

Remuneration Report

Remuneration Committee

The Human Resources and Remuneration Committee assists the Board in applying:

- the policy set by the Department of Water Affairs for the remuneration of the Directors and the Chief Executive (CE); and
- the remuneration policy approved by the Board for the Executives.

Service contract period of Executives

Executives	Date first appointed by the Board	Date last re-elected	Date due for re-election
Mr P Jonas	01 January 2003	permanent	permanent
Ms M Gevers	01 March 2003	01 March 2008	01 March 2011
Mr O Dlamini	01 February 2008	n/a	Resigned 31 August 2010
Ms P Gwala	01 December 2008	n/a	01 December 2013
Mr M Msiwa (CE)	01 February 2003	01 September 2006	01 September 2011

DIRECTORS' AND EXECUTIVES' EMOLUMENTS

						2010	2009
	R'000	R'000	R'000	R'000	R'000	R'000	R'000
	Fees for Services/Salary	Bonuses	Expense Allowances	Other Benefits	Pension Contributions	Total	Total
Mr A Mahlalutye (Chairman) ^{N2}	415	-	8	-	-	423	-
Ms M Lesoma (Vice Chairman) ^{N3}	254	-	5	-	-	259	89
Ms N Afolayan ^{N3}	237	-	10	-	-	247	130
Mr GDJ Atkinson ^{N2}	260	-	13	-	-	273	-
Ms TC Shezi ^{N3}	266	-	12	-	-	278	149
MS J John ^{N2}	142	-	3	-	-	145	-
Mr IAS Vally ^{N2}	271	-	14	-	-	285	-
Mr T Nkhahle ^{N2}	261	-	23	-	-	284	-
Ms TMV Dube ^{N2}	237	-	8	-	-	245	-
Mr VG Reddy ^{N2}	264	-	8	-	-	272	-
Ms ZB Mathenjwa ^{N2}	275	-	7	-	-	282	-
Mr VG Gounden ^{N3}	173	-	5	-	-	178	66
Mr S Nxedlana ^{N2}	146	-	9	-	-	155	-
Ms NB Chamane ^{N2}	268	-	12	-	-	280	-
Mr SM Dlamini ^{N1}	-	-	-	-	-	-	33
Mr NA Gasa ^{N1}	-	-	-	-	-	-	213
Mr NJ Dlamini ^{N1}	-	-	-	-	-	-	104
Mr BB Mathebula ^{N1}	-	-	-	-	-	-	133
Mr NA Macloed ^{N1}	-	-	-	-	-	-	91
Mr ZJ Dube ^{N1}	-	-	-	-	-	-	105
Total Non Executive Board Members	3,469	-	137	-	-	3,606	1,113
Executive Board Member							
Mr M Msiwa (CE)	1,745	300	140	-	388	2,573	1,977
Total -Parent	5,214	300	276	-	388	6,179	3,090
Msimi Holdings (Pty) Ltd							
Total Non Executive Board Members	15	-	-	-	-	15	22
Total Subsidiaries	15	-	-	-	-	15	22
Total Group	5,229	300	276	-	388	6,194	3,112

N1: Term ended 30 June 2009.

N2: Appointed 1 July 2009.

N3: Re-appointed 1 July 2009.

Remuneration Report continued

DIRECTORS' AND EXECUTIVES' EMOLUMENTS continued

						2010	2009
	R'000	R'000	R'000	R'000	R'000	R'000	R'000
	Fees for Services/Salary	Bonuses	Expense Allowances	Other Benefits	Pension Contributions	Total	Total
<i>Exco Members</i>							
Mr P Jonas	1,098	174	172	185	244	1,873	1,519
Ms M Gevers	1,147	181	181	128	255	1,892	1,623
Mr O Dlamini ^{N4}	838	102	159	-	137	1,236	1,090
Ms P Gwala	739	-	141	-	121	1,001	509
Total Exco	3,822	457	653	313	757	6,002	4,741

N4: Resigned 31 August 2010.