

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><u>Councillors (Political Office Bearers plus Other)</u></b>										
Basic Salaries and Wages	1	272 356	311 098	325 387	401 169	395 064	382 831	382 924	418 906	450 339
Pension and UIF Contributions		22 112	24 104	25 014	16 712	15 720	15 018	31 478	31 617	33 846
Medical Aid Contributions		3 567	3 877	2 983	4 393	3 948	3 680	7 387	9 781	10 420
Motor Vehicle Allowance		63 694	46 023	47 652	40 214	29 287	29 082	53 007	43 058	45 796
Cellphone Allowance		3 808	5 897	8 085	15 520	13 977	15 628	12 069	15 535	16 609
Housing Allowances		12 751	18 623	22 952	23 333	23 316	23 924	26 721	28 108	29 796
Other benefits and allowances		238		858	1 566	1 499	841	2 577	7 857	8 423
<b>Sub Total - Councillors</b>		<b>378 525</b>	<b>409 621</b>	<b>432 930</b>	<b>502 908</b>	<b>482 810</b>	<b>471 004</b>	<b>516 163</b>	<b>554 863</b>	<b>595 229</b>
% increase	4		8.2%	5.7%	16.2%	(4.0%)	(2.4%)	9.6%	7.5%	7.3%
<b><u>Senior Managers of the Municipality</u></b>										
Basic Salaries and Wages	2	203 015	120 270	170 804	198 631	178 325	171 513	212 919	227 457	241 643
Pension and UIF Contributions		6 027	3 687	3 244	5 800	4 914	4 333	5 869	5 904	6 269
Medical Aid Contributions		1 017	353	330	842	798	645	915	939	998
Overtime										
Performance Bonus		9 308	3 555	7 113	12 085	10 209	10 209	14 154	16 342	17 516
Motor Vehicle Allowance		17 991	8 347	8 911	13 967	12 612	11 874	10 464	10 171	10 725
Cellphone Allowance		2 231	901	798	2 431	2 154	2 154	1 390	1 334	1 397
Housing Allowances		787		17	514	514	509	1 059	166	177
Other benefits and allowances		10 518	2 843	6 969	4 810	4 768	4 768	3 475	3 381	3 635
Payments in lieu of leave				411						
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Senior Managers of Municipality</b>		<b>250 950</b>	<b>140 017</b>	<b>198 596</b>	<b>239 080</b>	<b>214 292</b>	<b>206 004</b>	<b>250 246</b>	<b>265 694</b>	<b>282 360</b>
% increase	4		(44.2%)	41.8%	20.4%	(10.4%)	(3.9%)	21.5%	6.2%	6.3%
<b><u>Other Municipal Staff</u></b>										
Basic Salaries and Wages		9 189 316	10 317 748	11 580 575	12 694 884	12 374 833	11 880 308	13 524 658	14 379 390	15 230 426
Pension and UIF Contributions		1 864 136	2 040 237	2 223 964	2 547 526	2 449 073	2 418 473	2 646 978	2 808 422	2 977 208
Medical Aid Contributions		812 121	831 611	1 230 346	1 111 127	1 064 475	1 104 482	1 096 384	1 165 336	1 232 332
Overtime		894 851	888 866	962 352	736 228	757 127	915 619	752 123	794 617	832 864
Performance Bonus		278 294	259 664	267 539	366 866	329 086	329 086	375 140	397 320	422 489
Motor Vehicle Allowance		513 260	541 775	605 521	856 660	816 552	846 753	928 872	995 487	1 054 435
Cellphone Allowance		53 201	35 307	51 260	43 130	43 115	48 066	43 937	46 135	48 264
Housing Allowances		83 982	45 237	53 220	109 394	105 139	100 945	122 283	129 793	137 393
Other benefits and allowances		488 330	975 503	607 453	651 170	632 767	632 766	716 401	737 688	774 848
Payments in lieu of leave		144 462	170 593	106 071	198 216	215 984	215 484	217 754	227 195	240 403
Long service awards		109 379	59 402	51 172	20 022	20 227	20 227	21 704	22 768	24 095
Post-retirement benefit obligations		305 973	466 576	205 818	159 541	159 005	159 005	327 491	341 676	355 623
<b>Sub Total - Other Municipal Staff</b>		<b>14 737 304</b>	<b>16 632 520</b>	<b>17 945 291</b>	<b>19 494 765</b>	<b>18 967 381</b>	<b>18 671 213</b>	<b>20 773 725</b>	<b>22 045 826</b>	<b>23 330 382</b>
% increase	4		12.9%	7.9%	8.6%	(2.7%)	(1.6%)	11.3%	6.1%	5.8%
<b>Total Parent Municipality</b>		<b>15 366 780</b>	<b>17 182 158</b>	<b>18 576 818</b>	<b>20 236 753</b>	<b>19 664 483</b>	<b>19 348 220</b>	<b>21 540 135</b>	<b>22 866 383</b>	<b>24 207 970</b>
% increase	4		11.8%	8.1%	8.9%	(2.8%)	(1.6%)	11.3%	6.2%	5.9%
<b><u>Board Members of Entities</u></b>										
Basic Salaries and Wages		4 231 570	9 778	4 354	5 604 845	5 438	5 438	5 806	6 150	6 566
Pension and UIF Contributions		742	742	246	550	550	550	651	685	732
Medical Aid Contributions		415	415	86	343	343	343	406	427	456
Overtime										
Performance Bonus										
Motor Vehicle Allowance		684	804	171	780	780	780	923	971	1 038
Cellphone Allowance		69	69	29	91	91	91	108	113	121
Housing Allowances										
Other benefits and allowances		3 703	3 703	337	429	429	429	507	534	571
Board Fees		14 474	18 602	22 288	20 637	22 953	22 729	26 200	28 062	29 870
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Board Members of Entities</b>		<b>4 251 657</b>	<b>34 113</b>	<b>27 510</b>	<b>5 627 675</b>	<b>30 584</b>	<b>30 360</b>	<b>34 600</b>	<b>36 942</b>	<b>39 354</b>
% increase	4		(99.2%)	(19.4%)	20356.8%	(99.5%)	(0.7%)	14.0%	6.8%	6.5%
<b><u>Senior Managers of Entities</u></b>										
Basic Salaries and Wages		102 236	125 446	79 200	82 243	86 237	86 237	86 583	98 527	104 749
Pension and UIF Contributions		30 160	33 300	6 776	5 147	6 618	6 618	6 363	7 618	8 174
Medical Aid Contributions		16 897	16 667	1 919	1 328	1 502	1 502	1 401	1 783	1 897
Overtime										
Performance Bonus		20 048	20 725	3 712	6 437	5 817	5 817	4 747	7 011	7 481
Motor Vehicle Allowance		4 094	4 975	3 340	3 769	3 506	3 506	3 986	4 268	4 538
Cellphone Allowance		68	96	480	354	447	447	749	1 019	1 077
Housing Allowances		133	167	163	176	176	176	208	220	232
Other benefits and allowances		19 331	19 745	6 107	2 155	1 820	1 820	1 947	1 533	1 626
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Senior Managers of Entities</b>		<b>192 968</b>	<b>221 121</b>	<b>101 696</b>	<b>101 609</b>	<b>106 123</b>	<b>106 123</b>	<b>105 985</b>	<b>121 978</b>	<b>129 774</b>
% increase	4		14.6%	(54.0%)	(0.1%)	4.4%	(0.1%)	15.1%	6.4%	6.4%
<b><u>Other Staff of Entities</u></b>										
Basic Salaries and Wages		1 903 854	2 147 743	2 362 129	2 663 856	2 751 490	2 742 514	2 817 793	2 996 483	3 175 766
Pension and UIF Contributions		236 465	278 658	348 963	389 281	421 568	411 518	480 156	511 219	544 849
Medical Aid Contributions		128 473	142 144	166 704	166 704	213 831	213 831	213 831	272 803	290 033
Overtime		244 354	280 177	276 550	227 369	223 881	223 246	271 774	286 743	303 485
Performance Bonus		182 934	193 647	143 953	246 097	242 486	241 579	260 903	277 414	295 010
Motor Vehicle Allowance		94 456	94 866	106 869	114 463	119 036	119 504	141 185	149 686	160 162
Cellphone Allowance		353	22	5 729	5 537	12 957	12 957	8 674	9 266	9 843
Housing Allowances		12 375	12 919	19 652	41 792	17 976	17 883	51 318	54 269	57 825
Other benefits and allowances		128 931	156 422	282 739	141 519	286 971	286 971	185 259	196 360	208 606
Payments in lieu of leave		11 141	24 858	25 158	21 585	23 290	23 582	35 446	37 985	39 097
Long service awards										
Post-retirement benefit obligations		7 221	7 230	2 062	2 149	2 352	2 352	2 626	4 359	4 582
