

Budgeted Wage Increases

| Cat   | Municipalities         | Code  | 2018 MTREF<br>Wage Increase from |                          |                          |                          |                      |
|---|------------------------|-------|----------------------------------|--------------------------|--------------------------|--------------------------|----------------------|
|   |                        |       | R thousand                       | 2017/18<br>to<br>2018/19 | 2018/19<br>to<br>2019/20 | 2020/21<br>to<br>2021/22 | Average %            |
| <b>Eastern Cape</b>                         |                        |       |                                  |                          |                          |                          |                      |
| A   | Nelson Mandela Bay     | NMA   | %                                | 0.00%                    | 0.00%                    | 0.00%                    | 0.00%                |
|   |                        |       | R thousand                       | -                        | -                        | -                        | -                    |
| A   | Buffalo City           | BUF   | %                                | 0.00%                    | 0.00%                    | 0.00%                    | 0.00%                |
|   |                        |       | R thousand                       | -                        | -                        | -                        | -                    |
| <b>Total: Sarah Baartman Municipalities</b> |                        |       |                                  | <b>39 486 251</b>        | <b>48 540 902</b>        | <b>43 485 409</b>        | <b>43 837 188</b>    |
| B   | Dr Beyers Naude        | EC101 | %                                | 3.70%                    | 6.00%                    | 6.00%                    | 5.23%                |
|   |                        |       | R thousand                       | 4 713 569                | 7 925 157                | 8 400 666                | 7 013 131            |
| B   | Blue Crane Route       | EC102 | %                                | 3.00%                    | 7.00%                    | 6.80%                    | 5.60%                |
|   |                        |       | R thousand                       | 2 028 000                | 5 498 000                | 5 721 000                | 4 415 667            |
| B   | Makana                 | EC104 | %                                | 1.40%                    | 5.40%                    | 5.40%                    | 4.07%                |
|   |                        |       | R thousand                       | 2 405                    | 9 191                    | 9 687                    | 7 094                |
| B   | Ndlambe                | EC105 | %                                | 5.00%                    | 5.60%                    | 6.30%                    | 5.63%                |
|   |                        |       | R thousand                       | 6 029 000                | 7 030 000                | 8 311 000                | 7 123 333            |
| B   | Sundays River Valley   | EC106 | %                                | 19.70%                   | 9.70%                    | 12.60%                   | 14.00%               |
|   |                        |       | R thousand                       | 11 623 000               | 6 820                    | 9 790                    | 3 879 870            |
| B   | Kouga                  | EC108 | %                                | 5.90%                    | 9.45%                    | 5.50%                    | 6.95%                |
|   |                        |       | R thousand                       | 14 611 939               | 24 777 058               | 15 787 694               | 18 392 231           |
| B   | Kou-Kamma              | EC109 | %                                | (4.20%)                  | 2.60%                    | 5.50%                    | 1.30%                |
|   |                        |       | R thousand                       | (1 977 663)              | 1 173 677                | 2 517 572                | 571 195              |
| C   | Sarah Baartman         | DC10  | %                                | 5.10%                    | 4.70%                    | 5.70%                    | 5.17%                |
|   |                        |       | R thousand                       | 2 455 000                | 2 121 000                | 2 728 000                | 2 434 667            |
| <b>Total: Amathole Municipalities</b>       |                        |       |                                  | <b>86 852 966</b>        | <b>(115 545 894)</b>     | <b>99 427 550</b>        | <b>23 578 207</b>    |
| B   | Mbhahe                 | EC121 | %                                | (6.27%)                  | (9.28%)                  | 0.00%                    | (32.15%)             |
|   |                        |       | R thousand                       | (9 277 361)              | (125 294 465)            | 12 600                   | (44 853 075)         |
| B   | Mquma                  | EC122 | %                                | 9.39%                    | 5.50%                    | 5.50%                    | 6.80%                |
|   |                        |       | R thousand                       | 18 951 283               | 12 141 778               | 12 809 577               | 14 634 213           |
| B   | Great Kei              | EC123 | %                                | (8.28%)                  | 5.40%                    | 5.50%                    | 0.87%                |
|   |                        |       | R thousand                       | (4 969 378)              | 2 972 401                | 3 190 928                | 397 984              |
| B   | Amahathi               | EC124 | %                                | 1.69%                    | 9.69%                    | 10.08%                   | 7.15%                |
|   |                        |       | R thousand                       | 2 145 923                | 12 546 179               | 14 306 317               | 9 666 140            |
| B   | Ngqushwa               | EC126 | %                                | 6.46%                    | 6.46%                    | 6.46%                    | 6.46%                |
|   |                        |       | R thousand                       | 4 507 549                | 4 799 184                | 5 109 709                | 4 805 481            |
| B   | Raymond Mhlaba         | EC129 | %                                | 7.71%                    | 7.71%                    | 7.71%                    | 7.71%                |
|   |                        |       | R thousand                       | 11 858 721               | 12 780 246               | 13 773 862               | 12 804 276           |
| C   | Amathole               | DC12  | %                                | 8.54%                    | (4.39%)                  | 6.49%                    | 3.55%                |
|   |                        |       | R thousand                       | 63 636 229               | (35 491 217)             | 50 224 558               | 26 123 190           |
| <b>Total: Chris Hani Municipalities</b>     |                        |       |                                  | <b>913 021 650</b>       | <b>953 124 474</b>       | <b>1 013 530 265</b>     | <b>959 892 130</b>   |
| B   | Inxuba Yethemba        | EC131 | %                                | 5.18%                    | 5.40%                    | 5.50%                    | 5.36%                |
|   |                        |       | R thousand                       | 85 293 000               | 89 898 822               | 94 843 257               | 90 011 693           |
| B   | Intsika Yethu          | EC135 | %                                | 24.82%                   | 8.00%                    | 8.00%                    | 13.61%               |
|   |                        |       | R thousand                       | 116 361 072              | 125 669 957              | 135 723 554              | 125 918 194          |
| B   | Emalahleni (Ec)        | EC136 | %                                | 12.80%                   | 5.99%                    | 7.32%                    | 8.70%                |
|   |                        |       | R thousand                       | 86 054 645               | 91 213 038               | 97 885 703               | 91 717 795           |
| B   | Engcobo                | EC137 | %                                | (7.80%)                  | 5.50%                    | 5.50%                    | 1.07%                |
|   |                        |       | R thousand                       | 68 038 474               | 71 780 591               | 75 728 523               | 71 849 196           |
| B   | Sakhisizwe             | EC138 | %                                | 0.00%                    | 0.00%                    | 0.00%                    | 0.00%                |
|   |                        |       | R thousand                       | -                        | -                        | -                        | -                    |
| B   | Enoch Mgijima          | EC139 | %                                | 4.71%                    | (0.50%)                  | 6.13%                    | 3.44%                |
|   |                        |       | R thousand                       | 248 431 362              | 247 188 383              | 262 333 124              | 252 650 956          |
| C   | Chris Hani             | DC13  | %                                | (5.16%)                  | 6.00%                    | 6.00%                    | 2.28%                |
|   |                        |       | R thousand                       | 308 843 097              | 327 373 683              | 347 016 104              | 327 744 295          |
| <b>Total: Joe Gqabi Municipalities</b>      |                        |       |                                  | <b>529 481</b>           | <b>555 618</b>           | <b>588 617</b>           | <b>557 905</b>       |
| B   | Elundini               | EC141 | %                                | 7.90%                    | 0.70%                    | 5.50%                    | 4.70%                |
|   |                        |       | R thousand                       | 110 938                  | 111 754                  | 117 901                  | 113 531              |
| B   | Senqu                  | EC142 | %                                | 7.80%                    | 6.00%                    | 6.00%                    | 6.80%                |
|   |                        |       | R thousand                       | 106 145                  | 112 514                  | 119 265                  | 112 641              |
| B   | Walter Sisulu          | EC145 | %                                | 6.20%                    | 6.20%                    | 6.20%                    | 6.20%                |
|   |                        |       | R thousand                       | 104 022                  | 110 471                  | 117 320                  | 110 604              |
| C   | Joe Gqabi              | DC14  | %                                | 6.20%                    | 6.00%                    | 6.00%                    | 6.07%                |
|   |                        |       | R thousand                       | 208 376                  | 220 879                  | 234 131                  | 221 129              |
| <b>Total: OR Tambo Municipalities</b>       |                        |       |                                  |                          |                          |                          |                      |
| B   | Ngquza Hills           | EC153 | %                                | 22.93%                   | 5.40%                    | 5.50%                    | 11.28%               |
|   |                        |       | R thousand                       | 26 672                   | 7 721                    | 8 288                    | 14 227               |
| B   | Port St Johns          | EC154 | %                                | 0.80%                    | 6.51%                    | 17.03%                   | 8.11%                |
|   |                        |       | R thousand                       | 565                      | 4 634                    | 12 909                   | 6 036                |
| B   | Nyandeni               | EC155 | %                                | 8.61%                    | 6.17%                    | 7.40%                    | 7.39%                |
|   |                        |       | R thousand                       | 11 292                   | 8 796                    | 11 195                   | 10 428               |
| B   | Mhlonlo                | EC156 | %                                | 3.74%                    | 5.40%                    | 5.50%                    | 4.88%                |
|   |                        |       | R thousand                       | 2 979                    | 4 459                    | 4 787                    | 4 075                |
| B   | King Sabata Dalindyebo | EC157 | %                                | 5.92%                    | 4.88%                    | 5.47%                    | 5.42%                |
|   |                        |       | R thousand                       | 24 743                   | 21 600                   | 25 418                   | 23 920               |
| C   | OR Tambo               | DC15  | %                                | 0.00%                    | 0.00%                    | 0.00%                    | 0.00%                |
|   |                        |       | R thousand                       | -                        | -                        | -                        | -                    |
| <b>Total: Alfred Nzo Municipalities</b>     |                        |       |                                  | <b>55 124 501</b>        | <b>33 877 233</b>        | <b>35 273 867</b>        | <b>41 425 200</b>    |
| B   | Matatiele              | EC441 | %                                | 1.12%                    | 5.00%                    | 5.00%                    | 3.71%                |
|   |                        |       | R thousand                       | 1 111 810                | 5 037 893                | 5 290 434                | 3 813 379            |
| B   | Umzimvubu              | EC442 | %                                | 10.10%                   | 5.40%                    | 5.50%                    | 7.00%                |
|   |                        |       | R thousand                       | 6 913 677                | 4 070 165                | 4 369 407                | 5 117 750            |
| B   | Mbizana                | EC443 | %                                | 4.66%                    | 5.11%                    | 5.50%                    | 5.09%                |
|   |                        |       | R thousand                       | 4 774 778                | 5 480 030                | 6 202 546                | 5 485 784            |
| B   | Ntbankulu              | EC444 | %                                | 8.64%                    | 7.53%                    | 5.37%                    | 7.18%                |
|   |                        |       | R thousand                       | 5 230 293                | 4 934 794                | 3 713 825                | 4 626 304            |
| C   | Alfred Nzo             | DC44  | %                                | 16.11%                   | 5.37%                    | 5.57%                    | 9.02%                |
|   |                        |       | R thousand                       | 37 093 943               | 14 354 352               | 15 697 654               | 22 381 983           |
| <b>Total: EC Municipalities</b>             |                        |       |                                  | <b>1 095 080 100</b>     | <b>920 599 544</b>       | <b>1 192 368 305</b>     | <b>1 069 349 316</b> |

