

16.	URGENT MATTERS SUBMITTED BY THE MUNICIPAL MANAGER
16.1	AMENDMENT OF DETERMINATION OF UPPER LIMITS OF THE SALARIES, ALLOWANCES AND BENEFITS OF DIFFERENT MEMBERS OF MUNICIPAL COUNCILS

File ref:**Collaborator No:****IDP KPA Ref No:****Meeting Date:****Good Governance and Compliance****23 NOVEMBER 2022**

1. SUBJECT: AMENDMENT OF DETERMINATION OF UPPER LIMITS OF THE SALARIES, ALLOWANCES AND BENEFITS OF DIFFERENT MEMBERS OF MUNICIPAL COUNCILS

2. PURPOSE OF REPORT

To inform Council of the amendments to the determination of upper limits of the salaries, allowances and benefits of different members of Municipal Councils published on 2 November 2022.

3. DELEGATED AUTHORITY

A notice is published annually in terms of the Remuneration of Public Office Bearers Act, Act 20 of 1998. The notice requires full council to resolve on the implementation of the provisions in the Upper Limits Notice.

4. EXECUTIVE SUMMARY

The Minister of Local Government annually publishes a notice that provides for the upper limits of salaries, allowances and benefits of different members of Municipal Councils. The notice that provides for the period 1 July 2021 to 30 June 2022 was published on 2 June 2022. Council resolved on 22 June 2022 to approve the provisions of the said notice, the MEC gave his concurrence and the increases was implemented from 1 July 2021.

The provisions indicated an upper limit increase of around 3% for full-time and part-time Councillors. The cell phone allowances in the provisions are R3 400.00 per month inclusive of mobile data. In the previous upper limits determination, the mobile data was a separate allowance of R300 per month. The amendments now published is bringing back the data package additional to the cellphone allowances.

The notice requires Council to consider the amended provisions and by resolution of a supporting vote of the majority of its members to accept the implementation of the provisions as set out in the Notice. Stellenbosch Municipality is a category 4 (66.67) municipality as was indicated in the previous item of June 2022. In making the decision the Municipal Council must have regard to the financial situation of the municipality and the affordability of implementing the provisions set out in the Notice. The Municipality must get the concurrence of the Member for Local Government in the Province before the Council resolution can be implemented.

The notice also provides that where councillors are representing the Local Municipality on the District Municipality the District Municipality is responsible for the payment of up to 50% of the cellphone expenses of a part-time councillor for the execution of duties on behalf of the District Municipality as well as the reimbursement of travel expenses incurred by a councillor for the execution of duties on behalf of the district municipality.

5. RECOMMENDATIONS

- (a) that Council notes the provisions of Notice 2698 dated 2 November 2022;
- (b) that Council approves the implementation of the additional data allowance of R300.00 per month for all councillors from 1 July 2021;
- (c) that the implementation be effected by the Administration after due process has been followed and the MEC has given his concurrence with Council's resolutions;
- (d) that Council takes note of the responsibility towards Councillors representing Stellenbosch Municipality for functions on behalf of the district municipality;
- (e) that Council requests the Municipal Manager to put measures in place after consultation with her counterpart at the Cape Winelands District municipality to reimburse the Stellenbosch Municipality for the payments of the 50% of the cellphone allowances paid by the Stellenbosch Municipality to the representatives on the District Municipality;
- (f) That the accounting officers of the Stellenbosch Municipality and the Cape winelands municipality determine how the payment of the cellphone allowance will be dealt with from 1 December 2022 given the 50% that the district Municipality is responsible for. That the arrangement be communicated to the four councillors that represent Stellenbosch Municipality on the Cape Winelands District Municipality. that it be noted that all councillors have been provided with the opportunity to;
- (g) that the written concurrence from the Minister of Local Government in the Western Cape be obtained for the payment of the R300 data allowance from 1 July 2021, before it be implemented.

6. DISCUSSION / CONTENTS

6.1 Background

The National Minister for Cooperative Governance and Traditional Affairs gazetted the new upper limits of salaries, allowances and benefits which Council must consider and resolve upon before it may be implemented. Council also needs the written concurrence from the Minister of Local Government in the Western Cape who will only give his concurrence if the expenditure is funded through an approved budget.

The notice is published on a yearly basis in terms of the Remuneration of Public Office Bearers Act, Act 20 of 1998. The notice requires full council to resolve on the implementation of the provisions in the Upper Limit Notice as it can only be implemented "with a supporting vote of the majority of Council members and after consultation with the MEC. Council resolved on 22 June 2022 to approve the provisions of the said notice, the MEC gave his concurrence and the increases was implemented from 1 July 2021.

6.2 **Discussion**

In terms of the Remuneration of Public Office Bearers Act, 1998 read together with Government Notice No 46470 dated 2 June 2022, Council has the authority to determine their remuneration packages, within the proclaimed upper limits, retrospectively as from 1 July 2021 with the *proviso* that the written concurrence of the Minister of Local Government in the Western Cape must be obtained before such packages may be implemented.

The grading of the municipality is determined by determining a point allocation for total municipal income, and total population. These points are then calculated together to determine the municipality grading. The grading is then used to determine the total remuneration packages for full-time and part-time councillors.

Total Municipal Income	Total Population	Points	Grade
1 541 043 264		41.67	
	173 197	25	
		Total: 66.67	
			4

The provisions indicated an upper limit increase of around 3% for full-time and part-time Councillors. The cell phone allowances in the provisions are R3 400.00 per month inclusive of mobile data. In the previous upper limits determination, the mobile data was a separate allowance of R300 per month. The amendments now published is bringing back the data package additional to the cellphone allowances.

The notice requires Council to consider the amended provisions and by resolution of a supporting vote of the majority of its members to accept the implementation of the provisions as set out in the Notice. Stellenbosch Municipality is a category 4 (66.67) municipality as was indicated in the previous item of June 2022 In making the decision the Municipal Council must have regard to the financial situation of the municipality and the affordability of implementing the provisions set out in the Notice.. The Municipality must get the concurrence of the Member for Local Government in the Province before the Council resolution can be implemented.

The notice also provides that where a councillors are representing the Local Municipality on the District Municipality the District Municipality is responsible for the payment of up to 50% of the cellphone expenses of a part-time councillor for the execution of duties on behalf of the District Municipality as well as the reimbursement of travel expenses incurred by a councillor for the execution of duties on behalf of the district municipality.

6.3 **Financial Implications**

The total cost, if the amended provisions indicated is implemented, will mean a backdated payment of R300 per month to the 43 councillors from 1 July 2021 as well as that amount being paid additional to the current cellphone allowance.

