

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

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

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

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

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

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

Kwazulu-Natal: Hibiscus Coast(KZN216) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2015

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Kwazulu-Natal: Nquthu(KZN242) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2015

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

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

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

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

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

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

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

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

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

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

Kwazulu-Natal: Abaqulusi(KZN263) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2015

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

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

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

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

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

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

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

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

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

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

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

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	6 439	4 685	4 836	7 766	4 766	4 766	8 857	9 155	10 617
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance					542	542	542	308	572	604
Housing Allowances										
Other benefits and allowances		25	1 559	2 117	2 188	2 188	2 188	2 245	2 308	2 435
Sub Total - Councillors		6 464	6 244	6 953	10 497	7 496	7 496	11 409	12 035	13 655
% increase	4		(3.4%)	11.4%	51.0%	(28.6%)		52.2%	5.5%	13.5%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	3 220	2 757	3 739	5 823	5 823	5 823	6 873	6 222	6 648
Pension and UIF Contributions		537	167	90	54	54	54	10	58	62
Medical Aid Contributions										
Overtime										
Performance Bonus		182								
Motor Vehicle Allowance		1 920	907	1 679	451	451	451		482	515
Cellphone Allowance										
Housing Allowances					94	94	94		101	108
Other benefits and allowances		346	662	928	654	654	654	62	698	746
Payments in lieu of leave					279	279	279		299	319
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		6 205	4 493	6 435	7 355	7 355	7 355	6 945	7 860	8 398
% increase	4		(27.6%)	43.2%	14.3%			(5.6%)	13.2%	6.8%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		30 990	47 606	78 812	71 545	71 545	71 545	82 743	76 100	80 010
Pension and UIF Contributions		7 034	10 160	14 386	12 589	12 589	12 589	13 964	13 395	14 252
Medical Aid Contributions					3 346	3 346	3 346	3 677	3 560	4 723
Overtime		2 018	2 671	3 084	410	410	410	714	436	464
Performance Bonus					6 504	6 504	6 504	7 361	6 918	7 359
Motor Vehicle Allowance		4 796	5 427	5 056	3 241	3 241	3 241	3 937	3 447	3 665
Cellphone Allowance					628	628	628	473	668	851
Housing Allowances		6 347	641	1 160	125	125	125	144	133	141
Other benefits and allowances		3 226	1 060	1 798	4 296	4 282	4 282	4 069	4 568	4 857
Payments in lieu of leave					3 746	3 746	3 746		3 985	4 239
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		54 411	67 565	104 296	106 431	104 617	104 617	117 082	113 210	120 561
% increase	4		24.2%	54.4%	2.0%	(1.7%)		11.9%	(3.3%)	6.5%
Total Parent Municipality		67 080	78 302	117 684	124 283	119 469	119 469	135 437	133 105	142 614
% increase	4		16.7%	50.3%	5.6%	(3.9%)		13.4%	(1.7%)	7.1%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages			829	877	5 000	4 000	4 000	2 451	2 800	3 199
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus			102	83						
Motor Vehicle Allowance			201	198						
Cellphone Allowance			22	26						
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities			1 154	1 184	5 000	4 000	4 000	2 451	2 800	3 199
% increase	4			2.6%	322.4%	(20.0%)		(38.7%)	14.3%	14.2%
<u>Other Staff of Entities</u>										
Basic Salaries and Wages					8 670	840	840	531		
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities					8 670	840	840	531		
% increase	4					(9.3%)		(36.8%)	(100.0%)	
Total Municipal Entities			1 154	1 184	13 670	4 840	4 840	2 982	2 800	3 199
TOTAL SALARY, ALLOWANCES & BENEFITS		67 080	79 456	118 868	137 953	124 309	124 309	138 419	135 905	145 814
% increase	4		18.5%	49.6%	16.1%	(9.9%)		11.4%	(1.8%)	7.3%
TOTAL MANAGERS AND STAFF	5	60 616	73 212	111 915	127 456	116 813	116 813	127 010	123 870	132 158

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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