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| Cat | Municipalities                                  | Code  | 2018 MTREF |                    |                    |                    |               |
|-----|---|-------|------------|--------------------|--------------------|--------------------|---------------|
|     |   |       | R thousand | 2017/18 to 2018/19 | 2018/19 to 2019/20 | 2020/21 to 2021/22 | Average %     |
|     | <b>Free State</b>                               |       |            |                    |                    |                    |               |
| A   | Mangaung  | MAN   | %          | 0.00%              | 0.00%              | 0.00%              | 0.00%         |
|     |   |       | R thousand | -                  | -                  | -                  | -             |
|     | <b>Total: Xhariep Municipalities</b>            |       |            |                    |                    |                    |               |
| B   | Letsemeng                                       | FS161 | %          | 0.00%              | 0.00%              | 0.00%              | 0.00%         |
|     |   |       | R thousand | -                  | -                  | -                  | -             |
| B   | Kopanong  | FS162 | %          | 0.00%              | 0.00%              | 0.00%              | 0.00%         |
|     |   |       | R thousand | -                  | -                  | -                  | -             |
| B   | Mohokare  | FS163 | %          | 0.00%              | 0.00%              | 0.00%              | 0.00%         |
|     |   |       | R thousand | -                  | -                  | -                  | -             |
| C   | Xhariep   | DC16  | %          | 0.00%              | 0.00%              | 0.00%              | 0.00%         |
|     |   |       | R thousand | -                  | -                  | -                  | -             |
|     | <b>Total: Lejweleputswa Municipalities</b>      |       |            | <b>83 205</b>      | <b>53 380</b>      | <b>61 719</b>      | <b>66 101</b> |
| B   | Masilonyana                                     | FS181 | %          | 5.30%              | 5.40%              | 5.50%              | 5.40%         |
|     |   |       | R thousand | 4 430              | 4 753              | 5 871              | 5 018         |
| B   | Tokologo  | FS182 | %          | 7.30%              | 6.30%              | 6.30%              | 6.63%         |
|     |   |       | R thousand | 2 794              | 2 745              | 2 934              | 2 824         |
| B   | Tswelopele                                      | FS183 | %          | 8.00%              | 10.00%             | 10.00%             | 9.33%         |
|     |   |       | R thousand | 5 221              | 7 048              | 7 753              | 6 674         |
| B   | Majhabeng                                       | FS184 | %          | 8.00%              | 5.50%              | 5.50%              | 6.33%         |
|     |   |       | R thousand | 54 428             | 41 990             | 44 300             | 46 906        |
| B   | Nala  | FS185 | %          | 0.00%              | 0.00%              | 0.00%              | 0.00%         |
|     |   |       | R thousand | -                  | -                  | -                  | -             |
| C   | Lejweleputswa                                   | DC18  | %          | 21.60%             | (3.40%)            | 1.00%              | 6.40%         |
|     |   |       | R thousand | 16 332             | (3 156)            | 861                | 4 679         |
|     | <b>Total: Thabo Mofutsanyana Municipalities</b> |       |            |                    |                    |                    |               |
| B   | Setsolo   | FS191 | %          | 0.00%              | 0.00%              | 0.00%              | 0.00%         |
|     |   |       | R thousand | -                  | -                  | -                  | -             |
| B   | Dihlabeng                                       | FS192 | %          | 0.00%              | 0.00%              | 0.00%              | 0.00%         |
|     |   |       | R thousand | -                  | -                  | -                  | -             |
| B   | Nketoana  | FS193 | %          | 0.00%              | 0.00%              | 0.00%              | 0.00%         |
|     |   |       | R thousand | -                  | -                  | -                  | -             |
| B   | Maluti-a-Phofung                                | FS194 | %          | 0.00%              | 0.00%              | 0.00%              | 0.00%         |
|     |   |       | R thousand | -                  | -                  | -                  | -             |
| B   | Phumelela                                       | FS195 | %          | 0.00%              | 0.00%              | 0.00%              | 0.00%         |
|     |   |       | R thousand | -                  | -                  | -                  | -             |
| B   | Mantsopa  | FS196 | %          | 0.00%              | 0.00%              | 0.00%              | 0.00%         |
|     |   |       | R thousand | -                  | -                  | -                  | -             |
| C   | Thabo Mofutsanyana                              | DC19  | %          | 0.00%              | 0.00%              | 0.00%              | 0.00%         |
|     |   |       | R thousand | -                  | -                  | -                  | -             |
|     | <b>Total: Fezile Dabi Municipalities</b>        |       |            |                    |                    |                    |               |
| B   | Moghaka   | FS201 | %          | 0.00%              | 0.00%              | 0.00%              | 0.00%         |
|     |   |       | R thousand | -                  | -                  | -                  | -             |
| B   | Ngwathe   | FS203 | %          | 0.00%              | 0.00%              | 0.00%              | 0.00%         |
|     |   |       | R thousand | -                  | -                  | -                  | -             |
| B   | Metsimaholo                                     | FS204 | %          | 0.00%              | 0.00%              | 0.00%              | 0.00%         |
|     |   |       | R thousand | -                  | -                  | -                  | -             |
| B   | Mafube  | FS205 | %          | 0.00%              | 0.00%              | 0.00%              | 0.00%         |
|     |   |       | R thousand | -                  | -                  | -                  | -             |
| C   | Fezile Dabi                                     | DC20  | %          | 0.00%              | 0.00%              | 0.00%              | 0.00%         |
|     |   |       | R thousand | -                  | -                  | -                  | -             |
|     | <b>Total: FS Municipalities</b>                 |       |            | <b>83 205</b>      | <b>53 380</b>      | <b>61 719</b>      | <b>66 101</b> |

