

ANNEXURE A TO THE FOREIGN SERVICE DISPENSATION (FSD) DETERMINATION

W.E.F. 1 APRIL 2006



SUMMARY OF CALCULATIONS OF COLA AND OTHER FSD ELEMENTS

**TNCP US\$ BENCHMARK AMOUNTS AT LQ PLUS 7.5% IMPLEMENTED
1 APRIL 2005 ADJUSTED WITH USA CPI OF 3.4% WITH EFFECT FROM
1 APRIL 2006**

A. FOR THE IMPLEMENTATION OF THE ADJUSTMENTS TO THE FSD ALLOWANCES WITH EFFECT FROM 1 APRIL 2006, THE FOLLOWING DATA AND DATES ARE APPLICABLE:

1. **RSA Salaries (Table A):**

SMS salaries on levels 13 to 14 as on 1 January 2006.

MMS salaries on levels 11 to 12 as on 1 July 2005.

Salaries on levels 6 to 10 as on 1 July 2005.

2. **Pension contributions**

SMS salaries on levels 13 to 14 as on 1 January 2006:

The employee's contribution is calculated at 7.5% of 60% of the CTE package (SMS salaries) with effect from 1 April 2006 for the calculation of the COLA key norm amounts.

MMS salaries on levels 11 to 12 as on 1 July 2005:

The employee's contribution is calculated at 7.5% of 75% (lev 11) and 76% (lev 12) of the CTE packages (MMS salaries) with effect from 1 July 2005 for the calculation of the COLA key norm amounts.

Salaries on levels 6 to 10 as on 1 July 2005:

The employee's contribution is calculated at 7.5% of 100% of the applicable salary notch.

3. **Tax tables**

Statutory rates of tax applicable to individuals for the tax year 2006/2007 that came into effect on 1 March 2006.

4. **Expatriate remuneration provided by Employment Conditions Abroad (ECA), for total net cash pay (TNCP) benchmark amounts for the USA (September survey) for calculation of the COLA**

TNCP amounts based on ECA points 50, 80, 110 and 140 on Lower Quartile (LQ benchmark) as provided by ECA for September 2002 served as basis to adjust the ECA Lower Quartile (LQ) (TNCP) US\$ benchmark amounts annually and with the average USA CPI of 3.4% for the preceding year for calculation of LQ + 7.5% amounts in US\$ of USA expatriate salary levels with effect from 1 April 2006.

5. **Budget exchange rate for conversion of the RSA net salaries (net take home pay value) into US\$ amounts as determined by national treasury (NT) for the period 1 April 2006 to 30 March 2007**

R1 = 0.15152US\$

US\$1 = R6.60

6. **Index exchange rate functions (IERF) for the different countries where the RSA has missions**

Cost of Living Index (COLI) as per ECA September 2005 information
IERF calculated from US base.

7. **Rates of exchange for Table J (2006/2007)**

R1 = US\$ 0.15152 (R6.60)
R1 = Euro 0.12195 (8.20)
R1 = B Pound 0.08547 (R11.70)
R1 = SFr 0.18868 (R5.30)

8. **Difficult post additional cost allowance (DPACA) is maintained by annually adjusting the RSA Rand key amount by the average change in the RSA CPI. This adjusted key amount is then converted into the hard currency key amount, US\$. Applicable foreign currency amounts for each category of official for each mission is derived from the Rand norm amounts**

RSA Rand DPACA (U DPACA) norm key amount Category 2 mission = R15,924.00 (R16,464.00)(See paragraphs 16.9 and 16.10 of the FSD Determination and Table I to this Annexure A)

Adjustment basis:

- (a) The following amounts of DPACA derived from the key amount of R10,000 are linked to the various categories of missions and officials with the ratio between amounts indicated in brackets:

	I	II	III	IV
U	0	R10,000(1,0)	R15000(1,5)	R20,000(2,0)
A	0	R15,000(1,5)	R22,500(2,25)	R30,000(3,0)
A+	0	R18,000(1,8)	R27,000(2,7)	R36,000(3,6)

provided that on implementation of the DPACA the key amount of R10,000 be adjusted by the average percentage change in the RSA CPI per calendar year since 1 October 1996.

- (b) The recommended Rand key amount of DPACA must be converted into a selected country hard currency (USA \$) key norm amount (Table J) and that applicable foreign currency payment amounts be derived from the Rand norm amounts on the basis set out in the examples in Table K.

