



the dpsa

Department:
Public Service and Administration
REPUBLIC OF SOUTH AFRICA

Private Bag X916, PRETORIA, 0001 Tel: (012) 336 1000, Fax (012) 326 7802
Private Bag X9148, Cape Town, 8000. Tel: (021) 467 5120, Fax (021) 465 5484

Inquiries : V. Sakala
Telephone : (012) 336-1336
File : 16/P

TO ALL HEADS OF NATIONAL/PROVINCIAL DEPARTMENTS AND PROVINCIAL ADMINISTRATIONS

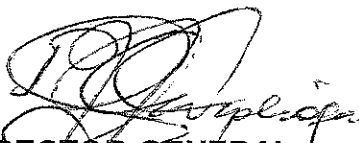
INTERPRETATION OF THE IMPLEMENTATION DIRECTIVE ON THE AMENDMENT TO PSCBC RESOLUTION 3 OF 2009 AND THE GRADING OF JOBS/POSTS ON SALARY LEVELS 9/10 AND 11/12.

1. The implementation circular on the amendment to PSCBC Resolution 3 of 2009 and the grading of jobs/posts on salary levels 9/10 and 11/12 was disseminated to departments on February 25, 2013.
2. It has come to our attention that certain departments are not implementing the directive according to the decisions agreed upon in the PSCBC, especially paragraph 5(a) (iv) that reads as follows:

To ensure that the implementation of Clause 18.1 of the Resolution is done in a uniform manner, the MPSA directed in terms of PSR Chapter 1, Part I G - *"that only employees serving in posts that were graded on salary levels 10 and 12 since the implementation of Resolution 3 of 2009 up to and including 31 July 2012, be automatically absorbed into the regraded posts with effect from 1 August 2012, on condition that such posts were previously job evaluated and graded at salary levels 10 or 12 in terms of the revised job weight ranges as specified in terms Circular 16/P dated 12 September 2011"*.

3. Departments are advised to read paragraph 5(a) (iv) in conjunction with paragraph 5(b) (iv) to (vi) in respect of corporate services (Program 1) jobs/posts, therefore by implication, paragraph 5(a) (iv) **does not include** corporate services (Program 1) jobs/posts. Departments are obliged to consult the DPSA for verification of corporate services (Program 1) jobs/posts graded on salary levels 9, 10, 11 or 12 before advertising or filling such jobs/posts irrespective of whether they are existing, newly created or redefined.

4. Posts/jobs that were advertised and filled after August 1, 2012 on salary levels 9 or 11 will have to be dealt with in line with the provisions of the implementation directive of February 25, 2013.
5. Where departments have already upgraded and absorbed employees on salary levels 10 and 12 corporate services (Program 1) jobs/posts prior to the dissemination of the interpretation directive should reverse such irregular upgrades and overpayments must be recovered. The necessary remedial administrative actions must be undertaken by the relevant accounting officers.



DIRECTOR-GENERAL
DATE: 15/03/2013