



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 2 OF 2015

IMPROVEMENT IN CONDITIONS OF SERVICE OF MEMBERS OF THE SENIOR MANAGEMENT SERVICE (SMS): 1 APRIL 2015

Introduction

1. The Circular deals with the acting Minister for Public Service and Administration's (MPSA's) determination for the SMS cost-of-living adjustment for the 2015/16 financial year, effective from 1 April 2015.

Scope of applicability

2. The determination applies only to SMS members who are appointed in terms of the following Acts:-
 - 2.1 Public Service Act, 1994.
 - 2.2 Correctional Services Act, 1998.
3. The acting MPSA's determination is also applicable to SMS members in SA Social Security Agency (SASSA) in terms of the SASSA Remuneration, Grading and Performance Management Framework, effective from 1 April 2015.
4. The Ministers of Police, Defence and Military Veterans and Justice and Constitutional Development will make appropriate determinations for SMS members employed in terms of the following Acts:
 - 4.1. South African Police Service Act, 1995.
 - 4.2. Defence Act, 2002.
 - 4.3. National Prosecuting Authority Act, 1998.

Determination

5. 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), the acting MPSA determined/approved the following for SMS members employed in terms of the Public Service Act, 1994 and the Correctional Services Act, 1998, effective from 1 April 2015, delinked from performance:
 - 5.1. Cost-of-living adjustment of 5.5% for salary levels 13 to 16 (Director, Chief Director, Deputy Director-General and Director-General levels).


- 5.2. Remuneration scales attached as **Appendices A and B** for SMS members referred to in sub-paragraph 5.1 above.
- 5.3. Translation of the SMS members referred to in sub-paragraphs 5.1 above to the remuneration scales referred to in sub-paragraph 5.2 above, in terms of the following translation keys:
 - 5.3.1. SMS members appointed in terms of the Public Service Act: **Appendices C to F**.
 - 5.3.2. SMS members appointed in terms of the Correctional Services Act: **Appendix G**.

Implementation

6. The DPSA advised the National Treasury (PERSAL) to implement the cost-of-living adjustment in the following manner:
 - 6.1. **SMS members admitted to the Government Employees Pension Fund (GEPF)**
 - 6.1.1. The components *basic salary* and the *employer contribution to the GEPF* of the Total Cost-to-Employer (TCE) package are adjusted programmatically.
 - 6.1.2. The adjustment to the component *flexible portion* is added to the sub-component *non-pensionable allowance* as default.
 - 6.2. **SMS members not admitted to the GEPF**
 - 6.2.1. The adjustment to the total TCE package is added to the sub-component *non-pensionable allowance* (in the component *flexible portion*) as default.
7. SMS members are afforded the opportunity to re-structure their TCE packages, effective from 1 April 2015.

General

8. The expenditure emanating from the MPSA's determination has to be defrayed from current departmental (budget) baselines.
9. The DPSA Model (2016 tax year) to structure SMS TCE packages is available on the DPSA website.
10. Departments must inform SMS members in writing of their revised TCE packages, the manner in which the adjustment is implemented, that errors will be rectified, and that any amounts that may have been overpaid or underpaid will be adjusted.
11. Departments must ensure that they implement the MPSA's determinations, and the measures contained in this Circular, correctly. Departments are welcome to approach the DPSA for assistance.


DIRECTOR-GENERAL
DATE: 05/08/2015

**SMS REMUNERATION SCALES WITH EFFECT FROM 1 APRIL
2015: SMS MEMBERS EMPLOYED IN TERMS OF THE PUBLIC
SERVICE ACT, 1994**

FULL-TIME SMS MEMBERS

DIRECTOR	CHIEF DIRECTOR	DEPUTY DIRECTOR- GENERAL	DIRECTOR- GENERAL
(SMS Level 13)	(SMS Level 14)	(SMS Level 15)	(SMS Level 16)
864 177	1 042 500	1 267 806	1 656 618
877 152	1 058 145	1 286 823	1 681 464
890 301	1 074 024	1 306 131	1 706 694
903 663	1 090 131	1 325 724	1 732 299
917 220	1 106 484	1 345 617	1 758 285
930 975	1 123 083	1 365 795	1 784 661
944 940	1 139 934	1 386 288	1 811 427
959 112	1 157 031	1 407 090	1 838 601
973 506	1 174 392	1 428 186	1 866 183
988 101	1 192 008		
1 002 933	1 209 885		
1 017 972	1 228 029		
	1 246 449		

