



REMUNERATION COMMITTEE

The auditor-general determines the terms and conditions of employment of all employees in the organisation. The remuneration committee (remco) provides the auditor-general with specialised advice on remuneration and related issues, which is considered before the auditor-general makes a final decision. It also provides advice on industry developments in remuneration frameworks. Remco is reviewed annually for independence.

In addition, the amended PAA mandates remco to make recommendations to the independent commission for the remuneration of public office bearers on the salary, allowances and benefits of the auditor-general.

During the year, the committee met three times to deliberate on the following areas:

- Annual salary increase and performance bonuses
- Financial position update and the scenario planning going forward
- Proposed changes to the date for salary increases (from August to April)
- Audit engagement plans that could affect our funding and reward structure
- Consideration of consultation process for the auditor-general's remuneration

Knowledge, skills and competencies of the remco members

DR MARK BUSSIN 58

BSc, HDPM, MM, D Com,
Master Reward Specialist
Date of appointment: 2007
Chairperson



Mark serves on several boards, human resource/remuneration and audit committees. He held global executive positions at three multinationals and was a professor at various universities.

MR BERNARD NKOMO 61

BCom, Advanced Executive Development
Programme, Senior Management
Development Programme
Date of appointment: 2008



Bernard has over 18 years of senior management experience in finance and human resource reward management at various companies. He currently consults in human resources and reward management.

MS MPUSENG TLHABANE 59

B Admin Ind Psych, MDP, MyPDA
Coach Analyst, FLA Coach, NLP
Practitioner, Master HR Practitioner
Date of appointment: 2008



Mpuseng has 27 years of experience as a human resource practitioner, 15 at executive level and seven years at her own consulting company. She has served on the human capital & ethics committee of an SOE since November 2019.

MS NAZLIE SAMODIEN 51

B Soc. Science, PDM,
M Dip (HR), GRP, Master
Reward Specialist
Date of appointment: 2009



Nazlie has 10 years of generalist HR experience and over 15 years in specialist remuneration. The last 10 years have been at senior management and executive levels. She was also the president of the South African Reward Association.