

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		120 924	144 899	145 303	257 675	255 104	251 458	272 125	287 222	350 867
Pension and UIF Contributions		10 922	16 159	14 081	30 631	31 687	31 627	36 104	38 601	49 933
Medical Aid Contributions		2 042	2 990	3 165	8 931	8 282	8 605	9 002	9 661	12 911
Motor Vehicle Allowance		27 426	38 825	34 374	54 426	54 399	51 086	57 803	61 282	65 127
Cellphone Allowance		5 184	8 186	10 273	12 517	13 687	13 867	14 766	15 851	16 807
Housing Allowances		228	849	766	1 131	922	922	1 110	1 179	1 252
Other benefits and allowances		1 203	9 053	12 480	11 962	10 767	10 048	10 867	11 497	12 136
Sub Total - Councillors	1	167 928	220 961	220 441	377 274	374 849	367 614	401 776	425 292	509 033
% increase	4		31.6%	(0.2%)	71.1%	(0.6%)	(1.9%)	9.3%	5.9%	19.7%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages		67 952	77 099	72 623	98 580	98 022	103 735	111 855	119 348	127 292
Pension and UIF Contributions		7 316	8 057	8 321	11 512	10 824	10 142	10 906	11 624	13 103
Medical Aid Contributions		1 257	1 391	1 228	2 532	2 630	2 897	2 897	3 160	3 352
Overtime		276			15	202	202	30	32	34
Performance Bonus		864	2 419	1 788	7 475	7 003	6 019	6 158	6 528	6 939
Motor Vehicle Allowance		8 334	10 007	7 323	13 848	12 705	13 049	17 361	18 538	19 662
Cellphone Allowance		584	196	249	312	293	293	644	686	736
Housing Allowances		678	336	1 114	1 162	1 165	1 188	1 075	1 140	1 208
Other benefits and allowances		880	1 920	6 643	1 265	1 221	1 217	1 793	1 921	2 018
Payments in lieu of leave			295	1 280		272	272	193	204	215
Long service awards			889	90						
Post-retirement benefit obligations							14	62	66	70
Sub Total - Senior Managers of Municipality	2	88 140	102 610	100 660	136 700	134 337	138 477	152 972	163 247	174 628
% increase	4		16.4%	(1.9%)	35.8%	(1.7%)	3.1%	10.5%	6.7%	7.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		1 470 572	1 599 318	1 744 725	2 321 464	2 295 387	2 270 322	2 473 344	2 660 099	2 880 138
Pension and UIF Contributions		255 561	285 853	293 766	400 059	403 904	400 272	435 086	466 727	505 032
Medical Aid Contributions		110 379	129 439	140 901	184 218	186 914	184 362	208 675	223 270	240 612
Overtime		178 703	202 625	214 195	184 496	239 115	242 907	247 924	267 053	289 071
Performance Bonus		26 901	34 011	32 549	56 473	54 912	57 763	62 822	68 086	73 827
Motor Vehicle Allowance		80 740	99 940	100 910	133 061	140 378	135 609	149 837	159 692	171 166
Cellphone Allowance		12 403	9 206	10 124	14 489	15 066	14 416	16 088	17 147	18 206
Housing Allowances		19 441	14 224	11 631	18 352	17 397	16 043	18 669	20 099	21 705
Other benefits and allowances		72 180	133 048	87 246	112 441	125 315	124 719	187 229	200 859	217 103
Payments in lieu of leave		10 730	16 518	12 101	14 548	25 640	26 033	31 375	33 421	35 645
Long service awards		11 788	10 878	5 303	4 444	6 570	6 985	13 378	14 632	16 066
Post-retirement benefit obligations		34 269	23 662	16 178	23 835	17 809	18 476	24 764	26 669	28 863
Sub Total - Other Municipal Staff	4	2 283 666	2 558 723	2 669 628	3 467 879	3 528 407	3 497 908	3 869 190	4 157 754	4 497 434
% increase	4		12.0%	4.3%	29.9%	1.7%	(0.9%)	10.6%	7.5%	8.2%
Total Parent Municipality		2 539 734	2 882 294	2 990 729	3 981 853	4 037 594	4 003 998	4 423 939	4 746 294	5 181 095
% increase	4		13.5%	3.8%	33.1%	1.4%	(0.8%)	10.5%	7.3%	9.2%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities	4									
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities	4									
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages		223 405	235 133	255 787	275 182	276 928	282 343	314 294	332 021	351 544
Pension and UIF Contributions		4 729	4 317	4 765	5 145	5 097	5 316	5 402	5 707	6 042
Medical Aid Contributions		15 671	16 418	19 205	23 563	22 147	24 766	29 574	31 242	33 079
Overtime		19 006	18 951	20 953	15 602	18 129	20 232	10 498	11 091	11 743
Performance Bonus		11 804	13 453	14 298	13 772	13 146	15 997	17 814	18 818	19 925
Motor Vehicle Allowance		10 883	13 773	15 667	17 007	15 850	16 189	14 601	15 424	16 331
Cellphone Allowance		4 658	5 151	5 714	7 175	6 004	6 286	7 062	7 460	7 898
Housing Allowances		12	13	11	13	13	6	7	7	7
Other benefits and allowances		4 826	5 221	7 164	7 127	9 061	9 729	10 380	10 965	11 610
Payments in lieu of leave										
Long service awards		2 513	4 862	1 433	4 210	4 071	4 464	4 798	5 069	5 367
Post-retirement benefit obligations		9 358	6 457	(995)						
Sub Total - Other Staff of Entities	4	306 868	323 749	344 003	368 795	370 447	385 328	414 430	437 804	463 546
% increase	4		5.5%	6.3%	7.2%	0.4%	4.0%	7.6%	5.6%	5.9%
Total Municipal Entities		306 868	323 749	344 003	368 795	370 447	385 328	414 430	437 804	463 546
TOTAL SALARY, ALLOWANCES & BENEFITS		2 846 601	3 206 043	3 334 731	4 350 647	4 408 041	4 389 327	4 838 369	5 184 098	5 644 641
% increase	4		12.6%	4.0%	30.5%	1.3%	(0.4%)	10.2%	7.1%	8.9%
TOTAL MANAGERS AND STAFF	5	2 678 674	2 985 082	3 114 290	3 973 373	4 033 191	4 021 713	4 436 592	4 758 805	5 135 609

