



the dpsa

Department:
Public Service and Administration
REPUBLIC OF SOUTH AFRICA

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File : 18/4/2

TO ALL HEADS OF NATIONAL/PROVINCIAL DEPARTMENTS AND PROVINCIAL ADMINISTRATIONS

COST-OF-LIVING ADJUSTMENT FOR SPECIAL ADVISERS APPOINTED IN TERMS OF SECTION 12A OF THE PUBLIC SERVICE ACT, 1994: 01 JANUARY 2012 AND 01 APRIL 2012 RESPECTIVELY

1. The Minister for Public Service and Administration has approved the annual cost-of-living adjustment for Special Advisers appointed in terms of section 12A of the Public Service Act, 1994 effective from 1 January 2012 and 1 April 2012 respectively.
2. Attached to this letter please find the Minister for Public Service's communiqué and the updated Dispensation for the appointment and remuneration of persons (Special Advisers).
3. Kind regards.

A DIRECTOR-GENERAL
DATE: 2012/12/05



MINISTRY
PUBLIC SERVICE AND ADMINISTRATION
REPUBLIC OF SOUTH AFRICA

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Dear Colleague

COST-OF-LIVING ADJUSTMENT for SPECIAL ADVISERS APPOINTED IN TERMS OF SECTION 12A OF THE PUBLIC SERVICE ACT, 1994: 01 JANUARY 2012 AND 01 APRIL 2012 RESPECTIVELY

I have determined the annual cost-of-living adjustment for Special Advisers for the 2012 financial year as follows:

- An 4.5%, effective from 01 January 2012.
- An 0.5%, effective from 01 April 2012.

I have also determined 1 April as the future cost-of-living adjustment date for Special Advisors. Therefore, the next cost-of-living adjustment will be 1 April 2012.

The hourly rates applicable to part-time Special Advisers (those Special Advisers who devote less than 40 hours per week to their duties as Special Adviser) are proportionally derived from the inclusive flexible remuneration packages payable to equally graded full-time equivalents. The hourly rates for part-time Special Advisers are therefore also adjusted accordingly.

The Dispensation for the Appointment and Remuneration of Special Advisers, which includes the revised inclusive flexible remuneration packages and translation keys to translate Special Advisers to their revised salaries effect from 01 January 2012 and 1 April 2012 respectively, is available on the DPSA's website (<http://www.dpsa.gov.za>).

Full-time Special Advisers have the opportunity to structure the flexible portion of their packages according to their needs within the parameters contained in the Dispensation. A Model (Excel spreadsheet) to assist full-time Special Advisers to structure their packages is available on the DPSA's website.

The expenditure emanating from the adjustments has to be defrayed from your Department's budget allocation.

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Please note that PERSAL will not implement the salary increases programmatically (automatically). Therefore, I will appreciate it if your Department would implement these adjustments as soon as possible.

Kind regards

A handwritten signature in black ink, appearing to be 'LN Sisulu', written in a cursive style.

LN Sisulu, MP
Minister for Public Service and Administration
Date