

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

Summary of Employee and Councillor Remuneration	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
R thousands		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	193 814	204 110	210 827	252 224	253 351	250 003	255 998	270 534	295 771
Pension and UIF Contributions		12 971	12 664	16 055	17 916	17 923	17 923	19 681	20 887	22 140
Medical Aid Contributions		733	856	729	953	1 085	1 085	1 644	1 740	1 840
Motor Vehicle Allowance		49 009	37 324	37 387	45 710	46 446	46 219	51 406	54 683	57 842
Cellphone Allowance		6 804	7 304	10 336	12 628	13 548	13 148	17 816	18 821	21 044
Housing Allowances		255	325	25	16	16	16	247	262	277
Other benefits and allowances		8 624	14 346	6 865	12 624	13 497	13 351	14 328	14 642	18 621
Sub Total - Councillors		272 209	276 929	282 223	342 071	345 866	341 746	361 120	381 569	417 536
% increase	4		1.7%	1.9%	21.2%	1.1%	(1.2%)	5.7%	5.7%	9.4%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	132 132	130 472	150 116	185 074	179 478	179 174	130 320	137 431	146 578
Pension and UIF Contributions		7 359	5 867	9 137	11 355	11 138	11 033	12 439	13 382	15 062
Medical Aid Contributions		2 032	1 645	2 397	1 665	1 861	1 861	2 775	2 806	3 028
Overtime		3 022	3 562	2 975	2 913	2 913	2 913	25	27	29
Performance Bonus		967	1 260	1 478	13 127	13 128	13 128	4 696	5 235	5 542
Motor Vehicle Allowance		20 357	14 173	17 500	24 101	22 746	22 531	22 751	24 080	24 820
Cellphone Allowance		476	411	803	12 774	12 451	12 451	1 084	1 162	1 229
Housing Allowances		430	263	516	1 720	947	947	1 561	1 652	1 751
Other benefits and allowances		2 883	7 510	5 326	2 952	2 593	2 715	3 663	3 680	3 900
Payments in lieu of leave		733	445		118	208	208	40	42	44
Long service awards		83		230	51	51	51			
Post-retirement benefit obligations			1 929							
Sub Total - Senior Managers of Municipality		170 474	167 535	190 480	255 849	247 514	247 012	179 355	189 498	201 981
% increase	4		(1.7%)	13.7%	34.3%	(3.3%)	(0.2%)	(27.4%)	5.7%	6.6%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		1 326 009	1 464 683	1 631 363	1 986 744	1 885 422	1 858 582	2 209 189	2 291 435	2 516 206
Pension and UIF Contributions		231 011	281 353	283 390	394 841	363 610	356 408	426 234	446 336	481 845
Medical Aid Contributions		90 367	92 606	94 312	150 386	120 729	117 234	142 808	149 438	160 602
Overtime		88 320	107 770	129 096	99 449	128 758	134 615	146 333	156 428	164 669
Performance Bonus		37 945	21 679	25 785	35 689	40 304	41 254	37 569	39 466	41 649
Motor Vehicle Allowance		123 299	129 577	154 798	198 826	197 266	195 813	226 236	237 531	256 242
Cellphone Allowance		8 966	12 420	21 484	30 394	28 246	27 865	28 887	30 643	33 499
Housing Allowances		17 641	22 704	19 486	26 627	23 623	23 873	27 550	29 125	30 950
Other benefits and allowances		95 421	102 858	108 326	136 363	149 075	145 894	158 395	164 240	175 332
Payments in lieu of leave		27 502	45 340	74 003	42 840	47 128	47 797	51 485	55 894	58 817
Long service awards		11 865	22 272	12 120	8 380	8 864	6 942	7 491	7 458	7 941
Post-retirement benefit obligations		26 872	32 789	22 574	14 760	17 978	18 038	17 236	18 279	19 846
Sub Total - Other Municipal Staff		2 085 218	2 336 051	2 576 738	3 125 297	3 011 002	2 974 315	3 479 412	3 626 274	3 947 598
% increase	4		12.0%	10.3%	21.3%	(3.7%)	(1.2%)	17.0%	4.2%	8.9%
Total Parent Municipality		2 527 901	2 780 515	3 049 441	3 723 217	3 604 382	3 563 073	4 019 887	4 197 341	4 567 115
% increase	4		10.0%	9.7%	22.1%	(3.2%)	(1.1%)	12.8%	4.4%	8.8%
<u>Board Members of Entities</u>										
Basic Salaries and Wages					350	350	350	58 674	62 150	65 671
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime					7 325					
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities					7 675	350	350	58 674	62 150	65 671
% increase	4					(95.4%)		16663.9%	5.9%	5.7%
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages					914	914	914	914	978	1 046
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities					914	914	914	914	978	1 046
% increase	4								7.0%	7.0%
<u>Other Staff of Entities</u>										
Basic Salaries and Wages					1 902	1 902	1 902	1 604	1 716	1 837
Pension and UIF Contributions					184	184	184	724	775	829
Medical Aid Contributions					137	137	137			
Overtime					55	55	55	30	33	36
Performance Bonus					98	98	98	104	112	120
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances					182	182	182	183	196	210
Payments in lieu of leave					60	60	60			
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities					2 618	2 618	2 618	2 646	2 832	3 032
% increase	4							1.1%	7.0%	7.0%
Total Municipal Entities					11 207	3 882	3 882	62 234	65 960	69 749
TOTAL SALARY, ALLOWANCES & BENEFITS		2 444 303	2 685 107	2 944 280	3 611 744	3 490 201	3 444 274	3 951 587	4 122 979	4 391 299
% increase	4		9.9%	9.7%	22.7%	(3.4%)	(1.3%)	14.7%	4.3%	6.5%
TOTAL MANAGERS AND STAFF	5	2 187 189	2 424 231	2 680 754	3 279 032	3 161 217	3 119 213	3 550 124	3 698 964	3 942 575