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| Cat | Municipalities                         | Code  | 2018 MTREF        |                    |                    |                    |                |
|-----|--|-------|-------------------|--------------------|--------------------|--------------------|----------------|
|     |  |       | R thousand        | 2017/18 to 2018/19 | 2018/19 to 2019/20 | 2020/21 to 2021/22 | Average %      |
|     | <b>Gauteng</b>                         |       |                   |                    |                    |                    |                |
| A   | Ekurhuleni Metro                       | EKU   | %                 | 0.00%              | 0.00%              | 0.00%              | 0.00%          |
|     |  |       | <b>R thousand</b> | -                  | -                  | -                  | -              |
| A   | City Of Johannesburg                   | JHB   | %                 | 0.00%              | 0.00%              | 0.00%              | 0.00%          |
|     |  |       | <b>R thousand</b> | -                  | -                  | -                  | -              |
| A   | City Of Tshwane                        | TSH   | %                 | 0.00%              | 0.00%              | 0.00%              | 0.00%          |
|     |  |       | <b>R thousand</b> | -                  | -                  | -                  | -              |
|     | <b>Total: Sedibeng Municipalities</b>  |       |                   | <b>25 706</b>      | <b>20 675</b>      | <b>25 263</b>      | <b>23 881</b>  |
| B   | Emfuleni                               | GT421 | %                 | 0.00%              | 0.00%              | 0.00%              | 0.00%          |
|     |  |       | <b>R thousand</b> | -                  | -                  | -                  | -              |
| B   | Midvaal                                | GT422 | %                 | 6.00%              | 6.00%              | 6.00%              | 6.00%          |
|     |  |       | <b>R thousand</b> | -                  | -                  | -                  | -              |
| B   | Lesedi                                 | GT423 | %                 | 12.91%             | 3.71%              | 5.49%              | 7.37%          |
|     |  |       | <b>R thousand</b> | 22 422             | 7 284              | 11 162             | 13 623         |
| C   | Sedibeng                               | DC42  | %                 | 1.30%              | 5.30%              | 5.30%              | 3.97%          |
|     |  |       | <b>R thousand</b> | 3 284              | 13 391             | 14 101             | 10 259         |
|     | <b>Total: West Rand Municipalities</b> |       |                   | <b>918 215</b>     | <b>887 093</b>     | <b>937 274</b>     | <b>914 194</b> |
| B   | Mogale City                            | GT481 | %                 | 7.35%              | 7.00%              | 5.50%              | 6.62%          |
|     |  |       | <b>R thousand</b> | 702 776            | 788 932            | 832 323            | 774 677        |
| B   | Merafong City                          | GT484 | %                 | 9.63%              | 6.00%              | 6.00%              | 7.21%          |
|     |  |       | <b>R thousand</b> | 33 426             | 22 826             | 24 196             | 26 816         |
| B   | Rand West City                         | GT485 | %                 | 0.00%              | 0.00%              | 0.00%              | 0.00%          |
|     |  |       | <b>R thousand</b> | -                  | -                  | -                  | -              |
| C   | West Rand                              | DC48  | %                 | 5.80%              | (58.61%)           | 7.19%              | (15.21%)       |
|     |  |       | <b>R thousand</b> | 182 014            | 75 335             | 80 755             | 112 701        |
|     | <b>Total: GT Municipalities</b>        |       |                   | <b>943 921</b>     | <b>907 768</b>     | <b>962 537</b>     | <b>938 075</b> |

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|-----|--|--------|------------|--------------------|--------------------|--------------------|------------------|
|     |  |        | R thousand | Wage Increase from |                    |                    | Average %        |
|     |  |        |            | 2017/18 to 2018/19 | 2018/19 to 2019/20 | 2020/21 to 2021/22 |                  |
|     | <b>KwaZulu-Natal</b>                       |        |            |                    |                    |                    |                  |
| A   | eThekweni                                  | ETH    | %          | 11.00%             | 7.00%              | 7.00%              | 8.33%            |
|     |  |        | R thousand | 6 991 017          | 7 492 977          | 8 015 088          | 7 499 694        |
|     | <b>Total: Ugu Municipalities</b>           |        |            | <b>4 794</b>       | <b>13 384</b>      | <b>14 367</b>      | <b>10 848</b>    |
| B   | Umdoni                                     | KZN212 | %          | 0.00%              | 0.00%              | 0.00%              | 0.00%            |
|     |  |        | R thousand | -                  | -                  | -                  | -                |
| B   | Umzumbi                                    | KZN213 | %          | 0.00%              | 0.00%              | 0.00%              | 0.00%            |
|     |  |        | R thousand | -                  | -                  | -                  | -                |
| B   | uMuzwabantu                                | KZN214 | %          | 0.00%              | 0.00%              | 0.00%              | 0.00%            |
|     |  |        | R thousand | -                  | -                  | -                  | -                |
| B   | Ray Nkonyeni                               | KZN216 | %          | (2.00%)            | 5.40%              | 5.50%              | 2.97%            |
|     |  |        | R thousand | 4 794              | 13 384             | 14 367             | 10 848           |
| C   | Ugu  | DC21   | %          | 0.00%              | 0.00%              | 0.00%              | 0.00%            |
|     |  |        | R thousand | -                  | -                  | -                  | -                |
|     | <b>Total: uMgungundlovu Municipalities</b> |        |            | <b>1 231 939</b>   | <b>1 324 334</b>   | <b>1 423 659</b>   | <b>1 326 644</b> |
| B   | uMshwathi                                  | KZN221 | %          | 0.00%              | 0.00%              | 0.00%              | 0.00%            |
|     |  |        | R thousand | -                  | -                  | -                  | -                |
| B   | uMgeni                                     | KZN222 | %          | 0.00%              | 0.00%              | 0.00%              | 0.00%            |
|     |  |        | R thousand | -                  | -                  | -                  | -                |
| B   | Mpofana                                    | KZN223 | %          | 0.00%              | 0.00%              | 0.00%              | 0.00%            |
|     |  |        | R thousand | -                  | -                  | -                  | -                |
| B   | Impendle                                   | KZN224 | %          | 0.00%              | 0.00%              | 0.00%              | 0.00%            |
|     |  |        | R thousand | -                  | -                  | -                  | -                |
| B   | Maunduzi                                   | KZN225 | %          | 7.50%              | 7.50%              | 7.50%              | 7.50%            |
|     |  |        | R thousand | 1 231 939          | 1 324 334          | 1 423 659          | 1 326 644        |
| B   | Mkhambathini                               | KZN226 | %          | 0.00%              | 0.00%              | 0.00%              | 0.00%            |
|     |  |        | R thousand | -                  | -                  | -                  | -                |
| B   | Richmond                                   | KZN227 | %          | 0.00%              | 0.00%              | 0.00%              | 0.00%            |
|     |  |        | R thousand | -                  | -                  | -                  | -                |
| C   | uMgungundlovu                              | DC22   | %          | 0.00%              | 0.00%              | 0.00%              | 0.00%            |
|     |  |        | R thousand | -                  | -                  | -                  | -                |
|     | <b>Total: Uthukela Municipalities</b>      |        |            | <b>2 840</b>       | <b>3 039</b>       | <b>3 252</b>       | <b>3 044</b>     |
| B   | Okhahlamba                                 | KZN235 | %          | 7.00%              | 7.00%              | 7.00%              | 7.00%            |
|     |  |        | R thousand | 2 840              | 3 039              | 3 252              | 3 044            |
| B   | Inkosi Langalibalele                       | KZN237 | %          | 0.00%              | 0.00%              | 0.00%              | 0.00%            |
|     |  |        | R thousand | -                  | -                  | -                  | -                |
| B   | Alfred Duma                                | KZN238 | %          | 0.00%              | 0.00%              | 0.00%              | 0.00%            |
|     |  |        | R thousand | -                  | -                  | -                  | -                |
| C   | Uthukela                                   | DC23   | %          | 0.00%              | 0.00%              | 0.00%              | 0.00%            |
|     |  |        | R thousand | -                  | -                  | -                  | -                |

