



the dpsa

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TO ALL HEADS OF NATIONAL/PROVINCIAL DEPARTMENTS AND PROVINCIAL ADMINISTRATIONS

DPSA CIRCULAR 5 OF 2016

IMPROVEMENT IN CONDITIONS OF SERVICE OF MEMBERS OF THE SENIOR MANAGEMENT SERVICE (SMS): 1 JANUARY 2016

Introduction

1. The Circular deals with the Minister for the Public Service and Administration's (MPSA's) determination for the 2016 SMS cost-of-living adjustment, effective from 1 January 2016.

Scope of applicability

2. The determination applies only to SMS members who are appointed in terms of the following Acts:-
 - 2.1 Public Service Act, 1994.
 - 2.2 Correctional Services Act, 1998.
3. The MPSA's determination is also applicable to SMS members in SA Social Security Agency (SASSA) in terms of the SASSA Remuneration, Grading and Performance Management Framework, effective from 1 January 2016.
4. The Ministers of Police, Defence and Military Veterans and Justice and Correctional Services will make appropriate determinations for SMS members employed in terms of the following Acts:
 - 4.1. South African Police Service Act, 1995.
 - 4.2. Defence Act, 2002.
 - 4.3. National Prosecuting Authority Act, 1998.

Determination

5. In terms of section 3(5)(a) of the Public Service Act, 1994, as amended, read with the Public Service Regulations (Chapter 4, Part 4, Section B1), the MPSA determined/approved the following for SMS members employed in terms of the Public Service Act, 1994 and the Correctional Services Act, 1998, effective from 1 January 2016, delinked from performance:

- 5.1. Differentiated cost-of-living adjustment of –
 - 5.1.1. 4% for salary level 13 (Director level);
 - 5.1.2. 2.5% for salary levels 14 and 15 (Chief Director and Deputy Director-General levels); and
 - 5.1.3. 2.0% for salary level 16 (Director-General level).
- 5.2. Remuneration scales attached as **Appendices A and B** for SMS members appointed in terms of the Public Service Act, 1994 and the Correctional Services Act, 1998 respectively.
- 5.3. Translation of SMS members to the remuneration scales referred to in sub-paragraph 5.2 above, in terms of the following translation keys:
 - 5.3.1. SMS members appointed in terms of the Public Service Act, 1994: **Appendices C to F**.
 - 5.3.2. SMS members appointed in terms of the Correctional Services Act, 1998: **Appendix G**.

Implementation


6. The DPSA requested National Treasury (PERSAL) to implement the cost-of-living adjustment in the following manner:
 - 6.1. **SMS members admitted to the Government Employees Pension Fund (GEPF)**
 - 6.1.1. The components *basic salary* and the *employer contribution to the GEPF* of the Total Cost-to-Employer (TCE) package are adjusted programmatically.
 - 6.1.2. The adjustment to the component *flexible portion* is added to the sub-component *non-pensionable allowance* as default.
 - 6.2. **SMS members not admitted to the GEPF**
 - 6.2.1. The adjustment to the total TCE package is added to the sub-component *non-pensionable allowance* (in the component *flexible portion*) as default.
7. SMS members are afforded the opportunity to re-structure their TCE packages, effective from 1 January 2016.

Review of the SMS remuneration dispensation

8. The MPSA and the Minister of Finance appreciate the challenges, amongst others the continuous encroachment in pensionable salary between salary levels 12 and 13, being experienced with the existing SMS remuneration dispensation. The Ministers have assigned the DPSA and National Treasury to review the dispensation and to present them with sustainable solutions for consideration. The outcome will be communicated to departments once the review has been concluded.

General

9. The expenditure emanating from the MPSA's determination has to be defrayed from current departmental (budget) baselines.
10. The DPSA Model (2017 tax year) to structure SMS TCE packages is available on the DPSA website.
11. Departments must inform SMS members in writing of their revised TCE packages, the manner in which the adjustment is implemented, that errors will be rectified, and that any amounts that may have been overpaid or underpaid will be adjusted.
12. Departments must ensure that they implement the MPSA's determinations, and the measures contained in this Circular, correctly. Departments are welcome to approach the DPSA for assistance.


