



22 February 2016

Dear Chairperson,

DETERMINATION OF REMUNERATION OF CONSTITUTIONAL COURT JUDGES AND JUDGES

I have received the annual salary recommendations for the Constitutional Court judges, judges of other courts and other public office bearers, from the Independent Commission for the Remuneration of Public Office Bearers (the Commission).

The Commission recommended that the salary of the Constitutional Court judges and other judges should be increased, with effect from 01 April 2015, as follows:

- 5% from the position of the Chief Justice to the position of the judge of the Supreme Court of Appeal.
- 5.5 % from the position of the judge President of High Court / Labour Court to position of the Judge of the High Court/Labour Court.

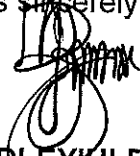
In terms of section 2(1)(a) of the Judges' Remuneration and Conditions of Employment Act, 2001 (Act No. 47 of 2001) (the Act), Constitutional Court Judges and Judges are entitled to an annual salaries and such allowances, or benefits as determined by the President; from time to time, by notice in the Gazette; and approved by Parliament in terms of section 2(4) of the Act.

Section 2(4)(a) of the Act requires that a notice, contemplated in section 2(1)(a) of the Act, be submitted to Parliament for approval before publication.

After taking into consideration, amongst others, the recommendations of the Commission and the economic conditions which have deteriorated, I am considering to increase the salary of the Constitutional Court Judges and other judges by 4.4 % with effect 01 April 2015.

As required in terms of section 2(1)(a) read with section 2(4) of the Act, the National Council of Provinces is requested to consider and approve the attached draft notice.

Yours sincerely,

A handwritten signature in black ink, appearing to be 'J. Zuma', written over a circular stamp or seal.

JACOB GEDLEYIHLEKISA ZUMA
PRESIDENT OF THE REPUBLIC OF SOUTH AFRICA

Ms T R Modise, MP
Chairperson of the National Council of Provinces
P.O. Box 15
CAPE TOWN
8000

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PRESIDENT'S ACT NO. 43

In terms of section 2(1)(a) of the Judges' Remuneration and Conditions of Employment Act, 2001 (Act No.47 of 2001), I hereby determine that, with effect from 01 April 2015, the remuneration and allowances of the Constitutional Court Judges and Judges shall be as set out in the notice attached hereto.

Given under my Hand at CAPE TOWN on this
23 day of FEBRUARY, Two Thousand
and Sixteen.


PRESIDENT



NOTICE
by the
President of the Republic of South Africa

No....., 2016

REMUNERATION OF CONSTITUTIONAL COURT JUDGES AND JUDGES

- 1 In terms of section 2(1)(a) of the Judges' Remuneration and Conditions of Employment Act, 2001 (Act No.47 of 2001), I hereby determine that, the remuneration and allowances of the positions of office bearers in Column 3 of Schedule 1 shall be as set out in Column 4 of Schedule 1 with effect from 01 April 2015, subject to terms and conditions set out herein.
- 2 The total remuneration package shall include the following elements:
 - 2.1. A cash annual salary component of 72.24%, and
 - 2.2. A non-cash component of 27.76% (which includes motor allowance and employer medical contribution).
- 3 The total remuneration package does not include pension benefits which are separately regulated by the Judges' Remuneration and Conditions of the Employment Act, 2001.
- 4 Notice No. 12, published in the Government Gazette No. 38568 of 13 March 2015 is hereby repealed.

Given under my Hand at CAPE TOWN on this 23 day of FEBRUARY, Two Thousand and Fifteen.


PRESIDENT

SCHEDULE 1

REMUNERATION OF CONSTITUTIONAL COURT JUDGES AND JUDGES

Column 1	Column 2	Column 3	Column 4
GRADE	PAY LEVEL	POSITION	TOTAL REMUNERATION
			2,716,798
JA	1	Chief Justice	
JB	1	Deputy Chief Justice	2,445,054
		President: Supreme Court of Appeal	2,445,054
JC	1	Deputy President: Supreme Court of Appeal	2,309,262
	2	Judge: Constitutional Court	2,173,470
		Judge: Supreme Court of Appeal	2,173,470
	3	Judge President: High/Labour Court	2,037,678
	4	Deputy Judge President: High/Labour Court	1,901,726
	5	Judge: High/Labour Court	1,765,934