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Mr. D. Mogajane
Director-General: National Treasury
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Dear Colleague

IMPLEMENTATION OF THE BIENNIAL PAY PROGRESSION FOR QUALIFYING EMPLOYEES COVERED BY THE OCCUPATION SPECIFIC DISPENSATIONS (OSDs): 1 JULY 2021

1. Public Service Coordinating Bargaining Council (PSCBC) Resolution 1 of 2021, which provides for improvements in conditions of service in the Public Service was concluded in July 2021 provided for, amongst others, a once-off pensionable salary adjustment of 1.5% with effect from 1 July 2021.
2. As you are aware that the Minister for the Public Service and Administration approved Circular No. 21 of 2021 which provided for the implementation of the pensionable salary adjustment of 1.5% with effect from 1 July 2021 for employees between salary levels 1 to 12 and those covered by the Occupation Specific Dispensations with effect from 1 July 2021.
3. Paragraph 6 of the DPSA Circular No. 21 of 2021 provide that *"In a number of Occupation Specific Dispensations employees qualify for biennial pay progression of 3%. In terms of clause 4.2 of Resolution 1 of 2021 "Biennial pay progression of 3% shall still apply to those employees who qualify in terms of the Sectoral agreements, however in the event that an employee is eligible for 3% in 2022 and he/she would have received 1.5% in 2021, the remainder of the 1.5% will be implemented in 2022". In line with this provision, employees in these OSDs who qualify for pay progression in 2022 will receive the 1.5% adjustment as part of the adjustment of the salary scales mentioned above. Those employees who would have received a 3% adjustment as part of pay progression in 2021, will receive the 1.5% adjustment as part of the revised salary key scales and a further adjustment of 1.5%, backdated to 1 July 2021, in a manner to be announced as soon as possible. This is also due to complexities experienced with PERSAL coding and validations"*.

4. The MPSA approved DPSA Circular No. 18 of 2022 on the implementation of the implementation of biennial pay progression for qualifying employees covered by the Occupation Specific Dispensations (OSDs) with effect from 1 July 2021.
5. In terms of the collective agreements for the Nursing and Social Services Occupational Specific Dispensations and related occupations, employees are eligible to receive a 3% notch increment every second (2nd) year, subject to meeting all the requirements of pay progression. Pursuant to the above, in effecting PSCBC Resolution 1 of 2021, some officials within the Dispensations received a 1.5% notch increment with effect from 1 July 2021 including those employees who ought to have received a 3% notch increment. Therefore, some employees are still to receive further adjustment of 1.5%.
6. The MPSA have advised the Ministers of Defence and Military Veterans, Justice and Correctional Services and Social Development to make similar determinations in terms of the powers vested in them in respect of Police and Defence Force members, Correctional Service officials and SASSA personnel for the implementation of the outstanding 1.5% for qualifying employees covered under OSDs.
7. The DPSA appreciates the National Treasury's assistance to implement the implementation of biennial pay progression for qualifying employees covered by the Occupation Specific Dispensations (OSDs) with effect from 1 July 2021 to enable the Departments to conduct a manual capturing of an outstanding 1.5% for qualifying employees who would initially have received by 1 July 2021.

Kind regards


Ms. Yoliswa Makhasi
Director-General
Date: 17/5/2022