Sufficient budget provision was made in the 2021/2022 and 2022/23 financial years for the implementation of a data allowance for Councillors.

6.4 **Legal Implications**

The recommendations in this report comply with all applicable legislation.

6.5 Staff Implications

There are no additional staff implications

6.6 Previous / Relevant Council Resolutions:**SPECIAL COUNCIL MEETING: 2022-06-22: ITEM 9.2.1****RESOLVED** (nem con)

- (a) that Council notes the provisions of Notice 46470 dated 2 June 2022;
- (b) that Council approves the implementation of the Upper Limits of the annual remuneration packages of full-time and part-time Councillors as set out in paragraphs 5 to 8 of Government Notice 46470 dated 2 June 2022 from 1 July 2021;
- (c) that the implementation be effected by the Administration after due process has been followed and the MEC has given his concurrence with Council's resolutions;
- (d) that Council approves a cell phone allowance of R3 400 per month to all councillors;
- (e) that Council notes that the total cost for the Municipality of all councillor salaries, allowances and reimbursement benefits will amount to R20 840 075 which expenditure is within the budgeted amount;
- (f) that it be noted that all councillors have been provided with the opportunity to receive a laptop as a tool of trade and that the tools of trade as set out in paragraph 15(1)(b), (d) be extended to councillors as indicated in the Notice as well as business cards and diaries to all councillors;
- (g) that Part-time Proportional Representation (PR) Councillors to have access to multi-digital facilities including facsimile, printer, photocopier and scanner through the office of the Speaker or Council Whip. It is noted that such facilities are available to part-time ward councillors at the ward office;
- (h) that Council considered the provision of security under the circumstances set out in item 14 (g) in the Notice, subject to a threat and risk assessment as and when required and after the elements referred to, that has to be taken into account, is available for Council consideration; and
- (i) that the written concurrence from the Minister of Local Government in the Western Cape be obtained for the payment of the above salaries, allowances and reimbursement benefits retrospectively as from 1 July 2021, before it be implemented.

6.7 Risk implications

Council must comply with the provisions of the Notice.

6.8 Comments from Management:

The item was not circulated for comments except to the Municipal Manager and CFO.

6.8.1 Comments from the Municipal Manager:

Agrees with the recommendations.

6.8.2 Comments from the CFO

Sufficient budget provision was made in the 2021/2022 and 2022/23 financial years for the implementation of a data allowance for Councillors.

ANNEXURES

Appendix 1: Government notice 2698 dated 2 November 2022

FOR FURTHER DETAILS CONTACT:

NAME	Annalene de Beer
POSITION	<i>Director Corporate Services</i>
DIRECTORATE	<i>Corporate Services</i>
CONTACT NUMBERS	<i>021-808 8018</i>
E-MAIL ADDRESS	<i>Annalene.debeer@stellenbosch.gov.za</i>
REPORT DATE	<i>22 November 2022</i>

APPENDICES

Appendix 1: Government notice 2698 dated 2 November 2022

FOR FURTHER DETAILS CONTACT:

NAME	Annalene de Beer
POSITION	<i>Director Corporate Services</i>
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APPENDIX 1

GOVERNMENT NOTICES • GOEWERMENTSKENNISGEWINGS

DEPARTMENT OF CO-OPERATIVE GOVERNANCE AND TRADITIONAL AFFAIRS

NO. 2698

2 November 2022

**REMUNERATION OF PUBLIC OFFICE BEARERS ACT, 1998
(ACT NO. 20 OF 1998)****AMENDMENT OF DETERMINATION OF UPPER LIMITS OF THE SALARIES,
ALLOWANCES AND BENEFITS OF DIFFERENT MEMBERS OF MUNICIPAL
COUNCILS**

Under the powers vested in me by sections 7(1), 8(5)(a) and 9(5)(a) of the *Remuneration of Public Office-bearers Act, 1998* (Act No. 20 of 1998), I, Nkosazana Clarice Dlamini Zuma, Minister for Cooperative Governance and Traditional Affairs, after –

- (a) consultation with the member of the Executive Council responsible for local government in each province; and
- (b) taking into consideration the matters listed in paragraphs (a) to (i) of section 7(1) of the Act,

hereby amend the upper limits of the salaries, allowances and benefits of the different members of municipal councils determined in Government Gazette No. 46470 published by Government Notice No. R. 2126 of 2 June 2022 (hereinafter referred to as the "Notice"), as set out in the Schedule.

NC Zuma
NKOSAZANA CLARICE DLAMINI ZUMA, MP
MINISTER FOR COOPERATIVE GOVERNANCE AND TRADITIONAL AFFAIRS
DATE *26.08.2022*

GENERAL EXPLANATORY NOTE:

- [] Words in bold type in square brackets indicate omissions from existing enactments.
 _____ Words underlined with a solid line indicate insertions in existing enactments.

SCHEDULE**Substitution of the table in item 5 of the upper limits of the annual total remuneration packages of full-time councillors**

1. The table in item 5 of the Notice is hereby substituted for the following table:

GRADE	TOTAL REMUNERATION PACKAGE			
	EXECUTIVE MAYOR OR MAYOR	SPEAKER, DEPUTY EXECUTIVE MAYOR OR DEPUTY MAYOR	MEMBER OF THE EXECUTIVE COMMITTEE OR MAYORAL COMMITTEE, WHIP OR CHAIRPERSON OF A SUBCOUNCIL	CHAIRPERSON OF OVERSIGHT COMMITTEE
6	1,446,388	1,168,131	1,100,361	1,068,083
5	1,078,407	862,723	808,804	785,080
4	920,656	736,530	690,808	670,243
3	886,685	709,349	665,015	651,654
2	830,248	664,199	628,615	610,176
1	806,059	650,986	610,297	592,395

The system of plenary type of municipalities ceased to exist from 1 November 2021 and all mayors must be remunerated according to the total remuneration package column of executive mayor or mayor.

Amendment of item 6 of the upper limit of annual total remuneration package or allowance in respect of appointed councillors

2. Item 6 of the Notice is hereby amended by the substitution for sub-item (2) of the following sub-item:

- (2) A district municipality is responsible for –
- (a) the payment of the remuneration or the allowance referred to in sub-item (1); **[and]**

- (b) the reimbursement of travel expenses not exceeding the applicable tariffs prescribed by the national department responsible for transport for the use of privately-owned vehicles incurred by a councillor for the execution of official duties on behalf of that district municipality, in terms of that district council's policy[.]; and
- (c) the payment of cell phone expenses not exceeding 50% of the applicable allowances as prescribed under item 11 incurred by a part-time councillor for the execution of official duties on behalf of that district municipality, in terms of that district council's policy".

