

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
<b>Councillors (Political Office Bearers plus Other)</b>										
Basic Salaries and Wages	1	111 499	115 214	139 076	152 525	146 833	136 140	148 441	157 029	162 343
Pension and UIF Contributions		9 319	11 014	11 175	13 742	11 079	10 305	14 970	15 791	16 622
Medical Aid Contributions		3 858	3 379	5 399	5 249	4 288	3 722	4 737	5 003	5 275
Motor Vehicle Allowance		30 748	33 997	35 344	39 559	38 089	36 608	40 790	43 077	45 275
Cellphone Allowance		4 275	5 755	9 712	9 399	9 068	8 826	10 955	11 755	12 355
Housing Allowances		349	1 224	1 255	899	895	895	665	694	723
Other benefits and allowances		20 434	22 711	22 815	22 415	31 298	31 042	30 287	31 945	33 644
<b>Sub Total - Councillors</b>		<b>180 483</b>	<b>193 294</b>	<b>224 776</b>	<b>243 788</b>	<b>241 549</b>	<b>227 537</b>	<b>250 846</b>	<b>265 293</b>	<b>276 237</b>
% increase	4		7.1%	16.3%	8.5%	(0.9%)	(5.8%)	10.2%	5.8%	4.1%
<b>Senior Managers of the Municipality</b>										
Basic Salaries and Wages	2	62 849	75 283	104 570	122 083	125 106	118 823	145 639	149 740	157 604
Pension and UIF Contributions		6 027	5 540	6 747	6 631	6 393	6 431	10 044	10 596	11 186
Medical Aid Contributions		1 217	1 597	2 151	2 061	1 969	1 969	3 396	3 599	3 811
Overtime										
Performance Bonus		3 134	180	2 097	7 227	6 266	5 509	8 010	8 499	8 998
Motor Vehicle Allowance		12 548	15 968	19 752	25 554	27 306	26 663	26 772	26 860	28 162
Cellphone Allowance		416	527	823	1 160	1 146	980	1 401	1 461	1 530
Housing Allowances		281	312	834	1 428	1 136	1 144	1 356	1 423	1 483
Other benefits and allowances		6 388	5 740	8 894	10 031	10 168	10 454	4 543	4 821	5 091
Payments in lieu of leave		46	656	633	1 024	848	848	68	69	70
Long service awards					153					
Post-retirement benefit obligations				81				271	286	302
<b>Sub Total - Senior Managers of Municipality</b>		<b>92 907</b>	<b>105 804</b>	<b>146 582</b>	<b>177 352</b>	<b>180 338</b>	<b>172 820</b>	<b>201 502</b>	<b>207 354</b>	<b>218 237</b>
% increase	4		13.9%	38.5%	21.0%	1.7%	(4.2%)	16.6%	2.9%	5.2%
<b>Other Municipal Staff</b>										
Basic Salaries and Wages		1 602 537	1 852 036	2 039 215	2 304 494	2 266 897	2 158 208	2 513 681	2 659 739	2 839 979
Pension and UIF Contributions		225 242	253 851	275 735	392 024	381 176	362 158	404 953	429 231	452 857
Medical Aid Contributions		134 736	169 936	183 840	210 664	211 179	202 098	242 409	257 273	271 643
Overtime		172 690	207 977	235 070	164 723	205 613	199 263	184 693	196 092	208 175
Performance Bonus		15 258	17 449	21 452	20 828	21 834	21 052	22 770	23 931	25 107
Motor Vehicle Allowance		113 426	129 007	140 926	184 824	175 099	170 506	206 102	218 621	230 890
Cellphone Allowance		1 848	3 457	28 718	7 477	7 130	6 667	9 338	10 069	10 416
Housing Allowances		9 146	10 928	12 031	22 375	21 347	21 028	22 549	23 945	25 316
Other benefits and allowances		79 287	122 343	124 655	142 784	133 572	118 935	189 957	200 781	210 781
Payments in lieu of leave		40 020	23 279	30 755	67 729	69 994	68 737	50 982	53 814	56 720
Long service awards		8 307	4 718	10 031	10 337	3 551	3 137	5 218	5 482	5 754
Post-retirement benefit obligations		69 970	34 892	26 954	26 835	29 707	29 707	30 934	32 920	34 877
<b>Sub Total - Other Municipal Staff</b>		<b>2 472 466</b>	<b>2 829 872</b>	<b>3 129 382</b>	<b>3 555 093</b>	<b>3 527 100</b>	<b>3 361 495</b>	<b>3 883 227</b>	<b>4 111 899</b>	<b>4 372 514</b>
% increase	4		14.5%	10.6%	13.6%	(0.8%)	(4.7%)	15.5%	5.9%	6.3%
<b>Total Parent Municipality</b>		<b>2 745 856</b>	<b>3 128 971</b>	<b>3 500 740</b>	<b>3 976 232</b>	<b>3 948 987</b>	<b>3 761 852</b>	<b>4 335 576</b>	<b>4 584 546</b>	<b>4 866 987</b>
% increase	4		14.0%	11.9%	13.6%	(0.7%)	(4.7%)	15.3%	5.7%	6.2%
<b>Board Members of Entities</b>										
Basic 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										
<b>Sub Total - Board Members of Entities</b>		<b>225</b>	<b>1 276</b>	<b>1 248</b>	<b>1 515</b>	<b>1 464</b>	<b>1 464</b>	<b>1 544</b>	<b>1 637</b>	<b>1 751</b>
% increase	4		467.2%	(2.2%)	21.4%	(3.4%)		5.5%	6.0%	7.0%
<b>Senior Managers of Entities</b>										
Basic Salaries and Wages		13 152	14 024	8 619	19 359	20 152	20 152	26 680	30 500	34 952
Pension and UIF Contributions		490	882	318	1 575	1 803	1 803	2 697	3 030	3 414
Medical Aid Contributions		269	488	105	850	947	947	1 280	1 461	1 670
Overtime		169	1 196							
Performance Bonus		4	83	4						
Motor Vehicle Allowance		707	723	717	2 294	2 429	2 429	3 128	3 453	3 824
Cellphone Allowance										
Housing Allowances			53	53						
Other benefits and allowances		65	69	1 021	332	332	332	271	285	299
Payments in lieu of leave					544	50	50	54	57	60
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Senior Managers of Entities</b>		<b>14 856</b>	<b>17 519</b>	<b>10 838</b>	<b>24 952</b>	<b>25 712</b>	<b>25 712</b>	<b>34 110</b>	<b>38 785</b>	<b>44 220</b>
% increase	4		17.9%	(38.1%)	130.2%	3.0%		32.7%	13.7%	14.0%
<b>Other Staff of Entities</b>										
Basic Salaries and Wages		123 149	67 038	118 064	201 602	204 064	204 064	231 870	274 240	316 708
Pension and UIF Contributions		16 257	8 480	14 071	14 484	14 256	14 256	21 735	24 698	28 177
Medical Aid Contributions		6 022	1 087	15 271	13 686	13 589	13 589	18 335	21 018	24 147
Overtime		8 531	4 841	17 885	14 239	14 239	14 239	22 223	25 261	28 792
Performance Bonus		1 724	2 758	3 821						
Motor Vehicle Allowance		1 196	3 689	3 793	8 579	8 444	8 444	12 792	15 053	17 271
Cellphone Allowance		11 991	2 047	10 163				722	850	999
Housing Allowances					2 641	2 590	2 590	7 220	8 190	9 317
Other benefits and allowances		1 142	473	585	10 912	19 200	19 200	21 132	17 233	18 441
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Other Staff of Entities</b>		<b>170 012</b>	<b>90 413</b>	<b>183 654</b>	<b>266 142</b>	<b>276 382</b>	<b>276 382</b>	<b>336 030</b>	<b>386 543</b>	<b>443 845</b>
% increase	4		(46.8%)	103.1%	44.9%	3.8%		21.6%	15.0%	14.8%
<b>Total Municipal Entities</b>		<b>185 093</b>	<b>109 208</b>	<b>195 740</b>	<b>292 610</b>	<b>303 558</b>	<b>303 558</b>	<b>371 684</b>	<b>426 965</b>	<b>489 816</b>
<b>TOTAL SALARY, ALLOWANCES &amp; BENEFITS</b>		<b>2 930 949</b>	<b>3 238 178</b>	<b>3 696 480</b>	<b>4 268 842</b>	<b>4 252 545</b>	<b>4 065 410</b>	<b>4 707 259</b>	<b>5 011 511</b>	<b>5 356 803</b>
% increase	4		10.5%	14.2%	15.5%	(0.4%)	(4.4%)	15.8%	6.5%	6.9%
<b>TOTAL MANAGERS AND STAFF</b>	5	<b>2 750 241</b>	<b>3 043 608</b>	<b>3 470 456</b>	<b>4 023 539</b>	<b>4 009 532</b>	<b>3 836 410</b>	<b>4 454 869</b>	<b>4 744 581</b>	<b>5 078 815</b>

