 336	8 701	11 125	12 634	12 634	12 634	15 474	16 479	17 534
Sub Total - Councillors		97 772	111 673	119 709	133 619	133 619	133 619	139 311	148 366	157 861
% increase	4		14.2%	7.2%	11.6%			4.3%	6.5%	6.4%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	14 017	18 616	20 746	21 182	21 182	21 182	22 929	24 959	27 055
Pension and UIF Contributions		1 451	1 385	1 322	1 392	1 392	1 392	1 504	1 637	1 775
Medical Aid Contributions		240	243	226	234	234	234	233	253	274
Overtime										
Performance Bonus		1 197								
Motor Vehicle Allowance		560	445	456	567	567	567	614	668	724
Cellphone Allowance					179	179	179	179	179	179
Housing Allowances										
Other benefits and allowances		231	30	338	88	88	88	82	89	97
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		17 696	20 719	23 088	23 642	23 642	23 642	25 541	27 785	30 104
% increase	4		17.1%	11.4%	2.4%			8.0%	8.8%	8.3%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		4 349 369	4 845 122	4 889 922	6 181 730	6 028 317	6 026 731	6 780 959	7 376 980	7 991 341
Pension and UIF Contributions		670 854	753 001	839 455	1 089 465	1 016 568	1 014 658	1 221 469	1 337 906	1 456 607
Medical Aid Contributions		397 212	439 331	492 621	562 394	556 282	557 362	601 138	654 340	709 304
Overtime		310 205	335 100	359 418	329 014	395 495	396 541	401 992	437 309	473 748
Performance Bonus										
Motor Vehicle Allowance		175 698	179 998	186 485	180 604	197 072	197 729	202 120	220 008	238 489
Cellphone Allowance		12 682	13 367	13 704	13 746	13 786	13 824	14 171	15 440	16 752
Housing Allowances		31 061	29 266	26 512	26 534	30 836	30 792	28 727	31 269	33 896
Other benefits and allowances		153 825	172 522	198 172	194 824	205 175	205 321	208 053	225 644	244 598
Payments in lieu of leave		84 554	81 997	134 127	100 550	103 629	104 202	114 587	124 727	135 205
Long service awards		436	73 013	17 824	66 265	64 353	64 353	58 800	64 003	69 380
Post-retirement benefit obligations		712 420	502 763	1 459 526	171 715	171 738	171 738	189 951	200 399	211 220
Sub Total - Other Municipal Staff		6 898 316	7 425 480	8 617 766	8 916 841	8 783 251	8 783 251	9 821 967	10 688 025	11 580 540
% increase	4		7.6%	16.1%	3.5%	(1.5%)		11.8%	8.8%	8.4%
Total Parent Municipality		7 013 784	7 557 872	8 760 563	9 074 102	8 940 512	8 940 512	9 986 819	10 864 176	11 768 505
% increase	4		7.8%	15.9%	3.6%	(1.5%)		11.7%	8.8%	8.3%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		7 013 784	7 557 872	8 760 563	9 074 102	8 940 512	8 940 512	9 986 819	10 864 176	11 768 505
% increase	4		7.8%	15.9%	3.6%	(1.5%)		11.7%	8.8%	8.3%
TOTAL MANAGERS AND STAFF	5	6 916 012	7 446 199	8 640 854	8 940 483	8 806 893	8 806 893	9 847 508	10 715 810	11 610 644

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	3 200	3 491	4 051	4 510	4 510	4 510	4 829	4 974	5 123
Pension and UIF Contributions		377	290	455	425	425	425	476	490	505
Medical Aid Contributions			27	80	67	67	67	128	132	136
Motor Vehicle Allowance		633	616	414	422	422	422	365	376	387
Cellphone Allowance		169	216	301	332	332	332	352	362	373
Housing Allowances		54								
Other benefits and allowances										
Sub Total - Councillors		4 433	4 641	5 301	5 756	5 756	5 756	6 150	6 334	6 524
% increase	4		4.7%	14.2%	8.6%			6.8%	3.0%	3.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	2 910	2 853	2 528	3 755	3 335	3 335	3 692	3 910	4 129
Pension and UIF Contributions		324	482	595	627	547	547	666	705	744
Medical Aid Contributions		152	168		172	172	172	259	274	289
Overtime										
Performance Bonus		542	229							
Motor Vehicle Allowance		532	383	639	484	484	484	479	507	535
Cellphone Allowance										
Housing Allowances		41	103					104	110	116
Other benefits and allowances		147	37					239	253	267
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		4 648	4 256	3 762	5 037	4 538	4 538	5 438	5 759	6 081
% increase	4		(8.4%)	(11.6%)	33.9%	(9.9%)		19.8%	5.9%	5.6%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		43 276	47 710	50 844	54 545	55 912	55 912	61 899	64 904	68 539
Pension and UIF Contributions		8 108	8 531	8 179	9 460	9 920	9 920	11 019	11 669	12 323
Medical Aid Contributions		1 493	1 918	2 290	2 820	2 920	2 920	3 274	3 467	3 661
Overtime		2 178	1 662	2 246	2 175	2 035	2 035	2 579	2 732	2 885
Performance Bonus		(542)	(229)							
Motor Vehicle Allowance		2 920	2 461	2 544	3 362	3 285	3 285	3 909	4 140	4 372
Cellphone Allowance			6	6	3	6	6	3	3	3
Housing Allowances		141	134	165	228	307	307	268	284	300
Other benefits and allowances		963	1 850	2 044	2 399	2 441	2 441	2 314	2 451	2 588
Payments in lieu of leave		1 483	428	897	500	500	500	530	561	593
Long service awards										
Post-retirement benefit obligations		763	1 295	1 337	1 450	1 400	1 400	1 521	1 611	1 701
Sub Total - Other Municipal Staff		60 784	65 765	70 551	76 943	78 726	78 726	87 317	91 822	96 964
% increase	4		8.2%	7.3%	9.1%	2.3%		10.9%	5.2%	5.6%
Total Parent Municipality		69 865	74 662	79 614	87 736	89 020	89 020	98 905	103 915	109 570
% increase	4		6.9%	6.6%	10.2%	1.5%		11.1%	5.1%	5.4%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		69 865	74 662	79 614	87 736	89 020	89 020	98 905	103 915	109 570
% increase	4		6.9%	6.6%	10.2%	1.5%		11.1%	5.1%	5.4%
TOTAL MANAGERS AND STAFF	5	65 432	70 021	74 312	81 980	83 264	83 264	92 755	97 581	103 045

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	1 527	2 327	2 954	3 061	3 061	3 061	3 210	3 396	3 593
Pension and UIF Contributions		69	109	233	320	320	320	379	401	424
Medical Aid Contributions		66	17	67	67	67	67	97	102	108
Motor Vehicle Allowance		796	701	529	698	698	698	552	584	618
Cellphone Allowance		173	67	43	43	43	43	23	24	26
Housing Allowances										
Other benefits and allowances		938	236	250	260	296	296	413	442	452
Sub Total - Councillors		3 569	3 457	4 076	4 451	4 487	4 487	4 674	4 950	5 221
% increase	4		(3.1%)	17.9%	9.2%	0.8%		4.2%	5.9%	5.5%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	2 448	3 549	3 566	3 625	3 625	3 625	3 625	3 848	4 073
Pension and UIF Contributions		112	651	653	675	675	675	675	716	758
Medical Aid Contributions		48		18	20	20	20	20	22	23
Overtime		585								
Performance Bonus			226							
Motor Vehicle Allowance			638	635	631	631	631	631	670	709
Cellphone Allowance		481								
Housing Allowances		53	72	60	71	71	71	72	76	81
Other benefits and allowances			5	717	319	319	319	319	339	358
Payments in lieu of leave		3 727								
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		7 454	5 141	5 649	5 341	5 341	5 341	5 341	5 670	6 001
% increase	4		(31.0%)	9.9%	(5.5%)				6.1%	5.9%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		31 988	37 355	38 450	40 570	35 949	36 870	37 297	39 591	41 907
Pension and UIF Contributions		4 767	712	5 773	6 153	6 153	6 063	6 079	6 453	6 830
Medical Aid Contributions		2 929	3 000	1 704	2 699	2 699	1 973	2 601	2 760	2 922
Overtime		1 738	1 918		1 702	3 124	2 252	2 250	2 388	2 528
Performance Bonus		805	2 544	2 115						
Motor Vehicle Allowance		2 171	4 022	2 196	3 375	3 375	2 818	3 309	3 513	3 718
Cellphone Allowance										
Housing Allowances		316	230	235	232	232	157	170	181	191
Other benefits and allowances		1 921	2 307	5 720	5 107	6 003	5 248	5 777	6 132	6 491
Payments in lieu of leave										
Long service awards				504	254	254				
Post-retirement benefit obligations		3 498	1 000	605	1 250	3 553	882	1 250	1 327	1 404
Sub Total - Other Municipal Staff		50 133	53 089	57 302	61 342	61 342	56 262	58 733	62 345	65 992
% increase	4		5.9%	7.9%	7.1%		(8.3%)	4.4%	6.2%	5.8%
Total Parent Municipality		61 156	61 687	67 027	71 134	71 170	66 090	68 748	72 965	77 215
% increase	4		0.9%	8.7%	6.1%	0.1%	(7.1%)	4.0%	6.1%	5.8%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		61 156	61 687	67 027	71 134	71 170	66 090	68 748	72 965	77 215
% increase	4		0.9%	8.7%	6.1%	0.1%	(7.1%)	4.0%	6.1%	5.8%
TOTAL MANAGERS AND STAFF	5	57 587	58 230	62 951	66 683	66 683	61 603	64 074	68 015	71 994