Amendment of item 11 of the upper limits of cell phone allowance for councillors

3. The following item is hereby substituted for item 11 of the Notice:

"A councillor may, in addition to the annual total remuneration package provided for in terms of items 5 and 8 respectively, be paid a cell phone allowance not exceeding R3,400.00 per month [**inclusive of mobile data,**] in accordance with the applicable municipal council policy".

Insertion of item 11A in Notice

4. The following item is hereby inserted in the Notice after item 11:

11A Upper limits of mobile data bundles for councillors

A councillor may, in addition to the annual total remuneration package provided for in terms of items 5 and 8 respectively, be paid an allowance on the use of data bundles not exceeding R300.00 per month".

5. Short title

This Notice is called the Amendment of Determination of Upper Limits of Salaries, Allowances and Benefits of Different Members of Municipal Councils, 2022.

16.2	NOTICE: UPPER LIMITS OF TOTAL REMUNERATION PACKAGES PAYABLE TO MUNICIPAL MANAGERS AND MANAGERS DIRECTLY ACCOUNTABLE TO MUNICIPAL MANAGERS FOR THE 2021/2022 FINANCIAL YEAR
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Collaborator No:
IDP SFA Ref No: Good Governance and Compliance
Meeting Date: 23 November 2022

1. SUBJECT: NOTICE: UPPER LIMITS OF TOTAL REMUNERATION PACKAGES PAYABLE TO MUNICIPAL MANAGERS AND MANAGERS DIRECTLY ACCOUNTABLE TO MUNICIPAL MANAGERS FOR THE 2021/2022 FINANCIAL YEAR

2. PURPOSE

To inform Council of the notice providing for the Upper Limits of total remuneration packages payable to Municipal Managers and Managers directly accountable to Municipal Managers (hereafter referred to as S56 Managers) from 1 July 2021.

3. DELEGATED AUTHORITY

Council

4. EXECUTIVE SUMMARY

Council, when it comes to the remuneration aspect of the contract, appoints a Municipal Manager or a Manager reporting to the Municipal Manager based on the Upper Limit notice applicable to that financial year. The packages only change when a new notice is published or when the National Minister provides exemption on application. The Local Government: Regulations on the Appointment and Conditions of Employment of Senior Managers dated 17 January 2014 provides in Regulation 35 that the Minister **must** annually determine the remuneration packages of the Municipal Manager and Senior Managers through the publication of a notice in the Government Gazette. Such notice is supposed to be published before 31 March every year to be applicable from 1 July of that year. The notice for the 2021/22 financial year was only published on 18 November 2022. A copy of the notice is attached as **APPENDIX A**.

The recent notice indicates that a 1,5% cost of living adjustment of the upper limits of the total remuneration packages payable to senior managers for the 2021/2022 municipal financial year which is applicable Municipal Manager and S56 may be affected from 1 July 2021. The financial year under discussion here came into operation on 1 July 2021. The adjustment will therefore be paid retrospectively. A non-pensionable monthly gratuity of R1695.00 is payable to senior managers earning below R1 900 000 for the 2021/22 financial year. Stellenbosch Municipality remains a category 5 municipality in terms of the provisions of the regulations.

The 1.5 % increase will therefore continue after 1 July 2022, but not the non-pensionable gratuity. No notice was published in March 2022 addressing the financial year 2022/23 as is required in law of the Minister. This follows two years of 0% increases for senior managers (MM and Section 56 managers).

5. RECOMMENDATIONS

- (a) that Council takes note of the one-point five percent (1,5%) cost of living adjustment to the Upper Limits of the total remuneration packages payable to Municipal Managers and Managers directly accountable to Municipal Managers for the 2021/22 financial year applicable from 1 July 2021;
- (b) that the payment of a monthly non-pensionable gratuity payable to senior manager for the 2021/22 financial year of R1 695.00; and
- (c) that the increase and non-pensionable allowance will be paid backdated.

6. DISCUSSION / CONTENTS

6.1 Discussion

Local Government: Regulations on the Appointment and Conditions of Employment of Senior Managers dated 17 January 2014 provides in Regulation 35 that the Minister **must** annually determine the remuneration packages of the Municipal Manager and Senior Managers through the publication of a notice in the Government Gazette. Such notice is supposed to be published before 31 March every year to be applicable from 1 July of that year. The notice for the 2021/22 financial year was only published on 18 November 2022. A copy of the notice is attached as **APPENDIX A**.

Council, when it comes to the remuneration aspect of the contract, appoints a Municipal Manager or a Manager reporting to the Municipal Manager based on the Upper Limit notice applicable to that financial year.

The recent notice indicates that a 1,5% adjustment on the cost of living be applicable for the 2021/22 financial year. A non-pensionable monthly gratuity of R1695.00 is payable to senior managers earning below R1 900 000 for the 2021/22 financial year.

It must be noted that other employees received a 3,5% increase for 2021/22 plus increase on all benefits and notch increases and a 4.9 % increase for the 2022/23 financial year plus increases on benefits and notches increases. The latter means effectively 2,4 % per year to employees who are still eligible for a notch increase.

The gap between the salaries of the Municipal Manager, S56 Managers and Senior Managers are getting smaller and smaller, if you take into account the 6.25% increase in 2020/21, the 3.5% in 2021/22 and the increase of 4.9% to be implemented on 1 July 2022.

Further note, the Municipal Manager's waiver application was not approved by the Minister of Co-operative Governance and Traditional Affairs which also narrows the gap further.

6.2 Financial Implications

Stellenbosch Municipality remains a category 5 municipality for purposes of this notice and there is enough budget provision to pay the 1,5 % adjustment from 1 July 2021 and the 12 months non-pensionable allowance for the 221/22 financial year. It must be noted that the minister has failed to address the 2022/23 financial year that should have been done through a notice in March 2022 already.

Sufficient budget provision was made in the 2021/2022 and 2022/23 financial years for the implementation of the upper limits for the Municipal Manager and Managers directly accountable to the Municipal Manager.

