



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) 467 5484

Enquiries : Ms Claudia Sekgoele/Ms Evelyn Sehoana
Telephone nr : (012) 336 1024/ (012) 336 1194
Reference nr : 14/2/1/3/2

TO HEADS OF DEPARTMENTS AND PROVINCIAL ADMINISTRATIONS

CIRCULAR NR 53 of 2025

ADJUSTMENT OF THE OVERTIME THRESHOLD AND NIGHT SHIFT ALLOWANCE IN THE DETERMINATION AND DIRECTIVE ON WORKING TIME: 2025

1. As delegated by the Minister for Public Service and Administration the DG: DPSA has determined in terms of section 3(5)(a) and 5(6) of the Public Service Act, 1994, as amended-
 - 1.1. that the maximum basic salary for purposes of the calculation of overtime as contemplated in paragraph 4.1 of Part II and paragraph 1.1 of Part IV of the Determination and Directive on Working Time, read with clause 9.2 of PSCBC Resolution 1 of 2007, be adjusted from R376 413 p.a. to R397 116 p.a. with effect from 1 July 2025.
 - 1.2. the adjustment of the night shift allowance as contemplated in paragraph 4 of Part III of the Determination and Directive on Working Time, read with clause 6.3 of PSCBC Resolution 1 of 2012, be adjusted from R6.61 per hour to R 6.90 per hour with effect from 1 April 2025.
2. Expenditure resulting from the adjusted tariffs and allowances must be met from current departmental budget allocations in terms of National Treasury approval dated 23 November 2025.
3. The amended Determination and Directive on Working Time is attached and is also available on the DPSA web site at www.dpsa.gov.za

MS LINDA DLUDLA
ACTING DIRECTOR-GENERAL
DATE: 02/12/25