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TO ALL HEADS OF NATIONAL/PROVINCIAL DEPARTMENTS AND PROVINCIAL ADMINISTRATIONS

DPSA CIRCULAR 11 OF 2017

2017 INCENTIVE POLICY FRAMEWORK FOR NON-OCCUPATION SPECIFIC DISPENSATION (OSD) EMPLOYEES ON SALARY LEVELS 1 TO 12 AND EMPLOYEES COVERED BY OSDs

1. Kindly receive the 2017 Incentive Policy Framework for non-OSD employees on salary levels 1 to 12 and employees covered by OSDs (hereafter referred to as the 2017 Incentive Policy Framework), which replaces the 2012 Incentive Policy Framework, for implementation by departments and provincial administrations.
2. Departments' attention is drawn to the following major amendments contained in the 2017 Incentive Policy Framework:
 - 2.1. Termination of the awarding of multiple notches, in the form of pay progression, to non-OSD employees on salary levels 1 to 12.
 - 2.2. Termination of Executive Authorities' authority to exceed the cap on the expenditure permissible for the awarding of performance bonuses for non-OSD employees on salary levels 1 to 12 and OSD employees.
 - 2.3. Effective date of grade progression for non-OSD employees.
3. Departments and provincial administrations are requested to ensure that the 2017 Incentive Policy Framework is implemented correctly.


DIRECTOR-GENERAL

DATE: 19/09/2017