DIRECTOR GENERAL
DATE: 27/07/2016

**SMS REMUNERATION SCALES WITH EFFECT FROM 1
JANUARY 2016: SMS MEMBERS EMPLOYED IN TERMS OF THE
PUBLIC SERVICE ACT, 1994**

FULL-TIME SMS MEMBERS

DIRECTOR	CHIEF DIRECTOR	DEPUTY DIRECTOR- GENERAL	DIRECTOR- GENERAL
(SMS Level 13)	(SMS Level 14)	(SMS Level 15)	(SMS Level 16)
898 743	1 068 564	1 299 501	1 689 750
912 237	1 084 599	1 318 995	1 715 094
925 914	1 100 874	1 338 783	1 740 828
939 810	1 117 383	1 358 868	1 766 946
953 910	1 134 147	1 379 256	1 793 451
968 214	1 151 160	1 399 941	1 820 355
982 737	1 168 431	1 420 944	1 847 655
997 476	1 185 957	1 442 268	1 875 372
1 012 446	1 203 753	1 463 892	1 903 506
1 027 626	1 221 807		
1 043 049	1 240 131		
1 058 691	1 258 731		
	1 277 610		

SMS MEMBERS EMPLOYED IN A 3/8TH CAPACITY

DIRECTOR	CHIEF DIRECTOR	DEPUTY DIRECTOR- GENERAL	DIRECTOR- GENERAL
(SMS Level 13)	(SMS Level 14)	(SMS Level 15)	(SMS Level 16)
337 029	400 713	487 314	633 657
342 090	406 725	494 622	643 161
347 217	412 827	502 044	652 812
352 428	419 019	509 577	662 604
357 717	425 304	517 221	672 543
363 081	431 685	524 979	682 632
368 526	438 162	532 854	692 871
374 055	444 735	540 852	703 266
379 668	451 407	548 961	713 814
385 359	458 178		
391 143	465 048		
397 008	472 023		
	479 103		

SMS MEMBERS EMPLOYED IN A 5/8TH CAPACITY

DIRECTOR	CHIEF DIRECTOR	DEPUTY DIRECTOR- GENERAL	DIRECTOR- GENERAL
(SMS Level 13)	(SMS Level 14)	(SMS Level 15)	(SMS Level 16)
561 714	667 854	812 187	1 056 093
570 147	677 874	824 373	1 071 933
578 697	688 047	836 739	1 088 019
587 382	698 364	849 294	1 104 342
596 193	708 843	862 035	1 120 908
605 133	719 475	874 962	1 137 723
614 211	730 269	888 090	1 154 784
623 424	741 222	901 419	1 172 109
632 778	752 346	914 934	1 189 692
642 267	763 629		
651 906	775 083		
661 683	786 708		
	798 507		

SMS MEMBERS EMPLOYED IN A 6/8TH CAPACITY

DIRECTOR	CHIEF DIRECTOR	DEPUTY DIRECTOR- GENERAL	DIRECTOR- GENERAL
(SMS Level 13)	(SMS Level 14)	(SMS Level 15)	(SMS Level 16)
674 058	801 423	974 625	1 267 314
684 177	813 450	989 247	1 286 322
694 437	825 657	1 004 088	1 305 621
704 859	838 038	1 019 151	1 325 211
715 434	850 611	1 034 442	1 345 089
726 162	863 370	1 049 955	1 365 267
737 052	876 324	1 065 708	1 385 742
748 107	889 467	1 081 701	1 406 529
759 336	902 814	1 097 919	1 427 631
770 721	916 356		
782 286	930 099		
794 019	944 049		
	958 209		

**SMS REMUNERATION SCALES WITH EFFECT FROM 1
JANUARY 2016: SMS MEMBERS EMPLOYED IN TERMS OF THE
CORRECTIONAL SERVICES ACT, 1998**

FULL-TIME SMS MEMBERS

DIRECTOR	CHIEF DIRECTOR	DEPUTY DIRECTOR- GENERAL	DIRECTOR- GENERAL
(SMS Level 13)	(SMS Level 14)	(SMS Level 15)	(SMS Level 16)
914 928	1 087 803	1 322 898	1 720 167
928 659	1 104 117	1 342 740	1 745 973
942 588	1 120 686	1 362 882	1 772 163
956 727	1 137 501	1 383 336	1 798 746
971 082	1 154 565	1 404 072	1 825 728
985 650	1 171 887	1 425 147	1 853 118
1 000 425	1 189 461	1 446 522	1 880 919
1 015 446	1 207 302	1 468 224	1 909 134
1 030 668	1 225 416	1 490 250	1 937 766
1 046 130	1 243 794		
1 061 820	1 262 460		
1 077 747	1 281 390		
	1 300 614		

