



13 April 2021

Dear Speaker,

DETERMINATION OF REMUNERATION OF THE PUBLIC OFFICE-BEARERS OF THE INDEEDENT CONSTITUTIONAL INSTITUTIONS: 2020/2021

I have received the annual salary recommendations for the Public Office-Bearers of the Independent Constitutional Institutions, from the Independent Commission for the Remuneration of Public Office Bearers (the Commission).

The Commission having considered, amongst others, the fiscal condition of the country, the State's wage bill and the impact of Public Office Bearers' salary increment on the fiscus and general economic status of the country which has been negatively affected by the Covid-19 pandemic, affordability of the fiscus, recommended 0% salary increment for all public office bearers for the financial year 2020 /2021.

Having considered the Commission's recommendations and serious economic challenges facing the country, I am intending to determine 0% salary increment for all public office bearers of Independent Constitutional Institutions.

Salaries and allowances of the Commissioners of the South African Human Rights Commission

Section 9(1) of the South African Human Rights Commission Act, 2013 (Act No. 40 of 2013), requires the salaries and allowances or benefits of commissioners of the

South African Human Rights Commission to be determined by the President; from time to time, by notice in the *Gazette*, and approved by the National Assembly.

Salaries and allowances of the Public Protector and Deputy Public Protector

Sections 2(2) and 2A(5) of the Public Protector Act, 1994 (Act No. 23 of 1994), requires the salaries and allowances or benefits of the Public Protector and Deputy Public Protector to be determined by the President; from time to time, by notice in the *Gazette*, and approved by the National Assembly.

Salaries and allowances of the Auditor-General

Section 7(1) of the Public Audit Act, 2004 (Act No. 25 of 2004), requires the salaries and allowances or benefits of the Auditor-General to be determined by the President; from time to time, by notice in the *Gazette*, and approved by the National Assembly.

Salaries and allowances of the Chairperson, Deputy Chairperson and other members of the Commission for the Promotion and Protection of the Rights of Culture, Religious and Linguistic Communities

Section 14(1) of the Commission for the Promotion and Protection of the Rights of Cultural, Religious and Linguistic Communities Act, 2002 (Act No. 19 of 2002), requires the salaries and allowances or benefits of the Chairperson, Deputy Chairperson and other members of the Commission for the Promotion and Protection of the Rights of Cultural, Religious and Linguistic Communities to be determined by the President; from time to time, by notice in the *Gazette*, approved by the National Assembly.

Salaries and allowances of the Commissioners of the Electoral Commission

Section 7(2) of the Electoral Commission Act, 1996 (Act No. 51 of 1996), requires the salaries and allowances or benefits commissioners of the Electoral Commission

to be determined by the President; from time to time, by notice in the *Gazette*, and approved by the National Assembly.

Salaries and allowances of the Chairperson and other Councillors of the Independent Communications Authority of South Africa

Section 10(1) of the Independent Communications Authority of South Africa Act, 2000 (Act No. 13 of 2000), requires the salaries and allowances or benefits of the Chairperson and other councillors of the Independent Communications Authority of South Africa to be determined by the President; from time to time, by notice in the *Gazette*, and approved by the National Assembly.

Salaries and allowances of the members of the Commission on Gender Equality

Section 8(1) of the Commission on Gender Equality Act, 1996 (Act No. 39 of 1996), requires the salaries and allowances or benefits of members of the Commission on Gender Equality to be determined by the President; from time to time, by notice in the *Gazette*, and approved by the National Assembly.

The National Assembly is requested to consider and approve the attached draft notices.

Yours sincerely,

A handwritten signature in black ink, appearing to be 'C. Ramaphosa', with a long horizontal flourish extending to the right.

Mr Matamela Cyril Ramaphosa
President of the Republic of South Africa

Ms T R Modise, MP
Speaker of the National Assembly
P.O. Box 15
CAPE TOWN
8000



Government Notice

NO....., 2021

DETERMINATION OF REMUNERATION OF THE COMMISSIONERS OF THE SOUTH AFRICAN HUMAN RIGHTS COMMISSION

In terms of section 9(1) of the South African Human Rights Commission Act, 2013 (Act No. 40 of 2013), I hereby determine that, the salaries and allowances of the Commissioners of the South African Human Rights Commission shall be as set out in the Schedule with effect from 1 April 2020.

