



**MINISTRY
HIGHER EDUCATION AND
TRAINING
REPUBLIC OF SOUTH AFRICA**

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MEMORANDUM FROM THE PARLIAMENTARY OFFICE

NATIONAL ASSEMBLY

FOR WRITTEN REPLY

QUESTION 2048

DATE OF PUBLICATION OF INTERNAL QUESTION PAPER: 25/04/2025

INTERNAL QUESTION PAPER 16 OF 2025

2048. Ms N J Bollman (DA) to ask the Minister of Higher Education:

For each state-owned enterprise that reports to her, (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?

NW2366E

REPLY: NATIONAL SKILLS FUND

The most senior post in the National Skills Fund (NSF) is the Chief Executive Officer: NSF.

This post is currently vacant and was advertised on 14 February 2025 on the DPSA Circular 06 of 2025. The post is currently at the shortlisting stage of the Recruitment and Selection process. Due to the critical nature of this post, it must be noted that it is currently occupied by an acting Chief Executive Officer who is receiving a monthly acting allowance which is paid in terms of the SMS Handbook.

Below are the responses to the specific questions raised above in relation to the CEO post of the NSF:

A. Full details of

- i) **Remuneration package (Annual):** R 1 741 770 per annum
- ii) **Basic Salary:** Based on the structured package 60% or 70% of the above dependent on how the successful incumbent wishes to have this structured.
- iii) **Allowances and benefits:** Structured benefits and allowances as per the DPSA SMS Structuring Model which includes:
 - Medical aid
 - Car allowance
 - Housing allowance
 - 13th cheque
 - GEPP

B. Performance bonuses paid to post of CEO for:

- i) **2023-24 Financial Year:** None
- ii) **2024-25 Financial Year:** None

C. Comparison of remuneration to the prescribed limits set out in the DPSA remuneration guidelines

Remuneration of the current vacant Chief Executive Officer: NSF post, is in line with the prescribed limits as set out within the Department of Public Service and Administration's remunerative guidelines. This post is at the same level of the Departmental Deputy-Director General as per the job evaluation undertaken.

REPLY:

1. Annual total remuneration package

Below is a breakdown of the total annual remuneration package received by SAQA's Chief Executive Officer in the 2024/25 financial year:

Remuneration	Amount
Total Annual remuneration package	R2,182,000.08
Annual Basic salary	R1,689,377.28
Annual Housing allowance	R46,013.28
Annual Medical Aid allowance	R35,527.68
Annual Employer Pension Contribution	R270,300.36
13th cheque (once-off)	R140,781.44
2023 - 24 performance bonus	R141,154.34
2024 - 25 performance bonus	Not yet determined by the SAQA Board

2. How does the CEO's remuneration compare to the prescribed limits set out in the DPSA's remuneration guidelines?

2.1 Annual Total Package

The Annual Total Remuneration Package of SAQA's Chief Executive Officer is in line with DPSA's Remuneration Guidelines.

2.2 Medical Aid allowance

The Medical Aid Allowance of SAQA's CEO is in line with DPSA's Remuneration Guidelines.

2.3 Housing allowance

The Housing Allowance of SAQA's CEO is in line with DPSA's Remuneration Guidelines.

2.4 Pension Contribution

The employer's Pension Contribution is in line with DPSA's Remuneration Guidelines.

2.5 Performance Bonus

The 2019 Incentive Policy Framework for Employees in the Public Service states that Departments may introduce flexibility in respect of performance bonuses, within a maximum of 18% of a salary notch and 14% of Total package.

SAQA's Performance Bonus is capped at 10%.

REPLY:

The Parliamentary Question refers to state owned enterprises (SOEs) of the Department of Higher Education (Department), however the Department does not have SOEs.

The Public Finance Management Act (PFMA) defines **public entities** as any entity under government control, including state-owned enterprises, government-owned corporations, and other entities with a mandate from government.

SOEs are a subset of public entities, specifically defined as government business enterprises under Schedule 2 of the PFMA and are defined as "a business entity, either wholly or partially owned by a government, and that engages in commercial activities on behalf of the Government".

The response below pertains to Chief Executive Officers (or most senior officer) of the public entities of the Department.