6.3 Legal Implications

The Systems Act section 54A and 56 (Act 32/2000) read with The Local Government: Regulations on the Appointment and Conditions of Employment of Senior Managers dated 17 January 2014 (Regulation 35) and the Notices published on an annual basis regulates the upper limits remuneration of Senior Managers since 17 January 2014. Contracts concluded before that date is not affected by the regulations. When the new notice is published it is automatically applicable to the Municipal Manager and S56 Managers provided that the spending will be accommodated by the approved budget. As this increase should actually have been paid in the previous financial year it must now be absorbed in the 2022/23 financial year.

6.4 Staff Implications

The Municipal Manager and S56 Managers will receive the cost of living adjustment of 1.5% from 1 July 2021 and the non-pensionable gratuity for the 2021/22 financial year retrospectively. From 1 July 2022 the gratuity will fall away as no provision was made for its continuation beyond the 2021/22 financial year. The gap between the salaries of the Municipal Manager, S56 Managers and Senior Managers in the organisation becomes smaller and smaller due to the very low increase given to senior management as appose to the increase by the SALGBC to other employees. It needs to be noted that inflation is regarded as above 5% for last year alone and the 1,5% does not cover inflation and the cost of living increases based on inflation.

6.5 Risk Implications

The potential risk to Council is that it becomes more and more difficult to fill S56 vacancies with suitably qualified and experienced professionals who are willing to work for the regulated remuneration.

6.6 Comments from Senior Management

S56 Managers was informed by the Municipal Manager of the publication of the Notice.

ANNEXURE/S

Annexure A – Government Notice 46062 dated 18 November 2022

FOR FURTHER DETAILS CONTACT:

NAME	<i>Annalene de Beer</i>
POSITION	<i>Director Corporate Services</i>
DIRECTORATE	<i>Corporate Services</i>
CONTACT NUMBERS	<i>021 – 808 8018</i>
E-MAIL ADDRESS	<i>Annalene.debeer@stellenbosch.gov.za</i>
REPORT DATE	<i>22 November 2022</i>

ANNEXURE A

GOVERNMENT NOTICES • GOEWERMENTSKENNISGEWINGS

DEPARTMENT OF CO-OPERATIVE GOVERNANCE

NO. 2760

18 November 2022

**LOCAL GOVERNMENT: MUNICIPAL SYSTEMS ACT, 2000
(ACT NO. 32 OF 2000)****UPPER LIMITS OF TOTAL REMUNERATION PACKAGES PAYABLE TO
MUNICIPAL MANAGERS AND
MANAGERS DIRECTLY ACCOUNTABLE TO MUNICIPAL MANAGERS**

Under the powers vested in me by section 72(1)(g) of the *Local Government: Municipal Systems Act, 2000 (Act No. 32 of 2000)*, I, Nkosazana Clarice Dlamini Zuma, Minister for Cooperative Governance and Traditional Affairs, hereby after –

- (a) consultation with the bargaining council established for municipalities, the Minister of Finance, the Minister for Public Service and Administration, the MECs for local government, and organised local government; and
- (b) taking into consideration the matters as set out in regulation 35 of the *Local Government: Regulations on Appointment and Conditions of Employment of Senior Managers*, issued in terms of Government Notice No. 21 as published under *Government Gazette* No. 37245 of 17 January 2014,

determine –

- (i) a one and half percent (1.5%) cost of living adjustment of the upper limits of the total remuneration packages payable to senior managers for the 2021/22 municipal financial year as set out in the Schedule; and
- (ii) a non-pensionable cash gratuity of –
 - (aa) R1,695.00 payable monthly to senior managers earning a total remuneration package below R1,900,000 for the 2021/22 municipal financial year; or
 - (bb) R1,818.00 payable monthly to senior managers earning a total remuneration package of R1,900,000 and above for the 2021/22 municipal financial year.



**DR NKOSAZANA CLARICE DLAMINI ZUMA, MP
MINISTER FOR COOPERATIVE GOVERNANCE AND TRADITIONAL AFFAIRS**

DATE: 18.11.2022

SCHEDULE

Preamble

Having regard to the upper limits of salaries of senior managers as set out below, the need to prioritise service delivery to communities and to sustain viable local government and the fiscal capacity of different categories of municipalities, this Notice provides a strategic framework for remuneration of senior managers across all municipalities.

The development of this Notice took into consideration the core reward principles aimed at ensuring an appropriate remuneration mix and sought to ensure that the remuneration of senior managers is cost-effective, consistent, internally equitable, externally competitive and aligned to the achievement of the objectives of municipalities while providing a uniform remuneration framework for local government.

The upper limits constitute an integral part of the human resource value chain in building resilient administrative institutions underpinned by the intent to enable municipalities to attract, appoint and retain suitably qualified and competent senior managers necessary for effective performance of their functions.

In order to strengthen the capacity of municipalities, this Notice reinforces the statutory obligation binding on municipalities to appoint senior managers who meet the minimum prescribed competencies, higher education qualifications, work experience, knowledge, including attainment of a competent achievement level or higher as measured against the Local Government: Regulations on Appointment and Conditions of Employment for Senior Managers as published in *Government Gazette* No. 37245 of 17 January 2014.

Definitions

1. In this Schedule, unless the context indicates otherwise, a word or phrase to which a meaning has been assigned in the *Local Government: Municipal Systems Act, 2000* (Act No. 32 of 2000) (hereafter referred to as "the Act") and the Local Government: Regulations on Appointment and Conditions of Employment of Senior Managers issued in terms of Government Notice No. 21 as published under *Government Gazette* No. 37245 of 17 January 2014 (hereinafter referred to as "the Regulations") has that meaning, and –

"categorisation" means a system of classification of municipalities as determined in terms of item 5 of the Notice;

"competency framework" means the Local Government: Competency Framework for Senior Managers as provided in the Regulations;

"Non-pensionable cash gratuity" means an income that is not subject to a compulsory contribution towards a pension or provident fund;

"remote allowance" means a non-pensionable allowance payable by a municipality to attract and retain suitably qualified and competent senior managers to a geographically remote area where the approved pay scales are not sufficient to attract such senior managers;

"remoteness index" means the remoteness directory of all municipalities within the Republic providing a relative weight in terms of the remoteness of each municipality in relation to another as measured in terms of access to a range of public and private services, including livelihood opportunities;

"total municipal equitable share" means the equitable share of revenue that is provided to a metropolitan, district or local municipality for the 2020/21 financial year in terms of section 227(1) of the Constitution of the Republic of South Africa, 1996, to enable the municipality to provide basic services and perform the functions allocated to it, but excludes the regional services council replacement grant for district municipalities;

"total municipal income" means the gross income in respect of a metropolitan, district or local municipality based on actual income as stated in the audited financial statements of that municipality for the 2020/21 financial year. For the purpose of this meaning–

- (a) The gross income for a municipality includes the following:
- (i) rates on property;
 - (ii) fees for services rendered by the municipality or on its behalf by a municipal entity;
 - (iii) surcharges;
 - (iv) other authorised taxes;
 - (v) levies and duties;
 - (vi) income from fines for traffic offences and contravention of municipal by-laws or legislation assigned to the local sphere of government;
 - (vii) regional services council replacement grant for district municipalities;
 - (viii) interest earned on invested funds other than national and provincial conditional grants;
 - (ix) rental for the use of municipal movable or immovable property; and
 - (x) amounts received as agent for other spheres of government.
- (b) The gross income excludes:
- (i) transfers and / or grants from the national fiscus and provincial fiscus, with the exception of the regional services council replacement grant for district municipalities; and
 - (ii) all value added tax (VAT) refunds.