Budgeted Wage Increases

| Cat | Municipalities                              | Code   | 2018 MTREF |                    |                    |                    |                    |
|-----|---|--------|------------|--------------------|--------------------|--------------------|--------------------|
|     |   |        | R thousand | 2017/18 to 2018/19 | 2018/19 to 2019/20 | 2020/21 to 2021/22 | Average %          |
|     | <b>Total: Umzinyathi Municipalities</b>     |        |            | <b>48 376 846</b>  | <b>54 053 978</b>  | <b>58 217 935</b>  | <b>53 549 586</b>  |
| B   | Endumeni                                    | KZN241 | %          | 6.99%              | 5.95%              | 0.00%              | 4.31%              |
|     |   |        | R thousand | 47 375             | 43 150             | -                  | 30 175             |
| B   | Nquthu                                      | KZN242 | %          | 0.00%              | 0.00%              | 0.00%              | 0.00%              |
|     |   |        | R thousand | -                  | -                  | -                  | -                  |
| B   | Msiinga                                     | KZN244 | %          | 8.00%              | 8.00%              | 8.00%              | 8.00%              |
|     |   |        | R thousand | 42 929 471         | 46 363 829         | 50 072 935         | 46 455 412         |
| B   | Umvoti                                      | KZN245 | %          | 7.00%              | 6.10%              | 6.10%              | 6.40%              |
|     |   |        | R thousand | 5 400 000          | 7 647 000          | 8 145 000          | 7 064 000          |
| C   | Umzinyathi                                  | DC24   | %          | (4.90%)            | 5.89%              | 5.35%              | 2.11%              |
|     |   |        | R thousand | -                  | -                  | -                  | -                  |
|     | <b>Total: Amajuba Municipalities</b>        |        |            | <b>93 451</b>      | <b>98 437</b>      | <b>103 871</b>     | <b>98 587</b>      |
| B   | Newcastle                                   | KZN252 | %          | 7.40%              | 5.40%              | 5.50%              | 6.10%              |
|     |   |        | R thousand | -                  | -                  | -                  | -                  |
| B   | eMadlangeni                                 | KZN253 | %          | 6.10%              | 7.00%              | 8.00%              | 7.03%              |
|     |   |        | R thousand | -                  | -                  | -                  | -                  |
| B   | Dannhauser                                  | KZN254 | %          | 6.00%              | 6.00%              | 6.00%              | 6.00%              |
|     |   |        | R thousand | 1 501              | 1 610              | 1 718              | 1 610              |
| C   | Amajuba                                     | DC25   | %          | 6.30%              | 5.40%              | 5.50%              | 5.73%              |
|     |   |        | R thousand | 91 949             | 96 828             | 102 153            | 96 977             |
|     | <b>Total: Zululand Municipalities</b>       |        |            | <b>3 528 932</b>   | <b>3 780 663</b>   | <b>25 009</b>      | <b>2 444 868</b>   |
| B   | eDumbe                                      | KZN261 | %          | 0.00%              | 0.00%              | 0.00%              | 0.00%              |
|     |   |        | R thousand | -                  | -                  | -                  | -                  |
| B   | uPhongolo                                   | KZN262 | %          | 12.33%             | 5.40%              | 5.50%              | 7.74%              |
|     |   |        | R thousand | 6 687              | 3 291              | 3 533              | 4 504              |
| B   | Abaqulusi                                   | KZN263 | %          | 2.70%              | 5.50%              | 5.50%              | 4.57%              |
|     |   |        | R thousand | 3 979              | 8 116              | 8 561              | 6 885              |
| B   | Nongoma                                     | KZN265 | %          | 7.17%              | 7.20%              | 0.00%              | 4.79%              |
|     |   |        | R thousand | 3 490 000          | 3 757 000          | -                  | 2 415 667          |
| B   | Ulundi                                      | KZN266 | %          | 25.79%             | 5.20%              | 5.20%              | 12.06%             |
|     |   |        | R thousand | 20 049             | 5 085              | 5 349              | 10 161             |
| C   | Zululand                                    | DC26   | %          | 6.73%              | 5.50%              | 5.50%              | 5.91%              |
|     |   |        | R thousand | 8 216              | 7 171              | 7 566              | 7 651              |
|     | <b>Total: Umkhanyakude Municipalities</b>   |        |            | <b>1 343 150</b>   | <b>8 206 509</b>   | <b>151 453</b>     | <b>3 233 704</b>   |
| B   | Umlhlabuyalingana                           | KZN271 | %          | 8.00%              | 8.00%              | 8.00%              | 8.00%              |
|     |   |        | R thousand | 12 114             | 3 864              | 4 173              | 6 717              |
| B   | Jozini                                      | KZN272 | %          | 5.90%              | 5.40%              | 5.50%              | 5.60%              |
|     |   |        | R thousand | -                  | -                  | -                  | -                  |
| B   | Mubatuba                                    | KZN275 | %          | 7.00%              | 6.50%              | 7.00%              | 6.83%              |
|     |   |        | R thousand | 84 747             | 90 255             | 96 573             | 90 525             |
| B   | Hlabisa Big Five                            | KZN276 | %          | 6.00%              | 7.00%              | 7.00%              | 6.67%              |
|     |   |        | R thousand | 44 289             | 47 389             | 50 706             | 47 461             |
| C   | Umkhanyakude                                | DC27   | %          | 0.00%              | 0.00%              | 0.00%              | 0.00%              |
|     |   |        | R thousand | 1 202 000          | 8 065 000          | -                  | 4 633 500          |
|     | <b>Total: King Cetshwayo Municipalities</b> |        |            | <b>55 211 561</b>  | <b>14 988 160</b>  | <b>15 993 811</b>  | <b>28 731 177</b>  |
| B   | Mfolozi                                     | KZN281 | %          | 0.00%              | 0.00%              | 0.00%              | 0.00%              |
|     |   |        | R thousand | -                  | -                  | -                  | -                  |
| B   | uMhlabuze                                   | KZN282 | %          | 7.55%              | 7.75%              | 8.33%              | 7.88%              |
|     |   |        | R thousand | 51 097             | 56 474             | 65 338             | 57 636             |
| B   | uMlalazi                                    | KZN284 | %          | 17.70%             | 6.50%              | 6.90%              | 10.37%             |
|     |   |        | R thousand | 12 048             | 5 617              | 6 010              | 7 892              |
| B   | Mthonjaneni                                 | KZN285 | %          | 6.00%              | 6.00%              | 6.00%              | 6.00%              |
|     |   |        | R thousand | 3 277              | 3 507              | 3 717              | 3 500              |
| B   | Nkandla                                     | KZN286 | %          | (9.40%)            | 6.50%              | 6.20%              | 1.10%              |
|     |   |        | R thousand | (3 104)            | 1 950              | 1 996              | 281                |
| C   | King Cetshwayo                              | DC28   | %          | 28.25%             | 5.96%              | 6.00%              | 13.40%             |
|     |   |        | R thousand | 55 148 243         | 14 920 612         | 15 916 750         | 28 661 868         |
|     | <b>Total: iLembe Municipalities</b>         |        |            | <b>33 765 189</b>  | <b>18 104 365</b>  | <b>20 033 329</b>  | <b>23 967 628</b>  |
| B   | Mandeni                                     | KZN291 | %          | 7.00%              | 6.00%              | 6.00%              | 6.33%              |
|     |   |        | R thousand | -                  | -                  | -                  | -                  |
| B   | KwaDukuza                                   | KZN292 | %          | 12.00%             | 6.00%              | 6.00%              | 8.00%              |
|     |   |        | R thousand | -                  | -                  | -                  | -                  |
| B   | Ndvedwe                                     | KZN293 | %          | 0.00%              | 0.00%              | 0.00%              | 0.00%              |
|     |   |        | R thousand | -                  | -                  | -                  | -                  |
| B   | Maphumulo                                   | KZN294 | %          | 7.40%              | 9.00%              | 7.00%              | 7.80%              |
|     |   |        | R thousand | -                  | -                  | -                  | -                  |
| C   | iLembe                                      | DC29   | %          | 16.53%             | 7.61%              | 7.81%              | 10.65%             |
|     |   |        | R thousand | 33 765 189         | 18 104 365         | 20 033 329         | 23 967 628         |
|     | <b>Total: Harry Gwala Municipalities</b>    |        |            | <b>125 530 697</b> | <b>131 389 896</b> | <b>138 345 096</b> | <b>131 755 230</b> |
| B   | Greater Kokstad                             | KZN433 | %          | 7.36%              | 0.00%              | 0.00%              | 2.45%              |
|     |   |        | R thousand | 121 033            | -                  | -                  | 40 344             |
| B   | Ubuhlebezwe                                 | KZN434 | %          | 0.00%              | 0.00%              | 0.00%              | 0.00%              |
|     |   |        | R thousand | 67 684 861         | 71 069 104         | 74 622 559         | 71 125 508         |
| B   | Umzimkhulu                                  | KZN435 | %          | 3.00%              | 3.00%              | 3.00%              | 3.00%              |
|     |   |        | R thousand | 2 785 000          | 2 173 000          | 2 237 520          | 2 398 507          |
| B   | Dr Nkosazana Dlamini Zuma                   | KZN436 | %          | 0.00%              | 0.00%              | 0.00%              | 0.00%              |
|     |   |        | R thousand | 54 927 923         | 58 134 962         | 61 471 160         | 58 178 015         |
| C   | Harry Gwala                                 | DC43   | %          | 10.00%             | 7.00%              | 7.00%              | 8.00%              |
|     |   |        | R thousand | 11 880             | 12 830             | 13 857             | 12 856             |
|     | <b>Total: KZN Municipalities</b>            |        |            | <b>276 080 415</b> | <b>239 455 743</b> | <b>242 326 869</b> | <b>252 621 009</b> |

