

**971. Mr D America (DA) to ask the President of the Republic:**

(1) Has he formally determined the (a) remuneration and (b) service conditions of commissioners of the Public Service Commission, including that of the Chairperson and Deputy Chairperson, in line with the Public Service Commission Act, Act 46 of 1997, as amended; if not, (i) why not and (ii) by when will he do so; if so,

(2) are the (a) remunerations and (b) service conditions linked to other positions in the Public Service to allow for annual revisions; if not, why not; if so, what are the relevant details;

(3) whether commissioners qualify for any additional benefits, such as medical aid support, pension benefits and housing allowances; if not, why not; if so, what are the relevant details? NW1099E

**REPLY:**

1. The Conditions of Appointment are derived from or are linked to the salaries and conditions of service which apply to comparable (identified) Senior Management positions in the Public Service. Due to this link, I will be able to issue the 2017 Annual Determination once the cost of living adjustment for Members of the Senior Management Service for 2017 has been determined by the Minister for Public Service and Administration, after consultation with the Minister of Finance.
2. The Conditions of Appointment, inclusive of remuneration and conditions of service, applicable to members of the Public Service Commission are derived from or are linked to the salaries and conditions of service which apply to comparable (identified) Senior Management positions in the Public Service. The conditions of service of Senior Managers in the Public Service are determined by the Minister for the Public Service and Administration. Despite the linking of the salary dispensation of Members of the Public Service Commission with the Senior Management Service, the salary progression measures (notch increases) introduced for the SMS in 2002 for implementation with effect from 1 April 2003 were not extended to Commissioners.

(3) The Conditions of Appointment applicable to Members of the Public Service Commission provide for an Inclusive Flexible Remuneration Package for members of the Public Service Commission. This package consists of the basic salary (70% of the package), the State’s contribution to the Government Employees Pension Fund (13% of the pensionable salary) and a flexible portion. The flexible portion can be used for a motor car allowance, 13th cheque, medical assistance, housing allowance or non-pensionable cash allowance. It should however be noted that the total amount structured for these benefits must equal the amount available in the flexible portion of the Member’s package.