



Gaming & Lotteries Industry

Salary Survey Report (June 2016)

Key Occupations



SALARY SURVEY

- This survey contains up-to-date salary information as well as regional differences in remuneration using actual salary offerings from Career Junction, Pnet and Payscale websites.
- The salary is a median in the range per occupation.
- It represents monthly 'cost to company' remuneration and only serve as an indication of the median salary offerings for each occupation.
- There are regional and company differences (depending on pay scales) in the median per occupation. These should be considered.

WAGE PRESSURE ANALYSIS

- Wage pressure analysis is generally used to detect the emergence of skills shortages by monitoring the growth of wages in specific occupations and sectors.
- If detected, above-the-average wage growth may be signalling situations where employers are facing skills shortages and where increases in wages are functional to attract/hire workers whose skills are in high demand in the labour market but cannot be found at the current wage.
- However, wage pressure analysis should be used conclusively to draw finding on indicative skills shortages. There are instances wherein wage growth is a result of collective bargaining negotiations, rather than recruitment difficulties or excessive labour demand.
- Therefore, it is advisable to use a comprehensive array of labour market-based indicators, with wage pressure being one, for determining skills shortages. Reliance on a composite of labour market signals and indicators allow the analyst to form judgments on the basis of the weight of market evidence.
- Using a base inflation rate of 6.2% (May 2016), we identify above inflation wage increases.

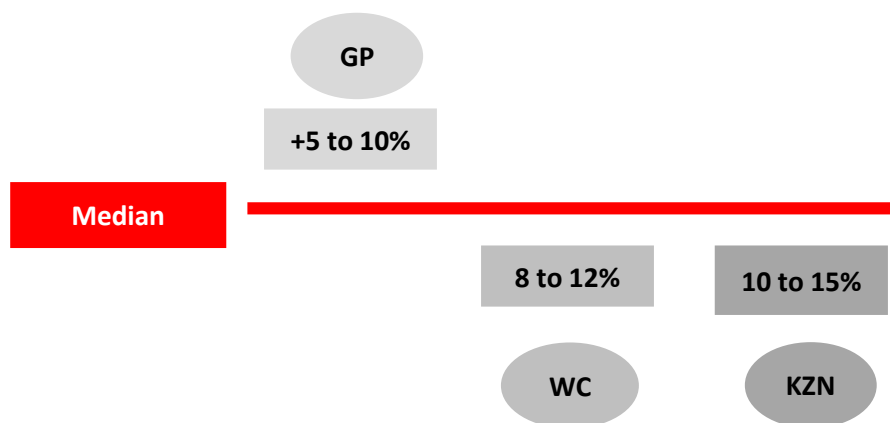


Managers

OCCUPATIONS AND SALARIES IN GAMING AND LOTTERIES			
OCCUPATONS	MEDIAN MONTHLY SALARY (R)		% CHANGE
	2015	2016	
Director (Enterprise / Organisation)	39.966	43.144	+12
Small Business Manager	23.375	25.000	+5
Office Manager	12.350	13.000	+5
General Manager	25.330	27.384	+7.5
Gaming Manager	23.319	25.210	+7.5
Surveillance Manager	18.377	19.975	+8
Shift Manager	23.697	25.210	+6
Slots Manager	23.926	25.866	+7.5
Betting Agency Manager	25.193	27.384	+8
Racing Manager	24.642	R27.080	+9
Lottery Manager	35.507	R38.180	+7
Human Resource Manager	21.380	22.990	+7
Marketing and Sales Manager	23.248	24.732	+6
Public Relation Manager	18.318	19.488	+6
Project Manager	28.503	30.323	+6

NOTE: Above inflation (6.2%) increases in bold print are indicative of skills shortages.

Main Regions



Salary offerings for Managers seem to be considerably lower in the Western Cape and KwaZulu-Natal compared to Gauteng.

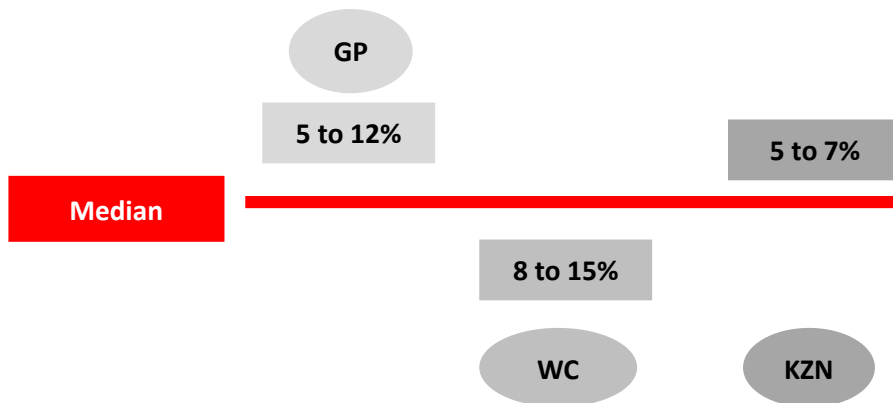


Professionals

OCCUPATIONS AND SALARIES IN GAMING AND LOTTERIES			
OCCUPATIONS	MEDIAN MONTHLY SALARY (R)		% CHANGE
	2015	2016	
Accountant (General)	18.096	19.048	+5
Economist	17.801	18.738	+5
Training Development Professional	26.320	28.000	+6
Program / Project Administrator	16.424	17.289	+5
Trainer	9.454	10.277	+9
Jockey	17.487	19.430	+10
Systems & Network Administrator	24.073	27.671	+13

NOTE: Above inflation (6.2%) increases in bold print are indicative of skills shortages.