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	2 763	2 684	3 277	3 478	3 478	3 478	3 648	3 940	4 255
Pension and UIF Contributions		295	292	317	323	323	323	338	365	394
Medical Aid Contributions		36	35	35	31	31	31	32	35	38
Motor Vehicle Allowance		810	1 041	730	882	882	882	922	996	1 076
Cellphone Allowance		191	206	171		200	200	334	361	390
Housing Allowances										
Other benefits and allowances				205						
Sub Total - Councillors		4 094	4 257	4 735	4 714	4 914	4 914	5 274	5 697	6 153
% increase	4		4.0%	11.2%	(0.4%)	4.2%		7.3%	8.0%	8.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	2 439	2 329	2 615	2 864	2 864	2 864	2 969	3 206	3 462
Pension and UIF Contributions		401	493	564	523	523	523	542	585	632
Medical Aid Contributions		145	147	125	133	133	133	133	144	156
Overtime										
Performance Bonus										
Motor Vehicle Allowance		434	341	434	402	402	402	399	431	465
Cellphone Allowance										
Housing Allowances		236	281	255	258	258	258	268	289	312
Other benefits and allowances		183	641	257	299	299	299	303	327	353
Payments in lieu of leave										
Long service awards		38								
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 876	4 233	4 248	4 478	4 478	4 478	4 613	4 982	5 380
% increase	4		9.2%	0.4%	5.4%			3.0%	8.0%	8.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		39 396	45 546	49 822	51 108	49 833	49 833	57 187	61 694	66 564
Pension and UIF Contributions		7 241	8 140	8 689	9 650	9 718	9 718	10 566	11 412	12 321
Medical Aid Contributions		2 882	3 168	3 434	4 967	4 985	4 985	5 300	5 724	6 182
Overtime		2 421	2 699	2 935	1 836	2 468	2 468	3 287	3 550	3 834
Performance Bonus										
Motor Vehicle Allowance		3 512	2 958	2 952	3 385	3 347	3 347	3 353	3 621	3 911
Cellphone Allowance										
Housing Allowances		207	206	217	219	227	227	229	248	268
Other benefits and allowances		4 132	2 872	3 575	11 769	12 254	12 254	9 706	10 482	11 318
Payments in lieu of leave			889	751				529	571	617
Long service awards		271	386	516	556	378	378	781	844	911
Post-retirement benefit obligations		846	1 063	1 224	1 334	1 754	1 754	1 915	2 068	2 233
Sub Total - Other Municipal Staff		60 908	67 928	74 114	84 824	84 963	84 963	92 854	100 214	108 160
% increase	4		11.5%	9.1%	14.5%	0.2%		9.3%	7.9%	7.9%
Total Parent Municipality		68 879	76 417	83 098	94 016	94 356	94 356	102 741	110 893	119 693
% increase	4		10.9%	8.7%	13.1%	0.4%		8.9%	7.9%	7.9%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		68 879	76 417	83 098	94 016	94 356	94 356	102 741	110 893	119 693
% increase	4		10.9%	8.7%	13.1%	0.4%		8.9%	7.9%	7.9%
TOTAL MANAGERS AND STAFF	5	64 784	72 161	78 363	89 302	89 442	89 442	97 467	105 196	113 540

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1		5 849	6 000	6 544	6 459	6 459	7 347	7 839	8 364
Pension and UIF Contributions			346	352	386	299	299	348	371	396
Medical Aid Contributions					68	83	83	70	75	80
Motor Vehicle Allowance			996	1 024	1 112	1 076	1 076	668	713	761
Cellphone Allowance			369	511	558	534	534	620	661	706
Housing Allowances				306	317	457	457	475	507	541
Other benefits and allowances			7 551			77	77	87	93	99
Sub Total - Councillors			7 551	7 867	8 292	8 986	8 986	8 986	9 615	10 259
% increase	4		4.2%	5.4%	8.4%			7.0%	6.7%	6.7%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2		3 215	3 036	4 095	3 950	3 950	4 642	4 904	5 240
Pension and UIF Contributions			641	637	737	752	752	845	899	957
Medical Aid Contributions					154	154	154	109	116	123
Overtime										
Performance Bonus			272	71						
Motor Vehicle Allowance			825	759	1 039	727	727	1 010	1 075	1 144
Cellphone Allowance			10	25	43	43	43	50	54	57
Housing Allowances			184	191	255	236	236	218	232	247
Other benefits and allowances			648	142	130	432	432	79	84	89
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality			5 795	4 861	6 453	6 294	6 294	6 954	7 363	7 857
% increase	4			(16.1%)	32.7%	(2.5%)		10.5%	5.9%	6.7%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		109 611	130 352	140 206	150 238	148 634	148 634	177 007	188 289	200 795
Pension and UIF Contributions			23 167	24 648	27 774	27 187	27 187	30 319	31 943	34 087
Medical Aid Contributions			11 142	10 542	8 801	8 624	8 624	8 835	9 373	10 002
Overtime			11 385	13 127	9 078	12 951	12 951	11 363	12 253	13 074
Performance Bonus		9 607	11 106	12 465						
Motor Vehicle Allowance		5 054	5 943	8 509	10 212	11 429	11 429	12 307	13 131	14 011
Cellphone Allowance		78	103	596	1 010	1 061	1 061	878	937	1 000
Housing Allowances		852	688	671	732	819	819	921	990	1 056
Other benefits and allowances		52 739	3 535	4 704	21 322	23 386	23 386	12 232	12 866	13 739
Payments in lieu of leave					2 300	2 300	2 300	2 489	2 655	2 833
Long service awards					717	818	818	718	770	822
Post-retirement benefit obligations						4 878	4 878	3 915	4 180	4 460
Sub Total - Other Municipal Staff		177 941	197 420	215 468	232 185	242 088	242 088	260 984	277 388	295 881
% increase	4		10.9%	9.1%	7.8%	4.3%		7.8%	6.3%	6.7%
Total Parent Municipality		185 492	211 082	228 621	247 624	257 368	257 368	277 553	295 010	314 685
% increase	4		13.8%	8.3%	8.3%	3.9%		7.8%	6.3%	6.7%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		185 492	211 082	228 621	247 624	257 368	257 368	277 553	295 010	314 685
% increase	4		13.8%	8.3%	8.3%	3.9%		7.8%	6.3%	6.7%
TOTAL MANAGERS AND STAFF	5	177 941	203 215	220 329	238 638	248 382	248 382	267 938	284 751	303 738

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	3 869	3 919	4 793	5 108	5 108	5 108	6 116	6 481	6 446
Pension and UIF Contributions		582	588	720	761	761	761	915	920	975
Medical Aid Contributions		395	334	218	238	238	238	284	301	319
Motor Vehicle Allowance		1 456	1 533	1 495	1 796	1 796	1 796	1 746	1 850	1 961
Cellphone Allowance		317	329	478	385	547	547	547	580	615
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		6 619	6 703	7 703	8 288	8 450	8 450	9 608	10 132	10 316
% increase	4		1.3%	14.9%	7.6%	2.0%		13.7%	5.5%	1.8%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	4 001	4 723	5 060	5 082	5 082	5 082	5 602	6 062	6 541
Pension and UIF Contributions		720	845	973	1 151	1 151	1 151	1 265	1 341	1 420
Medical Aid Contributions		280	329	272	283	283	283	310	338	368
Overtime										
Performance Bonus										
Motor Vehicle Allowance		900	1 080	1 046	949	949	949	851	902	956
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances		453	196	188	436	436	436	583	458	486
Payments in lieu of leave										
Long service awards			212	69	58	58	58		267	
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		6 354	7 385	7 609	7 957	7 957	7 957	8 611	9 367	9 771
% increase	4		16.2%	3.0%	4.6%			8.2%	8.8%	4.3%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		66 509	71 410	76 774	87 397	86 347	86 347	93 467	101 049	109 563
Pension and UIF Contributions		10 761	11 621	12 293	13 791	13 602	13 602	15 105	15 963	16 850
Medical Aid Contributions		4 747	5 071	5 525	6 218	6 201	6 201	6 945	7 551	8 231
Overtime		3 910	4 214	4 465	4 562	4 562	4 562	4 486	5 093	5 088
Performance Bonus										
Motor Vehicle Allowance		5 686	5 248	5 770	6 136	6 023	6 023	7 378	7 891	8 194
Cellphone Allowance										
Housing Allowances		473	441	413	407	407	407	700	754	799
Other benefits and allowances		4 779	5 960	6 056	7 005	7 590	7 590	6 117	6 629	7 013
Payments in lieu of leave		1 236	602	1 465	1 478	1 478	1 478	1 217	1 302	1 393
Long service awards		1 289	2 911	947	703	1 505	1 505	1 814	1 031	1 243
Post-retirement benefit obligations		4 791	10 957	7 348	4 910	9 607	9 607	10 866	6 629	7 278
Sub Total - Other Municipal Staff		104 181	118 435	121 056	132 609	137 322	137 322	148 095	153 893	165 653
% increase	4		13.7%	2.2%	9.5%	3.6%		7.8%	3.9%	7.6%
Total Parent Municipality		117 154	132 523	136 368	148 853	153 729	153 729	166 314	173 392	185 740
% increase	4		13.1%	2.9%	9.2%	3.3%		8.2%	4.3%	7.1%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		117 154	132 523	136 368	148 853	153 729	153 729	166 314	173 392	185 740
% increase	4		13.1%	2.9%	9.2%	3.3%		8.2%	4.3%	7.1%
TOTAL MANAGERS AND STAFF	5	110 535	125 820	128 665	140 566	145 279	145 279	156 706	163 260	175 424

Western Cape: West Coast(DC1) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2015

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	2 930	3 158	4 143	3 451	5 045	3 279	4 095	3 819	4 124
Pension and UIF Contributions		137	438	157	174	174	165	286	229	247
Medical Aid Contributions								83	58	63
Motor Vehicle Allowance		444	878	410	518	518	492	560	410	443
Cellphone Allowance		130	183	180	200	200	190	263	187	202
Housing Allowances										
Other benefits and allowances		11	34	18	14	585	555	644	521	533
Sub Total - Councillors		3 652	4 691	4 908	4 358	6 521	4 682	5 931	5 224	5 612
% increase	4		28.4%	4.6%	(11.2%)	49.6%	(28.2%)	26.7%	(11.9%)	7.4%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	3 545	3 913	4 068	4 392	4 392	4 172	4 596	4 917	5 262
Pension and UIF Contributions		435	198	325	361	361	343	370	395	423
Medical Aid Contributions		59	62	110	137	137	130	115	123	132
Overtime										
Performance Bonus		203	192	170	275	275	261	326	349	373
Motor Vehicle Allowance		261	382	414	172	172	163	338	362	387
Cellphone Allowance			78	64	61	61	58	61	65	69
Housing Allowances										
Other benefits and allowances				17	21	21	20	36	39	41
Payments in lieu of leave		101	83							
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		4 604	4 906	5 168	5 419	5 419	5 148	5 841	6 250	6 688
% increase	4		6.6%	5.4%	4.9%		(5.0%)	13.5%	7.0%	7.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		36 995	60 652	66 395	49 017	68 364	68 635	84 128	89 200	95 884
Pension and UIF Contributions		6 532	10 420	15 841	9 053	13 317	12 651	14 899	15 626	16 880
Medical Aid Contributions		4 547			2 808	3 881	3 687	5 119	3 780	4 083
Overtime		4 021	4 396	3 565	3 125	4 201	3 991	3 659	3 911	2 789
Performance Bonus		2 813	2 143	1 898	4 096	5 940	5 643	6 784	7 111	7 683
Motor Vehicle Allowance		4 531	5 384	5 610	5 144	5 705	5 419	5 989	6 818	7 176
Cellphone Allowance		607	770	825	549	813	772	769	835	887
Housing Allowances		343	510	312	353	524	498	516	520	562
Other benefits and allowances		907	6 313	4 643	5 559	7 974	7 575	11 360	11 173	10 870
Payments in lieu of leave										
Long service awards		284	423	368	264	264	251			
Post-retirement benefit obligations			14 963	13 137		9 508	9 033	15 190	13 739	14 247
Sub Total - Other Municipal Staff		61 580	105 975	112 595	79 968	120 490	118 154	148 414	152 712	161 061
% increase	4		72.1%	6.2%	(29.0%)	50.7%	(1.9%)	25.6%	2.9%	5.5%
Total Parent Municipality		69 836	115 571	122 671	89 745	132 430	127 984	160 187	164 187	173 361
% increase	4		65.5%	6.1%	(26.8%)	47.6%	(3.4%)	25.2%	2.5%	5.6%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		69 836	115 571	122 671	89 745	132 430	127 984	160 187	164 187	173 361
% increase	4		65.5%	6.1%	(26.8%)	47.6%	(3.4%)	25.2%	2.5%	5.6%
TOTAL MANAGERS AND STAFF	5	66 184	110 881	117 763	85 387	125 909	123 303	154 256	158 963	167 749