Notice No. 360 of 2020 published in the *Government Gazette* No. 43492 of 30 June 2020 is hereby repealed.

Given under my Hand at CAPE TOWN on this 13 day of

APRIL....., Two Thousand and Twenty One.


PRESIDENT

SCHEDULE**REMUNERATION LEVELS WITH EFFECT 1 APRIL 2020 OF THE COMMISSIONERS OF THE SOUTH AFRICAN HUMAN RIGHTS COMMISSION**

Column 1	Column 2	Column 3
PAY LEVEL	POSITION	TOTAL REMUNERATION
	Chairperson	1 437 528
	Deputy Chairperson	1 220 007
	Commissioners	1 118 340
SITTING ALLOWANCE FOR PART TIME POSITIONS / PER DAY		
	Part time commissioner	4 438



Government Notice

NO....., 2021

DETERMINATION OF THE SALARIES AND ALLOWANCES OF THE PUBLIC PROTECTOR AND DEPUTY PUBLIC PROTECTOR

In terms of section 2(2)(a) and 2A(5)(a) of the Public Protector Act, 1994 (Act No. 23 of 1994), read with sections 2 and 3 of the Determination of Remuneration of Office-Bearers of Independent Constitutional Institutions Laws Amendment Act, 2014 (Act No. 22 of 2014), I hereby determine that, the salaries and allowances of the Public Protector and Deputy Public Protector shall be as set out in the Schedule with effect from 1 April 2020.

The following Notices are hereby repealed:

1. Notice No. 359 of 2020 published in the *Government Gazette* No. 43491 of 30 June 2020; and
2. Notice No. 1332 of 2020 published in the *Government Gazette* No. 43982 of 10 December 2020.

Given under my Hand at CAPE TOWN on this 13 day of

APRIL....., Two Thousand and Twenty One.

A handwritten signature in black ink, appearing to be the name "Jacob Zuma", written over a horizontal line.

PRESIDENT

SCHEDULE**SALARIES AND ALLOWANCES, WITH EFFECT 1 APRIL 2020, OF THE PUBLIC PROTECTOR
AND DEPUTY PUBLIC PROTECTOR**

Column 1	Column 2	Column 3
PAY LEVEL	POSITION	TOTAL REMUNERATION
1	Public Protector	2 316 919
1	Deputy Public Protector	1 814 065



Government Notice

NO....., 2021

DETERMINATION OF THE SALARY AND ALLOWANCE OF THE AUDITOR-GENERAL

In terms of section 7(1)(a) of the Public Audit Act, 2004 (Act No. 25 of 2004) ("the Act"), I hereby determine that, the salary and allowance of the Auditor-General shall be as set out in the Schedule with effect from 1 April 2020.

Given under my Hand at CAPE TOWN on this 13 day of

APRIL....., Two Thousand and Twenty One.

A handwritten signature in black ink, appearing to be the name of the President of South Africa.

PRESIDENT

SCHEDULE**REMUNERATION LEVELS WITH EFFECT 1 APRIL 2020 OF THE AUDITOR-GEAERAL**

Column 1	Column 2	Column 3
PAY LEVEL	POSITION	TOTAL REMUNERATION
	Auditor-General	5 080 604



Government Notice

NO....., 2021

DETERMINATION OF THE SALARIES AND ALLOWANCES OF MEMBERS OF THE COMMISSION FOR THE PROMOTION AND PROTECTION OF THE RIGHTS OF CULTURAL, RELIGIOUS AND LINGUISTIC COMMUNITIES

In terms of section 14(1)(a) of the Commission for the Promotion and Protection of the Rights of Cultural, Religious and Linguistic Communities Act, 2002 (Act No. 19 of 2002) ("the Act"), I hereby determine that, the salaries and allowances of the members of the Commission for the Promotion and Protection of the Rights of Cultural, Religious and Linguistic Communities shall be as set out in the Schedule with effect from 1 April 2020.

Notice No. 1419 published in the *Government Gazette* No. 44039 of 24 December 2020 is hereby repealed.

Given under my Hand at CAPE TOWN on this 13 day of APRIL, Two Thousand and Twenty One.

A handwritten signature in black ink, appearing to be Cyril Ramaphosa, written over a horizontal line.

