**ANNEXURE A**

Website subscription to two online products:

General Staff Survey and Top Executive Survey for two (02) years FY2025/2026 and FY2026/2027

**NB: THE SSA WILL NOT PARTICIPATE IN ANY SURVEYS AND COMPULSORY DEMONSTRATION OF THE SYSTEM REQUESTED.**

1. **GENERAL STAFF SURVEY**

To provide market data for levels of staff from lower level income to middle/line management across all industries with data for benchmarked positions.

National analysis on: salary tables for each position containing pay and benefit details analysed into pay ranges showing number of lines of data, percentiles, basic, guaranteed and annual cost of employment and detailed fringe benefits. Further selections for industry and locations.

Tables for salaries by grade of Paterson, Peromnes & Hay job evaluation systems, by category, industry and location.

Salary projections for the next 12 months.

Comparative rations and employment equity profiles.

Functionalities to extract reports.

Saved to PDF, Word and Excel spreadsheet.

Commentary on cash and non-cash policies and best practice including: salary trends and projections, salary admin and pay policies, staff benefits, conditions of employment and staff turnover.

Access to 13 industry selections. Construction, consumer goods manufacturing, financial institutions, industrial equipment manufacture and supply, information technology (computer hardware and software and telecommunications), materials manufacture, mining, non-profit organisations, primary production, retail, sales, marketing and distribution, service industries and transport and state owned enterprises.

1. **TOP EXECUTIVE SURVEY**

An analysis of South African executive remuneration and benefits for 13 core benchmark executive positions and 23 additional positions. Research results analysed by executive grade, the PEMP Model and by five organisational size criteria.

Analysis and trends on: global and national trends in executive remuneration, executive benefits and employment practices, international pay comparisons, staff turnover, historical and projected salary movements and non-executive directors’ survey.