Free State: Mangaung(MAN) - 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
<b>Councillors (Political Office Bearers plus Other)</b>										
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										
<b>Sub Total - Councillors</b>		<b>41 318</b>	<b>43 610</b>	<b>47 107</b>	<b>50 178</b>	<b>50 178</b>	<b>50 178</b>	<b>52 672</b>	<b>55 568</b>	<b>58 625</b>
% increase	4		5.5%	8.0%	6.5%			5.0%	5.5%	5.5%
<b>Senior Managers of the Municipality</b>										
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										
<b>Sub Total - Senior Managers of Municipality</b>		<b>13 384</b>	<b>12 916</b>	<b>18 664</b>	<b>20 859</b>	<b>20 859</b>	<b>20 859</b>	<b>25 646</b>	<b>27 313</b>	<b>28 952</b>
% increase	4		(3.5%)	44.5%	11.8%			22.9%	6.5%	6.0%
<b>Other Municipal Staff</b>										
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
<b>Sub Total - Other Municipal Staff</b>		<b>833 479</b>	<b>956 354</b>	<b>970 618</b>	<b>1 128 169</b>	<b>1 132 451</b>	<b>1 132 451</b>	<b>1 407 747</b>	<b>1 499 195</b>	<b>1 589 164</b>
% increase	4		14.7%	1.5%	16.2%	0.4%		24.3%	6.5%	6.0%
<b>Total Parent Municipality</b>		<b>888 181</b>	<b>1 012 880</b>	<b>1 036 389</b>	<b>1 199 206</b>	<b>1 203 488</b>	<b>1 203 488</b>	<b>1 486 064</b>	<b>1 582 077</b>	<b>1 676 740</b>
% increase	4		14.0%	2.3%	15.7%	0.4%		23.5%	6.5%	6.0%
<b>Board Members of Entities</b>										
Basic 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										
<b>Sub Total - Board Members of Entities</b>		<b>225</b>	<b>1 276</b>	<b>1 248</b>	<b>1 515</b>	<b>1 464</b>	<b>1 464</b>	<b>1 544</b>	<b>1 637</b>	<b>1 751</b>
% increase	4		467.2%	(2.2%)	21.4%	(3.4%)		5.5%	6.0%	7.0%
<b>Senior Managers of Entities</b>										
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										
<b>Sub Total - Senior Managers of Entities</b>		<b>10 941</b>	<b>13 254</b>	<b>6 364</b>	<b>15 607</b>	<b>15 607</b>	<b>15 607</b>	<b>23 384</b>	<b>27 523</b>	<b>32 395</b>
% increase	4		21.1%	(52.0%)	145.3%			49.8%	17.7%	17.7%
<b>Other Staff of Entities</b>										
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										
<b>Sub Total - Other Staff of Entities</b>		<b>111 758</b>	<b>34 040</b>	<b>109 864</b>	<b>191 902</b>	<b>202 902</b>	<b>202 902</b>	<b>254 274</b>	<b>301 268</b>	<b>354 589</b>
% increase	4		(69.5%)	222.8%	74.7%	5.7%		25.3%	18.5%	17.7%
<b>Total Municipal Entities</b>		<b>122 924</b>	<b>48 570</b>	<b>117 476</b>	<b>209 024</b>	<b>219 972</b>	<b>219 972</b>	<b>279 202</b>	<b>330 428</b>	<b>388 735</b>
<b>TOTAL SALARY, ALLOWANCES &amp; BENEFITS</b>		<b>1 011 105</b>	<b>1 061 450</b>	<b>1 153 865</b>	<b>1 408 229</b>	<b>1 423 460</b>	<b>1 423 460</b>	<b>1 765 266</b>	<b>1 912 505</b>	<b>2 065 475</b>
% increase	4		5.0%	8.7%	22.0%	1.1%		24.0%	8.3%	8.0%
<b>TOTAL MANAGERS AND STAFF</b>	5	<b>969 562</b>	<b>1 016 563</b>	<b>1 105 511</b>	<b>1 356 537</b>	<b>1 371 819</b>	<b>1 371 819</b>	<b>1 711 051</b>	<b>1 855 300</b>	<b>2 005 099</b>

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
<b><u>Councillors (Political Office Bearers plus Other)</u></b>										
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					
<b>Sub Total - Councillors</b>		<b>3 068</b>	<b>2 425</b>	<b>2 798</b>	<b>3 700</b>	<b>3 519</b>	<b>3 519</b>	<b>3 265</b>	<b>3 444</b>	<b>3 627</b>
% increase	4		(21.0%)	15.4%	32.3%	(4.9%)		(7.2%)	5.5%	5.3%
<b><u>Senior Managers of the Municipality</u></b>										
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										
<b>Sub Total - Senior Managers of Municipality</b>		<b>2 651</b>	<b>2 651</b>	<b>2 956</b>	<b>3 517</b>	<b>3 517</b>	<b>3 517</b>	<b>3 757</b>	<b>3 964</b>	<b>4 174</b>
% increase	4			11.5%	19.0%			6.8%	5.5%	5.3%
<b><u>Other Municipal Staff</u></b>										
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							
<b>Sub Total - Other Municipal Staff</b>		<b>22 731</b>	<b>22 731</b>	<b>26 989</b>	<b>34 900</b>	<b>34 900</b>	<b>34 900</b>	<b>36 911</b>	<b>38 941</b>	<b>41 005</b>
% increase	4			18.7%	29.3%			5.8%	5.5%	5.3%
<b>Total Parent Municipality</b>		<b>28 450</b>	<b>27 807</b>	<b>32 743</b>	<b>42 117</b>	<b>41 936</b>	<b>41 936</b>	<b>43 932</b>	<b>46 349</b>	<b>48 805</b>
% increase	4		(2.3%)	17.8%	28.6%	(0.4%)		4.8%	5.5%	5.3%
<b><u>Board Members of Entities</u></b>										
Basic 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										
<b>Sub Total - Board Members of Entities</b>										
% increase	4									
<b><u>Senior Managers of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Senior Managers of Entities</b>										
% increase	4									
<b><u>Other Staff of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Other Staff of Entities</b>										
% increase	4									
<b>Total Municipal Entities</b>										
<b>TOTAL SALARY, ALLOWANCES &amp; BENEFITS</b>		<b>28 450</b>	<b>27 807</b>	<b>32 743</b>	<b>42 117</b>	<b>41 936</b>	<b>41 936</b>	<b>43 932</b>	<b>46 349</b>	<b>48 805</b>
% increase	4		(2.3%)	17.8%	28.6%	(0.4%)		4.8%	5.5%	5.3%
<b>TOTAL MANAGERS AND STAFF</b>	5	<b>25 382</b>	<b>25 382</b>	<b>29 946</b>	<b>38 417</b>	<b>38 417</b>	<b>38 417</b>	<b>40 668</b>	<b>42 904</b>	<b>45 178</b>

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
<b><u>Councillors (Political Office Bearers plus Other)</u></b>										
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
<b>Sub Total - Councillors</b>		<b>2 837</b>	<b>3 152</b>	<b>3 502</b>	<b>3 892</b>	<b>3 892</b>	<b>3 892</b>	<b>4 500</b>	<b>4 860</b>	<b>5 249</b>
% increase	4		11.1%	11.1%	11.1%			15.6%	8.0%	8.0%
<b><u>Senior Managers of the Municipality</u></b>										
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										
<b>Sub Total - Senior Managers of Municipality</b>		<b>8 343</b>	<b>8 953</b>	<b>9 607</b>	<b>10 308</b>	<b>10 308</b>	<b>10 308</b>	<b>11 645</b>	<b>12 577</b>	<b>13 583</b>
% increase	4		7.3%	7.3%	7.3%			13.0%	8.0%	8.0%
<b><u>Other Municipal Staff</u></b>										
Basic Salaries and Wages		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										
<b>Sub Total - Other Municipal Staff</b>		<b>58 953</b>	<b>60 570</b>	<b>85 727</b>	<b>68 566</b>	<b>68 566</b>	<b>68 566</b>	<b>73 836</b>	<b>79 456</b>	<b>113 779</b>
% increase	4		2.7%	41.5%	(20.0%)			7.7%	7.6%	43.2%
<b>Total Parent Municipality</b>		<b>70 133</b>	<b>72 675</b>	<b>98 837</b>	<b>82 765</b>	<b>82 765</b>	<b>82 765</b>	<b>89 981</b>	<b>96 892</b>	<b>132 611</b>
% increase	4		3.6%	36.0%	(16.3%)			8.7%	7.7%	36.9%
<b><u>Board Members of Entities</u></b>										
Basic 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										
<b>Sub Total - Board Members of Entities</b>										
% increase	4									
<b><u>Senior Managers of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Senior Managers of Entities</b>										
% increase	4									
<b><u>Other Staff of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Other Staff of Entities</b>										
% increase	4									
<b>Total Municipal Entities</b>										
<b>TOTAL SALARY, ALLOWANCES &amp; BENEFITS</b>		<b>70 133</b>	<b>72 675</b>	<b>98 837</b>	<b>82 765</b>	<b>82 765</b>	<b>82 765</b>	<b>89 981</b>	<b>96 892</b>	<b>132 611</b>
% increase	4		3.6%	36.0%	(16.3%)			8.7%	7.7%	36.9%
<b>TOTAL MANAGERS AND STAFF</b>	5	<b>67 296</b>	<b>69 522</b>	<b>95 334</b>	<b>78 873</b>	<b>78 873</b>	<b>78 873</b>	<b>85 481</b>	<b>92 032</b>	<b>127 362</b>

