



**DETERMINATION AND DIRECTIVE ON THE AUTOMATED
JOB EVALUATION AND JOB GRADING SYSTEM FOR
THE PUBLIC SERVICE (COMPENSATE – EVALUATE JOB
EVALUATION SYSTEM)**

**MADE BY THE MINISTER FOR THE PUBLIC SERVICE
AND ADMINISTRATION**

JUNE 2024

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1. SCOPE

This Determination and Directive applies to:

- (i) all national departments, provincial administration and government components in the public service and employees appointed in terms of the Act; and
- (ii) members of the services, educators, and members of the Intelligence Services only in so far as the provisions of the Determination and Directive are not contrary to the laws governing their employment.

2. AUTHORISATION

This Determination and Directive is made by the Minister for the Public Service and Administration (MPSA) in terms of the provisions of section 41(3) of the Public Service Act, 1994, read with regulation 41 of the Public Service Regulations, 2016 (PSR, 2016).

3. PURPOSE

This Determination and Directive seeks to determine and implement the automated Compensate – Evaluate job evaluation and job grading system for the Public Service.

4. COMMENCEMENT DATE

This Determination and Directive takes effect on 01 August 2024.

5. REPEAL OF THE DPSA CIRCULAR 31 OF 2020

The *DPSA Circular 31 of 2020 and Directive on the Termination of the Web-Enabled Evaluate Job Evaluation System in the Public Service, Interim System and Transitional Measures* is hereby repealed and is replaced by this Determination and Directive.

6. COMPLIANCE

Non-compliance with any provision of this Determination and Directive shall be dealt with according to the provisions set out in section 16A of the Public Service Act, 1994.

7. GENERAL

- 7.1 The MPSA hereby determines that, from the commencement date, the automated Compensate – Evaluate job evaluation and job grading system for the Public Service shall be utilised in the public service.
- 7.2 The User Guide for the automated Compensate – Evaluate job evaluation and job grading system for the Public Service is attached at **Annexure A**.
- 7.3 The jobs and/or posts that have been graded by the MPSA in accordance with regulation 41(2)(d) of the PSR, 2016 or those determined by an Occupational Specific Dispensation (OSD) shall continue to be applicable.
- 7.4 The requirement to consult with the MPSA before the final decision on the grading of a new or regrading of an existing job and/or post at salary levels 9 to 12 in Programme 1/ the Corporate Services environment remains applicable. With effect from 01 June 2025, no jobs and/or posts shall be consulted with the MPSA of which the grading results were obtained through the EQUATE and/or Evaluate job evaluation systems.

8. TRANSITIONAL ARRANGEMENTS

- 8.1 Regulation 40(c) of the PSR, 2016 stipulates that an executive authority shall, before filling a vacant post, evaluate the job unless the specific job has been evaluated in the last 60 calendar months. If the grading of a vacant post has been determined through the Evaluate Job Evaluation System before 1 June 2024, the grading may only be utilised to fill that vacancy until 31 May 2025.
- 8.2 From 01 June 2025, departments may not utilise the job evaluation system results and/or reports issued under the EQUATE or EVALUATE job evaluation systems for the filling of a vacancy. Departments should, therefore, immediately commence with the process to evaluate and grade all jobs on their organisational structure, except jobs evaluated and graded by the MPSA in terms of regulation 41(2)(d) of the PSR, 2016 or jobs determined in an OSD.

Approved by the Minister for the Public Service and Administration



Ms. Noxolo Kiviet, MP
Minister for the Public Service and Administration

Date: 13/06/24