<b>Sub Total - Other Staff of Entities</b>		<b>2 950 556</b>	<b>3 338 684</b>	<b>3 740 508</b>	<b>4 070 597</b>	<b>4 315 838</b>	<b>4 295 938</b>	<b>4 512 281</b>	<b>4 796 587</b>	<b>5 089 257</b>
% increase	4		13.2%	12.0%	8.8%	6.0%	(0.5%)	5.0%	6.3%	6.1%
<b>Total Municipal Entities</b>		<b>7 395 181</b>	<b>3 593 918</b>	<b>3 869 714</b>	<b>9 799 881</b>	<b>4 452 544</b>	<b>4 432 420</b>	<b>4 652 867</b>	<b>4 955 507</b>	<b>5 258 386</b>
<b>TOTAL SALARY, ALLOWANCES &amp; BENEFITS</b>		<b>22 761 961</b>	<b>20 776 076</b>	<b>22 446 532</b>	<b>30 036 633</b>	<b>24 117 027</b>	<b>23 780 640</b>	<b>26 193 001</b>	<b>27 821 891</b>	<b>29 466 356</b>
% increase	4		(8.7%)	8.0%	33.8%	(19.7%)	(1.4%)	10.1%	6.2%	5.9%
<b>TOTAL MANAGERS AND STAFF</b>	5	<b>18 131 779</b>	<b>20 332 341</b>	<b>21 986 092</b>	<b>23 906 050</b>	<b>23 603 634</b>	<b>23 279 277</b>	<b>25 642 238</b>	<b>27 230 085</b>	<b>28 831 773</b>

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

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
<b>Councillors (Political Office Bearers plus Other)</b>										
Basic Salaries and Wages	1	49 830	49 940	50 089	53 883	53 883	51 980	55 607	59 221	62 775
Pension and UIF Contributions		7 104	7 449	7 366	8 082	8 082	7 646	8 072	8 597	9 113
Medical Aid Contributions		2 095	2 161	2 105	2 405	2 405	2 257	2 673	2 847	3 018
Motor Vehicle Allowance		7 700	9 805	10 459	11 243	11 243	11 605	11 382	12 121	12 849
Cellphone Allowance			2 435	3 339	3 059	3 059	4 594	4 856	5 172	5 482
Housing Allowances		12 677	16 163	20 783	23 246	23 246	23 837	26 259	27 966	29 644
Other benefits and allowances										
<b>Sub Total - Councillors</b>		<b>79 406</b>	<b>87 955</b>	<b>94 141</b>	<b>101 919</b>	<b>101 919</b>	<b>101 919</b>	<b>108 849</b>	<b>115 924</b>	<b>122 880</b>
% increase	4		10.8%	7.0%	8.3%			6.8%	6.5%	6.0%
<b>Senior Managers of the Municipality</b>										
Basic Salaries and Wages	2	33 998		43 760	44 260	44 260	44 260	46 286	49 344	53 292
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus				4 558	4 708	4 708	4 708	6 289	6 729	7 267
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances		445		1 823	1 878	1 878	1 878	2 557	2 736	2 955
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Senior Managers of Municipality</b>		<b>34 444</b>		<b>50 142</b>	<b>50 847</b>	<b>50 847</b>	<b>50 847</b>	<b>55 132</b>	<b>58 809</b>	<b>63 514</b>
% increase	4		(100.0%)		1.4%			8.4%	6.7%	8.0%
<b>Other Municipal Staff</b>										
Basic Salaries and Wages		2 395 505	3 132 609	3 660 016	3 452 178	3 354 667	2 989 010	3 836 939	4 120 521	4 361 477
Pension and UIF Contributions		620 615	658 631	669 968	751 135	740 942	755 546	809 409	862 021	913 742
Medical Aid Contributions		238 589	250 279	520 717	304 317	304 317	356 107	283 215	301 624	319 721
Overtime		393 765	471 338	471 338	361 678	361 678	524 509	386 723	411 860	436 571
Performance Bonus										
Motor Vehicle Allowance					175 855	175 855	215 601	225 015	239 641	254 019
Cellphone Allowance		10 955	13 589	13 589	12 166	12 166	17 708	15 671	16 690	17 692
Housing Allowances					47 712	47 712	44 444	56 355	60 018	63 619
Other benefits and allowances		42 195	11 024		32 538	32 538	32 538	32 287	34 386	36 449
Payments in lieu of leave		89 398	112 943		160 812	160 812	160 812	151 157	160 982	170 641
Long service awards		61 569	46 364	46 364	17 376	17 376	17 376	18 557	19 764	20 949
Post-retirement benefit obligations		222 497	270 751		80 174	80 174	80 174	77 026	82 033	86 955
<b>Sub Total - Other Municipal Staff</b>		<b>4 075 089</b>	<b>4 967 529</b>	<b>5 381 993</b>	<b>5 395 941</b>	<b>5 288 237</b>	<b>5 193 824</b>	<b>5 892 355</b>	<b>6 309 540</b>	<b>6 681 836</b>
% increase	4		21.9%	8.3%	0.3%	(2.0%)	(1.8%)	13.4%	7.1%	5.9%
<b>Total Parent Municipality</b>		<b>4 188 939</b>	<b>5 055 483</b>	<b>5 526 276</b>	<b>5 548 707</b>	<b>5 441 002</b>	<b>5 346 590</b>	<b>6 056 336</b>	<b>6 484 273</b>	<b>6 868 230</b>
% increase	4		20.7%	9.3%	0.4%	(1.9%)	(1.7%)	13.3%	7.1%	5.9%
<b>Board Members of Entities</b>										
Basic Salaries and Wages		4 223 382			5 599 553					
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance			120							
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees		3 039	2 960	3 310	3 868	3 868	3 644	3 890	4 130	4 394
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Board Members of Entities</b>		<b>4 226 421</b>	<b>3 081</b>	<b>3 310</b>	<b>5 603 421</b>	<b>3 868</b>	<b>3 644</b>	<b>3 890</b>	<b>4 130</b>	<b>4 394</b>
% increase	4		(99.9%)	7.4%	169185.2%	(99.9%)	(5.8%)	6.8%	6.2%	6.4%
<b>Senior Managers of Entities</b>										
Basic Salaries and Wages		7 239	6 291	10 456	9 178	9 178	9 178	9 942	10 770	11 578
Pension and UIF Contributions		1 441	1 906	1 851	2 142	2 142	2 142	2 316	2 505	2 700
Medical Aid Contributions		316								
Overtime										
Performance Bonus		559				500	500			
Motor Vehicle Allowance		853	927	761	967	967	967	1 051	1 142	1 230
Cellphone Allowance		19	19	19	29	29	29	29	29	29
Housing Allowances										
Other benefits and allowances		160	671	1 097	195	195	195	213	233	256
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Senior Managers of Entities</b>		<b>10 588</b>	<b>9 814</b>	<b>14 183</b>	<b>12 511</b>	<b>13 011</b>	<b>13 011</b>	<b>13 551</b>	<b>14 679</b>	<b>15 792</b>
% increase	4		(7.3%)	44.5%	(11.8%)	4.0%		4.2%	8.3%	7.6%
<b>Other Staff of Entities</b>										
Basic Salaries and Wages		77 048	96 290	104 286	147 347	147 347	138 371	155 253	162 527	173 045
Pension and UIF Contributions		26 219	34 399	35 993	48 457	48 457	38 407	45 523	49 646	52 838
Medical Aid Contributions		207	250	279	1 385	1 385	615	1 504	1 591	1 701
Overtime		6 878	8 996	10 792	11 751	11 751	11 117	15 657	17 146	18 433
Performance Bonus			6 643	6 758	11 000	11 000	10 093	10 991	12 232	13 060
Motor Vehicle Allowance		3 395	4 388	4 238	4 321	4 321	4 789	3 766	3 958	5 216
Cellphone Allowance		22	22	27	27	27	27	27	30	30
Housing Allowances			892	1 020	1 535	1 535	1 443	1 786	1 926	2 068
Other benefits and allowances		11 459	795	676	519	519	519	974	662	796
Payments in lieu of leave			13 417	18 618	18 289	18 289	18 581	26 717	28 690	29 235
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Other Staff of Entities</b>		<b>125 227</b>	<b>166 093</b>	<b>182 687</b>	<b>244 631</b>	<b>243 861</b>	<b>223 961</b>	<b>262 199</b>	<b>278 407</b>	<b>296 421</b>
% increase	4		32.6%	10.0%	33.9%	(0.3%)	(8.2%)	17.1%	6.2%	6.5%
<b>Total Municipal Entities</b>		<b>4 362 236</b>	<b>178 987</b>	<b>200 180</b>	<b>5 860 562</b>	<b>260 739</b>	<b>240 615</b>	<b>279 640</b>	<b>297 216</b>	<b>316 606</b>
<b>TOTAL SALARY, ALLOWANCES &amp; BENEFITS</b>		<b>8 551 175</b>	<b>5 234 470</b>	<b>5 726 456</b>	<b>11 409 269</b>	<b>5 701 742</b>	<b>5 587 205</b>	<b>6 335 976</b>	<b>6 781 489</b>	<b>7 184 836</b>