Budgeted Wage Increases

| Cat | Municipalities                          | Code   | 2018 MTREF        |                    |                    |                    |                  |
|-----|---|--------|-------------------|--------------------|--------------------|--------------------|------------------|
|     |   |        | R thousand        | 2017/18 to 2018/19 | 2018/19 to 2019/20 | 2020/21 to 2021/22 | Average %        |
|     | <b>Limpopo</b>                          |        |                   |                    |                    |                    |                  |
|     | <b>Total: Sekhukhune Municipalities</b> |        |                   |                    |                    |                    |                  |
| B   | Ephraim Mogale                          | LIM471 | %                 | 0.00%              | 0.00%              | 0.00%              | 0.00%            |
|     |   |        | <b>R thousand</b> | -                  | -                  | -                  | -                |
| B   | Elias Motsoaledi                        | LIM472 | %                 | 0.00%              | 0.00%              | 0.00%              | 0.00%            |
|     |   |        | <b>R thousand</b> | -                  | -                  | -                  | -                |
| B   | Makhuduthamaga                          | LIM473 | %                 | 0.00%              | 0.00%              | 0.00%              | 0.00%            |
|     |   |        | <b>R thousand</b> | -                  | -                  | -                  | -                |
| B   | Tubatse Fetakgomo                       | LIM474 | %                 | 0.00%              | 0.00%              | 0.00%              | 0.00%            |
|     |   |        | <b>R thousand</b> | -                  | -                  | -                  | -                |
| C   | Sekhukhune                              | DC47   | %                 | 0.00%              | 0.00%              | 0.00%              | 0.00%            |
|     |   |        | <b>R thousand</b> | -                  | -                  | -                  | -                |
|     | <b>Total: Mopani Municipalities</b>     |        |                   | <b>348 498</b>     | <b>346 682</b>     | <b>356 461</b>     | <b>350 547</b>   |
| B   | Greater Giyani                          | LIM331 | %                 | 6.3%               | 5.4%               | 5.5%               | 0.00%            |
|     |   |        | <b>R thousand</b> | 174 954            | 176 836            | 185 678            | 179 156          |
| B   | Greater Letaba                          | LIM332 | %                 | 2.89%              | 5.40%              | 3.70%              | 4.00%            |
|     |   |        | <b>R thousand</b> | 2 202              | 4 237              | 3 026              | 3 155            |
| B   | Greater Tzaneen                         | LIM333 | %                 | 7.00%              | 5.40%              | 5.50%              | 5.97%            |
|     |   |        | <b>R thousand</b> | 27 660             | 20 981             | 22 135             | 23 592           |
| B   | Ba-Phalaborwa                           | LIM334 | %                 | 7.20%              | 1.20%              | 1.30%              | 3.23%            |
|     |   |        | <b>R thousand</b> | 143 682            | 144 628            | 145 622            | 144 644          |
| B   | Maruleng                                | LIM335 | %                 | 0.00%              | 0.00%              | 0.00%              | 0.00%            |
|     |   |        | <b>R thousand</b> | -                  | -                  | -                  | -                |
| C   | Mopani                                  | DC33   | %                 | 0.00%              | 0.00%              | 0.00%              | 0.00%            |
|     |   |        | <b>R thousand</b> | -                  | -                  | -                  | -                |
|     | <b>Total: Vhembe Municipalities</b>     |        |                   | <b>616 899</b>     | <b>664 507</b>     | <b>707 033</b>     | <b>662 813</b>   |
| B   | Musina                                  | LIM341 | %                 | 6.10%              | 6.50%              | 6.50%              | 6.37%            |
|     |   |        | <b>R thousand</b> | 104 514            | 120 700            | 128 546            | 117 920          |
| B   | Thulamela                               | LIM343 | %                 | 7.36%              | 7.00%              | 0.00%              | 4.79%            |
|     |   |        | <b>R thousand</b> | 266 533            | 282 258            | 298 629            | 282 473          |
| B   | Makhado                                 | LIM344 | %                 | 7.36%              | 7.00%              | 7.00%              | 7.12%            |
|     |   |        | <b>R thousand</b> | 245 852            | 261 549            | 279 858            | 262 420          |
| B   | Collisn Chabane                         | LIM345 | %                 | 0.00%              | 0.00%              | 0.00%              | 0.00%            |
|     |   |        | <b>R thousand</b> | -                  | -                  | -                  | -                |
| C   | Vhembe                                  | DC34   | %                 | 0.00%              | 0.00%              | 0.00%              | 0.00%            |
|     |   |        | <b>R thousand</b> | -                  | -                  | -                  | -                |
|     | <b>Total: Capricorn Municipalities</b>  |        |                   | <b>261 804</b>     | <b>(11 070)</b>    | <b>279 877</b>     | <b>176 870</b>   |
| B   | Blouberg                                | LIM351 | %                 | 7.00%              | 8.00%              | 8.00%              | 7.67%            |
|     |   |        | <b>R thousand</b> | 102 870            | 108 265            | 113 084            | 108 073          |
| B   | Molemole                                | LIM353 | %                 | 0.00%              | 0.00%              | 0.00%              | 0.00%            |
|     |   |        | <b>R thousand</b> | -                  | -                  | -                  | -                |
| B   | Polokwane                               | LIM354 | %                 | 6.00%              | 6.00%              | 7.00%              | 6.33%            |
|     |   |        | <b>R thousand</b> | -                  | -                  | -                  | -                |
| B   | Lepelle-Nkumpi                          | LIM355 | %                 | 8.35%              | 3.76%              | 5.21%              | 5.77%            |
|     |   |        | <b>R thousand</b> | 134 209            | (139 451)          | 147 121            | 47 293           |
| C   | Capricorn                               | DC35   | %                 | 8.92%              | 6.66%              | 6.11%              | 7.23%            |
|     |   |        | <b>R thousand</b> | 24 726             | 20 116             | 19 672             | 21 505           |
|     | <b>Total: Waterberg Municipalities</b>  |        |                   | <b>139 547</b>     | <b>148 655</b>     | <b>156 996</b>     | <b>148 399</b>   |
| B   | Thabazimbi                              | LIM361 | %                 | 7.00%              | 7.00%              | 7.00%              | 7.00%            |
|     |   |        | <b>R thousand</b> | 131 000            | 138 205            | 145 944            | 138 383          |
| B   | Lephalale                               | LIM362 | %                 | 4.80%              | 5.60%              | 5.60%              | 5.33%            |
|     |   |        | <b>R thousand</b> | 8 547              | 10 450             | 11 052             | 10 016           |
| B   | Bela Bela                               | LIM366 | %                 | 0.00%              | 0.00%              | 0.00%              | 0.00%            |
|     |   |        | <b>R thousand</b> | -                  | -                  | -                  | -                |
| B   | Mogalakwena                             | LIM367 | %                 | 0.00%              | 0.00%              | 0.00%              | 0.00%            |
|     |   |        | <b>R thousand</b> | -                  | -                  | -                  | -                |
| B   | Modimolle-Mookgopong                    | LIM368 | %                 | 0.00%              | 0.00%              | 0.00%              | 0.00%            |
|     |   |        | <b>R thousand</b> | -                  | -                  | -                  | -                |
| C   | Waterberg                               | DC36   | %                 | 0.00%              | 0.00%              | 0.00%              | 0.00%            |
|     |   |        | <b>R thousand</b> | -                  | -                  | -                  | -                |
|     | <b>Total: LIM Municipalities</b>        |        |                   | <b>1 366 748</b>   | <b>1 148 774</b>   | <b>1 500 367</b>   | <b>1 338 630</b> |

