



No	Subject	Item
13	Identified 3 CMC's shall as a minimum be included in a PA – financial management, people management and empowerment and client orientation and customer focus (for SMS members with managerial responsibilities)	10.5(3)
14	Dates of assessment and the format for quarterly reviews and the annual appraisal shall be agreed and adhered to	10.7(1)
15	The PA must specify mechanisms to resolve disputes	10.8(1)
16	All members of the SMS are eligible for a cost of living adjustment	10.9(1)
17	MPSA will annually issue a directive on the extent of the cost of living adjustment (remuneration package)	10.9(2)
18	Annual PA forms the basis in terms of which the granting of performance related pay increases and/or rewards will be considered	10..9(4)
20	Regular performance reviews and an annual performance appraisal are required for all members of the SMS	12.1
21	Dept shall use a standard rating scale (level 1 to 5) when assessing performance	13.3
22	All members are eligible to be considered for – performance related pay increases (package, progression) on an annual basis provided that their performance is evaluated to be fully effective (100% and higher)	15.1(2)
23	Those who score outstanding (130% +) annually qualify for performance rewards	15.1(2)
24	Final decisions on the awarding of rewards shall be taken by the EA, who shall act on the advice of a moderating committee	15.1(3)
25	Performance rewards may only be granted to members who have completed an assessment period of at least 12 months	15. 3 (3)
26	Depts may not spend more than 1,5% of their total annual SMS remuneration budget on performance rewards (cash bonus)	15.3 (3)
27	For HoDs (Provinces who adopted system) the assessment processes outlined must be followed	15.3 (5)
28	Cut off points and maximum % that will apply is provided in item 15.4(6)	15.3 (6)
29	Cash bonus to be calculated on package of member at a time that member completed the assessment cycle of 12 months	15.3 (7)
30	Assessment for pay progression shall be in terms of the new system	15.4 (3)
31	First pay progression can only be effected 1 April 2003	15.4 (4)
32	First progression shall be based on assessments for period 1/4/2001 – 31/3/2003; - members should have been in service for period of 24 months	15.4 (5)
33	Members who are awarded a higher remuneration band that does not correlate to the job weight attached to the job – shall not	15.4 (12)

<b>No</b>	<b>Subject</b>	<b>Item</b>
	qualify for pay progression	
34	EA shall appoint a committee that can assist to ensure that effective PAs are developed and reviewed	15.7 (1)
35	Managers who perform unsatisfactory during probation must be dealt with in the manner stipulated in 15.8	15.8