9. **Child allowance norm amounts**

US \$ norm amount = \$2,484 (\$2,400 plus 3.4% USA CPI = \$2,484) per child per annum for a child who accompanies the official abroad.

Rand norm amount = R8,220 (R7,944 plus 3.4% RSA CPIX = R8,220) per child per annum for a child who remains in the RSA. (See Table L of this Annexure A.)

Adjustment basis

- (a) The key norm amount used as departure point is USA \$2,000 and this amount must be adjusted by the average percentage change in the CPI of the USA per calendar year since 1 April 1996 and after that on the same basis annually.
- (b) The key norm amount used as departure point is R4,992 and this amount must be adjusted by the average percentage change in the CPI of the RSA per calendar year since 1 April 1996 and after that on the same basis annually.
- (c) RSA and USA CPIs since 1997:

Table A (Paragraph 16 in the FSD Determination)

CHILD ALLOWANCE NORM AMOUNT											
CALCULATION OF CA NORM AMOUNT			USA CPI 1997	USA CPI 1998	USA CPI 1999	USA CPI 2000	USA CPI 2001	USA CPI 2002	USA CPI 2003	USA CPI 2004	USA CPI 2005
			1-Apr-98	1-Apr-99	1-Apr-00	1-Apr-01	1-Apr-02	1-Apr-03	1-Apr-04	1-Apr-05	1-Apr-06
CA START-OFF NORM AMOUNT	2000	RSA RAND	1.7%	1.6%	2.7%	3.4%	1.6%	2.4%	2.3%	2.7%	3.4%
		1996									
		\$2,000.00	\$2,034.00	\$2,072.64	\$2,132.05	\$2,208.62	\$2,243.33	\$2,297.86	\$2,344.72	\$2,403.18	\$2,481.60
ROUNDED			\$2,040.00	\$2,076.00	\$2,136.00	\$2,208.00	\$2,244.00	\$2,292.00	\$2,340.00	\$2,400.00	\$2,482.00

CALCULATION OF CA NORM AMOUNT			RSA CPI 1997	RSA CPI 1998	RSA CPI 1999	RSA CPI 2000	RSA CPI 2001	RSA CPI 2002	RSA CPI 2003	RSA CPI 2004	RSA CPI 2005
			1-Apr-98	1-Apr-99	1-Apr-00	1-Apr-01	1-Apr-02	1-Apr-03	1-Apr-04	1-Apr-05	1-Apr-06
CA START-OFF NORM AMOUNT	4992	RSA RAND	8.6%	6.9%	5.2%	5.4%	5.7%	9.2%	5.8%	1.4%	3.4%
		1996									
		4,992	5,421	5,798	6,097	6,425	6,786	7,404	7,833	7,946	8,214.09
ROUNDED			5,424	5,796	6,096	6,420	6,780	7,404	7,836	7,944	8,214

**B. CALCULATION OF COST OF LIVING ALLOWANCE
(COLA) - PROCESS**

**Table B: RSA salaries corresponding to ECA levels (See paragraphs
13.9 – 13.10 in the FSD Determination)**

LINKAGE BETWEEN RSA POST CLASS, SALARY LEVEL, SALARY NOTCH AND CORRESPONDING ECA LEVELS (POINTS)			
RSA POST CLASS	RSA SALARY LEVEL	CORRESPONDING ECA LEVEL (POINTS)	RSA SALARY NOTCH IN RAND
(a)	(b)	(c)	(d)
CHIEF DIRECTOR (SMS)	14	125	R558,306
DIRECTOR (SMS)	13	110	R473,991
DEPUTY DIRECTOR	12	100	R322,722
DEPUTY DIRECTOR	11	95	R271,797
ASSISTANT DIRECTOR	10	85	R173,868
ASSISTANT DIRECTOR	9	80	R139,302
SENIOR OFFICER	8	65	R116,658
OFFICER	7	55	R93,936
ASSISTANT OFFICER	6	50	R75,411

Officials on SMS level (13 and 14) with effect from 1 January 2006

Officials on MMS level (11 and 12) with effect from 1 July 2005

Officials on levels 6 to 10 with effect from 1 July 2005

Table C: Determination of US\$ amounts from RSA salary (See paragraphs 13.9 – 13.10 in the FSD Determination)