“**total population**” means the official statistics of the population residing in the area of jurisdiction of a metropolitan, district or local municipality, as published in the Community Survey 2016: Statistical Release No. P0301, in terms of the *Statistics Act, 1999* (Act No. 6 of 1999); and

“**upper limits**” means the applicable total remuneration package values as contained in the Notice.

Allocation of number of points for total municipal income

2. The number of points allocated for the total municipal income of a municipality is as follows:

TOTAL MUNICIPAL INCOME		
From	To	Number of Points
R 0	R 14,548,692	1
R14,548,693	R 15,580,645	2
R 15,580,646	R 17,560,521	3
R 17,560,522	R 18,853,826	4
R 18,853,827	R 21,732,180	5
R 21,732,181	R 23,419,603	6
R 23,419,604	R 25,126,187	7
R 25,126,188	R 27,322,060	8
R 27,322,061	R 29,689,011	9
R 29,689,012	R 32,291,016	10
R 32,291,017	R 35,128,047	11
R 35,128,048	R 38,191,078	12
R 38,191,079	R 41,950,829	13
R 41,950,830	R 44,383,868	14
R 44,383,869	R 47,847,956	15
R 47,847,957	R 51,232,682	16
R 51,232,683	R 54,616,880	17
R 54,616,881	R 59,300,815	18
R 59,300,816	R 65,797,168	19
R 65,797,169	R 67,188,252	20
R 67,188,253	R 70,271,532	21
R 70,271,533	R 79,950,129	22
R 79,950,130	R 80,887,991	23
R 80,887,992	R 89,029,775	24
R 89,029,776	R 97,952,096	25
R 97,952,097	R 107,037,740	26
R 107,037,741	R 113,216,995	27
R 113,216,996	R 117,855,240	28
R 117,855,241	R 128,538,318	29
R 128,538,319	R 139,728,320	30
R 139,728,321	R 146,271,042	31
R 146,271,043	R 151,871,761	32
R 151,871,762	R 164,899,116	33
R 164,899,117	R 172,043,051	34
R 172,043,052	R 187,007,638	35
R 187,007,639	R 192,283,465	36
R 192,283,466	R 197,559,290	37
R 197,559,291	R 203,273,867	38
R 203,273,868	R 213,321,959	39
R 213,321,960	R 229,326,830	40
R 229,326,831	R 250,301,737	41
R 250,301,738	R 283,772,548	42
R 283,772,549	R 308,455,547	43

TOTAL MUNICIPAL INCOME		
From	To	Number of Points
R 308,455,548	R 330,455,547	44
R 330,455,548	R 364,449,198	45
R 364,449,199	R 396,149,588	46
R 396,149,589	R 430,607,328	47
R 430,607,329	R 468,062,258	48
R 468,062,259	R 508,775,080	49
R 508,775,081	R 601,132,550	50
R 601,132,551	R 710,255,590	51
R 710,255,591	R 772,034,783	52
R 772,034,784	R 912,181,545	53
R 912,181,546	R 991,524,590	54
R 991,524,591	R 1,171,515,136	55
R 1,171,515,137	R 1,589,034,100	56
R 1,589,034,101	R 2,550,962,823	57
R 2,550,962,824	R 4,833,630,902	58
R 4,833,630,903	R 9,206,505,898	59
R 9,206,505,899	Above	60

Allocation of number of points for total population

3. The number of points allocated for the total population of a municipality is as follows:

TOTAL POPULATION		
From	To	Number of Points
0	65,333	1
65,334	76,863	2
76,864	86,474	3
86,475	98,158	4
98,159	111,011	5
111,012	121,527	6
121,528	133,211	7
133,212	144,895	8
144,896	157,748	9
157,749	175,273	10
175,274	195,137	11
195,138	218,506	12
218,507	246,547	13
246,548	276,926	14
276,927	318,989	15
318,990	368,063	16
368,064	426,484	17
426,485	495,420	18
495,421	576,041	19
576,042	671,851	20
671,852	782,850	21
782,851	912,545	22
912,546	1,071,450	23
1,071,451	1,254,892	24
1,254,893	1,492,081	25
1,492,082	1,799,374	26
1,799,375	2,172,100	27
2,172,101	2,610,256	28
2,610,257	3,762,500	29
3,762,501	above	30

Allocation of number of points for total municipal equitable share

4. The number of points allocated for the total municipal equitable share of a municipality is as follows:

TOTAL MUNICIPAL EQUITABLE SHARE		
From	To	Number of Points
R 0	R 24,086,164	1
R 24,086,165	R 36,255,020	2
R 36,255,021	R 47,394,321	3
R 47,394,322	R 55,623,182	4
R 55,623,183	R 68,187,312	5
R 68,187,313	R 96,567,445	6
R 96,567,446	R 152,598,434	7
R 152,598,435	R 335,287,178	8
R 335,287,179	R 2,178,855,995	9
R 2,178,855,996	above	10

Determination of categorisation of municipality

5. The total number of points allocated to a municipality, in terms of items 2, 3, and 4 respectively, determines the categorisation of such municipality, in accordance with the following table:

CATEGORISATION OF MUNICIPALITIES		
Categorisation	From	To
1	1	26
2	27	47
3	48	60
4	61	70
5	71	78
6	79	85
7	86	91
8	92	96
9	97	98
10	99	100

Change of categorisation of municipality

6. (1) If the categorisation of a municipality determined in terms of this Notice, is higher than the categorisation for the previous financial year, the municipal council must apply in writing to the Minister to obtain approval, after consultation with the MEC for local government in the province.

