

**MINISTRY: PUBLIC SERVICE AND ADMINISTRATION**

**REPUBLIC OF SOUTH AFRICA**

**NATIONAL ASSEMBLY**

**QUESTION FOR WRITTEN REPLY**

**QUESTION NO.: 1574**

**Ms A T Lovemore (DA) to ask the Minister of Public Service and Administration:**

(1) (a) What are the details of the conditions of service attached to appointment as a Commissioner of the Public Service Commission and (b) how is the salary package of a Public Service Commissioner structured;

(2) what (a) medical aid, (b) housing assistance and (c) pension benefits are persons who are appointed as Commisioners entitled to;

(3) whether any benefits extend beyond the term of service of a Public Service Commissioner; if not, why not; if so, what are the relevant details;

(4) whether any recommendations have been made or measures have been put in place to have extended benefits implemented; if so, what are the relevant details? NW1744E

**REPLY**

(1) (a) The conditions of service attached to appointment as a Commissioner of the Public Service Commission are determined by the President of the Republic and include provisions of Chapter 10 of the Constitution of the Republic of South Africa, 1996 (section 196), the Public Service Commission Act, 1997 and the conditions of service applicable to members of senior management service (SMS level) in the public service.

The President, acting in terms of section 6(1) of the Public Service Commission Act, determines the annual salaries and conditions of appointment of Commissioners. The conditions of appointment, (Including remuneration and other conditions of service) of a commissioner of the Public Service Commission are linked with the ‘comparable positions at the SMS level in the public service’.

Despite the linking of the salary dispensation of Commissioners with the SMS, the salary progression measures (notch increases) applicable to the SMS were not extended to Commissioners.

 The condition of appointment determined by the President with effect from 1 April 2015, provides for the following inclusive flexible remuneration packages:

| **Position** | **Package with effect from 1 April 2015** |
| --- | --- |
| Commissioner | R1 267 806 |
| Deputy Chairperson | R1 656 618 |
| Chairperson | R1 706 694 |

1. The package of a Commissioner of the Public Service Commission is structured as follows (i) basic salary, (ii) State’s contribution to the Government Employee Pension Fund (GEPF) and (iii) a flexible portion.

The basic salary consists of 70% of the inclusive flexible remuneration package. The State’s contribution to the GEPF is calculated on the basic salary, Commissioners may structure their flexible portion into the following items:

1. Motor car allowance – to a maximum of 25% of the total package per annum
2. 13th cheque – equal to one-twelfth of the basic salary, to be structuredd as a once-off non-pensionable bonus
3. Medical Assistance – Contribution to a medical aid scheme
4. Housing Allowance – An amount as decided by the member.
5. Non-pensionalbe cash allowance – Any remaining amount of the flexible portion.

(2) (a) The medical aid benefit forms part of the inclusive remuneration package.

(b) The housing allowance forms part of the inclusive remuneration package.

(c) The State’s contribution to the GEPF forms part of the inclusive remuneration package.

(3) No benefits extend beyond the term of service of a Public Service Commissioner, since the conditions of appointment (Including remuneration and other conditions of service) applicable to Members of the Public Service Commission, which are determined by the President does not provide for extension of benefits beyond the term of office of a Commissioner.

(4) Falls away, since there are no benefits extended beyond the term of serve of a Commissiner of the Public Service Commission.