Budgeted Wage Increases

| Cat | Municipalities                            | Code  | 2018 MTREF |                    |                    |                    |
|-----|---|-------|------------|--------------------|--------------------|--------------------|
|     |   |       | R thousand | 2017/18 to 2018/19 | 2018/19 to 2019/20 | 2020/21 to 2021/22 |
|     | <b>Mpumalanga</b>                         |       |            |                    |                    |                    |
|     | <b>Total: Gert Sibande Municipalities</b> |       |            |                    |                    |                    |
| B   | Albert Luthuli                            | MP301 | %          | 0.00%              | 0.00%              | 0.00%              |
|     |   |       | R thousand | -                  | -                  | -                  |
| B   | Meukaligwa                                | MP302 | %          | 0.00%              | 0.00%              | 0.00%              |
|     |   |       | R thousand | -                  | -                  | -                  |
| B   | Mkhondo                                   | MP303 | %          | 0.00%              | 0.00%              | 0.00%              |
|     |   |       | R thousand | -                  | -                  | -                  |
| B   | Pixley Ka Seme (MP)                       | MP304 | %          | 0.00%              | 0.00%              | 0.00%              |
|     |   |       | R thousand | -                  | -                  | -                  |
| B   | Lekwa                                     | MP305 | %          | 0.00%              | 0.00%              | 0.00%              |
|     |   |       | R thousand | -                  | -                  | -                  |
| B   | Dipaleseng                                | MP306 | %          | 0.00%              | 0.00%              | 0.00%              |
|     |   |       | R thousand | -                  | -                  | -                  |
| B   | Govan Mbeki                               | MP307 | %          | 0.00%              | 0.00%              | 0.00%              |
|     |   |       | R thousand | -                  | -                  | -                  |
| C   | Gert Sibande                              | DC30  | %          | 0.00%              | 0.00%              | 0.00%              |
|     |   |       | R thousand | -                  | -                  | -                  |
|     | <b>Total: Nkangala Municipalities</b>     |       |            |                    |                    |                    |
| B   | Victor Khanye                             | MP311 | %          | 0.00%              | 0.00%              | 0.00%              |
|     |   |       | R thousand | -                  | -                  | -                  |
| B   | Emalaheni (Mp)                            | MP312 | %          | 0.00%              | 0.00%              | 0.00%              |
|     |   |       | R thousand | -                  | -                  | -                  |
| B   | Steve Tshwele                             | MP313 | %          | 0.00%              | 0.00%              | 0.00%              |
|     |   |       | R thousand | -                  | -                  | -                  |
| B   | Emakhazeni                                | MP314 | %          | 0.00%              | 0.00%              | 0.00%              |
|     |   |       | R thousand | -                  | -                  | -                  |
| B   | Thembisile Hani                           | MP315 | %          | 0.00%              | 0.00%              | 0.00%              |
|     |   |       | R thousand | -                  | -                  | -                  |
| B   | Dr J.S. Moroka                            | MP316 | %          | 0.00%              | 0.00%              | 0.00%              |
|     |   |       | R thousand | -                  | -                  | -                  |
| C   | Nkangala                                  | DC31  | %          | 0.00%              | 0.00%              | 0.00%              |
|     |   |       | R thousand | -                  | -                  | -                  |
|     | <b>Total: Ehlanzeni Municipalities</b>    |       |            |                    |                    |                    |
| B   | Thaba Chweu                               | MP321 | %          | 0.00%              | 0.00%              | 0.00%              |
|     |   |       | R thousand | -                  | -                  | -                  |
| B   | Nkomazi                                   | MP324 | %          | 0.00%              | 0.00%              | 0.00%              |
|     |   |       | R thousand | -                  | -                  | -                  |
| B   | Bushbuckridge                             | MP325 | %          | 0.00%              | 0.00%              | 0.00%              |
|     |   |       | R thousand | -                  | -                  | -                  |
| B   | City of Mbombela                          | MP326 | %          | 0.00%              | 0.00%              | 0.00%              |
|     |   |       | R thousand | -                  | -                  | -                  |
| C   | Ehlanzeni                                 | DC32  | %          | 0.00%              | 0.00%              | 0.00%              |
|     |   |       | R thousand | -                  | -                  | -                  |
|     | <b>Total: MP Municipalities</b>           |       |            |                    |                    |                    |

Budgeted Wage Increases

| Cat  | Municipalities      | Code  | 2018 MTREF |                    |                    |                    |                  |
|--|---------------------|-------|------------|--------------------|--------------------|--------------------|------------------|
|  |                     |       | R thousand | 2017/18 to 2018/19 | 2018/19 to 2019/20 | 2020/21 to 2021/22 | Average %        |
| <b>Northern Cape</b>                             |                     |       |            |                    |                    |                    |                  |
| <b>Total: John Taolo Gaetsewe Municipalities</b> |                     |       |            |                    |                    |                    |                  |
| B  | Joe Morolong        | NC451 | %          | 13.81%             | 7.05%              | 6.75%              | 9.20%            |
|  |                     |       | R thousand | 8 171              | 4 748              | 4 868              | 5 928            |
| B  | Ga-Segonyana        | NC452 | %          | 15.09%             | 5.40%              | 5.50%              | 8.66%            |
|  |                     |       | R thousand | 16 574             | 6 825              | 7 327              | 10 242           |
| B  | Gamagara            | NC453 | %          | 6.84%              | 7.20%              | 7.60%              | 7.21%            |
|  |                     |       | R thousand | 9 699              | 10 903             | 12 337             | 10 980           |
| C  | John Taolo Gaetsewe | DC45  | %          | 18.92%             | 8.02%              | 7.07%              | 11.34%           |
|  |                     |       | R thousand | 9 853              | 4 968              | 4 730              | 6 517            |
| <b>Total: Namakwa Municipalities</b>             |                     |       |            |                    |                    |                    |                  |
| B  | Richtersveld        | NC061 | %          | 3.00%              | 6.00%              | 6.00%              | 5.00%            |
|  |                     |       | R thousand | 633                | 1 347              | 1 455              | 1 145            |
| B  | Nama Khoi           | NC062 | %          | 0.00%              | 0.00%              | 0.00%              | 0.00%            |
|  |                     |       | R thousand | -                  | -                  | -                  | -                |
| B  | Kamiesberg          | NC064 | %          | 6.00%              | 6.00%              | 6.00%              | 6.00%            |
|  |                     |       | R thousand | 17 800             | 18 897             | 20 065             | 18 921           |
| B  | Hantam              | NC065 | %          | 0.00%              | 0.00%              | 0.00%              | 0.00%            |
|  |                     |       | R thousand | -                  | -                  | -                  | -                |
| B  | Karoo Hoogland      | NC066 | %          | 0.00%              | 0.00%              | 0.00%              | 0.00%            |
|  |                     |       | R thousand | -                  | -                  | -                  | -                |
| B  | Khai-Ma             | NC067 | %          | 1.05%              | 10.47%             | 6.17%              | 5.90%            |
|  |                     |       | R thousand | 2 336              | 2 577              | 1 679              | 2 197            |
| C  | Namakwa             | DC6   | %          | 0.00%              | 0.00%              | 0.00%              | 0.00%            |
|  |                     |       | R thousand | -                  | -                  | -                  | -                |
| <b>Total: Pixley Ka Seme (Nc) Municipalities</b> |                     |       |            |                    |                    |                    |                  |
| B  | Ubuntu              | NC071 | %          | 0.00%              | 0.00%              | 0.00%              | 0.00%            |
|  |                     |       | R thousand | -                  | -                  | -                  | -                |
| B  | Umsobomvu           | NC072 | %          | 0.00%              | 0.00%              | 0.00%              | 0.00%            |
|  |                     |       | R thousand | -                  | -                  | -                  | -                |
| B  | Eimthanjani         | NC073 | %          | 7.54%              | 4.95%              | 4.28%              | 5.59%            |
|  |                     |       | R thousand | 6 178              | 4 359              | 3 960              | 4 832            |
| B  | Kareeberg           | NC074 | %          | 1.29%              | 2.15%              | 6.88%              | 3.44%            |
|  |                     |       | R thousand | 301 204            | 509 422            | 1 661 633          | 824 086          |
| B  | Renosterberg        | NC075 | %          | 22.77%             | 3.34%              | 7.01%              | 11.04%           |
|  |                     |       | R thousand | 4 197              | 756                | 1 640              | 2 198            |
| B  | Thembellhle         | NC076 | %          | 3.63%              | 6.48%              | 6.95%              | 5.69%            |
|  |                     |       | R thousand | 1 074              | 1 987              | 2 270              | 1 777            |
| B  | Siyathemba          | NC077 | %          | 0.00%              | 0.00%              | 0.00%              | 0.00%            |
|  |                     |       | R thousand | -                  | -                  | -                  | -                |
| B  | Siyancuma           | NC078 | %          | 7.02%              | 6.00%              | 6.00%              | 6.34%            |
|  |                     |       | R thousand | 3 274              | 2 994              | 3 174              | 3 147            |
| C  | Pixley Ka Seme (Nc) | DC7   | %          | 0.00%              | 0.00%              | 0.00%              | 0.00%            |
|  |                     |       | R thousand | -                  | -                  | -                  | -                |
| <b>Total: Z F Mgcawu Municipalities</b>          |                     |       |            |                    |                    |                    |                  |
| B  | Ikai' Garib         | NC082 | %          | 5.20%              | 5.2%               | 7.00%              | 6.10%            |
|  |                     |       | R thousand | 93 265             | 98 196             | 105 070            | 98 844           |
| B  | Ikheis              | NC084 | %          | 6.00%              | 6.00%              | 0.00%              | 4.00%            |
|  |                     |       | R thousand | 27 612             | 29 269             | -                  | 18 960           |
| B  | Tsantsabane         | NC085 | %          | 16.70%             | 7.60%              | 9.70%              | 11.33%           |
|  |                     |       | R thousand | 226 273            | 243 515            | 267 276            | 245 688          |
| B  | Kgatelopele         | NC086 | %          | 6.00%              | 6.00%              | 6.00%              | 6.00%            |
|  |                     |       | R thousand | 28 308             | 30 007             | 31 807             | 30 041           |
| B  | Dawid Kruiper       | NC087 | %          | 4.50%              | 5.80%              | 0.00%              | 3.43%            |
|  |                     |       | R thousand | 271 308            | 286 985            | -                  | 186 098          |
| C  | Z F Mgcawu          | DC8   | %          | 7.00%              | 13.30%             | (0.80%)            | 6.50%            |
|  |                     |       | R thousand | 65 815             | 74 616             | 73 955             | 71 462           |
| <b>Total: Frances Baard Municipalities</b>       |                     |       |            |                    |                    |                    |                  |
| B  | Sol Plaatje         | NC091 | %          | 7.00%              | 7.00%              | 7.00%              | 7.00%            |
|  |                     |       | R thousand | 716 652            | 760 562            | 804 849            | 760 688          |
| B  | Dikgatlong          | NC092 | %          | 0.00%              | 0.00%              | 0.00%              | 0.00%            |
|  |                     |       | R thousand | -                  | -                  | -                  | -                |
| B  | Magareng            | NC093 | %          | 10.60%             | 5.10%              | 5.50%              | 7.07%            |
|  |                     |       | R thousand | 4 842              | 2 474              | 2 655              | 3 324            |
| B  | Phokwane            | NC094 | %          | 7.00%              | 7.00%              | 6.40%              | 6.80%            |
|  |                     |       | R thousand | 12 466             | 7 737              | 7 522              | 9 241            |
| C  | Frances Baard       | DC9   | %          | 7.10%              | 2.20%              | 5.30%              | 4.87%            |
|  |                     |       | R thousand | 5 640              | 1 787              | 4 491              | 3 973            |
| <b>Total: NC Municipalities</b>                  |                     |       |            |                    |                    |                    |                  |
|  |                     |       |            | <b>1 833 173</b>   | <b>2 104 929</b>   | <b>3 022 762</b>   | <b>2 320 288</b> |



