



**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 2011**

## **IMPROVEMENT IN CONDITIONS OF SERVICE OF MEMBERS OF THE SENIOR MANAGEMENT SERVICE: 1 JANUARY 2011**

### **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 2011 (not based on the outcome of their performance).
  - (b) Translation of affected SMS 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.
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.

Staatsdiens en Administrasie . Ditirelo tsa Puso le Tsamaiso . Ditshebeliso 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 kaRhumende nokuPhata

### **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 **5%**, effective from 1 January 2011, 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 2011.
  - (c) The translation of the SMS members referred to in (a) above to the revised remuneration scales in terms of the following translation keys:
    - SMS members appointed in terms of the Public Service Act: Annexes C to F.
    - SMS members appointed in terms of the Correctional Services Act: 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 2010/11 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.



*f* **ACTING DIRECTOR-GENERAL**  
Date: 2011/01/28

**SMS REMUNERATION SCALES WITH EFFECT FROM 1  
JANUARY 2011: 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>
685,200	830,502	1,025,133	1,339,518
695,475	842,955	1,040,508	1,359,609
705,912	855,603	1,056,123	1,380,009
716,499	868,437	1,071,963	1,400,712
727,248	881,466	1,088,046	1,421,724
738,159	894,687	1,104,366	1,443,051
749,232	908,109	1,120,935	1,464,696
760,470	921,735	1,137,753	1,486,668
771,876	935,562	1,154,814	1,508,967
783,456	949,596		
795,204	963,840		
807,138	978,297		
819,240	992,967		
	1,007,865		

**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>
256,950	311,439	384,426	502,320
260,802	316,107	390,192	509,853
264,717	320,850	396,045	517,503
268,686	325,665	401,985	525,267
272,718	330,549	408,018	533,148
276,810	335,508	414,138	541,143
280,962	340,542	420,351	549,261
285,177	345,651	426,657	557,502
289,455	350,835	433,056	565,863
293,796	356,100		
298,203	361,440		
302,676	366,861		
307,215	372,363		
	377,949		

**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>
428,250	519,063	640,707	837,198
434,673	526,848	650,319	849,756
441,195	534,753	660,078	862,506
447,813	542,772	669,978	875,445
454,530	550,917	680,028	888,579
461,349	559,179	690,228	901,908
468,270	567,567	700,584	915,435
475,293	576,084	711,096	929,169
482,424	584,727	721,758	943,104
489,660	593,499		
497,004	602,400		
504,462	611,436		
512,025	620,604		
	629,916		

**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>
513,900	622,878	768,849	1,004,640
521,607	632,217	780,381	1,019,706
529,434	641,703	792,093	1,035,006
537,375	651,327	803,973	1,050,534
545,436	661,101	816,036	1,066,293
553,620	671,016	828,276	1,082,289
561,924	681,081	840,702	1,098,522
570,354	691,302	853,314	1,115,001
578,907	701,673	866,112	1,131,726
587,592	712,197		
596,403	722,880		
605,355	733,722		
614,430	744,726		
	755,898		

**SMS REMUNERATION SCALES WITH EFFECT FROM 1  
JANUARY 2011: 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>
697,533	845,448	1,043,586	1,363,632
707,994	858,129	1,059,237	1,384,086
718,620	870,999	1,075,128	1,404,846
729,402	884,070	1,091,262	1,425,921
740,340	897,333	1,107,624	1,447,311
751,446	910,797	1,124,244	1,469,025
762,720	924,459	1,141,110	1,491,063
774,156	938,325	1,158,231	1,513,428
785,775	952,398	1,175,604	1,536,129
797,559	966,687		
809,523	981,186		
821,664	995,907		
833,988	1,010,841		
	1,026,009		



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

<b>Level</b>	<b>Package on 31 December 2010</b>	<b>Revised package wef 1 January 2011</b>
<b><u>Director</u> (SMS Grade A - Level 13)</b>	<b>652,572</b>	<b>685,200</b>
	<b>662,358</b>	<b>695,475</b>
	<b>672,297</b>	<b>705,912</b>
	<b>682,380</b>	<b>716,499</b>
	<b>692,616</b>	<b>727,248</b>
	<b>703,008</b>	<b>738,159</b>
	<b>713,553</b>	<b>749,232</b>
	<b>724,257</b>	<b>760,470</b>
	<b>735,120</b>	<b>771,876</b>
	<b>746,148</b>	<b>783,456</b>
	<b>757,338</b>	<b>795,204</b>
	<b>768,702</b>	<b>807,138</b>
	<b>780,228</b>	<b>819,240</b>
<b><u>Chief Director</u> (SMS Grade B - Level 14)</b>	<b>790,953</b>	<b>830,502</b>
	<b>802,815</b>	<b>842,955</b>
	<b>814,860</b>	<b>855,603</b>
	<b>827,082</b>	<b>868,437</b>
	<b>839,490</b>	<b>881,466</b>
	<b>852,084</b>	<b>894,687</b>
	<b>864,867</b>	<b>908,109</b>
	<b>877,842</b>	<b>921,735</b>
	<b>891,012</b>	<b>935,562</b>
	<b>904,377</b>	<b>949,596</b>
	<b>917,943</b>	<b>963,840</b>
	<b>931,710</b>	<b>978,297</b>
	<b>945,684</b>	<b>992,967</b>
<b>959,871</b>	<b>1,007,865</b>	

