



CITY OF CAPE TOWN
ISIXEKO SASEKAPA
STAD KAAPSTAD

CORPORATE SERVICES PORTFOLIO COMMITTEE
IKOMITI YEMICIMBI YESEBE LEENKONZO ZEZIKO
PORTEFEULJEKOMITEE OOR KORPORATIEWE DIENSTE

1. ITEM NUMBER: CRSPC 08/10/24

2. SUBJECT

PRESENTATION: REMUNERATION

3. DISCUSSION

The **attached** presentation is submitted to the Corporate Services Portfolio Committee for consideration.

The Head: Remuneration Benefits & Conditions, Human Resources – Ms Saundre Golding, will deliver the presentation.



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Corporate Services | Human Resources | Remuneration | October 2024

Making progress possible. **Together.**

PRESENTATION OUTLINE

-  Legislative and regulatory context
-  Core business
-  Goals and objectives
-  Stakeholders
-  Technology and innovation
-  Risks and challenges
-  Organisational structure

LEGISLATIVE AND REGULATORY CONTEXT AS PER REMUNERATION POLICY

- Local Government: Municipal Systems Act, 2000, (Act No. 32 of 2000)
- Local Government: Municipal Structures Act, 1998 (Act 117 of 1998)
- Local Government: Municipal Finance Management Act, 2003, (Act No. 56 of 2003)
- Basic Conditions of Employment Act, 1997 (Act No. 75 of 1997)
- Employment Equity Act, 1998 (Act No. 55 of 1998)
- Labour Relations Act, 1995 (Act No. 66 of 1995)
- Income Tax Act, 1962 (Act No. 58 of 1962)
- Medical Schemes Act, 1998 (Act No. 131 of 1998)
- Pension Funds Act, 1956 (Act No. 24 of 1956) and the Pension Fund Amendment Act, 2007 (Act No. 11 of 2007)
- Skills Development Act, 1998 (Act No. 97 of 1998)
- Relevant Collective Agreements



CORE BUSINESS

REMUNERATION UNIT RESPONSIBILITIES

Annual Cost of Living Adjustment (COLA) exercise - Review pay scales, allowance schedule and annual COLA adjustment for all employees including Section 57 employees.

Salary Offer process - Ensure that the City's remuneration is fair and equitable for all employees across the City.

Annual Performance Increment process - manage the implementation of the annual performance increments.

Remuneration related projects – project manage the review of the City's Pay Scales as well as the review of HR policy instruments.

Research and Benchmarking - Regularly review remuneration practices to ensure market competitiveness and alignment to best practice and emerging trends. Ensure that the City's remuneration offering is sufficiently competitive to attract and retain key talent and premium skills.

Provide guidance and input on remuneration related matters/ corporate remuneration related capacity building.



