



INPUT HOSPERSA TODAY

IMPLEMENTATION OF PSCBC RESOLUTION 3 OF 2009 (DPSA CIRCULAR 2 OF 2009) REVISED SALARY STRUCTURE FOR EMPLOYEES NOT COVERED BY AN OCCUPATION SPECIFIC DISPENSATION (OSD) SALARY LEVELS 1-12

1. Resolution 3 of 2009 revised the salary structure of employees within the public service who did not qualify for any form of OSD.
2. The resolution also afforded employees with certain periods of continued employment the opportunity to grade progress to higher salary levels.
3. The revision is divided into two phases. The two phases are as follows:
4.
 - **Phase 1- this is with effect of 01 April 2009**

Salary level	Requirements	Next Level
Level 1	5 years completed continuous service	Level 2
Level 2	20 years completed continuous service on levels 1 and 2	Level 3
Level 2	Direct appointment on level 2 and 15 years completed continuous service	Level 3

It is important members ascertain whether phase 1 has been implemented as above. This can be done by enquiring from the Personnel Office or by checking a salary advice for any period after 01 April 2009.

- Phase 2-This is with effect of 01 April 2010

Salary Level	Requirements	Next Salary Level	Information Required
Level 1	5 years completed continuous service 2 years average satisfactory evaluations	Level 2	Date of appointment. Last 2 years PMDS evaluations.
Level 2	20 years completed continuous service on levels 1 and 2	Level 3	Date of appointment last 2 years PMDS evaluations
Level 3	Appointment on level 2 and 15 years completed continuous service	Level 3	Date of appointment last 2 years PMDS evaluations
Level 4,5,6 and 7	15 years continuous completed service on a salary level	Level 5,6,7,8	Date of appointment to salary level. Last 2 years PMDS evaluations.
Level 9 and 11	15 years continuous completed service on a salary level	Level 10 and 12	Date of appointment to salary level. Last PMDS evaluation

There are clauses within the agreement that allow for accelerated progression and it will be based on an evaluation of at least above satisfactory performance. Accelerated progression means that an employee may progress to the next higher level attached to his/her post based on sustained above average performance. This accelerated progression is limited to 30% of the employees per year.

Since the combined experience on salary levels 1 and 2 is considered for grade progression, no provision is made for accelerated grade progression of employees from salary level 1 to 2 and salary levels 2-3 only the normal periods apply

Apart from the grade progression of employees on salary levels 1 and 2 to salary levels 2 and 3 respectively with effect from 01 April 2009, the grade progression model is implemented with effect from 01 April 2010.

The date of grade progression is linked to the performance management cycle, which normally runs from 01 April to 31 March of the next year. Therefore, grade progression will only be effected on (with effect from) 01 April of a year.

This means that the grade progression of and employee who meets the qualifying prescribed period of service for grade progression during the course of a performance cycle, will only be effected on 01 April of the year following the particular performance cycle.

Based on the above information HOSPERSA will try and assist members ensuring that a fair process be implemented for HOSPERSA members.
Please note that the agreement is a continuous process and provinces are to ensure that all members are translated when they qualify.

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