

Board Committees continued

Transformation Committee

The Transformation Committee consists of the following Non-Executive Directors:

- Mr FD Ntombela (Chairperson)
- Mr MJ Rabodila
- Ms PP Msweli
- Mr T Hickman
- Pastor C Kai

The purpose of the Committee is to:

- produce ground breaking intervention in transformative programmes led by the JPC;
- ensure the alignment of transformation with the proposed JPC Corporate Strategy;
- define how JPC will transform the property industry;
- develop the Transformation Policy, Strategy and Implementation Plan; and
- support the Transformation Strategic Framework through monitoring the development of detailed plans that ensure that every department within the Company delivers on transformation.

The Committee met two times for the period under review. Details of Directors' attendance of the Transformation Committee are set out in Chapter 5.

Director's Remuneration

Entity's remuneration policy

The directors of the JPC Board are appropriately rewarded for their valuable contribution to the Company. In line with King III the remuneration committee governs the remuneration process and recommends amounts to be paid to the Board.

As required by the Companies Act and other applicable municipal laws, directors' remuneration is approved by the shareholder.

Non-Executive Director fees comprise a base and an attendance fee component.

Name of Director	Meetings attended	Directors' Payments			Total
		Emoluments	Meetings attended as at 30 June 2015 (%)	Retainer charge relating to 2014 – 2015	
Mr A Mabizela	18	188 976.00	87	45 626.00	234 602.00
Mr T Hickman	19	125 942.00	86	22 816.00	148 758.00
Mr J Mabaso	17	84 078.00	94	13 309.33	97 387.33
Prof AN Nevhutanda	18	90 283.00	90	22 816.00	113 099.00
Mr N Rau	11	52 582.00	55	–	52 582.00
Ms PP Msweli	18	86 020.00	89	22 816.00	108 836.00
Mr MJ Rabodila	25	137 749.00	92	22 816.00	160 565.00
Mr FD Ntombela	28	140 491.00	100	22 816.00	163 307.00
Mr MM Morojele	16	80 113.00	79	22 816.00	102 929.00
Dr D Sekhukhune	–	–	–	19 840.00	19 840.00
Ms S Childs	–	–	–	19 840.00	19 840.00
Pastor MC Kai	7	36 514.00	100	9 506.67	46 020.67
Dr N Mabuya	6	30 810.00	100	9 506.67	40 316.67
Ms B Lombard	3	12 900.00	–	–	12 900.00
Total		1 066 458.00		254 524.67	1 320 982.67

Independent Audit Committee Members' Remuneration

Name of Director	Meetings attended	Directors' Payments			Total
		Emoluments	Meetings attended as at 30 June 2015 (%)	Retainer charge relating to 2014 – 2015	
Mr V Mokoena	7	36 208.00	71%	22 816.00	59 024.00
Ms T Molala	6	30 504.00	83%	13 309.33	43 813.33
Mr G Mufana	6	26 288.00	71%	22 816.00	49 104.00
Mr Y Gordhan	1	5 704.00	100%	9 506.67	15 210.67
Total		98 704.00		68 448.00	167 152.00

Senior Management Remuneration

Employee No	Name	Basic salary ytd	Travel allowance	Leave pay	Settlement pay	Performance bonus	Acting allowance	Company contributions	Total
196	Ms HM Botes	1 219 200.72	249 999.96	269 838.39	–	290 563.79	–	22 648.34	2 052 251.20
247	Mr IM Bhamjee	1 042 639.04	96 000.00	–	–	149 098.10	–	243 231.54	1 530 968.68
601	Mr SZ Mntungwa	1 107 645.96	–	–	–	110 982.41	–	261 479.86	1 480 108.23
158	Ms ES Pedro	646 535.12	–	59 670.98	–	127 139.60	–	159 116.33	992 462.03
212	Mrs KQ Muthwa	606 646.74	–	154 971.07	–	136 337.87	–	153 926.70	1 051 882.38
268	Ms V Morgan	903 598.32	–	–	–	118 460.30	79 297.69	212 166.47	1 313 522.78
545	Mr F Sardonos	1 057 778.76	–	–	–	138 673.11	–	251 502.18	1 447 954.05
MTC064	Mr MJ Mashele	534 996.21	–	49 376.67	917 136.40	–	–	124 358.15	1 625 867.43
FMM	Mr B Gowrie-Sunker	811 297.24	–	57 493.44	–	111 793.92	92 916.00	232 325.14	1 305 825.74
Total		7 930 338.11	345 999.96	591 350.55	917 136.40	1 183 049.10	172 213.69	1 660 754.71	12 800 842.52