



the dpsa

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Public Service and Administration
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TO ALL NATIONAL AND PROVINCIAL DEPARTMENTS AND PROVINCIAL ADMINISTRATIONS

IMPLEMENTATION OF THE BASIC SALARY COMPONENT OF 70% IN THE SENIOR MANAGEMENT SERVICE (SMS) TOTAL COST-TO-EMPLOYER (TCE) PACKAGE

1. DPSA Circular 1 of 2012 refers.
2. The Minister for Public Service and Administration determined a revised basic salary component of 70% in the SMS TCE package, effective from 1 April 2012.
3. SMS members, who were in service on 31 March 2012, were afforded a once-off choice to set their basic salary in their SMS TCE package at 70%, effective from 1 April 2012. The choice was to be exercised, in writing, in the format prescribed and cut-off date set by departments.
4. SMS members and departments inundate the DPSA with requests for approval to change the basic salary in the SMS TCE package after departmental cut-off dates.
5. Please note that the DPSA will not consider further requests of this nature, whether it is to choose a basic salary of 70% or to undo an initial decision.

Kind regards

1 ACTING DIRECTOR-GENERAL

DATE: 2013/9/5