**NATIONAL ASSEMBLY**

**WRITTEN REPLY**

**QUESTION: 3919**

**PUBLISHED IN INTERNAL QUESTION PAPER NO 45-2018 OF 6 DECEMBER 2018**

**MR NS MATIASE (EFF) TO ASK THE MINISTER OF RURAL DEVELOPMENT AND LAND REFORM:**

Whether, with reference to the reply of the Minister of Public Service and Administration 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? **NW4498E**

**REPLY:**

No as they do not all qualify for the upgrade period prescribed by the Minister of Public Service and Administration. Currently, a Labour Court case is pending regarding officials who were appointed on 1 August 2012, and do not qualify for the automatic upgrades.

The Minister of Public Service and Administration directed in terms PSCBC Resolution 1 of 2012, clause 18.1 and set out in Circular 16/P dated 25 February 2013 that all posts/jobs that were graded on salary levels 10 and 12 between 1 July 2010 and 31 July 2012 and whose incumbents were appointed on salary levels 9 and 11, be automatically upgraded to salary levels 10 and 12 respectively with effect from 1 August 2012, subject to the availability of supporting job evaluation results.

To ensure that the implementation of clause 18.1 of Resolution 1 of 2012 is applied in a uniform manner, the Minister of Public Service and Administration directed in terms of Public Service Regulations Chapter 1, Part IG- “that only employees serving in posts/jobs that were graded on salary levels 10 and 12 since the implementation of Resolution 3 of 2009 up to and including 31 July 2012, be automatically absorbed into their regraded posts/jobs with effect from 1 August 2012, on condition that such posts/jobs were previously job evaluated and graded at salary levels 10 or 12 in terms of the revised job weight ranges as specified in terms of Circular 16/P dated 12 September 2011”.

The Minister of Public Service and Administration further directed in terms of section 3(1)(c) and 3(2) of the Public Service Act that: “Should executive authorities grade new jobs/posts or regrade existing jobs/posts within the corporate services environment at salary levels 9,10,11 or 12 grades of such jobs/posts must be consulted with and recommended by the Minister of Public Service and Administration before a final decision on the grade of the post is taken so as to ensure contemporaneous consistency”.