



**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**

# **DPSA CIRCULAR 1 OF 2010**

## **IMPROVEMENT IN CONDITIONS OF SERVICE OF MEMBERS OF THE SENIOR MANAGEMENT SERVICE: 1 JANUARY 2010**

### **Introduction**

1. This Circular deals with the following determinations by the Minister for the Public Service and Administration's (MPSA):
  - (a) Cost of living adjustment of the SMS remuneration scales with effect from 1 January 2010 (not based on the outcome of their performance); and
  - (b) The translation of the affected members to the revised scales.

### **Scope of applicability**

2. The determinations contained in this Circular apply only to SMS members who are appointed in terms of the following Acts:-
  - (a) Public Service Act, 1994.
  - (b) Correctional Services Act, 1998.
3. The MPSA's determinations are also applicable to SMS members in SASSA in terms of the SASSA Remuneration, Grading and Performance Management Framework.

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

Muhasho wa Tshumelo ya Muvuso na Vhulanguli . Kgoro ya Ditirelo tša Mmušo . Ndzawulo ya Vutirela-Mfumo na Valawuri

LiTiko le Tebasebenti baHulumende nekuPhatsa . ISebe leNkonzo kaRhulumente noLawulo . UmNyango wemiSebenzi kaRhulumente nokuPhata

4. The determinations on the improvement of the conditions of service for SMS members employed in terms of the following Acts will be dealt with by the Ministers of Police, Defence and Military Veterans and Justice and Constitutional Development respectively:
  - (a) South African Police Service Act, 1995.
  - (b) Defence Act, 2002.
  - (c) National Prosecuting Authority Act, 1998.

#### **Determinations by the MPSA**

5. The MPSA has determined the following in terms of section 3(5)(a) of the Public Service Act, 1994, as amended, read with the Public Service Regulations (Chapter 4, Part 4, Section B1):
  - (a) Cost of living adjustment of **6%**, effective from 1 January 2010, to the inclusive flexible remuneration packages of all members of the SMS (not based on the outcome of their performance), who are employed in terms of the **Public Service Act, 1994** and the **Correctional Services Act, 1998** respectively.
  - (b) The revised remuneration scales attached as Annexes A and B for SMS members referred to in (a) above with effect from 1 January 2010.
  - (c) The translation of the SMS members referred to in (a) above to the revised remuneration scales in terms of the following translation keys:
    - Public Service Act SMS members: Annexes C to F.
    - Correctional Services Act SMS members: Annexure G.

#### **Implementation of the cost-of-living adjustment**

6. National Treasury (PERSAL) has been advised to implement the revised packages programmatically in the following manner:
  - (a) **SMS members admitted to the GEPF**

The components "*basic salary*" and the "*employer's contribution to the GEPF*" will be adjusted programmatically, whilst the adjustment to the component "*flexible portion*" will be added to the sub-component "*non-pensionable allowance*" as default.

**(b) SMS members not admitted to the GEPF**

The adjustment to the total package will be added to the sub-component "*non-pensionable allowance*" (in the component "*flexible portion*") as default.

7. The MPSA has approved that departments should afford those SMS members who wish to restructure (change) the composition of the "*flexible portion*" the opportunity to restructure after implementation of the packages by PERSAL.

**General**

8. The expenditure emanating from the MPSA's determination has to be defrayed from the funds included in departmental budgets for the improvement in conditions of service for the 2009/10 financial year.
9. SMS members must be informed in writing of their revised packages and the manner in which it will be implemented. They must also be informed that errors will be rectified, and that any amounts that may have been overpaid or underpaid will be adjusted.
10. Departments are requested to ensure that the MPSA's determinations and the measures contained in this Circular are implemented correctly. Departments are welcome to approach **the dpsa** for assistance.