Budgeted Wage Increases

| Cat | Municipalities   | Code  | 2018 MTREF        |                    |                    |                    |                |
|-----|--|-------|-------------------|--------------------|--------------------|--------------------|----------------|
|     |  |       | R thousand        | 2017/18 to 2018/19 | 2018/19 to 2019/20 | 2020/21 to 2021/22 | Average %      |
|     | <b>North West</b>                                      |       |                   |                    |                    |                    |                |
|     | <b>Total: Bojanala Platinum Municipalities</b>         |       |                   | <b>54 718</b>      | <b>39 821</b>      | <b>45 224</b>      | <b>46 588</b>  |
| B   | Moretele   | NW371 | %                 | 2.46%              | 6.90%              | 6.90%              | 5.42%          |
|     |  |       | <b>R thousand</b> | 1 880              | 5 399              | 5 772              | 4 350          |
| B   | Madibeng   | NW372 | %                 | 0.20%              | 6.00%              | 5.80%              | 4.00%          |
|     |  |       | <b>R thousand</b> | 5 267              | 14 046             | 14 373             | 11 229         |
| B   | Rustenburg   | NW373 | %                 | 0.00%              | 0.00%              | 0.00%              | 0.00%          |
|     |  |       | <b>R thousand</b> | -                  | -                  | -                  | -              |
| B   | Kgetlengrivier   | NW374 | %                 | (12.89%)           | 6.71%              | 13.97%             | 2.60%          |
|     |  |       | <b>R thousand</b> | (4 217)            | 1 911              | 4 250              | 648            |
| B   | Moses Kotane   | NW375 | %                 | 32.00%             | 6.40%              | 7.00%              | 15.13%         |
|     |  |       | <b>R thousand</b> | 41 120             | 10 834             | 12 665             | 21 540         |
| C   | Bojanala Platinum                                      | DC37  | %                 | 10.80%             | 7.00%              | 6.99%              | 8.26%          |
|     |  |       | <b>R thousand</b> | 10 668             | 7 631              | 8 164              | 8 821          |
|     | <b>Total: Ngaka Modiri Molema Municipalities</b>       |       |                   | <b>9 495</b>       | <b>22 891</b>      | <b>24 209</b>      | <b>18 865</b>  |
| B   | Ratlou   | NW381 | %                 | 12.80%             | 7.00%              | 6.99%              | 8.93%          |
|     |  |       | <b>R thousand</b> | 6 111              | 3 751              | 4 013              | 4 625          |
| B   | Tswaing  | NW382 | %                 | 7.32%              | 6.59%              | 6.46%              | 6.79%          |
|     |  |       | <b>R thousand</b> | 5 947              | 5 747              | 6 000              | 5 898          |
| B   | Mafikeng   | NW383 | %                 | 0.00%              | 0.00%              | 0.00%              | 0.00%          |
|     |  |       | <b>R thousand</b> | -                  | -                  | -                  | -              |
| B   | Ditsobotla   | NW384 | %                 | 0.00%              | 0.00%              | 0.00%              | 0.00%          |
|     |  |       | <b>R thousand</b> | -                  | -                  | -                  | -              |
| B   | Ramotshere Moiloa                                      | NW385 | %                 | 0.00%              | 0.00%              | 0.00%              | 0.00%          |
|     |  |       | <b>R thousand</b> | -                  | -                  | -                  | -              |
| C   | Ngaka Modiri Molema                                    | DC38  | %                 | (1.14%)            | 6.00%              | 6.00%              | 3.62%          |
|     |  |       | <b>R thousand</b> | (2 563)            | 13 393             | 14 196             | 8 342          |
|     | <b>Total: Dr Ruth Segomotsi Mompati Municipalities</b> |       |                   | <b>28 241</b>      | <b>25 077</b>      | <b>31 768</b>      | <b>28 362</b>  |
| B   | Naledi (Nw)  | NW392 | %                 | (4.20%)            | 5.39%              | 5.47%              | 2.22%          |
|     |  |       | <b>R thousand</b> | (4 357)            | 5 364              | 5 732              | 2 246          |
| B   | Mamusa   | NW393 | %                 | 8.66%              | 570.00%            | 5.60%              | 194.75%        |
|     |  |       | <b>R thousand</b> | 4 532              | 3 240              | 3 364              | 3 712          |
| B   | Greater Taung  | NW394 | %                 | 7.54%              | 7.25%              | 7.20%              | 7.33%          |
|     |  |       | <b>R thousand</b> | 8 056              | 8 358              | 8 944              | 8 453          |
| B   | Lekwa-Teemane  | NW396 | %                 | 1.75%              | 2.37%              | 5.50%              | 3.21%          |
|     |  |       | <b>R thousand</b> | 690                | 950                | 2 252              | 1 297          |
| B   | Kagisano-Molopo  | NW397 | %                 | 8.00%              | 6.00%              | 14.40%             | 9.47%          |
|     |  |       | <b>R thousand</b> | 2 570              | 1 106              | 4 813              | 2 830          |
| C   | Dr Ruth Segomotsi Mompati                              | DC39  | %                 | 24.10%             | 7.03%              | 7.22%              | 12.78%         |
|     |  |       | <b>R thousand</b> | 16 750             | 6 059              | 6 663              | 9 824          |
|     | <b>Total: Dr Kenneth Kaunda Municipalities</b>         |       |                   | <b>59 846</b>      | <b>102 706</b>     | <b>57 468</b>      | <b>73 340</b>  |
| B   | City Of Matlosana                                      | NW403 | %                 | 11.73%             | 19.89%             | 5.75%              | 12.46%         |
|     |  |       | <b>R thousand</b> | 44 925             | 76 550             | 28 855             | 50 110         |
| B   | Maquassi Hills   | NW404 | %                 | (35.90%)           | 5.30%              | 5.30%              | (8.43%)        |
|     |  |       | <b>R thousand</b> | (30 892)           | 2 000              | 3 071              | (8 607)        |
| B   | JB Marks   | NW401 | %                 | 6.01%              | 6.08%              | 6.36%              | 6.15%          |
|     |  |       | <b>R thousand</b> | 37 941             | 17 194             | 18 311             | 24 482         |
| C   | Dr Kenneth Kaunda                                      | DC40  | %                 | 8.84%              | 7.18%              | 6.96%              | 7.66%          |
|     |  |       | <b>R thousand</b> | 7 872              | 6 962              | 7 231              | 7 355          |
|     | <b>Total: NW Municipalities</b>                        |       |                   | <b>152 300</b>     | <b>190 495</b>     | <b>158 669</b>     | <b>167 155</b> |