GOALS AND OBJECTIVES

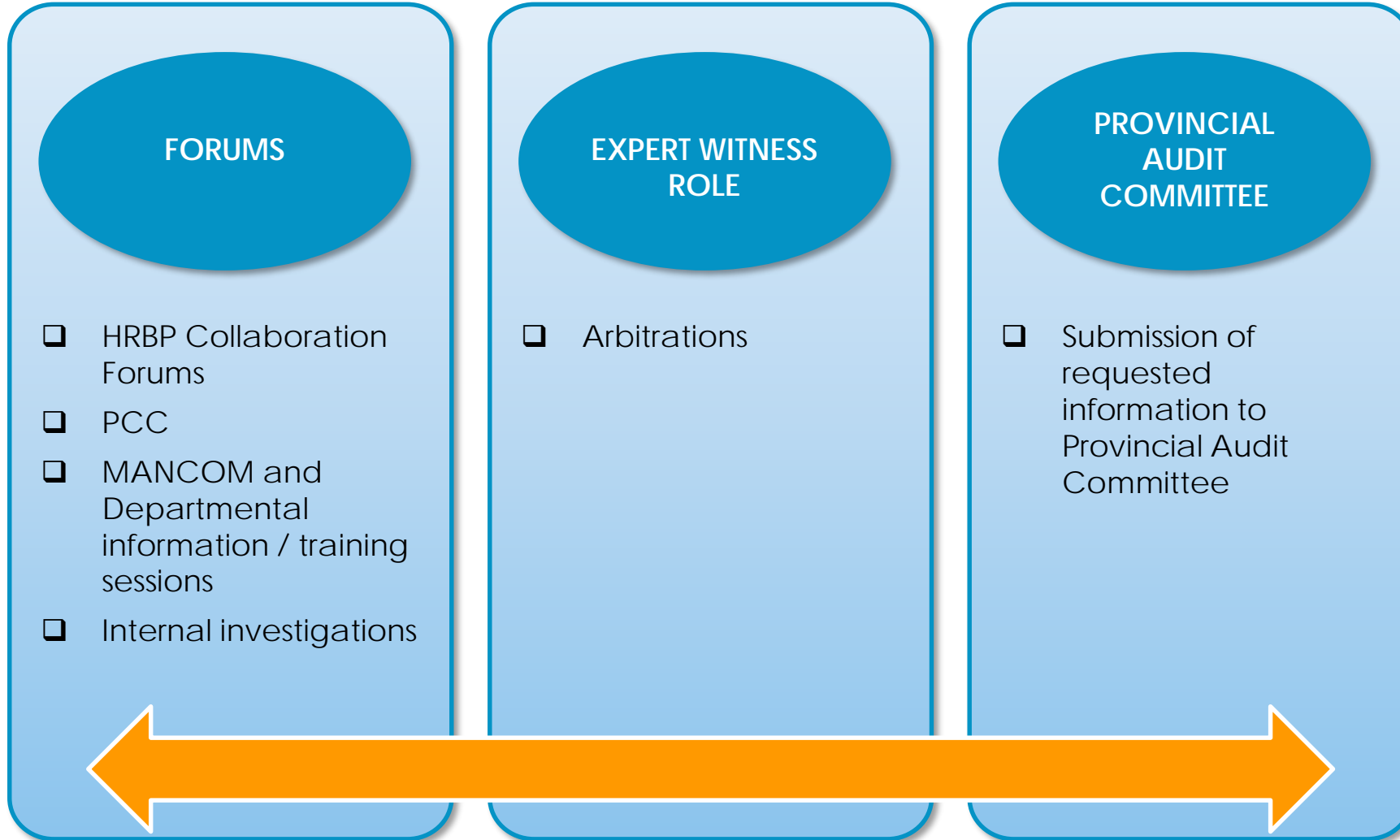
Alignment to best practice remuneration principles.

Build remuneration related capacity across the City by fostering the principles of fairness, equity, consistency, transparency and reasonableness.

Partner with Recruitment & Selection/ Line Departments to ensure the attraction and retention of talent and critical skills to assist the City in delivering on it's strategic objectives.



STAKEHOLDERS - UPDATE



TECHNOLOGY AND INNOVATION

Online, automated pay slip simulation/ pay slip functionality to assist candidates with informed decision making (CAR)

Future-state seamless, integrated, end-to-end automated performance increment process (CAR)