CALCULATION OF THE RSA NET RAND COMPONENT OF THE RESPECTIVE LEVELS FOR CONVERSION TO US\$ AMOUNTS FOR THE DEDUCTION FROM THE COLA BENCHMARK LEVELS								DETERMINATION OF US\$ AMOUNTS FROM RSA SALARY
RSA GRADE LEVEL (ECA points in brackets)	RSA NOTCH/PACKAGE IN RAND Table B(d)	LESS PENSION R(1R)	SUB TOTAL (b) – (c)	PLUS SERVICE BONUS R(1R)	SUB TOTAL (d) + (e)	LESS TAX Tax on (f) Tax year 01/03/06	NET RSA RAND COMPONENT (f) - (g)	CONVERTED US\$ VALUE (h) x 0.15152 BER = R6.60 to US\$
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)
14 (125)	334984	@25124	309860	#27915	337775	86155	251620	38125
13 (110)	284395	@21330	263065	#23700	286765	67168	219597	33273
12 (100)	245269	@18395	226874	#20439	247313	53360	193953	29388
11 (95)	203848	@15289	188559	#16987	205546	39464	166082	25165
10 (85)	173868	@13040	160828	#14489	175317	30395	144922	21959
9 (80)	139302	@10448	128854	#11609	140463	20916	119547	18114
8 (65)	116658	@8749	107909	#9722	117631	15208	102423	15519
7 (55)	93936	@7045	86891	#7828	94719	9849	84870	12860
6 (50)	75411	@5656	69755	#6284	76039	6487	69552	10539

SMS salaries in column (b) above calculated at 60% of the salaries in column (d) of Table B of general public service SMS members
MMS salaries in column (b) above calculated at 75% (level 11) and 76% (level12) of the salaries in column (d) of Table B of general public service MMS members
@ = (b) x 7.5%
= (b)/12

Table C: Calculation of the RSA net RSA Rand component of the respective levels for conversion to US\$ amounts for the deduction from the COLA benchmark levels and determination of US\$ amounts from RSA salary:

Column (a) RSA salary grade level and corresponding ECA points in brackets. (See columns (b) and (c) at table E for the grade levels and ECA points)

Column (b) RSA salary using first notch in the salary range linked to the particular level of the civilian Public Service

Note: The salary grade levels 6 to 12 (column (b) Table C) was based on the 1/7/2005 adjustments of the key salary scale and the salary levels 13 and 14 based on the adjustment of 1/1/2006 on SMS packages. (60% of the CTE amounts in column (d) in Table B) MMS salaries in column (b) above calculated at 75% (level 11) and 76% (level12) of the salaries in column (d) of Table B of general public service MMS members

Column (c) @ Minus pension contributions at 7,5% of levels 6 to 10.

Note: From Annexure C (7.1 (2)) of Circular 1 of 2006, on the remuneration scale and bands/grades for the SMS: members employed in terms of the Public Service Act, 1994, salary levels 13 and 14 were calculated with effect from 1 January 2006 as follows:

Level 13: 60% of the first package in band A is the basic salary SMS salaries in column (b) above calculated at 60% of the salaries in column (d) of Table B of general public service SMS members;

and, 7.5% of the basic salary is the employee's contribution to the GEPF (column (c))

Level 14 60% of the first package in band B is the basic salary SMS salaries in column (b) above calculated at 60% of the salaries of the salaries in column (d) of Table B of general public service SMS members;

and, 7.5% of the basic salary is the employee's contribution to the GEPF (column ©)

Note: From Annexure A (2.2 (a)) of Circular 2 of 2005, on the remuneration scale and grades for the MMS: members employed in terms of the Public Service Act, 1994, salary levels 11 and 12 were calculated with effect from 1 July 2005 as follows:

Level 11: 75% of the first package is the basic salary MMS salaries in column (b) above calculated at 75% of the salaries in column (d) of Table B of general public service MMS members;

and, 7.5% of the basic salary is the employee's contribution to the GEPP (column (c))

Level 12: 76% of the first package is the basic salary MMS salaries in column (b) above calculated at 76% of the salaries in column (d) of Table B of general public service MMS members;

and, 7.5% of the basic salary is the employee's contribution to the GEPP (column (c))

- Column (d) Sub total of (b) less (c)
- Column (e) **# Plus** Service Bonus calculated at one twelfth of the salary notches for levels 6 to 12.
- Column (f) Sub total of (d) **plus** (e)
- Column (g) **Minus** income tax in accordance with the standard tax tables (with effect from 1 March 2006) in respect of natural persons taking into account the primary rebate of R7,200
- Column (h) RSA net Rand component: = **difference** of (g) from (f)
- Column (i) **Conversion** to norm amount foreign currency in US\$

Table D: ECA benchmark amounts linked to ECA points: September 2002 information adjusted for 1/4/2006 as below and in column (f) are the benchmark amounts at LQ plus 7.5% as implemented 1/4/2005 (e) adjusted with the USA CPI of 3.4%. (See paragraphs 13.9(c) & (d) in the FSD Determination.)