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
<b><u>Councillors (Political Office Bearers plus Other)</u></b>										
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
<b>Sub Total - Councillors</b>		<b>2 600</b>	<b>2 845</b>	<b>3 065</b>	<b>3 183</b>	<b>3 067</b>	<b>3 067</b>	<b>3 609</b>	<b>3 782</b>	<b>4 005</b>
% increase	4		9.4%	7.8%	3.9%	(3.7%)		17.7%	4.8%	5.9%
<b><u>Senior Managers of the Municipality</u></b>										
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										
<b>Sub Total - Senior Managers of Municipality</b>		<b>2 310</b>	<b>3 704</b>	<b>3 737</b>	<b>4 226</b>	<b>4 038</b>	<b>4 038</b>	<b>3 989</b>	<b>4 181</b>	<b>4 386</b>
% increase	4		60.4%	0.9%	13.1%	(4.4%)		(1.2%)	4.8%	4.9%
<b><u>Other Municipal Staff</u></b>										
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										
<b>Sub Total - Other Municipal Staff</b>		<b>33 053</b>	<b>37 038</b>	<b>46 215</b>	<b>48 265</b>	<b>50 638</b>	<b>50 638</b>	<b>53 056</b>	<b>55 603</b>	<b>58 925</b>
% increase	4		12.1%	24.8%	4.4%	4.9%		4.8%	4.8%	6.0%
<b>Total Parent Municipality</b>		<b>37 963</b>	<b>43 587</b>	<b>53 017</b>	<b>55 674</b>	<b>57 743</b>	<b>57 743</b>	<b>60 654</b>	<b>63 566</b>	<b>67 316</b>
% increase	4		14.8%	21.6%	5.0%	3.7%		5.0%	4.8%	5.9%
<b><u>Board Members of Entities</u></b>										
Basic 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										
<b>Sub Total - Board Members of Entities</b>										
% increase	4									
<b><u>Senior Managers of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Senior Managers of Entities</b>										
% increase	4									
<b><u>Other Staff of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Other Staff of Entities</b>										
% increase	4									
<b>Total Municipal Entities</b>										
<b>TOTAL SALARY, ALLOWANCES &amp; BENEFITS</b>		<b>37 963</b>	<b>43 587</b>	<b>53 017</b>	<b>55 674</b>	<b>57 743</b>	<b>57 743</b>	<b>60 654</b>	<b>63 566</b>	<b>67 316</b>
% increase	4		14.8%	21.6%	5.0%	3.7%		5.0%	4.8%	5.9%
<b>TOTAL MANAGERS AND STAFF</b>	5	<b>35 363</b>	<b>40 742</b>	<b>49 952</b>	<b>52 491</b>	<b>54 676</b>	<b>54 676</b>	<b>57 045</b>	<b>59 784</b>	<b>63 311</b>

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
<b><u>Councillors (Political Office Bearers plus Other)</u></b>										
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					
<b>Sub Total - Councillors</b>		<b>1 726</b>	<b>1 943</b>	<b>1 983</b>	<b>2 396</b>	<b>2 139</b>	<b>2 139</b>	<b>2 287</b>	<b>2 564</b>	<b>2 564</b>
% increase	4		12.6%	2.1%	20.8%	(10.7%)		6.9%	12.1%	
<b><u>Senior Managers of the Municipality</u></b>										
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										
<b>Sub Total - Senior Managers of Municipality</b>		<b>1 537</b>	<b>2 236</b>	<b>3 160</b>	<b>3 596</b>	<b>3 525</b>	<b>3 525</b>	<b>3 737</b>	<b>3 953</b>	<b>4 170</b>
% increase	4		45.5%	41.3%	13.8%	(2.0%)		6.0%	5.8%	5.5%
<b><u>Other Municipal Staff</u></b>										
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										
<b>Sub Total - Other Municipal Staff</b>		<b>18 319</b>	<b>19 224</b>	<b>27 827</b>	<b>27 949</b>	<b>27 395</b>	<b>27 395</b>	<b>30 682</b>	<b>32 359</b>	<b>34 138</b>
% increase	4		4.9%	44.8%	0.4%	(2.0%)		12.0%	5.5%	5.5%
<b>Total Parent Municipality</b>		<b>21 582</b>	<b>23 403</b>	<b>32 970</b>	<b>33 941</b>	<b>33 059</b>	<b>33 059</b>	<b>36 705</b>	<b>38 876</b>	<b>40 873</b>
% increase	4		8.4%	40.9%	2.9%	(2.6%)		11.0%	5.9%	5.1%
<b><u>Board Members of Entities</u></b>										
Basic 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										
<b>Sub Total - Board Members of Entities</b>										
% increase	4									
<b><u>Senior Managers of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Senior Managers of Entities</b>										
% increase	4									
<b><u>Other Staff of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Other Staff of Entities</b>										
% increase	4									
<b>Total Municipal Entities</b>										
<b>TOTAL SALARY, ALLOWANCES &amp; BENEFITS</b>		<b>21 582</b>	<b>23 403</b>	<b>32 970</b>	<b>33 941</b>	<b>33 059</b>	<b>33 059</b>	<b>36 705</b>	<b>38 876</b>	<b>40 873</b>
% increase	4		8.4%	40.9%	2.9%	(2.6%)		11.0%	5.9%	5.1%
<b>TOTAL MANAGERS AND STAFF</b>	5	<b>19 856</b>	<b>21 460</b>	<b>30 987</b>	<b>31 545</b>	<b>30 920</b>	<b>30 920</b>	<b>34 419</b>	<b>36 312</b>	<b>38 309</b>

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
<b><u>Councillors (Political Office Bearers plus Other)</u></b>										
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			
<b>Sub Total - Councillors</b>		<b>2 771</b>		<b>3 625</b>	<b>4 647</b>	<b>4 647</b>	<b>4 647</b>	<b>3 658</b>	<b>3 697</b>	<b>3 698</b>
% increase	4		(100.0%)		28.2%			(21.3%)	1.1%	
<b><u>Senior Managers of the Municipality</u></b>										
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						
<b>Sub Total - Senior Managers of Municipality</b>		<b>3 021</b>	<b>4 071</b>	<b>3 002</b>	<b>4 461</b>	<b>4 461</b>	<b>4 461</b>	<b>4 492</b>	<b>4 541</b>	<b>4 542</b>
% increase	4		34.7%	(26.3%)	48.6%			0.7%	1.1%	
<b><u>Other Municipal Staff</u></b>										
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						
<b>Sub Total - Other Municipal Staff</b>		<b>24 314</b>		<b>2 432</b>	<b>34 704</b>	<b>34 358</b>	<b>34 358</b>	<b>32 663</b>	<b>33 014</b>	<b>33 016</b>
% increase	4		(100.0%)		1326.7%	(1.0%)		(4.9%)	1.1%	
<b>Total Parent Municipality</b>		<b>30 106</b>	<b>4 071</b>	<b>9 059</b>	<b>43 812</b>	<b>43 466</b>	<b>43 466</b>	<b>40 813</b>	<b>41 252</b>	<b>41 256</b>
% increase	4		(86.5%)	122.5%	383.6%	(0.8%)		(6.1%)	1.1%	
<b><u>Board Members of Entities</u></b>										
Basic 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										
<b>Sub Total - Board Members of Entities</b>										
% increase	4									
<b><u>Senior Managers of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Senior Managers of Entities</b>										
% increase	4									
<b><u>Other Staff of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Other Staff of Entities</b>										
% increase	4									
<b>Total Municipal Entities</b>										
<b>TOTAL SALARY, ALLOWANCES &amp; BENEFITS</b>		<b>30 106</b>	<b>4 071</b>	<b>9 059</b>	<b>43 812</b>	<b>43 466</b>	<b>43 466</b>	<b>40 813</b>	<b>41 252</b>	<b>41 256</b>
% increase	4		(86.5%)	122.5%	383.6%	(0.8%)		(6.1%)	1.1%	
<b>TOTAL MANAGERS AND STAFF</b>	5	<b>27 336</b>	<b>4 071</b>	<b>5 434</b>	<b>39 165</b>	<b>38 819</b>	<b>38 819</b>	<b>37 155</b>	<b>37 555</b>	<b>37 558</b>

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
<b><u>Councillors (Political Office Bearers plus Other)</u></b>										
Basic Salaries and Wages		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
<b>Sub Total - Councillors</b>		<b>5 052</b>	<b>4 648</b>	<b>5 236</b>	<b>6 712</b>	<b>6 712</b>	<b>6 712</b>	<b>4 936</b>	<b>5 208</b>	<b>5 484</b>
% increase	4		(8.0%)	12.7%	28.2%			(26.5%)	5.5%	5.3%
<b><u>Senior Managers of the Municipality</u></b>										
Basic Salaries and Wages		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										
<b>Sub Total - Senior Managers of Municipality</b>		<b>3 763</b>	<b>3 967</b>	<b>4 487</b>	<b>3 173</b>	<b>3 173</b>	<b>5 018</b>	<b>5 099</b>	<b>5 379</b>	<b>5 664</b>
% increase	4		5.4%	13.1%	(29.3%)		58.1%	1.6%	5.5%	5.3%
<b><u>Other Municipal Staff</u></b>										
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						
<b>Sub Total - Other Municipal Staff</b>		<b>47 562</b>	<b>55 854</b>	<b>61 642</b>	<b>48 800</b>	<b>48 880</b>	<b>51 065</b>	<b>55 441</b>	<b>58 490</b>	<b>61 590</b>
% increase	4		17.4%	10.4%	(20.8%)	0.2%	4.5%	8.6%	5.5%	5.3%
<b>Total Parent Municipality</b>		<b>56 376</b>	<b>64 468</b>	<b>71 364</b>	<b>58 685</b>	<b>58 765</b>	<b>62 795</b>	<b>65 476</b>	<b>69 077</b>	<b>72 739</b>
% increase	4		14.4%	10.7%	(17.8%)	0.1%	6.9%	4.3%	5.5%	5.3%
<b><u>Board Members of Entities</u></b>										
Basic 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										
<b>Sub Total - Board Members of Entities</b>										
% increase	4									
<b><u>Senior Managers of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Senior Managers of Entities</b>										
% increase	4									
<b><u>Other Staff of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Other Staff of Entities</b>										
% increase	4									
<b>Total Municipal Entities</b>										
<b>TOTAL SALARY, ALLOWANCES &amp; BENEFITS</b>		<b>56 376</b>	<b>64 468</b>	<b>71 364</b>	<b>58 685</b>	<b>58 765</b>	<b>62 795</b>	<b>65 476</b>	<b>69 077</b>	<b>72 739</b>
% increase	4		14.4%	10.7%	(17.8%)	0.1%	6.9%	4.3%	5.5%	5.3%
<b>TOTAL MANAGERS AND STAFF</b>	5	<b>51 324</b>	<b>59 821</b>	<b>66 129</b>	<b>51 973</b>	<b>52 053</b>	<b>56 083</b>	<b>60 540</b>	<b>63 870</b>	<b>67 255</b>



