

**MINISTRY: PUBLIC SERVICE AND ADMINISTRATION**

**REPUBLIC OF SOUTH AFRICA**

**NATIONAL ASSEMBLY**

**QUESTION FOR WRITTEN REPLY**

**QUESTION NO.: 3910**

**Mr M Tshwaku (EFF) to ask the Minister of Public Service and Administration:**

Whether, with reference to her reply to question 141 for oral reply on 7 September 2018, her department and the entities reporting to her implemented the Public Service Coordinating Bargaining Council resolution that all persons employed in the Public Service as Assistant Directors must have their salary level upgraded from level 9 to level 10, and that all Deputy Directors must have their salary level upgraded from level 11 to level 12; if not, why not; if so, what are the relevant details? NW4488E

**REPLY**

The Grade Progression Model contemplated in PSCBC Resolution 3 of 2009 has been implemented with effect from 1 April 2009.

* What PSCBC Resolution 1 of 2012 in clause 18.1 seeks to achieve is the rectification of the agreement that was agreed upon in clause 3.6.3.2 of PSCBC Resolution 3 of 2009.

**The “movement from one salary level to another” in the Public Service is achieved in terms of in the following processes or circumstances:**

1. Through ‘Grade Progression’ from the salary level attached to an employee’s post to the next higher salary level only in recognition for long and loyal service, based on compliance with the prescribed service period and minimum performance standards. Grade progression is facilitated through PSCBC Resolution 3 of 2009, and not Resolution 1 of 2012, which contains the Grade Progression Model for employees on salary levels 1 to 12 not covered by an Occupation Specific Dispensation (OSD).
2. Through advertisement in the open media whereby appointment to a higher graded vacant post, is based on where an employee has applied for a higher graded vacancy, and has been the recommended candidate through an “open competition” process.

Grade progression of employees is continuing in terms of the Resolution as and when employees meet the qualifying criteria.