	ECA POINTS	140	110	80	50
(a)	LQ amounts in US\$ as per September 2002	90850	76040	57640	39040
(b)	LQ amounts in US\$ adjusted with USA CPI of 2.3% for 1 April 2004	92940	77789	58966	39938
(c)	LQ amounts in US\$ adjusted with USA CPI of 2.7% for 1 April 2005	95449	79889	60558	41016
(e)	LQ amounts in US\$ in column (d) above plus 7.5% with effect from 1 April 2005	102608	85881	65100	44092
(f)	LQ amounts in US\$ in column (e) above adjusted with USA CPI of 3.4% with effect from 1 April 2006	106097	88801	67313	45591

Table E: The USA expatriate salary levels at lower quartile for 2005 are indicated for all levels in column (d) in Table E below: (SEE ALSO PARAGRAPH 13.9 IN THE FSD DETERMINATION)

TYPICAL RSA RANK	RSA GRAD E LEVEL	ECA POINTS	LOWER QUARTILE US\$ BENCHMARK plus 7.5%: 1/04/2005	LOWER QUARTILE US\$ BENCHMARK plus 7.5% for 1/04/2005 in column (d) adjusted with USA CPI of 3.4%
(a)	(b)	(c)	(d)	(e)
Chief director	14	125	94245	97449
Director	13	110	85881	88801
Deputy director	12	100	78954	81639
Deputy director	11	95	75491	78057
Assistant director	10	85	68563	70894
Assistant director	9	80	65100	67313
Senior officer	8	65	54596	56452
Officer	7	55	47593	49211
Assistant officer	6	50	44092	45591

II THE CALCULATION FORMULA FOR BENCHMARK AMOUNTS FOR EACH ECA POINTS LEVEL LINKED TO THE RELEVANT RSA GRADE LEVEL IS EXPLAINED BELOW: ECA LOWER QUARTILE BENCHMARK LEVELS ARE OBTAINED FROM TABLE D ABOVE In order to determine the US\$ amount applicable to a level 125 captured as ECA points in Table D and column (c) in Table E, the following formulae will apply –

ECA Points level: 140 – provided by ECA

ECA points 140 (\$106097)

\$106097

ECA Points level: 125 - calculated

ECA points 140 (\$106097) + ECA points 110 (\$88801) / 2

$(\$106097 + \$88801)/2 = \underline{\$97449}$

ECA Points level: 110 – Provided by ECA

ECA points 110 (\$88801)

\$88801

ECA Points level: 100 - calculated

ECA points 110 (\$88801) + ECA points 90 (\$74476) / 2

$(\$88801 + \$74476)/2 = \underline{\$81639}$

ECA Points level: 95 - calculated

ECA points 110 (\$88801) + ECA points 80 (\$67313) / 2

$(\$88801 + \$67313)/2 = \underline{\$78057}$

ECA Points level: 85 - calculated

ECA points 110 (\$88801) - ECA points 80 (\$67313)

$*5/30 + \text{ECA points } 80 (\$67313)$

$(\$88801 - \$67313)*(5/30) + \$67313 = \underline{\$70894}$

ECA Points level: 80 – Provided by ECA

ECA points 80 (\$67313)

\$67313

ECA Points level: 65 - calculated

ECA points 80 (\$67313) + ECA points 50 (\$45591) / 2

$(\$67313 + \$45591)/2 = \underline{\$56452}$

ECA Points level: 55 - calculated

ECA points 80 (\$67313) - ECA points 50 (\$45591)

*5/30 + ECA points 50 (\$45591)

$(\$67313 - \$45591) * (5/30) + \$45591 = \underline{\$49211}$

ECA Points level: 50 – Provided by ECA

ECA points 50 = \$45591

C. CALCULATION OF INDEX EXCHANGE RATE FUNCTION (IERF) FOR EACH MISSION

Table G: (See paragraphs 13.13 to 13.16 in the FSD Determination.)
IERF for each mission calculated from the US\$ base for September 2005, with effect from 1 April 2006. Obtain the COLI (column d) and the Exchange Rate (column e) from the ECA for each country (this information is updated based on information received annually from the ECA). Multiply column (d) by column (e) divide by 100 = IERF, which is then used to adjust column (f) of Table G.