% increase	4		(38.8%)	9.4%	99.2%	(50.0%)	(2.0%)	13.4%	7.0%	5.9%
<b>TOTAL MANAGERS AND STAFF</b>	5	<b>4 245 347</b>	<b>5 143 435</b>	<b>5 629 005</b>	<b>5 703 929</b>	<b>5 595 955</b>	<b>5 481 642</b>	<b>6 223 237</b>	<b>6 661 435</b>	<b>7 057 563</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>Councillors (Political Office Bearers plus Other)</b>										
Basic Salaries and Wages	1	79 779	81 903	89 685	127 303	127 303	127 303	114 197	127 947	135 379
Pension and UIF Contributions		9 387	10 220	10 813	91	91	91	13 009	11 836	12 663
Medical Aid Contributions				23	21	21	21	2 528	4 621	4 944
Motor Vehicle Allowance		9 125	18 288	19 259	197	197	197	12 906	145	154
Cellphone Allowance					5 848	5 848	5 848	330	2 974	3 182
Housing Allowances								369	44	46
Other benefits and allowances				858	841	841	841	992	6 147	6 577
<b>Sub Total - Councillors</b>		<b>98 291</b>	<b>110 411</b>	<b>120 639</b>	<b>134 301</b>	<b>134 301</b>	<b>134 301</b>	<b>144 331</b>	<b>153 714</b>	<b>162 945</b>
% increase	4		12.3%	9.3%	11.3%			7.5%	6.5%	6.0%
<b>Senior Managers of the Municipality</b>										
Basic Salaries and Wages	2	96 763	18 736	21 731	40 760	38 239	38 239	43 363	46 987	48 598
Pension and UIF Contributions		2 194	881	637	2 024	2 148	2 148	2 326	2 106	2 168
Medical Aid Contributions		812	35	56	313	276	276	337	325	345
Overtime										
Performance Bonus		4 984	777	627	2 694	2 509	2 509	3 355	4 842	5 145
Motor Vehicle Allowance		4 507	1 248	772	1 754	1 890	1 890	2 766	2 091	2 207
Cellphone Allowance		357			4	4	4	152	37	40
Housing Allowances		787			509	509	509	882	81	87
Other benefits and allowances		1 624	584	2 711	198	228	228	515	220	232
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Senior Managers of Municipality</b>		<b>112 027</b>	<b>22 261</b>	<b>26 534</b>	<b>48 256</b>	<b>45 803</b>	<b>45 803</b>	<b>53 696</b>	<b>56 689</b>	<b>58 823</b>
% increase	4		(80.1%)	19.2%	81.9%	(5.1%)		17.2%	5.6%	3.8%
<b>Other Municipal Staff</b>										
Basic Salaries and Wages		2 526 895	2 521 475	2 865 544	3 232 133	3 233 211	3 233 211	3 552 060	3 787 686	4 015 028
Pension and UIF Contributions		320 140	293 372	364 543	438 865	431 129	431 129	462 372	489 508	519 583
Medical Aid Contributions		214 614	188 989	251 928	274 244	271 143	271 143	304 084	324 762	342 690
Overtime		69 607	13 926	47 704	107 064	113 307	113 307	86 481	94 311	102 354
Performance Bonus		212 237	171 003	189 995	284 407	257 739	257 739	294 755	312 307	332 224
Motor Vehicle Allowance		182 680	184 391	215 194	272 179	250 167	250 167	281 612	308 668	327 425
Cellphone Allowance		21 829	320	12 565	12	12	12	14	14	14
Housing Allowances		49 262	10 336	20 052	20 216	18 254	18 254	24 050	25 084	26 590
Other benefits and allowances		191 333	680 377	242 942	251 304	259 960	259 960	264 433	264 007	277 949
Payments in lieu of leave		19 610	30 377	80 173	16 786	36 451	36 451	34 246	31 712	33 750
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Other Municipal Staff</b>		<b>3 808 207</b>	<b>4 094 565</b>	<b>4 290 640</b>	<b>4 897 210</b>	<b>4 871 373</b>	<b>4 871 373</b>	<b>5 304 107</b>	<b>5 638 060</b>	<b>5 977 607</b>
% increase	4		7.5%	4.8%	14.1%	(0.5%)		8.9%	6.3%	6.0%
<b>Total Parent Municipality</b>		<b>4 018 525</b>	<b>4 227 237</b>	<b>4 437 813</b>	<b>5 079 767</b>	<b>5 051 477</b>	<b>5 051 477</b>	<b>5 502 134</b>	<b>5 848 463</b>	<b>6 199 375</b>
% increase	4		5.2%	5.0%	14.5%	(0.6%)		8.9%	6.3%	6.0%
<b>Board Members of Entities</b>										
Basic Salaries and Wages		8 150	9 372	4 096	4 992	5 438	5 438	5 806	6 150	6 566
Pension and UIF Contributions		742	742	246	550	550	550	651	685	732
Medical Aid Contributions		415	415	86	343	343	343	406	427	456
Overtime										
Performance Bonus										
Motor Vehicle Allowance		684	684	171	780	780	780	923	971	1 038
Cellphone Allowance		69	69	29	91	91	91	108	113	121
Housing Allowances										
Other benefits and allowances		3 703	3 703	337	429	429	429	507	534	571
Board Fees		10 750	12 668	13 597	13 303	15 025	15 025	17 761	18 843	19 999
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Board Members of Entities</b>		<b>24 513</b>	<b>27 653</b>	<b>18 562</b>	<b>20 488</b>	<b>22 656</b>	<b>22 656</b>	<b>26 161</b>	<b>27 722</b>	<b>29 483</b>
% increase	4		12.8%	(32.9%)	10.4%	10.6%		15.5%	6.0%	6.4%
<b>Senior Managers of Entities</b>										
Basic Salaries and Wages		88 955	111 651	55 348	45 516	55 106	55 106	47 752	56 472	60 295
Pension and UIF Contributions		28 289	30 854	4 410	2 189	3 660	3 660	3 173	4 191	4 503
Medical Aid Contributions		16 406	16 467	1 726	1 098	1 272	1 272	1 101	1 466	1 564
Overtime										
Performance Bonus		19 323	20 429	3 398	6 094	4 974	4 974	4 310	6 550	6 996
Motor Vehicle Allowance		3 104	3 645	1 577	2 646	2 383	2 383	1 699	1 822	1 936
Cellphone Allowance		49	33	386	325	418	418	274	440	470
Housing Allowances		7	7							
Other benefits and allowances		19 170	18 779	4 339	1 826	1 491	1 491	1 324	855	904
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Senior Managers of Entities</b>		<b>175 303</b>	<b>201 866</b>	<b>71 184</b>	<b>59 694</b>	<b>69 304</b>	<b>69 304</b>	<b>59 633</b>	<b>71 797</b>	<b>76 667</b>
% increase	4		15.2%	(64.7%)	(16.1%)	16.1%		(14.0%)	20.4%	6.8%
<b>Other Staff of Entities</b>										
Basic Salaries and Wages		1 783 952	2 004 475	2 199 513	2 438 612	2 532 038	2 532 038	2 589 776	2 756 935	2 921 645
Pension and UIF Contributions		206 228	240 135	303 869	330 126	362 418	362 418	422 768	449 055	478 829
Medical Aid Contributions		122 102	135 073	158 887	206 809	204 460	204 460	246 453	261 515	278 121
Overtime		235 130	268 924	262 991	213 278	209 820	209 820	253 671	267 016	282 335
Performance Bonus		182 934	187 003	133 735	230 889	227 278	227 278	245 426	260 450	276 966
Motor Vehicle Allowance		85 247	87 692	97 351	108 502	113 080	113 080	130 978	138 933	147 791
Cellphone Allowance		331		5 403	5 510	12 930	12 930	7 951	8 437	8 972
Housing Allowances		10 393	9 845	15 997	37 109	13 293	13 293	46 190	48 817	52 044
Other benefits and allowances		111 424	150 202	280 187	138 722	284 175	284 175	182 695	194 017	206 041
Payments in lieu of leave		11 141	11 420	6 530	3 240	5 001	5 001	8 669	9 232	9 796
Long service awards										
Post-retirement benefit obligations		7 221	7 230	2 062	2 147	2 352	2 352	2 624	4 357	4 580
<b>Sub Total - Other Staff of Entities</b>		<b>2 756 103</b>	<b>3 101 999</b>	<b>3 466 526</b>	<b>3 714 944</b>	<b>3 966 846</b>	<b>3 966 846</b>	<b>4 137 199</b>	<b>4 398 764</b>	<b>4 667 120</b>
% increase	4		12.6%	11.8%	7.2%	6.8%		4.3%	6.3%	6.1%
