

General

CEO / African Region / Country Executive Director or Representative									
Position Code	G001	May or may not be a member of the main board of directors				Modal Grades			
						Paterson	E Upper		
No in Sample	70	This would be the most senior full time executive with total responsibility for the overall direction, policy implementation and organisational performance for the organisation, country or African Region operations				Task	22 – 24		
						Peromnes	2		
Annual Package Component					No of job holders in sample who receive	Lower Quartile	Median Quartile	Upper Quartile	Job holder (s) in sample average
Basic, Base Salary or Cash Component									
Commission Paid									
Guaranteed Annual General Bonus or 13th Cheque									
Company Health Insurance/Medical Aid Contribution									
Company Pension/Provident/Retirement Fund Contribution									
Company Contribution to Group Life/Disability/Accident Insurance if not included above									
Guaranteed Travel Allowance									
Value of Company Owned Car Benefit									
Guaranteed Phone Allowance									
Value of any other Cash or Non-Cash Guaranteed Benefit or Allowance									
"Total Cost to Company" Guaranteed Package									
Cap on Performance Incentive Bonus									
"Total cost to Company" inclusive of Performance Incentive Bonus Cap									
Single Grade Differentials on "Total Cost to Company" Guaranteed Package									
E4									
E5									

NPO Sector and Organisation Size Parameters Annual Guaranteed Weighted Average "total-cost-to-company" Packages							
NPO Sector	Guaranteed "tctc"	Operating Budget	Guaranteed "tctc"	No. of Employees	Guaranteed "tctc"	Salary Bill	Guaranteed "tctc"
All		All		All		All	
Community / Social Services		Up to R 5,0 M		1 - 10		Up to R5,0 M	
Environmental		R 5,1 to 10,0 M		11 - 20		R 5,1 to 10,0 M	
Grant Making		R 10,1 to 20,0 M		21 - 50		R 10,1 to 20,0 M	
NGOs' / NPCs'		R 20,1 to 40,0 M		51 - 100		R 20,1 to R50,0 M	
International / Global		R 41,1 to R 60,0 M		101 - 200		R 51,0 to R 100,0 M	
Legal		R 60,1 R 80,0 M		201 - 300		R 101,0 to R 150,0 M	
Medical / Health Programs		R 80,1 M +		301 +		R 151,0 M +	
Membership							
Southern African Territory							
Social Housing							