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

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

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

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

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

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

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

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

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

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

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

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

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

Mpumalanga: Emakhazeni(MP314) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2015

Summary of Employee and Councillor Remuneration R thousands	Ref	2011/12	2012/13	2013/14	Current year 2014/15			2015/16 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2015/16	Budget Year 2016/17	Budget Year 2017/18
		A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages	1	3 889	2 826	2 915	2 954	2 954	2 954	3 329	3 529	3 741
Pension and UIF Contributions		368	393	670	443	443	443	496	525	557
Medical Aid Contributions			189		290	290	290	290	308	326
Motor Vehicle Allowance			1 099	902	984	984	984	900	954	1 012
Cellphone Allowance				261	332	332	332	389	412	437
Housing Allowances				64	71	71	71	37	39	42
Other benefits and allowances					34	34	34			
Sub Total - Councillors		4 256	4 507	4 812	5 109	5 109	5 109	5 442	5 768	6 114
% increase	4		5.9%	6.8%	6.2%			6.5%	6.0%	6.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	1 839	1 759	1 829	2 892	2 892	2 892	3 095	3 281	3 477
Pension and UIF Contributions		328	324	436	648	648	648	693	734	778
Medical Aid Contributions		76	119		220	220	220	235	249	264
Overtime										
Performance Bonus					678	678	678	652	691	732
Motor Vehicle Allowance		627	569	450	750	750	750	750	795	843
Cellphone Allowance				17	15	15	15	9	10	10
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave				207						
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 870	2 771	2 939	5 202	5 202	5 202	5 434	5 760	6 105
% increase	4		(3.4%)	6.1%	77.0%			4.4%	6.0%	6.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		28 068	30 976	35 403	41 916	41 916	41 916	45 056	47 497	49 984
Pension and UIF Contributions		6 165	6 845	7 164	9 439	9 439	9 439	9 996	10 543	11 096
Medical Aid Contributions		1 764	2 098	2 452	3 082	3 082	3 082	3 204	3 379	3 556
Overtime		2 657	3 080	2 526	3 453	3 453	3 453	3 650	3 851	4 055
Performance Bonus		2 263	2 356	2 651	3 463	3 463	3 463	3 646	3 844	4 042
Motor Vehicle Allowance		3 204	4 145	4 210	4 937	4 937	4 937	4 298	4 531	4 765
Cellphone Allowance				186	180	180	180	174	184	193
Housing Allowances		57	48	49	51	51	51	36	38	40
Other benefits and allowances		2 917	5 834	477	6 557	6 557	6 557	2 712	2 861	3 013
Payments in lieu of leave										
Long service awards			500	576	636	636	636	673	710	748
Post-retirement benefit obligations				1 865				3 621	3 820	4 022
Sub Total - Other Municipal Staff		47 094	55 882	57 560	73 714	73 714	73 714	77 067	81 257	85 516
% increase	4		18.7%	3.0%	28.1%			4.5%	5.4%	5.2%
Total Parent Municipality		54 221	63 160	65 311	84 025	84 025	84 025	87 942	92 785	97 735
% increase	4		16.5%	3.4%	28.7%			4.7%	5.5%	5.3%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		54 221	63 160	65 311	84 025	84 025	84 025	87 942	92 785	97 735
% increase	4		16.5%	3.4%	28.7%			4.7%	5.5%	5.3%
TOTAL MANAGERS AND STAFF	5	49 965	58 653	60 499	78 916	78 916	78 916	82 500	87 017	91 621

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

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

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

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

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

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

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

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

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

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

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