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

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

Limpopo: Greater Tzaneen(LIM333) - 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		16 655	17 561	19 031	21 029	21 029	20 673	21 853	23 055	24 277
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		16 655	17 561	19 031	21 029	21 029	20 673	21 853	23 055	24 277
% increase	4		5.4%	8.4%	10.5%		(1.7%)	5.7%	5.5%	5.3%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		4 588	4 893	4 997	8 053	8 053	8 053	8 492	8 959	9 434
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus		51		118	673	673	673	708	747	786
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		4 640	4 893	5 115	8 726	8 726	8 726	9 199	9 705	10 220
% increase	4		5.5%	4.5%	70.6%			5.4%	5.5%	5.3%
Other Municipal Staff										
Basic Salaries and Wages		77 869	105 954	125 936	147 846	147 846	134 069	149 300	157 511	165 859
Pension and UIF Contributions		14 866	20 142	22 710	28 714	28 714	24 478	28 641	30 216	31 817
Medical Aid Contributions		12 280	9 888	15 528	11 117	11 117	8 327	12 185	12 855	13 537
Overtime		11 956	20 143	21 275	10 542	10 542	17 105	23 898	25 212	26 548
Performance Bonus		446	273	2 655			3 794	1 600	1 688	1 777
Motor Vehicle Allowance		6 039	7 388	8 919	9 673	9 673	9 254	11 131	11 743	12 366
Cellphone Allowance										
Housing Allowances		1 331	1 753	1 302	1 158	1 158	1 402	1 428	1 507	1 587
Other benefits and allowances		16 742	18 837	16 089	20 089	20 089	16 157	21 502	22 684	23 887
Payments in lieu of leave		5 670	9 067	27 534	9 483	9 483	10 448	10 845	11 441	12 048
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		147 199	193 444	241 948	238 623	238 623	225 033	260 529	274 858	289 425
% increase	4		31.4%	25.1%	(1.4%)		(5.7%)	15.8%	5.5%	5.3%
Total Parent Municipality		168 494	215 899	266 094	268 378	268 378	254 432	291 581	307 618	323 922
% increase	4		28.1%	23.2%	0.9%		(5.2%)	14.6%	5.5%	5.3%
Board Members of Entities										
Basic Salaries and Wages					350	350	350	328	362	388
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities					350	350	350	328	362	388
% increase	4							(6.3%)	10.4%	7.2%
Senior Managers of Entities										
Basic Salaries and Wages					914	914	914	914	978	1 046
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities					914	914	914	914	978	1 046
% increase	4								7.0%	7.0%
Other Staff of Entities										
Basic Salaries and Wages					1 902	1 902	1 902	1 604	1 716	1 837
Pension and UIF Contributions					184	184	184	724	775	829
Medical Aid Contributions					137	137	137			
Overtime					55	55	55	30	33	36
Performance Bonus					98	98	98	104	112	120
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances					182	182	182	183	196	210
Payments in lieu of leave					60	60	60			
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities					2 618	2 618	2 618	2 646	2 832	3 032
% increase	4							1.1%	7.0%	7.0%
Total Municipal Entities					3 882	3 882	3 882	3 888	4 172	4 466
TOTAL SALARY, ALLOWANCES & BENEFITS		168 494	215 899	266 094	272 260	272 260	258 314	295 469	311 790	328 388
% increase	4		28.1%	23.2%	2.3%		(5.1%)	14.4%	5.5%	5.3%
TOTAL MANAGERS AND STAFF	5	151 839	198 338	247 063	250 881	250 881	237 291	273 288	288 373	303 723