**DIRECTOR-GENERAL**

Date: 28/01/2010

**SMS REMUNERATION SCALES WITH EFFECT FROM 1  
JANUARY 2010: SMS MEMBERS EMPLOYED IN TERMS OF THE  
PUBLIC SERVICE ACT, 1994**

**FULL-TIME SMS MEMBERS**

<b>DIRECTOR</b>	<b>CHIEF DIRECTOR</b>	<b>DEPUTY DIRECTOR- GENERAL</b>	<b>DIRECTOR- GENERAL</b>
<b>(SMS Grade A - Level 13)</b>	<b>(SMS Grade B - Level 14)</b>	<b>(SMS Grade C - Level 15)</b>	<b>(SMS Grade D - Level 16)</b>
652,572	790,953	976,317	1,275,732
662,358	802,815	990,960	1,294,866
672,297	814,860	1,005,831	1,314,294
682,380	827,082	1,020,918	1,334,010
692,616	839,490	1,036,233	1,354,023
703,008	852,084	1,051,776	1,374,333
713,553	864,867	1,067,556	1,394,949
724,257	877,842	1,083,573	1,415,874
735,120	891,012	1,099,824	1,437,111
746,148	904,377		
757,338	917,943		
768,702	931,710		
780,228	945,684		
	959,871		

**SMS MEMBERS EMPLOYED IN A 6/8TH CAPACITY**

<b>DIRECTOR</b>	<b>CHIEF DIRECTOR</b>	<b>DEPUTY DIRECTOR- GENERAL</b>	<b>DIRECTOR- GENERAL</b>
<b>(SMS Grade A - Level 13)</b>	<b>(SMS Grade B - Level 14)</b>	<b>(SMS Grade C - Level 15)</b>	<b>(SMS Grade D - Level 16)</b>

489,429	593,214	732,237	956,799
496,770	602,112	743,220	971,151
504,222	611,145	754,374	985,722
511,785	620,313	765,690	1,000,509
519,462	629,619	777,174	1,015,518
527,256	639,063	788,832	1,030,749
535,164	648,651	800,667	1,046,211
543,192	658,383	812,679	1,061,907
551,340	668,259	824,868	1,077,834
559,611	678,282		
568,005	688,458		
576,528	698,784		
585,171	709,263		
	719,904		

**SMS MEMBERS EMPLOYED IN A 5/8TH CAPACITY**

<b>DIRECTOR</b>	<b>CHIEF DIRECTOR</b>	<b>DEPUTY DIRECTOR- GENERAL</b>	<b>DIRECTOR- GENERAL</b>
<b>(SMS Grade A - Level 13)</b>	<b>(SMS Grade B - Level 14)</b>	<b>(SMS Grade C - Level 15)</b>	<b>(SMS Grade D - Level 16)</b>
407,859	494,346	610,197	797,334
413,973	501,759	619,350	809,292
420,186	509,289	628,644	821,433
426,489	516,927	638,073	833,757
432,885	524,682	647,646	846,264
439,380	532,554	657,360	858,957
445,971	540,543	667,224	871,842
452,661	548,652	677,232	884,922
459,450	556,884	687,390	898,194
466,344	565,236		
473,337	573,714		
480,438	582,318		
487,644	591,054		
	599,919		

**SMS MEMBERS EMPLOYED IN A 3/8TH CAPACITY**

<b>DIRECTOR</b>	<b>CHIEF DIRECTOR</b>	<b>DEPUTY DIRECTOR- GENERAL</b>	<b>DIRECTOR- GENERAL</b>
<b>(SMS Grade A - Level 13)</b>	<b>(SMS Grade B - Level 14)</b>	<b>(SMS Grade C - Level 15)</b>	<b>(SMS Grade D - Level 16)</b>
244,716	296,607	366,120	478,401
248,385	301,056	371,610	485,574
252,111	305,574	377,187	492,861
255,894	310,155	382,845	500,253
259,731	314,808	388,587	507,759
263,628	319,533	394,416	515,376
267,582	324,324	400,335	523,107
271,596	329,190	406,341	530,952
275,670	334,131	412,434	538,917
279,807	339,141		
284,001	344,229		
288,264	349,392		
292,587	354,633		
	359,952		

**SMS REMUNERATION SCALES WITH EFFECT FROM 1  
JANUARY 2010: SMS MEMBERS EMPLOYED IN TERMS OF THE  
CORRECTIONAL SERVICES ACT, 1995**

