



Government Gazette Staatskoerant

REPUBLIC OF SOUTH AFRICA
REPUBLIEK VAN SUID AFRIKA

Vol. 696

14

June
Junie

2023

No. 48789

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ISSN 1682-5845



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GOVERNMENT NOTICES • GOEWERMENTSKENNISGEWINGS

DEPARTMENT OF CO-OPERATIVE GOVERNANCE AND TRADITIONAL AFFAIRS

NO. 3541

14 June 2023

**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(2A) of the *Local Government: Municipal Systems Act, 2000* (Act No. 32 of 2000), I, Thembisile Nkadimeng, 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 three percent (3%) cost of living adjustment of the upper limits of the total remuneration packages payable to senior managers for the 2022/23 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 2022/23 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 2022/23 municipal financial year.


MS THEMBISILE NKADIMENG, MP
MINISTER FOR COOPERATIVE GOVERNANCE AND TRADITIONAL AFFAIRS
DATE: 08/06/2023

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, determined through the remoteness index, payable by a municipality to attract and retain suitably qualified and competent municipal managers and managers directly accountable to municipal managers to a geographically remote area where the approved pay scales are not sufficient to attract such managers;

“**remoteness index**” means the 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 2021/22 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 2021/22 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
R0	R14,985,153	1
R14,985,154	R16,048,064	2
R16,048,065	R18,087,337	3
R18,087,338	R19,419,441	4
R19,419,442	R22,384,145	5
R22,384,146	R24,122,191	6
R24,122,192	R25,879,973	7
R25,879,974	R28,141,722	8
R28,141,723	R30,579,681	9
R30,579,682	R33,259,746	10
R33,259,747	R36,181,888	11
R36,181,889	R39,336,810	12
R39,336,811	R43,209,354	13
R43,209,355	R45,715,384	14
R45,715,385	R49,283,395	15
R49,283,396	R52,769,662	16
R52,769,663	R56,255,386	17
R56,255,387	R61,079,839	18
R61,079,840	R67,771,083	19
R67,771,084	R69,203,900	20
R69,203,901	R72,379,678	21
R72,379,679	R82,348,633	22
R82,348,634	R83,314,631	23
R83,314,632	R91,700,668	24
R91,700,669	R100,890,659	25
R100,890,660	R110,248,872	26
R110,248,873	R116,613,505	27
R116,613,506	R121,390,897	28
R121,390,898	R132,394,468	29
R132,394,469	R143,920,170	30
R143,920,171	R150,659,173	31
R150,659,174	R156,427,914	32
R156,427,915	R169,846,089	33
R169,846,090	R177,204,343	34
R177,204,344	R192,617,867	35
R192,617,868	R198,051,969	36
R198,051,970	R203,486,069	37
R203,486,070	R209,372,083	38
R209,372,084	R219,721,618	39
R219,721,619	R236,206,635	40
R236,206,636	R257,810,789	41
R257,810,790	R292,285,724	42

TOTAL MUNICIPAL INCOME		
From	To	Number of Points
R292,285,725	R317,709,213	43
R317,709,214	R340,369,213	44
R340,369,214	R375,382,674	45
R375,382,675	R408,034,076	46
R408,034,077	R443,525,548	47
R443,525,549	R482,104,126	48
R482,104,127	R524,038,332	49
R524,038,333	R619,166,527	50
R619,166,528	R731,563,258	51
R731,563,259	R795,195,826	52
R795,195,828	R939,546,991	53
R939,546,992	R1,021,270,328	54
R1,021,270,329	R1,206,660,590	55
R1,206,660,591	R1,636,705,123	56
R1,636,705,124	R2,627,491,708	57
R2,627,491,709	R4,978,639,829	58
R4,978,639,830	R9,482,701,075	59
R9,482,701,076	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
R0	R24,808,749	1
R24,808,750	R37,342,671	2
R37,342,672	R48,816,151	3
R48,816,152	R57,291,877	4
R57,291,878	R70,232,931	5
R70,232,932	R99,464,468	6
R99,464,469	R157,176,387	7
R157,176,388	R345,345,793	8
R345,345,794	R2,244,221,675	9
R2,244,221,676	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; and
- (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 total 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	R2,685,505	R3,399,374	R4,113,243
9	R2,304,659	R2,880,825	R3,456,992
8	R1,989,723	R2,441,377	R2,893,032
7	R1,721,483	R2,086,646	R2,451,810
6	R1,530,886	R1,783,458	R2,077,729
5	R1,335,534	R1,580,514	R1,775,773
4	R1,213,607	R1,411,174	R1,608,718
3	R1,116,109	R1,282,885	R1,449,660
2	R1,077,607	R1,193,381	R1,324,654
1	R1,037,823	R1,136,554	R1,250,209