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Limpopo: Mookgopong(LIM364) - 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		2 479	2 858	3 148	3 101	3 101	3 101	3 414	3 735	4 036
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance					245	245	245			
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		2 479	2 858	3 148	3 346	3 346	3 346	3 414	3 735	4 036
% increase	4		15.3%	10.1%	6.3%			2.0%	9.4%	8.1%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages		2 861	1 306	2 683	4 491	4 491	4 491	4 914	5 307	5 711
Pension and UIF Contributions		214	70		45	45	45			
Medical Aid Contributions										
Overtime										
Performance Bonus					200					
Motor Vehicle Allowance		343	387							
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 418	1 763	2 683	4 736	4 536	4 536	4 914	5 307	5 711
% increase	4		(48.4%)	52.1%	76.6%	(4.2%)		8.3%	8.0%	7.6%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		22 896	23 141	24 830	28 056	29 227	29 227	35 443	38 850	42 005
Pension and UIF Contributions		5 123	7 216	9 632	8 125	8 151	8 151	10 270	11 099	11 993
Medical Aid Contributions				2 502						
Overtime		2 179	3 010	3 772	1 608	2 273	2 273			
Performance Bonus					20					
Motor Vehicle Allowance		1 355	1 238	2 177	2 738	3 279	3 279	4 560	4 545	4 911
Cellphone Allowance										
Housing Allowances		46	71	40	597	597	597	507	533	576
Other benefits and allowances		707	5 660	2 935						
Payments in lieu of leave					151	151	151	165	190	195
Long service awards					85	85	85	120	131	142
Post-retirement benefit obligations		466	252	368	295	735	735	690	755	816
Sub Total - Other Municipal Staff		32 771	40 588	46 257	41 674	44 498	44 498	51 755	56 102	60 638
% increase	4		23.9%	14.0%	(9.9%)	6.8%		16.3%	8.4%	8.1%
Total Parent Municipality		38 668	45 210	52 087	49 756	52 380	52 380	60 083	65 145	70 385
% increase	4		16.9%	15.2%	(4.5%)	5.3%		14.7%	8.4%	8.0%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		38 668	45 210	52 087	49 756	52 380	52 380	60 083	65 145	70 385
% increase	4		16.9%	15.2%	(4.5%)	5.3%		14.7%	8.4%	8.0%
TOTAL MANAGERS AND STAFF	5	36 189	42 351	48 939	46 410	49 034	49 034	56 669	61 410	66 348

Limpopo: Modimolle(LIM365) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2015

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

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

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

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

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

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

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

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

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

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

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

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