



SmartCommute™

Staff Mobility Assistance & Recognition Tool — Commuter Resilience Partnership

Administered by CDII NPC

PBO 930 041 456 | B-BBEE Level 1

s18A Authorised | Reg. 2012/201981/08

CONTINUOUSLY AVAILABLE | FIXED 3-MONTH TERM PER EMPLOYER,
RENEWABLE BY NEW WRITTEN AGREEMENT

CPI, YEAR-ON-YEAR

5.0%

Stats SA, June 2026

TRANSPORT INFLATION, YOY

12.7%

Stats SA, June 2026

REAL TAKE-HOME PAY, YOY

≈-3.6%

PayInc index, July 2026

Why This Programme Exists

- 1

Sustained, multi-factor pressure. CPI running at 5.0% year-on-year and transport inflation at 12.7% year-on-year, compounding across food, transport, and general costs — not driven by any single cause.
- 2

Real take-home pay eroding. Down approximately 3.6% year-on-year as wage growth lags behind sustained inflation.
- 3

Historical trigger. Petrol prices reached a record high in April/May 2026 before easing — one contributing factor among several, not the sole driver, and the broader pressure it exposed has persisted since.

The message your employees need to hear: "The Company acknowledges the real, ongoing cost-of-living creep impacting households. This once-off intervention provides targeted relief without creating contractual precedent."

Programme Parameters

Programme period	Continuously available; each employer's participation is a fixed 3-month term from their own start date
Renewal	By new written agreement between employer and CDII — PP&MA
Payment range	R550–R600/employee/mth (by salary Band)
Bands A / B / C	R600 (NMW–R14,180.80) · R575 (R14,180.80–R22,466.74) · R550 (R22,466.74–R30,752.69) /month
SARS Code	3601 — PAYE at marginal rate
Primary tax	s11(a) — staff welfare expenditure
UIF / SDL	Do not apply
B-BBEE SED	Pooled contributions only (not own employees)
Admin fee	7.5% of disbursement to CDII

How it works — 5 steps

- 1

Letter of Intent — Employer signs. CDII issues full document pack.
- 2

Board Resolution — Passed using CDII template (BR v7.6).
- 3

PP&MA Executed — Programme Participation & Master Agreement (v1.1) signed.
- 4

Employee enrolment — EAF forms completed. Payroll configured.
- 5

Monthly disbursement — Via SmartCommute™ Fund. Disbursement Notice to employer. Separate payslip line.

Payslip label: "Social Ex Gratia Payment — Code 3601 (PAYE Applicable at Marginal Rate)"

What your company receives

- 1

s11(a) tax deduction
Staff welfare, for your own employees. *Confirm with your tax adviser.*
- 2

s18A or SED (never both)
Pooled contributions only. *Where criteria are satisfied.*
- 3

Preferential Procurement points
Admin fee to CDII (Level 1 / 135% multiplier). *Where criteria are satisfied.*
- 4

ESG Impact Report
Documented community and workforce outcomes. Named acknowledgement. *Annual + per project.*
- 5

Full governance pack
Board Resolution template, PP&MA, Disbursement Notices, acknowledgement letter — for audit files and board reporting.

ABOUT CDII

Community Development Initiatives International NPC
Reg. 2012/201981/08 | PBO 930 041 456 | B-BBEE Level 1
s18A Authorised | IR Reg. 2025-008244

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All tax, B-BBEE, and statutory statements subject to applicable codes, SARS assessment, and criteria satisfaction. s11(a) for own-employee participation (not s18A or SED); pooled contributions may qualify for s18A or SED, never both. Confirm eligibility with your own advisers. UIF/SDL do not apply (Code 3601, Social Ex Gratia Payment). Indicators: CPI and transport inflation, Stats SA, June 2026; real take-home pay, PayInc index, July 2026.