SMS MEMBERS EMPLOYED IN A 3/8TH CAPACITY

DIRECTOR	CHIEF DIRECTOR	DEPUTY DIRECTOR- GENERAL	DIRECTOR- GENERAL
(SMS Level 13)	(SMS Level 14)	(SMS Level 15)	(SMS Level 16)
324 066	390 939	475 428	621 231
328 932	396 804	482 559	630 549
333 864	402 759	489 798	640 011
338 874	408 798	497 148	649 611
343 959	414 933	504 606	659 358
349 116	421 155	512 172	669 249
354 354	427 476	519 858	679 284
359 667	433 887	527 658	689 475
365 064	440 397	535 569	699 819
370 539	447 003		
376 101	453 708		
381 741	460 512		
	467 418		

SMS MEMBERS EMPLOYED IN A 5/8TH CAPACITY

DIRECTOR	CHIEF DIRECTOR	DEPUTY DIRECTOR- GENERAL	DIRECTOR- GENERAL
(SMS Level 13)	(SMS Level 14)	(SMS Level 15)	(SMS Level 16)
540 111	651 564	792 378	1 035 387
548 220	661 341	804 264	1 050 915
556 437	671 265	816 333	1 066 683
564 789	681 333	828 579	1 082 688
573 264	691 554	841 011	1 098 927
581 859	701 928	853 623	1 115 412
590 589	712 458	866 430	1 132 143
599 445	723 144	879 432	1 149 126
608 442	733 995	892 617	1 166 364
617 562	745 005		
626 832	756 177		
636 234	767 517		
	779 031		

SMS MEMBERS EMPLOYED IN A 6/8TH CAPACITY

DIRECTOR	CHIEF DIRECTOR	DEPUTY DIRECTOR- GENERAL	DIRECTOR- GENERAL
(SMS Level 13)	(SMS Level 14)	(SMS Level 15)	(SMS Level 16)
648 132	781 875	950 856	1 242 465
657 864	793 608	965 118	1 261 098
667 725	805 518	979 599	1 280 022
677 748	817 599	994 293	1 299 225
687 915	829 863	1 009 212	1 318 713
698 232	842 313	1 024 347	1 338 495
708 705	854 952	1 039 716	1 358 571
719 334	867 774	1 055 319	1 378 950
730 131	880 794	1 071 141	1 399 638
741 075	894 006		
752 199	907 413		
763 479	921 021		
	934 836		

**SMS REMUNERATION SCALES WITH EFFECT FROM 1 APRIL
2015: SMS MEMBERS EMPLOYED IN TERMS OF THE
CORRECTIONAL SERVICES ACT, 1995**

FULL-TIME SMS MEMBERS

DIRECTOR	CHIEF DIRECTOR	DEPUTY DIRECTOR- GENERAL	DIRECTOR- GENERAL
(SMS Level 13)	(SMS Level 14)	(SMS Level 15)	(SMS Level 16)
879 738	1 061 271	1 290 633	1 686 438
892 941	1 077 186	1 309 989	1 711 737
906 336	1 093 353	1 329 642	1 737 414
919 929	1 109 757	1 349 595	1 763 475
933 732	1 126 404	1 369 827	1 789 929
947 739	1 143 303	1 390 386	1 816 782
961 947	1 160 451	1 411 242	1 844 037
976 389	1 177 857	1 432 413	1 871 700
991 026	1 195 527	1 453 902	1 899 771
1 005 894	1 213 458		
1 020 981	1 231 668		
1 036 296	1 250 136		
	1 268 892		

