



**cooperative
governance**

Department:
Cooperative Governance
REPUBLIC OF SOUTH AFRICA

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CIRCULAR NO. 5 OF 2026

FROM: DIRECTOR-GENERAL

**TO: ALL HODS RESPONSIBLE FOR LOCAL GOVERNMENT IN THE
PROVINCES**

ALL MUNICIPAL MANAGERS

**REVIEW OF IMPLEMENTATION: NOTICE ON DETERMINATION OF UPPER LIMITS
FOR TOTAL REMUNERATION PACKAGES OF MUNICIPAL MANAGERS AND
MANAGERS DIRECTLY ACCOUNTABLE TO MUNICIPAL MANAGERS,
GOVERNMENT GAZETTE NO. 53882**

1. Purpose

- 1.1 The purpose of this Circular is to inform municipalities of the Department's interim measures regarding the implementation of the Notice on the determination of upper limits of total remuneration packages of municipal managers and managers directly accountable to municipal managers published on 18 December 2025, Government Gazette No. 53882.
- 1.2 The Circular further directs municipalities to temporarily refrain from implementing the Notice pending the finalisation of the Amendment Notice and the issuance of comprehensive implementation guideline, in order to ensure uniform, lawful and seamless application across the local government sector.

“EVERY MUNICIPALITY MUST WORK”

2. Background

- 2.1 On 18 December 2025, in Government Gazette No. 53882, the Minister published the Notice on the determination of upper limits of total remuneration packages of municipal managers and managers directly accountable to municipal managers in fulfilment of the statutory obligation to annually review remuneration in terms of the Municipal Systems Act and its Regulations. Following publication, the Department received numerous implementation enquiries from municipalities, provinces and organised local government highlighting areas of ambiguity, technical misalignment and transitional complexity. The volume and consistency of these concerns indicated a material risk of uneven and potentially unlawful implementation across municipalities.
- 2.2 In response, the Department convened a Working Group on 18 February 2026 comprising key stakeholder to assess the implementation challenges and propose remedial measures. The Working Group concluded that immediate interim guidance is required to prevent fragmented implementation while the Department processes targeted amendments to the Notice and develops comprehensive implementation guidance.

3. Way Forward

- 3.1 Municipalities are hereby directed to temporarily refrain from implementing the Notice published on 18 December 2025 until further notice from the Minister. The Department will urgently process an Amendment Notice to address the identified implementation challenges and correct areas of ambiguity. Concurrently, a comprehensive implementation Circular will be developed and issued together with the Amendment Notice to promote common interpretation, ensure uniform application across municipalities, and strengthen compliance monitoring.
- 3.2 Municipalities will be formally notified once the Amendment Notice is promulgated and the revised implementation guidance takes effect. It is anticipated that the amended Notice will be published on 6 March 2026. In the interim, municipalities are requested to continue applying the previous applicable remuneration framework and to submit any additional implementation queries to the Department through the established channels.
- 3.3 Any resolution of the council, adjustment of remuneration, or other administrative measure lawfully implemented prior to the date of this circular on the basis of the

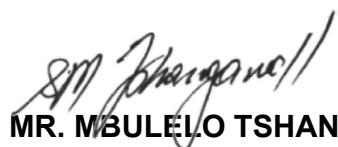
Notice published on 18 December 2025 in Government Gazette No. 53882 shall remain in full force and effect.

4. Enquiries

Further enquiries relating to this matter may be obtained from the following officials in the DCoG:

Official	Contact Details
Ms. Nakedi Monyela	Email: NakediM@cogta.gov.za
Mr. Thilibe Maimane	Email: ThilibeM@cogta.gov.za

Yours sincerely,



MR. MBULELO TSHANGANA
DIRECTOR-GENERAL
DATE: 26/02/2026