



the dpsa

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TO ALL HEADS OF NATIONAL/PROVINCIAL DEPARTMENTS AND PROVINCIAL ADMINISTRATIONS

PSCBC RESOLUTION 3 OF 2009 READ TOGETHER WITH DPSA CIRCULAR 2 OF 2009: INTERPRETATION OF GRADE PROGRESSION DATE

1. In terms of PSCBC Resolution 3 of 2009 and DPSA Circular 2 of 2009, provision is made, with effect from 1 April 2010, for employees on salary levels 4, 5, 6, 7, 9 and 11 who completed 15 years of continuous service on the salary level shall grade progress to salary levels 5, 6, 7, 8, 10 and 12 respectively.
2. It has come to the DPSA's attention that, as the current salary level system was only implemented on 1 July 1996, departments are still unclear as to the correct interpretation and application of clauses 3.6.2.2 and 3.6.3.1 – with specific reference to the period to be considered for giving effect to the grade progression to the next higher grade.
3. Departments are therefore informed that, as per intent of the collective agreement, the first grade progression shall at the earliest take effect once a period of 15 years continuous service on the salary level has been completed, i.e. on 1 April 2011.
4. In terms of the PSA Chapter VIII, Section 38(1)(a) "If an incorrect salary, salary level, salary scale or reward is awarded to an employee, the relevant executive authority shall correct it with effect from the date on which it commenced".
5. This communiqué therefore serves as providing the proper interpretation of the said clause and does not derogate from any provisions as contained in the Agreement or the DPSA directive and departments are cautioned not to deviate from the collective agreement or the DPSA's Circular.


DIRECTOR-GENERAL (Act)
DATE 2012/11/16

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-Mfummo na Valawuri

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