<b>Total Municipal Entities</b>		<b>2 955 919</b>	<b>3 331 518</b>	<b>3 556 271</b>	<b>3 795 126</b>	<b>4 058 806</b>	<b>4 058 806</b>	<b>4 222 993</b>	<b>4 498 283</b>	<b>4 773 270</b>
<b>TOTAL SALARY, ALLOWANCES &amp; BENEFITS</b>		<b>6 974 444</b>	<b>7 558 755</b>	<b>7 994 084</b>	<b>8 874 893</b>	<b>9 110 283</b>	<b>9 110 283</b>	<b>9 725 127</b>	<b>10 346 746</b>	<b>10 972 645</b>
% increase	4		8.4%	5.8%	11.0%	2.7%		6.7%	6.4%	6.0%
<b>TOTAL MANAGERS AND STAFF</b>	5	<b>6 851 640</b>	<b>7 420 691</b>	<b>7 854 883</b>	<b>8 720 104</b>	<b>8 953 326</b>	<b>8 953 326</b>	<b>9 554 635</b>	<b>10 165 310</b>	<b>10 780 217</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	60 436	90 230	94 547	103 077	103 077	103 077	109 249	120 174	132 192
Pension and UIF Contributions		25								
Medical Aid Contributions										
Motor Vehicle Allowance		28 945	69	73						
Cellphone Allowance										
Housing Allowances			2 274	2 168						
Other benefits and allowances										
<b>Sub Total - Councillors</b>		<b>89 405</b>	<b>92 573</b>	<b>96 789</b>	<b>103 077</b>	<b>103 077</b>	<b>103 077</b>	<b>109 249</b>	<b>120 174</b>	<b>132 192</b>
% increase	4		3.5%	4.6%	6.5%			6.0%	10.0%	10.0%
<b><u>Senior Managers of the Municipality</u></b>										
Basic Salaries and Wages	2	27 618	43 822	50 601	46 453	43 181	43 181	50 618	53 959	57 521
Pension and UIF Contributions		1 801								
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance		4 169	3 018	3 445						
Cellphone Allowance		540	585	702	1 017	741	741	784	827	870
Housing Allowances										
Other benefits and allowances		7 173	494	394						
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Senior Managers of Municipality</b>		<b>41 301</b>	<b>47 919</b>	<b>55 143</b>	<b>47 470</b>	<b>43 922</b>	<b>43 922</b>	<b>51 402</b>	<b>54 786</b>	<b>58 391</b>
% increase	4		16.0%	15.1%	(13.9%)	(7.5%)		17.0%	6.6%	6.6%
<b><u>Other Municipal Staff</u></b>										
Basic Salaries and Wages		3 003 359	3 317 865	3 752 576	4 276 539	4 200 195	4 200 195	4 555 383	4 819 200	5 098 296
Pension and UIF Contributions		685 018	827 561	911 275	1 017 674	989 365	989 365	1 086 474	1 149 489	1 216 159
Medical Aid Contributions		253 310	276 214	341 614	387 441	381 199	381 199	386 466	408 881	432 596
Overtime		302 507	270 646	303 652	169 351	187 582	187 582	187 582	187 582	187 582
Performance Bonus		475	299	246	171	169	169	169	169	169
Motor Vehicle Allowance		242 535	255 494	282 517	286 525	283 782	283 782	308 762	326 670	345 617
Cellphone Allowance		15 983	17 230	20 324	20 605	21 519	21 519	20 480	21 182	21 868
Housing Allowances		21 984	22 624	22 557	22 058	21 904	21 904	23 914	25 301	26 768
Other benefits and allowances		189 944	229 063	308 457	259 246	261 612	261 612	317 889	332 948	348 881
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations		54 440	167 731	200 793	62 360	61 838	61 838	229 686	237 724	245 569
<b>Sub Total - Other Municipal Staff</b>		<b>4 769 556</b>	<b>5 384 728</b>	<b>6 144 010</b>	<b>6 501 970</b>	<b>6 409 164</b>	<b>6 409 164</b>	<b>7 116 804</b>	<b>7 509 147</b>	<b>7 923 506</b>
% increase	4		12.9%	14.1%	5.8%	(1.4%)		11.0%	5.5%	5.5%
<b>Total Parent Municipality</b>		<b>4 900 262</b>	<b>5 525 220</b>	<b>6 295 941</b>	<b>6 652 517</b>	<b>6 556 163</b>	<b>6 556 163</b>	<b>7 277 455</b>	<b>7 684 107</b>	<b>8 114 089</b>
% increase	4		12.8%	13.9%	5.7%	(1.4%)		11.0%	5.6%	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		684	2 974	5 381	3 466	4 060	4 060	4 549	5 089	5 477
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Board Members of Entities</b>		<b>684</b>	<b>2 974</b>	<b>5 381</b>	<b>3 466</b>	<b>4 060</b>	<b>4 060</b>	<b>4 549</b>	<b>5 089</b>	<b>5 477</b>
% increase	4		334.5%	80.9%	(35.6%)	17.1%		12.1%	11.9%	7.6%
<b><u>Senior Managers of Entities</u></b>										
Basic Salaries and Wages		6 043	7 505	13 397	25 749	21 953	21 953	28 889	31 285	32 877
Pension and UIF Contributions		430	541	515	816	816	816	874	922	971
Medical Aid Contributions		175	199	192	230	230	230	300	317	334
Overtime										
Performance Bonus		166	295	314	343	343	343	437	461	485
Motor Vehicle Allowance		136	403	1 002	156	156	156	1 236	1 304	1 373
Cellphone Allowance			44	75				447	550	578
Housing Allowances		126	160	163	176	176	176	208	220	232
Other benefits and allowances			295	671	135	135	135	410	444	466
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Senior Managers of Entities</b>		<b>7 076</b>	<b>9 441</b>	<b>16 329</b>	<b>27 604</b>	<b>23 808</b>	<b>23 808</b>	<b>32 801</b>	<b>35 503</b>	<b>37 316</b>
% increase	4		33.4%	73.0%	69.0%	(13.8%)		37.8%	8.2%	5.1%
<b><u>Other Staff of Entities</u></b>										
Basic Salaries and Wages		41 469	45 324	56 878	73 846	72 105	72 105	68 454	72 470	76 278
Pension and UIF Contributions		4 018	4 124	9 101	10 693	10 693	10 693	11 860	12 513	13 176
Medical Aid Contributions		6 163	6 821	7 538	8 756	8 756	8 756	9 192	9 697	10 211
Overtime		2 346	2 256	2 763	2 310	2 310	2 310	2 414	2 547	2 682
Performance Bonus				3 460	4 208	4 208	4 208	4 486	4 733	4 983
Motor Vehicle Allowance		5 814	2 786	5 279	1 635	1 635	1 635	6 436	6 790	7 149
Cellphone Allowance				299				696	800	841
Housing Allowances		1 982	2 181	2 635	3 148	3 148	3 148	3 342	3 526	3 713
Other benefits and allowances		5 914	5 424	1 876	2 277	2 277	2 277	1 589	1 680	1 768
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Other Staff of Entities</b>		<b>67 706</b>	<b>68 916</b>	<b>89 829</b>	<b>106 873</b>	<b>105 131</b>	<b>105 131</b>	<b>108 469</b>	<b>114 754</b>	<b>120 802</b>
% increase	4		1.8%	30.3%	19.0%	(1.6%)		3.2%	5.8%	5.3%
<b>Total Municipal Entities</b>		<b>75 467</b>	<b>81 331</b>	<b>111 539</b>	<b>137 943</b>	<b>132 999</b>	<b>132 999</b>	<b>145 819</b>	<b>155 346</b>	<b>163 595</b>
<b>TOTAL SALARY, ALLOWANCES &amp; BENEFITS</b>		<b>4 975 729</b>	<b>5 606 552</b>	<b>6 407 480</b>	<b>6 790 460</b>	<b>6 689 163</b>	<b>6 689 163</b>	<b>7 423 274</b>	<b>7 839 453</b>	<b>8 277 684</b>
% increase	4		12.7%	14.3%	6.0%	(1.5%)		11.0%	5.6%	5.6%
<b>TOTAL MANAGERS AND STAFF</b>	5	<b>4 885 639</b>	<b>5 511 004</b>	<b>6 305 311</b>	<b>6 683 917</b>	<b>6 582 026</b>	<b>6 582 026</b>	<b>7 309 476</b>	<b>7 714 190</b>	<b>8 140 015</b>

Gauteng: Emfuleni(GT421) - 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	15 852	16 774	26 859	35 044	35 044	35 044	29 424	32 367	35 603
Pension and UIF Contributions		2 300	2 378	3 794	2 797	2 797	2 797	4 206	4 627	5 089
Medical Aid Contributions										
Motor Vehicle Allowance		5 863	6 347	10 001	7 553	7 553	7 553	11 304	12 434	13 678
Cellphone Allowance		1 096	1 163	2 081	1 791	1 791	1 791	2 359	2 595	2 855
Housing Allowances										
Other benefits and allowances		23						878	965	1 062
<b>Sub Total - Councillors</b>		<b>25 133</b>	<b>26 661</b>	<b>42 736</b>	<b>47 185</b>	<b>47 185</b>	<b>47 185</b>	<b>48 171</b>	<b>52 988</b>	<b>58 287</b>