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

Level	TCE package on 31 March 2015	Revised TCE package wef 1 April 2015
<u>Director</u> (SMS Level 13)	819 126	864 177
	831 423	877 152
	843 888	890 301
	856 554	903 663
	869 403	917 220
	882 441	930 975
	895 677	944 940
	909 111	959 112
	922 755	973 506
	936 588	988 101
	950 646	1 002 933
964 902	1 017 972	
<u>Chief Director</u> (SMS Level 14)	988 152	1 042 500
	1 002 981	1 058 145
	1 018 032	1 074 024
	1 033 299	1 090 131
	1 048 800	1 106 484
	1 064 535	1 123 083
	1 080 507	1 139 934
	1 096 713	1 157 031
	1 113 168	1 174 392
	1 129 866	1 192 008
	1 146 810	1 209 885
	1 164 009	1 228 029
	1 181 469	1 246 449

Level	TCE package on 31 March 2015	Revised TCE package wef 1 April 2015
<u>Deputy Director- General</u> (SMS Level 15)	1 201 713	1 267 806
	1 219 737	1 286 823
	1 238 040	1 306 131
	1 256 610	1 325 724
	1 275 465	1 345 617
	1 294 593	1 365 795
	1 314 018	1 386 288
	1 333 734	1 407 090
	1 353 732	1 428 186
	P 1 367 517	1 442 730
	P 1 387 944	1 464 282
	P 1 408 665	1 486 143
<u>Director-General</u> (SMS Level 16)	1 570 254	1 656 618
	1 593 804	1 681 464
	1 617 720	1 706 694
	1 641 990	1 732 299
	1 666 620	1 758 285
	1 691 622	1 784 661
	1 716 993	1 811 427
	1 742 751	1 838 601
	1 768 893	1 866 183

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

Level	TCE package on 31 March 2015	Revised TCE package wef 1 April 2015
<u>Director</u> (SMS Level 13)	307 173	324 066
	311 784	328 932
	316 458	333 864
	321 207	338 874
	326 025	343 959
	330 915	349 116
	335 880	354 354
	340 917	359 667
	346 032	365 064
	351 222	370 539
	356 493	376 101
	361 839	381 741
<u>Chief Director</u> (SMS Level 14)	370 557	390 939
	376 119	396 804
	381 762	402 759
	387 486	408 798
	393 300	414 933
	399 201	421 155
	405 189	427 476
	411 267	433 887
	417 438	440 397
	423 699	447 003
	430 053	453 708
	436 503	460 512
	443 052	467 418

Appendix D to DPSA Circular 2 of 2015

Level	TCE package on 31 March 2015	Revised TCE package wef 1 April 2015
<u>Deputy Director- General</u> (SMS Level 15)	450 642	475 428
	457 401	482 559
	464 265	489 798
	471 228	497 148
	478 299	504 606
	485 472	512 172
	492 756	519 858
	500 151	527 658
	507 651	535 569
<u>Director-General</u> (SMS Level 16)	588 846	621 231
	597 678	630 549
	606 645	640 011
	615 747	649 611
	624 984	659 358
	634 359	669 249
	643 872	679 284
	653 532	689 475
	663 336	699 819

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

Level	TCE package on 31 March 2015	Revised TCE package wef 1 April 2015
<u>Director</u> (SMS Level 13)	511 953	540 111
	519 639	548 220
	527 430	556 437
	535 347	564 789
	543 378	573 264
	551 526	581 859
	559 797	590 589
	568 194	599 445
	576 723	608 442
	585 369	617 562
	594 153	626 832
603 063	636 234	
<u>Chief Director</u> (SMS Level 14)	617 595	651 564
	626 862	661 341
	636 270	671 265
	645 813	681 333
	655 500	691 554
	665 334	701 928
	675 318	712 458
	685 446	723 144
	695 730	733 995
	706 167	745 005
	716 757	756 177
	727 506	767 517
	738 417	779 031

