

# **Remuneration of employees and turnover of institutions according to the levies received by district and metropolitan municipalities, by province**

**Quarter ended 31 December 2004**

**Embargoed until:  
24 March 2005  
8:00**

**KEY FIGURES FOR THE YEAR 2004**

|  | Year               |                    | Annual percentage change between year ended 2003 and year ended 2004 |
|--|--------------------|--------------------|--|
|  | 2003               | 2004               |  |
|  | R million          | R million          |  |
| <b>Remuneration of employees based on regional services levies of district and metropolitan municipalities</b>     | <b>479 875,7</b>   | <b>522 271,9</b>   | <b>8,8</b>   |
| <b>Turnover of institutions based on regional establishment levies of district and metropolitan municipalities</b> | <b>2 791 898,1</b> | <b>3 085 111,8</b> | <b>10,5</b>  |

**KEY FINDINGS FOR THE YEAR 2004**

**Total remuneration increased by 8,8% and total turnover increased by 10,5% during 2004 compared with 2003**

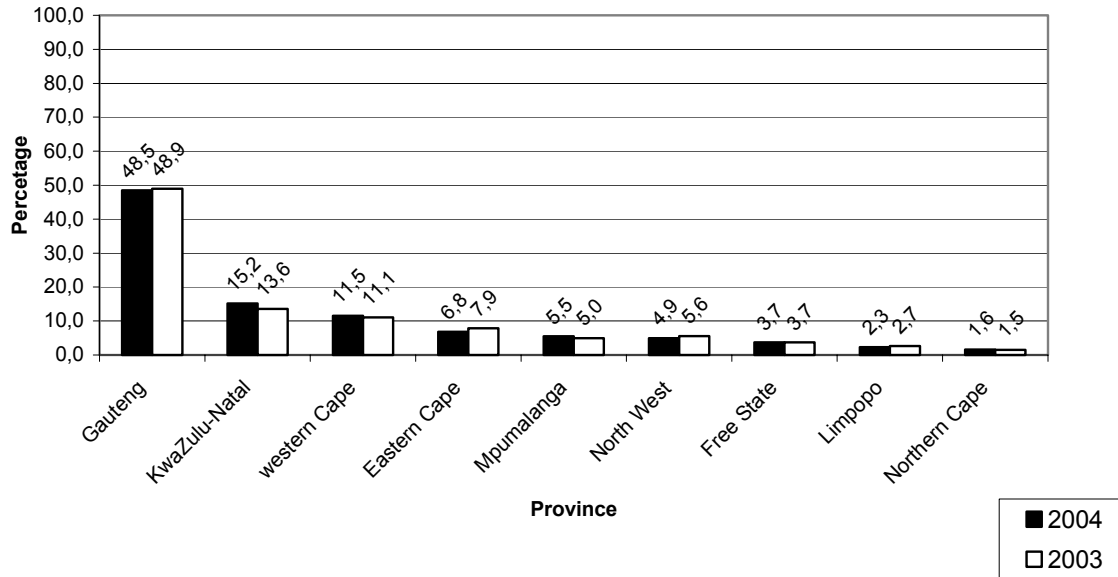
According to the survey of remuneration of employees and turnover of institutions based on the levies received by district and metropolitan municipalities, the total remuneration of employees increased by 8,8% during the year 2004, compared with 2003. The total turnover of institutions, based on regional establishment levies for district and metropolitan municipalities, increased by 10,5% during the above-mentioned period.

**Percentage distribution of remuneration of employees and turnover of institutions based on levies received by district and metropolitan municipalities according to province**

