



# the dpsa

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

## **CIRCULAR NO. 4 OF 2006**

### **IMPLEMENTATION OF PSCBC RESOLUTION 1 OF 2006 (MEDICAL ASSISTANCE FOR PUBLIC SERVICE EMPLOYEES) FOR MMS MEMBERS ON SALARY LEVELS 11 AND 12**

#### **INTRODUCTION**

1. The Employer concluded PSCBC Resolution 1 of 2006 on revised medical assistance for employees, which, *inter alia*, includes a revised subsidy structure for those employees who are members of GEMS. Depending on the members membership profile (number of registered dependants), the maximum subsidy by the employer is R1 900 per month (R22 800 per annum). The revised subsidy structure is applicable as of 1 July 2006.
2. The Resolution is applicable to all employees who fall within the registered scope of the PSCBC – therefore employees on salary levels 1 to 12 (including the Middle Management Service (MMS) members on salary levels 11 and 12). The Resolution has already been implemented for those employees on salary levels 1 to 10 in the Public Service.
3. The MMS dispensation was implemented with effect from 1 July 2005, and the maximum employer contribution at that stage (R1 014 per month/R12 168 per annum) was included in members' packages on translation to the revised MMS dispensation.

4. Due to the nature of the MMS remuneration package dispensation, where the maximum employer subsidy was included into the total package with the option to structure for an employer contribution to a registered medical aid scheme out of the package, the implementation of the Resolution for these members is still outstanding. The Minister for the Public Service and Administration has therefore determined that an additional amount be included in the MMS packages, effective from 1 July 2006, in order to give effect to PSCBC Resolution 1 of 2006.

#### **SCOPE OF APPLICABILITY OF THE MINISTER FOR THE PUBLIC SERVICE AND ADMINISTRATION'S DETERMINATION**

5. The revised scales (and packages), as determined by the Minister for the Public Service and Administration, apply to MMS members on salary levels 11 to 12 who are appointed in terms of the **Public Service Act, 1994** and the **Correctional Services Act, 1998**

#### **DETERMINATION BY THE MINISTER FOR THE PUBLIC SERVICE AND ADMINISTRATION**

6. The Minister for the Public Service and Administration has determined the following:
  - (a) Implementation of the revised scales contained in the (attached) Annexes referred to hereunder for employees on salary levels 11 and 12, effective from 1 July 2006:

##### **Public Service Act appointees**

- (i) Annexure A - Full-time employees
- (ii) Annexure B - Part-time employees (5/8<sup>th</sup> capacity)
- (iii) Annexure C - Part-time employees (6/8<sup>th</sup> capacity)

##### **Correctional Services Act appointees**

- (iv) Annexure D - Full-time employees

- (b) The adjustment of the inclusive packages of MMS members on salary levels 11 to 12 in accordance with the translation keys contained in the (attached) Annexes referred to hereunder:

##### **Public Service Act appointees**

- (i) Annexure E - Full-time employees
- (ii) Annexure F - Part-time employees (5/8<sup>th</sup> capacity)

- (iii) Annexure G - Part-time employees (6/8<sup>th</sup> capacity)

**Correctional Services Act appointees**

- (iv) Annexure H - Full-time employees

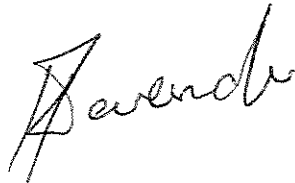
**GENERAL MATTERS**

7. For the purpose of classifying officers and employees according to their salaries, when applying the directives with regard to official journeys, means of transport, subsistence allowance etc., employees who receive personal salaries higher than the maximum of the standard salary levels attached to their ranks are deemed to be in receipt of salaries equivalent to the maximum notches of the standard salary levels attached to their ranks.
8. Departments should submit proposals to this Department on any remuneration, rates, allowances, etc. which are not covered in this Circular or the Annexes thereto, and which have to be adjusted.
9. MMS members will **not** be afforded the opportunity to restructure their packages. PERSAL will translate MMS members programmatically to the revised inclusive packages in the following manner:
  - (a) **MMS members admitted to the GEPF**

The components "*basic salary*" and the "*employer's contribution to the GEPF*" will be adjusted (increased) programmatically (per formula), and the increase to the "*flexible portion*" component will be added as default to the sub-component "*non-pensionable cash allowance*" in the flexible portion.
  - (b) **MMS members not admitted to the GEPF**

The adjustment (increase) to the total package will be added programmatically to the sub-component *non-pensionable cash allowance* in the "flexible portion" component.
10. It is possible that the measures contained in this Circular (or Annexes thereto) may be erroneous or that errors may be made in the implementation of the measures. All affected employees must be informed in writing that errors will be rectified and that any amounts that have been overpaid or underpaid because of errors will be rectified (either paid or recovered).