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
<b><u>Councillors (Political Office Bearers plus Other)</u></b>	1									
Basic Salaries and Wages		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										
<b>Sub Total - Councillors</b>		<b>1 896</b>		<b>2 180</b>	<b>2 082</b>	<b>2 082</b>	<b>2 311</b>	<b>2 507</b>	<b>2 645</b>	<b>2 785</b>
% increase	4		(100.0%)		(4.5%)		11.0%	8.5%	5.5%	5.3%
<b><u>Senior Managers of the Municipality</u></b>	2									
Basic Salaries and Wages		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										
<b>Sub Total - Senior Managers of Municipality</b>		<b>2 020</b>	<b>2 319</b>	<b>3 749</b>	<b>4 000</b>	<b>4 000</b>	<b>3 974</b>	<b>4 212</b>	<b>4 444</b>	<b>4 679</b>
% increase	4		14.8%	61.6%	6.7%		(0.7%)	6.0%	5.5%	5.3%
<b><u>Other Municipal Staff</u></b>										
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										
<b>Sub Total - Other Municipal Staff</b>		<b>18 694</b>	<b>18 950</b>	<b>18 977</b>	<b>24 491</b>	<b>25 266</b>	<b>20 072</b>	<b>30 697</b>	<b>32 385</b>	<b>34 102</b>
% increase	4		1.4%	0.1%	29.1%	3.2%	(20.6%)	52.9%	5.5%	5.3%
<b>Total Parent Municipality</b>		<b>22 610</b>	<b>21 269</b>	<b>24 905</b>	<b>30 572</b>	<b>31 347</b>	<b>26 356</b>	<b>37 416</b>	<b>39 474</b>	<b>41 566</b>
% increase	4		(5.9%)	17.1%	22.8%	2.5%	(15.9%)	42.0%	5.5%	5.3%
<b><u>Board Members of Entities</u></b>										
Basic 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										
<b>Sub Total - Board Members of Entities</b>										
% increase	4									
<b><u>Senior Managers of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Senior Managers of Entities</b>										
% increase	4									
<b><u>Other Staff of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Other Staff of Entities</b>										
% increase	4									
<b>Total Municipal Entities</b>										
<b>TOTAL SALARY, ALLOWANCES &amp; BENEFITS</b>		<b>22 610</b>	<b>21 269</b>	<b>24 905</b>	<b>30 572</b>	<b>31 347</b>	<b>26 356</b>	<b>37 416</b>	<b>39 474</b>	<b>41 566</b>
% increase	4		(5.9%)	17.1%	22.8%	2.5%	(15.9%)	42.0%	5.5%	5.3%
<b>TOTAL MANAGERS AND STAFF</b>	5	<b>20 714</b>	<b>21 269</b>	<b>22 725</b>	<b>28 491</b>	<b>29 266</b>	<b>24 046</b>	<b>34 909</b>	<b>36 829</b>	<b>38 781</b>

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
<b><u>Councillors (Political Office Bearers plus Other)</u></b>										
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
<b>Sub Total - Councillors</b>		<b>4 817</b>	<b>4 985</b>	<b>4 859</b>	<b>4 804</b>	<b>4 804</b>	<b>4 804</b>	<b>5 188</b>	<b>5 551</b>	<b>5 940</b>
% increase	4		3.5%	(2.5%)	(1.1%)			8.0%	7.0%	7.0%
<b><u>Senior Managers of the Municipality</u></b>										
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										
<b>Sub Total - Senior Managers of Municipality</b>		<b>4 015</b>	<b>4 399</b>	<b>5 018</b>	<b>5 216</b>	<b>5 216</b>	<b>5 216</b>	<b>5 549</b>	<b>5 905</b>	<b>6 283</b>
% increase	4		9.6%	14.1%	3.9%			6.4%	6.4%	6.4%
<b><u>Other Municipal Staff</u></b>										
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										
<b>Sub Total - Other Municipal Staff</b>		<b>24 825</b>	<b>33 167</b>	<b>38 498</b>	<b>40 655</b>	<b>44 431</b>	<b>44 431</b>	<b>45 851</b>	<b>48 527</b>	<b>51 357</b>
% increase	4		33.6%	16.1%	5.6%	9.3%		3.2%	5.8%	5.8%
<b>Total Parent Municipality</b>		<b>33 657</b>	<b>42 551</b>	<b>48 374</b>	<b>50 675</b>	<b>54 450</b>	<b>54 450</b>	<b>56 589</b>	<b>59 982</b>	<b>63 580</b>
% increase	4		26.4%	13.7%	4.8%	7.5%		3.9%	6.0%	6.0%
<b><u>Board Members of Entities</u></b>										
Basic 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										
<b>Sub Total - Board Members of Entities</b>										
% increase	4									
<b><u>Senior Managers of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Senior Managers of Entities</b>										
% increase	4									
<b><u>Other Staff of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Other Staff of Entities</b>										
% increase	4									
<b>Total Municipal Entities</b>										
<b>TOTAL SALARY, ALLOWANCES &amp; BENEFITS</b>		<b>33 657</b>	<b>42 551</b>	<b>48 374</b>	<b>50 675</b>	<b>54 450</b>	<b>54 450</b>	<b>56 589</b>	<b>59 982</b>	<b>63 580</b>
% increase	4		26.4%	13.7%	4.8%	7.5%		3.9%	6.0%	6.0%
<b>TOTAL MANAGERS AND STAFF</b>	5	<b>28 840</b>	<b>37 566</b>	<b>43 516</b>	<b>45 871</b>	<b>49 647</b>	<b>49 647</b>	<b>51 400</b>	<b>54 431</b>	<b>57 640</b>

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
<b><u>Councillors (Political Office Bearers plus Other)</u></b>										
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
<b>Sub Total - Councillors</b>		<b>19 999</b>	<b>22 703</b>	<b>24 682</b>	<b>22 748</b>	<b>22 748</b>	<b>22 748</b>	<b>26 763</b>	<b>28 342</b>	<b>29 930</b>
% increase	4		13.5%	8.7%	(7.8%)			17.6%	5.9%	5.6%
<b><u>Senior Managers of the Municipality</u></b>										
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										
<b>Sub Total - Senior Managers of Municipality</b>			<b>6 302</b>	<b>7 229</b>	<b>7 807</b>	<b>7 807</b>	<b>7 807</b>	<b>8 354</b>	<b>8 847</b>	<b>9 342</b>
% increase	4			14.7%	8.0%			7.0%	5.9%	5.6%
<b><u>Other Municipal Staff</u></b>										
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								
<b>Sub Total - Other Municipal Staff</b>		<b>462 381</b>	<b>433 096</b>	<b>475 745</b>	<b>511 425</b>	<b>511 425</b>	<b>511 425</b>	<b>560 909</b>	<b>594 002</b>	<b>627 266</b>
% increase	4		(6.3%)	9.8%	7.5%			9.7%	5.9%	5.6%
<b>Total Parent Municipality</b>		<b>482 381</b>	<b>462 101</b>	<b>507 656</b>	<b>541 980</b>	<b>541 980</b>	<b>541 980</b>	<b>596 026</b>	<b>631 192</b>	<b>666 538</b>
% increase	4		(4.2%)	9.9%	6.8%			10.0%	5.9%	5.6%
<b><u>Board Members of Entities</u></b>										
Basic 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										
<b>Sub Total - Board Members of Entities</b>										
% increase	4									
<b><u>Senior Managers of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Senior Managers of Entities</b>										
% increase	4									
<b><u>Other Staff of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Other Staff of Entities</b>										
% increase	4									
<b>Total Municipal Entities</b>										
<b>TOTAL SALARY, ALLOWANCES &amp; BENEFITS</b>		<b>482 381</b>	<b>462 101</b>	<b>507 656</b>	<b>541 980</b>	<b>541 980</b>	<b>541 980</b>	<b>596 026</b>	<b>631 192</b>	<b>666 538</b>
% increase	4		(4.2%)	9.9%	6.8%			10.0%	5.9%	5.6%
<b>TOTAL MANAGERS AND STAFF</b>	5	<b>462 381</b>	<b>439 398</b>	<b>482 974</b>	<b>519 232</b>	<b>519 232</b>	<b>519 232</b>	<b>569 263</b>	<b>602 849</b>	<b>636 609</b>