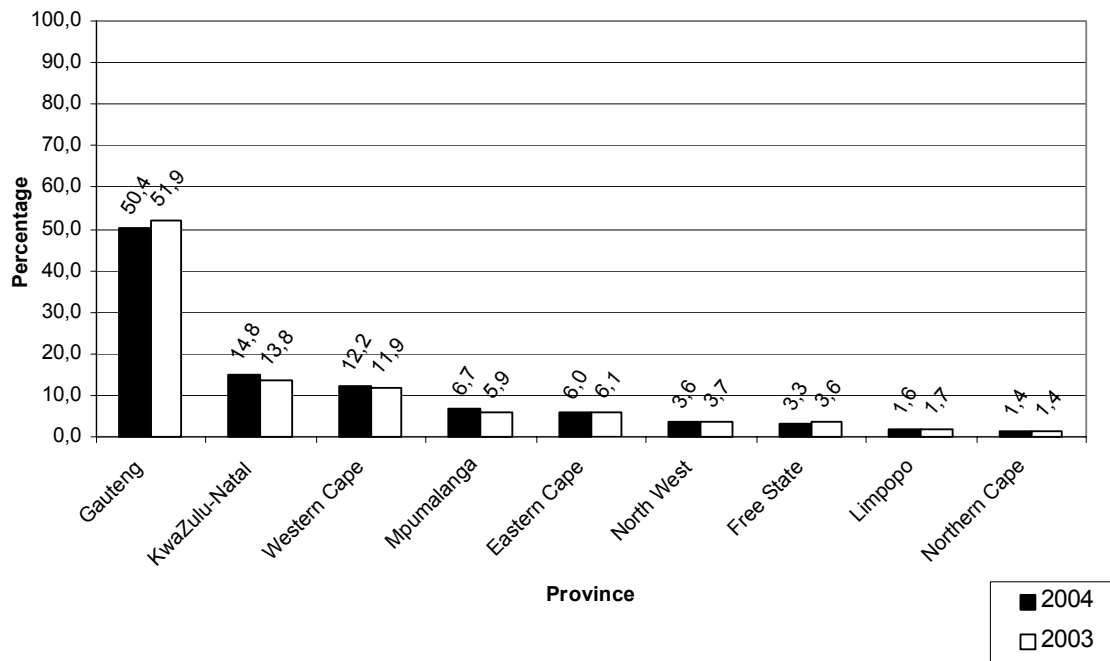
The remuneration of employees in Gauteng was the largest contributor (48,5%) to the total remuneration of employees, based on regional services levies for the year 2004, followed by KwaZulu-Natal (15,2%), Western Cape (11,5%), Eastern Cape (6,8%), Mpumalanga (5,5%), North West (4,9%), Free State (3,7%), Limpopo (2,3%) and Northern Cape (1,6%). In 2003 the remuneration of employees in Gauteng contributed (48,9%), followed by KwaZulu-Natal (13,6%), Western Cape (11,1%), Eastern Cape (7,9%), North West (5,6%), Mpumalanga (5,0%), Free State (3,7%), Limpopo (2,7%) and Northern Cape (1,5%) to the total remuneration of employees, based on the regional services levies (see. figure 1, p 2).

Furthermore, the turnover in Gauteng was the largest contributor (50,4%) to the total turnover of institutions for the year 2004, based on the regional establishment levies, followed by KwaZulu-Natal (14,8%), Western Cape (12,2%), Mpumalanga (6,7%), Eastern Cape (6,0%), North West (3,6%), Free State (3,3%), Limpopo (1,6%) and Northern Cape (1,4%). In 2003 the turnover in Gauteng contributed (51,9%), followed by KwaZulu-Natal (13,8%), Western Cape (11,9%), Eastern Cape (6,1%), Mpumalanga (5,9%), North West (3,7%), Free State (3,6%), Limpopo (1,7%) and Northern Cape (1,4%) to the total turnover of institutions based on regional establishment levies (see. figure 2, p 2).

**Figure 1- Percentage distribution of remuneration of employees based on levies received by district and metropolitan municipalities according to province, 2003 and 2004**



**Figure 2- Percentage distribution of turnover of institutions based on levies received by district and metropolitan municipalities according to province, 2003 and 2004**



**KEY FIGURES FOR THE QUARTER ENDED DECEMBER 2004**

|  | <b>June<br/>2004</b> | <b>September<br/>2004</b> | <b>December<br/>2004</b> | <b>Percentage<br/>change between<br/>quarter ended<br/>September 2004<br/>and quarter<br/>ended<br/>December 2004</b> |
|--|----------------------|---------------------------|--------------------------|---|
|  | <b>R million</b>     | <b>R million</b>          | <b>R million</b>         |   |
| <b>Remuneration of employees based on regional services levies of district and metropolitan municipalities</b>     | <b>130 495,1</b>     | <b>*133 647,9</b>         | <b>128 541,5</b>         | <b>-3,8</b>   |
| <b>Turnover of institutions based on regional establishment levies of district and metropolitan municipalities</b> | <b>761 764,6</b>     | <b>801 787,1</b>          | <b>784 618,1</b>         | <b>-2,1</b>   |

\*Revised - see note 12, p11.

