



the dpsa

Department:
Public Service and Administration
REPUBLIC OF SOUTH AFRICA

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TO HEADS OF DEPARTMENTS AND PROVINCIAL ADMINISTRATIONS

CIRCULAR NR 53 of 2026

ADJUSTMENT OF THE OVERTIME THRESHOLD AND NIGHT SHIFT ALLOWANCE IN THE DETERMINATION AND DIRECTIVE ON WORKING TIME: 2026

1. As delegated by the Minister for Public Service and Administration the Acting Director General: Public Service and Administration 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 R397 116 p.a. to R413 001 p.a. with effect from 1 July 2026.
 - 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 R6.90 per hour to R 7.12 per hour with effect from 1 April 2026.
2. Expenditure resulting from the adjusted tariffs and allowances must be defrayed from current departmental budget allocations.
3. The amended Determination and Directive on Working Time is attached and is also available on the DPSA website at www.dpsa.gov.za

MR WILLIE VUKELA
DIRECTOR-GENERAL (ACTING)

DATE: 18/09/26