% increase	4		6.1%	60.3%	10.4%			2.1%	10.0%	10.0%
<b><u>Senior Managers of the Municipality</u></b>										
Basic Salaries and Wages	2	5 908	12 313	13 545	7 076	7 076	7 076	18 508	19 526	20 561
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus			63	70						
Motor Vehicle Allowance		5 191			6 218	6 218	6 218	2 006	2 116	2 228
Cellphone Allowance		1 001			1 199	1 199	1 199	255	269	283
Housing Allowances										
Other benefits and allowances		1 103	1 765	1 942	2 662	2 662	2 662	403	425	447
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Senior Managers of Municipality</b>		<b>13 203</b>	<b>14 142</b>	<b>15 556</b>	<b>17 155</b>	<b>17 155</b>	<b>17 155</b>	<b>21 172</b>	<b>22 336</b>	<b>23 520</b>
% increase	4		7.1%	10.0%	10.3%			23.4%	5.5%	5.3%
<b><u>Other Municipal Staff</u></b>										
Basic Salaries and Wages		399 187	433 660	470 188	571 226	571 226	571 226	580 864	602 887	639 846
Pension and UIF Contributions		83 583	90 756	96 129	106 645	106 645	106 645	109 941	117 086	124 462
Medical Aid Contributions		35 659	40 414	44 741	40 106	40 106	40 106	42 294	45 042	47 880
Overtime		45 698	46 016	55 333	23 663	23 663	23 663	29 971	36 480	38 637
Performance Bonus		30 421	33 236	36 839	41 294	41 294	41 294	40 325	42 946	45 651
Motor Vehicle Allowance		25 050	35 583	36 703	36 448	36 448	36 448	37 300	39 745	42 270
Cellphone Allowance		3 461	3 231	3 482	5 000	5 000	5 000	3 501	3 772	4 010
Housing Allowances		2 603	2 399	2 272	2 774	2 774	2 774	2 711	2 888	3 069
Other benefits and allowances		30 489	36 525	48 055	69 880	69 880	69 880	69 429	72 601	75 892
Payments in lieu of leave		7 143	6 995	11 880	3 453	3 453	3 453	8 059	8 506	8 857
Long service awards		45 697	11 366	1 613	1 300	1 300	1 300	840	560	560
Post-retirement benefit obligations										
<b>Sub Total - Other Municipal Staff</b>		<b>708 992</b>	<b>740 181</b>	<b>807 232</b>	<b>901 790</b>	<b>901 790</b>	<b>901 790</b>	<b>925 235</b>	<b>972 513</b>	<b>1 031 134</b>
% increase	4		4.4%	9.1%	11.7%			2.6%	5.1%	6.0%
<b>Total Parent Municipality</b>		<b>747 328</b>	<b>780 984</b>	<b>865 524</b>	<b>966 130</b>	<b>966 130</b>	<b>966 130</b>	<b>994 578</b>	<b>1 047 837</b>	<b>1 112 941</b>
% increase	4		4.5%	10.8%	11.6%			2.9%	5.4%	6.2%
<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>747 328</b>	<b>780 984</b>	<b>865 524</b>	<b>966 130</b>	<b>966 130</b>	<b>966 130</b>	<b>994 578</b>	<b>1 047 837</b>	<b>1 112 941</b>
% increase	4		4.5%	10.8%	11.6%			2.9%	5.4%	6.2%
<b>TOTAL MANAGERS AND STAFF</b>	5	<b>722 195</b>	<b>754 323</b>	<b>822 788</b>	<b>918 945</b>	<b>918 945</b>	<b>918 945</b>	<b>946 407</b>	<b>994 849</b>	<b>1 054 654</b>

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

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<b><u>Councillors (Political Office Bearers plus Other)</u></b>										
Basic Salaries and Wages	1	7 067	7 522	8 155	8 432	8 432	8 432	8 971	9 599	10 271
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance		364	353	586	620	620	620	659	705	754
Housing Allowances										
Other benefits and allowances										
<b>Sub Total - Councillors</b>		<b>7 430</b>	<b>7 875</b>	<b>8 741</b>	<b>9 052</b>	<b>9 052</b>	<b>9 052</b>	<b>9 630</b>	<b>10 304</b>	<b>11 025</b>
% increase	4		6.0%	11.0%	3.6%			6.4%	7.0%	7.0%
<b><u>Senior Managers of the Municipality</u></b>										
Basic Salaries and Wages	2	5 537	7 237	7 867	8 378	8 378	8 378	7 934	8 773	9 701
Pension and UIF Contributions		107	1 032	859	1 228	1 228	1 228	1 125	1 244	1 376
Medical Aid Contributions		120	119	146	106	106	106	85	94	104
Overtime										
Performance Bonus		1 174	709	131						
Motor Vehicle Allowance		694	834	858	978	978	978	918	918	918
Cellphone Allowance		12	95	96	198	198	198	174	174	174
Housing Allowances								96		
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Senior Managers of Municipality</b>		<b>7 644</b>	<b>10 026</b>	<b>9 957</b>	<b>10 888</b>	<b>10 888</b>	<b>10 888</b>	<b>10 333</b>	<b>11 204</b>	<b>12 274</b>
% increase	4		31.2%	(0.7%)	9.4%			(5.1%)	8.4%	9.5%
<b><u>Other Municipal Staff</u></b>										
Basic Salaries and Wages		90 785	97 473	68 022	119 813	118 817	118 817	141 904	160 066	177 477
Pension and UIF Contributions		17 389	18 117	19 986	23 661	23 647	23 647	27 615	30 669	33 838
Medical Aid Contributions		6 708	7 763	8 281	8 591	8 632	8 632	12 426	13 257	13 599
Overtime		5 272	6 927	7 098	9 033	10 038	10 038	9 537	9 692	9 692
Performance Bonus		(1 174)	(709)	(131)						
Motor Vehicle Allowance		4 779	5 260	5 935	7 090	7 371	7 371	8 280	8 992	9 267
Cellphone Allowance		908	833	1 027	1 006	1 332	1 332	1 406	1 444	1 471
Housing Allowances		831	829	755	1 022	1 091	1 091	1 452	1 912	1 936
Other benefits and allowances								351		
Payments in lieu of leave		347	1 108	1 170	843	627	627	947	998	1 077
Long service awards										
Post-retirement benefit obligations		2 214	3 543	3 898	4 410	4 395	4 395	4 662	4 864	5 073
<b>Sub Total - Other Municipal Staff</b>		<b>128 058</b>	<b>141 144</b>	<b>116 041</b>	<b>175 468</b>	<b>175 950</b>	<b>175 950</b>	<b>208 579</b>	<b>231 894</b>	<b>253 429</b>
% increase	4		10.2%	(17.8%)	51.2%	0.3%		18.5%	11.2%	9.3%
<b>Total Parent Municipality</b>		<b>143 132</b>	<b>159 045</b>	<b>134 739</b>	<b>195 409</b>	<b>195 890</b>	<b>195 890</b>	<b>228 542</b>	<b>253 403</b>	<b>276 728</b>
% increase	4		11.1%	(15.3%)	45.0%	0.2%		16.7%	10.9%	9.2%
<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>143 132</b>	<b>159 045</b>	<b>134 739</b>	<b>195 409</b>	<b>195 890</b>	<b>195 890</b>	<b>228 542</b>	<b>253 403</b>	<b>276 728</b>
% increase	4		11.1%	(15.3%)	45.0%	0.2%		16.7%	10.9%	9.2%
<b>TOTAL MANAGERS AND STAFF</b>	5	<b>135 702</b>	<b>151 170</b>	<b>125 998</b>	<b>186 356</b>	<b>186 838</b>	<b>186 838</b>	<b>218 912</b>	<b>243 098</b>	<b>265 702</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	7 034	4 211	7 840	4 583	8 185	4 583	4 849	5 115	5 386
Pension and UIF Contributions			630		719		719	761	802	845
Medical Aid Contributions			360		409		409	433	457	481
Motor Vehicle Allowance			1 648		1 900		1 900	2 010	2 121	2 233
Cellphone Allowance			385		557		557	589	622	655
Housing Allowances			111		17		17	18	19	20
Other benefits and allowances										
<b>Sub Total - Councillors</b>		<b>7 034</b>	<b>7 345</b>	<b>7 840</b>	<b>8 185</b>	<b>8 185</b>	<b>8 185</b>	<b>8 660</b>	<b>9 136</b>	<b>9 621</b>
% increase	4		4.4%	6.7%	4.4%			5.8%	5.5%	5.3%
<b><u>Senior Managers of the Municipality</u></b>										
Basic Salaries and Wages	2	2 264	2 999	4 327	5 324	5 324	5 324	5 109	5 390	5 676
Pension and UIF Contributions		347	367	146	200	200	200	412	435	458
Medical Aid Contributions		85	81		79	79	79	91	96	101