**KEY FINDINGS FOR THE QUARTER ENDED DECEMBER 2004**

**Total remuneration decreased by 3,8% and total turnover decreased by 2,1% in the fourth quarter of 2004. The decrease is probably due to the causes listed on p.4. These figures are preliminary.**

According to the December 2004 survey of remuneration of employees and turnover of institutions, based on the regional services levies received by district and metropolitan municipalities, the total remuneration of employees decreased by 3,8% in the fourth quarter of 2004 compared with the third quarter of 2004.

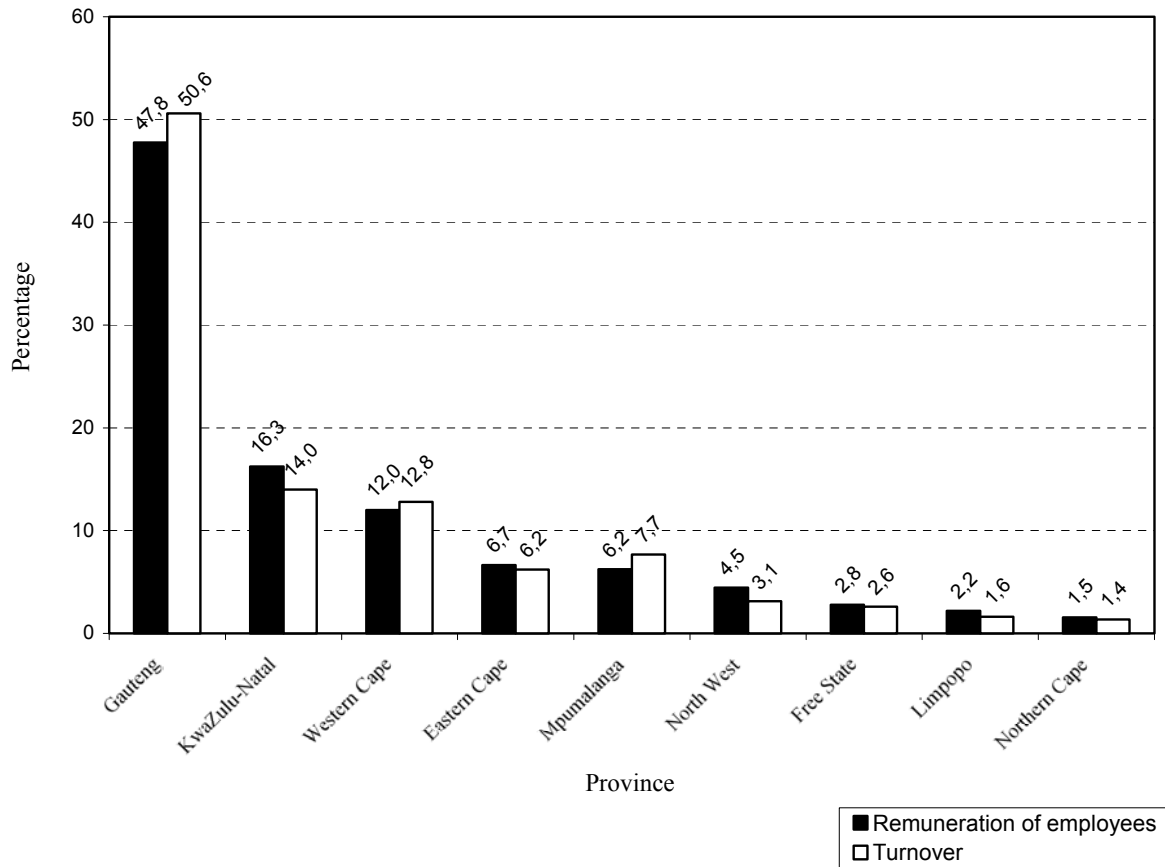
The total turnover of institutions, based on the regional establishment levies received by district and metropolitan municipalities, decreased by 2,1% in the fourth quarter of 2004 compared with the third quarter of 2004.

