**NATIONAL ASSEMBLY**

**QUESTION 1113**

**FOR WRITTEN REPLY**

**INTERNAL QUESTION PAPER NO: 19-2020, DATE OF PUBLICATION 05-06- 2020: “Mrs V van Dyk (DA) to ask the Minister of Sports, Arts and Culture”**

(1) What were the salaries of certain persons (details furnished) in the (a) 2014-15, (b) 2015-16, (c) 2016-17, (d) 2017-18 and (e) 2018-19 financial years;

(2) what is the variance in staff costs between the senior management salary band and top management band in the (a) 2014-15, (b) 2015-16, (c) 2016-17, (d) 2017-18 and (e) 2018-19 financial years? **NW1409E**

**REPLY:**

1. The salaries for the specified individuals were as follows:

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Name** | **2014/15**  **(a)** | **2015/16**  **(b)** | **2016/17**  **(c)** | **2017/2019**  **(d)** | **2019/20**  **(e)** |
| CEO- Rosemary Mangope | 1,296,226 | 1,556,926 | 1,771,453 | 1,725,888 | 1,820,812 |
| Interim CEO - Zolani Mkiva (25 September 2018 to 31 January 2019) |  |  |  |  | 460,720 |
| CFO- Dumisani Dlamini(1 April to 30 November 2017) | 753,769 | 1,475,781 | 1,661,388 | 1,374,843 |  |
| CFO- Thami Kubheka | 190,838 |  |  |  |  |
| CFO(Appointed 24 January 2018)- Karen Son |  |  |  | 227,688 | 1,365,016 |
| **Executive Salaries Total** | **3,032,707** | **3,432,841** | **2,240,833** | **3,328,419** | **3,646,548** |

1. The variance in staff costs between the senior management salary band and top management band were as follows:

|  | **2014/15**  **(a)** | **2015/16**  **(b)** | **2016/17**  **(c)** | **2017/2019**  **(d)** | **2019/20**  **(e)** |
| --- | --- | --- | --- | --- | --- |
| Arts Development Manager- Julie Diphofa | 902,841 | 906,945 | 1,050,838 | 1,235,678 | 1,219,273 |
| Finance Manager- Dakalo Mandiwana | 504,402 | 892,415 | 949,956 | 941,776 |  |
| Finance Manager- Reshma Bhoola |  |  |  |  | 955,376 |
| IT Manager- Krishna Perumal | 705,509 |  |  |  |  |
| IT Manager- Itumeleng Sikhosana |  | 463,667 | 750,858 | 802,988 | 851,167 |
| Communications & Marketing Specialist- Carol Maluleke | 472,914 |  |  |  |  |
| Communications & Marketing Specialist- Janet Molekwa |  | 567,467 | 731,514 | 808,881 | 800,253 |
| Council Secretary- Mary-Anne Makgoka | 675,326 | 692,804 | 747,811 | 806,961 | 252,614 |
| Project Manager in CEO's Office- Rosie Katz |  | 616,917 | 160,000 |  |  |
| Project Manager in CEO's Office- Denzil Jones |  | 50,000 | 600,000 | 377,296 |  |
| HR Manager (1 April 2017 to 31 March 2018)- Total Matsepa |  |  |  | 463,477 |  |
| HR Manager (Appointed 24 January 2018)- Thabiso Selai |  |  |  | 149,223 | 900,244 |
| **Senior management salaries** | **3,260,991** | **4,190,215** | **4,990,977** | **5,586,280** | **4,978,927** |
| **Variance** | **(1,020,157.88)** | **(1,157,508.00)** | **(1,558,136.00)** | **(2,257,861.00)** | **(1,332,379.00)** |