Level	Package on 31 December 2010	Revised package wef 1 January 2011
<b>Deputy Director- General (SMS Grade C - Level 15)</b>	976,317	1,025,133
	990,960	1,040,508
	1,005,831	1,056,123
	1,020,918	1,071,963
	1,036,233	1,088,046
	1,051,776	1,104,366
	1,067,556	1,120,935
	1,083,573	1,137,753
	1,099,824	1,154,814
	P 1,111,017	1,166,568
	P 1,127,616	1,183,998
	P 1,144,452	1,201,674

<b>Director-General (SMS Grade D - Level 16)</b>	1,275,732	1,339,518
	1,294,866	1,359,609
	1,314,294	1,380,009
	1,334,010	1,400,712
	1,354,023	1,421,724
	1,374,333	1,443,051
	1,394,949	1,464,696
	1,415,874	1,486,668
	1,437,111	1,508,967

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

<b>Level</b>	<b>Package on 31 December 2010</b>	<b>Revised package wef 1 January 2011</b>
<b><u>Director</u> (SMS Grade A - Level 13)</b>	489,429	513,900
	496,770	521,607
	504,222	529,434
	511,785	537,375
	519,462	545,436
	527,256	553,620
	535,164	561,924
	543,192	570,354
	551,340	578,907
	559,611	587,592
	568,005	596,403
	576,528	605,355
585,171	614,430	
<b><u>Chief Director</u> (SMS Grade B - Level 14)</b>	593,214	622,878
	602,112	632,217
	611,145	641,703
	620,313	651,327
	629,619	661,101
	639,063	671,016
	648,651	681,081
	658,383	691,302
	668,259	701,673
	678,282	712,197
	688,458	722,880
	698,784	733,722
	709,263	744,726
	719,904	755,898

## Annexure D to dpsa Circular 1 of 2011

Level	Package on 31 December 2010	Revised package wef 1 January 2011
<b>Deputy Director- General (SMS Grade C - Level 15)</b>	732,237	768,849
	743,220	780,381
	754,374	792,093
	765,690	803,973
	777,174	816,036
	788,832	828,276
	800,667	840,702
	812,679	853,314
	824,868	866,112
<b>Director-General (SMS Grade D - Level 16)</b>	956,799	1,004,640
	971,151	1,019,706
	985,722	1,035,006
	1,000,509	1,050,534
	1,015,518	1,066,293
	1,030,749	1,082,289
	1,046,211	1,098,522
	1,061,907	1,115,001
	1,077,834	1,131,726

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

<b>Level</b>	<b>Package on 31 December 2010</b>	<b>Revised package wef 1 January 2011</b>
<b><u>Director</u> (SMS Grade A - Level 13)</b>	407,859	428,250
	413,973	434,673
	420,186	441,195
	426,489	447,813
	432,885	454,530
	439,380	461,349
	445,971	468,270
	452,661	475,293
	459,450	482,424
	466,344	489,660
	473,337	497,004
	480,438	504,462
487,644	512,025	
<b><u>Chief Director</u> (SMS Grade B - Level 14)</b>	494,346	519,063
	501,759	526,848
	509,289	534,753
	516,927	542,772
	524,682	550,917
	532,554	559,179
	540,543	567,567
	548,652	576,084
	556,884	584,727
	565,236	593,499
	573,714	602,400
	582,318	611,436
	591,054	620,604
599,919	629,916	

## Annexure E to dpsa Circular 1 of 2011

<b>Level</b>	<b>Package on 31 December 2010</b>	<b>Revised package wef 1 January 2011</b>
<b><u>Deputy Director-General</u></b> <b>(SMS Grade C - Level 15)</b>	610,197	640,707
	619,350	650,319
	628,644	660,078
	638,073	669,978
	647,646	680,028
	657,360	690,228
	667,224	700,584
	677,232	711,096
	687,390	721,758
<b><u>Director-General</u></b> <b>(SMS Grade D - Level 16)</b>	797,334	837,198
	809,292	849,756
	821,433	862,506
	833,757	875,445
	846,264	888,579
	858,957	901,908
	871,842	915,435
	884,922	929,169
	898,194	943,104