NR	PUBLIC ENTITIY	(a) Details of	(b) Performance Bonuses Paid	c) Remuneration Compared with prescribed limits
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		(i) Current Annual Remuneration Package	(ii) Basic Salary	(iii) Allowances and Benefits	(i) 2023-24	(ii) 2024-25	
1.	AGRISETA	R2 322 093.00	R2 322 093.00	N/A	R295 738.00	R307 388.00	
2.	BANKSETA	R2 726 647.50	R2 374 108.56	R609 371.16	R16 777 069.21	TBC Only payable after conclusion of 2024-25 Annual Audit	The BANKSETA CEO remuneration is in line with the BANKSETA's Remuneration Policies.
3.	CATHSSETA	R2 694 467.65	R2 411 661.37	R282 806.28	R311 459 (Paid in February 2024 in respect of the 2022/23 financial year)	R364 098 (Paid in September 2024 in respect of the 2023/24 financial year)	Salary band is within the proportion of that of the Director-General, although the CEO does not receive other benefits that are afforded to the DG, such as a 10% annual non-pensionable allowance and others

NR	PUBLIC ENTITIY	(a) Details of			(b) Performance Bonuses Paid		c) Remuneration Compared with prescribed limits
		(i) Current Annual Remuneration Package	(ii) Basic Salary	(iii) Allowances and Benefits	(i) 2023-24	(ii) 2024-25	
4.	CETA	R2 310 967.00	R2 265 967.00	R45 000.00	R426 596.00	R0.00	The CETA CEO salary is in line with Regulations for the Remuneration and Conditions of Service of the CEOs of SETAs as prescribed by Minister of Higher Education. This Regulation indicates that the salary of a SETA CEO is equivalent to that of a DG in the public service. The CETA CEO's salary is in line as is below that of a DG in the public service
5.	CHE	R2 398 665.00	R2 398 665.00	N/A	R127 859.00	Note Council has not made any determinations on 2024/25 performance bonuses yet.	Aligned to the DPSA annual salary scales inclusive of cost-of-living adjustments.
6.	CHIETA	R2 545 854.00	R212 154.50	Non-pensionable Allowance: R254 585.40 Mobile device: R30 000.00 R538 506.31	N/A		Salary scale as per DPSA level 16 10% non-pensionable allowance for HODs Within DPSA level 16
7.	ETDP SETA	R2 694 345.22	R2 458 949.40	R136 247.88	R99 147.94	No Performance Bonus Paid	The South African Government Notice R902, published in Government Gazette 34720 on November 4, 2011, outlines regulations for the conditions of service and appointment of the CEO of a Sector Education and Training Authority (SETA).

NR	PUBLIC ENTITIY	(a) Details of			(b) Performance Bonuses Paid		c) Remuneration Compared with prescribed limits
		(i) Current Annual Remuneration Package	(ii) Basic Salary	(iii) Allowances and Benefits	(i) 2023-24	(ii) 2024-25	
8.	EWSETA	R2 549 380	R2 373 581	R175 799	R142 084	R274 686	The basic salary is within the DPSA SMS level 16 salary band.
9.	FASSET	R 2 545 854	R 161 598.45	HOD allowance R21 215.45 Housing allowance B R7 500 Insurance allowance R2 800 Travel allowance R8 000 Medical Aid Subsidy R3 300	R 447 824.67	Not yet finalise	FASSET Performance Management Policy necessitate a ratio of 90:10 (CEO), Annual Performance Plan and Individual Performance respectively
10.	FoodBev SETA	R2 824 196.51	R235 349.71	R144 647.35 (Medical Aid & Cellphone allowance)	R320 506.43	Not due	SMS Level 16 (Range).
11.	FP&M SETA	R2 906 942.19	R2 363 667.20	R543 274.99	R344 065.33	R289 018.80	As per regulations aligned to remuneration scale of Director General at SMS Level 16
12.	HWSETA	R2 582 000	R2 420 000	R162 000	R164 000	R220 000	
13.	INSETA	R2 659 762.20	R220 696.85	R950pm (R11 400.00 per annum) (cellphone allowance)	R220 569.61	R238 557.90	
14.	LGSETA	R3 011 653.44	R2 588 921.23	R13 466.30	R 222 816.00	No bonus payment	

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		(i) Current Annual Remuneration Package	(ii) Basic Salary	(iii) Allowances and Benefits	(i) 2023-24	(ii) 2024-25	
15.	MERSETA	R1 303 919 - Acting Allowance	N/A	R1 303 91 - Acting Allowance			N/A – acting position (Acting Chief Executive Officer from March 2023 to date)
		R527 302 – Acting Allowances	N/A	R450 769 – Acting Allowance	R76 534	R0.00	N/A – acting position (Acting Chief Executive Officer from November 2022 until March 2023)
		R2 586 115	R2 096 294	a) R104 000 – Travel Allowance b) R 161 151 – 13TH Cheque R224 670 – Pension Fund Company Contribution	R0.00 due to suspension	R0.00 due to suspension	Remuneration lower than the prescribed limits Substantive - Chief Executive Officer (Was suspended from November 2022 to date)
16.	MICT SETA	R2 633 455.29	R2 351 495	R31 400	R515 164.15	R557 813.71	The MICT SETA utilizes the Paterson Job Grading system and CEO's remuneration is within the limits of the grade for the position