11. Departments are requested to ensure that these measures are implemented correctly. Should any problems arise with the implementation of these measures, departments should approach **the dpsa** for assistance.

  
f-1 **DIRECTOR-GENERAL**  
Date: 31/10/2006

**SALARY SCALES FOR MMS LEVELS 11 AND 12 WITH EFFECT FROM 1 JULY 2006:  
FULL-TIME EMPLOYEES: PUBLIC SERVICE ACT APPOINTEES**

<b>MMS Level 11</b>	
1	289,635
2	292,500
3	295,389
4	298,311
5	301,263
6	304,245
7	307,254
8	310,293
9	313,365
10	316,464
11	319,593
12	322,755
13	325,953
14	329,181
15	332,439
16	335,730

<b>MMS Level 12</b>	
1	343,257
2	346,656
3	350,091
4	353,559
5	357,063
6	360,600
7	364,173
8	367,782
9	371,427
10	375,108
11	378,825
12	382,581
13	386,376
14	390,204
15	394,074
16	397,986

**SALARY SCALES FOR MMS LEVELS 11 AND 12 WITH  
EFFECT FROM 1 JULY 2006: PART-TIME EMPLOYEES (5/8th  
BASIS): PUBLIC SERVICE ACT APPOINTEES**

**MMS Level 11**

1	181,023
2	182,814
3	184,617
4	186,444
5	188,289
6	190,152
7	192,033
8	193,932
9	195,852
10	197,790
11	199,746
12	201,723
13	203,721
14	205,737
15	207,774
16	209,832

**MMS Level 12**

1	214,536
2	216,660
3	218,808
4	220,974
5	223,164
6	225,375
7	227,607
8	229,863
9	232,143
10	234,444
11	236,766
12	239,112
13	241,485
14	243,879
15	246,297
16	248,742

**SALARY SCALES FOR MMS LEVELS 11 AND 12 WITH EFFECT FROM 1 JULY 2006: PART-TIME EMPLOYEES (6/8th BASIS): PUBLIC SERVICE ACT APPOINTEES**

**MMS Level 11**

1	217,227
2	219,375
3	221,541
4	223,734
5	225,948
6	228,183
7	230,442
8	232,719
9	235,023
10	237,348
11	239,694
12	242,067
13	244,464
14	246,885
15	249,330
16	251,799

**MMS Level 12**

1	257,442
2	259,992
3	262,569
4	265,170
5	267,798
6	270,450
7	273,129
8	275,838
9	278,571
10	281,331
11	284,118
12	286,935
13	289,782
14	292,653
15	295,557
16	298,491

**SALARY SCALES FOR MMS LEVELS 11 AND 12 WITH  
EFFECT FROM 1 JULY 2006: FULL-TIME EMPLOYEES :  
CORRECTIONAL SERVICES ACT MEMBERS**

**MMS Level 11**

1	291,774
2	294,657
3	297,573
4	300,516
5	303,489
6	306,495
7	309,525
8	312,591
9	315,684
10	318,804
11	321,960
12	325,149
13	328,365
14	331,617
15	334,899
16	337,227

**MMS Level 12**

1	345,831
2	349,254
3	352,713
4	356,211
5	359,739
6	363,306
7	366,906
8	370,542
9	374,214
10	377,922
11	381,672
12	385,452
13	389,274
14	393,135
15	397,035
16	400,974



**TRANSLATION KEY FOR FULL-TIME EMPLOYEES: PUBLIC SERVICE ACT  
APPOINTEES: 1 JULY 2006**

Salary level	No.	* Package on 1 July 2006	Revised package on 1 July 2006
		(R.p.a.)	(R.p.a.)

Salary level	No.	* Package on 1 July 2006	Revised package on 1 July 2006
		(R.p.a.)	(R.p.a.)
11	1	286,203	289,635
	2	289,068	292,500
	3	291,957	295,389
	4	294,879	298,311
	5	297,831	301,263
	6	300,813	304,245
	7	303,822	307,254
	8	306,861	310,293
	9	309,933	313,365
	10	313,032	316,464
	11	316,161	319,593
	12	319,323	322,755
	13	322,521	325,953
	14	325,749	329,181
	15	329,007	332,439
	16	332,298	335,730

Salary level	No.	* Package on 1 July 2006	Revised package on 1 July 2006
		(R.p.a.)	(R.p.a.)

