###### National Assembly

###### Question Number: 2159

**Mr M S F de Freitas (DA) to ask the Minister of Transport:**

What (a) were the gross annual salaries of each chief executive officer (CEO) of each entity reporting to her, (b) (i) benefits of any description and (ii) monetary value in each case that the specified CEOs enjoyed and (c) increases in (i) gross annual salary and (ii) benefits awarded in the past three financial years? NW2479E

**REPLY**

**PORTS REGULATOR OF SOUTH AFRICA (PRSA)**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Chief Executive Officer** | **Earnings** | **2013/14 (000)** | **2014/15 (000)** | **2015/16 (000)** |
| Mahesh Fakir (appointed 01 May 2014) | Basic salary | - | 1568 | 1591 |
| Taxable allowance | - | 565 | 668 |
| Performance bonus | - | - | 334 |
| **Total** |  | **2133** | **2593** |
| Marissa Damons (Acting CEO effective August 2013 to 30 April 2014) | Basic salary | 524 | 691 | - |
| Taxable allowance | 204 | 250 | - |
| Performance bonus |  | 253 | - |
| Medical aid allowance\* | 28 | 38 | - |
| Acting allowance | 255 | 33 | - |
| **Total** | **1 011** | **1265** | **-** |
| Riad Khan (CEO contract expired on 15 July 2013) | Basic salary | 594 | - | - |
| Leave pay | 362 | - | - |
| **Total** | **956** | **-** | **-** |

1. The table above details the gross remuneration that was paid to each CEO for the past three financial years. Note that Mr Khan and Ms Damons were only employed for part of the year in 2013/14 and 2014/15 respectively.
2. (i) In terms of the conditions of service of the Ports Regulator, senior employees do not get any benefits except for the UIF, (ii) which is included in gross income and not paid over and above the amounts in the table.
3. (i) The salary increases that were received by the CEO’s were in line with the PSCBC resolutions for sms employees. (ii) there were no increases in benefits awarded as there were no benefits awarded.

\*The medical aid allowance for Marissa Damons was not a benefit but rather part of her gross remuneration based on how she structured her package.

**RAILWAY SAFETY REGULATOR (RSR)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Year** | **Basic Salary**  **(R)** | **Performance bonus**  **(R)** | **Allowances**  **(R)** | **Other: Pension & Medical Aid**  **(R)** | **Total**  **(R)** |
| 2013/14 | 1 688 133 | - | 16 945 | 45 701 | 1 750 779 |
| 2014/15 | 2 126 729 | 112 800 | 36 675 | 66 409 | 2 342 613 |
| 2015/16 | 3 227 874 | 313 594 | 36 646 | 72 659 | 3 650 773 |
| **Total** | **7 042 736** | **426 394** | **90 266** | **184 768** | **7 744 164** |

**ROAD ACCIDENT FUND (RAF)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **In the past three financial years,** | 1. **the gross annual salary of the chief executive officer (CEO) of the Road Accident Fund was,** | **(b) (i) which included the following benefits enjoyed by the CEO,** | **and (ii) with the following monetary value in each case,** | **and was awarded the following increases in(c)(i) gross annual salary,** | **and (c)(ii), benefits** |
| **2013-2014** | R4 170 044.00 | 1. Medical Aid 2. Momentum Funeral Scheme 3. Cellphone Allowance 4. Performance Bonus awarded after annual audits and a review of performance against an approved scorecard | R75 840.00  R0  R60 000 per financial year  R1 849 414.51 | Mid increase 8.76%  Annual increase 6% | Medical Aid: 9% |
| **2014-2015** | R4 703 247.00 | 1. Medical Aid 2. Momentum Funeral Scheme 3. Cellphone Allowance 4. Performance Bonus awarded after annual audits and a review of performance against an approved scorecard | R82 818.00  R0  R60 000 per financial year  R1 900 706.07 | 6.4% | Medical Aid: 9%  Performance Bonus: 2.77% |
| **2015-2016** | R4 985 331.00 | 1. Medical Aid 2. Momentum Funeral Scheme 3. Cellphone Allowance 4. Performance Bonus awarded after annual audits and a review of performance against an approved scorecard | R90 831.00  R0  R60 000 per financial year  R1 918 882.13 | 6% | Medical Aid: 9%  Performance Bonus: 0.95% |

