**MINISTRY**

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**REPUBLIC OF SOUTH AFRICA**

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**NATIONAL ASSEMBLY**

**WRITTEN REPLY**

**QUESTION NUMBER: 3988 [NW4534E]**

**INTERNAL QUESTION PAPER NO.: No. 47 of 2017**

**DATE OF PUBLICATION: 01 DECEMBER 2017**

**DATE OF REPLY: DECEMBER 2017**

**3988. Mr Y Cassim (DA) asked the Minister of Public Works:**

(a) What is the total amount paid out to employees in each salary level by the entities reporting to him in terms of (i) salaries and (ii) bonuses in the (aa) 2014-15, (bb) 2015-16 and (cc) 2016-17 financial years and

(b) what is the projected budget for salaries and bonuses for the 2017-18 financial year? **NW4534E**

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**The Minister of Public Works:**

**REPLY:**

**CONSTRUCTION INDUSRTY DEVELOPMENT BOARD (CIDB) SALARIES**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **(a)(i)**  **Salary level category** | **Amount** | **2015 / 16(bb)** | **2016 / 17(cc)** | **2017 / 18 (b)**  **for salaries** | |
| **Actual paid to date**  **(01 April to 30 November 2017)** | **Forecasted**  **(01 December to 31 March 2018)** |
| A3 |  | 108 601.83 | 114 574.93 | 79 667.77 | 39 833.88 |
| B2 |  | 81 011.56 | 109 318.28 | 78 199.01 | 39 099.50 |
| B3 |  | 5 972 950.02 | 5 904 101.70 | 4 041 785.16 | 2 074 211.05 |
| B5 |  | 4 939 752.75 | 5 361 147.93 | 4 099 098.54 | 1 977 246.26 |
| C1 |  | 4 433 350.37 | 3 774 497.02 | 2 629 053.80 | 1 314 526.90 |
| C2 |  | 5 132 165.93 | 3 963 063.98 | 3 018 766.34 | 1 472 733.08 |
| C3 |  | 6 096 539.88 | 7 515 030.53 | 5 014 326.23 | 2 507 163.11 |
| C4 |  | 2 799 052.01 | 3 006 300.63 | 2 136 888.69 | 1 068 444.34 |
| C5 |  | 5 680 598.33 | 5 528 087.62 | 4 006 603.17 | 2 134 691.82 |
| D1 |  | 6 576 143.29 | 5 884 907.65 | 3 853 306.50 | 1 668 628.14 |
| D2 |  | 6 959 341.41 | 7 217 336.84 | 5 137 709.31 | 2 568 854.66 |
| D3 |  | 1 192 364.32 | 684 939.14 | 489 959.80 | 244 979.90 |
| D4 |  | 9 529 724.42 | 9 937 631.12 | 7 064 688.56 | 3 532 344.28 |
| E1 |  | 3 847 359.00 | 3 105 907.17 | 991 181.48 | 495 590.74 |
| E2 |  | 1 431 752.26 | 1 539 849.56 | 1 101 505.72 | 550 752.86 |
| E3 |  | 1 384 387.56 | 1 240 757.35 | - | - |
| **TOTAL** |  | **66 165 094.95** | **64 887 451.46** | **43 742 740.07** | **21 689 100.54** |

***For employees in the salary level category A3 – C5, no performance bonuses are paid. In this category, only 13th Cheque is paid which is totalling to R2, 914,542 (2017/18), R 2,715,764 (2016/17) & R2,746,277 (2015/16)***

**CONSTRUCTION INDUSTRY DEVELOPMENT BOARD (CIDB) BONUSES**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **(a)(i)**  **Salary level category** | **Amount** | **2015 / 16** | **2016 / 17** | **2017 / 18** | **(b)**  **Projected budget for bonuses for the 2017-18 financial year?** |
| D1 |  | 378 860.29 | 417 840.59 |  | 350 411.91 |
| D2 |  | 442 902.04 | 500 486.59 |  | 539 459.48 |
| D3 |  | 44 579.95 | 47 945.74 |  | 51 445.78 |
| D4 |  | 640 528.49 | 695 634.18 |  | 741 792.30 |
| E1 |  | 269 315.13 | 96 993.53 |  | 104 074.06 |
| E2 |  | 100 222.66 | 107 789.47 |  | 115 658.10 |
| E3 |  | 96 907.13 | - |  | - |
| **TOTAL** |  | **1 973 315.68** | **1 866 690.10** |  | **1 902 841.62** |