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	5 887	6 147	6 922	7 425	7 425	6 991	7 945	8 502	8 969
Pension and UIF Contributions		735	760	830	901	901	848	964	1 032	1 089
Medical Aid Contributions		17	26	36	37	37	39	40	43	45
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		6 639	6 932	7 789	8 364	8 364	7 878	8 949	9 576	10 103
% increase	4		4.4%	12.4%	7.4%		(5.8%)	13.6%	7.0%	5.5%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	2 943	3 188	3 205	3 675	3 675	3 675	3 653	3 887	4 136
Pension and UIF Contributions		468	507	528	585	585	585	583	620	660
Medical Aid Contributions		70	76		88	88	88	121	129	137
Overtime										
Performance Bonus		562	609		702	702	702	742	742	742
Motor Vehicle Allowance		498	540	512	622	622	622	745	793	843
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances								154	164	174
Payments in lieu of leave								46	48	52
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		4 541	4 920	4 245	5 671	5 671	5 671	6 044	6 384	6 745
% increase	4		8.3%	(13.7%)	33.6%			6.6%	5.6%	5.7%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		56 973	63 987	69 785	80 888	77 617	73 751	84 129	90 947	96 031
Pension and UIF Contributions		7 980	9 536	10 647	11 800	11 833	10 731	12 322	13 316	14 052
Medical Aid Contributions		3 825	4 229	4 871	5 726	5 573	5 028	6 075	6 552	6 916
Overtime		4 390	4 559	5 444	4 052	4 423	6 344	4 397	4 758	5 026
Performance Bonus			0	0	0	0	0	0	0	0
Motor Vehicle Allowance		2 350	2 983	3 196	3 524	3 496	3 328	3 174	3 454	3 639
Cellphone Allowance										
Housing Allowances		704	676	812	885	893	777	703	758	797
Other benefits and allowances		3 075	2 969	3 006	3 900	3 934	3 058	4 227	4 539	4 795
Payments in lieu of leave		2 242	291	634	713	713	(2 403)	750	750	791
Long service awards		251	279	424	323	323	413	347	367	388
Post-retirement benefit obligations		2 732	2 889	2 719	3 553	3 553	2 399	2 651	2 887	3 106
Sub Total - Other Municipal Staff		84 522	92 399	101 539	115 363	112 358	103 427	118 775	128 329	135 542
% increase	4		9.3%	9.9%	13.6%	(2.6%)	(7.9%)	14.8%	8.0%	5.6%
Total Parent Municipality		95 702	104 252	113 573	129 398	126 393	116 975	133 769	144 289	152 389
% increase	4		8.9%	8.9%	13.9%	(2.3%)	(7.5%)	14.4%	7.9%	5.6%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		95 702	104 252	113 573	129 398	126 393	116 975	133 769	144 289	152 389
% increase	4		8.9%	8.9%	13.9%	(2.3%)	(7.5%)	14.4%	7.9%	5.6%
TOTAL MANAGERS AND STAFF	5	89 063	97 319	105 785	121 034	118 029	109 098	124 819	134 713	142 287

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	12 233	13 009	13 300	14 693	14 693	14 693	19 984	22 408	23 977
Pension and UIF Contributions		1 128	1 298	1 470	1 636	1 636	1 636			
Medical Aid Contributions		145	118	124	126	126	126			
Motor Vehicle Allowance		2 360	2 030	2 233	2 139	2 139	2 139			
Cellphone Allowance		788	859	1 323	1 400	1 400	1 400	1 362	1 553	1 662
Housing Allowances										
Other benefits and allowances			326	295	458	458	458			
Sub Total - Councillors		16 654	17 641	18 745	20 453	20 453	20 453	21 346	23 961	25 638
% increase	4		5.9%	6.3%	9.1%			4.4%	12.2%	7.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	10 180	5 051	6 711	8 297	8 297	8 297	8 878	9 499	10 164
Pension and UIF Contributions		963	258	239						
Medical Aid Contributions		386								
Overtime										
Performance Bonus			181							
Motor Vehicle Allowance		1 867	577	363						
Cellphone Allowance			1	26						
Housing Allowances		43	32							
Other benefits and allowances				95						
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		13 438	6 101	7 435	8 297	8 297	8 297	8 878	9 499	10 164
% increase	4		(54.6%)	21.9%	11.6%			7.0%	7.0%	7.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		214 759	232 791	236 944	269 096	269 534	269 534	283 362	306 851	332 284
Pension and UIF Contributions		35 226	40 477	39 872	48 409	46 874	46 874	48 230	52 209	56 516
Medical Aid Contributions		17 588	18 685	24 545	26 874	28 150	28 150	29 780	32 340	35 130
Overtime		13 902	16 427	18 980	19 113	19 113	19 113	20 690	24 525	26 546
Performance Bonus			(234)	868				1 228	1 314	1 406
Motor Vehicle Allowance		3 872	5 583	6 299	6 756	8 902	8 902	9 635	10 430	11 290
Cellphone Allowance		28	142	290	233	439	439	547	580	615
Housing Allowances		2 071	2 009	1 899	1 970	2 074	2 074	2 116	2 116	2 116
Other benefits and allowances		7 753	9 545	15 072	53 365	33 775	33 775	36 140	57 610	69 193
Payments in lieu of leave		3 640	4 752	3 246	5 734	5 734	5 734	6 208	6 720	7 274
Long service awards		30								
Post-retirement benefit obligations		844	5 451	12 941	402	1 844	1 844	398	396	400
Sub Total - Other Municipal Staff		299 713	335 629	360 954	431 954	416 438	416 438	438 334	495 089	542 769
% increase	4		12.0%	7.5%	19.7%	(3.6%)		5.3%	12.9%	9.6%
Total Parent Municipality		329 804	359 371	387 134	460 703	445 188	445 188	468 558	528 549	578 572
% increase	4		9.0%	7.7%	19.0%	(3.4%)		5.2%	12.8%	9.5%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		329 804	359 371	387 134	460 703	445 188	445 188	468 558	528 549	578 572
% increase	4		9.0%	7.7%	19.0%	(3.4%)		5.2%	12.8%	9.5%
TOTAL MANAGERS AND STAFF	5	313 151	341 730	368 389	440 251	424 735	424 735	447 211	504 588	552 933

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	8 154	8 576	9 042	9 781	9 949	9 949	10 668	11 308	11 986
Pension and UIF Contributions		320	503	565	859	859	859	911	965	1 023
Medical Aid Contributions		75	116	180	115	115	115	122	129	137
Motor Vehicle Allowance		2 889	3 065	3 250	3 397	3 397	3 397	3 601	3 817	4 046
Cellphone Allowance		583	616	896	719	719	719	762	808	856
Housing Allowances										
Other benefits and allowances		106								
Sub Total - Councillors		12 125	12 877	13 933	14 871	15 039	15 039	16 063	17 027	18 048
% increase	4		6.2%	8.2%	6.7%	1.1%		6.8%	6.0%	6.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	5 865	5 480	5 904	7 535	7 535	7 535	7 803	8 310	8 851
Pension and UIF Contributions		884	797	891	957	957	957	331	353	376
Medical Aid Contributions		82	94	142	160	160	160	151	161	172
Overtime										
Performance Bonus			127					465	496	528
Motor Vehicle Allowance		366	371	419	524	524	524	391	416	443
Cellphone Allowance		54	54	55	69	69	69	62	67	71
Housing Allowances										
Other benefits and allowances								73	78	83
Payments in lieu of leave		74								
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		7 325	6 925	7 411	9 245	9 245	9 245	9 278	9 881	10 523
% increase	4		(5.5%)	7.0%	24.7%			0.4%	6.5%	6.5%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		142 385	148 916	183 096	209 129	209 129	209 129	226 423	245 835	266 907
Pension and UIF Contributions		25 809	28 369	29 312	34 227	34 227	34 227	37 744	40 959	44 447
Medical Aid Contributions		11 166	12 563	13 739	16 715	16 715	16 715	18 129	19 673	21 349
Overtime		9 440	10 614	12 319	11 578	11 578	11 578	12 674	13 752	14 921
Performance Bonus										
Motor Vehicle Allowance		7 787	8 067	9 181	8 994	8 994	8 994	9 919	10 770	11 694
Cellphone Allowance		490	506	551	528	528	528	585	636	691
Housing Allowances		1 398	1 325	1 265	1 726	1 726	1 726	1 870	2 029	2 201
Other benefits and allowances		23 385	26 206	14 621	32 689	32 689	32 689	34 219	36 922	39 848
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		221 860	236 567	264 084	315 587	315 587	315 587	341 564	370 575	402 057
% increase	4		6.6%	11.6%	19.5%			8.2%	8.5%	8.5%
Total Parent Municipality		241 311	256 368	285 428	339 703	339 871	339 871	366 905	397 482	430 629
% increase	4		6.2%	11.3%	19.0%			8.0%	8.3%	8.3%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		241 311	256 368	285 428	339 703	339 871	339 871	366 905	397 482	430 629
% increase	4		6.2%	11.3%	19.0%			8.0%	8.3%	8.3%
TOTAL MANAGERS AND STAFF	5	229 185	243 491	271 495	324 832	324 832	324 832	350 842	380 456	412 581