RISKS AND CHALLENGES

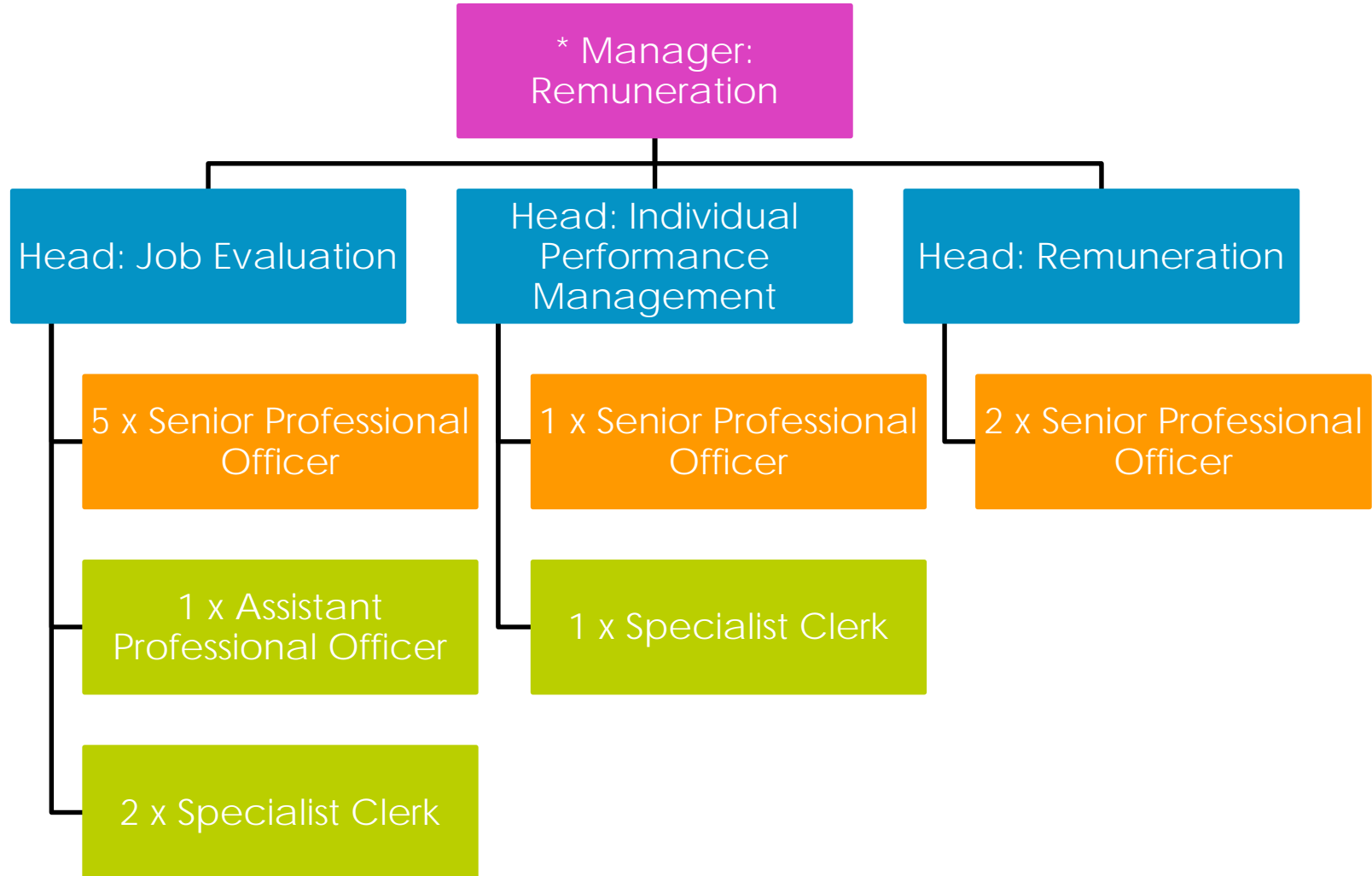
Following a recent review of the City's pay scales, the City is significantly leading the market which impacts the salary and wage bill.

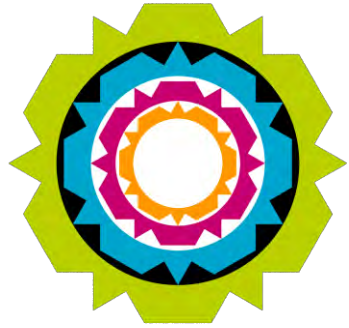
The incorrect use of Remuneration processes to enrich/remunerate employees.

Pay scale overlap and the impact on S57 Upper Limits.



ORGANISATIONAL STRUCTURE





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Thank You