31 March 2023

To All Municipal Managers

The Parties:

SALGA  Mr. R Nolutshungu (012)369 8001
SAMWU  Mr. D Magagula  Per Email
IMATU  Mr. J Koen (012)460 8444

And To:  Regional Secretaries:
Gauteng/Johannesburg/Tshwane Division  Ms. E. Sekgwlele (012) 665 1014
Eastern Cape Division  Mr. C Gqeke (041) 581 3648
KwaZulu-Natal/Tshwane Division  Mr. V. Nzuza (031) 201 9752
Western Cape/Cape Metro Division  Mrs. W Brink (021) 917 1145
Northern Cape/Free State Division  Mr. T Mqobongo (053) 831 3608
North West/Mpumalanga/Limpopo Division  Ms. N Hlangwani (012) 342 7015

Dear Sir/Madam

CIRCULAR NO.: 01/2023

SALARY AND WAGE INCREASE FOR THE PERIOD
1 JULY 2023 TO 30 JUNE 2024

The parties, SALGA, IMATU and SAMWU, at the Executive Committee meeting held on 14 March 2023, agreed that the salary and wage increases for the 2023/2024 financial year as per the Salary and Wage Collective Agreement dated 15 September 2021 shall be, as follows:

1. The salary and wage increase, in terms of clauses 6.6 and 6.7 of the Collective Agreement shall be five comma four percent (5.4 %), with effect from 1 July 2023.

2. Any linked benefits or conditions of service, as per clause 11.1 of the Collective Agreement shall increase by the same rate of five comma four percent (5.4 %), with effect from 1 July 2023.

3. The Minimum Wage as stipulated in clause 7.3 of the Collective Agreement shall increase by the same rate of 5.4 %, from R9,043.21 to R 9 531.54. The new Minimum Wage shall be R9 531.54, with effect from 1 July 2023.

Address correspondence to the General Secretary
4. The flat rate Homeowners Allowance, in terms of clause 9.1.3 of the Collective Agreement, shall increase by the same rate of 5.4 %, from R1,011.77 to R 1,066.41, with effect from 1 July 2023.

5. In respect of medical aid, the maximum employer contribution rate to an employee’s accredited medical scheme as set out in clause 10.1.3 of the Collective Agreement shall increase by the same rate of 5.4 %, from R5 007.00 to R5 277.38, with effect from 1 July 2023.

6. The following CPI *projected* (forecast) figures, from the South African Reserve Bank, are used to calculate the salary and wage related increases:

<table>
<thead>
<tr>
<th>Summary of selected forecast results</th>
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<tr>
<td><em>Figures below the forecast in parentheses represents the previous MPC forecast</em></td>
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<table>
<thead>
<tr>
<th>Percentage change (year-on-year)</th>
<th>Actual</th>
<th>Forecast</th>
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<tr>
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<td>1</td>
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<td>Headline</td>
<td>5.7</td>
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<td>CPI</td>
<td>(5.7)</td>
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7. The Council requests all municipalities to adhere and implement the above. This circular must be published on all notice boards.

Yours faithfully

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MR. SS GOVENDER
GENERAL SECRETARY