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	8 443	9 084	9 863	10 760	10 766	10 766	11 596	12 309	13 029
Pension and UIF Contributions		683	791	757	517	562	562	600	637	674
Medical Aid Contributions		96	100	101	98	95	95	101	108	114
Motor Vehicle Allowance		2 101	2 046	1 917	2 023	2 044	2 044	2 044	2 170	2 297
Cellphone Allowance		573	597	854	907	914	914	909	965	1 022
Housing Allowances		60	60	53	60					
Other benefits and allowances			146	147	157	157	157	157	166	176
Sub Total - Councillors		11 957	12 823	13 693	14 522	14 537	14 537	15 408	16 355	17 312
% increase	4		7.2%	6.8%	6.0%	0.1%		6.0%	6.2%	5.9%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	3 998	4 198	4 374	4 697	4 949	4 949	5 212	5 533	5 857
Pension and UIF Contributions		170	143	412	414	461	461	462	490	519
Medical Aid Contributions		62	44	37	40	41	41	82	87	92
Overtime										
Performance Bonus										
Motor Vehicle Allowance		490	489	568	609	566	566	602	639	676
Cellphone Allowance		95	110	121	131	129	129	129	137	145
Housing Allowances										
Other benefits and allowances		162	90	122	97	56	56	56	59	63
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		4 977	5 074	5 634	5 989	6 202	6 202	6 542	6 945	7 351
% increase	4		1.9%	11.0%	6.3%	3.6%		5.5%	6.2%	5.9%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		105 782	112 221	117 046	141 616	129 519	129 519	146 969	154 951	163 374
Pension and UIF Contributions		18 667	20 234	21 134	25 867	23 758	23 758	26 827	28 478	30 140
Medical Aid Contributions		9 345	10 017	10 640	14 977	13 718	13 718	16 131	17 123	18 125
Overtime		9 569	11 226	12 571	10 725	13 102	13 102	10 580	11 231	11 889
Performance Bonus										
Motor Vehicle Allowance		4 395	4 730	4 601	6 129	5 679	5 679	6 861	7 283	7 709
Cellphone Allowance		451	549	732	1 001	901	901	1 039	1 103	1 168
Housing Allowances		990	938	863	959	890	890	1 005	1 067	1 129
Other benefits and allowances		16 591	19 847	21 443	22 786	22 179	22 179	24 534	26 045	27 569
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations		3 533	3 773	4 177	4 531	4 594	4 594	5 031	5 340	5 653
Sub Total - Other Municipal Staff		169 321	183 535	193 207	228 592	214 341	214 341	238 976	252 622	266 755
% increase	4		8.4%	5.3%	18.3%	(6.2%)		11.5%	5.7%	5.6%
Total Parent Municipality		186 255	201 432	212 535	249 102	235 079	235 079	260 926	275 921	291 418
% increase	4		8.1%	5.5%	17.2%	(5.6%)		11.0%	5.7%	5.6%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		186 255	201 432	212 535	249 102	235 079	235 079	260 926	275 921	291 418
% increase	4		8.1%	5.5%	17.2%	(5.6%)		11.0%	5.7%	5.6%
TOTAL MANAGERS AND STAFF	5	174 298	188 609	198 842	234 581	220 543	220 543	245 519	259 566	274 106

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1									
Pension and UIF Contributions		626	829	888						
Medical Aid Contributions		46	33	47						
Motor Vehicle Allowance		1 208	1 163	1 215						
Cellphone Allowance		4 535	325	535	594	594	594	628	663	699
Housing Allowances		5	5	2						
Other benefits and allowances			4 745	5 027	7 809	7 809	7 809	8 231	8 675	9 144
Sub Total - Councillors		6 420	7 099	7 714	8 404	8 404	8 404	8 858	9 338	9 843
% increase	4		10.6%	8.7%	8.9%			5.4%	5.4%	5.4%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	2 821	4 322	4 485	5 815	5 815	5 815	6 222	6 657	7 123
Pension and UIF Contributions		776	775	831	1 100	1 100	1 100	1 177	1 260	1 348
Medical Aid Contributions			174	98	131	131	131	141	151	161
Overtime										
Performance Bonus		535	431	202	346	346	346	370	396	424
Motor Vehicle Allowance		602	695	461	496	496	496	531	568	607
Cellphone Allowance										
Housing Allowances			95	8						
Other benefits and allowances		457	283	100						
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		5 191	6 776	6 185	7 888	7 888	7 888	8 440	9 031	9 664
% increase	4		30.5%	(8.7%)	27.5%			7.0%	7.0%	7.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		64 121	71 127	76 569	95 448	89 956	89 956	96 304	101 441	108 533
Pension and UIF Contributions		15 382	13 257	14 150	17 792	16 692	16 692	17 727	18 907	20 170
Medical Aid Contributions			3 612	3 917	4 940	4 808	4 808	5 151	5 512	5 899
Overtime		5 003	5 408	5 624	6 230	6 296	6 296	6 180	6 180	6 180
Performance Bonus		5 646	5 546	6 587	7 641	7 295	7 295	7 837	8 389	8 980
Motor Vehicle Allowance			4 159	4 299	5 611	5 115	5 115	5 548	5 937	6 352
Cellphone Allowance										
Housing Allowances		549	473	438	516	1 042	1 042	553	592	634
Other benefits and allowances		8 272	4 676	5 166	6 065	5 961	5 961	6 218	6 657	7 125
Payments in lieu of leave		2 126	2 262	3 291	2 311	2 311	2 311	2 477	2 286	3 530
Long service awards		618	629	684	986	986	986	763	824	890
Post-retirement benefit obligations		1 799	1 953	2 298	2 704	2 745	2 745	2 772	3 021	3 293
Sub Total - Other Municipal Staff		103 515	113 103	123 023	150 244	143 209	143 209	151 529	159 745	171 586
% increase	4		9.3%	8.8%	22.1%	(4.7%)		5.8%	5.4%	7.4%
Total Parent Municipality		115 126	126 978	136 923	166 536	159 501	159 501	168 828	178 114	191 093
% increase	4		10.3%	7.8%	21.6%	(4.2%)		5.8%	5.5%	7.3%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		115 126	126 978	136 923	166 536	159 501	159 501	168 828	178 114	191 093
% increase	4		10.3%	7.8%	21.6%	(4.2%)		5.8%	5.5%	7.3%
TOTAL MANAGERS AND STAFF	5	108 707	119 879	129 208	158 133	151 097	151 097	159 970	168 776	181 249

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	3 922	6 262	6 662	5 381	5 536	4 222	5 233	5 547	5 880
Pension and UIF Contributions		567	569	586	513	495	527	520	551	584
Medical Aid Contributions		101	155	183	182	198	208	208	221	234
Motor Vehicle Allowance		2 332	1 669	1 654	2 642	2 172	1 382	2 102	2 228	2 361
Cellphone Allowance		271	280	299	466	469	361	493	522	554
Housing Allowances			60	88	328	349	99	366	388	412
Other benefits and allowances		2 144	52	178	3 179	3 166	2 798	3 025	3 237	3 463
Sub Total - Councillors		9 336	9 047	9 651	12 691	12 385	9 597	11 947	12 694	13 488
% increase	4		(3.1%)	6.7%	31.5%	(2.4%)	(22.5%)	24.5%	6.3%	6.3%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	4 644	4 191	2 820	3 497	3 132	3 043	3 305	3 504	3 714
Pension and UIF Contributions		722	693	549	994	851	810	653	692	734
Medical Aid Contributions		141	78	112	304	332	259	163	173	183
Overtime										
Performance Bonus		372	327	230						
Motor Vehicle Allowance		666	494	655	864	712	573	660	700	742
Cellphone Allowance								28	30	32
Housing Allowances								464	492	521
Other benefits and allowances		55	146	154	2 000	2 437	2 023	12	13	14
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		6 600	5 928	4 520	7 659	7 464	6 709	5 286	5 603	5 939
% increase	4		(10.2%)	(23.8%)	69.4%	(2.5%)	(10.1%)	(21.2%)	6.0%	6.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		75 796	77 603	77 937	87 543	82 245	76 225	93 285	99 463	105 512
Pension and UIF Contributions		13 295	13 425	13 866	16 127	15 439	13 977	17 192	18 331	19 446
Medical Aid Contributions		26 026	12 286	12 864	16 687	14 856	12 872	17 368	17 801	17 804
Overtime		2 510	3 573	3 530	3 162	3 570	4 350	3 750	3 975	4 214
Performance Bonus										
Motor Vehicle Allowance		8 701	8 881	9 045	10 059	12 415	9 207	12 205	13 047	13 758
Cellphone Allowance		74						643	641	677
Housing Allowances		3 242	2 947	2 733	2 949	2 955	2 639	3 345	3 556	3 772
Other benefits and allowances		4 041	11 253	26 866	28 679	24 585	22 924	28 464	30 296	32 137
Payments in lieu of leave		1 196	465	2 850	995	3 238	2 648	3 411	3 612	3 831
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		134 882	130 434	149 691	166 202	159 302	144 842	179 664	190 722	201 150
% increase	4		(3.3%)	14.8%	11.0%	(4.2%)	(9.1%)	24.0%	6.2%	5.5%
Total Parent Municipality		150 818	145 409	163 862	186 552	179 151	161 148	196 897	209 018	220 576
% increase	4		(3.6%)	12.7%	13.8%	(4.0%)	(10.0%)	22.2%	6.2%	5.5%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		150 818	145 409	163 862	186 552	179 151	161 148	196 897	209 018	220 576
% increase	4		(3.6%)	12.7%	13.8%	(4.0%)	(10.0%)	22.2%	6.2%	5.5%
TOTAL MANAGERS AND STAFF	5	141 482	136 362	154 211	173 861	166 766	151 551	184 950	196 325	207 089

