###### National Assembly

Question Number: 167

**Ms S P Kopane (DA) to ask the Minister of Transport:**

(1) (a) What salary increases were given to Road Traffic Management Corporation (RTMC) staff in the (i) 2012-13, (ii) 2013-14 and (iii) 2014-15 financial years and (b) in respect of each specified case (i) what amount was given to each staff member and (ii) on what basis was each specified amount determined;

(2) (a) what are the salaries of the (i) chiefs and (ii) deputy chiefs of the RTMC, (b) how were these salaries determined and (c) when were the specified individuals appointed respectively;

(3) whether State Security Agency (SSA) clearances were obtained for the appointment of each specified individual; if not, why not; if so, (a) what were the results of the obtained SSA clearances and (b) in what form did they come? NW167E

**REPLY**

1. (i) 2012 - 2013

5% increment was approved for levels 13 and up as per DPSA circular 1 0f 2012. Increments for the 2012—13 salaries of staff were 7% across the board for all employees that fall within salary levels 1-12. The implementation date was as per Resolution 1 of 2012, Agreement between RTMC and Labour.

(ii) 2013/2014

Increments for the financial year 2013/14 as per the Resolution 1 of 2013, were implemented as follows:

| Level | Increment |
| --- | --- |
| 13 and above | 5.6 |
| 11-12 | 7% |
| 8-10 | 7.5% |
| 1-7 | 8% |

(iii) 2014/2015

Increments for the financial year 2013/14 were implemented as per Migration Plan from Equate (DPSA) dispensation to Patterson Job grading

| Level | Increment |
| --- | --- |
| 14 | 5% |
| 13 | 5.5% |
| 12-11 | 6.5% |
| 10-7 | Total Cost To Company (DPSA Packages as at 30 June 2015 + R40,000.00 |
| 6 (NTP) | Total Cost To Company increased to 50th percentile midpoint of B4/B5 (R233,860) |

(b)(i) The amount given to each staff member is confidential information

(ii) All salary increments were subject to salary negotiations with recognised Labour.

(2) (a) (i) (ii) The salaries of all personnel in the Road Traffic Management Corporation including those of Chiefs and Deputy Chiefs are negotiable and confidential and cannot be disclosed to the public as this will be a contravention to the Protection of Information Policy approved by the board. (b) the salaries were negotiated with individuals based on the Paterson remuneration model and against their previous packages and erstwhile employers packages.

(3) (a)(b) The employment clearances conducted were in accordance with section 11.6 of the Recruitment, Selection and Placement Procedure. Confirmation of qualifications, and criminal records however they were not done by the State Security Agency (SSA) but by an independent verification company. Obtaining a clearance from SSA for senior managers in the RTMC is not a requirements in accordance with the RTMC recruitment policy.