NR	PUBLIC ENTITY	(a) Details of			(b) Performance Bonuses Paid		c) Remuneration Compared with prescribed limits
		(i) Current Annual Remuneration Package	(ii) Basic Salary	(iii) Allowances and Benefits	(i) 2023-24	(ii) 2024-25	
17.	MQA	R2 542 985.01	R1 508 495.64	R97 792.07 Leave encashment R697 000.00 Non pensionable allowance (included in the Annual Remuneration Package). R237 000.00 Company pension contribution (included in the Annual Remuneration Package). R2 672.00 Local subsistence allowance	R393 470.46	R0.00	The Total remuneration package is in line with the conditions of service for SETA CEO'S which requires the salary to be equivalent to that of Director-General position in Public Service (Level 16).
18.	NSF	R1 741 770	Based on the structured package 60% or 70% of the above dependent on how the successful incumbent wishes to have this structured.	Structured benefits and allowances as per the DPSA SMS Structuring Model which includes: • Medical aid • Car allowance • Housing allowance • 13th cheque • GEPP	N/A	N/A	Remuneration of the current vacant Chief Executive Officer: NSF post, is in line with the prescribed limits as set out within the Department of Public Service and Administration's remunerative guidelines. This post is at the same level of the Departmental Deputy Director General as per the job evaluation undertaken.

NR	PUBLIC ENTITIY	(a) Details of			(b) Performance Bonuses Paid		c) Remuneration Compared with prescribed limits
		(i) Current Annual Remuneration Package	(ii) Basic Salary	(iii) Allowances and Benefits	(i) 2023-24	(ii) 2024-25	
19.	NSFAS	R 3 219 780.00 (Total Cost to Company per annum)	R0	N/A	N/A	N/A	The is currently no guideline or framework that prescribes remuneration for Public Entities (CEO (Terminated on 2023/10/23)
		R 2 291 564.00 (Total Cost to Company per annum)	R0	R89 844.25 (Acting allowance monthly)	N/A	R35 000 (Gratuity Payment)	Acting CEO (Acting as from 15/08/2023 to 2024/04/12
		R5 500 000 (Total Cost to Company per annum)	R0	N/A	N/A	N/A	Responsible for overseeing the day-to-day administrative and operational functions of an institution, with authority as CEO and Board (Administrator Terminated on 2025/02/28 the Administrator started on 12 April 2024)
		R2 972 347 (Total Cost to Company per annum)	R0	R27 304 (Acting)			Acting CEO (currently)
20	PSETA	R2 564 235.02	R2 537 835.02	R26 400.00 Data and Cellphone allowances R288 829.78 R270 042.50	R288 829.78	R270 042.50	As per regulations aligned to remuneration scale of Director-General at SMS Level 16
21	QCTO	R2 545 854.00	R1 760 205.66	R569 390.41	R241 494.00	R306 567.00	In line with SMS Level 16 notch

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		(i) Current Annual Remuneration Package	(ii) Basic Salary	(iii) Allowances and Benefits	(i) 2023-24	(ii) 2024-25	
22	SAQA	R2 182 000.08	R1 689 377.28	R492 622.76	R141 154.34	Not yet determined by the SAQA Board	The Annual Total Remuneration Package of SAQA's Chief Executive Officer is in line with DPSA's Remuneration Guidelines.
23.	SASSETA	R2 659 532.04	R2 248 182.48	R411 349.56	R175,629.48	N/A	The CEO was appointed at the salary level prescribed by the DPSA guidelines. Current salary is affected by annual cost-of-living salary adjustments earned since appointment. The CEO current salary is in line with the DPSA guidelines after consideration of the compounded effect of the cost-of-living adjustments.
24	SERVICES SETA	R2,579,431.20	R1,277,548.47	R340,071.65	R161,214.45		N/A
		R0.00	R0.00	R265,563.32	N/A		R51,300.10
		R0.00	R0.00	R45,569.96	N/A		N/A
25.	TETA	R4 006 799.73	R3 345 655.56	R661 144.20	R519,915.59	R0.00	<p>The CEO's grading level is equivalent to the Director-General in terms of the Senior Management Services (SMS) ie. Level 16.</p> <p>The salary of the CEO was determined by the Accounting Authority and has been subjected to the annual cost of living salary adjustments historically based on the Consumer Price index (CPI).</p>

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		(i) Current Annual Remuneration Package	(ii) Basic Salary	(iii) Allowances and Benefits	(i) 2023-24	(ii) 2024-25	
26.	W&RSETA	R2 887 871.97	R218 636.22	Data and Mobile Allowances, Medical Aid, Provident Fund, Group Life cover, Permanent, Temporary Disability and Funeral Cover (Included in the package)	R255 812.92	Not yet paid	

DR NKOSINATHI SISHI

DIRECTOR-GENERAL: HIGHER EDUCATION AND TRAINING

DATE:

PARLIAMENTARY REPLY IS APPROVED / NOT APPROVED / AMENDED.

COMMENT/S

DR NOBUHLE NKABANE, MP

MINISTER OF HIGHER EDUCATION AND TRAINING

DATE