**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)** |