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
<b><u>Councillors (Political Office Bearers plus Other)</u></b>										
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										
<b>Sub Total - Councillors</b>				<b>7 238</b>	<b>7 698</b>	<b>7 026</b>				
% increase	4				6.4%	(8.7%)	(100.0%)			
<b><u>Senior Managers of the Municipality</u></b>										
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										
<b>Sub Total - Senior Managers of Municipality</b>					<b>4 052</b>	<b>4 275</b>		<b>4 763</b>		
% increase	4					5.5%	(100.0%)		(100.0%)	
<b><u>Other Municipal Staff</u></b>										
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										
<b>Sub Total - Other Municipal Staff</b>				<b>102 645</b>	<b>108 029</b>	<b>119 213</b>				
% increase	4				5.2%	10.4%	(100.0%)			
<b>Total Parent Municipality</b>				<b>109 883</b>	<b>119 779</b>	<b>130 514</b>		<b>4 763</b>		
% increase	4				9.0%	9.0%	(100.0%)		(100.0%)	
<b><u>Board Members of Entities</u></b>										
Basic 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										
<b>Sub Total - Board Members of Entities</b>										
% increase	4									
<b><u>Senior Managers of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Senior Managers of Entities</b>										
% increase	4									
<b><u>Other Staff of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Other Staff of Entities</b>										
% increase	4									
<b>Total Municipal Entities</b>										
<b>TOTAL SALARY, ALLOWANCES &amp; BENEFITS</b>				<b>109 883</b>	<b>119 779</b>	<b>130 514</b>		<b>4 763</b>		
% increase	4				9.0%	9.0%	(100.0%)		(100.0%)	
<b>TOTAL MANAGERS AND STAFF</b>	5			<b>102 645</b>	<b>112 081</b>	<b>123 488</b>		<b>4 763</b>		

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
<b><u>Councillors (Political Office Bearers plus Other)</u></b>										
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
<b>Sub Total - Councillors</b>		<b>6 490</b>	<b>8 121</b>	<b>8 713</b>	<b>8 962</b>	<b>8 962</b>		<b>9 410</b>	<b>9 848</b>	<b>10 306</b>
% increase	4		25.1%	7.3%	2.9%		(100.0%)		4.6%	4.7%
<b><u>Senior Managers of the Municipality</u></b>										
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										
<b>Sub Total - Senior Managers of Municipality</b>		<b>4 511</b>	<b>2 770</b>	<b>4 501</b>	<b>5 921</b>	<b>5 921</b>		<b>6 177</b>	<b>6 464</b>	<b>6 764</b>
% increase	4		(38.6%)	62.5%	31.6%		(100.0%)		4.6%	4.7%
<b><u>Other Municipal Staff</u></b>										
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						
<b>Sub Total - Other Municipal Staff</b>		<b>38 728</b>	<b>45 439</b>	<b>56 239</b>	<b>51 729</b>	<b>53 887</b>		<b>55 279</b>	<b>57 962</b>	<b>60 657</b>
% increase	4		17.3%	23.8%	(8.0%)	4.2%	(100.0%)		4.9%	4.6%
<b>Total Parent Municipality</b>		<b>49 729</b>	<b>56 329</b>	<b>69 453</b>	<b>66 612</b>	<b>68 770</b>		<b>70 866</b>	<b>74 274</b>	<b>77 728</b>
% increase	4		13.3%	23.3%	(4.1%)	3.2%	(100.0%)		4.8%	4.6%
<b><u>Board Members of Entities</u></b>										
Basic 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										
<b>Sub Total - Board Members of Entities</b>										
% increase	4									
<b><u>Senior Managers of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Senior Managers of Entities</b>										
% increase	4									
<b><u>Other Staff of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Other Staff of Entities</b>										
% increase	4									
<b>Total Municipal Entities</b>										
<b>TOTAL SALARY, ALLOWANCES &amp; BENEFITS</b>		<b>49 729</b>	<b>56 329</b>	<b>69 453</b>	<b>66 612</b>	<b>68 770</b>		<b>70 866</b>	<b>74 274</b>	<b>77 728</b>
% increase	4		13.3%	23.3%	(4.1%)	3.2%	(100.0%)		4.8%	4.6%
<b>TOTAL MANAGERS AND STAFF</b>	5	<b>43 239</b>	<b>48 208</b>	<b>60 740</b>	<b>57 651</b>	<b>59 809</b>		<b>61 455</b>	<b>64 426</b>	<b>67 422</b>

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
<b><u>Councillors (Political Office Bearers plus Other)</u></b>										
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
<b>Sub Total - Councillors</b>		<b>8 020</b>	<b>8 520</b>	<b>9 405</b>	<b>8 074</b>	<b>8 234</b>	<b>9 981</b>	<b>10 664</b>	<b>11 529</b>	<b>11 815</b>
% increase	4		6.2%	10.4%	(14.2%)	2.0%	21.2%	6.8%	8.1%	2.5%
<b><u>Senior Managers of the Municipality</u></b>										
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										
<b>Sub Total - Senior Managers of Municipality</b>		<b>2 787</b>	<b>4 025</b>	<b>5 310</b>	<b>6 027</b>	<b>5 741</b>	<b>6 602</b>	<b>7 053</b>	<b>7 626</b>	<b>7 815</b>
% increase	4		44.4%	31.9%	13.5%	(4.7%)	15.0%	6.8%	8.1%	2.5%
<b><u>Other Municipal Staff</u></b>										
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										
<b>Sub Total - Other Municipal Staff</b>		<b>96 729</b>	<b>130 717</b>	<b>133 615</b>	<b>140 861</b>	<b>132 048</b>	<b>142 551</b>	<b>152 305</b>	<b>164 666</b>	<b>168 746</b>
% increase	4		35.1%	2.2%	5.4%	(6.3%)	8.0%	6.8%	8.1%	2.5%
<b>Total Parent Municipality</b>		<b>107 536</b>	<b>143 262</b>	<b>148 330</b>	<b>154 962</b>	<b>146 023</b>	<b>159 133</b>	<b>170 022</b>	<b>183 820</b>	<b>188 376</b>
% increase	4		33.2%	3.5%	4.5%	(5.8%)	9.0%	6.8%	8.1%	2.5%
<b><u>Board Members of Entities</u></b>										
Basic 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										
<b>Sub Total - Board Members of Entities</b>										
% increase	4									
<b><u>Senior Managers of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Senior Managers of Entities</b>										
% increase	4									
<b><u>Other Staff of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Other Staff of Entities</b>										
% increase	4									
<b>Total Municipal Entities</b>										
<b>TOTAL SALARY, ALLOWANCES &amp; BENEFITS</b>		<b>107 536</b>	<b>143 262</b>	<b>148 330</b>	<b>154 962</b>	<b>146 023</b>	<b>159 133</b>	<b>170 022</b>	<b>183 820</b>	<b>188 376</b>
% increase	4		33.2%	3.5%	4.5%	(5.8%)	9.0%	6.8%	8.1%	2.5%
<b>TOTAL MANAGERS AND STAFF</b>	5	<b>99 516</b>	<b>134 742</b>	<b>138 925</b>	<b>146 887</b>	<b>137 789</b>	<b>149 153</b>	<b>159 359</b>	<b>172 291</b>	<b>176 561</b>

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
<b><u>Councillors (Political Office Bearers plus Other)</u></b>										
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					
<b>Sub Total - Councillors</b>		<b>12 888</b>	<b>11 958</b>	<b>12 739</b>	<b>12 429</b>	<b>12 338</b>	<b>12 338</b>	<b>14 305</b>	<b>15 021</b>	<b>15 772</b>
% increase	4		(7.2%)	6.5%	(2.4%)	(0.7%)		15.9%	5.0%	5.0%
<b><u>Senior Managers of the Municipality</u></b>										
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										
<b>Sub Total - Senior Managers of Municipality</b>		<b>5 943</b>	<b>6 620</b>	<b>7 458</b>	<b>27 834</b>	<b>27 834</b>	<b>27 834</b>	<b>8 131</b>	<b>8 538</b>	<b>8 965</b>
% increase	4		11.4%	12.7%	273.2%			(70.8%)	5.0%	5.0%
<b><u>Other Municipal Staff</u></b>										
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										
<b>Sub Total - Other Municipal Staff</b>		<b>134 002</b>	<b>143 997</b>	<b>157 195</b>	<b>148 240</b>	<b>148 240</b>	<b>148 240</b>	<b>171 949</b>	<b>180 546</b>	<b>189 573</b>
% increase	4		7.5%	9.2%	(5.7%)			16.0%	5.0%	5.0%
<b>Total Parent Municipality</b>		<b>152 833</b>	<b>162 575</b>	<b>177 392</b>	<b>188 503</b>	<b>188 412</b>	<b>188 412</b>	<b>194 385</b>	<b>204 104</b>	<b>214 309</b>
% increase	4		6.4%	9.1%	6.3%			3.2%	5.0%	5.0%
<b><u>Board Members of Entities</u></b>										
Basic 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										
<b>Sub Total - Board Members of Entities</b>										
% increase	4									
<b><u>Senior Managers of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Senior Managers of Entities</b>										
% increase	4									
<b><u>Other Staff of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Other Staff of Entities</b>										
% increase	4									
<b>Total Municipal Entities</b>										
<b>TOTAL SALARY, ALLOWANCES &amp; BENEFITS</b>		<b>152 833</b>	<b>162 575</b>	<b>177 392</b>	<b>188 503</b>	<b>188 412</b>	<b>188 412</b>	<b>194 385</b>	<b>204 104</b>	<b>214 309</b>
% increase	4		6.4%	9.1%	6.3%			3.2%	5.0%	5.0%
<b>TOTAL MANAGERS AND STAFF</b>	5	<b>139 945</b>	<b>150 617</b>	<b>164 653</b>	<b>176 074</b>	<b>176 074</b>	<b>176 074</b>	<b>180 080</b>	<b>189 084</b>	<b>198 538</b>