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	R2,148,405	R2,719,500	R3,290,594
9	R1,843,728	R2,304,659	R2,765,593
8	R1,591,778	R1,953,101	R2,314,426
7	R1,415,748	R1,669,319	R1,961,448
6	R1,242,662	R1,479,361	R1,669,319
5	R1,103,033	R1,297,685	R1,492,337
4	R1,016,855	R1,158,646	R1,315,065
3	R935,100	R1,068,686	R1,184,979
2	R884,772	R994,126	R1,087,610
1	R852,108	R946,787	R1,041,465

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 2022/23 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 2022/23 municipal financial year.

(3) The non-pensionable cash gratuity will be backdated from 1 July 2022 and shall be payable until 30 June 2023.

Offer of remuneration on appointment

10. (1) The offer of remuneration on appointment to a municipal manager and manager directly accountable to municipal 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.
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	Ingquza Hill	4%

PROVINCE	DISTRICT CODE	MUNICIPAL CODE	MUNICIPALITY	%
Eastern Cape	DC44	EC443	Winnie Madikizela-Mandela	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%
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%

PROVINCE	DISTRICT CODE	MUNICIPAL CODE	MUNICIPALITY	%
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%
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	NC086	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	Umlabuyalingana	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%
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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 2022 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 2022/23 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 2022/23 municipal financial year.

(2) The information contemplated in sub-item (1) must be submitted to the MEC for local government in the province within 30 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 60 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 2021/22 municipal financial year by the date of publication of this Notice, the audited financial statements for 2020/21 municipal financial year will *mutatis mutandis* apply.

(4) A municipal council may, in exceptional circumstances and on good cause shown, 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	2021/2022			2022/2023		
	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	R2,607,286	R3,300,363	R3,993,439	R2,685,505	R3,399,374	R4,113,243
9	R2,237,533	R2,796,918	R3,356,303	R2,304,659	R2,880,825	R3,456,992
8	R1,931,770	R2,370,269	R2,808,769	R1,989,723	R2,441,377	R2,893,032
7	R1,671,343	R2,025,870	R2,380,398	R1,721,483	R2,086,646	R2,451,810
6	R1,486,297	R1,731,513	R2,017,213	R1,530,886	R1,783,458	R2,077,729
5	R1,296,395	R1,534,480	R1,724,052	R1,335,534	R1,580,514	R1,775,773
4	R1,178,260	R1,370,071	R1,561,862	R1,213,607	R1,411,174	R1,608,718
3	R1,083,601	R1,245,520	R1,407,437	R1,116,109	R1,282,885	R1,449,660
2	R1,046,220	R1,158,623	R1,286,072	R1,077,607	R1,193,381	R1,324,654
1	R1,007,596	R1,103,450	R1,213,795	R1,037,823	R1,136,554	R1,250,209

(b) Managers directly accountable to municipal managers:

TRANSLATION KEY						
MUNICIPAL CATEGORISATION	2021/2022			2022/2023		
	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	R2,085,830	R2,640,291	R3,194,751	R2,148,405	R2,719,500	R3,290,594
9	R1,790,028	R2,237,533	R2,685,041	R1,843,728	R2,304,659	R2,765,593
8	R1,545,416	R1,896,215	R2,247,015	R1,591,778	R1,953,101	R2,314,426
7	R1,374,513	R1,620,698	R1,904,319	R1,415,748	R1,669,319	R1,961,448
6	R1,206,468	R1,436,273	R1,620,698	R1,242,662	R1,479,361	R1,669,319
5	R1,070,906	R1,259,888	R1,448,871	R1,103,033	R1,297,685	R1,492,337
4	R987,238	R1,124,899	R1,276,762	R1,016,855	R1,158,646	R1,315,065
3	R907,864	R1,037,559	R1,150,465	R935,100	R1,068,686	R1,184,979
2	R859,002	R965,171	R1,055,932	R884,772	R994,126	R1,087,610
1	R827,289	R919,210	R1,011,131	R852,108	R946,787	R1,041,465

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 2022. The Notice replaces *Government Gazette* No. 47538 as published on 18 November 2022.

Printed by and obtainable from the Government Printer, Bosman Street, Private Bag X85, Pretoria, 0001
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Publications: Tel: (012) 748 6053, 748 6061, 748 6065