**Provincial breakdowns**

The largest provincial contributor to the total remuneration of employees was Gauteng (47,8%), followed by KwaZulu-Natal (16,3%), Western Cape (12,0%), Eastern Cape (6,7%), Mpumalanga (6,2%), North West (4,5%), Free State (2,8%), Limpopo (2,2%) and Northern Cape (1,5%) (see. figure 3, p. 4).

The largest provincial contributor to the total turnover of institutions was Gauteng (50,6%), followed by KwaZulu-Natal (14,0%), Western Cape (12,8%), Mpumalanga (7,7%), Eastern Cape (6,2%), North West (3,1%), Free State (2,6%), Limpopo (1,6%) and Northern Cape (1,4%) (see. figure 3, p. 4).

**Figure 3 – Percentage distribution of remuneration of employees and turnover of institutions based on levies received by district and metropolitan municipalities according to province for the quarter ended December 2004**



**Increases and decreases in remuneration of employees and turnover of institutions based on the levies received by district and metropolitan municipalities**

The fluctuations in the levies received by district and metropolitan municipalities can be caused by:

- legal action taken to recover outstanding amounts which may result in significant increases from one quarter to another;
- levies paid annually and not on a quarterly basis;
- the turnover of institutions and remuneration of employees;
- public holidays as well as other periods when institutions are closed;
- revisions to previous quarters made in the event of new or revised information being furnished by the respondents; and

**PJ Lehohla**  
**Statistician-General**

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## Notes

|                           |   |                              |
|---------------------------|---|------------------------------|
| <b>Forthcoming issues</b> | <b>Issue</b>  | <b>Expected release date</b> |
|                           | March 2005  | 30 June 2005                 |
| <b>Purpose of survey</b>  | The purpose of this survey is to collect information regarding remuneration of employees and turnover of institutions based on the levies received by district and metropolitan municipalities. The information collected is also used to estimate the Gross Domestic Product according to region (GDPR). |                              |
| <b>Publication format</b> | The Statistics Act, 6 of 1999, prohibits the publication of information of individual respondents (in this case the district and metropolitan municipalities). Information in this release is therefore only provided at provincial level.  |                              |
| <b>Response rate</b>      | Response rate for the fourth quarter ended 31 December 2004 was 100%.   |                              |

**Table 1 - Remuneration of employees based on regional services levies received and percentage change according to province**

| Province                  | Calendar year    |                  | Quarter ended    |                  |                  |                  | Quarter ended    |                  |                  |                  | Quarterly percentage change between September 2004 and December 2004 | Annual percentage change between December 2004 and December 2003 |
|---------------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|--|--|
|                           | 2003             | 2004             | March            | June             | September        | December         | March            | June             | September        | December         |  |  |
|                           |                  |                  | 2003             | 2003             | 2003             | 2003             | 2004             | 2004             | 2004             | 2004             |  |  |
|                           | R million        |                  | R million        |                  |                  |                  | R million        |                  |                  |                  |  |  |
| Western Cape              | 53 342,5         | 59 985,7         | 13 654,0         | 12 067,4         | 13 661,8         | 13 959,3         | 14 628,9         | 15 200,4         | 14 556,4         | 15 600,0         | 7,2  | 11,8   |
| Eastern Cape              | 37 894,7         | 35 571,8         | 12 135,3         | 9 128,8          | 7 861,8          | 8 768,9          | 9 306,2          | 8 910,3          | 8 801,9          | 8 553,5          | -2,8   | -2,5   |
| Northern Cape             | 7 341,7          | 8 364,3          | 1 913,1          | 1 891,0          | 1 885,1          | 1 652,4          | 2 289,5          | 2 059,4          | 2 034,8          | 1 980,6          | -2,7   | 19,9   |
| Free State                | 18 007,4         | 19 167,3         | 4 320,4          | 4 294,7          | 4 620,6          | 4 771,8          | 5 415,8          | 5 068,1          | 5 112,1          | 3 571,3          | -30,1  | -25,2  |
| KwaZulu-Natal             | 63 765,5         | 79 202,9         | 15 081,6         | 16 413,9         | 15 952,1         | 16 317,8         | 19 901,9         | 18 673,8         | 19 731,3         | 20 895,9         | 5,9  | 28,1   |
| North West                | 26 943,9         | 25 824,4         | 7 369,8          | 5 596,1          | 7 447,0          | 6 531,0          | 5 827,3          | 6 793,3          | 7 481,2          | 5 722,6          | -23,5  | -12,4  |
| Gauteng                   | 235 646,9        | 253 207,9        | 48 908,1         | 62 873,8         | 61 768,4         | 62 096,6         | 61 240,7         | 64 661,4         | *65 900,8        | 61 405,0         | -6,8   | -1,1   |
| Mpumalanga                | 24 098,9         | 28 938,8         | 6 245,4          | 6 238,5          | 5 858,3          | 5 756,7          | 7 812,3          | 6 067,2          | 7 053,0          | 8 006,3          | 13,5   | 39,1   |
| Limpopo                   | 12 834,2         | 12 008,7         | 3 558,8          | 3 626,4          | 2 983,6          | 2 665,4          | 3 164,7          | 3 061,2          | 2 976,4          | 2 806,3          | -5,7   | 5,3  |
| <b>Total remuneration</b> | <b>479 875,7</b> | <b>522 271,9</b> | <b>113 186,5</b> | <b>122 130,6</b> | <b>122 038,6</b> | <b>122 520,0</b> | <b>129 587,3</b> | <b>130 495,1</b> | <b>133 647,9</b> | <b>128 541,5</b> | <b>-3,8</b>  | <b>4,9</b>   |

