



the dpsa

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HEADS: NATIONAL AND PROVINCIAL DEPARTMENTS AND PROVINCIAL ADMINISTRATIONS

IMPLICATIONS OF 2020 TAX AMENDMENTS ON THE SENIOR MANAGEMENT SERVICE (SMS), MIDDLE MANAGEMENT SERVICE (MMS) AND OCCUPATION SPECIFIC DISPENSATIONS (OSD)

1. The Minister of Finance announced the following tax amendments, effective from 1 March 2020 (2021 tax year):
 - 1.1. Revised income tax rates, of which the details are available from the SA Revenue Service (SARS).
 - 1.2. The following revised medical scheme contribution tax credits:
 - 1.2.1. R319 per month (R3 828 per annum) for the principal member of the medical aid scheme.
 - 1.2.2. Additional R319 per month (R3 828 per annum) for the 1st dependant.
 - 1.2.3. Additional R215 per month (R2 580 per annum) for each further (additional) dependant.
 - 1.3. Revised primary rebate of R14 958 per annum for persons younger than 65 years.
2. Due to these amendments, approval is granted to SMS and MMS members and affected OSD employees, **who so wish**, to restructure the flexible portion of their Total Cost-to-Employer (TCE) packages, with effect from 1 April 2020 (after the 2020 annual cost-of-living adjustments have been announced).

3. **Please note that this approval does not pertain to once-off choices by members to the percentage that constitutes the basic (pensionable) salary in their TCE packages.**
4. The 2020 SMS, MMS and OSD Models, which serve as tools to members and employees to structure their packages, have been updated and are available on the DPSA website (www.dpsa.gov.za).
5. Departments are requested to inform SMS and MMS members and affected OSD employees accordingly.


P.P. **DIRECTOR-GENERAL**
DATE: 06/03/2020