

Averile Ryder Global Reward Specialists (Pty) Limited
July 2019 – NPO Salary Surveys – List of Participant Organisations’ and by Operating Budget / Turnover

1. LIST OF PARTICIPANT ORGANISATIONS

A total of ninety-one (91) NPO organisations, employing approximately 15 000 staff participated in the ARGRS - July 2019 - NPO Salary Surveys. We have made every to sort the NPO participant organisations in the correct NPO Sector and based on their relevant NPO market comparator organisations and “**where the participant NPO organisations would lose their labour to or draw their labour from**”. Table 1, below shows the names and breakdown of participating organisations by NPO sector:

TABLE 1 - Analysis by names of participant organisations' by NPO sector

NPO Sector	Participant Organisations	No. of organisations per NPO Sector
Community / Social Services	<ul style="list-style-type: none"> • Abraham Kriel Bambanani • Africa Disability Alliance • Afrika Tikun • BADISA • Beautiful Gate South Africa • Child Welfare South Africa –Edenvale • CHOC – Childhood Cancer Foundation • Connect Christian Network NPC • Eastern Cape Refugee Centre • Ethelbert Child and Youth Care Centre • Future Families • Imisebe Yethemba trading as Rays of Hope • Kids Haven • Little Eden Society • National Sea Rescue Institute of South Africa • Reach for a Dream Foundation • TAFTA - The Association for the Aged • The Wot-if? Trust • Thembalethu Development NPO 	19
Education, Training & Development	<ul style="list-style-type: none"> • Adopt a School Foundation • Africa Foundation Trust • Black Umbrellas NPC • Chrysalis Academy • Columbia Leadership Trust • DAG – Development Action group • Early Learning Resources Unit • Enke Make your Mark • Grassroots Soccer • Hand in Hand South Africa • Independent Examinations Board NPC • Kagiso Shankduka Foundation Trust • MAD - Make A Difference Leadership Foundation • Moshal Scholarship Program South Africa • Plan Act • SAIDE – South African Institute for Distance Education • SchoolNet South Africa • The Nal’bali Trust • Theological Education by Extension College 	21

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NPO Sector	Participant Organisations	No. of organisations per NPO Sector
	<ul style="list-style-type: none"> • Uniting Presbyterian Church of Southern Africa 	
Legal	<ul style="list-style-type: none"> • Legal Resources Centre • Nelson Mandela University Refugee Rights Centre • Women’s Legal Centre 	3
Monitoring, Research, Publications & Media	<ul style="list-style-type: none"> • Afesis-Corplan • AFRA – Association for Rural Advancement • Africa Check • AmaBhungane Centre for Investigative Journalism NPC • Bench-Marks Foundation • Corruption Watch • Gender Links • ISS – Institute for Security Studies • Media Monitoring Africa • OXFAM South Africa • SOS: Support Public Broadcasting Coalition • The Helen Suzman Foundation Trust • Unity Incorporation NPC 	13
Global	<ul style="list-style-type: none"> • AGS - Africa Group of Sweden • International Federation of the Red Cross & Red Crescent Societies • Khusel’Indalo – Trading as Conservation South Africa • Norwegian Church Aid • Norwegian People’s Aid • Pro-Helvetia Johannesburg 	6
Grant Making	<ul style="list-style-type: none"> • Charles Stewart Mott Foundation • Cyril Ramaphosa Foundation • Ford Foundation • The D.G. Murray Trust • The RAITH FOUNDATION • Ubuntu Community Chest • Zenex Foundation 	7
Health Care Program(s)	<ul style="list-style-type: none"> • Aids Foundation South Africa • Anova Health Institute • HST – Health Systems Trust • Ibis Reproductive Health Inc. • JPS Africa NPC • Marie Stopes South Africa • Médecins Sans Frontières Belgium Trust South Africa • Mothers2mothers • NACOSA (Networking HIV / AIDS Community of South Africa) • SEAD (Pty) Limited • SAT SRHR Africa Trust • TB HIV Care NPC • The Aurum Institute • The Valley Trust 	14

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NPO Sector	Participant Organisations	No. of organisations per NPO Sector
Social Housing	<ul style="list-style-type: none"> • Capital City Housing NPC • Communicare NPC • Emalahleni Housing Company • Imizi Housing Utility NPC • NASHO • OHHA – Own Haven Housing Association • OHPM – Own Haven Property Management • SOHCO NPC 	8
Total 2019 NPO Survey Participant Organisations		91

2. Breakdown of NPO organisations’ sector and operating / turnover budget classification

Table 2 below, shows a breakdown by annual operating / turnover budget classification

TABLE 2 – NPO participant organisations analysed by annual operating budget / turnover for the current financial year in ZAR

Data NPO Sector	NPO Participant Organisations Size by Annual Operating / Turnover Budget in ZAR											
	Up to 5.0 Million	5.1 – 10.0 Million	10.1 – 20.0 Million	20.1 - 30.0 Million	30.1 – 50 Million	50.1 – 75.0 Million	75.1 - 100 Million	101 - 200 Million	200.1 - 300 Million	301 – 500 Million	501 – 1.0 Billion	1.1 Billion +
Community / Social Services	3	5	1	3	1	1	1	3			1	
Education, Training & Development		4	6	1	2	3	1	4				
Global			5		1							
Grant Making	1		1			2	1	1		1		
Medical / Health Care Program(s)			2			1	2	2	2	2	2	1
Research, Publications & Media	2	5	3	1	2	1	1	1				
Social Housing	2		1	1	1	2		1				
Totals	8	14	19	6	7	10	6	12	2	3	3	1