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
<b><u>Councillors (Political Office Bearers plus Other)</u></b>										
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
<b>Sub Total - Councillors</b>		<b>4 827</b>	<b>4 925</b>	<b>5 667</b>	<b>6 243</b>	<b>6 255</b>	<b>6 255</b>	<b>6 530</b>	<b>6 817</b>	<b>6 920</b>
% increase	4		2.0%	15.1%	10.2%	0.2%		4.4%	4.4%	1.5%
<b><u>Senior Managers of the Municipality</u></b>										
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										
<b>Sub Total - Senior Managers of Municipality</b>		<b>5 587</b>		<b>11 039</b>	<b>5 034</b>	<b>6 401</b>	<b>6 401</b>	<b>6 682</b>	<b>6 783</b>	<b>6 884</b>
% increase	4		(100.0%)		(54.4%)	27.2%		4.4%	1.5%	1.5%
<b><u>Other Municipal Staff</u></b>										
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										
<b>Sub Total - Other Municipal Staff</b>		<b>40 534</b>	<b>57 012</b>	<b>49 967</b>	<b>55 318</b>	<b>64 435</b>	<b>64 435</b>	<b>65 305</b>	<b>66 284</b>	<b>67 279</b>
% increase	4		40.7%	(12.4%)	10.7%	16.5%		1.3%	1.5%	1.5%
<b>Total Parent Municipality</b>		<b>50 948</b>	<b>61 937</b>	<b>66 673</b>	<b>66 596</b>	<b>77 091</b>	<b>77 091</b>	<b>78 517</b>	<b>79 884</b>	<b>81 083</b>
% increase	4		21.6%	7.6%	(0.1%)	15.8%		1.9%	1.7%	1.5%
<b><u>Board Members of Entities</u></b>										
Basic 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										
<b>Sub Total - Board Members of Entities</b>										
% increase	4									
<b><u>Senior Managers of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Senior Managers of Entities</b>										
% increase	4									
<b><u>Other Staff of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Other Staff of Entities</b>										
% increase	4									
<b>Total Municipal Entities</b>										
<b>TOTAL SALARY, ALLOWANCES &amp; BENEFITS</b>		<b>50 948</b>	<b>61 937</b>	<b>66 673</b>	<b>66 596</b>	<b>77 091</b>	<b>77 091</b>	<b>78 517</b>	<b>79 884</b>	<b>81 083</b>
% increase	4		21.6%	7.6%	(0.1%)	15.8%		1.9%	1.7%	1.5%
<b>TOTAL MANAGERS AND STAFF</b>	5	<b>46 121</b>	<b>57 012</b>	<b>61 006</b>	<b>60 352</b>	<b>70 836</b>	<b>70 836</b>	<b>71 987</b>	<b>73 067</b>	<b>74 163</b>



Free State: Maluti-a-Phofung(FS194) - 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
<b><i>Councillors (Political Office Bearers plus Other)</i></b>	1									
Basic Salaries and Wages					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
<b>Sub Total - Councillors</b>		<b>17 502</b>	<b>19 390</b>	<b>20 134</b>	<b>22 100</b>	<b>21 334</b>	<b>21 334</b>	<b>23 643</b>	<b>24 825</b>	<b>26 066</b>
% increase	4		10.8%	3.8%	9.8%	(3.5%)		10.8%	5.0%	5.0%
<b><i>Senior Managers of the Municipality</i></b>	2									
Basic Salaries and Wages		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										
<b>Sub Total - Senior Managers of Municipality</b>		<b>9 547</b>	<b>7 411</b>	<b>14 252</b>	<b>10 238</b>	<b>11 081</b>	<b>11 081</b>	<b>37 021</b>	<b>38 872</b>	<b>40 816</b>
% increase	4		(22.4%)	92.3%	(28.2%)	8.2%		234.1%	5.0%	5.0%
<b><i>Other Municipal Staff</i></b>										
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										
<b>Sub Total - Other Municipal Staff</b>		<b>184 426</b>	<b>191 226</b>	<b>216 035</b>	<b>257 621</b>	<b>243 093</b>	<b>243 093</b>	<b>243 562</b>	<b>255 740</b>	<b>268 527</b>
% increase	4		3.7%	13.0%	19.2%	(5.6%)		0.2%	5.0%	5.0%
<b>Total Parent Municipality</b>		<b>211 475</b>	<b>218 026</b>	<b>250 421</b>	<b>289 959</b>	<b>275 509</b>	<b>275 509</b>	<b>304 225</b>	<b>319 437</b>	<b>335 409</b>
% increase	4		3.1%	14.9%	15.8%	(5.0%)		10.4%	5.0%	5.0%
<b><i>Board Members of Entities</i></b>										
Basic 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										
<b>Sub Total - Board Members of Entities</b>										
% increase	4									
<b><i>Senior Managers of Entities</i></b>										
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										
<b>Sub Total - Senior Managers of Entities</b>		<b>3 915</b>	<b>4 265</b>	<b>4 475</b>	<b>9 346</b>	<b>10 105</b>	<b>10 105</b>	<b>10 726</b>	<b>11 262</b>	<b>11 825</b>
% increase	4		8.9%	4.9%	108.9%	8.1%		6.1%	5.0%	5.0%
<b><i>Other Staff of Entities</i></b>										
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										
<b>Sub Total - Other Staff of Entities</b>		<b>58 254</b>	<b>56 373</b>	<b>73 789</b>	<b>74 240</b>	<b>73 481</b>	<b>73 481</b>	<b>81 756</b>	<b>85 275</b>	<b>89 256</b>
% increase	4		(3.2%)	30.9%	0.6%	(1.0%)		11.3%	4.3%	4.7%
<b>Total Municipal Entities</b>		<b>62 169</b>	<b>60 638</b>	<b>78 264</b>	<b>83 586</b>	<b>83 586</b>	<b>83 586</b>	<b>92 481</b>	<b>96 537</b>	<b>101 081</b>
<b>TOTAL SALARY, ALLOWANCES &amp; BENEFITS</b>		<b>273 644</b>	<b>278 664</b>	<b>328 685</b>	<b>373 545</b>	<b>359 095</b>	<b>359 095</b>	<b>396 707</b>	<b>415 974</b>	<b>436 490</b>
% increase	4		1.8%	18.0%	13.6%	(3.9%)		10.5%	4.9%	4.9%
<b>TOTAL MANAGERS AND STAFF</b>	5	<b>256 142</b>	<b>259 274</b>	<b>308 551</b>	<b>351 445</b>	<b>337 761</b>	<b>337 761</b>	<b>373 064</b>	<b>391 149</b>	<b>410 423</b>

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
<b><u>Councillors (Political Office Bearers plus Other)</u></b>										
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
<b>Sub Total - Councillors</b>		<b>4 221</b>	<b>447</b>	<b>4 549</b>	<b>5 177</b>	<b>4 617</b>	<b>4 617</b>	<b>4 348</b>	<b>4 602</b>	<b>4 870</b>
% increase	4		(89.4%)	916.5%	13.8%	(10.8%)		(5.8%)	5.8%	5.8%
<b><u>Senior Managers of the Municipality</u></b>										
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										
<b>Sub Total - Senior Managers of Municipality</b>		<b>3 239</b>	<b>4 246</b>	<b>5 649</b>	<b>4 348</b>	<b>3 132</b>	<b>3 132</b>	<b>4 177</b>	<b>4 001</b>	<b>4 204</b>
% increase	4		31.1%	33.1%	(23.0%)	(28.0%)		33.4%	(4.2%)	5.1%
<b><u>Other Municipal Staff</u></b>										
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										
<b>Sub Total - Other Municipal Staff</b>		<b>28 048</b>	<b>40 237</b>	<b>41 388</b>	<b>46 889</b>	<b>45 689</b>	<b>45 689</b>	<b>48 922</b>	<b>51 285</b>	<b>54 171</b>
% increase	4		43.5%	2.9%	13.3%	(2.6%)		7.1%	4.8%	5.6%
<b>Total Parent Municipality</b>		<b>35 508</b>	<b>44 930</b>	<b>51 585</b>	<b>56 414</b>	<b>53 438</b>	<b>53 438</b>	<b>57 447</b>	<b>59 887</b>	<b>63 246</b>
% increase	4		26.5%	14.8%	9.4%	(5.3%)		7.5%	4.2%	5.6%
<b><u>Board Members of Entities</u></b>										
Basic 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										
<b>Sub Total - Board Members of Entities</b>										
% increase	4									
<b><u>Senior Managers of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Senior Managers of Entities</b>										
% increase	4									
<b><u>Other Staff of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Other Staff of Entities</b>										
% increase	4									
<b>Total Municipal Entities</b>										
<b>TOTAL SALARY, ALLOWANCES &amp; BENEFITS</b>		<b>35 508</b>	<b>44 930</b>	<b>51 585</b>	<b>56 414</b>	<b>53 438</b>	<b>53 438</b>	<b>57 447</b>	<b>59 887</b>	<b>63 246</b>
% increase	4		26.5%	14.8%	9.4%	(5.3%)		7.5%	4.2%	5.6%
<b>TOTAL MANAGERS AND STAFF</b>	5	<b>31 287</b>	<b>44 482</b>	<b>47 037</b>	<b>51 237</b>	<b>48 821</b>	<b>48 821</b>	<b>53 099</b>	<b>55 286</b>	<b>58 376</b>