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	5 737	6 037	6 657	8 623	8 623	8 623	9 619	10 196	10 808
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance		1 085	1 005	1 025						
Cellphone Allowance		346	368	522	655	655	655	860	912	967
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		7 168	7 410	8 203	9 277	9 277	9 277	10 479	11 108	11 774
% increase	4		3.4%	10.7%	13.1%			13.0%	6.0%	6.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	4 773	3 590	5 280	5 632	5 632	5 632	6 084	6 510	6 966
Pension and UIF Contributions		383	384	579	619	619	619	341	365	390
Medical Aid Contributions		92	94	145	153	153	153	129	138	148
Overtime										
Performance Bonus		580		614	583	583	583	597	638	683
Motor Vehicle Allowance		578	443	596	638	638	638	638	682	730
Cellphone Allowance			233	225	95	95	95	101	108	116
Housing Allowances		106	18	22	23	23	23	23	25	26
Other benefits and allowances		574	93	177	72	72	72	141	151	161
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		7 086	4 856	7 639	7 815	7 815	7 815	8 054	8 618	9 221
% increase	4		(31.5%)	57.3%	2.3%			3.1%	7.0%	7.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		63 339	70 469	74 802	83 949	84 091	84 091	92 945	100 407	109 039
Pension and UIF Contributions		11 479	12 255	13 338	17 133	17 147	17 147	18 890	20 367	22 069
Medical Aid Contributions		3 103	3 261	3 627	3 755	3 755	3 755	4 342	4 713	5 115
Overtime		3 051	3 199	4 265	3 685	3 685	3 685	4 621	5 014	5 440
Performance Bonus										
Motor Vehicle Allowance		4 043	4 303	4 467	4 363	4 374	4 374	4 820	5 144	5 591
Cellphone Allowance										
Housing Allowances		563	522	489	511	511	511	556	603	655
Other benefits and allowances		8 121	5 650	8 993	10 479	10 484	10 484	11 631	12 575	13 658
Payments in lieu of leave		3 744		1 329	2 000	2 000	2 000			
Long service awards		470	542	607	1 023	918	918	862	922	986
Post-retirement benefit obligations		4 179	4 669	5 011	5 200	6 200	6 200	7 000	7 495	8 026
Sub Total - Other Municipal Staff		102 092	104 869	116 928	132 099	133 165	133 165	145 667	157 240	170 580
% increase	4		2.7%	11.5%	13.0%	0.8%		9.4%	7.9%	8.5%
Total Parent Municipality		116 346	117 135	132 771	149 191	150 258	150 258	164 200	176 966	191 576
% increase	4		0.7%	13.3%	12.4%	0.7%		9.3%	7.8%	8.3%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		116 346	117 135	132 771	149 191	150 258	150 258	164 200	176 966	191 576
% increase	4		0.7%	13.3%	12.4%	0.7%		9.3%	7.8%	8.3%
TOTAL MANAGERS AND STAFF	5	109 179	109 725	124 568	139 914	140 981	140 981	153 721	165 858	179 801

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		2 788	2 767	3 000	3 526	3 526	3 526	3 773	3 999	4 239
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		2 788	2 767	3 000	3 526	3 526	3 526	3 773	3 999	4 239
% increase	4		(0.8%)	8.4%	17.5%			7.0%	6.0%	6.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	2 249	2 239	4 564	5 037	5 037	5 037	5 267	5 583	5 918
Pension and UIF Contributions		312	420							
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance		565	428							
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 127	3 086	4 564	5 037	5 037	5 037	5 267	5 583	5 918
% increase	4		(1.3%)	47.9%	10.4%			4.6%	6.0%	6.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		27 216	31 604	32 417	37 335	35 166	35 166	39 418	41 792	44 310
Pension and UIF Contributions		6 365	7 402	6 438	6 953	6 463	6 463	7 111	7 606	8 135
Medical Aid Contributions				3 002	4 531	4 046	4 046	4 407	4 716	5 046
Overtime		2 296	2 395	1 895	1 925	2 290	2 290	2 353	2 517	2 693
Performance Bonus										
Motor Vehicle Allowance		2 444	3 212	2 553	2 607	2 464	2 464	2 752	2 945	3 151
Cellphone Allowance										
Housing Allowances		224	233	251	450	351	351	547	585	626
Other benefits and allowances				5 117	5 784	6 284	6 284	6 718	7 177	7 674
Payments in lieu of leave		578	941		1 000	760	760	813	870	931
Long service awards		269	201		206	206	206	161	172	185
Post-retirement benefit obligations					1 000	781	781	836	886	939
Sub Total - Other Municipal Staff		39 393	45 987	51 673	61 791	58 812	58 812	65 116	69 267	73 689
% increase	4		16.7%	12.4%	19.6%	(4.8%)		10.7%	6.4%	6.4%
Total Parent Municipality		45 308	51 840	59 237	70 354	67 375	67 375	74 156	78 849	83 846
% increase	4		14.4%	14.3%	18.8%	(4.2%)		10.1%	6.3%	6.3%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		45 308	51 840	59 237	70 354	67 375	67 375	74 156	78 849	83 846
% increase	4		14.4%	14.3%	18.8%	(4.2%)		10.1%	6.3%	6.3%
TOTAL MANAGERS AND STAFF	5	42 520	49 073	56 237	66 828	63 849	63 849	70 384	74 850	79 607

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	2 700	2 581	3 413	3 261	3 298	3 298	3 394	3 580	3 777
Pension and UIF Contributions		121	124	141	141	146	146	154	162	171
Medical Aid Contributions		16	17	13						
Motor Vehicle Allowance		1 219	1 115	1 281	1 397	1 396	1 396	1 448	1 527	1 611
Cellphone Allowance		149	142	225	238	238	238	250	264	278
Housing Allowances										
Other benefits and allowances				71				76	80	85
Sub Total - Councillors		4 205	3 979	5 144	5 036	5 078	5 078	5 322	5 614	5 923
% increase	4		(5.4%)	29.3%	(2.1%)	0.8%		4.8%	5.5%	5.5%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	1 959	846	2 167	2 494	2 107	2 107	2 945	3 180	3 435
Pension and UIF Contributions		295	165	203	99	4	4	6	6	7
Medical Aid Contributions		45			32					
Overtime										
Performance Bonus		89								
Motor Vehicle Allowance		2	25	69	286	167	167	167	180	195
Cellphone Allowance					19					
Housing Allowances			2	1	5	5	5	5	6	6
Other benefits and allowances		50	48	185	40	12	12	79	81	82
Payments in lieu of leave		5	32					70	70	70
Long service awards										
Post-retirement benefit obligations					34					
Sub Total - Senior Managers of Municipality		2 445	1 118	2 626	3 009	2 295	2 295	3 272	3 523	3 795
% increase	4		(54.3%)	134.8%	14.6%	(23.7%)		42.6%	7.7%	7.7%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		37 059	37 951	45 890	45 480	42 586	42 586	54 540	56 634	61 181
Pension and UIF Contributions		5 840	6 358	6 792	7 736	7 643	7 643	8 171	8 683	9 377
Medical Aid Contributions		2 271	2 505	2 754	3 025	3 100	3 100	3 240	3 426	3 700
Overtime		1 765	1 130	1 365	1 388	1 231	1 231	1 372	1 409	1 522
Performance Bonus		2 066	2 742							
Motor Vehicle Allowance		2 205	2 429	3 249	3 205	2 070	2 070	3 733	4 031	4 354
Cellphone Allowance					(19)					
Housing Allowances		210	204	161	220	184	184	195	209	226
Other benefits and allowances		2 769	2 546	3 241	6 720	6 737	6 737	4 064	4 211	4 470
Payments in lieu of leave		439	618	599	800	787	787	775	790	790
Long service awards		564	523	702	702	701	701	746	760	774
Post-retirement benefit obligations		4 722	5 013	5 126	5 623	5 571	5 571	5 798	5 843	5 890
Sub Total - Other Municipal Staff		59 910	62 019	69 879	74 880	70 609	70 609	82 633	85 996	92 284
% increase	4		3.5%	12.7%	7.2%	(5.7%)		17.0%	4.1%	7.3%
Total Parent Municipality		66 559	67 116	77 649	82 925	77 981	77 981	91 226	95 133	102 002
% increase	4		0.8%	15.7%	6.8%	(6.0%)		17.0%	4.3%	7.2%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		66 559	67 116	77 649	82 925	77 981	77 981	91 226	95 133	102 002
% increase	4		0.8%	15.7%	6.8%	(6.0%)		17.0%	4.3%	7.2%
TOTAL MANAGERS AND STAFF	5	62 355	63 137	72 505	77 889	72 903	72 903	85 905	89 519	96 079

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1				1 809	1 809	1 809	2 556	2 705	2 862
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance					603	603	603			
Cellphone Allowance					209	209	209	171	181	192
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors					2 621	2 621	2 621	2 728	2 886	3 053
% increase	4							4.1%	5.8%	5.8%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2				3 217	3 217	3 217	4 128	4 392	4 674
Pension and UIF Contributions					164	164	164	160	170	181
Medical Aid Contributions					119	119	119	124	132	141
Overtime										
Performance Bonus					268	268	268	344	366	389
Motor Vehicle Allowance					403	403	403	403	429	456
Cellphone Allowance										
Housing Allowances					5	5	5	5	5	5
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality					4 176	4 176	4 176	5 164	5 494	5 846
% increase	4							23.7%	6.4%	6.4%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages					25 052	25 052	25 052	26 366	28 054	29 849
Pension and UIF Contributions					3 911	3 911	3 911	3 862	4 109	4 372
Medical Aid Contributions					1 473	1 473	1 473	1 416	1 507	1 603
Overtime					500	500	500	1 128	1 200	1 277
Performance Bonus					1 767	1 767	1 767	1 812	1 928	2 051
Motor Vehicle Allowance					2 200	2 200	2 200	2 679	2 800	2 979
Cellphone Allowance								30	32	34
Housing Allowances					29	29	29	32	34	36
Other benefits and allowances					117	117	117	1 591	1 693	1 801
Payments in lieu of leave					334	334	334			
Long service awards					584	584	584	619	659	701
Post-retirement benefit obligations								384	408	434
Sub Total - Other Municipal Staff					35 967	35 967	35 967	39 919	42 423	45 138
% increase	4							11.0%	6.3%	6.4%
Total Parent Municipality					42 763	42 763	42 763	47 811	50 804	54 038
% increase	4							11.8%	6.3%	6.4%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS					42 763	42 763	42 763	47 811	50 804	54 038
% increase	4							11.8%	6.3%	6.4%
TOTAL MANAGERS AND STAFF	5				40 142	40 142	40 142	45 083	47 918	50 984

Western Cape: Hessequa(WC042) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2015

