



the dpsa

Department:
Public Service and Administration
REPUBLIC OF SOUTH AFRICA

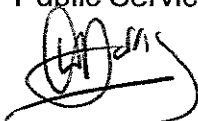
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TO ALL HEADS OF NATIONAL/PROVINCIAL DEPARTMENTS AND PROVINCIAL ADMINISTRATIONS

INTERPRETATION OF CLAUSES 5.3 AND 5.4 OF PSCBC RESOLUTION 1 OF 2007

1. The dpsa has received numerous inquiries regarding the interpretation of clauses 5.3 and 5.4 of PSCBC Resolution 1 of 2007 which provides for the translation/ adjustment of employees on salary levels 1 and 2 to salary levels 2 and 3 respectively with effect from 1 July 2007, provided that they complied with the prescribed number of years of service. The determination of the Minister in this regard was communicated to departments with dpsa Circular 1 of 2007.
2. This was amplified by the dpsa Circular dated 25 October 2007, which indicated that as a **once-off measure** all employees on salary level 2 who on 30 June 2007 have 20 years and more service in the public service, should be translated to the minimum notch of salary level 3.
3. It has come the dpsa's attention that departments have different understandings and are of the view that employees who in the future will comply with the stipulated periods of service should also be translated/adjusted to salary level 2 and 3 respectively.
4. Departments are advised not to deviate from the provisions of PSCBC Resolution 1 of 2007 and the Minister's determination in this regard. Where departments have erroneously adjusted employees' salaries on salary levels 1 and 2, such adjustments will be regarded as incorrectly granted remuneration and departments must recover the overpayment, in terms of the provision of Public Service Act, 1994 section 38, from the affected officials.

for 

DIRECTOR-GENERAL

DATE: 07/04/2008