



**the dpsa**

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## **TO ALL NATIONAL/PROVINCIAL DEPARTMENTS/ PROVINCIAL ADMINISTRATIONS**

### **AWARDING OF PERSONAL SALARY NOTCHES ON THE SALARY STRUCTURE FOR NON-OCCUPATION SPECIFIC DISPENSATIONS (OSD) EMPLOYEES**

1. The salary structure for non-Occupation Specific Dispensation (OSD) employees provides for four personal salary notches (so-called in-between notches) between certain salary levels (e.g. personal notch between salary levels 9 and 10). These personal salary notches are remnants of the salary grading system that was implemented in 1996. It is the intention to phase-out these personal salary notches as soon as possible.
2. The DPSA is inundated with enquiries whether it is permissible to utilise these salary notches for appointment or retention purposes. It is not permissible to use these personal salary notches in this regard. PERSAL has been duly configured not to accept new appointments on or translation to these personal (so-called in-between) notches.

Kind regards

  
**DIRECTOR-GENERAL**  
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