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
<b><u>Councillors (Political Office Bearers plus Other)</u></b>										
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										
<b>Sub Total - Councillors</b>		<b>3 897</b>	<b>4 889</b>	<b>4 909</b>	<b>5 715</b>	<b>5 715</b>	<b>5 715</b>	<b>6 290</b>	<b>6 731</b>	<b>7 202</b>
% increase	4		25.5%	0.4%	16.4%			10.1%	7.0%	7.0%
<b><u>Senior Managers of the Municipality</u></b>										
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										
<b>Sub Total - Senior Managers of Municipality</b>		<b>3 563</b>	<b>3 077</b>	<b>4 221</b>	<b>2 292</b>	<b>5 576</b>	<b>5 576</b>	<b>5 456</b>	<b>5 838</b>	<b>6 247</b>
% increase	4		(13.7%)	37.2%	(45.7%)	143.2%		(2.2%)	7.0%	7.0%
<b><u>Other Municipal Staff</u></b>										
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										
<b>Sub Total - Other Municipal Staff</b>		<b>45 529</b>	<b>47 397</b>	<b>56 253</b>	<b>69 676</b>	<b>64 036</b>	<b>64 036</b>	<b>67 572</b>	<b>72 302</b>	<b>77 363</b>
% increase	4		4.1%	18.7%	23.9%	(8.1%)		5.5%	7.0%	7.0%
<b>Total Parent Municipality</b>		<b>52 989</b>	<b>55 363</b>	<b>65 383</b>	<b>77 683</b>	<b>75 326</b>	<b>75 326</b>	<b>79 318</b>	<b>84 871</b>	<b>90 811</b>
% increase	4		4.5%	18.1%	18.8%	(3.0%)		5.3%	7.0%	7.0%
<b><u>Board Members of Entities</u></b>										
Basic 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										
<b>Sub Total - Board Members of Entities</b>										
% increase	4									
<b><u>Senior Managers of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Senior Managers of Entities</b>										
% increase	4									
<b><u>Other Staff of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Other Staff of Entities</b>										
% increase	4									
<b>Total Municipal Entities</b>										
<b>TOTAL SALARY, ALLOWANCES &amp; BENEFITS</b>		<b>52 989</b>	<b>55 363</b>	<b>65 383</b>	<b>77 683</b>	<b>75 326</b>	<b>75 326</b>	<b>79 318</b>	<b>84 871</b>	<b>90 811</b>
% increase	4		4.5%	18.1%	18.8%	(3.0%)		5.3%	7.0%	7.0%
<b>TOTAL MANAGERS AND STAFF</b>	5	<b>49 092</b>	<b>50 473</b>	<b>60 473</b>	<b>71 968</b>	<b>69 612</b>	<b>69 612</b>	<b>73 028</b>	<b>78 140</b>	<b>83 610</b>

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
<b><u>Councillors (Political Office Bearers plus Other)</u></b>										
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										
<b>Sub Total - Councillors</b>		<b>7 592</b>	<b>6 936</b>	<b>8 550</b>	<b>7 904</b>	<b>8 441</b>	<b>8 441</b>	<b>9 080</b>	<b>9 638</b>	<b>7 202</b>
% increase	4		(8.6%)	23.3%	(7.6%)	6.8%		7.6%	6.2%	(25.3%)
<b><u>Senior Managers of the Municipality</u></b>										
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										
<b>Sub Total - Senior Managers of Municipality</b>		<b>3 160</b>	<b>3 344</b>	<b>4 131</b>	<b>4 364</b>	<b>4 919</b>	<b>4 919</b>	<b>5 253</b>	<b>5 576</b>	<b>5 903</b>
% increase	4		5.8%	23.5%	5.6%	12.7%		6.8%	6.2%	5.8%
<b><u>Other Municipal Staff</u></b>										
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										
<b>Sub Total - Other Municipal Staff</b>		<b>24 934</b>	<b>32 156</b>	<b>37 166</b>	<b>41 325</b>	<b>41 748</b>	<b>41 748</b>	<b>42 374</b>	<b>44 979</b>	<b>47 611</b>
% increase	4		29.0%	15.6%	11.2%	1.0%		1.5%	6.2%	5.8%
<b>Total Parent Municipality</b>		<b>35 686</b>	<b>42 436</b>	<b>49 847</b>	<b>53 592</b>	<b>55 108</b>	<b>55 108</b>	<b>56 707</b>	<b>60 194</b>	<b>60 716</b>
% increase	4		18.9%	17.5%	7.5%	2.8%		2.9%	6.2%	0.9%
<b><u>Board Members of Entities</u></b>										
Basic 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										
<b>Sub Total - Board Members of Entities</b>										
% increase	4									
<b><u>Senior Managers of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Senior Managers of Entities</b>										
% increase	4									
<b><u>Other Staff of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Other Staff of Entities</b>										
% increase	4									
<b>Total Municipal Entities</b>										
<b>TOTAL SALARY, ALLOWANCES &amp; BENEFITS</b>		<b>35 686</b>	<b>42 436</b>	<b>49 847</b>	<b>53 592</b>	<b>55 108</b>	<b>55 108</b>	<b>56 707</b>	<b>60 194</b>	<b>60 716</b>
% increase	4		18.9%	17.5%	7.5%	2.8%		2.9%	6.2%	0.9%
<b>TOTAL MANAGERS AND STAFF</b>	5	<b>28 094</b>	<b>35 500</b>	<b>41 297</b>	<b>45 688</b>	<b>46 667</b>	<b>46 667</b>	<b>47 627</b>	<b>50 556</b>	<b>53 513</b>

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
<b><u>Councillors (Political Office Bearers plus Other)</u></b>										
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										
<b>Sub Total - Councillors</b>		<b>14 128</b>	<b>14 837</b>	<b>16 285</b>	<b>17 505</b>	<b>17 202</b>	<b>17 202</b>	<b>17 374</b>	<b>18 399</b>	<b>19 429</b>
% increase	4		5.0%	9.8%	7.5%	(1.7%)		1.0%	5.9%	5.6%
<b><u>Senior Managers of the Municipality</u></b>										
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										
<b>Sub Total - Senior Managers of Municipality</b>		<b>4 555</b>	<b>3 881</b>	<b>5 506</b>	<b>5 881</b>	<b>5 381</b>	<b>5 381</b>	<b>5 661</b>	<b>5 995</b>	<b>6 331</b>
% increase	4		(14.8%)	41.9%	6.8%	(8.5%)		5.2%	5.9%	5.6%
<b><u>Other Municipal Staff</u></b>										
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
<b>Sub Total - Other Municipal Staff</b>		<b>147 943</b>	<b>154 058</b>	<b>160 732</b>	<b>185 746</b>	<b>176 166</b>	<b>176 166</b>	<b>187 450</b>	<b>198 510</b>	<b>209 626</b>
% increase	4		4.1%	4.3%	15.6%	(5.2%)		6.4%	5.9%	5.6%
<b>Total Parent Municipality</b>		<b>166 626</b>	<b>172 776</b>	<b>182 523</b>	<b>209 132</b>	<b>198 749</b>	<b>198 749</b>	<b>210 485</b>	<b>222 903</b>	<b>235 386</b>
% increase	4		3.7%	5.6%	14.6%	(5.0%)		5.9%	5.9%	5.6%
<b><u>Board Members of Entities</u></b>										
Basic 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										
<b>Sub Total - Board Members of Entities</b>										
% increase	4									
<b><u>Senior Managers of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Senior Managers of Entities</b>										
% increase	4									
<b><u>Other Staff of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Other Staff of Entities</b>										
% increase	4									
<b>Total Municipal Entities</b>										
<b>TOTAL SALARY, ALLOWANCES &amp; BENEFITS</b>		<b>166 626</b>	<b>172 776</b>	<b>182 523</b>	<b>209 132</b>	<b>198 749</b>	<b>198 749</b>	<b>210 485</b>	<b>222 903</b>	<b>235 386</b>
% increase	4		3.7%	5.6%	14.6%	(5.0%)		5.9%	5.9%	5.6%
<b>TOTAL MANAGERS AND STAFF</b>	5	<b>152 497</b>	<b>157 939</b>	<b>166 238</b>	<b>191 627</b>	<b>181 547</b>	<b>181 547</b>	<b>193 111</b>	<b>204 505</b>	<b>215 957</b>

