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Department:
Trade, Industry and Competition
REPUBLIC OF SOUTH AFRICA

THE NATIONAL ASSEMBLY

QUESTION FOR WRITTEN REPLY

QUESTION NO.: 2065

Mrs W R Alexander (DA) to ask the Minister of Trade, Industry and Competition:

For each state-owned enterprise that reports to him, (a) what are the full details of the (i) current annual total remuneration package, (ii) basic salary, (iii) allowances and all benefits of the Chief Executive Officer (CEO) or its most senior official, (b) what performance bonuses were paid to each CEO or most senior official in the (i) 2023-24 and (ii) 2024-25 financial years and (c) how does this remuneration compare to the prescribed limits set out in the Department of Public Service and Administration's remuneration guidelines? NW2383E

REPLY

State-Owned Enterprises (SoEs) do not report to the Minister of Trade, Industry and Competition.

Entities reporting to the Minister are reflected in the table below.

TABLE

	(a) what are the full details of the			b) what performance bonuses were paid to each CEO or most senior official in the		(c) how does this remuneration compare to the prescribed limits set out in the Department of Public Service and Administration's remuneration guidelines?
Entity	(i) current annual total remuneration package,	(ii) basic salary,	(a)(iii) allowances and all benefits of the Chief Executive Officer (CEO) or its most senior official,	(i) 2023-24	(b)(ii) 2024-25 financial years	
1. Broad-Based Black Economic Empowerment (B-BBEE) Commission	2 259 984 - Entry notch 2 545 854 - Highest notch	1 755 761	0.00	0.00	0.00	The B-BBEE Commission is not yet listed as a public entity in terms of the PFMA, still operates as a Unit within the Department of Trade, Industry & Competition and thus uses the salary scales for public servants as determined by the Department of Public Service and Administration (DPSA).
2. Companies and Intellectual Property Commission (CIPC)	2 614 553	180 445 (monthly)	6 000 - Car Allowance 10 893 - Service Bonus	0.00	0.00	It is on par based on years of service with DPSA.
3. Companies Tribunal (CT)	1 982 432	CT does not pay basic salary. An offer to all its employees is the total cost to company.	The Chief Operating Officer is the most senior official within the Companies Tribunal with the data allowance of 350 per month and cell	0.00	0.00	The question is not applicable to CT. The Companies Act, its enabling legislation is silent on whether CT falls within the public Service or outside the public service, it provides that it is

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			phone allowance of 750 per month			independent and subject to the Constitution and the law.
4. Competition Commission	2 661 000 (Based on the 2023/24 Annual report)	2 549 000	112 000	0.00	0.00	The total package is slightly above the 2024 DPSA level 16 package.
5. Competition Tribunal	3 297 936	3 033 644 (Annual)	21 600 Communication Allowance 242 691 Retirement Annuity	234 114	Not yet determined	Shortly after its inception in September 1999, in a letter to the then Chairperson of the Tribunal in June 2000, the former Director-General of the Department of Trade and Industry communicated to the Chairperson of the Tribunal that the Minister of Trade and Industry and Minister of Finance had reached agreement that the Chairperson of the Tribunal (and full-time members of the Tribunal) should be remunerated on the levels of the Judge President of the High Court and a judge of the High Court respectively, adjusted equivalent for

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						<p>the incorporation of the retirement and gratuitous benefit afforded to judges.</p> <p>Furthermore, the letter stated that the Minister of Trade and Industry and the Minister of Finance reached agreement on the performance bonus system calculated as a percentage (maximum of 20%) of the basic salaries (excluding benefits).</p> <p>Accordingly, the Chairperson of the Tribunal (and full-time members) also receive annual increases in line with any gazetted remuneration of Constitutional Court judges and judges of other courts.</p>

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6. Export Credit Insurance Corporation (ECIC)	3 227 690 (Based on the 2023/24 Annual report)	2 261 174	308 360 - Acting Allowance 144 000 - Travel Allowance 60 000 - Cell phone Allowance 14 400 - Internet Connectivity Allowance 354 305 - Provident Fund 53 875 - Medical Aid 29 448 – Skills Development Levy 2 125 – UIF	0.00	0.00	ECIC is classified as an SOE large entity which is indicated as size B. In comparison to the company size B 2007 CEO scales the Acting CEO salary is within the scale since his Total Guaranteed Package is R 2 813 355,12 and the pay scales end on R 3 002 419 as per attached table from 2007 Rem Guidelines.

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7. Industrial Development Corporation (IDC)	5 967 684 The new CEO was appointed on 01 Feb 2025	IDC offers an Annual Guaranteed Package that is all inclusive	No additional allowances are paid as package is all-inclusive	0.0	0.00	IDC Rewards Philosophy and Policies are aligned to the State-Owned Enterprises Remuneration Guidelines.
	5 645 005	4 019 923	665 082- Including Acting Allowance 960 000 - Retention Bonus	0.00	0.00	
8. International Trade Administration Commission (ITAC)	2 259 984	1 581 989	677 995	0.00	0.00	Equivalent to Level 16
9. National Consumer Commission (NCC)	2 289 984 For the 2024/25 financial year, the position of the CEO/Commissioner was occupied by the Deputy	1 581 988	205 658 - Pension Contribution 472 336 - Flexible package	0.00	0.00	The remuneration of CEO/Commissioner at the National Consumer Commission is aligned to the limits prescribed by the Department of Public Service and Administration, though the Public

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	Commissioner of the Competition Commission in an acting capacity, effective 1 May 2024. The Deputy Commissioner of the Competition Commission is not being remunerated for the acting role at the National Consumer Commission.		30 000 - Cellphone			Service Act does not necessarily apply to the National Consumer Commission.
10. National Credit Regulator (NCR)	1 648 800 (Acting Chief Executive Officer)	1 566 360	82 440 - Provident Fund per annum 49 347 - Acting Allowance per month 2 200 - Medical subsidy per month	0.00	0.00	The salary scale is aligned to DPSA in terms of salary range. The Acting Chief Executive position is paid in line with DPSA level 16.