**FULL-TIME SMS MEMBERS**

<b>DIRECTOR</b>	<b>CHIEF DIRECTOR</b>	<b>DEPUTY DIRECTOR- GENERAL</b>	<b>DIRECTOR- GENERAL</b>
<b>(SMS Grade A - Level 13)</b>	<b>(SMS Grade B - Level 14)</b>	<b>(SMS Grade C - Level 15)</b>	<b>(SMS Grade D - Level 16)</b>
664,317	805,188	993,891	1,298,697
674,280	817,266	1,008,798	1,318,176
684,399	829,524	1,023,930	1,337,949
694,668	841,971	1,039,296	1,358,019
705,087	854,604	1,054,881	1,378,392
715,662	867,426	1,070,709	1,399,071
726,399	880,437	1,086,771	1,420,059
737,292	893,643	1,103,076	1,441,359
748,356	907,047	1,119,624	1,462,980
759,579	920,655		
770,973	934,464		
782,538	948,483		
794,274	962,706		
	977,151		



**TRANSLATION KEY****SMS MEMBERS EMPLOYED IN TERMS OF THE PUBLIC SERVICE ACT, 1994****FULL-TIME CAPACITY**

<b>Level</b>	<b>Package on 31 December 2009</b>	<b>Revised package wef 1 January 2010</b>
<b><u>Director</u> (SMS Grade A - Level 13)</b>	615,633	652,572
	624,867	662,358
	634,242	672,297
	643,755	682,380
	653,412	692,616
	663,216	703,008
	673,164	713,553
	683,262	724,257
	693,510	735,120
	703,914	746,148
	714,471	757,338
	725,190	768,702
736,065	780,228	
<b><u>Chief Director</u> (SMS Grade B - Level 14)</b>	746,181	790,953
	757,374	802,815
	768,735	814,860
	780,267	827,082
	791,973	839,490
	803,853	852,084
	815,913	864,867
	828,153	877,842
	840,576	891,012
	853,185	904,377
	865,983	917,943
	878,973	931,710
	892,155	945,684
905,538	959,871	

Level	Package on 31 December 2009	Revised package wef 1 January 2010	
<b>Deputy Director- General (SMS Grade C - Level 15)</b>	921,054	976,317	
	934,869	990,960	
	948,897	1,005,831	
	963,129	1,020,918	
	977,577	1,036,233	
	992,241	1,051,776	
	1,007,127	1,067,556	
	1,022,238	1,083,573	
	1,037,571	1,099,824	
	P	1,048,128	1,111,017
	P	1,063,788	1,127,616
	P	1,079,673	1,144,452

<b>Director-General (SMS Grade D - Level 16)</b>	1,203,522	1,275,732
	1,221,573	1,294,866
	1,239,900	1,314,294
	1,258,500	1,334,010
	1,277,379	1,354,023
	1,296,540	1,374,333
	1,315,989	1,394,949
	1,335,729	1,415,874
	1,355,766	1,437,111

**TRANSLATION KEY****SMS MEMBERS EMPLOYED IN TERMS OF THE PUBLIC SERVICE ACT, 1994****6/8th CAPACITY**

<b>Level</b>	<b>Package on 31 December 2009</b>	<b>Revised package wef 1 January 2010</b>
<b><u>Director</u> (SMS Grade A - Level 13)</b>	461,724	489,429
	468,651	496,770
	475,683	504,222
	482,817	511,785
	490,059	519,462
	497,412	527,256
	504,873	535,164
	512,448	543,192
	520,134	551,340
	527,937	559,611
	535,854	568,005
	543,894	576,528
	552,048	585,171
<b><u>Chief Director</u> (SMS Grade B - Level 14)</b>	559,635	593,214
	568,032	602,112
	576,552	611,145
	585,201	620,313
	593,979	629,619
	602,889	639,063
	611,934	648,651
	621,114	658,383
	630,432	668,259
	639,888	678,282
	649,488	688,458
	659,229	698,784
	669,117	709,263
679,155	719,904	

## Annexure D to dpsa Circular 1 of 2010

Level	Package on 31 December 2009	Revised package wef 1 January 2010
<b><u>Deputy Director-General</u></b> (SMS Grade C - Level 15)	690,792	732,237
	701,151	743,220
	711,672	754,374
	722,346	765,690
	733,182	777,174
	744,180	788,832
	755,346	800,667
	766,680	812,679
	778,179	824,868
<b><u>Director-General</u></b> (SMS Grade D - Level 16)	902,643	956,799
	916,179	971,151
	929,925	985,722
	943,875	1,000,509
	958,035	1,015,518
	972,405	1,030,749
	986,991	1,046,211
	1,001,796	1,061,907
	1,016,826	1,077,834