\* Revised



**Table 2 - Turnover of institutions based on regional establishment levies received and percentage change according to province**

| Province              | Calendar year      |                    | Quarter ended    |                  |                  |                  | Quarter ended    |                  |                  |                  | Quarterly percentage change between September 2004 and December 2004 | Annual percentage change between December 2004 and December 2003 |
|-----------------------|--------------------|--------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|--|--|
|                       | 2003               | 2004               | March            | June             | September        | December         | March            | June             | September        | December         |  |  |
|                       |                    |                    | 2003             | 2003             | 2003             | 2003             | 2004             | 2004             | 2004             | 2004             |  |  |
|                       | R million          |                    | R million        |                  |                  |                  | R million        |                  |                  |                  |  |  |
| Western Cape          | 333 405,1          | 377 744,2          | 79 844,0         | 81 527,6         | 86 130,2         | 85 903,3         | 86 365,7         | 94 903,6         | 96 137,8         | 100 337,0        | 4,4  | 16,8   |
| Eastern Cape          | 170 759,7          | 184 279,7          | 41 701,7         | 39 647,5         | 42 177,0         | 47 233,5         | 41 998,0         | 45 182,4         | 48 336,3         | 48 763,1         | 0,9  | 3,2  |
| Northern Cape         | 39 357,2           | 42 953,2           | 10 196,1         | 10 748,5         | 10 046,0         | 8 366,7          | 11 928,3         | 9 431,6          | 10 991,4         | 10 601,9         | -3,5   | 26,7   |
| Free State            | 100 186,4          | 101 456,9          | 26 280,9         | 26 615,8         | 24 675,7         | 22 614,0         | 27 241,8         | 25 126,9         | 28 581,4         | 20 506,9         | -28,3  | -9,3   |
| KwaZulu-Natal         | 384 436,5          | 455 988,8          | 89 434,0         | 101 138,0        | 98 366,0         | 95 498,4         | 105 067,3        | 103 607,7        | 120 965,0        | 126 348,8        | 4,5  | 32,3   |
| North West            | 103 350,1          | 111 873,1          | 28 615,3         | 19 158,2         | 29 305,0         | 26 271,6         | 29 785,8         | 28 302,9         | 29 247,3         | 24 537,1         | -16,1  | -6,6   |
| Gauteng               | 1 449 204,3        | 1 554 219,8        | 306 659,5        | 375 879,4        | 378 387,9        | 388 277,5        | 370 938,3        | 396 387,9        | 406 113,0        | 380 780,6        | -6,2   | -1,9   |
| Mpumalanga            | 164 724,4          | 205 860,3          | 41 385,5         | 40 456,1         | 41 578,6         | 41 304,2         | 50 304,0         | 46 062,0         | 49 429,8         | 60 064,5         | 21,5   | 45,4   |
| Limpopo               | 46 474,3           | 50 736,0           | 10 310,4         | 11 994,0         | 12 678,1         | 11 491,8         | 13 312,8         | 12 759,7         | 11 985,3         | 12 678,3         | 5,8  | 10,3   |
| <b>Total turnover</b> | <b>2 791 898,2</b> | <b>3 085 111,8</b> | <b>634 427,4</b> | <b>707 165,1</b> | <b>723 344,6</b> | <b>726 961,1</b> | <b>736 942,0</b> | <b>761 764,6</b> | <b>801 787,1</b> | <b>784 618,1</b> | <b>-2,1</b>  | <b>7,9</b>   |

