



the dpsa

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TO ALL HEADS OF NATIONAL/PROVINCIAL DEPARTMENTS AND PROVINCIAL ADMINISTRATIONS

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CEASING OF THE USE OF EQUATE JOB EVALUATION SYSTEM AND THE UTILISATION OF ONLY THE EVALUATE SYSTEM FOR THE GRADING OF JOBS/POSTS IN THE PUBLIC SERVICE AS OF 01 AUGUST 2016.

1. As you are aware, the Minister for Public Service and Administration (MPSA) has determined in terms of the DPSA Circular 3 of 2014 that the Evaluate job evaluation system shall be utilised in the Public Service with effect from 1 April 2014 to grade jobs/posts in the Public Service. The effect of this directive was that the Equate Job Evaluation system was abolished. However as a transitional measure, departments were allowed to use both the Equate and Evaluate job evaluation systems concurrently until they were capacitated on the Evaluate system.
2. Subsequently, a number of workshops were held with both National and Provincial Departments whereby Departments were capacitated on the utilization of the web-enabled Evaluate system. Departments' officials were also provided with passwords to access the system.
3. However, according to the information at the disposal of the DPSA there are still some departments that utilise the Equate system despite the fact that their officials have been fully capacitated to operate on the Evaluate system.
4. Since the Equate system was substituted with Evaluate two (2) years ago and departments have been capacitated to utilise the Evaluate system continuing with the transitional approach is not justifiable anymore. The MPSA therefore determines that with effect from 01 August 2016, the Equate Job Evaluation system shall not be utilised anymore. The effect of this is that no Equate job evaluation will be recognised for job grading purposes as of 01 August 2016. Accordingly all consultations for the verification of Programme 1 jobs/posts on salary levels 9 to 12 must be on the Evaluate system. However, if any technical challenges are experienced, the DPSA should be approached for assistance.

**Mashwahle Diphofa
Director-General**

Date: 26/07/2016

Staatsdiens en Administrasie . Ditirelo tsa Puso le Tsamaiso . Ditshebeliso tsa Mmuso le Tsamaiso . uMnyango wemiSebenzi kaHulumeni nokuPhata

Muhasho wa Tshumelo ya Mmuso na Vhulanguli . Kgoro ya Ditirelo tsa Mmuso . Ndzawalo ya Vutirela-Mfumo na Valawuri

LiTiko le Tbasebenti baHulumende nekuPhatsa . ISebe leNkonzo kaRbulumente noLawulo . UmNyango wemiSebenzi kaRhumende nokuPhata