(2) Notwithstanding sub-item (1), the Minister must –

(a) confirm the actual values and points scored by the municipality in relation to the factors in items 2, 3 and 4 of the Notice;

(b) determine the –

- (i) sustainability of the driving factors that led to the higher categorisation of the municipality compared to the categorisation of the previous financial year;
- (ii) affordability of the higher categorisation of the municipality using the following ratios:
 - (aa) municipality's liquidity ratio;
 - (bb) creditor's payment period;
 - (cc) debtor's collection rate;
 - (dd) remuneration ratio; and
- (iii) any other risks as may be identified.

(3) After confirmation of the actual values and points scored by the municipality in relation to the total municipal income, population and municipal equitable share, including the driving factors that led to a higher categorisation as well as affordability (using the ratios: liquidity ratio, creditor's payment period, debtor's collection rate and remuneration ratio) and approval by the Minister, the municipal council may implement such a new categorisation including adjustment of the total remuneration package of senior manager to the higher category.

(4) If the categorisation of a municipality determined in terms of this Notice is lower than the categorisation of the previous financial year, the municipality must retain the categorisation of the previous financial year.

Annual total remuneration packages of municipal managers

7. The upper limits of the annual total remuneration packages payable to municipal managers are as follows:

MUNICIPAL CATEGORISATION	TOTAL REMUNERATION PACKAGE (MINIMUM)	TOTAL REMUNERATION PACKAGE (MIDPOINT)	TOTAL REMUNERATION PACKAGE (MAXIMUM)
10	R 2,607,286	R 3,300,363	R 3,993,439
9	R 2,237,533	R 2,796,918	R 3,356,303
8	R 1,931,770	R 2,370,269	R 2,808,769
7	R 1,671,343	R 2,025,870	R 2,380,398
6	R 1,486,297	R 1,731,513	R 2,017,213
5	R 1,296,635	R 1,534,480	R 1,724,052
4	R 1,178,260	R 1,370,071	R 1,561,882
3	R 1,083,601	R 1,245,520	R 1,407,437
2	R 1,046,220	R 1,158,623	R 1,286,072
1	R 1,007,596	R 1,103,450	R 1,213,795

Annual total remuneration packages of managers directly accountable to municipal managers

8. The upper limits of the annual total remuneration packages payable to managers directly accountable to municipal managers are as follows:

MUNICIPAL CATEGORISATION	TOTAL REMUNERATION PACKAGE (MINIMUM)	TOTAL REMUNERATION PACKAGE (MIDPOINT)	TOTAL REMUNERATION PACKAGE (MAXIMUM)
10	R 2,085,830	R 2,640 291	R 3,194,751
9	R 1,790,028	R 2,237 533	R 2,685,041
8	R 1,545,416	R 1,896 215	R 2,247,015
7	R 1,374,513	R 1,620 698	R 1,904,319
6	R 1,206,468	R 1,436 273	R 1,620,698
5	R 1,070,906	R 1,259 888	R 1,448,871
4	R 987,238	R 1,124 899	R 1,276,762
3	R 907,864	R 1,037 559	R 1,150,465
2	R 859,002	R 965,171	R 1,055,932
1	R 827,289	R 919,210	R 1,011,131

Non-pensionable cash gratuity

9. A non-pensionable cash gratuity of –

(1) R1,695.00 payable monthly to senior managers earning a total remuneration package below R1,900,000 for the 2021/22 municipal financial year; or

(2) R1,818.00 payable monthly to senior managers earning a total remuneration package of R1,900,000 and above for the 2021/22 municipal financial year.

(3) The non-pensionable cash gratuity will be backdated from 1 July 2021 and shall be payable until 30 June 2022.

Offer of remuneration on appointment

10. (1) The offer of remuneration on appointment to senior managers will be determined by the competencies, qualifications, experience and knowledge of the candidate considered for appointment.

(2) A municipal council must apply the criteria as set out below to determine the offer of remuneration on appointment:

TOTAL REMUNERATION PACKAGE	CRITERIA
MINIMUM	<ul style="list-style-type: none"> • Relevant qualification. • Applicable to persons who have the relevant 5 years' experience as provided in the Regulations. • Applicable to persons who have acquired competent achievement level as measured against the competency framework.

TOTAL REMUNERATION PACKAGE	CRITERIA
MIDPOINT	<ul style="list-style-type: none"> Relevant qualification. Applicable to persons who have 5 to 10 years' experience as provided in the Regulations. Applicable to persons who have acquired advanced competency achievement level as measured against the competency framework.
MAXIMUM	<ul style="list-style-type: none"> Relevant qualification. Applicable to persons who have more than 10 years' experience as provided in the Regulations. Applicable to persons who have demonstrated a superior competency as measured against the competency framework.

(3) Notwithstanding sub-item (1), if a municipal council is unable to offer the relevant total remuneration package or cannot afford to pay the remuneration as determined in this Notice, a lesser offer may be considered on appointment.

Payment of remote allowance

11. (1) A senior manager employed in one of the following municipalities, may be paid a remote allowance not exceeding the percentage of the total annual remuneration package applicable to the relevant senior manager, as provided in the table below:

PROVINCE	DISTRICT CODE	MUNICIPAL CODE	MUNICIPALITY	%
Eastern Cape	DC10	EC102	Blue Crane Route	4%
Eastern Cape	DC10	EC106	Sundays River Valley	4%
Eastern Cape	DC10	EC109	Kou-Kamma	4%
Eastern Cape	DC12	EC129	Raymond Mhlaba	4%
Eastern Cape	DC13	EC131	Inxuba Yethemba	4%
Eastern Cape	DC13	EC135	Intsika Yethu	4%
Eastern Cape	DC13	EC137	Engcobo	4%
Eastern Cape	DC13	EC138	Sakhisizwe	4%
Eastern Cape	DC13	EC139	Enoch Mgijima	4%
Eastern Cape	DC14	EC141	Elundini	4%
Eastern Cape	DC15	EC153	Ngguzza Hill	4%
Eastern Cape	DC44	EC443	Mbizana	4%
Eastern Cape	DC15	EC154	Port St Johns	4%
Eastern Cape	DC44	EC442	Umzimvubu	4%
Eastern Cape	DC44	EC444	Ntabankulu	4%
Eastern Cape	DC14	DC14	Joe Gqabi	4%
Eastern Cape	DC44	DC44	Alfred Nzo	4%
Free State	DC16	FS161	Letsemeng	4%
Free State	DC16	FS162	Kopanong	4%
Free State	DC18	DC183	Tswelopele	4%
Free State	DC19	FS191	Setsoto	4%
Free State	DC19	FS196	Mantsopa	4%
Free State	DC20	FS205	Mafube	4%
Free State	DC20	FS204	Metsimaholo	4%
Free State	DC16	DC16	Xhariep	4%
Free State	DC20	DC20	Fezile Dabi	4%
KwaZulu Natal	DC21	KZN214	UMuziwabantu	4%
KwaZulu Natal	DC22	KZN224	Impendle	4%
KwaZulu Natal	DC23	KZN235	Okhahlamba	4%