**Table 3 - Actual regional services levies received according to province**

| Province                   | Calendar year        |                      | Quarter ended      |                    |                    |                    | Quarter ended      |                    |                    |                    |
|----------------------------|----------------------|----------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|
|                            | 2003                 | 2004                 | March 2003         | June 2003          | September 2003     | December 2003      | March 2004         | June 2004          | September 2004     | December 2004      |
|                            | Rand                 |                      | Rand               |                    |                    |                    | Rand               |                    |                    |                    |
| Western Cape               | 151 094 760          | 169 590 789          | 38 590 384         | 34 073 889         | 38 805 775         | 39 624 712         | 41 151 149         | 43 071 801         | 41 163 883         | 44 203 956         |
| Eastern Cape               | 134 800 170          | 127 846 864          | 42 765 856         | 32 467 566         | 27 870 295         | 31 696 453         | 33 589 309         | 31 928 175         | 31 677 660         | 30 651 720         |
| Northern Cape              | 24 401 479           | 27 588 189           | 6 368 932          | 6 300 486          | 6 251 701          | 5 480 360          | 7 571 326          | 6 804 951          | 6 701 927          | 6 509 985          |
| Free State                 | 58 197 326           | 61 753 391           | 13 869 960         | 13 992 426         | 15 035 915         | 15 299 025         | 17 513 268         | 16 392 373         | 16 439 871         | 11 407 879         |
| KwaZulu-Natal              | 191 296 392          | 237 608 765          | 45 244 901         | 49 241 820         | 47 856 224         | 48 953 447         | 59 705 651         | 56 021 344         | 59 193 961         | 62 687 809         |
| North West                 | 74 476 897           | 71 249 581           | 20 498 372         | 15 446 163         | 20 532 591         | 17 999 771         | 16 075 750         | 18 739 387         | 20 646 266         | 15 788 178         |
| Gauteng                    | 794 394 185          | 850 255 530          | 164 815 408        | 212 229 173        | 208 116 561        | 209 233 043        | 206 149 324        | 217 289 744        | *220 869 193       | 205 947 269        |
| Mpumalanga                 | 79 166 667           | 94 821 355           | 20 569 345         | 20 544 885         | 19 244 451         | 18 807 986         | 25 663 591         | 19 919 819         | 23 118 301         | 26 119 644         |
| Limpopo                    | 36 040 258           | 33 673 931           | 9 869 823          | 10 296 892         | 8 445 758          | 7 427 785          | 8 858 235          | 8 588 519          | 8 349 611          | 7 877 566          |
| <b>Total services levy</b> | <b>1 543 868 134</b> | <b>1 674 388 395</b> | <b>362 592 981</b> | <b>394 593 300</b> | <b>392 159 271</b> | <b>394 522 582</b> | <b>416 277 603</b> | <b>418 756 113</b> | <b>428 160 673</b> | <b>411 194 006</b> |