Appendix E to DPSA Circular 2 of 2015

Level	TCE package on 31 March 2015	Revised TCE package wef 1 April 2015
<u>Deputy Director- General</u> (SMS Level 15)	751 071	792 378
	762 336	804 264
	773 775	816 333
	785 382	828 579
	797 166	841 011
	809 121	853 623
	821 262	866 430
	833 583	879 432
	846 084	892 617
<u>Director-General</u> (SMS Level 16)	981 408	1 035 387
	996 129	1 050 915
	1 011 075	1 066 683
	1 026 243	1 082 688
	1 041 639	1 098 927
	1 057 263	1 115 412
	1 073 121	1 132 143
	1 089 219	1 149 126
	1 105 557	1 166 364

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

Level	TCE package on 31 March 2015	Revised TCE package wef 1 April 2015
<u>Director</u> (SMS Level 13)	614 346	648 132
	623 568	657 864
	632 916	667 725
	642 417	677 748
	652 053	687 915
	661 830	698 232
	671 757	708 705
	681 834	719 334
	692 067	730 131
	702 441	741 075
	712 986	752 199
	723 678	763 479
<u>Chief Director</u> (SMS Level 14)	741 114	781 875
	752 235	793 608
	763 524	805 518
	774 975	817 599
	786 600	829 863
	798 402	842 313
	810 381	854 952
	822 534	867 774
	834 876	880 794
	847 401	894 006
	860 109	907 413
	873 006	921 021
	886 101	934 836

Appendix F to DPSA Circular 2 of 2015

Level	TCE package on 31 March 2015	Revised TCE package wef 1 April 2015
<u>Deputy Director- General</u> (SMS Level 15)	901 284	950 856
	914 802	965 118
	928 530	979 599
	942 459	994 293
	956 598	1 009 212
	970 944	1 024 347
	985 515	1 039 716
	1 000 302	1 055 319
	1 015 299	1 071 141
<u>Director-General</u> (SMS Level 16)	1 177 692	1 242 465
	1 195 353	1 261 098
	1 213 290	1 280 022
	1 231 494	1 299 225
	1 249 965	1 318 713
	1 268 718	1 338 495
	1 287 744	1 358 571
	1 307 064	1 378 950
	1 326 669	1 399 638

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

Level	TCE package on 31 March 2015	Revised TCE package wef 1 April 2015
<u>Director</u> (SMS Level 13)	833 874	879 738
	846 390	892 941
	859 086	906 336
	871 971	919 929
	885 054	933 732
	898 332	947 739
	911 799	961 947
	925 488	976 389
	939 360	991 026
	953 454	1 005 894
	967 755	1 020 981
982 272	1 036 296	
<u>Chief Director</u> (SMS Level 14)	1 005 945	1 061 271
	1 021 029	1 077 186
	1 036 353	1 093 353
	1 051 902	1 109 757
	1 067 682	1 126 404
	1 083 699	1 143 303
	1 099 953	1 160 451
	1 116 453	1 177 857
	1 133 202	1 195 527
	1 150 197	1 213 458
	1 167 459	1 231 668
	1 184 964	1 250 136
	1 202 742	1 268 892

Level	TCE package on 31 March 2015	Revised TCE package wef 1 April 2015
<u>Deputy Director- General</u> (SMS Level 15)	1 223 349	1 290 633
	1 241 697	1 309 989
	1 260 324	1 329 642
	1 279 236	1 349 595
	1 298 415	1 369 827
	1 317 900	1 390 386
	1 337 670	1 411 242
	1 357 737	1 432 413
	1 378 107	1 453 902
<u>Director-General</u> (SMS Level 16)	1 598 520	1 686 438
	1 622 499	1 711 737
	1 646 838	1 737 414
	1 671 540	1 763 475
	1 696 614	1 789 929
	1 722 069	1 816 782
	1 747 902	1 844 037
	1 774 122	1 871 700
	1 800 732	1 899 771