PRESIDENT

SCHEDULE**REMUNERATION LEVELS WITH EFFECT 1 APRIL 2020 OF MEMBERS OF THE COMMISSION FOR THE PROMOTION AND PROTECTION OF THE RIGHTS OF CULTURAL, RELIGIOUS AND LINGUISTIC COMMUNITIES**

Column 1	Column 2	Column 3
PAY LEVEL	POSITION	TOTAL REMUNERATION
	Chairperson	1 354 773
	Deputy Chairperson	1 151 439
	Commissioners	1 023 870



Government Notice

NO....., 2021

DETERMINATION OF REMUNERATION OF THE MEMBERS OF THE ELECTORAL COMMISSION

In terms of section 7(2)(a) of the Electoral Commission Act, 1996 (Act No. 51 of 1996), I hereby determine that the salaries and allowances of the full-time and part-time members of the Electoral Commission shall be as set out in the Schedule, with effect from 1 April 2020.

Notice No. 942 published in the *Government Gazette* No. 43666 of 28 August 2020 is hereby repealed.

Given under my Hand at CAPE TOWN on this 13 day of APRIL, Two Thousand and Twenty One.

A handwritten signature in black ink, appearing to be Cyril Ramaphosa, written over a horizontal line.

PRESIDENT

SCHEDULE**REMUNERATION LEVELS WITH EFFECT 1 APRIL 2020 OF MEMBERS OF THE OF THE
ELECTORAL COMMISSION**

Column 1	Column 2	Column 3
PAY LEVEL	POSITION	TOTAL REMUNERATION
	Chairperson	2 426 036
	Commissioners	2 112 202
SITTING ALLOWANCE FOR PART TIME POSITIONS / PER DAY		
	Part time commissioner	5 358



Government Notice

NO....., 2021

DETERMINATION OF THE SALARIES AND ALLOWANCES OF THE CHAIRPERSON AND OTHER COUNCILLORS OF THE INDEPENDENT COMMUNICATIONS AUTHORITY OF SOUTH AFRICA

In terms of section 10(1)(a) of the Independent Communications Authority of South Africa Act, 1996 (Act No. 13 of 2000), I hereby determine that the salaries and allowances of the Chairperson and Councillors of the Independent Communications Authority of South Africa shall be as set out in the Schedule, with effect from 1 April 2020.

Notice No. 941 published in the *Government Gazette* No. 43666 of 28 August 2020 is hereby repealed.

Given under my Hand at CAPE TOWN on this 13 day of APRIL, Two Thousand and Twenty One.

PRESIDENT

A handwritten signature in black ink, appearing to be Cyril Ramaphosa, written over the word "PRESIDENT".

SCHEDULE**REMUNERATION LEVELS WITH EFFECT 1 APRIL 2020 OF THE COUNCILLORS OF THE INDEPENDENT COMMUNICATIONS AUTHORITY OF SOUTH AFRICA**

Column 1	Column 2	Column 3
PAY LEVEL	POSITION	TOTAL REMUNERATION
	Chairperson	1 880 736
	Councillors	1 486 878



Government Notice

NO....., 2021

DETERMINATION OF SALARIES AND ALLOWANCES OF COMMISSIONERS OF THE COMMISSION FOR GENDER EQUALITY

In terms of section 8(1)(a) of the Commission on Gender Equality Act, 1996 (Act No. 39 of 1996), I hereby determine that, the salaries and allowances of the commissioners of the Commission for Gender Equality shall be as set out in the Schedule with effect from 1 April 2020.

Notice No. 1333 published in the *Government Gazette* No. 43982 of 10 December 2020 is hereby repealed.

Given under my Hand at CAPE TOWN on this 13 day of

APRIL....., Two Thousand and Twenty One.

A handwritten signature in black ink, appearing to be 'C. Ramaphosa', written over a horizontal line.

PRESIDENT

SCHEDULE**REMUNERATION LEVELS WITH EFFECT 1 APRIL 2020 OF MEMBERS OF THE COMMISSION
ON GENDER EQUALITY**

Column 1	Column 2	Column 3
PAY LEVEL	POSITION	TOTAL REMUNERATION
	Chairperson	1 149 716
	Deputy Chairperson	984 162
	Commissioners	915 818
SITTING ALLOWANCE FOR PART TIME POSITIONS / PER DAY		
	Part time members	3 634