Overtime										
Performance Bonus		97	285							
Motor Vehicle Allowance		656	775	874	1 099	1 099	1 099	1 284	1 354	1 426
Cellphone Allowance								13	13	14
Housing Allowances								76	80	85
Other benefits and allowances				85						
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Senior Managers of Municipality</b>		<b>3 449</b>	<b>4 508</b>	<b>5 431</b>	<b>6 701</b>	<b>6 701</b>	<b>6 701</b>	<b>6 985</b>	<b>7 369</b>	<b>7 759</b>
% increase	4		30.7%	20.5%	23.4%			4.2%	5.5%	5.3%
<b><u>Other Municipal Staff</u></b>										
Basic Salaries and Wages		52 698	60 028	77 793	93 283	88 918	99 869	115 792	124 237	133 085
Pension and UIF Contributions		10 896	13 459	1 241	19 932	15 873	1 563	1 173	1 236	1 324
Medical Aid Contributions		4 345	5 651	5 182	8 745	6 166	6 166	4 198	4 425	4 721
Overtime		3 820	4 564	4 786	4 854	5 250	5 175	2 753	2 902	3 095
Performance Bonus										
Motor Vehicle Allowance		1 575	2 056	4 252	2 339	3 502	3 501	4 149	4 372	4 681
Cellphone Allowance		64	74	1	103	1	1	1	1	1
Housing Allowances		372	390	293	692	633	633	378	398	426
Other benefits and allowances		13 593	7 359	63	9 160	99	99	188	199	212
Payments in lieu of leave		320	1 479	828	1 700	1 104	1 104	1 753	1 847	1 970
Long service awards				307		135	135	55	59	59
Post-retirement benefit obligations										
<b>Sub Total - Other Municipal Staff</b>		<b>87 684</b>	<b>95 059</b>	<b>94 747</b>	<b>140 807</b>	<b>121 682</b>	<b>118 246</b>	<b>130 441</b>	<b>139 676</b>	<b>149 574</b>
% increase	4		8.4%	(0.3%)	48.6%	(13.6%)	(2.8%)	10.3%	7.1%	7.1%
<b>Total Parent Municipality</b>		<b>98 166</b>	<b>106 912</b>	<b>108 018</b>	<b>155 694</b>	<b>136 569</b>	<b>133 132</b>	<b>146 085</b>	<b>156 181</b>	<b>166 954</b>
% increase	4		8.9%	1.0%	44.1%	(12.3%)	(2.5%)	9.7%	6.9%	6.9%
<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>98 166</b>	<b>106 912</b>	<b>108 018</b>	<b>155 694</b>	<b>136 569</b>	<b>133 132</b>	<b>146 085</b>	<b>156 181</b>	<b>166 954</b>
% increase	4		8.9%	1.0%	44.1%	(12.3%)	(2.5%)	9.7%	6.9%	6.9%
<b>TOTAL MANAGERS AND STAFF</b>	5	<b>91 133</b>	<b>99 567</b>	<b>100 178</b>	<b>147 509</b>	<b>128 383</b>	<b>124 947</b>	<b>137 425</b>	<b>147 045</b>	<b>157 334</b>

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

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<b><u>Councillors (Political Office Bearers plus Other)</u></b>										
Basic Salaries and Wages	1	6 010	6 629	6 638	6 727	6 727		7 291	7 677	8 084
Pension and UIF Contributions		816	892	914	984	984		1 043	1 099	1 157
Medical Aid Contributions		366	245	286	306	529		390	411	433
Motor Vehicle Allowance		2 214	2 369	2 453	2 467	2 467		2 798	2 946	3 103
Cellphone Allowance			149	419	438	441		469	494	520
Housing Allowances										
Other benefits and allowances					658	658		707	745	784
<b>Sub Total - Councillors</b>		<b>9 407</b>	<b>10 284</b>	<b>10 709</b>	<b>11 581</b>	<b>11 806</b>		<b>12 698</b>	<b>13 371</b>	<b>14 080</b>
% increase	4		9.3%	4.1%	8.1%	1.9%	(100.0%)		5.3%	5.3%
<b><u>Senior Managers of the Municipality</u></b>										
Basic Salaries and Wages	2	5 364	6 044	5 581	6 812	6 812		7 398	7 791	8 203
Pension and UIF Contributions		610	652	690	581	581		581	612	644
Medical Aid Contributions					153	153		155	163	172
Overtime										
Performance Bonus										
Motor Vehicle Allowance		614	738	628	738	738		738	777	818
Cellphone Allowance										
Housing Allowances				17	5	5		5	5	5
Other benefits and allowances										
Payments in lieu of leave				61						
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Senior Managers of Municipality</b>		<b>6 588</b>	<b>7 434</b>	<b>6 976</b>	<b>8 289</b>	<b>8 289</b>		<b>8 877</b>	<b>9 347</b>	<b>9 843</b>
% increase	4		12.8%	(6.2%)	18.8%		(100.0%)		5.3%	5.3%
<b><u>Other Municipal Staff</u></b>										
Basic Salaries and Wages		141 468	123 735	125 179	140 101	139 818		130 473	137 388	144 670
Pension and UIF Contributions		33 425	28 439	29 485	31 557	30 893		33 272	34 922	36 658
Medical Aid Contributions		12 566	10 656	11 093	11 566	11 782		11 416	12 021	12 659
Overtime		5 078	3 626	4 382	4 122	4 263		4 570	4 813	5 068
Performance Bonus		11 735	12 211	9 289						
Motor Vehicle Allowance		9 175	8 844	9 510	9 637	9 545		7 484	7 881	8 298
Cellphone Allowance				1	576	591		576	607	639
Housing Allowances		1 271	996	868	868	927		945	995	1 048
Other benefits and allowances		4 519	2 949	2 791		0		10 726	11 294	11 893
Payments in lieu of leave		2 566	3 842	1 233	500	500		500	527	554
Long service awards										
Post-retirement benefit obligations								1 200	1 264	1 331
<b>Sub Total - Other Municipal Staff</b>		<b>221 804</b>	<b>195 299</b>	<b>193 831</b>	<b>198 927</b>	<b>198 319</b>		<b>201 163</b>	<b>211 712</b>	<b>222 817</b>
% increase	4		(11.9%)	(0.8%)	2.6%	(0.3%)	(100.0%)		5.2%	5.2%
<b>Total Parent Municipality</b>		<b>237 799</b>	<b>213 017</b>	<b>211 516</b>	<b>218 797</b>	<b>218 414</b>		<b>222 738</b>	<b>234 430</b>	<b>246 739</b>
% increase	4		(10.4%)	(0.7%)	3.4%	(0.2%)	(100.0%)		5.2%	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>237 799</b>	<b>213 017</b>	<b>211 516</b>	<b>218 797</b>	<b>218 414</b>		<b>222 738</b>	<b>234 430</b>	<b>246 739</b>
% increase	4		(10.4%)	(0.7%)	3.4%	(0.2%)	(100.0%)		5.2%	5.3%
<b>TOTAL MANAGERS AND STAFF</b>	5	<b>228 392</b>	<b>202 733</b>	<b>200 807</b>	<b>207 216</b>	<b>206 607</b>		<b>210 040</b>	<b>221 059</b>	<b>232 660</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		10 658	11 462	14 313	17 124	15 328	15 328	18 837	19 967	21 165
Pension and UIF Contributions		1 624	1 678	2 127	2 505	2 232	2 232	2 756	2 921	3 097
Medical Aid Contributions		564	569	569	844	585	585	928	984	1 043
Motor Vehicle Allowance		4 213	4 374	5 406	6 510	5 469	5 469	7 161	7 591	8 047
Cellphone Allowance		895	936	1 660	1 402	1 732	1 732	1 543	1 635	1 733
Housing Allowances										
Other benefits and allowances										
<b>Sub Total - Councillors</b>		<b>17 954</b>	<b>19 019</b>	<b>24 074</b>	<b>28 387</b>	<b>25 346</b>	<b>25 346</b>	<b>31 225</b>	<b>33 099</b>	<b>35 085</b>
% increase	4		5.9%	26.6%	17.9%	(10.7%)		23.2%	6.0%	6.0%
<b><u>Senior Managers of the Municipality</u></b>										
Basic Salaries and Wages		7 813	8 843	10 420	11 461	12 241	12 241	11 758	12 435	13 125
Pension and UIF Contributions		818	565	600	676	484	484	523	553	583
Medical Aid Contributions			118	129	126	119	119	178	188	199
Overtime										
Performance Bonus		924	764	617	1 955	1 955	1 955	2 144	2 267	2 393
Motor Vehicle Allowance		1 176	1 433	1 443	1 613	1 073	1 073	1 145	1 211	1 278
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Senior Managers of Municipality</b>		<b>10 731</b>	<b>11 724</b>	<b>13 209</b>	<b>15 831</b>	<b>15 871</b>	<b>15 871</b>	<b>15 748</b>	<b>16 654</b>	<b>17 578</b>