**AIRPORTS COMPANY SOUTH AFRICA (ACSA)**

**What:**

1. were the gross annual salaries of your chief executive officer (CEO) of each entity reporting to her,

**Answer: The annual gross salary for Airports Company South Africa CEO is R3,929,502**

1. (i) benefits of any description; and

**Answer: The CEO qualified for medical aid and pension fund benefits. These benefits are included in the above mentioned gross annual salary of R 3,929,520**

(ii) monetary value in each case that the specified CEOs enjoyed and

**Answer: There is no additional monetary value that the CEO received**

(c) increases in

(i) gross annual salary and

**2014:** Answer: The CEO received a 5.4% (*new salary* *R3,478,212*) salary increase as approved by the Board of ACSA and the decision was implemented with effect from the 1st of September 2014.

**2015:** Answer: The CEO received a 6,58% (*new salary* *R* *3,707,078*) salary increase as approved by the Board of ACSA and the decision was implemented with effect from the 1st of September 2015.

**2016:** Answer: The CEO received a 6% (*new salary* *R3,929,502*) salary increase as approved by the Board of ACSA and the decision was implemented with effect from the 1st of September 2016.

(ii) benefits awarded in the past three financial years?

**2014:** Answer: No additional benefits were awarded other than the above mentioned benefits, i.e medical aid and pension fund.

A variable performance bonus amounting to R1,570,573 was paid to the CEO in 2014.

**2015:** Answer: No additional benefits were awarded other than the above mentioned benefits, i.e medical aid and pension fund.

A variable performance bonus amounting to R1,826,061 was paid to the CEO in 2015. Further in lieu of closed Long Term Incentive Scheme (LTIS), the Board approved the deferred accumulated LTI amounting to R1,723,534 to be paid to the CEO in 2015.

**2016:** Answer: No additional benefits were awarded other than the above mentioned benefits, i.e medical aid and pension fund. No performance bonus was paid to the CEO in 2016.

**AIR TRAFFIC AND NAVIGATION SERVICES (ATNS)**

**What:**

(a) were the gross annual salaries of your chief executive officer (CEO) of each entity reporting to her,

**-** **2013/14 - R3,000,000-00**

**- 2014/15 - R3,201,000-00**

**- 2015/16 - R3,457,080-00**

**- 2016/17 - R3,699,076-00**

(b) (i) Benefits of any description; and

**-** **Pension Fund; Medical Aid; 25 working days annual leave; R2500-00 cellphone allowance and Business Class Travel**

**- Performance Bonus**

(ii) Monetary value in each case that the specified CEOs enjoyed.

* **2015/16 Statutory Benefits R452,358.1**
* **Performance Bonus R841,695-00**

(c) Increases in

(i) Gross annual salary; and

**2014/15 - 6,7%**

**2015/16 - 8%**

**2016/17 - 7%**

(ii) Benefits awarded in the past three financial years?

**Pension Fund; Medical Aid; Performance Bonus; 25 working days annual leave; R2500-00 cellphone allowance and Business-Class Travel**

**ROAD TRAFFIC MANAGEMENT CORPORATION (RTMC)**



**Narrative :**

**2013/2014**

Pro rata payment for the fourth quarter (Date of assumption of duties 1st of January 2014.)

**2014/2015**

Package was subject to performance and re-determination pending Negotiations.

**2015/2016**

Included the re-determination of the salary negotiations and performance as per employment contract.

**2016/2017**

Awaiting performance assessment and salary increment/negotiations.

**SOUTH AFRICAN CIVIL AVIATION AUTHORITY (SACAA)**

1. Gross Annual salaries

The Gross annual salaries paid to the Director of Civil Aviation A for the past 3 financial years were as follows

2013/14 Financial Year: R2,500,000.00

2014/15 Financial Year: R2,500,000.00

2015/16 Financial Year: R2,677,500.00

The above salaries includes basic salary, provident fund and medical aid.

1. Salary Increase

The DCA was appointed on 1 December 2013 and there was no increase paid for the financial year ending 2014/2015. The DCA received her first increase of 7% in 2015/2016 Financial year.