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	2 890	3 129	3 440	3 936	3 936	3 936	4 270	4 573	4 897
Pension and UIF Contributions		135	111	109	122	122	122	130	139	149
Medical Aid Contributions		51	27	35	42	42	42	49	52	56
Motor Vehicle Allowance		1 027	1 092	1 194	1 366	1 366	1 366	1 483	1 588	1 701
Cellphone Allowance		211	277	365	392	392	392	429	460	492
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		4 314	4 636	5 143	5 858	5 858	5 858	6 360	6 812	7 296
% increase	4		7.5%	10.9%	13.9%			8.6%	7.1%	7.1%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	4 502	4 398	3 938	3 977	3 977	3 977	4 330	4 638	4 967
Pension and UIF Contributions		793	944	846	726	726	726	798	855	915
Medical Aid Contributions		182			178	178	178	191	205	219
Overtime										
Performance Bonus		759	799	725	770	770	770	833	892	955
Motor Vehicle Allowance		472	420	409	390	390	390	372	398	427
Cellphone Allowance			61	52	52	52	52	53	57	61
Housing Allowances										
Other benefits and allowances			102	346	374	374	374	359	384	412
Payments in lieu of leave		94	80	268						
Long service awards					40	40		29	31	33
Post-retirement benefit obligations				1 370						
Sub Total - Senior Managers of Municipality		6 802	6 804	7 954	6 507	6 507	6 507	6 965	7 460	7 989
% increase	4			16.9%	(18.2%)			7.0%	7.1%	7.1%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		53 409	57 729	65 229	67 571	75 506	75 506	83 471	89 388	95 777
Pension and UIF Contributions		8 830	14 170	16 158	13 158	13 209	13 209	14 319	15 336	16 426
Medical Aid Contributions		2 279	4 420	3 044	6 271	6 300	6 300	6 613	7 083	7 586
Overtime		4 364		3 916	3 011	2 836	2 836	3 690	3 966	4 307
Performance Bonus										
Motor Vehicle Allowance		2 588	6 501	3 861	3 990	4 024	4 024	4 330	4 637	4 967
Cellphone Allowance		279		282	317	321	321	364	390	418
Housing Allowances		251	259	251	249	249	249	554	594	636
Other benefits and allowances		3 013			3 035	2 790	2 790	2 843	2 630	2 816
Payments in lieu of leave		625			200	200	200	225	241	258
Long service awards		652	727	1 129	835	835	835	1 188	1 273	1 363
Post-retirement benefit obligations		3 955	8 927	2 873	3 265	3 265	3 265	3 281	3 514	3 764
Sub Total - Other Municipal Staff		80 245	92 733	96 743	101 901	109 535	109 535	120 878	129 052	138 315
% increase	4		15.6%	4.3%	5.3%	7.5%		10.4%	6.8%	7.2%
Total Parent Municipality		91 360	104 173	109 839	114 266	121 899	121 899	134 204	143 323	153 600
% increase	4		14.0%	5.4%	4.0%	6.7%		10.1%	6.8%	7.2%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		91 360	104 173	109 839	114 266	121 899	121 899	134 204	143 323	153 600
% increase	4		14.0%	5.4%	4.0%	6.7%		10.1%	6.8%	7.2%
TOTAL MANAGERS AND STAFF	5	87 046	99 537	104 697	108 408	116 042	116 042	127 844	136 511	146 305

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
Councillors (Political Office Bearers plus Other)	1									
Basic Salaries and Wages		7 373	7 682	8 123	8 740	8 740	8 740	9 264	9 820	10 409
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances		381	392	558	653	653	653	689	727	768
Sub Total - Councillors		7 754	8 074	8 682	9 392	9 392	9 392	9 953	10 547	11 177
% increase	4		4.1%	7.5%	8.2%			6.0%	6.0%	6.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		7 178	7 012	7 552	8 382	7 828	7 828	8 646	9 208	9 761
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		7 178	7 012	7 552	8 382	7 828	7 828	8 646	9 208	9 761
% increase	4		(2.3%)	7.7%	11.0%	(6.6%)		10.5%	6.5%	6.0%
Other Municipal Staff										
Basic Salaries and Wages		105 126	113 175	122 463	139 605	134 761	134 761	150 244	158 563	168 711
Pension and UIF Contributions		18 873	20 536	22 890	26 430	24 926	24 926	27 473	29 007	30 869
Medical Aid Contributions		7 956	8 524	9 410	10 694	10 409	10 409	11 524	12 215	13 070
Overtime		6 788	8 285	8 904	7 536	9 095	9 095	8 827	9 356	10 120
Performance Bonus										
Motor Vehicle Allowance		4 301	4 500	4 208	4 367	4 375	4 375	4 556	4 821	5 182
Cellphone Allowance										
Housing Allowances		909	858	785	1 005	917	917	993	1 033	1 074
Other benefits and allowances		5 421	4 653	4 877	4 581	4 964	4 964	4 966	5 254	5 591
Payments in lieu of leave		1 166	2 291	789	2 500	2 500	2 500	2 675	2 862	3 091
Long service awards		1 427	1 388	1 444	1 441	1 441	1 441	1 542	1 649	1 781
Post-retirement benefit obligations		11 734	18 412	18 543	19 127	19 127	19 127	20 466	21 898	23 650
Sub Total - Other Municipal Staff		163 700	182 622	194 313	217 286	212 515	212 515	233 266	246 659	263 141
% increase	4		11.6%	6.4%	11.8%	(2.2%)		9.8%	5.7%	6.7%
Total Parent Municipality		178 631	197 707	210 546	235 060	229 735	229 735	251 865	266 414	284 079
% increase	4		10.7%	6.5%	11.6%	(2.3%)		9.6%	5.8%	6.6%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		178 631	197 707	210 546	235 060	229 735	229 735	251 865	266 414	284 079
% increase	4		10.7%	6.5%	11.6%	(2.3%)		9.6%	5.8%	6.6%
TOTAL MANAGERS AND STAFF	5	170 877	189 633	201 865	225 668	220 343	220 343	241 912	255 867	272 902

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	9 158	9 534	10 065	12 288	12 288	12 288	13 148	14 069	15 054
Pension and UIF Contributions		685	764	734	781	781	781	835	894	956
Medical Aid Contributions		108	161	215	144	144	144	154	165	177
Motor Vehicle Allowance		3 232	3 393	3 534	4 096	4 096	4 096	4 414	4 723	5 053
Cellphone Allowance		684	696	1 020	830	830	830	900	963	1 030
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		13 868	14 548	15 568	18 139	18 139	18 139	19 452	20 813	22 270
% increase	4		4.9%	7.0%	16.5%			7.2%	7.0%	7.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	4 145	8 273	9 053	10 896	10 896	10 896	11 550	12 243	12 978
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus		587	325							
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		4 732	8 598	9 053	10 896	10 896	10 896	11 550	12 243	12 978
% increase	4		81.7%	5.3%	20.4%			6.0%	6.0%	6.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		138 333	154 167	178 921	192 994	201 949	201 949	231 715	246 251	274 695
Pension and UIF Contributions		23 710	25 633	30 350	34 664	34 811	34 811	34 771	37 206	39 784
Medical Aid Contributions		9 840	10 539	12 477	19 301	19 301	19 301	15 591	16 683	17 851
Overtime		16 666	18 148	24 240	15 278	18 241	18 241	15 595	16 695	5 520
Performance Bonus										
Motor Vehicle Allowance		8 622	10 482	11 295	12 378	12 779	12 779	12 686	13 574	14 525
Cellphone Allowance		631	721	844	735	738	738	813	870	931
Housing Allowances		1 328	1 255	1 135	1 066	1 066	1 066	1 075	1 151	1 232
Other benefits and allowances		10 647	6 296	6 122	2 849	3 103	3 103	2 906	3 060	15 720
Payments in lieu of leave		14 661	15 840	15 921	16 780	16 780	16 780	18 162	19 434	20 795
Long service awards		796	1 006	1 676	1 288	1 288	1 288	1 975	2 303	1 986
Post-retirement benefit obligations		18 919	16 648	19 804						
Sub Total - Other Municipal Staff		244 151	260 735	302 786	297 334	310 057	310 057	335 290	357 228	393 038
% increase	4		6.8%	16.1%	(1.8%)	4.3%		8.1%	6.5%	10.0%
Total Parent Municipality		262 751	283 880	327 407	326 369	339 092	339 092	366 292	390 284	428 286
% increase	4		8.0%	15.3%	(0.3%)	3.9%		8.0%	6.6%	9.7%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		262 751	283 880	327 407	326 369	339 092	339 092	366 292	390 284	428 286
% increase	4		8.0%	15.3%	(0.3%)	3.9%		8.0%	6.6%	9.7%
TOTAL MANAGERS AND STAFF	5	248 883	269 333	311 839	308 230	320 954	320 954	346 840	369 471	406 016

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	5 033	4 825	5 454	5 913	5 913	5 913	6 497	6 673	7 075
Pension and UIF Contributions		258	288	317	370	370	370	857	880	933
Medical Aid Contributions			91	90	95	95	95	361	371	393
Motor Vehicle Allowance		1 772	1 715	1 826	1 940	1 940	1 940	722	741	786
Cellphone Allowance		262	216	596	438	438	438	361	371	393
Housing Allowances								226	232	246
Other benefits and allowances			61	53						
Sub Total - Councillors		7 325	7 197	8 336	8 757	8 757	8 757	9 024	9 268	9 826
% increase	4		(1.8%)	15.8%	5.1%			3.1%	2.7%	6.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	2 913	3 398	2 928	5 570	5 570	5 570	4 614	4 898	5 184
Pension and UIF Contributions		173	95	65	586	586	586	640	679	719
Medical Aid Contributions					38	38	38	269	286	303
Overtime										
Performance Bonus								539	572	605
Motor Vehicle Allowance		431	610	240	168	168	168	303	322	341
Cellphone Allowance		23	47	21	11	11	11	236	250	265
Housing Allowances					72	72	72	135	143	151
Other benefits and allowances			163	11	24	24	24			
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 539	4 314	3 265	6 470	6 470	6 470	6 736	7 150	7 568
% increase	4		21.9%	(24.3%)	98.1%			4.1%	6.1%	5.9%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		80 553	85 877	93 891	93 596	93 596	93 596	101 160	106 622	112 193
Pension and UIF Contributions		11 548	14 786	15 506	16 088	16 088	16 088	17 388	18 326	19 284
Medical Aid Contributions		5 444	6 011	6 750	7 562	7 562	7 562	8 174	8 615	9 065
Overtime		4 926	5 610	5 257	3 999	3 999	3 999	4 322	4 556	4 794
Performance Bonus										
Motor Vehicle Allowance		3 124	3 828	4 179	4 419	4 419	4 419	4 777	5 035	5 298
Cellphone Allowance		288	486	833	324	324	324	351	370	389
Housing Allowances		759	752	773	725	725	725	783	825	869
Other benefits and allowances		4 022	5 176	4 419	16 160	16 160	16 160	17 466	18 408	19 370
Payments in lieu of leave		6 204	5 612	6 215						
Long service awards		860	1 017	1 158						
Post-retirement benefit obligations		6 815	8 870	11 124						
Sub Total - Other Municipal Staff		124 542	138 025	150 105	142 873	142 873	142 873	154 420	162 757	171 261
% increase	4		10.8%	8.8%	(4.8%)			8.1%	5.4%	5.2%
Total Parent Municipality		135 406	149 536	161 706	158 100	158 100	158 100	170 180	179 174	188 656
% increase	4		10.4%	8.1%	(2.2%)			7.6%	5.3%	5.3%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		135 406	149 536	161 706	158 100	158 100	158 100	170 180	179 174	188 656
% increase	4		10.4%	8.1%	(2.2%)			7.6%	5.3%	5.3%
TOTAL MANAGERS AND STAFF	5	128 081	142 339	153 370	149 343	149 343	149 343	161 156	169 907	178 829