TRANSLATION KEY**SMS MEMBERS EMPLOYED IN TERMS OF THE PUBLIC SERVICE ACT, 1994****FULL-TIME CAPACITY**

Level	TCE package on 31 December 2015	Revised TCE package wef 1 January 2016
<u>Director</u> (SMS Level 13)	864 177	898 743
	877 152	912 237
	890 301	925 914
	903 663	939 810
	917 220	953 910
	930 975	968 214
	944 940	982 737
	959 112	997 476
	973 506	1 012 446
	988 101	1 027 626
	1 002 933	1 043 049
	1 017 972	1 058 691
<u>Chief Director</u> (SMS Level 14)	1 042 500	1 068 564
	1 058 145	1 084 599
	1 074 024	1 100 874
	1 090 131	1 117 383
	1 106 484	1 134 147
	1 123 083	1 151 160
	1 139 934	1 168 431
	1 157 031	1 185 957
	1 174 392	1 203 753
	1 192 008	1 221 807
	1 209 885	1 240 131
	1 228 029	1 258 731
1 246 449	1 277 610	

Level	TCE package on 31 December 2015	Revised TCE package wef 1 January 2016
<u>Deputy Director- General</u> (SMS Level 15)	1 267 806	1 299 501
	1 286 823	1 318 995
	1 306 131	1 338 783
	1 325 724	1 358 868
	1 345 617	1 379 256
	1 365 795	1 399 941
	1 386 288	1 420 944
	1 407 090	1 442 268
	1 428 186	1 463 892
	P	1 442 730
P	1 464 282	1 500 888
P	1 486 143	1 523 298
<u>Director-General</u> (SMS Level 16)	1 656 618	1 689 750
	1 681 464	1 715 094
	1 706 694	1 740 828
	1 732 299	1 766 946
	1 758 285	1 793 451
	1 784 661	1 820 355
	1 811 427	1 847 655
	1 838 601	1 875 372
	1 866 183	1 903 506

TRANSLATION KEY**SMS MEMBERS EMPLOYED IN TERMS OF THE PUBLIC SERVICE ACT, 1994****3/8th CAPACITY**

Level	TCE package on 31 December 2015	Revised TCE package wef 1 January 2016
<u>Director</u> (SMS Level 13)	324 066	337 029
	328 932	342 090
	333 864	347 217
	338 874	352 428
	343 959	357 717
	349 116	363 081
	354 354	368 526
	359 667	374 055
	365 064	379 668
	370 539	385 359
	376 101	391 143
	381 741	397 008
<u>Chief Director</u> (SMS Level 14)	390 939	400 713
	396 804	406 725
	402 759	412 827
	408 798	419 019
	414 933	425 304
	421 155	431 685
	427 476	438 162
	433 887	444 735
	440 397	451 407
	447 003	458 178
	453 708	465 048
	460 512	472 023
	467 418	479 103

Appendix D to DPSA Circular 5 of 2016

Level	TCE package on 31 December 2015	Revised TCE package wef 1 January 2016
<u>Deputy Director- General</u> (SMS Level 15)	475 428	487 314
	482 559	494 622
	489 798	502 044
	497 148	509 577
	504 606	517 221
	512 172	524 979
	519 858	532 854
	527 658	540 852
	535 569	548 961
<u>Director-General</u> (SMS Level 16)	621 231	633 657
	630 549	643 161
	640 011	652 812
	649 611	662 604
	659 358	672 543
	669 249	682 632
	679 284	692 871
	689 475	703 266
	699 819	713 814

TRANSLATION KEY**SMS MEMBERS EMPLOYED IN TERMS OF THE PUBLIC SERVICE ACT, 1994****5/8th CAPACITY**

Level	TCE package on 31 December 2015	Revised TCE package wef 1 January 2016
<u>Director</u> (SMS Level 13)	540 111	561 714
	548 220	570 147
	556 437	578 697
	564 789	587 382
	573 264	596 193
	581 859	605 133
	590 589	614 211
	599 445	623 424
	608 442	632 778
	617 562	642 267
	626 832	651 906
636 234	661 683	
<u>Chief Director</u> (SMS Level 14)	651 564	667 854
	661 341	677 874
	671 265	688 047
	681 333	698 364
	691 554	708 843
	701 928	719 475
	712 458	730 269
	723 144	741 222
	733 995	752 346
	745 005	763 629
	756 177	775 083
	767 517	786 708
	779 031	798 507

