



26 March 2020

Dear Speaker,

DETERMINATION OF REMUNERATION OF INDEEDENT CONSTITUTIONAL INSTITUTIONS: 2019/2020

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

The Commission recommended 3% salary increment for all office bearers of the Independent Constitutional Institutions earning above R1 500 000 and 4% salary / allowance increment for office bearers of the Independent Constitutional Institutions earning below R1 500 000 with effect from 1 April 2019.

Section 9(1) of the South African Human Rights Commission Act 40 of 2013 provides that the full-time and part-time commissioners of the South African Human Rights Commission 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 the National Assembly.

Section 2(2) and 2A(5) of the Public Protector Act 23 of 1994 provides that the Public Protector and Deputy Public Protector 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 the National Assembly.

Section 7(1) of the Public Audit Act 25 of 2004 provides that the Auditor-General is 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 the National Assembly.

Section 14(1) of the Commission for the Promotion and Protection of the Rights of Cultural, Religious and Linguistic Communities Act 19 of 2002, provides that the Chairperson, Deputy Chairperson and other members of the Commission for the Promotion and Protection of the Rights of Cultural, Religious and Linguistic Communities 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*, approved by the National Assembly.

Section 7(2) of the Electoral Commission Act 51 of 1996 provides that the full-time and part-time commissioners of the Electoral Commission 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 the National Assembly.

Section 10(1) of the Independent Communications Authority of South Africa Act 13 of 2000 provides that the Chairperson and other councillors of the Independent Communications Authority of South Africa 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 the National Assembly.

Section 8(1) of the Commission on Gender Equality Act 39 of 1996 provides that the full-time and part-time members of the Commission on Gender Equality 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 the National Assembly.

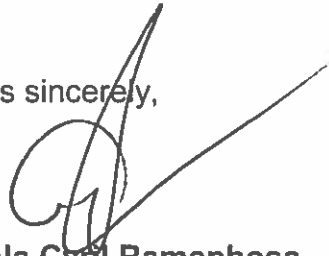
Section 9(1) of the Financial and Fiscal Commission Act 99 of 1997 provides that the members of the Financial and Fiscal Commission are entitled to an annual salaries and such allowances, or benefits as determined by the President; from time to time, by notice in the *Gazette*, and approved by the National Assembly.

Having considered serious economic challenges the country is experiencing and the fact that the fiscus is currently constrained, I am intending to determine the salaries and allowances of public office bearers of the Independent Constitutional Institutions as follows:

- Salary freeze (0%) for office bearers earning R1.5 million and above;
- 2.8% salary adjustment for office bearers earning between R1 million and R1.5 million; and
- 4.5% salary adjustment for office bearers earning below R1 million.

The National Assembly is requested to consider and approve the attached draft notices.

Yours sincerely,

A handwritten signature in black ink, appearing to be 'C. Ramaphosa', written over a horizontal line.

Mr Matamela Cyril Ramaphosa
President of the Republic of South Africa

Ms Thandi Modise, MP
Speaker of the National Assembly
Parliament of the Republic of South Africa
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8000