



the dpsa

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TO ALL HEADS OF NATIONAL/PROVINCIAL DEPARTMENTS AND PROVINCIAL ADMINISTRATIONS

JOB WEIGHT RANGES FOR THE EQUATE JOB EVALUATION SYSTEM

1. Following the conclusion of PSCBC Resolution 3 of 2009 the Minister approved an implementation directive that was communicated to departments' under cover of Circular no 2 of 2009. Paragraph 7.12.3 of the Circular determines as follows:

"The Minister for the Public Service and Administration directed that where the job score for a specific job falls in the discretionary area between two consecutive salary ranges from levels 1 to 12, an executive authority must grade the post at the grade attached to the lower job weight range. This directive is being given to promote consistency in the grading of jobs and to curtail HR expenditure".

2. The above mentioned directive in effect made the job weight ranges distinct. However, as a result of, *inter alia*, the impact of the directive under certain circumstances it became clear that a more flexible approach with regard to the utilisation of the discretionary area was required. The above mentioned directive was therefore reconsidered and the conclusion was reached that the impact could be reduced by adopting the current mean as cut-off point to make the job weight ranges distinct to promote consistency in the grading of similar jobs.
3. Following the aforementioned the Minister for Public Service and Administration directed that Paragraph 7.12.3 of Circular no 2 of 2009 be amended as follows: *"The Minister for the Public Service and Administration directed that where the jobs score for a specific job falls in the discretionary area between two consecutive salary ranges. An Executive Authority must grade the post according to the job weight ranges set out in the document attached as Annexure A". The Minister directed that the amended directive be implemented with from 1 October 2011.*

10#04#05 LETTER JOB WEIGHT RANGES.docx Staatsdiens en Administrasie, Ditirelo tsa Puso le Tsamaiso . Ditshebeliso tsa Mmuso le Tsamaiso . uMnyango wemiSebenzi kaHulumeni nokuPhata

Muhasho wa Tshumelo ya Muvuso na Vhulanguli . Kgoro ya Ditirelo tsa Mmušo . Ndzawulo ya Vutirela-Mfumo na Valawuri

LiTiko le Tebasebenti baHulumende nekuPhatsa . ISebe leNkonzo kaRhulumente noLawulo . UmNyango wemiSebenzi kaRhulumente nokuPhata

4. The equate software will be amended in due time to reflect this position. It will be appreciated if the jobs scores determined with Equate will be graded according to the job weight ranges set out in Annexure A.


PP DIRECTOR-GENERAL

DATE: 12 / 09 / 2011

ANNEXURE A

JOB WEIGHT RANGES AND LINKS TO SALARY GRADES WITH EFFECT FROM 1 OCTOBER 2011

SALARY GRADES	JOB WEIGHT RANGES	
	MINIMUM JOB WEIGHT	MAXIMUM JOB WEIGHT
1	86	137
2	138	190
3	191	243
4	244	295
5	296	348
6	349	400
7	401	453
8	454	506
9	507	559
10	560	611
11	612	663
12	664	716
13	717	769
14	770	821
15	822	895
16	896	1000