% increase	4		9.3%	12.7%	19.8%	0.3%		(0.8%)	5.8%	5.5%
<b><u>Other Municipal Staff</u></b>										
Basic Salaries and Wages		246 599	275 011	299 996	349 108	341 833	341 833	354 113	359 827	377 886
Pension and UIF Contributions		48 687	53 535	57 021	66 226	66 280	66 280	65 966	69 759	73 631
Medical Aid Contributions		15 779	17 448	19 481	25 300	22 724	22 724	23 671	25 032	26 422
Overtime		16 706	19 087	26 951	24 096	32 879	32 879	23 892	25 266	26 668
Performance Bonus		19 458	21 884	24 877	27 375	29 884	29 884	30 770	32 539	34 345
Motor Vehicle Allowance		30 059	32 140	35 279	42 072	41 027	41 027	38 118	40 309	42 547
Cellphone Allowance										
Housing Allowances		3 311	3 529	3 782	8 648	10 286	10 286	9 442	9 984	10 539
Other benefits and allowances										
Payments in lieu of leave		7 862	7 359	4 806	4 874	7 101	7 101	7 390	7 815	8 249
Long service awards		149	112	209	223	293	293	306	324	342
Post-retirement benefit obligations		(2 273)			6 598	6 598	6 598	6 888	7 284	7 689
<b>Sub Total - Other Municipal Staff</b>		<b>386 337</b>	<b>430 104</b>	<b>472 403</b>	<b>554 521</b>	<b>558 904</b>	<b>558 904</b>	<b>560 556</b>	<b>578 141</b>	<b>608 316</b>
% increase	4		11.3%	9.8%	17.4%	0.8%		0.3%	3.1%	5.2%
<b>Total Parent Municipality</b>		<b>415 022</b>	<b>460 847</b>	<b>509 686</b>	<b>598 738</b>	<b>600 122</b>	<b>600 122</b>	<b>607 530</b>	<b>627 894</b>	<b>660 979</b>
% increase	4		11.0%	10.6%	17.5%	0.2%		1.2%	3.4%	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>415 022</b>	<b>460 847</b>	<b>509 686</b>	<b>598 738</b>	<b>600 122</b>	<b>600 122</b>	<b>607 530</b>	<b>627 894</b>	<b>660 979</b>
% increase	4		11.0%	10.6%	17.5%	0.2%		1.2%	3.4%	5.3%
<b>TOTAL MANAGERS AND STAFF</b>	5	<b>397 068</b>	<b>441 828</b>	<b>485 612</b>	<b>570 352</b>	<b>574 775</b>	<b>574 775</b>	<b>576 304</b>	<b>594 795</b>	<b>625 894</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		8 926	11 680		11 148					
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance		2 975	2 068		4 612					
Cellphone Allowance		613			639					
Housing Allowances										
Other benefits and allowances		215			67					
<b>Sub Total - Councillors</b>		<b>12 729</b>	<b>13 747</b>		<b>16 465</b>					
% increase	4		8.0%	(100.0%)		(100.0%)				
<b><u>Senior Managers of the Municipality</u></b>	2									
Basic Salaries and Wages		7 133	6 435		7 360					
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus		1 070			1 030					
Motor Vehicle Allowance		984								
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances		174								
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Senior Managers of Municipality</b>		<b>9 361</b>	<b>6 435</b>		<b>8 390</b>					
% increase	4		(31.3%)	(100.0%)		(100.0%)				
<b><u>Other Municipal Staff</u></b>										
Basic Salaries and Wages		131 590	122 311		141 045					
Pension and UIF Contributions		2 160	2 448		22 505					
Medical Aid Contributions		8 723	9 285		13 617					
Overtime		8 898	8 296		7 900					
Performance Bonus			15 335		5 944					
Motor Vehicle Allowance		4 153	4 265		7 068					
Cellphone Allowance			3		1 132					
Housing Allowances		1 615	1 530		2 378					
Other benefits and allowances		2 986	1 909		19 737					
Payments in lieu of leave		4 223	(438)		2 000					
Long service awards										
Post-retirement benefit obligations		18 633	21 312							
<b>Sub Total - Other Municipal Staff</b>		<b>182 982</b>	<b>186 256</b>		<b>223 328</b>					
% increase	4		1.8%	(100.0%)		(100.0%)				
<b>Total Parent Municipality</b>		<b>205 071</b>	<b>206 438</b>		<b>248 183</b>					
% increase	4		0.7%	(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>205 071</b>	<b>206 438</b>		<b>248 183</b>					
% increase	4		0.7%	(100.0%)		(100.0%)				
<b>TOTAL MANAGERS AND STAFF</b>	5	<b>192 343</b>	<b>192 691</b>		<b>231 718</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
<b>R thousands</b>		A	B	C	D	E	F	G	H	I
<b>Councillors (Political Office Bearers plus Other)</b>	1									
Basic Salaries and Wages		5 852	6 140		6 772	6 772	6 772	7 461	8 213	9 195
Pension and UIF Contributions		857	857		1 533	1 533	1 533	1 631	1 735	1 882
Medical Aid Contributions		541	541		408	408	408	435	462	501
Motor Vehicle Allowance		1 055	1 055		2 358	2 358	2 358	2 438	2 523	2 385
Cellphone Allowance		476	476		485	485	485	516	549	596
Housing Allowances		74	74		70	70	70	75	79	86
Other benefits and allowances										
<b>Sub Total - Councillors</b>		<b>8 855</b>	<b>9 143</b>		<b>11 626</b>	<b>11 626</b>	<b>11 626</b>	<b>12 556</b>	<b>13 561</b>	<b>14 646</b>
% increase	4		3.3%	(100.0%)				8.0%	8.0%	8.0%
<b>Senior Managers of the Municipality</b>	2									
Basic Salaries and Wages		2 037	3 017		4 177	4 177	4 177	4 444	4 729	5 003
Pension and UIF Contributions		150	189		273	273	273	291	309	327
Medical Aid Contributions					65	65	65	69	73	77
Overtime										
Performance Bonus										
Motor Vehicle Allowance					617	617	617	656	698	738
Cellphone Allowance		321	221		12	12	12	13	14	15
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Senior Managers of Municipality</b>		<b>2 564</b>	<b>3 487</b>		<b>5 144</b>	<b>5 144</b>	<b>5 144</b>	<b>5 473</b>	<b>5 823</b>	<b>6 161</b>
% increase	4		36.0%	(100.0%)				6.4%	6.4%	5.8%
<b>Other Municipal Staff</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 Municipal Staff</b>										
% increase	4									
<b>Total Parent Municipality</b>		<b>11 419</b>	<b>12 630</b>		<b>16 770</b>	<b>16 770</b>	<b>16 770</b>	<b>18 029</b>	<b>19 384</b>	<b>20 806</b>
% increase	4		10.6%	(100.0%)				7.5%	7.5%	7.3%
<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										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Board Members of Entities</b>										
% increase	4									
<b>Senior Managers 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										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Senior Managers of Entities</b>										
% increase	4									
<b>Other Staff 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										
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>11 419</b>	<b>12 630</b>		<b>16 770</b>	<b>16 770</b>	<b>16 770</b>	<b>18 029</b>	<b>19 384</b>	<b>20 806</b>
% increase	4		10.6%	(100.0%)				7.5%	7.5%	7.3%
<b>TOTAL MANAGERS AND STAFF</b>	5	<b>2 564</b>	<b>3 487</b>		<b>5 144</b>	<b>5 144</b>	<b>5 144</b>	<b>5 473</b>	<b>5 823</b>	<b>6 161</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>	1									
Basic Salaries and Wages		15 332	16 619	17 753	19 023	17 421	17 421	18 466	19 574	20 749
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
<b>Sub Total - Councillors</b>		<b>15 332</b>	<b>16 619</b>	<b>17 753</b>	<b>19 023</b>	<b>17 421</b>	<b>17 421</b>	<b>18 466</b>	<b>19 574</b>	<b>20 749</b>