\* Revised

**Table 4 - Actual regional establishment levies received according to province**

| Province                        | Calendar year 2003   | 2004                 | Quarter ended      |                      |                      |                      | Quarter ended        |                      |                      |                      |
|---------------------------------|----------------------|----------------------|--------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|
|                                 |                      |                      | March 2003         | June 2003            | September 2003       | December 2003        | March 2004           | June 2004            | September 2004       | December 2004        |
|                                 | Rand                 |                      | Rand               |                      |                      |                      | Rand                 |                      |                      |                      |
| Western Cape                    | 693 197 192          | 784 092 741          | 165 434 893        | 169 364 476          | 178 768 446          | 179 629 377          | 178 008 780          | 194 508 127          | 200 001 459          | 211 574 375          |
| Eastern Cape                    | 242 629 675          | 263 886 087          | 59 294 123         | 56 461 259           | 60 261 332           | 66 612 961           | 60 121 155           | 64 416 870           | 68 990 148           | 70 357 914           |
| Northern Cape                   | 55 754 283           | 59 781 774           | 14 537 653         | 15 319 647           | 14 241 297           | 11 655 686           | 16 840 539           | 13 167 535           | 15 079 597           | 14 694 103           |
| Free State                      | 126 814 636          | 128 963 923          | 33 252 613         | 33 706 642           | 31 273 977           | 28 581 404           | 34 507 881           | 32 139 064           | 36 350 655           | 25 966 323           |
| KwaZulu-Natal                   | 461 323 810          | 547 186 567          | 107 320 816        | 121 365 659          | 118 039 233          | 114 598 102          | 126 080 796          | 124 329 261          | 145 157 969          | 151 618 541          |
| North West                      | 124 884 168          | 133 725 346          | 35 904 033         | 23 137 932           | 34 364 720           | 31 477 483           | 36 000 369           | 33 408 117           | 35 637 428           | 28 679 432           |
| Gauteng                         | 1 984 708 810        | 2 121 730 627        | 420 473 284        | 514 647 416          | 518 248 857          | 531 339 253          | 506 902 043          | 541 424 102          | 553 684 965          | 519 719 517          |
| Mpumalanga                      | 224 287 044          | 279 777 354          | 56 456 418         | 55 170 781           | 56 546 231           | 56 113 614           | 68 399 334           | 62 858 244           | 67 256 617           | 81 263 159           |
| Limpopo                         | 53 543 865           | 58 381 682           | 11 875 895         | 13 891 520           | 14 575 041           | 13 201 409           | 15 371 325           | 14 654 260           | 13 779 148           | 14 576 949           |
| <b>Total establishment levy</b> | <b>3 967 143 483</b> | <b>4 377 526 101</b> | <b>904 549 728</b> | <b>1 003 065 332</b> | <b>1 026 319 134</b> | <b>1 033 209 289</b> | <b>1 042 232 222</b> | <b>1 080 905 580</b> | <b>1 135 937 986</b> | <b>1 118 450 313</b> |

## Explanatory notes

### Introduction

1 Since 1993, Statistics South Africa (Stats SA) has conducted a quarterly survey of remuneration of employees and turnover of institutions regarding the levies collected from the public and private sector by district and metropolitan municipalities. The main purpose of this survey is to collect information regarding remuneration of employees and turnover according to the levies received by district and metropolitan municipalities by province. The information collected will also be used in the Gross Domestic Product by Region (GDPR) according to municipality. Some organizations are not subject to levies, for example, religious and charitable organisations and non-profit institutions.

### Scope of the survey

2 The relevant information is collected from district and metropolitan municipalities which collect levies received by district municipalities and metropolitan municipalities in terms of section 3 of Regional Services Councils Act, 1985 (Act No. 109 of 1985), section 4 of the KwaZulu-Natal Joint Services Act, 1990 (Act No. 84 of 1990) the relevant sections of the Local Government Transition Act, (Act No. 209 of 1993) and the Local Government Transition Act, Second Amendment Act, 1996 (Act No. 97 of 1996) or any amendments thereto.

### Statistical unit

3 The statistical units for the collection of information are the district and metropolitan municipalities.

### Classification

4 The 1993 edition of the Standard Industrial Classification of all Economic Activities (SIC), Fifth Edition, Report No. 09-90-02, is used to classify the statistical units in the survey. The SIC is based on the 1990 International Standard Industrial Classification of all Economic Activities (ISIC) with suitable adaptations for local conditions. This publication presents information classified by district municipality.

### Survey methodology and design

5 This survey is collected by mail each quarter from all 53 district municipalities (category C) and metropolitan municipalities (category A) within the nine provinces.

