

**MINISTRY: PUBLIC SERVICE AND ADMINISTRATION**

**REPUBLIC OF SOUTH AFRICA**

**NATIONAL ASSEMBLY**

**QUESTION FOR WRITTEN REPLY**

**DATE: 23 AUGUST 2019**

**QUESTION NO.: 495**

**DR L A SCHREIBER (DA) TO ASK THE MINISTER OF PUBLIC SERVICE AND ADMINISTRATION**

What is the average remuneration package of public service employees appointed at (a) senior management and (b) middle management levels in the (i) national and (ii) provincial governments? **NW1488E**

**REPLY**

1. Appointees appointed to the Middle Management Service (MMS) (salary levels 11 and 12) and Senior Management Service (SMS) (salary levels 13 to 16) are remunerated by means of Total Cost-to-Employer (TCE) packages, which include the following macro benefits:
   1. Employer contribution to the Government Employees Pension Fund.
   2. Employer contribution to a registered medical aid scheme.
   3. 13th cheque.
   4. Housing benefit.
2. The annual average (mean) TCE packages of MMS and SMS members, per salary level, per national and provincial department, as at 1 July 2019, are as follows:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Cadre** | **Salary level** | **Government Sphere** | **Annual average TCE package** |
| 1 | MMS | 11 | National | R779 802 |
| Provincial | R779 435 |
| 12 | National | R922 750 |
| Provincial | R947 802 |
| 2 | SMS | 13 | National | R1 078 267 |
| Provincial | R1 076 222 |
| 14 | National | R1 285 722 |
| Provincial | R1 269 755 |
| 15 | National | R1 557 121 |
| Provincial | R1 533 755 |
| 16 | National | R1 974 067 |
| Provincial | R1 984 885 |

*Source: PERSAL (Julu 2019 data)*