**TRANSLATION KEY****SMS MEMBERS EMPLOYED IN TERMS OF THE PUBLIC SERVICE ACT, 1994****5/8th CAPACITY**

<b>Level</b>	<b>Package on 31 December 2009</b>	<b>Revised package wef 1 January 2010</b>
<b><u>Director</u> (SMS Grade A - Level 13)</b>	<b>384,771</b>	<b>407,859</b>
	<b>390,543</b>	<b>413,973</b>
	<b>396,402</b>	<b>420,186</b>
	<b>402,348</b>	<b>426,489</b>
	<b>408,384</b>	<b>432,885</b>
	<b>414,510</b>	<b>439,380</b>
	<b>420,729</b>	<b>445,971</b>
	<b>427,038</b>	<b>452,661</b>
	<b>433,443</b>	<b>459,450</b>
	<b>439,947</b>	<b>466,344</b>
	<b>446,544</b>	<b>473,337</b>
	<b>453,243</b>	<b>480,438</b>
<b>460,041</b>	<b>487,644</b>	
<b><u>Chief Director</u> (SMS Grade B - Level 14)</b>	<b>466,362</b>	<b>494,346</b>
	<b>473,358</b>	<b>501,759</b>
	<b>480,459</b>	<b>509,289</b>
	<b>487,668</b>	<b>516,927</b>
	<b>494,982</b>	<b>524,682</b>
	<b>502,407</b>	<b>532,554</b>
	<b>509,946</b>	<b>540,543</b>
	<b>517,596</b>	<b>548,652</b>
	<b>525,360</b>	<b>556,884</b>
	<b>533,241</b>	<b>565,236</b>
	<b>541,239</b>	<b>573,714</b>
	<b>549,357</b>	<b>582,318</b>
	<b>557,598</b>	<b>591,054</b>
<b>565,962</b>	<b>599,919</b>	

## Annexure E to dpsa Circular 1 of 2010

Level	Package on 31 December 2009	Revised package wef 1 January 2010
<b><u>Deputy Director-General</u></b> (SMS Grade C - Level 15)	575,658	610,197
	584,292	619,350
	593,061	628,644
	601,956	638,073
	610,986	647,646
	620,151	657,360
	629,454	667,224
	638,898	677,232
	648,483	687,390
<b><u>Director-General</u></b> (SMS Grade D - Level 16)	752,202	797,334
	763,482	809,292
	774,939	821,433
	786,564	833,757
	798,363	846,264
	810,339	858,957
	822,492	871,842
	834,831	884,922
	847,353	898,194

**TRANSLATION KEY****SMS MEMBERS EMPLOYED IN TERMS OF THE PUBLIC SERVICE ACT, 1994****3/8th CAPACITY**

<b>Level</b>	<b>Package on 31 December 2009</b>	<b>Revised package wef 1 January 2010</b>
<b><u>Director</u> (SMS Grade A - Level 13)</b>	<b>230,862</b>	<b>244,716</b>
	<b>234,324</b>	<b>248,385</b>
	<b>237,840</b>	<b>252,111</b>
	<b>241,407</b>	<b>255,894</b>
	<b>245,031</b>	<b>259,731</b>
	<b>248,706</b>	<b>263,628</b>
	<b>252,438</b>	<b>267,582</b>
	<b>256,224</b>	<b>271,596</b>
	<b>260,067</b>	<b>275,670</b>
	<b>263,967</b>	<b>279,807</b>
	<b>267,927</b>	<b>284,001</b>
	<b>271,947</b>	<b>288,264</b>
	<b>276,024</b>	<b>292,587</b>
<b><u>Chief Director</u> (SMS Grade B - Level 14)</b>	<b>279,819</b>	<b>296,607</b>
	<b>284,016</b>	<b>301,056</b>
	<b>288,276</b>	<b>305,574</b>
	<b>292,599</b>	<b>310,155</b>
	<b>296,991</b>	<b>314,808</b>
	<b>301,446</b>	<b>319,533</b>
	<b>305,967</b>	<b>324,324</b>
	<b>310,557</b>	<b>329,190</b>
	<b>315,216</b>	<b>334,131</b>
	<b>319,944</b>	<b>339,141</b>
	<b>324,744</b>	<b>344,229</b>
	<b>329,616</b>	<b>349,392</b>
	<b>334,557</b>	<b>354,633</b>
<b>339,576</b>	<b>359,952</b>	