Main Regions



Salary offerings for Professionals seem to be considerably lower in the Western Cape compared to KwaZulu-Natal and Gauteng.

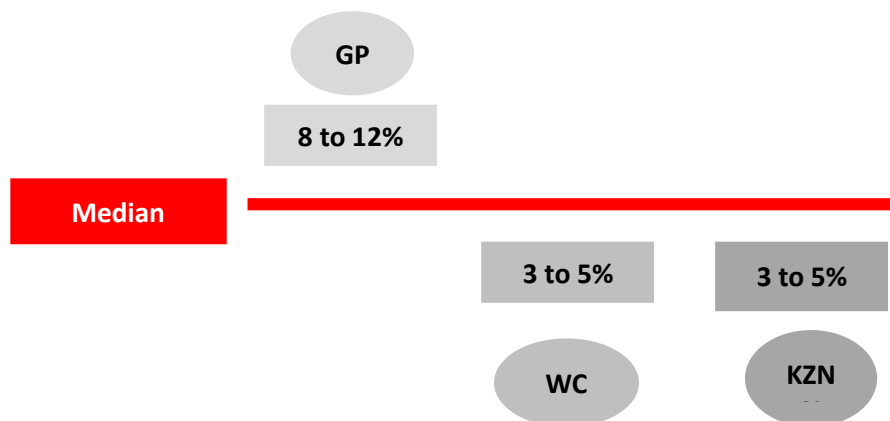


Technicians & Associate Professionals

OCCUPATIONS AND SALARIES IN GAMING AND LOTTERIES			
OCCUPATIONS	MEDIAN MONTHLY SALARY (R)		% CHANGE
	2015	2016	
Gaming Inspector	9.232	09.822	+6
Gaming Dealer	9.236	09.826	+6
Gaming Supervisor	11.577	12.316	+6
Gaming Pit Boss	11.453	12.316	+7
Gaming Table Operators	9.236	09.826	+6
Croupier	7.628	R 8,115	+6
Floor Supervisor	11.700	12.316	+6
Arts and Culture Administrators	17.844	18.983	+6
Bookkeeper	10.843	11.660	+7

NOTE: Above inflation (6.2%) increases in bold print are indicative of skills shortages.

Main Regions



Salary offerings for Technicians and Associate Professionals seem to be considerably lower in the Western Cape and KwaZulu-Natal compared to Gauteng.

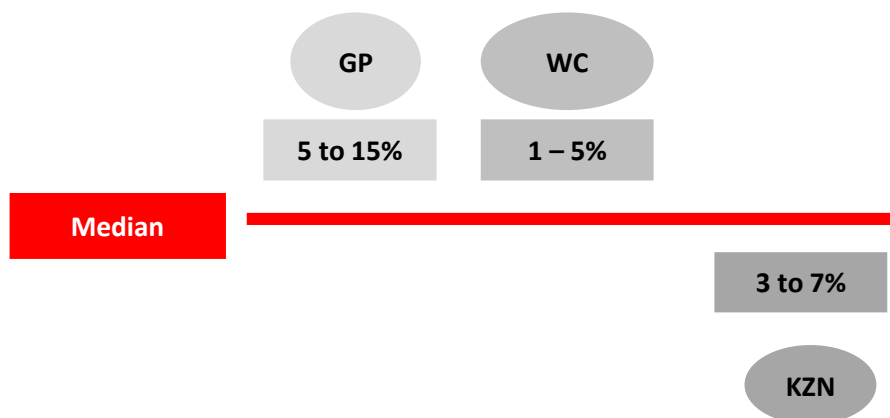


Service and Sales Workers

OCCUPATIONS AND SALARIES IN GAMING AND LOTTERIES			
OCCUPATIONS	MEDIAN MONTHLY SALARY (R)		% CHANGE
	2015	2016	
Bookmaker	8.634	9.385	+8
Cashier	5.879	6.189	+5

NOTE: Above inflation (6.2%) increases in bold print are indicative of skills shortages.

Main Regions



Salary offerings for Service and Sales Workers seem to be considerably lower in KwaZulu-Natal compared to Western Cape and Gauteng.