**INDEPENDENT DEVELOPMENT TRUST (IDT) SALARIES**

**2014 /15**

**(aa) 2014/15 Final Year (FY)**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | 1. **Salary Level** | 1. **Salary cost** | **No of Employees** | 1. **Bonuses paid** |
| 1 | Executive ( Grade 01-04) | 19 374 043 | **12** | 1 307 041 |
| 2 | Senior management (Grade 05-06) | 70 785 646 | **74** | 4 510 050 |
| 3 | Management (Grade 07-09) | 72 629 181 | **139** | 6 434 699 |
| 4 | Staff (Grade 10-18) | 34 743 290 | **119** | 2 850 524 |
|  | **TOTAL** | **197 532 160** | **344** | **15 102 314** |

**(bb) INDEPENDENT DEVELOPMENT TRUST (IDT)** **SALARIES 2015/16 FY**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | 1. **Salary level** | 1. **Salary cost** | **No of Employees** | 1. **Bonuses** |
| **1** | Executive (Grade 01-04) | 22 541 570 | 14 | **No Bonuses** |
| **2** | Senior management (Grade 05-06) | 76 000 491 | 74 |  |
| **3** | Management (Grade 07-09) | 77 342 101 | 133 |  |
| **4** | Staff (Grade 10-18) | 38 123 855 | 119 |  |
|  | **TOTAL** | **214 008 016** | **340** |  |

**(cc) INDEPENDENT DEVELOPMENT TRUST BOARD** **SALARIES 2016/17 FY**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | 1. **Salary Level** | 1. **Salary Cost** | **No of Employees** | 1. **Bonuses** |
| **1** | Executive (Grade 01-04) | 29 376 562 | 20 | **No Bonuses** |
| **2** | Senior management (Grade 05-06) | 62 168 513 | 69 |  |
| **3** | Management (Grade 07-09) | 78 254 648 | 137 |  |
| **4** | Staff (Grade 10-18) | 35 101 486 | 130 |  |
|  | **TOTAL** | **204 901 210** | **356** |  |

1. **INDEPENDENT DEVELOPMENT TRUST BOARD SALARIES 2017/17 F/Y (Budget)**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **(a) Salary Level** | **(i) Salary Cost** | **No of Employees** |  |
| **1** | Executive (Grade 01-04) | 38 948 351 | 20 |  |
| **2** | Senior management (Grade 05-06) | 87 066 986 | 69 |  |
| **3** | Management (Grade 07-09) | 90 804 206 | 137 |  |
| **4** | Staff (Grade 10-18) | 48 886 547 | 130 |  |
|  | **Total** | **265 706 000** | **356** |  |

1. **INDEPENDENT DEVELOPMENT TRUST SALARIES 2017/18 FY ( Most Current Projected Excluding Impact of Possible operational design cost of R55.2M)**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | 1. **Salary Level** | 1. **Salary Cost** | **No of Employees** | 1. **Bonuses** |
| **1** | Executive (Grade 01-04) | 36 646 976 | 19 | **No Bonuses** |
| **2** | Senior management (Grade 05-06) | 81 922 384 | 70 |  |
| **3** | Management (Grade 07-09) | 85 438 780 | 133 |  |
| **4** | Staff (Grade 10-18) | 45 997 860 | 130 |  |
|  | **TOTAL** | **250 006 000** | **352** |  |