Appendix E to DPSA Circular 5 of 2016

Level	TCE package on 31 December 2015	Revised TCE package wef 1 January 2016
<u>Deputy Director- General</u> (SMS Level 15)	792 378	812 187
	804 264	824 373
	816 333	836 739
	828 579	849 294
	841 011	862 035
	853 623	874 962
	866 430	888 090
	879 432	901 419
	892 617	914 934
<u>Director-General</u> (SMS Level 16)	1 035 387	1 056 093
	1 050 915	1 071 933
	1 066 683	1 088 019
	1 082 688	1 104 342
	1 098 927	1 120 908
	1 115 412	1 137 723
	1 132 143	1 154 784
	1 149 126	1 172 109
	1 166 364	1 189 692

TRANSLATION KEY**SMS MEMBERS EMPLOYED IN TERMS OF THE PUBLIC SERVICE ACT, 1994****6/8th CAPACITY**

Level	TCE package on 31 December 2015	Revised TCE package wef 1 January 2016
<u>Director</u> (SMS Level 13)	648 132	674 058
	657 864	684 177
	667 725	694 437
	677 748	704 859
	687 915	715 434
	698 232	726 162
	708 705	737 052
	719 334	748 107
	730 131	759 336
	741 075	770 721
	752 199	782 286
	763 479	794 019
<u>Chief Director</u> (SMS Level 14)	781 875	801 423
	793 608	813 450
	805 518	825 657
	817 599	838 038
	829 863	850 611
	842 313	863 370
	854 952	876 324
	867 774	889 467
	880 794	902 814
	894 006	916 356
	907 413	930 099
	921 021	944 049
934 836	958 209	

Appendix F to DPSA Circular 5 of 2016

Level	TCE package on 31 December 2015	Revised TCE package wef 1 January 2016
<u>Deputy Director- General</u> (SMS Level 15)	950 856	974 625
	965 118	989 247
	979 599	1 004 088
	994 293	1 019 151
	1 009 212	1 034 442
	1 024 347	1 049 955
	1 039 716	1 065 708
	1 055 319	1 081 701
	1 071 141	1 097 919
<u>Director-General</u> (SMS Level 16)	1 242 465	1 267 314
	1 261 098	1 286 322
	1 280 022	1 305 621
	1 299 225	1 325 211
	1 318 713	1 345 089
	1 338 495	1 365 267
	1 358 571	1 385 742
	1 378 950	1 406 529
	1 399 638	1 427 631

TRANSLATION KEY**SMS MEMBERS EMPLOYED IN TERMS OF THE CORRECTIONAL SERVICES ACT, 1998****FULL-TIME CAPACITY**

Level	TCE package on 31 December 2015	Revised TCE package wef 1 January 2016
<u>Director</u> (SMS Level 13)	879 738	914 928
	892 941	928 659
	906 336	942 588
	919 929	956 727
	933 732	971 082
	947 739	985 650
	961 947	1 000 425
	976 389	1 015 446
	991 026	1 030 668
	1 005 894	1 046 130
	1 020 981	1 061 820
	1 036 296	1 077 747
<u>Chief Director</u> (SMS Level 14)	1 061 271	1 087 803
	1 077 186	1 104 117
	1 093 353	1 120 686
	1 109 757	1 137 501
	1 126 404	1 154 565
	1 143 303	1 171 887
	1 160 451	1 189 461
	1 177 857	1 207 302
	1 195 527	1 225 416
	1 213 458	1 243 794
	1 231 668	1 262 460
	1 250 136	1 281 390
1 268 892	1 300 614	

Level	TCE package on 31 December 2015	Revised TCE package wef 1 January 2016
<u>Deputy Director- General</u> (SMS Level 15)	1 290 633	1 322 898
	1 309 989	1 342 740
	1 329 642	1 362 882
	1 349 595	1 383 336
	1 369 827	1 404 072
	1 390 386	1 425 147
	1 411 242	1 446 522
	1 432 413	1 468 224
	1 453 902	1 490 250
<u>Director-General</u> (SMS Level 16)	1 686 438	1 720 167
	1 711 737	1 745 973
	1 737 414	1 772 163
	1 763 475	1 798 746
	1 789 929	1 825 728
	1 816 782	1 853 118
	1 844 037	1 880 919
	1 871 700	1 909 134
	1 899 771	1 937 766