TABLE G: IERF PER MISSION: 1 APRIL 2006					
COUNTRY (a)	CITY (b)	CURRENCY (c)	COLI SEP 2005 BASE (d)	USA \$ = SEP 2005 (e)	IERF CALCULATED FROM SEP 2005 US BASE (f)
ALGERIA	ALGIERS	EURO	107.5	0.8117	0.87258
ANGOLA	LUANDA	US\$	201.3	1	2.01300
ARGENTINA	BUENOS AIRES	US\$	74.7	1	0.74700
AUSTRALIA	ENTIRE SAMPLE	AUD	127.2	1.323	1.68286
AUSTRIA	VIENNA	EURO	153.0	0.8117	1.24190
BELGIUM	ENTIRE SAMPLE	EURO	145.4	0.8117	1.18021
BOTSWANA	ENTIRE SAMPLE	PULA	80.9	5.3965	4.36577
BRAZIL	ENTIRE SAMPLE	US\$	107.4	1	1.07400
BULGARIA	SOFIA	EURO	117.4	0.8117	0.95294
BURUNDI	BIJUMBURU	US\$	145.4	1	1.45400
CAMEROON	DOUALA & YAOUNDE	EURO	146.1	0.8117	1.18589
CANADA	ENTIRE SAMPLE	C\$	123.6	1.1996	1.48271
CHILE	SANTIAGO	US\$	101.6	1	1.01600
PR CHINA	BEIJING	HK\$	117.8	7.7697	9.15271
COMORES	MORONI	EURO	124.0	0.8117	1.00651
CONGO	KINSHASA	EURO	153.5	0.8117	1.24596
COTE D'IVOIRE	ABIDJAN	EURO	168.5	0.8117	1.36771
CUBA	HAVANA	US\$	150.6	1	1.50600
CZECH REPUBLIC	PRAGUE	EURO	122.3	0.8117	0.99271
DENMARK	COPENHAGEN	DK	187.7	6.0527	11.36092
EGYPT	CAIRO	US\$	85.8	1	0.85800
EQUATORIAL GUINEA	MALABO	EURO	153.8	0.8117	1.24839
ERITREA	ASMARA	US\$	147.2	1	1.47200
ETHIOPIA	ADDIS ABABA	US\$	91.5	1	0.91500
FINLAND	HELSINKI	EURO	168.5	0.8117	1.36771
FRANCE	ENTIRE SAMPLE	EURO	150.2	0.8117	1.21917
GABON	LIBREVILLE	EURO	171.5	0.8117	1.39207

GERMANY	ENTIRE SAMPLE	EURO	149.1	0.8117	1.21024
GHANA	ACCRA	US\$	125.0	1	1.25000
GREECE	ATHENS	EURO	140.6	0.8117	1.14125
GUIANA (FRENCH)?	KONAKRY	EURO	199.5	0.8117	1.61934
HONG KONG	HONG KONG	HK\$	135.8	7.7697	10.55125
HUNGARY	BUDAPEST	EURO	125.5	0.8117	1.01868
INDIA	ENTIRE SAMPLE	US\$	90.2	1	0.90200
INDONESIA	JAKARTA	US\$	95.0	1	0.95000
IRAN	TEHRAN	US\$	110.9	1	1.10900
IRAQ		US\$	102.7	1	1.02700
IRISH REPUBLIC	DUBLIN	EURO	147.0	0.8117	1.19320
ISRAEL	ENTIRE SAMPLE	US\$	132.9	1	1.32900
ITALY	ENTIRE SAMPLE	EURO	142.7	0.8117	1.15830
JAMAICA	KINGSTON	US\$	132.6	1	1.32600
JAPAN	ENTIRE SAMPLE	YEN	202.5	110.3076	223.37289
JORDAN	AMMAN	US\$	120.4	1	1.20400
KAZAKHSTAN	ALMATY	US\$	113.2	1	1.13200
KENYA	NAIROBI	US\$	107.5	1	1.07500
KOREA	SEOUL	US\$	175.3	1	1.75300
KUWAIT	KUWAIT CITY	US\$	105.5	1	1.05500
LESOTHO	MASERU	RAND	82.8	6.4311	5.32495
LIBYA	TRIPOLI	US\$	111.5	1	1.11500
MADAGASCAR	ANTANANARIVO	EURO	102.6	0.8117	0.83280
MALAWI	LILONGWE	US\$	90.5	1	0.90500
MALAYSIA	KUALA LUMPUR	US\$	74.6	1	0.74600
MALI	BAMAKO	EURO	135.0	0.8117	1.09580
MAURITIUS	ENTIRE SAMPLE	US\$	91.3	1	0.91300
MEXICO	ENTIRE SAMPLE	US\$	103.2	1	1.03200
MOROCCO	CASABLANCA & RABAT	MR	120.1	8.9333	10.72889
MOZAMBIQUE	MAPUTO	US\$	100.6	1	1.00600
NAMIBIA	WINDHOEK	NAM\$	102.6	6.4311	6.59831
NETHERLANDS	ENTIRE SAMPLE	EURO	142.8	0.8117	1.15911
NIGERIA	ABUJA	US\$	164.1	1	1.64100
NORWAY	ENTIRE SAMPLE	NK	201.3	6.4116	12.90655
OMAN	MUSCAT	US\$	98.7	1	0.98700
PAKISTAN	ISLAMABAD & KARACHI	US\$	85.0	1	0.85000
PERU	LIMA	US\$	109.6	1	1.09600
PHILIPPINES	MANILA	US\$	73.1	1	0.73100
POLAND	WARSAW	EURO	119.5	0.8117	0.96998
PORTUGAL	ENTIRE SAMPLE	EURO	125.8	0.8117	1.02112
QATAR	DOHA	US\$	91.8	1	0.91800
RUSSIA	MOSCOW	US\$	168.5	1	1.68500
RWANDA	KIGALI	US\$	126.1	1	1.26100
SAUDI ARABIA	JEDDAH & RIYADH	SR	82.7	3.7503	3.10150
SENEGAL	DAKAR	EURO	161.3	0.8117	1.30927