% increase	4		8.4%	6.8%	7.2%	(8.4%)		6.0%	6.0%	6.0%
<b><u>Senior Managers of the Municipality</u></b>	2									
Basic Salaries and Wages		5 646	6 432	7 240	8 636	8 636	8 636	10 640	11 278	11 955
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus		620	956	962	1 036	1 036	1 036	1 187	1 258	1 334
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Senior Managers of Municipality</b>		<b>6 266</b>	<b>7 389</b>	<b>8 201</b>	<b>9 672</b>	<b>9 672</b>	<b>9 672</b>	<b>11 827</b>	<b>12 537</b>	<b>13 289</b>
% increase	4		17.9%	11.0%	17.9%			22.3%	6.0%	6.0%
<b><u>Other Municipal Staff</u></b>										
Basic Salaries and Wages		128 709	156 690	174 156	219 670	153 523	153 523	162 626	167 781	177 848
Pension and UIF Contributions		27 794	37 588	57 034	44 299	44 299	44 299	33 132	35 120	38 228
Medical Aid Contributions		14 099	16 358	18 029	18 406	18 406	18 406	18 645	19 763	20 949
Overtime		27 752	27 533	23 583	18 467	18 467	18 467	15 509	16 439	17 640
Performance Bonus										
Motor Vehicle Allowance		7 343	8 039	9 021	8 856	8 856	8 856	10 102	10 708	11 351
Cellphone Allowance					2 493	2 493	2 493	2 245	2 380	2 523
Housing Allowances		1 445	1 334	1 334	1 558	1 558	1 558	1 813	1 922	2 037
Other benefits and allowances		9 951	3 357	5 145	8 677	8 677	8 677	18 655	19 774	20 961
Payments in lieu of leave		7 450			5 936	5 936	5 936	7 800	8 268	8 764
Long service awards		1 964	1 559	2 678	1 123	1 123	1 123	1 945	2 062	2 185
Post-retirement benefit obligations		10 463			6 000	6 000	6 000	6 600	6 996	7 416
<b>Sub Total - Other Municipal Staff</b>		<b>236 971</b>	<b>252 459</b>	<b>290 982</b>	<b>335 485</b>	<b>269 338</b>	<b>269 338</b>	<b>279 072</b>	<b>291 214</b>	<b>309 901</b>
% increase	4		6.5%	15.3%	15.3%	(19.7%)		3.6%	4.4%	6.4%
<b>Total Parent Municipality</b>		<b>258 570</b>	<b>276 467</b>	<b>316 936</b>	<b>364 181</b>	<b>296 431</b>	<b>296 431</b>	<b>309 366</b>	<b>323 325</b>	<b>343 939</b>
% increase	4		6.9%	14.6%	14.9%	(18.6%)		4.4%	4.5%	6.4%
<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>258 570</b>	<b>276 467</b>	<b>316 936</b>	<b>364 181</b>	<b>296 431</b>	<b>296 431</b>	<b>309 366</b>	<b>323 325</b>	<b>343 939</b>
% increase	4		6.9%	14.6%	14.9%	(18.6%)		4.4%	4.5%	6.4%
<b>TOTAL MANAGERS AND STAFF</b>	5	<b>243 238</b>	<b>259 848</b>	<b>299 183</b>	<b>345 157</b>	<b>279 010</b>	<b>279 010</b>	<b>290 899</b>	<b>303 751</b>	<b>323 190</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	5 580	7 989	9 509	8 053	12 891	12 891	8 572	9 052	9 541
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance		1 604			3 374			3 007	3 176	3 347
Cellphone Allowance		364			680			748	790	832
Housing Allowances										
Other benefits and allowances										
<b>Sub Total - Councillors</b>		<b>7 549</b>	<b>7 989</b>	<b>9 509</b>	<b>12 107</b>	<b>12 891</b>	<b>12 891</b>	<b>12 327</b>	<b>13 017</b>	<b>13 720</b>
% increase	4		5.8%	19.0%	27.3%	6.5%		(4.4%)	5.6%	5.4%
<b><u>Senior Managers of the Municipality</u></b>										
Basic Salaries and Wages	2	2 934	4 391	5 732	7 934			6 860	7 245	8 008
Pension and UIF Contributions				312	818			611	645	713
Medical Aid Contributions										
Overtime										
Performance Bonus		439		148	661			1 179	1 245	1 377
Motor Vehicle Allowance			301	891	951			952	1 005	1 111
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances				14	73					
Payments in lieu of leave				350						
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Senior Managers of Municipality</b>		<b>3 373</b>	<b>4 692</b>	<b>7 447</b>	<b>10 437</b>			<b>9 602</b>	<b>10 140</b>	<b>11 209</b>
% increase	4		39.1%	58.7%	40.2%	(100.0%)			5.6%	10.5%
<b><u>Other Municipal Staff</u></b>										
Basic Salaries and Wages		72 519	76 892	87 105	99 786	172 624	172 624	94 505	99 797	104 813
Pension and UIF Contributions		14 427	16 331	17 282	25 027			17 624	18 611	19 582
Medical Aid Contributions		7 729	8 552	9 279	18 794			9 968	10 527	11 095
Overtime		15 748	16 908	17 525	6 000			5 104	5 272	5 557
Performance Bonus		5 141	6 406	6 425	7 676			9 121	9 359	10 100
Motor Vehicle Allowance		5 910	5 704	7 111	8 591			8 049	8 500	8 959
Cellphone Allowance			27	271	35			43	46	48
Housing Allowances		1 288	1 271	1 307	1 467			1 223	1 291	1 361
Other benefits and allowances		3 319	2 941	627	2 443			2 443	2 478	2 612
Payments in lieu of leave		5 544	6 928	5 982	1 312			5 903	6 539	6 541
Long service awards										
Post-retirement benefit obligations			3 239	1 127				1 430	1 510	1 592
<b>Sub Total - Other Municipal Staff</b>		<b>131 625</b>	<b>145 197</b>	<b>153 414</b>	<b>169 316</b>	<b>172 624</b>	<b>172 624</b>	<b>155 412</b>	<b>163 929</b>	<b>172 260</b>
% increase	4		10.3%	5.7%	10.4%	2.0%		(10.0%)	5.5%	5.1%
<b>Total Parent Municipality</b>		<b>142 547</b>	<b>157 878</b>	<b>170 370</b>	<b>191 861</b>	<b>185 515</b>	<b>185 515</b>	<b>177 341</b>	<b>187 087</b>	<b>197 190</b>
% increase	4		10.8%	7.9%	12.6%	(3.3%)		(4.4%)	5.5%	5.4%
<b><u>Board Members of Entities</u></b>										
Basic Salaries and Wages		38	406	258	300					
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Board Members of Entities</b>		<b>38</b>	<b>406</b>	<b>258</b>	<b>300</b>					
% increase	4		968.9%	(36.6%)	16.5%	(100.0%)				
<b><u>Senior Managers of Entities</u></b>										
Basic Salaries and Wages					1 800					
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
<b>Sub Total - Senior Managers of Entities</b>					<b>1 800</b>					
% increase	4					(100.0%)				
<b><u>Other Staff of Entities</u></b>										
Basic Salaries and Wages		1 386	1 654	1 452	4 051			4 310	4 552	4 797
Pension and UIF Contributions					5			5	6	6
Medical Aid Contributions										
Overtime				5	30			32	34	36
Performance Bonus										
Motor Vehicle Allowance					5			5	6	6
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances		135	1		1			1	1	1
Payments in lieu of leave			21	10	56			60	63	67
Long service awards										
Post-retirement benefit obligations					1			1	2	2
<b>Sub Total - Other Staff of Entities</b>		<b>1 521</b>	<b>1 675</b>	<b>1 466</b>	<b>4 149</b>			<b>4 415</b>	<b>4 662</b>	<b>4 914</b>
% increase	4		10.2%	(12.5%)	183.0%	(100.0%)			5.6%	5.4%
<b>Total Municipal Entities</b>		<b>1 559</b>	<b>2 081</b>	<b>1 724</b>	<b>6 249</b>			<b>4 415</b>	<b>4 662</b>	<b>4 914</b>
<b>TOTAL SALARY, ALLOWANCES &amp; BENEFITS</b>		<b>144 106</b>	<b>159 960</b>	<b>172 094</b>	<b>198 110</b>	<b>185 515</b>	<b>185 515</b>	<b>181 756</b>	<b>191 749</b>	<b>202 104</b>
% increase	4		11.0%	7.6%	15.1%	(6.4%)		(2.0%)	5.5%	5.4%
<b>TOTAL MANAGERS AND STAFF</b>	5	<b>136 519</b>	<b>151 565</b>	<b>162 327</b>	<b>185 703</b>	<b>172 624</b>	<b>172 624</b>	<b>169 429</b>	<b>178 732</b>	<b>188 383</b>