PROVINCE	DISTRICT CODE	MUNICIPAL CODE	MUNICIPALITY	%
KwaZulu Natal	DC24	KZN245	Umvoti	4%
KwaZulu Natal	DC24	KZN244	Msinga	4%
KwaZulu Natal	DC26	KZN261	eDumbe	4%
KwaZulu Natal	DC26	KZN262	UPhongolo	4%
KwaZulu Natal	DC26	KZN265	Nongoma	4%
KwaZulu Natal	DC26	KZN266	Ulundi	4%
KwaZulu Natal	DC27	KZN276	Big Five Hlabisa	4%
KwaZulu Natal	DC28	KZN285	Mthonjaneni	4%
KwaZulu Natal	DC28	KZN286	Nkandla	4%
KwaZulu Natal	DC43	KZN433	Greater Kokstad	4%
KwaZulu Natal	DC43	KZN434	Ubuhlebezwe	4%
KwaZulu Natal	DC43	KZN435	Umzimkhulu	4%
KwaZulu Natal	DC26	DC26	Zululand	4%
KwaZulu Natal	DC43	DC43	Harry Gwala	4%
Limpopo	DC33	LIM331	Greater Giyani	4%
Limpopo	DC34	LIM341	Musina	4%
Limpopo	DC35	LIM351	Blouberg	4%
Limpopo	DC35	LIM353	Molemole	4%
Limpopo	DC36	LIM361	Thabazimbi	4%
Limpopo	DC47	LIM473	Makhuduthamaga	4%
Limpopo	DC47	LIM476	Greater Tubatse/Fetakgomo	4%
Mpumalanga	DC30	MP301	Albert Luthuli	4%
Mpumalanga	DC30	MP303	Mkhondo	4%
Mpumalanga	DC30	MP304	Dr Pixley Ka Isaka Seme	4%
Mpumalanga	DC32	MP321	Thaba Chweu	4%
Mpumalanga	DC 32	MP324	Nkomazi	4%
North West	DC37	NW375	Moses Kotane	4%
North West	DC38	NW381	Ratlou	4%
North West	DC38	NW382	Tswaing	4%
North West	DC38	NW385	Ramotshere Moiloa	4%
North West	DC39	NW392	Naledi (NW)	4%
North West	DC39	NW393	Mamusa	4%
North West	DC39	NW394	Greater Taung	4%
North West	DC39	NW396	Lekwa-Teemane	4%
North West	DC40	NW404	Maquassi Hills	4%
North West	DC39	DC39	Dr Ruth Segomotsi Mompati	4%
Northern Cape	DC8	NC084	!Kheis	4%
Northern Cape	DC7	NC078	Siyancuma	4%
Northern Cape	DC7	NC076	Thembelihle	4%
Northern Cape	DC9	NC093	Magareng	4%
Northern Cape	DC9	NC094	Phokwane	4%
Western Cape	DC1	WC013	Bergrivier	4%
Western Cape	DC1	WC015	Swartland	4%
Western Cape	DC3	WC032	Overstrand	4%
Western Cape	DC3	WC034	Swellendam	4%
Western Cape	DC3	WC031	Theewaterskloof	4%
Western Cape	DC4	WC042	Hessequa	4%
Western Cape	DC4	WC041	Kannaland	4%
Western Cape	DC5	WC051	Laingsburg	4%
Western Cape	DC5	WC052	Prince Albert	4%
Western Cape	DC1	DC1	West Coast	4%
Eastern Cape	DC10	EC101	Dr Bayers Naude	7%
Eastern Cape	DC14	EC142	Senqu	7%
Eastern Cape	DC14	EC145	Walter Sisulu	7%
Eastern Cape	DC44	EC441	Matatiele	7%
Free State	DC16	FS163	Mohokare	7%

PROVINCE	DISTRICT CODE	MUNICIPAL CODE	MUNICIPALITY	%
KwaZulu Natal	DC27	KZN272	Jozini	7%
KwaZulu-Natal	DC27	DC27	Umkhanyakude	7%
KwaZulu-Natal	DC43	KZN436	Dr Nkosazana Dlamini Zuma	7%
Limpopo	DC36	LIM362	Lephalale	7%
Northern Cape	DC6	NC067	Khai-Ma	7%
Northern Cape	DC7	NC072	Umsobomvu	7%
Northern Cape	DC7	NC075	Renosterberg	7%
Northern Cape	DC8	NC085	Tsantsabane	7%
Northern Cape	DC8	NCO86	Kgatelopele	7%
Northern Cape	DC45	NC453	Gamagara	7%
Northern Cape	DC45	NC452	Ga-Segonyana	7%
Northern Cape	DC45	DC45	John Taolo Gaetsewe	7%
Western Cape	DC1	WC012	Cederberg	7%
Western Cape	DC3	WC033	Cape Agulhas	7%
Western Cape	DC5	WC053	Beaufort West	7%
Western Cape	DC3	DC3	Overberg	7%
Western Cape	DC5	DC5	Central Karoo	7%
KwaZulu Natal	DC27	KZN271	Umhlabuyalingana	10%
North West	DC39	NW397	Kagisano/Molopo	10%
Northern Cape	DC6	DC6	Namakwa	10%
Northern Cape	DC6	NC061	Richtersveld	10%
Northern Cape	DC6	NC062	Nama Khoi	10%
Northern Cape	DC6	NC064	Kamiesberg	10%
Northern Cape	DC6	NC065	Hantam	10%
Northern Cape	DC6	NC066	Karoo Hoogland	10%
Northern Cape	DC7	DC7	Pixley Ka Seme	10%
Northern Cape	DC7	NC073	Emthanjeni	10%
Northern Cape	DC7	NC071	Ubuntu	10%
Northern Cape	DC7	NC074	Kareeberg	10%
Northern Cape	DC7	NC077	Siyathemba	10%
Northern Cape	DC45	NC451	Joe Morolong	10%
Western Cape	DC1	WC011	Matzikama	10%

(2) A senior manager who receives a market premium allowance, rural or scarce skills allowance in terms of Notice No. 225 as published in *Government Gazette* No. 37500 of 29 March 2014 or Notice No. 578 as published in *Government Gazette* No. 38946 of 1 July 2015 is not eligible for the remote allowance contemplated in sub-item (1).