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11. National Consumer Tribunal (NCT)	2 566 254	2 545 854	20 400	0.00	0.00	The remuneration of the Chairperson was determined at the level of the Director-General as per DPSA salary levels.
12. National Empowerment Fund (NEF)	3 249 486	0.00	0.00	1 090 942	The NEF has not declared performance bonuses for the financial year 2024-25	The NEF performance management policy is aligned to legislation as well as any regulations or guidelines provided by the Government. Therefore, components of the policy are aligned to the State Owned Companies Remuneration and Incentive Guidelines (2021).
13. National Gambling Board (NGB)	3 408 285	2 540 569	55 092 - allowances 212 825 – 13th cheque 89 018 – other benefits	510 781	0.00	The remuneration of the Accounting Authority is above the prescribed limits set out in the Department of Public Service and Administration's Remuneration Guidelines.

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14. National Lotteries Commission (NLC)	2 985 830	2 389 680	596 150	0.00	0.00	The NLC uses salary benchmarking done by a reputable salary house, to assist in the determination of its salary scales. The salary scale of the Commissioner is above the DPSA Payscale as the NLC is a Schedule 3A public entity. The NLC is governed by a Board of Directors and the salary scales are aligned to the organisation's remuneration policy.
15. National Metrology Institute of South Africa (NMISA)	Entry Level: 2 808 775	234 064 approximated gross	Medical Scheme Contribution - depending on the scheme, options and number of beneficiaries, Pension benefit - Employer contribution (11.53%)	0.00	0.00	Upon reviewing the Department of Public Service and Administration (DPSA) guidelines, it is understood that the remuneration structure for Senior Management Service (SMS) members is based on a cost-to-company (CTC) model. This model encompasses the total value of all monetary and non-monetary benefits provided to an employee,

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			Employee contribution (7.50%) Funeral benefit - R8 Income care - 9.4% 2000 p.m. cell phone			including basic salary, allowances, and contributions to benefits such as pension and medical aid. NMISA did a benchmarking exercise in 2021/22, and the salary scales were revised.
16. National Regulator for Compulsory Specifications (NRCS)	2 465 176	2 100 562	215 424 - Retirement and Medical 28 882 - Other benefits (Cellphone allowances /Travel Allowance)	120,308	0.00	The total package is aligned to the 2024 DPSA level 16 package.
17. South African Bureau of Standards (SABS)	Chief Executive Officer (CEO) position is vacant. In terms of the SABS salary scales, the Chief Executive Officer is as follows:	SABS employees structure their benefits from their total remuneration package, remainder is allocated to the	Pension is included in total cost to company - salary structuring.	0.00	0.00	There are no prescribed remuneration limits set out by the Department of Public Service and Administration (DPSA) for heads of entities and senior officials. The DPSA has prescribed remuneration principles for employees appointed

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	2 281 500 Minimum 4 633 100 – Maximum	basic salary portion.				in terms of Section 9 of the Public Service Act, Judges, Magistrates, Special Advisers, including regulated fees for consultants, amongst others. However, the remuneration SABS is comparable to other State-Owned Entities and even far less as compared to some.
18. South African National Accreditation System (SANAS)	2 398 293	1 197 444	1 200 849	0.00	0.00	The total package is slightly above the 2024 DPSA level 16 package.
19. Takeover Regulation Panel (TRP)	3 359 839	2 880 344 The Executive Director's position has been vacant since 1 January 2024. Consequently, the acting Executive	479 495	4 482 549 (Awarded to the previous Executive Director whose contract ended on 31 December 2023 for delivery against organisational strategy, including	2 979 167 (Awarded to the acting Executive Director)	The TRP's remuneration framework is not subject to DPSA guidelines, as it operates outside the public service. 3.1. Legal Evolution 3.1.1. Established in 1991 as an independent, non-statutory body outside public administration.

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		Director has been the TRP's Deputy Executive Director in accordance with the requirements of section 200(3) of the Act).		technical rulings and stakeholder engagement).		<p>3.1.2. Incorporated as an organ of state under the Companies Act (2008), operating autonomously until listed as a Schedule 3A entity under the PFMA in March 2023.</p> <p>3.2. Independent Hybrid Benchmarking Model</p> <p>3.2.1. Remuneration is competitively and independently benchmarked against public-sector accountability standards and private-sector technical roles .</p> <p>3.2.2. This approach ensures the TRP attracts professionals capable of adjudicating complex, time-sensitive transactions governed by global M&A standards. Furthermore, the independent benchmarking ensures the Panel compensates professionals in line with acceptable market practices.</p>

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