

## July 2010 – South African Based Non Profit Organisations’ Salary Survey Report

The above report is available and can be ordered and purchased from us. The report covers research from International, African Continent, Independent NGOs, State Funded, Bargaining Council and Professional Membership Associations based in South Africa. Our sincere thanks and appreciation to all those organisations who found the time and made the effort to participate in the survey this year. The report covers a large percentage of Non Profit organisations based in South Africa. Our NPO Salary Survey is the largest not only for South Africa but for the African Continent as well. **Please see attached a list of organisations who participated in our NPO Salary Survey this year.**

The price of our July 2010 NPO Salary Survey Report for participant and non participant organisations, excluding VAT @ 14% is listed in the table below:

Total number of permanent, fixed term contract and vacant posts budgeted for the current financial year	Participant Organisation	Non-Participant Organisation
1 – 20	R 4 000.00	R 5 600.00
21 – 50	R 5 000.00	R 7 000.00
51 – 100	R 6 000.00	R 8 400.00
101 – 200	R 7 000.00	R 9 800.00
201+	R 8 000.00	R 11 200.00

The prices above include the cost of printing, handling and a door to door courier service within South Africa. Courier freight costs outside the South Africa borders will be made available upon request.

The report includes research and reporting for the following sections:

1. Glossary of Terminology used in the Survey Report
2. Preamble and Introduction
3. Concluding Comments
4. The Link between Salary Increases and Inflation
5. Using the NPO Salary Survey Report and the elements of a total rewards strategy
6. The Wage Gap
7. Payment in other currencies
8. Survey Sample and Data Source
9. Remuneration Trends and Policies (i.e. actual salary increases granted and / or projected )
10. Work Related Allowances
11. Normal Hours
12. Annual Leave Entitlements
13. Maternity Leave
14. Family Responsibility Leave
15. Exam and Study Leave
16. Remuneration Paid to Non-Executive Chairpersons, Directors and / or Board Members
- 17. Salary Tables for 120 benchmark positions, exhaustively analyzed for all and by organisations category and size parameters, i.e. annual operating budget, total no. of employees and annual salary and wage budget for the following job families listed in alphabetical order below:**

- 17.1. Bargaining Councils / Employer Associations;
- 17.2. Business Development / Fund Raising / Marketing / Stakeholder Relationships;
- 17.3. Community Child / Youth / Aged and Disabled Care Services;
- 17.4. Finance;
- 17.5. General;
- 17.6. Human Resources;
- 17.7. Information / Communications Technology;
- 17.8. Legal;
- 17.9. Logistics;
- 17.10. Media / Advocacy / Communications;
- 17.11. Medical;
- 17.12. Monitoring and Evaluation;
- 17.13. Operations / Programmes / Projects;
- 17.14. Research
- 17.15. Positions where employees are based in South Africa but who have responsibility for two or more countries within the African Continent

#### 18. Salaries by Grade Tables

If any additional information is required please do not hesitate to contact us. If you want to order a copy of our July 2010 NPO Salary Survey report, please e-mail us your organisation and contact name, telephone contact details, door to door delivery address and total no of permanent, fixed term contract and vacant posts budgeted for your current financial year, employees

We look forward to hearing from you