1. Performance Bonus

The performance bonus was paid as follows

2013/14 Financial Year : R290,969.00

2014/15 Financial Year : R585,109.60

2015/16 Financial Year : R840,779.99

**SOUTH AFRICAN NATIONAL ROADS AGENCY SOC LIMITED (SANRAL)**

**SANRAL CEO: Mr Nazir Alli – Annual Remuneration**

1. and (b): SANRAL operates on a cost to company (CTC) basis. The gross amount paid includes the company’s contribution to medical aid and provident fund. The table below gives a breakdown as reported in the Annual Reports for the respective financial years:

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **REMUNERATION** | **Gross Salary** | **Performance Payments & long service awards** | **Other contributions (Travel and medical allowances)** | **Pension contributions** | **Total**  **R ‘000** |
| FY 2013/14 | 2 016 | 1 067 | 121 | 405 | **3 609** |
| FY 2014/15 | 2 214 | 1 270 | 103 | 445 | **4 032** |
| FY 2015/16 | 2 502 | 1 280 | 46 | 185 | **4 013** |

(c) The CEO’s salary has not been adjusted for the financial years 2015/2016 and 2016/2017

**ROAD TRAFFIC INFRINGEMENT AGENCY (RTIA)**

(a)

* 2013/2014 Gross Annual salaries –R894 045
* 2014/2015 Gross Annual salaries –R939 248
* 2015/2016 Gross Annual salaries –R1 010 121

(b)

(i) Benefits –Non pensionable allowance, Car Allowance, Housing Allowance, Pension Fund, Medical Aid, Bonus.

(ii)

* 2013/2014 Total Benefits R742 923
* 2014/2015 Total Benefits R780 758
* 2015/2016 Total Benefits R2 370 076

(c) (i)

* 2013/2014 Increase in gross annual salary R26 994
* 2013/2014 Increase in gross annual salary R45 203
* 2013/2014 Increase in gross annual salary R70 873

(ii)

* 2013/2014 Total increase benefits R49 519
* 2014/2015 Total increase benefits R37 835
* 2015/2016 Total increase benefits R1 589 318

**SOUTH AFRICAN MARITIME SAFETY AUTHORITY (SAMSA)**

1. The annual salaries of the SAMSA CEO were as follows:

2013/14 R2 858 000

2014/15 R3 040 912

2015/16 R3 199 544

1. i.The benefits for the SAMSA CEO were as follows:

|  |
| --- |
| **Benefits** |
| 13th cheque |
| Provident Fund |
| Travel Allowance |
| Bonus |

b.ii Monetary value in each case that the specified CEOs enjoyed

|  |  |  |  |
| --- | --- | --- | --- |
| **Benefit** | **2013/14** | **2014/15** | **2015/16** |
| 13th cheque | 218 000 | 238 000 | 267 000 |
| Provident Fund | 417 000 | 446 000 | 493 000 |
| Travel Allowance | 0 | 0 | 22 000 |
| Bonus | 1 089 000 | 0 | 0 |

*NB: The bonus amount paid in the 2013/14 financial year was for two financial years (2011/12 and 2012/13)*

1. i.The following increases were awarded to the SAMSA CEO over the period:

|  |  |
| --- | --- |
| **Year** | **Percentage Increase** |
| 2014/15 | 6.4% |
| 2015/16 | 5.2% |

ii. Benefits awarded in the past three financial years

|  |  |  |  |
| --- | --- | --- | --- |
| **Benefit** | **2013/14** | **2014/15** | **2015/16** |
| 13th cheque | 218 000 | 238 000 | 267 000 |
| Provident Fund | 417 000 | 446 000 | 493 000 |
| Travel Allowance | 0 | 0 | 22 000 |
| Bonus | 1 089 000 | 0 | 0 |

*NB: The bonus amount paid in the 2013/14 financial year was for two financial years (2011/12 and 2012/13)*

**CROSS-BORDER ROAD TRANSPORT AGENCY (C-BRTA)**

For the Cross-Border Road Transport Agency, (a) the gross annual salaries for the Chief Executive Officer with (b) benefits, (ii) monetary values and (c) increases in (i) gross annual salary and benefits awarded in the past three financial years (2015/2016; 2014/2015 and 2013/2014) are depicted in the table below:

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Year** | **Increase Date** | **(a) Gross Annual Salary** | **(b) (i) Annual Cellphone Allowance** | **(b) (ii) Performance Bonus** | **(c) (i) Increase %** | **(c)(ii) Reimbursive Expenditure** | **(c)(ii) 5 Year Long Service Award** | **Total** |
| 2015 / 2016 | 01-Apr-16 | 2 366 117,16 | 65 316,00 | 155 681,33 | 5,90% | 86 382,46 | 2 542,45 | 2 676 039,40 |
|  |  |  |  |  |  |  |  |  |
| 2014 /2015 | 01-Apr-14 | 2 234 293,92 | 65 316,00 | 144 149,39 | 7,90% | 29 268,80 | - | 2 473 028,11 |
|  |  |  |  |  |  |  |  |  |
| 2013 / 2014 | 01-Apr-13 | 2 070 708,04 | 65 316,00 | - | 8,00% | 47 199,94 | - | 2 183 223,98 |

**PASSENGER RAIL AGENCY OF SOUTH AFRICA (PRASA)**

1. PRASA pays Total Guaranteed Pay Packages inclusive of all benefits:

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Entity** | **Name** | **2013** | **2014** | **2015** | **2016 (Prorata)** | **Comments** |
| PRASA Group | TL Montana | R5 343 063 | R5 623 531 | R5 903 999 | 0 | The GCEO has been with PRASA for the past 10 years and thus enjoyed annual increases over the period. |
| N Khena |  |  |  | R2 753 902 | Received an Acting allowance as the Acting Group CEO following the resignation of the GCEO |
|  |  |  |  |  |  |
| RAIL | EM Mofi | R3 159 000 | R3 348 540 | R3 542 755 | R1 877 659 |  |
| CRES | PT Ngubane | R116 883 | R2 500 000 | R2 650 000 | R1 324 999 |  |
| TECH | S Zamxaka | R2 527 200 | R2 678 832 | R2 839 561 | 0 |  |
| D Kekana |  |  |  | R2 640 942 | Is the Acting CEO, but has not yet been paid the Acting Allowance |
| Intersite | M Ngoye | R2 448 600 |  |  |  |  |
| PA Gombert |  | R1 855 927 | R1 967 793 |  |  |
| NC Molepo |  |  |  | R3 901 027 |  |
| Autopax | TR Kgaboesele | R2 893 800 |  |  |  |  |
| N Khena |  | R2 316 600 | R2 455 596 |  |  |
| BB Kupe |  |  |  | R2 337 200 |  |

(b)(i)(ii) Mr Nathi Khena was the Acting Group CEO from July 2015 – July 2016 and received an acting allowance of R277 920 for 2015 and R294 671 for 2016.

Ms Tara Ngubane was appointed the CEO of PRASA CRES and received a 28% increase on her salary. David Kekana is the Acting CEO of PRASA Tech, but is not yet receiving an allowance for his acting.

Mr Patrick Gombert was the Acting CEO from 2015 – 2016 and received an acting allowance of R222 711 for 2015 and R236 135 for 2016.

(c)(i)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Entity** | **Name** | **2013** | **2014** | **2015** | **2016 (Prorata)** | **Comments** |
| PRASA Group | TL Montana | 320,583.78  6% | R280 468  5% | R280 468  5% | 0 | The GCEO had been with PRASA for the past 10 years and thus enjoyed annual increases over the period. |
| N Khena |  |  |  | R2 753 902 | Received an Acting allowance as Acting Group CEO following the resignation of the CEO |
| RAIL | EM Mofi | R189 540  6% | R183 222  5.8 % | R200 912  6% | R212 565  6% |  |
| CRES | PT Ngubane  6% | R116 883  6% | R551 950  5.8% | R150 000  6% | R159 000  6% |  |
| TECH | S Zamxaka | R151 632 | R 151 632 | R160 577 | 0 |  |
| Intersite | M Ngoye | R146 916  6% |  |  |  |  |
| NC Molepo |  |  |  | R1 300 342 |  |
| Autopax | TR Kgaboesele | R173 628  6% |  |  |  |  |
| BB Kupe |  |  |  | R1 188 600 |  |

(ii) There were no additional benefits that the CEOs enjoyed except the annual increases that are specified above.