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
<b><u>Councillors (Political Office Bearers plus Other)</u></b>										
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
<b>Sub Total - Councillors</b>			<b>9 138</b>	<b>9 793</b>	<b>10 442</b>	<b>10 442</b>	<b>10 442</b>	<b>11 073</b>	<b>11 682</b>	<b>12 301</b>
% increase	4			7.2%	6.6%			6.0%	5.5%	5.3%
<b><u>Senior Managers of the Municipality</u></b>										
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
<b>Sub Total - Senior Managers of Municipality</b>			<b>9 118</b>	<b>9 743</b>	<b>10 236</b>	<b>10 236</b>	<b>10 236</b>	<b>11 240</b>	<b>11 859</b>	<b>12 487</b>
% increase	4			6.9%	5.1%			9.8%	5.5%	5.3%
<b><u>Other Municipal Staff</u></b>										
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
<b>Sub Total - Other Municipal Staff</b>			<b>117 091</b>	<b>121 391</b>	<b>128 692</b>	<b>134 908</b>	<b>134 908</b>	<b>155 579</b>	<b>164 136</b>	<b>172 835</b>
% increase	4			3.7%	6.0%	4.8%		15.3%	5.5%	5.3%
<b>Total Parent Municipality</b>			<b>135 348</b>	<b>140 927</b>	<b>149 370</b>	<b>155 586</b>	<b>155 586</b>	<b>177 892</b>	<b>187 676</b>	<b>197 623</b>
% increase	4			4.1%	6.0%	4.2%		14.3%	5.5%	5.3%
<b><u>Board Members of Entities</u></b>										
Basic 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										
<b>Sub Total - Board Members of Entities</b>										
% increase	4									
<b><u>Senior Managers of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Senior Managers of Entities</b>										
% increase	4									
<b><u>Other Staff of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Other Staff of Entities</b>										
% increase	4									
<b>Total Municipal Entities</b>										
<b>TOTAL SALARY, ALLOWANCES &amp; BENEFITS</b>			<b>135 348</b>	<b>140 927</b>	<b>149 370</b>	<b>155 586</b>	<b>155 586</b>	<b>177 892</b>	<b>187 676</b>	<b>197 623</b>
% increase	4			4.1%	6.0%	4.2%		14.3%	5.5%	5.3%
<b>TOTAL MANAGERS AND STAFF</b>	5		<b>126 210</b>	<b>131 134</b>	<b>138 928</b>	<b>145 144</b>	<b>145 144</b>	<b>166 819</b>	<b>175 994</b>	<b>185 322</b>

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
<b><u>Councillors (Political Office Bearers plus Other)</u></b>										
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										
<b>Sub Total - Councillors</b>		<b>9 737</b>	<b>12 402</b>	<b>12 524</b>	<b>14 685</b>	<b>14 685</b>	<b>14 685</b>	<b>15 519</b>	<b>16 590</b>	<b>17 734</b>
% increase	4		27.4%	1.0%	17.3%			5.7%	6.9%	6.9%
<b><u>Senior Managers of the Municipality</u></b>										
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										
<b>Sub Total - Senior Managers of Municipality</b>		<b>5 013</b>	<b>5 534</b>	<b>8 010</b>	<b>9 035</b>	<b>9 035</b>	<b>9 035</b>	<b>9 381</b>	<b>9 906</b>	<b>10 443</b>
% increase	4		10.4%	44.7%	12.8%			3.8%	5.6%	5.4%
<b><u>Other Municipal Staff</u></b>										
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										
<b>Sub Total - Other Municipal Staff</b>		<b>136 369</b>	<b>171 351</b>	<b>177 624</b>	<b>207 771</b>	<b>180 852</b>	<b>180 852</b>	<b>213 579</b>	<b>223 834</b>	<b>244 468</b>
% increase	4		25.7%	3.7%	17.0%	(13.0%)		18.1%	4.8%	9.2%
<b>Total Parent Municipality</b>		<b>151 119</b>	<b>189 287</b>	<b>198 158</b>	<b>231 491</b>	<b>204 572</b>	<b>204 572</b>	<b>238 479</b>	<b>250 330</b>	<b>272 645</b>
% increase	4		25.3%	4.7%	16.8%	(11.6%)		16.6%	5.0%	8.9%
<b><u>Board Members of Entities</u></b>										
Basic 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										
<b>Sub Total - Board Members of Entities</b>										
% increase	4									
<b><u>Senior Managers of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Senior Managers of Entities</b>										
% increase	4									
<b><u>Other Staff of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Other Staff of Entities</b>										
% increase	4									
<b>Total Municipal Entities</b>										
<b>TOTAL SALARY, ALLOWANCES &amp; BENEFITS</b>		<b>151 119</b>	<b>189 287</b>	<b>198 158</b>	<b>231 491</b>	<b>204 572</b>	<b>204 572</b>	<b>238 479</b>	<b>250 330</b>	<b>272 645</b>
% increase	4		25.3%	4.7%	16.8%	(11.6%)		16.6%	5.0%	8.9%
<b>TOTAL MANAGERS AND STAFF</b>	5	<b>141 382</b>	<b>176 885</b>	<b>185 634</b>	<b>216 806</b>	<b>189 887</b>	<b>189 887</b>	<b>222 960</b>	<b>233 740</b>	<b>254 911</b>

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
<b><u>Councillors (Political Office Bearers plus Other)</u></b>										
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
<b>Sub Total - Councillors</b>		<b>5 097</b>	<b>5 420</b>	<b>5 235</b>	<b>4 926</b>	<b>4 926</b>	<b>4 926</b>	<b>5 143</b>	<b>5 382</b>	<b>5 632</b>
% increase	4		6.3%	(3.4%)	(5.9%)			4.4%	4.7%	4.6%
<b><u>Senior Managers of the Municipality</u></b>										
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										
<b>Sub Total - Senior Managers of Municipality</b>		<b>3 958</b>	<b>4 263</b>	<b>5 154</b>	<b>5 221</b>	<b>5 221</b>	<b>5 221</b>	<b>5 451</b>	<b>5 704</b>	<b>5 969</b>
% increase	4		7.7%	20.9%	1.3%			4.4%	4.7%	4.7%
<b><u>Other Municipal Staff</u></b>										
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										
<b>Sub Total - Other Municipal Staff</b>		<b>50 913</b>	<b>62 208</b>	<b>64 462</b>	<b>67 599</b>	<b>68 914</b>	<b>68 914</b>	<b>71 946</b>	<b>75 291</b>	<b>78 792</b>
% increase	4		22.2%	3.6%	4.9%	1.9%		4.4%	4.7%	4.6%
<b>Total Parent Municipality</b>		<b>59 968</b>	<b>71 891</b>	<b>74 851</b>	<b>77 746</b>	<b>79 061</b>	<b>79 061</b>	<b>82 539</b>	<b>86 377</b>	<b>90 394</b>
% increase	4		19.9%	4.1%	3.9%	1.7%		4.4%	4.7%	4.6%
<b><u>Board Members of Entities</u></b>										
Basic 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										
<b>Sub Total - Board Members of Entities</b>										
% increase	4									
<b><u>Senior Managers of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Senior Managers of Entities</b>										
% increase	4									
<b><u>Other Staff of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Other Staff of Entities</b>										
% increase	4									
<b>Total Municipal Entities</b>										
<b>TOTAL SALARY, ALLOWANCES &amp; BENEFITS</b>		<b>59 968</b>	<b>71 891</b>	<b>74 851</b>	<b>77 746</b>	<b>79 061</b>	<b>79 061</b>	<b>82 539</b>	<b>86 377</b>	<b>90 394</b>
% increase	4		19.9%	4.1%	3.9%	1.7%		4.4%	4.7%	4.6%
<b>TOTAL MANAGERS AND STAFF</b>	5	<b>54 871</b>	<b>66 470</b>	<b>69 616</b>	<b>72 820</b>	<b>74 135</b>	<b>74 135</b>	<b>77 396</b>	<b>80 995</b>	<b>84 762</b>



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
<b><u>Councillors (Political Office Bearers plus Other)</u></b>										
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
<b>Sub Total - Councillors</b>					<b>7 586</b>	<b>7 586</b>	<b>7 586</b>	<b>8 083</b>	<b>8 568</b>	<b>9 082</b>
% increase	4							6.6%	6.0%	6.0%
<b><u>Senior Managers of the Municipality</u></b>										
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										
<b>Sub Total - Senior Managers of Municipality</b>					<b>9 704</b>	<b>8 680</b>	<b>8 680</b>	<b>8 576</b>	<b>9 090</b>	<b>9 635</b>
% increase	4					(10.6%)		(1.2%)	6.0%	6.0%
<b><u>Other Municipal Staff</u></b>										
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										
<b>Sub Total - Other Municipal Staff</b>					<b>77 676</b>	<b>75 563</b>	<b>75 563</b>	<b>79 615</b>	<b>84 392</b>	<b>88 521</b>
% increase	4					(2.7%)		5.4%	6.0%	4.9%
<b>Total Parent Municipality</b>					<b>94 966</b>	<b>91 829</b>	<b>91 829</b>	<b>96 274</b>	<b>102 050</b>	<b>107 239</b>
% increase	4					(3.3%)		4.8%	6.0%	5.1%
<b><u>Board Members of Entities</u></b>										
Basic 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										
<b>Sub Total - Board Members of Entities</b>										
% increase	4									
<b><u>Senior Managers of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Senior Managers of Entities</b>										
% increase	4									
<b><u>Other Staff of Entities</u></b>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Other Staff of Entities</b>										
% increase	4									
<b>Total Municipal Entities</b>										
<b>TOTAL SALARY, ALLOWANCES &amp; BENEFITS</b>					<b>94 966</b>	<b>91 829</b>	<b>91 829</b>	<b>96 274</b>	<b>102 050</b>	<b>107 239</b>
% increase	4					(3.3%)		4.8%	6.0%	5.1%
<b>TOTAL MANAGERS AND STAFF</b>	5				<b>87 380</b>	<b>84 243</b>	<b>84 243</b>	<b>88 190</b>	<b>93 482</b>	<b>98 157</b>