SINGAPORE	SINGAPORE	S\$	107.3	1.676	1.79835
SPAIN	ENTIRE SAMPLE	EURO	131.3	0.8117	1.06576
SUDAN	KHARTOUM	US\$	129.2	1	1.29200
SWAZILAND	MBABANE	RAND	77.5	6.4311	4.98410
SWEDEN	STOCKHOLM	SK	149.6	7.5722	11.32801
SWITZERLAND	ENTIRE SAMPLE	SF	172.8	1.2547	2.16812
SYRIA	DAMASCUS	US\$	103.8	1	1.03800
TAIWAN	TAIPEI	US\$	140.2	1	1.40200
TANZANIA	DAR ES SALAAM	US\$	99.3	1	0.99300
THAILAND	BANGKOK	US\$	80.9	1	0.80900
TUNISIA	TUNIS	US\$	102.1	1	1.02100
TURKEY	ANKARA & ISTANBUL	US\$	157.5	1	1.57500
UGANDA	KAMPALA	US\$	100.7	1	1.00700
UKRAINE	KIEV	US\$	137.9	1	1.37900
UAE	DUBAI & ABU DHABI	US\$	100.5	1	1.00500
UK	ENTIRE SAMPLE	POUND	149.1	0.5519	0.82288
URUGUAY	MONTEVIDEO	US\$	110.8	1	1.10800
VENEZUELA	CARACAS (OFFICIAL RATE)	US\$	97.4	1	0.97400
VIETNAM	HO CHI MINH & HANOI	US\$	84.9	1	0.84900
ZAMBIA	LUSAKA	US\$	118.5	1	1.18500
ZIMBABAWE	HARARE	US\$	152.5	1	1.52500
SOUTH AFRICA	ENTIRE SAMPLE	RAND	88.5	6.4311	5.69152
USA		US\$	100.0	1	1

Table H (See paragraphs 13.13 to 13.16 in the FSD Determination.)

COUNTRY	CURRENCY	COL SEPTEMBER 2004 BASE	USA =	IERF CALCULATED FROM US BASE
INDIA	US\$	90.2	1.0000	0.90200

USA 100 = INDIA 90.2

NOTE: AS THE COL IS LOWER IN INDIA THAN IN THE USA, THE COLA (USA \$49200) ON LEVEL 9 SHOULD BE ADJUSTED IN ACCORDANCE WITH THE DIFFERENCE IN COL BETWEEN THAT OF THE USA AND INDIA. THE IERF IS USED FOR THIS PURPOSE. AS THE MISSION IN INDIA IS PAID IN US DOLLARS THE CURRENCY WILL BE = TO 1. THE IERF IS THEREFORE $1 \times 0.902 = 0.902$. ($\$49200 \times 0.902 = \44376)

Example : Calculation of COLA by means of the IERF

To calculate the equivalent COLA value at salary level 9 for a mission outside the USA, the USA lower quartile COLA (\$ 49200) must be multiplied with the IERF from an USA base 100. The IERF is calculated as follows:

ECA International provides COL indices calculated from an USA basket = 100. The COL survey is conducted during August/September of each

year and will be used to adjust FSD allowances on 1 April of each year. The information used in the example is based on ECA International's September 2005 COL survey.