(3) A remote allowance referred to in sub-item (1) terminates when –

- (a) the employment contract of a senior manager lapses or is terminated; or
- (b) the senior manager vacates office for any reason before the date of expiry of the employment contract, including but not limited to transfer, promotion, dismissal for misconduct, incapacity, operational requirements and retirement.

Overpayment and underpayment

12. (1) A municipal council must inform a senior manager in writing about the revised cost of living adjustments, and this information must include that overpayments will be recovered, and underpayments adjusted, where necessary.

(2) The expenditure for implementation of this Notice must be defrayed from the 2022/23 budget of municipalities.

Furnishing of information to Minister

13 (1) A municipal council must compile and submit updated information as at 1 July 2021 in respect of the senior managers, in terms of section 107 of the Act, to the MEC for local government in the province:

- (a) Total approved posts;
- (b) Total filled posts;
- (c) Total vacant posts;
- (d) Name of incumbent;
- (e) Designation;
- (f) Gender;
- (g) Nature of contract (either permanent or fixed term contract);
- (h) Date of appointment;
- (i) Date of expiry of contract;
- (j) Total remuneration packages and any allowances that are payable to municipal manager, managers directly accountable to municipal managers and divisional managers (third level managers) for the 2021/22 municipal financial year, including the T-scale levels where applicable;
- (k) Total municipal income;
- (l) Total population;
- (m) Total municipal equitable share; and
- (n) Municipal categorisation for the 2021/22 municipal financial year.

(2) The information contemplated in sub-item (1) must be submitted to the MEC for local government in the province within 14 days from the date of publication of this Notice on an official letterhead of the municipality, signed by the executive mayor or mayor.

(3) The MEC for local government must submit information consolidated for all municipalities in the province to the Minister within 30 days from the date of publication of this Notice.

Transitional provisions

14. (1) This Notice does not affect the existing employment contract of a senior manager appointed before 1 July 2014.

(2) A municipality that does not have any municipal income is a category 1 municipality.

(3) If a municipality has no audited financial statements for the 2020/21 municipal financial year by the date of publication of this Notice, the audited financial statements for 2019/20 municipal financial year will *mutatis mutandis* apply.

(4) A municipal council may, in exceptional circumstances and on good cause shown, and after consultation with the MEC for local government, apply in writing to the Minister to waive any of the prescribed requirements as set out in this Notice. The Minister will consider each application on merit, based on circumstances and motivation provided by municipalities.

(5) The following translation key will apply –

(a) Municipal managers:

TRANSLATION KEY						
MUNICIPAL CATEGORISATION	2020/2021			2021/2022		
	TOTAL REMUNERATION PACKAGE (MINIMUM)	TOTAL REMUNERATION PACKAGE (MIDPOINT)	TOTAL REMUNERATION PACKAGE (MAXIMUM)	TOTAL REMUNERATION PACKAGE (MINIMUM)	TOTAL REMUNERATION PACKAGE (MIDPOINT)	TOTAL REMUNERATION PACKAGE (MAXIMUM)
10	R 2,568,755	R 3,251,589	R 3,934,423	R 2,607,286	R 3,300,363	R 3,993,439
9	R 2,204,466	R 2,755,584	R 3,306,702	R 2,237,533	R 2,796,918	R 3,356,303
8	R 1,903,222	R 2,335,240	R 2,767,260	R 1,931,770	R 2,370,269	R 2,808,769
7	R 1,646,643	R 1,995,931	R 2,345,220	R 1,671,343	R 2,025,870	R 2,380,398
6	R 1,464,332	R 1,705,924	R 1,987,402	R 1,486,297	R 1,731,513	R 2,017,213
5	R 1,277,236	R 1,511,803	R 1,698,573	R 1,296,395	R 1,534,480	R 1,724,052
4	R 1,160,847	R 1,349,824	R 1,538,780	R 1,178,260	R 1,370,071	R 1,561,862
3	R 1,067,587	R 1,227,113	R 1,386,637	R 1,083,601	R 1,245,520	R 1,407,437
2	R 1,030,759	R 1,141,500	R 1,267,066	R 1,046,220	R 1,158,623	R 1,286,072
1	R 992,705	R 1,087,143	R 1,195,857	R 1,007,596	R 1,103,450	R 1,213,795

(b) Managers directly accountable to municipal managers:

TRANSLATION KEY						
MUNICIPAL CATEGORISATION	2020/2021			2021/2022		
	TOTAL REMUNERATION PACKAGE (MINIMUM)	TOTAL REMUNERATION PACKAGE (MIDPOINT)	TOTAL REMUNERATION PACKAGE (MAXIMUM)	TOTAL REMUNERATION PACKAGE (MINIMUM)	TOTAL REMUNERATION PACKAGE (MIDPOINT)	TOTAL REMUNERATION PACKAGE (MAXIMUM)
10	R 2,055,005	R 2,601,272	R 3,147,538	R 2,085,830	R 2,640,291	R 3,194,751
9	R 1,763,574	R 2,204,466	R 2,645,361	R 1,790,028	R 2,237,533	R 2,685,041
8	R 1,522,577	R 1,868,192	R 2,213,808	R 1,545,416	R 1,896,215	R 2,247,015
7	R 1,354,200	R 1,596,747	R 1,876,176	R 1,374,513	R 1,620,698	R 1,904,319
6	R 1,188,638	R 1,415,047	R 1,596,747	R 1,206,468	R 1,436,273	R 1,620,698
5	R 1,055,080	R 1,241,269	R 1,427,459	R 1,070,906	R 1,259,888	R 1,448,871
4	R 972,648	R 1,108,275	R 1,257,894	R 987,238	R 1,124,899	R 1,276,762
3	R 894,447	R 1,022,226	R 1,133,463	R 907,864	R 1,037,559	R 1,150,465
2	R 846,307	R 950,907	R 1,040,327	R 859,002	R 965,171	R 1,055,932
1	R 815,063	R 905,626	R 996,188	R 827,289	R 919,210	R 1,011,131

Short title and commencement

15. This Notice is called the Upper Limits of Total Remuneration Packages Payable to Municipal Managers and Managers Directly Accountable to Municipal Managers and takes effect from 1 July 2021. The Notice replaces *Government Gazette* No. 46062 as published on 18 March 2022.