



DEPARTMENT OF TRANSPORT
UMNYANGO WEZOKUTHUTHA

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Reference : T6/17/P

TO: ALL HEADS OF DEPARTMENT
MEMBERS OF THE MOTOR TRANSPORT ADVISORY COMMITTEE
ALL DEPARTMENTAL TRANSPORT OFFICERS

PROVINCIAL TRANSPORT MANAGEMENT (PTM) CIRCULAR NO 14 OF 2005: IMPLEMENTATION OF NEW INCLUSIVE FLEXIBLE REMUNERATION PACKAGE SYSTEM FOR EMPLOYEES IN THE MIDDLE MANAGEMENT SERVICE (MMS) (SALARY LEVELS 11 AND 12), EFFECTIVE FROM 1 JULY 2005

1. The new Inclusive flexible remuneration package system for employees in the middle management service (MMS) which is effective from 1 July 2005, has reference.
2. According to paragraph 4.1. Motor Vehicle Allowance set out in Annexure A “Inclusive flexible remuneration package system (dispensation) for members of the middle management service (MMS) on levels 11 and 12: members employed in terms of the following acts: Public Service Act, 1994, Correctional Services Act, 1998” to DPSA Circular 2 of 2005, officials in this category may structure their salary to include a motor vehicle allowance or continue to participate on the Subsidised Motor Transport Scheme A and B, provided that they adhere to the prescripts of the latter.
3. As you are aware, Scheme A was adapted to suit the requirements of the Province of KwaZulu-Natal resulting in Scheme C which excludes a maintenance plan. All maintenance allowances are therefore paid directly to the subsidised vehicle owner based on the actual official mileage travelled. The question that arises is whether the provisions of paragraph 2 above will include Scheme C, by virtue of the fact that this Province participates in the Subsidised Motor Transport Scheme and National Vehicle Procurement Contract RT57. The matter has been raised with the National Department of Transport (NDOT) to confirm the aforementioned, as labour issues could arise as officials in this Province participate on Scheme C and not Scheme A. Verbal advices received from NDOT indicate that the Department of Public Service and Administration (DPSA) has contacted NDOT with regard to Scheme C, and a write up on the Policy has been forwarded to DPSA. I will keep you informed of developments as and when confirmation is received from NDOT. It was also confirmed that if the capital remuneration is paid on the subsidised vehicle scheme, then the Deputy Manager cannot structure his salary for the motor allowance.
4. Currently officials participating in the subsidised motor transport scheme, and officials who avail themselves of Scheme B, utilise the fuel and maintenance tariffs which are provided by NDOT on a monthly basis to claim for the fuel and maintenance allowance on official kilometres travelled. NDOT was also requested to confirm whether the tariffs for Scheme B are also to be utilised by members of the MMS, or whether NDOT will provide separate tariff rates for the MMS package. Verbal advices received indicate that the tariffs for private on official (Scheme B) will be used to remunerate the officials for official kilometres and that they will be paid from kilometre 1 and above, unlike the Senior Manager’s Scheme (SMS) where the official is remunerated from 501km upwards.
5. Submitted for your information and attention.
6. Kindly bring the contents of this circular to all relevant officials within your Department.

For Head: Transport

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