D. CALCULATION OF DIFFICULT POST ADDITIONAL COST ALLOWANCE (DPACA) - PROCESS

Table I: Calculation of RSA Rand norm amounts in terms of the DPACA (See paragraphs 16.1 to 16.14 in the FSD Determination and paragraph A8 of this Annexure A.)

RSA RAND NORM AMOUNTS					
CALCULATION	%	CATEGORY 1	CATEGORY 2	CATEGORY 3	CATEGORY 4
UNACCOMPANIED	100	0	R16,464	R24,696	R32,928
ACCOMPANIED	150	0	R24,696	R37,044	R49,392
ACCOMPANIED BY MORE THAN ONE	180	0	R29,635	R44,453	R59,270

Formula for category II

R 16,464	100%	=	R16,464	(unaccompanied)
R 16,464	150%	=	R 24,696	(accompanied by one dependant)
R 16,464	180%	=	R 29,635	(accompanied by more than one dependant)

The results below are rounded to the nearest whole currency unit by taking 0,5 and more to 1 and disregarding values of less than 0,5.

Formula for category III

R 16,464	150%	=	R 24,696	(unaccompanied)
R 16,464	225%	=	R 37,044	(accompanied by one dependant)
R 16,4644	270%	=	R 44,453	(accompanied by more than one dependant)

Formula for category IV

R 16,464	200%	=	R 32,928	(unaccompanied)
R 16,464	300%	=	R 49,392	(accompanied by one dependant)
R 16,464	360%	=	R 59,270	(accompanied by more than one dependant)

Table J: Calculation of US Dollar norm amounts of the DPACA (See paragraphs 16.1 to 16.14 of the FSD Determination and paragraph A8 of this Annexure A.)

Example : Missions paid in US Dollars

US DOLLAR NORM AMOUNTS					
CALCULATION	%	CATEGORY 1	CATEGORY 2	CATEGORY 3	CATEGORY 4
UNACCOMPANIED	100	0	\$2,496	\$3,744	\$4,992
ACCOMPANIED	150	0	\$3,744	\$5,616	\$7,488
ACCOMPANIED BY MORE THAN ONE	180	0	\$4,488	\$6,732	\$8,976

Formula for category II

R 16,464 * 0.15152 /12 (rounded) =\$2,496 per annum (unaccompanied)

R 24,696 * 0.15152 /12 (rounded) = \$3,744 per annum (accompanied by one dependant)

R 32, 928 * 0.15152 /12 (rounded) = \$ 4,992 per annum (accompanied by more than one dependant)

The results to be divided by 12 and rounding the results to the nearest whole currency unit by taking 0,5 and more to 1 and disregarding values of less than 0,5 and multiplying results by 12.

Formula for category III

R 24,696 * 0.15152 /12 (rounded) = \$ 3,744 per annum (unaccompanied)

R 37,044 * 0.15152 /12 (rounded) = \$ 5,616 per annum (accompanied by one dependant)

R 44,453 * 0.15152 /12 (rounded) = \$ 6,732 per annum (accompanied by more than one dependant)

The results to be divided by 12 and rounding the results to the nearest whole currency unit by taking 0,5 and more to 1 and disregarding values of less than 0,5 and multiplying results by 12.

Formula for category IV

R 32,928 * 0.15152 /12 (rounded) = \$ 4,992 per annum (unaccompanied)

R 49,392 * 0.15152 /12 (rounded) = \$ 7,488 per annum (accompanied by one dependant)

R 59,270 * 0.15152 /12 (rounded) = \$ 8,976 per annum (accompanied by more than one dependant)

Current rates of exchange applicable for conversion of the DPACA into other foreign currencies are provided hereunder:

Rates of exchange

R1	=	US\$ 0.15152	R6.60
R1	=	Euro 0.12195	R8.20
R1	=	B Pound 0.08547	R11.70
R1	=	S Fr 0.18868	R5.30

The Rand key amount of DPACA is converted into a suitable hard currency key norm amount using an appropriate exchange rate. DPACA annual payment amounts in the applicable foreign currency for each mission where DPACA is payable, are calculated from the Rand (key) amount by using appropriate fixed exchange rates combined with the ratio values between categories of officials and classes of missions as set out at paragraph A8(a) above. *The amounts are rounded to be divisible by 12.*

In the case of the spouse of an official being employed at the same mission as the official, the DPACA shall be paid to the official. However, this may be split on a 50/50 basis as requested and as provided for in the rules for payment for DPACA.

