

**MINISTRY FOR COOPERATIVE GOVERNANCE AND TRADITIONAL AFFAIRS**

**REPUBLIC OF SOUTH AFRICA**

**QUESTIONS FOR WRITTEN REPLY**

**QUESTION NUMBER 2019/58**

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**58. Ms. Y.N Yako (EFF) to ask the Minister of Cooperative Governance and Traditional Affairs:**

Whether,with reference to the reply of the Minister of Public Service and Administration to question 141 for oral reply on 7 September 2018, his department and the entities reporting to him 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, 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? NW63E

**REPLY:**

The resolution reached between parties in the Public Service Coordinating Bargaining Council does not indicate that all Assistant Directors must have their salary levels’ upgraded from Level 9 to Level 10, and that all Deputy Directors must have their salary levels’ upgraded from Level 11 to Level 12.

Resolution 3 of 2009, sub-paragraph 3.6.3.2 states that “The commencing salary of all employees on posts not covered by an OSD as per PSCBC Resolution 1 of 2007, and 3 of 2008, who are appointed as Assistant Directors and Deputy Directors shall, with effect from 1 July 2010, be on salary levels 9 and 11 respectively”.

PSCBC Resolution 1 of 2012 paragraph 18.1 clause 3.6.3.2 amended Resolution 3 of 2009 to allow employees whose posts graded on salary levels 10 and 12 to be appointed and remunerated on salary levels 10 and 12 respectively. This resolution re-introduced salary levels 10 and 12 without abolishing salary levels 9 and 10, and without the intention that all employees at Assistant Director and Deputy Director Levels be upgraded to Level 10 and Level 12 respectively.

The Director General of the Department of Public Service and Administration clarified the implementation of the resolution through Circular 4 of 2014, dated 05/08/2014, which states that “Please note that this directive must be read in conjunction with PSCBC, Resolution 3 of 2009, DPSA Circulars 16/P dated 12 September 2011 and 25 February 2013. Furthermore, this Directive should not be interpreted as a general upgrading of all posts/jobs from salary level 9 to 10 and salary level 11 to 12”.

The Department has complied with the resolution and Directives of the DPSA.

**SOUTH AFRICAN LOCAL GOVERNMENT ASSOCIATION (SALGA), MUNICIPAL DEMARCATION BOARD (MDB) & SOUTH AFRICAN CITIES NETWORK (SACN)**

Not applicable to SALGA, MDB and SACN, as the organizations do not fall under prescripts of the Department of Public Service and Administration.

**Thank you**