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

<b>Level</b>	<b>Package on 31 December 2010</b>	<b>Revised package wef 1 January 2011</b>
<b><u>Director</u> (SMS Grade A - Level 13)</b>	<b>244,716</b>	<b>256,950</b>
	<b>248,385</b>	<b>260,802</b>
	<b>252,111</b>	<b>264,717</b>
	<b>255,894</b>	<b>268,686</b>
	<b>259,731</b>	<b>272,718</b>
	<b>263,628</b>	<b>276,810</b>
	<b>267,582</b>	<b>280,962</b>
	<b>271,596</b>	<b>285,177</b>
	<b>275,670</b>	<b>289,455</b>
	<b>279,807</b>	<b>293,796</b>
	<b>284,001</b>	<b>298,203</b>
	<b>288,264</b>	<b>302,676</b>
	<b>292,587</b>	<b>307,215</b>
<b><u>Chief Director</u> (SMS Grade B - Level 14)</b>	<b>296,607</b>	<b>311,439</b>
	<b>301,056</b>	<b>316,107</b>
	<b>305,574</b>	<b>320,850</b>
	<b>310,155</b>	<b>325,665</b>
	<b>314,808</b>	<b>330,549</b>
	<b>319,533</b>	<b>335,508</b>
	<b>324,324</b>	<b>340,542</b>
	<b>329,190</b>	<b>345,651</b>
	<b>334,131</b>	<b>350,835</b>
	<b>339,141</b>	<b>356,100</b>
	<b>344,229</b>	<b>361,440</b>
	<b>349,392</b>	<b>366,861</b>
	<b>354,633</b>	<b>372,363</b>
<b>359,952</b>	<b>377,949</b>	

## Annexure F to dpsa Circular 1 of 2011

Level	Package on 31 December 2010	Revised package wef 1 January 2011
<b>Deputy Director- General (SMS Grade C - Level 15)</b>	366,120	384,426
	371,610	390,192
	377,187	396,045
	382,845	401,985
	388,587	408,018
	394,416	414,138
	400,335	420,351
	406,341	426,657
	412,434	433,056
<b>Director-General (SMS Grade D - Level 16)</b>	478,401	502,320
	485,574	509,853
	492,861	517,503
	500,253	525,267
	507,759	533,148
	515,376	541,143
	523,107	549,261
	530,952	557,502
	538,917	565,863



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

<b>Level</b>	<b>Package on 31 December 2010</b>	<b>Revised package wef 1 January 2011</b>
<b><u>Director</u> (SMS Grade A - Level 13)</b>	<b>664,317</b>	<b>697,533</b>
	<b>674,280</b>	<b>707,994</b>
	<b>684,399</b>	<b>718,620</b>
	<b>694,668</b>	<b>729,402</b>
	<b>705,087</b>	<b>740,340</b>
	<b>715,662</b>	<b>751,446</b>
	<b>726,399</b>	<b>762,720</b>
	<b>737,292</b>	<b>774,156</b>
	<b>748,356</b>	<b>785,775</b>
	<b>759,579</b>	<b>797,559</b>
	<b>770,973</b>	<b>809,523</b>
	<b>782,538</b>	<b>821,664</b>
<b>794,274</b>	<b>833,988</b>	
<b><u>Chief Director</u> (SMS Grade B - Level 14)</b>	<b>805,188</b>	<b>845,448</b>
	<b>817,266</b>	<b>858,129</b>
	<b>829,524</b>	<b>870,999</b>
	<b>841,971</b>	<b>884,070</b>
	<b>854,604</b>	<b>897,333</b>
	<b>867,426</b>	<b>910,797</b>
	<b>880,437</b>	<b>924,459</b>
	<b>893,643</b>	<b>938,325</b>
	<b>907,047</b>	<b>952,398</b>
	<b>920,655</b>	<b>966,687</b>
	<b>934,464</b>	<b>981,186</b>
	<b>948,483</b>	<b>995,907</b>
	<b>962,706</b>	<b>1,010,841</b>
<b>977,151</b>	<b>1,026,009</b>	

## Annexure G to dpsa Circular 1 of 2011

Level	Package on 31 December 2010	Revised package wef 1 January 2011
<b>Deputy Director- General (SMS Grade C - Level 15)</b>	993,891	1,043,586
	1,008,798	1,059,237
	1,023,930	1,075,128
	1,039,296	1,091,262
	1,054,881	1,107,624
	1,070,709	1,124,244
	1,086,771	1,141,110
	1,103,076	1,158,231
	1,119,624	1,175,604
<b>Director-General (SMS Grade D - Level 16)</b>	1,298,697	1,363,632
	1,318,176	1,384,086
	1,337,949	1,404,846
	1,358,019	1,425,921
	1,378,392	1,447,311
	1,399,071	1,469,025
	1,420,059	1,491,063
	1,441,359	1,513,428
	1,462,980	1,536,129