Salary level	No.	* Package on 1 July 2006	Revised package on 1 July 2006
		(R.p.a.)	(R.p.a.)
12	1	339,825	343,257
	2	343,224	346,656
	3	346,659	350,091
	4	350,127	353,559
	5	353,631	357,063
	6	357,168	360,600
	7	360,741	364,173
	8	364,350	367,782
	9	367,995	371,427
	10	371,676	375,108
	11	375,393	378,825
	12	379,149	382,581
	13	382,944	386,376
	14	386,772	390,204
	15	390,642	394,074
	16	394,554	397,986

\* Package after 5.3% annual cost of living adjustment with effect from 1 July 2006 - please refer to the dpsa Circular 3 of 2006

**TRANSLATION KEY FOR PART-TIME EMPLOYEES (5/8th basis): PUBLIC  
SERVICE ACT APPOINTEES: 1 JULY 2006**

Salary level	No.	* Package on 1 July 2006	Revised package on 1 July 2006
		(R.p.a.)	(R.p.a.)

11	1	178,878	181,023
	2	180,669	182,814
	3	182,472	184,617
	4	184,299	186,444
	5	186,144	188,289
	6	188,007	190,152
	7	189,888	192,033
	8	191,787	193,932
	9	193,707	195,852
	10	195,645	197,790
	11	197,601	199,746
	12	199,578	201,723
	13	201,576	203,721
	14	203,592	205,737
	15	205,629	207,774
	16	207,687	209,832

Salary level	No.	* Package on 1 July 2006	Revised package on 1 July 2006
		(R.p.a.)	(R.p.a.)

12	1	212,391	214,536
	2	214,515	216,660
	3	216,663	218,808
	4	218,829	220,974
	5	221,019	223,164
	6	223,230	225,375
	7	225,462	227,607
	8	227,718	229,863
	9	229,998	232,143
	10	232,299	234,444
	11	234,621	236,766
	12	236,967	239,112
	13	239,340	241,485
	14	241,734	243,879
	15	244,152	246,297
	16	246,597	248,742

\* Package after 5.3% annual cost of living adjustment with effect from 1 July 2006 - please refer to the dpsa Circular 3 of 2006

**TRANSLATION KEY FOR FULL-TIME EMPLOYEES (6/8th BASIS): PUBLIC  
SERVICE ACT APPOINTEES: 1 JULY 2006**

Salary level	No.	* Package on 1 July 2006	Revised package on 1 July 2006	Salary level	No.	* Package on 1 July 2006	Revised package on 1 July 2006
		(R.p.a.)	(R.p.a.)			(R.p.a.)	(R.p.a.)
<b>11</b>	1	214,653	217,227	<b>12</b>	1	254,868	257,442
	2	216,801	219,375		2	257,418	259,992
	3	218,967	221,541		3	259,995	262,569
	4	221,160	223,734		4	262,596	265,170
	5	223,374	225,948		5	265,224	267,798
	6	225,609	228,183		6	267,876	270,450
	7	227,868	230,442		7	270,555	273,129
	8	230,145	232,719		8	273,264	275,838
	9	232,449	235,023		9	275,997	278,571
	10	234,774	237,348		10	278,757	281,331
	11	237,120	239,694		11	281,544	284,118
	12	239,493	242,067		12	284,361	286,935
	13	241,890	244,464		13	287,208	289,782
	14	244,311	246,885		14	290,079	292,653
	15	246,756	249,330		15	292,983	295,557
	16	249,225	251,799		16	295,917	298,491

\* Package after 5.3% annual cost of living adjustment with effect from 1 July 2006 - please refer to the dpsa Circular 3 of 2006

**TRANSLATION KEY FOR FULL-TIME EMPLOYEES: CORRECTIONAL SERVICES**  
**ACT MEMBERS: 1 JULY 2006**

Salary level	No.	* Package on 1 July 2006	Revised package on 1 July 2006
		(R.p.a.)	(R.p.a.)

Salary level	No.	* Package on 1 July 2006	Revised package on 1 July 2006
		(R.p.a.)	(R.p.a.)

11	1	288,342	291,774
	2	291,225	294,657
	3	294,141	297,573
	4	297,084	300,516
	5	300,057	303,489
	6	303,063	306,495
	7	306,093	309,525
	8	309,159	312,591
	9	312,252	315,684
	10	315,372	318,804
	11	318,528	321,960
	12	321,717	325,149
	13	324,933	328,365
	14	328,185	331,617
	15	331,467	334,899
	16	333,795	337,227

12	1	342,399	345,831
	2	345,822	349,254
	3	349,281	352,713
	4	352,779	356,211
	5	356,307	359,739
	6	359,874	363,306
	7	363,474	366,906
	8	367,110	370,542
	9	370,782	374,214
	10	374,490	377,922
	11	378,240	381,672
	12	382,020	385,452
	13	385,842	389,274
	14	389,703	393,135
	15	393,603	397,035
	16	397,542	400,974

\* Package after 5.3% annual cost of living adjustment with effect from 1 July 2006 - please refer to the dpsa Circular 3 of 2006