Table K: Calculation of different DPACA norm amounts in different foreign currencies

US DOLLAR NORM AMOUNTS					
CALCULATION		CATEGORY 1	CATEGORY 2	CATEGORY 3	CATEGORY 4
UNACCOMPANIED	100	0	\$2,496	\$3,744	\$4,992
ACCOMPANIED	150	0	\$3,744	\$5,616	\$7,488
ACCOMPANIED BY MORE THAN ONE	180	0	\$4,488	\$6,732	\$8,976

SFr NORM AMOUNTS					
CALCULATION		CATEGORY 1	CATEGORY 2	CATEGORY 3	CATEGORY 4
UNACCOMPANIED	100	0	SFr. 3,108	SFr. 4,656	SFr. 6,216
ACCOMPANIED	150	0	SFr. 4,656	SFr. 6,984	SFr. 9,324
ACCOMPANIED BY MORE THAN ONE	180	0	SFr. 5,592	SFr. 8,388	SFr. 11,184

EURO NORM AMOUNTS					
CALCULATION		CATEGORY 1	CATEGORY 2	CATEGORY 3	CATEGORY 4
UNACCOMPANIED	100	0	€2,004	€3,012	€4,020
ACCOMPANIED	150	0	€3,012	€4,512	€6,024
ACCOMPANIED BY MORE THAN ONE	180	0	€3,612	€5,424	€7,224

B POUND NORM AMOUNTS					
CALCULATION		CATEGORY 1	CATEGORY 2	CATEGORY 3	CATEGORY 4
UNACCOMPANIED	100	0	£1,404	£2,112	£2,820
ACCOMPANIED	150	0	£2,112	£3,168	£4,224
ACCOMPANIED BY MORE THAN ONE	180	0	£2,532	£3,804	£5,064

E. CALCULATION OF CHILD ALLOWANCE (CA) - PROCESS

Table L: Calculation of CA norm amount indicating the difference between CA for a child accompanying the official abroad and the CA for a child remaining in the RSA (See paragraphs 17.1 to 17.7 in the FSD Determination and paragraph A9 of this Annexure A.)

CALCULATION OF CA NORM AMOUNT INDICATING THE DIFFERENCE BETWEEN CA FOR A CHILD ACCOMPANYING THE OFFICIAL ABROAD AND THE CA FOR A CHILD REMAINING IN THE RSA	CHILD WHO ACCOMPANIES OFFICIAL ABROAD (US\$ HARD CURRENCY)	CHILD WHO REMAINS IN THE RSA
NORM AMOUNT FOR 2005	\$2,400	R7,944
CPI AVERAGE FOR 2005	3.4% USA	3.4% RSA
NORM AMOUNT PLUS CPI	\$2,481.60	R8,214.10
CA ROUNDED (to be divisible by 12): 1 APRIL 2006	\$2,484.00	R8,220.00

THE TABLE ABOVE REFLECTS THE CPI ADJUSTMENT FOR 2005 WHICH RESULTS IN THE CURRENT CA VALUE AS INDICATED IN 17.4. THE CA FOR EACH COUNTRY IS CALCULATED ON THE SAME BASIS AS THE COLA.

Example

COUNTRY	CUR	COL SEP 2002 BASE	USA =	IERF CALCULATED FROM US BASE
INDIA	US\$	90.2	1.0000	0.9020

USA 100 = INDIA 90.2

As the COL is lower in India than in the USA, the CA should be adjusted in accordance with the difference in COL between that of the USA and India. The IERF is used for this purpose. As the mission in India is paid in US Dollars the currency will be = to 1.

The IERF is therefore $1 \times 0.902 = 0.902$. The US\$ CA amount (\$2484) is multiplied with the IERF $0.902 = \$2244$ (rounded: divisible by 12).

The result to be divided by 12 and rounded to the nearest whole currency unit by taking 0,5 and more to 1 and disregarding values of less than 0,5 and multiplying results by 12.

COUNTRY	CURRENCY	IERF	CHILD ALLOWANCE
INDIA	US\$	0.9020	\$2244

The amount of \$2,244 per annum would be paid in respect of each child that has accompanied the official to India.