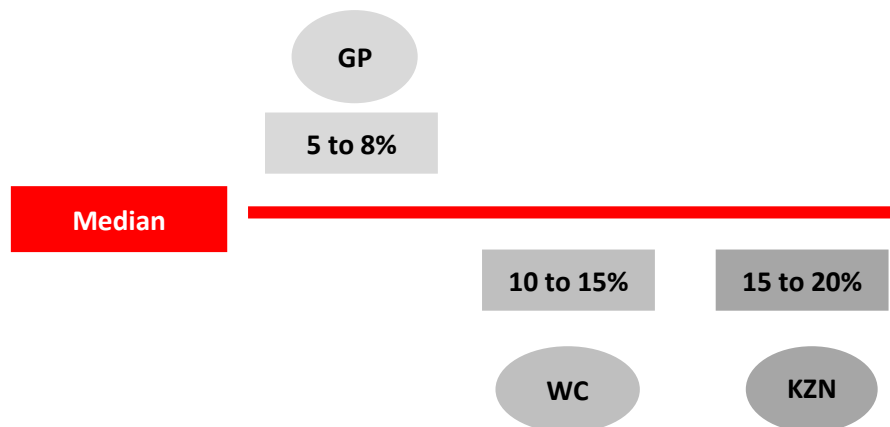


Clerical Workers

OCCUPATIONS AND SALARIES IN GAMING AND LOTTERIES			
OCCUPATIONS	MEDIAN MONTHLY SALARY (R)		% CHANGE
	2015	2016	
Bookmaker's Clerk	7.628	R 8,115	+6
Counter Clerk	6.220	R 6,548	+5
General Clerk	7.361	R7.749	+5

NOTE: Above inflation (6.2%) increases in bold print are indicative of skills shortages.

Main Regions



Salary offerings for Clerical Workers seem to be considerably lower in the Western Cape and KwaZulu-Natal compared to Gauteng.

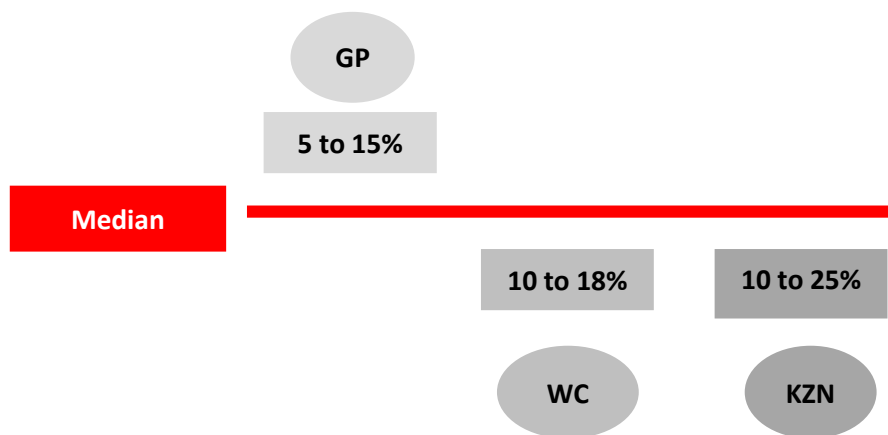


Craft Trades

OCCUPATIONS AND SALARIES IN GAMING AND LOTTERIES			
OCCUPATIONS	MEDIAN MONTHLY SALARY (R)		% CHANGE
	2015	2016	
Electrical Equipment Mechanician	13.073	13.761	+5
Electrician	20.583	22.870	+10
Plumber	17.838	19.390	+8

NOTE: Above inflation (6.2%) increases in bold print are indicative of skills shortages.

Main Regions



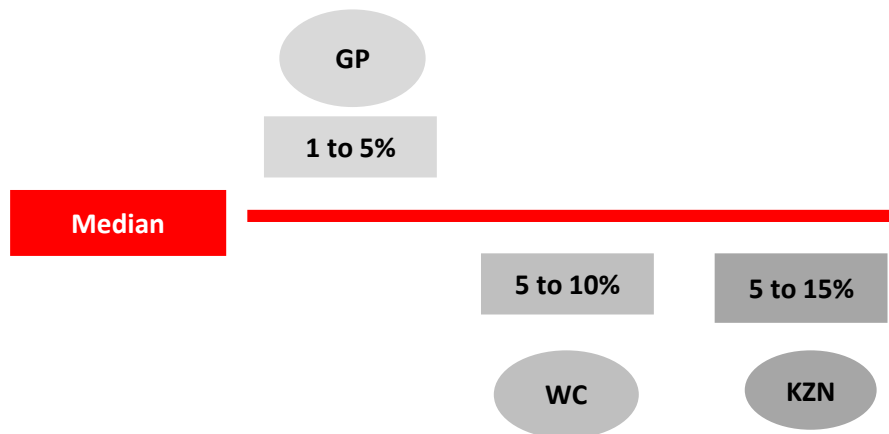
Salary offerings for Craft Workers seem to be considerably lower in the Western Cape and KwaZulu-Natal compared to Gauteng.



Elementary Occupations

OCCUPATIONS AND SALARIES IN GAMING AND LOTTERIES			
OCCUPATIONS	MEDIAN MONTHLY SALARY (R)		% CHANGE
	2015	2016	
Handyperson	5.940	R6.320	+6
Cleaner	1.411	R1.500	+6

Main Regions



Salary offerings for Elementary Workers seem to be considerably lower in the Western Cape and KwaZulu-Natal compared to Gauteng.