### Related publications

6 Users may also wish to refer to the following publications which are available from Stats SA –

- ◆ P0401 - Gross geographic product
- ◆ P0441 - Gross domestic product
- ◆ P9101.1 - Actual and expected capital expenditure of the public sector
- ◆ P9101.2 - Actual and expected capital expenditure on new construction works by the public sector by statistical region
- ◆ P9114 - Financial census of municipalities
- ◆ P9115 - Non-financial census of municipalities

- |                                       |           |   |
|---------------------------------------|-----------|---|
| <b>Reliable estimates</b>             | <b>7</b>  | Figures for the latest quarter are preliminary. Fluctuations may occur in consecutive quarters as a result of seasonal and economic factors.                                  |
| <b>Collection of levies</b>           | <b>8</b>  | This survey only captures data in respect of levies paid by institutions. The information does not necessarily represent all levies, which should have been collected.        |
|                                       | <b>9</b>  | Levies paid to district and metropolitan municipalities are not necessarily applicable for the reference period. Levies paid may be inclusive of accrued and prepaid amounts. |
| <b>Value added tax</b>                | <b>10</b> | Value added tax (VAT) has been excluded from all calculations.  |
| <b>Rounding off-of figures</b>        | <b>11</b> | All figures are rounded off independently of one another. Totals may therefore not be equal to the sum of the individual amounts.   |
| <b>Revised figures</b>                | <b>12</b> | The revised figures are due to respondents reporting revisions or corrections to the previous information they furnished.   |
| <b>Symbols and abbreviations used</b> | <b>13</b> | Stats SA Statistics South Africa<br>* Revised<br>0 not available (or not applicable)  |

## Glossary

|   |  |
|---|--|
| <b>District municipality</b>  | District municipality means a municipality that has municipal executive and legislative authority in an area that includes more than one municipality, and which is described in section 155(1) of the Constitution as a category C municipality. (Refer to Local government: Municipal Structures Act, Act No.117 of 1998). |
| <b>Employees</b>  | Employees refer to those persons who received remuneration in the reference quarter.   |
| <b>Metropolitan municipality</b>  | Metropolitan municipality means a municipality that has exclusive executive and legislative authority in its area, and which is described in section 155(1) of the Constitution as a category A municipality. (Refer to Local government: Municipal Structures Act, Act No.117 of 1998).                                     |
| <b>Quarterly percentage change between previous and current quarter</b>   | Quarterly percentage change is the change in the remuneration of employees (or turnover of institutions) of the given quarter compared with the remuneration of employees (or turnover of institutions) of the previous quarter expressed as a percentage.   |
| <b>Quarterly percentage change between a specific quarter of the previous year and the same quarter of the current year</b> | Quarterly percentage change between the previous year and the current year for the same quarter refers to the comparison of the three months of the current quarter in the current year with that of the similar period of the previous year. The amounts shown for each quarter are not cumulative.                         |
| <b>Reference quarter</b>  | Reference quarter for the survey refers to the three months up to the end of each quarter. The reference quarter for this survey was 1 October 2004 to 31 December 2004.   |
| <b>Reference year</b>   | The reference year for the survey means one calendar year. The year figure refers to the total amount for the four quarters (i.e. sum of March, June, September and December of the same year).  |
| <b>Regional service levy</b>  | Payroll tax paid by registered levy payers on the total remuneration of their employees, in terms of the local Government Act (LGTA) of 1993   |
| <b>Regional establishment levy</b>  | Turnover tax paid by businesses on the total turnover, in terms of the local Government Act (LGTA) of 1993   |
| <b>Remuneration of employees</b>  | Remuneration of employees includes primarily –<br><br>salaries;<br>wages;<br>services and other bonuses;<br>allowances (including car allowances) and<br>overtime payments.  |
| <b>Turnover</b>   | Turnover refers to total gross sales of institutions.  |

## General information

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Telephone number: (012) 310 8600 / 8390 / 8351 / 8496 / 4892 / 8095 (user information services)  
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Email address: [loggovt@statssa.gov.za](mailto:loggovt@statssa.gov.za) (technical enquiries)  
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[distribution@statssa.gov.za](mailto:distribution@statssa.gov.za) (orders)

Postal address: Private bag X44, Pretoria, 0001

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