Western Cape: Bitou(WC047) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2015

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	2 503	2 663	3 262	3 257	3 257	3 257	3 604	3 829	4 079
Pension and UIF Contributions		96	107	129	150	165	165	165	176	187
Medical Aid Contributions		130	79	87	191	191	191	97	103	110
Motor Vehicle Allowance		806	729	550	797	797	797	521	554	590
Cellphone Allowance		200	203	232	313	313	313	338	359	382
Housing Allowances			263	440	325	325	325	562	597	636
Other benefits and allowances										
Sub Total - Councillors		3 735	4 043	4 701	5 032	5 047	5 047	5 288	5 618	5 983
% increase	4		8.2%	16.3%	7.1%	0.3%		4.8%	6.3%	6.5%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	4 533	3 846	6 184	5 621	5 621	5 263	6 922	7 360	7 845
Pension and UIF Contributions		601	376	680	466	466	437	591	629	670
Medical Aid Contributions		358	225	406	124	124	116	163	170	175
Overtime		10	18	59						
Performance Bonus										
Motor Vehicle Allowance		501	270	515	1 230	1 230	1 152	1 193	1 267	1 350
Cellphone Allowance		105	55	108				110	117	124
Housing Allowances		62	24	36	128	128	120			
Other benefits and allowances		114	75	175	1 199	1 199	1 122	23	25	26
Payments in lieu of leave			927	162						
Long service awards			26							
Post-retirement benefit obligations			386							
Sub Total - Senior Managers of Municipality		6 285	6 228	8 325	8 769	8 769	8 211	9 002	9 567	10 190
% increase	4		(0.9%)	33.7%	5.3%		(6.4%)	9.6%	6.3%	6.5%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		57 718	62 418	72 481	88 736	83 984	84 342	101 273	116 313	125 783
Pension and UIF Contributions		7 899	8 726	9 934	12 412	12 454	12 483	15 856	17 950	19 433
Medical Aid Contributions		7 808	7 994	8 386	11 235	10 969	10 977	15 263	17 469	18 206
Overtime		3 231	4 028	5 487	2 971	5 033	5 033	3 161	3 364	3 498
Performance Bonus										
Motor Vehicle Allowance		4 963	5 023	5 370	5 619	5 045	5 123	8 247	9 348	10 008
Cellphone Allowance		604	651	812	732	890	890	984	1 052	1 120
Housing Allowances		655	2 035	1 438	700	428	436	1 166	1 480	1 575
Other benefits and allowances		3 022	3 568	7 166	3 157	4 131	4 207	5 228	5 926	6 372
Payments in lieu of leave		1 892	2 099	3 632	2 605	2 772	2 772	3 034	3 480	3 763
Long service awards		630	590	713	699	698	698	727	757	787
Post-retirement benefit obligations		6 120	7 981	9 245	7 747	9 634	9 634	10 137	11 614	12 554
Sub Total - Other Municipal Staff		94 543	105 113	124 665	136 612	136 037	136 595	165 075	188 754	203 099
% increase	4		11.2%	18.6%	9.6%	(0.4%)	0.4%	20.9%	14.3%	7.6%
Total Parent Municipality		104 564	115 385	137 690	150 413	149 853	149 853	179 365	203 939	219 272
% increase	4		10.3%	19.3%	9.2%	(0.4%)		19.7%	13.7%	7.5%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		104 564	115 385	137 690	150 413	149 853	149 853	179 365	203 939	219 272
% increase	4		10.3%	19.3%	9.2%	(0.4%)		19.7%	13.7%	7.5%
TOTAL MANAGERS AND STAFF	5	100 829	111 342	132 990	145 381	144 806	144 806	174 077	198 321	213 289

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	3 730	3 917	4 102	4 383	4 383	4 383	4 579	4 900	5 243
Pension and UIF Contributions		200	236	245	256	256	256	243	260	278
Medical Aid Contributions		85	69	58	82	82	82			
Motor Vehicle Allowance		1 339	1 407	1 440	1 634	1 634	1 634	1 579	1 689	1 807
Cellphone Allowance		266	279	394	310	310	310	416	445	477
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		5 619	5 908	6 240	6 665	6 665	6 665	6 817	7 294	7 804
% increase	4		5.1%	5.6%	6.8%			2.3%	7.0%	7.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	4 621	3 754	5 678	6 894	6 311	6 311	6 689	7 158	7 659
Pension and UIF Contributions		654	297	588	481	481	481	510	546	584
Medical Aid Contributions		65	29	76	124	106	106	113	121	129
Overtime										
Performance Bonus		335	454	898	220	821	821	870	931	996
Motor Vehicle Allowance		506	170	477	439	439	439	466	498	533
Cellphone Allowance			58							
Housing Allowances										
Other benefits and allowances		308		167	225	225	225	238	254	272
Payments in lieu of leave			155							
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		6 488	4 918	7 884	8 383	8 383	8 383	8 887	9 508	10 174
% increase	4		(24.2%)	60.3%	6.3%			6.0%	7.0%	7.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		79 609	83 795	89 691	97 198	103 585	103 585	114 997	122 947	131 427
Pension and UIF Contributions		13 026	14 681	16 325	19 173	19 173	19 173	20 774	22 223	23 775
Medical Aid Contributions		7 501	8 259	8 981	11 743	11 743	11 743	12 612	13 489	14 430
Overtime		8 881	10 491	13 239	7 016	8 466	8 466	11 109	11 776	12 482
Performance Bonus		5 739	7 014	7 415	7 825	7 825	7 825	9 159	9 800	10 486
Motor Vehicle Allowance		2 751	3 557	3 893	4 195	4 195	4 195	4 398	4 721	5 022
Cellphone Allowance			(58)							
Housing Allowances		1 393	1 493	1 700	2 049	2 049	2 049	2 048	2 192	2 345
Other benefits and allowances		4 247	5 330	5 595	5 375	5 323	5 323	5 804	6 219	6 632
Payments in lieu of leave		1 337	2 814	2 653	1 518	1 518	1 518	1 608	1 702	1 799
Long service awards		1 436	1 553	1 866	1 524	1 524	1 524	1 872	1 984	2 103
Post-retirement benefit obligations		7 265	8 078	9 342	7 707	7 707	7 707	8 274	10 888	11 538
Sub Total - Other Municipal Staff		133 187	147 007	160 700	165 323	173 107	173 107	192 654	207 939	222 040
% increase	4		10.4%	9.3%	2.9%	4.7%		11.3%	7.9%	6.8%
Total Parent Municipality		145 295	157 832	174 824	180 371	188 156	188 156	208 358	224 741	240 018
% increase	4		8.6%	10.8%	3.2%	4.3%		10.7%	7.9%	6.8%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		145 295	157 832	174 824	180 371	188 156	188 156	208 358	224 741	240 018
% increase	4		8.6%	10.8%	3.2%	4.3%		10.7%	7.9%	6.8%
TOTAL MANAGERS AND STAFF	5	139 676	151 924	168 584	173 706	181 491	181 491	201 541	217 447	232 214

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	6 327		5 199	5 199	5 969	5 969	6 021	6 623	7 285
Pension and UIF Contributions				107	107	107	107	146	160	176
Medical Aid Contributions				107	107	107	107	214	236	259
Motor Vehicle Allowance				1 223	1 223	1 223	1 223	1 747	1 921	2 114
Cellphone Allowance				282	267	267	267	368	405	446
Housing Allowances										
Other benefits and allowances				50	50	50	50			
Sub Total - Councillors		6 327		6 968	6 953	7 723	7 723	8 496	9 345	10 280
% increase	4		(100.0%)		(0.2%)	11.1%		10.0%	10.0%	10.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	1 930		3 266	3 266	3 266	3 266	3 509	3 755	4 018
Pension and UIF Contributions				417	417	417	417	707	757	810
Medical Aid Contributions				61	61	61	61	54	58	62
Overtime										
Performance Bonus				507	325	325	325	500	535	572
Motor Vehicle Allowance				369	369	369	369	489	523	559
Cellphone Allowance				12	12	12	12	23	25	26
Housing Allowances				84	84	84	84	84	90	96
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		1 930		4 716	4 534	4 534	4 534	5 366	5 742	6 144
% increase	4		(100.0%)		(3.9%)			18.4%	7.0%	7.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages	4	90 039	59 110	86 917	55 250	57 613	57 613	59 551	63 720	68 181
Pension and UIF Contributions			10 734	18 332	11 424	11 424	11 424	13 240	14 167	15 158
Medical Aid Contributions			6 699	13 993	8 150	8 150	8 150	9 163	9 805	10 491
Overtime			1 057	1 460	1 027	1 027	1 027	1 144	1 224	1 310
Performance Bonus			(327)	(147)	35	35	35			
Motor Vehicle Allowance			8 208	8 241	5 863	5 863	5 863	5 461	5 843	6 252
Cellphone Allowance			2	133	119	119	119	149	160	171
Housing Allowances			604	823	516	516	516	554	586	627
Other benefits and allowances			658	2 822	692	692	692	2 099	2 299	2 460
Payments in lieu of leave			3 794	6 511	4 342	4 342	4 342	4 671	4 998	5 347
Long service awards			922	158						
Post-retirement benefit obligations				2 095						(5 700)
Sub Total - Other Municipal Staff		90 039	91 461	141 338	87 418	89 781	89 781	96 032	102 801	104 297
% increase	4		1.6%	54.5%	(38.1%)	2.7%		7.0%	7.0%	1.5%
Total Parent Municipality		98 296	91 461	153 022	98 905	102 038	102 038	109 894	117 888	120 720
% increase	4		(7.0%)	67.3%	(35.4%)	3.2%		7.7%	7.3%	2.4%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		98 296	91 461	153 022	98 905	102 038	102 038	109 894	117 888	120 720
% increase	4		(7.0%)	67.3%	(35.4%)	3.2%		7.7%	7.3%	2.4%
TOTAL MANAGERS AND STAFF	5	91 969	91 461	146 054	91 952	94 315	94 315	101 398	108 542	110 440

