



**the dpsa**

Department:  
Public Service and Administration  
**REPUBLIC OF SOUTH AFRICA**


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**TO ALL HEADS OF NATIONAL/PROVINCIAL DEPARTMENTS AND PROVINCIAL ADMINISTRATIONS**

**ARBITRATION AWARD PSCBC RESOLUTION 1 OF 2012 IN RESPECT OF CORPORATE SERVICES/PROGRAM 1 JOBS/POSTS ON SALARY LEVELS 9/10 AND 11/12**

1. The PSCBC Arbitration Award, case number, PSCB 88-13/14 dated 06 June 2014 regarding the implementation/interpretation of PSCBC Resolution 1 of 2012 in respect of corporate services/program 1 jobs/posts on salary levels 9/10 and 11/12 refers.
2. In his Award, the arbitrator ruled that:
  - 2.1 Clause 18.1 of Resolution 1 of 2012 should not be effected in a staged and/or staggered approach or in a manner that differentiates between categories of employees especially core and corporate service employees.
  - 2.2 The Respondent must apply the clause indiscriminately to all employees whose posts on 1 August 2012 were graded on salary levels 10 and 12 and to appoint and remunerate them accordingly on salary levels 10 and 12, respectively.
3. The DPSA has noted the Arbitrator's award and is currently in the process of obtaining the required mandate to determine the way forward on the matter.
4. This communiqué serves to advise departments that pending a DPSA Circular or Directive, the status quo remains as communicated in terms of DPSA Circulars 25 February and 15 March 2013 respectively.
5. Once the required mandate has been obtained by the DPSA, a subsequent communiqué will be issued on this matter.

  
DIRECTOR-GENERAL (Acting)  
DATE: 26/06/2014