Budgeted Wage Increases

| Cat  | Municipalities    | Code  | 2018 MTREF |                      |                      |                      |                      |
|--|-------------------|-------|------------|----------------------|----------------------|----------------------|----------------------|
|  |                   |       | R thousand | 2017/18 to 2018/19   | 2018/19 to 2019/20   | 2020/21 to 2021/22   | Average %            |
| <b>Western Cape</b>                            |                   |       |            |                      |                      |                      |                      |
| A  | Cape Town         | CPT   | %          | 7.10%                | 6.60%                | 6.40%                | 6.70%                |
|  |                   |       | R thousand | 12 820 083           | 13 748 589           | 14 827 508           | 13 798 726           |
| <b>Total: West Coast Municipalities</b>        |                   |       |            | <b>31 193 457</b>    | <b>15 901 311</b>    | <b>18 966 826</b>    | <b>22 020 532</b>    |
| B  | Matzikama         | WC011 | %          | 6.10%                | 5.40%                | 5.50%                | 5.67%                |
|  |                   |       | R thousand | 128 764              | 137 241              | 145 796              | 137 267              |
| B  | Cederberg         | WC012 | %          | 0.00%                | 0.00%                | 0.00%                | 0.00%                |
|  |                   |       | R thousand | -                    | -                    | -                    | -                    |
| B  | Bergrivier        | WC013 | %          | 0.00%                | 0.00%                | 0.00%                | 0.00%                |
|  |                   |       | R thousand | -                    | -                    | -                    | -                    |
| B  | Saldanha Bay      | WC014 | %          | 6.57%                | 6.00%                | 6.00%                | 6.19%                |
|  |                   |       | R thousand | 31 064 693           | 15 764 070           | 18 821 030           | 21 883 264           |
| B  | Swartland         | WC015 | %          | 0.00%                | 0.00%                | 0.00%                | 0.00%                |
|  |                   |       | R thousand | -                    | -                    | -                    | -                    |
| C  | West Coast        | DC1   | %          | 0.00%                | 0.00%                | 0.00%                | 0.00%                |
|  |                   |       | R thousand | -                    | -                    | -                    | -                    |
| <b>Total: Cape Winelands DM Municipalities</b> |                   |       |            | <b>5 471 686</b>     | <b>14 578 331</b>    | <b>12 714 752</b>    | <b>10 921 590</b>    |
| B  | Wilzenberg        | WC022 | %          | 6.50%                | 5.98%                | 6.93%                | 6.47%                |
|  |                   |       | R thousand | 19 630               | 10 748               | 13 215               | 14 531               |
| B  | Drakenstein       | WC023 | %          | 0.00%                | 0.00%                | 0.00%                | 0.00%                |
|  |                   |       | R thousand | -                    | -                    | -                    | -                    |
| B  | Stellenbosch      | WC024 | %          | 0.00%                | 0.00%                | 0.00%                | 0.00%                |
|  |                   |       | R thousand | -                    | -                    | -                    | -                    |
| B  | Brede Valley      | WC025 | %          | 2.87%                | 7.47%                | 6.06%                | 5.46%                |
|  |                   |       | R thousand | 5 426 494            | 14 553 058           | 12 685 855           | 10 888 469           |
| B  | Langeberg         | WC026 | %          | 14.55%               | 7.22%                | 7.27%                | 9.68%                |
|  |                   |       | R thousand | 25 562               | 14 525               | 15 682               | 18 590               |
| C  | Cape Winelands DM | DC2   | %          | 0.00%                | 0.00%                | 0.00%                | 0.00%                |
|  |                   |       | R thousand | -                    | -                    | -                    | -                    |
| <b>Total: Overberg Municipalities</b>          |                   |       |            | <b>384 877 409</b>   | <b>400 946 883</b>   | <b>422 456 603</b>   | <b>402 760 298</b>   |
| B  | Theewaterskloof   | WC031 | %          | 12.38%               | 8.00%                | 8.00%                | 9.46%                |
|  |                   |       | R thousand | 22 584 025           | 16 406 437           | 17 718 951           | 18 903 138           |
| B  | Overstrand        | WC032 | %          | 5.80%                | 5.80%                | 5.80%                | 5.80%                |
|  |                   |       | R thousand | 362 090 030          | 384 324 855          | 404 506 927          | 383 640 604          |
| B  | Cape Agulhas      | WC033 | %          | 0.00%                | 0.00%                | 0.00%                | 0.00%                |
|  |                   |       | R thousand | 7 000                | 6 500                | 6 250                | 7 000                |
| B  | Swellendam        | WC034 | %          | 12.98%               | 7.38%                | 7.38%                | 9.25%                |
|  |                   |       | R thousand | 97 794               | 105 008              | 112 756              | 105 186              |
| C  | Overberg          | DC3   | %          | 9.58%                | 4.76%                | 6.68%                | 7.01%                |
|  |                   |       | R thousand | 105 553              | 110 577              | 117 962              | 111 364              |
| <b>Total: Eden Municipalities</b>              |                   |       |            | <b>588 511 657</b>   | <b>625 403 565</b>   | <b>675 223 263</b>   | <b>629 712 828</b>   |
| B  | Kannaland         | WC041 | %          | 0.00%                | 0.00%                | 0.00%                | 0.00%                |
|  |                   |       | R thousand | -                    | -                    | -                    | -                    |
| B  | Hessequa          | WC042 | %          | 11.97%               | 5.12%                | 5.98%                | 7.69%                |
|  |                   |       | R thousand | 11 543               | 5 529                | 6 782                | 7 951                |
| B  | Mossel Bay        | WC043 | %          | 5.90%                | 6.40%                | 7.00%                | 6.43%                |
|  |                   |       | R thousand | 16 014 456           | 18 833 158           | 21 869 789           | 18 905 800           |
| B  | George            | WC044 | %          | 10.83%               | 6.18%                | 6.98%                | 8.00%                |
|  |                   |       | R thousand | 538 850 547          | 572 003 806          | 611 951 736          | 574 268 696          |
| B  | Oudshoorn         | WC045 | %          | 14.00%               | 5.00%                | 5.00%                | 8.00%                |
|  |                   |       | R thousand | 31 577               | 13 978               | 15 237               | 20 264               |
| B  | Bitou             | WC047 | %          | 6.43%                | 5.77%                | 6.49%                | 6.23%                |
|  |                   |       | R thousand | 13 554 897           | 12 942 930           | 15 387 127           | 13 961 651           |
| B  | Krystna           | WC048 | %          | 5.66%                | 4.71%                | 5.40%                | 5.26%                |
|  |                   |       | R thousand | 14 372 664           | 11 910 902           | 14 377 000           | 13 553 522           |
| C  | Eden              | DC4   | %          | 4.10%                | 6.70%                | 7.50%                | 6.10%                |
|  |                   |       | R thousand | 5 675 973            | 9 693 264            | 11 615 591           | 8 994 943            |
| <b>Total: Central Karoo Municipalities</b>     |                   |       |            | <b>1 232 408</b>     | <b>1 236 931</b>     | <b>1 239 521</b>     | <b>1 236 286</b>     |
| B  | Laingsburg        | WC051 | %          | 1.79%                | 4.68%                | 6.40%                | 4.29%                |
|  |                   |       | R thousand | 1 429                | 3 785                | 5 420                | 3 545                |
| B  | Prince Albert     | WC052 | %          | 8.00%                | 8.00%                | 8.00%                | 8.00%                |
|  |                   |       | R thousand | 1 219 626            | 1 226 854            | 1 227 432            | 1 224 637            |
| B  | Beaufort West     | WC053 | %          | 0.00%                | 0.00%                | 0.00%                | 0.00%                |
|  |                   |       | R thousand | 11 353               | 6 292                | 6 669                | 8 105                |
| C  | Central Karoo     | DC5   | %          | 0.00%                | 0.00%                | 0.00%                | 0.00%                |
|  |                   |       | R thousand | -                    | -                    | -                    | -                    |
| <b>Total: Western Cape Municipalities</b>      |                   |       |            | <b>1 024 106 699</b> | <b>1 071 815 609</b> | <b>1 145 428 472</b> | <b>1 080 450 260</b> |

| 257 Summary: Provinces |           |                   |                      |                      |                      |                      |  |
|------------------------|-----------|-------------------|----------------------|----------------------|----------------------|----------------------|--|
| Eastern Cape           | EC        | R thousand        | 1 095 080 100        | 920 599 544          | 1 192 368 305        | 1 069 349 316        |  |
| Free State             | FS        | R thousand        | 83 205               | 53 380               | 61 719               | 66 101               |  |
| Gauteng                | GT        | R thousand        | 943 921              | 907 768              | 962 537              | 938 075              |  |
| KwaZulu-Natal          | KZ        | R thousand        | 276 080 415          | 239 455 743          | 242 326 869          | 252 621 009          |  |
| Limpopo                | LP        | R thousand        | 1 366 748            | 1 148 774            | 1 500 367            | 1 338 630            |  |
| Mpumalanga             | MP        | R thousand        | -                    | -                    | -                    | -                    |  |
| Northern Cape          | NC        | R thousand        | 1 833 173            | 2 104 929            | 3 022 762            | 2 320 288            |  |
| North West             | NW        | R thousand        | 152 300              | 190 495              | 158 669              | 167 155              |  |
| Western Cape           | WC        | R thousand        | 1 024 106 699        | 1 071 815 609        | 1 145 428 472        | 1 080 450 260        |  |
| <b>Total National</b>  | <b>NT</b> | <b>R thousand</b> | <b>2 399 646 563</b> | <b>2 236 276 241</b> | <b>2 585 829 700</b> | <b>2 407 250 835</b> |  |

Source: National Treasury Local Government Database