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	1 256	1 350	1 452	1 582	1 687	1 687	1 752	1 864	1 984
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance		430	558	563	527	562	562	584	622	661
Cellphone Allowance		61	64	64						
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		1 747	1 973	2 079	2 109	2 249	2 249	2 336	2 486	2 645
% increase	4		12.9%	5.4%	1.4%	6.6%		3.9%	6.4%	6.4%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2			1 598	1 893	1 971	1 971	2 006	2 156	2 289
Pension and UIF Contributions				86	135	135	135	143	152	162
Medical Aid Contributions				25	15	15	15	15	16	17
Overtime										
Performance Bonus										
Motor Vehicle Allowance				182	253	253	253	268	286	304
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances				117	17	17	17	18	20	21
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations					68	68	68	75	80	85
Sub Total - Senior Managers of Municipality				2 008	2 381	2 459	2 459	2 526	2 709	2 878
% increase	4				18.6%	3.3%		2.7%	7.2%	6.2%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		5 864	6 380	5 688	7 421	7 512	7 512	8 012	8 525	9 071
Pension and UIF Contributions		454	741	744	1 035	1 035	1 035	1 097	1 167	1 242
Medical Aid Contributions		322	369	209	441	441	441	467	497	529
Overtime		159	177	262	293	293	293	310	390	415
Performance Bonus		108	116							
Motor Vehicle Allowance		234	279	157	356	356	356	474	438	471
Cellphone Allowance				21						
Housing Allowances		125	24	25	42	42	42	44	33	35
Other benefits and allowances		240	39	367	74	74	74	79	84	89
Payments in lieu of leave		117			96	96	96			
Long service awards		251	45							
Post-retirement benefit obligations		1 243	379		670	670	670	780	830	883
Sub Total - Other Municipal Staff		9 117	8 550	7 474	10 428	10 519	10 519	11 263	11 963	12 733
% increase	4		(6.2%)	(12.6%)	39.5%	0.9%		7.1%	6.2%	6.4%
Total Parent Municipality		10 864	10 522	11 560	14 918	15 227	15 227	16 126	17 158	18 256
% increase	4		(3.1%)	9.9%	29.0%	2.1%		5.9%	6.4%	6.4%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		10 864	10 522	11 560	14 918	15 227	15 227	16 126	17 158	18 256
% increase	4		(3.1%)	9.9%	29.0%	2.1%		5.9%	6.4%	6.4%
TOTAL MANAGERS AND STAFF	5	9 117	8 550	9 481	12 809	12 978	12 978	13 790	14 672	15 611

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	2 071	2 184	2 309	2 450	2 450	2 450	2 582	2 737	2 901
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		2 071	2 184	2 309	2 450	2 450	2 450	2 582	2 737	2 901
% increase	4		5.5%	5.8%	6.1%			5.4%	6.0%	6.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	1 456	2 014	1 500	1 746	1 746	1 746	2 822	2 963	3 112
Pension and UIF Contributions				127				22	23	24
Medical Aid Contributions				23						
Overtime										
Performance Bonus					142	142	142	232	243	255
Motor Vehicle Allowance		160	268	201						
Cellphone Allowance				30	30	30	30			
Housing Allowances				18						
Other benefits and allowances		25	275							
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		1 641	2 557	1 898	1 918	1 918	1 918	3 076	3 229	3 391
% increase	4		55.8%	(25.7%)	1.0%			60.3%	5.0%	5.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		5 443	5 633	6 940	8 022	7 809	7 809	8 057	8 531	9 248
Pension and UIF Contributions		636	1 097	754	1 037	1 070	1 070	1 222	1 320	1 424
Medical Aid Contributions		217		193	1 092	568	568	711	766	825
Overtime		561	641	672	570	605	605	700	758	819
Performance Bonus		342								
Motor Vehicle Allowance		57	605	59	95	155	155	95	106	112
Cellphone Allowance				7	38	38	38	76	87	90
Housing Allowances		25	27	(7)	78	78	78	73	75	80
Other benefits and allowances										
Payments in lieu of leave		99	343	159	113	113	113	70	86	92
Long service awards		138	8	57	70	70	70	69	75	81
Post-retirement benefit obligations		15	117	139	100	100	100	100	106	112
Sub Total - Other Municipal Staff		7 533	8 471	8 973	11 215	10 606	10 606	11 173	11 909	12 881
% increase	4		12.4%	5.9%	25.0%	(5.4%)		5.3%	6.6%	8.2%
Total Parent Municipality		11 245	13 212	13 181	15 584	14 974	14 974	16 830	17 875	19 173
% increase	4		17.5%	(0.2%)	18.2%	(3.9%)		12.4%	6.2%	7.3%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		11 245	13 212	13 181	15 584	14 974	14 974	16 830	17 875	19 173
% increase	4		17.5%	(0.2%)	18.2%	(3.9%)		12.4%	6.2%	7.3%
TOTAL MANAGERS AND STAFF	5	9 174	11 028	10 872	13 134	12 524	12 524	14 248	15 138	16 272

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		2 485	2 696	2 633	3 147	3 147	3 147	3 289	3 519	3 765
Pension and UIF Contributions		186	208	193	181	181	181	251	269	288
Medical Aid Contributions		4	24	38	42	42	42	46	49	52
Motor Vehicle Allowance		742	770	711	739	739	739	790	845	904
Cellphone Allowance		299	238	318	340	340	340	400	428	458
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		3 715	3 936	3 894	4 449	4 449	4 449	4 776	5 110	5 468
% increase	4		5.9%	(1.1%)	14.3%			7.3%	7.0%	7.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages		3 139	3 089	3 029	5 438	3 669	3 669	4 724	5 014	5 308
Pension and UIF Contributions		631	475	493	632	541	541	562	597	632
Medical Aid Contributions		69	46	31	27	26	26	27	28	30
Overtime			3	3						
Performance Bonus		216	412	359	380	380	380	513	564	620
Motor Vehicle Allowance		486	414	348	324	424	424	444	444	444
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave			147	23						
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		4 541	4 586	4 286	6 800	5 041	5 041	6 270	6 647	7 033
% increase	4		1.0%	(6.5%)	58.7%	(25.9%)		24.4%	6.0%	5.8%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		37 621	41 338	47 954	51 217	50 966	50 966	58 050	61 600	65 180
Pension and UIF Contributions		5 599	8 536	6 549	8 360	8 111	8 111	9 494	10 078	10 667
Medical Aid Contributions		936	1 074	1 147	1 244	1 253	1 253	1 255	1 317	1 383
Overtime		2 080	2 316	3 266	2 011	2 381	2 381	1 935	2 054	2 175
Performance Bonus										
Motor Vehicle Allowance		709	944	1 237	1 726	1 510	1 510	1 618	1 618	1 618
Cellphone Allowance										
Housing Allowances		256	252	246	268	285	285	270	286	303
Other benefits and allowances		815	1 153	1 656	1 072	1 158	1 158	1 197	1 267	1 338
Payments in lieu of leave		579	954	517	300	300	300	200	212	225
Long service awards		452	366	276	421	421	421	310	328	346
Post-retirement benefit obligations		525	815	780	875	875	875	931	988	1 046
Sub Total - Other Municipal Staff		49 572	57 749	63 628	67 495	67 259	67 259	75 260	79 750	84 282
% increase	4		16.5%	10.2%	6.1%	(0.3%)		11.9%	6.0%	5.7%
Total Parent Municipality		57 828	66 271	71 808	78 744	76 749	76 749	86 305	91 507	96 783
% increase	4		14.6%	8.4%	9.7%	(2.5%)		12.5%	6.0%	5.8%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		57 828	66 271	71 808	78 744	76 749	76 749	86 305	91 507	96 783
% increase	4		14.6%	8.4%	9.7%	(2.5%)		12.5%	6.0%	5.8%
TOTAL MANAGERS AND STAFF	5	54 113	62 335	67 914	74 295	72 300	72 300	81 529	86 397	91 315

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	2 820	3 214	2 978	2 915	2 915	2 915	3 428	3 668	3 925
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance					150	150	150			
Housing Allowances										
Other benefits and allowances					80	80	80			
Sub Total - Councillors		2 820	3 214	2 978	3 145	3 145	3 145	3 428	3 668	3 925
% increase	4		14.0%	(7.3%)	5.6%			9.0%	7.0%	7.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	4 057	2 931	2 603	1 648	1 648	1 648	2 635	2 846	3 073
Pension and UIF Contributions					154	154	154	480	518	559
Medical Aid Contributions					43	43	43	52	56	60
Overtime										
Performance Bonus										
Motor Vehicle Allowance					312	312	312	412	445	481
Cellphone Allowance					18	18	18	9	10	10
Housing Allowances										
Other benefits and allowances					19	10	10	38	41	44
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		4 057	2 931	2 603	2 193	2 184	2 184	3 625	3 915	4 228
% increase	4		(27.8%)	(11.2%)	(15.7%)	(0.4%)		65.9%	8.0%	8.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		13 942	14 702	16 732	7 429	8 455	8 455	7 537	6 925	7 137
Pension and UIF Contributions		2 693	2 789	2 937	857	868	868	633	672	714
Medical Aid Contributions		(5 441)	397	410	592	560	560	605	646	691
Overtime		502	592	955	3	3	3	3	3	4
Performance Bonus										
Motor Vehicle Allowance		1 118	950	971	354	379	379	311	311	312
Cellphone Allowance		13	163	9	(9)	(9)	(9)	1	1	1
Housing Allowances		130	125	116	43	43	43	46	49	52
Other benefits and allowances		369	93	159	30	29	29	5	3	1
Payments in lieu of leave		1 081	2 178	477	240	249	249	1 021	1 005	992
Long service awards		(703)	(128)	(77)	30	30	30	30	30	30
Post-retirement benefit obligations		252	428	259	1 200	1 000	1 000	600	580	335
Sub Total - Other Municipal Staff		13 956	22 289	22 947	10 768	11 606	11 606	10 791	10 225	10 268
% increase	4		59.7%	3.0%	(53.1%)	7.8%		(7.0%)	(5.2%)	0.4%
Total Parent Municipality		20 833	28 434	28 529	16 106	16 935	16 935	17 844	17 808	18 421
% increase	4		36.5%	0.3%	(43.5%)	5.1%		5.4%	(0.2%)	3.4%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		20 833	28 434	28 529	16 106	16 935	16 935	17 844	17 808	18 421
% increase	4		36.5%	0.3%	(43.5%)	5.1%		5.4%	(0.2%)	3.4%
TOTAL MANAGERS AND STAFF	5	18 013	25 220	25 550	12 961	13 790	13 790	14 415	14 140	14 496