**COUNCIL FOR THE BUILT ENVIRONMENT (CBE)**

**SALARIES**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **(a)(i)**  **Salary level category** | **2014/15**  **R** | **2015/16**  **R** | **2016/17**  **R** | **2017/18**  **R** | 1. **Projected budget for salaries and salaries for the 2017-18 financial year?**   **R** |
| Top Management | 1 371 000.00 | 4 375 000.00 | 2 606 000.00 | 1 840 000.00 | 1 840 000.00 |
| Senior Management | 3 828 000.00 | 3 806 000.00 | 4 130 000.00 | 4 518 000.00 | 4 518 000.00 |
| Professional Qualified | 2 189 0000.00 | 2 431 000.00 | 2 260 000.00 | 1 573 000.00 | 1 573 000.00 |
| Skilled | 3 475 000.00 | 3 229 000.00 | 3 125 000.00 | 725 000.00 | 725 000.00 |
| Semi- Skilled | 1 790 000.00 | 1 828 000.00 | 1 639 000.00 | 4 368 000.00 | 4 368 000.00 |
| Unskilled | 92 000.00 | 99 000.00 | 155 000.00 | 123 000.00 | 123 000.00 |
| **TOTAL** | **12 745 000.00** | **15 768 000.00** | **13 915 000.00** | **13 146 000.00** | **13 146 000.00** |

**COUNCIL FOR THE BUILT ENVIRONMENT BONUSES**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **(a)(i)**  **Salary level category** | **2014/15**  **R** | **2015/16**  **R** | **2016/17**  **R** | **2017/18**  **R** | 1. **Projected budget for salaries and salaries for the 2017-18 financial year?**   **R** |
| Top Management | 0 | 43 000.00 | 0 | 0 | 74 000.00 |
| Senior Management | 0 | 115 000.00 | 28 000.00 | 0 | 181 000.00 |
| Professional Qualified | 25 000.00 | 86 000.00 | 43 000.00 | 0 | 63 000.00 |
| Skilled | 94 000.00 | 175 000.00 | 62 000.00 | 0 | 29 000.00 |
| Semi- Skilled | 0 | 121 000.00 | 36 000.00 | 0 | 175 000.00 |
| Unskilled | 4 000.00 | 9 000.00 | 0 | 0 | 5 000.00 |
| **TOTAL** | **123 000.00** | **550 000.00** | **169 000.00** | **0** | **527 000.00** |

**AGREMENT SOUTH AFRICA (ASA)**

**SALARIES**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **(a)(i)**  **Salary level category** | **Amount** | **2015 / 16** | **2016 / 17** | **2017 / 18** | **(b)**  **Projected budget for salaries and salaries for the 2017-18 financial year?** |
| A3 |  |  |  |  |  |
| B2 |  |  |  |  |  |
| B3 |  |  |  |  |  |
| B5 |  |  |  |  |  |
| C1 |  | 550,043.64 | 585,796.44 | 880,006.00 |  |
| C2 |  | 2,201,166.48 | 2641242.48 | 3,878,610.84 |  |
| C3 |  |  |  |  |  |
| C4 |  | 516,132.36 | 549,681.00 | 590,907.12 |  |
| C5 |  |  |  |  |  |
| D1 |  | 1,315,542.12 | 1,401,052.32 | 681,834.00 |  |
| D2 |  | 1,372,634.64 | 1,461,855.96 | 2,341,262.00 |  |
| D3 |  |  |  | 1,955,554.00 |  |
| D4 |  | 1,217,800.44 | 1,296,957.48 | 1,385,150.64 |  |
| E1 |  |  |  |  |  |
| E2 |  |  |  |  |  |
| E3 |  |  |  |  |  |
|  |  |  |  |  |  |
| **TOTAL** |  | **7,173,319.68** | **7,936,585.68** | **11,713,324.60** | **15,014,000.00** |

**BONUSES**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **(a)(i)**  **Salary level category** | **Amount** | **2015 / 16** | **2016 / 17** | **2017 / 18** | **(b)**  **Projected budget for salaries and bonuses for the 2017-18 financial year?** |
| D1 |  | 22,436.19 | 24,978.92 | 5,617.89 |  |
| D2 |  | 35,692.73 | 68,267.02 | 8,363.00 |  |
| D3 |  |  |  |  |  |
| D4 |  | 43,280.90 | 69,815.25 | 10,698.15 |  |
| E1 |  |  |  |  |  |
| E2 |  |  |  |  |  |
| E3 |  |  |  |  |  |
| **TOTAL** |  | **101,409.82** | **163,061.19** | **24,679.04** | **15,014,000.00** |