## Annexure F to dpsa Circular 1 of 2010

<b>Level</b>	<b>Package on 31 December 2009</b>	<b>Revised package wef 1 January 2010</b>
<b><u>Deputy Director-General</u></b> <b>(SMS Grade C - Level 15)</b>	<b>345,396</b>	<b>366,120</b>
	<b>350,577</b>	<b>371,610</b>
	<b>355,836</b>	<b>377,187</b>
	<b>361,173</b>	<b>382,845</b>
	<b>366,591</b>	<b>388,587</b>
	<b>372,090</b>	<b>394,416</b>
	<b>377,673</b>	<b>400,335</b>
	<b>383,340</b>	<b>406,341</b>
	<b>389,088</b>	<b>412,434</b>
<b><u>Director-General</u></b> <b>(SMS Grade D - Level 16)</b>	<b>451,320</b>	<b>478,401</b>
	<b>458,091</b>	<b>485,574</b>
	<b>464,964</b>	<b>492,861</b>
	<b>471,939</b>	<b>500,253</b>
	<b>479,016</b>	<b>507,759</b>
	<b>486,204</b>	<b>515,376</b>
	<b>493,497</b>	<b>523,107</b>
	<b>500,898</b>	<b>530,952</b>
	<b>508,413</b>	<b>538,917</b>



**TRANSLATION KEY**

**SMS MEMBERS EMPLOYED IN TERMS OF THE CORRECTIONAL SERVICES ACT,  
1994  
FULL-TIME CAPACITY**

<b>Level</b>	<b>Package on 31 December 2009</b>	<b>Revised package wef 1 January 2010</b>
<b><u>Director</u> (SMS Grade A - Level 13)</b>	626,715	664,317
	636,114	674,280
	645,660	684,399
	655,347	694,668
	665,175	705,087
	675,153	715,662
	685,281	726,399
	695,559	737,292
	705,996	748,356
	716,583	759,579
	727,332	770,973
	738,243	782,538
749,316	794,274	
<b><u>Chief Director</u> (SMS Grade B - Level 14)</b>	759,612	805,188
	771,006	817,266
	782,571	829,524
	794,313	841,971
	806,229	854,604
	818,325	867,426
	830,601	880,437
	843,060	893,643
	855,705	907,047
	868,542	920,655
	881,571	934,464
	894,795	948,483
	908,214	962,706
921,840	977,151	

## Annexure G to dpsa Circular 1 of 2010

<b>Level</b>	<b>Package on 31 December 2009</b>	<b>Revised package wef 1 January 2010</b>
<b><u>Deputy Director-General</u></b> <b>(SMS Grade C - Level 15)</b>	<b>937,632</b>	<b>993,891</b>
	<b>951,696</b>	<b>1,008,798</b>
	<b>965,973</b>	<b>1,023,930</b>
	<b>980,469</b>	<b>1,039,296</b>
	<b>995,172</b>	<b>1,054,881</b>
	<b>1,010,103</b>	<b>1,070,709</b>
	<b>1,025,256</b>	<b>1,086,771</b>
	<b>1,040,637</b>	<b>1,103,076</b>
	<b>1,056,249</b>	<b>1,119,624</b>
<b><u>Director-General</u></b> <b>(SMS Grade D - Level 16)</b>	<b>1,225,185</b>	<b>1,298,697</b>
	<b>1,243,563</b>	<b>1,318,176</b>
	<b>1,262,217</b>	<b>1,337,949</b>
	<b>1,281,150</b>	<b>1,358,019</b>
	<b>1,300,371</b>	<b>1,378,392</b>
	<b>1,319,877</b>	<b>1,399,071</b>
	<b>1,339,677</b>	<b>1,420,059</b>
	<b>1,359,774</b>	<b>1,441,359</b>
	<b>1,380,171</b>	<b>1,462,980</b>