

HUMAN RESOURCE CIRCULAR 33/2006

TO ALL HEADS OF PROVINCIAL DEPARTMENTS

ANNUAL COST-OF-LIVING ADJUSTMENT FOR EMPLOYEES ON SALARY LEVELS 1 TO 12 : 1 JULY 2006

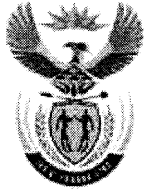
The above-mentioned circular from the Department of Public Service and Administration is attached for your information. The content thereof should be brought to the attention of all relevant staff.


DEPARTMENT OF THE PREMIER

DATE:2006/5/29.....

Department of the Premier ▼ Departement van die Premier ▼ Lefapha La Tonakgolo

Human Resource Advice, Co-ordination and Management Directorate



the dpsa

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REPUBLIC OF SOUTH AFRICA

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**TO ALL HEADS OF NATIONAL/PROVINCIAL DEPARTMENTS AND
PROVINCIAL ADMINISTRATIONS**

CIRCULAR NO. 2 OF 2006

ANNUAL COST-OF-LIVING ADJUSTMENT FOR EMPLOYEES ON SALARY LEVELS 1 TO 12: 1 JULY 2006

INTRODUCTION

- 1 A multi-term agreement (Resolution 2 of 2004) was concluded in the Public Service Co-ordinating Bargaining Council (PSCBC) on the improvement of conditions of service for personnel who fall within the registered scope of the PSCBC, and is effective for the 2004/05, 2005/06 and 2006/07 financial years.

PSCBC RESOLUTION 2 OF 2004

2. The Resolution, inter alia, provides for the following:
 - (a) **Cost-of-living adjustments for the 2004/05, 2005/06 and 2006/07 financial years:**
 - (i) 2004/05 financial year (effective from 1 July 2004)

Projected CPI-X for the period 1 April 2004 to 31 March 2005, determined as 5% for the 2004/05 financial year, *plus* an additional 1.2% - therefore totalling a cost-of-living adjustment of 6.2% with effect from 1 July 2004.

(ii) 2005/06 financial year (effective from 1 July 2005)

Projected CPI-X for the period 1 April 2005 to 31 March 2006 for the 2005/06-financial year, *plus* an additional 0.4%. Based on the projected CPI-X of 4.2% for the said period, the Minister therefore determined a cost-of-living adjustment of 4.6%, effective from 1 July 2005, as part of the middle year of the multi-term agreement.

(iii) 2006/07 financial year (effective from 1 July 2006)

Projected CPI-X for the period 1 April 2006 to 31 March 2007 for the 2006/07-financial year, *plus* an additional 0.4%.

- (iv) If there is a difference between the actual CPI-X and the average projected CPI-X for the periods referred to in (i), (ii) and (iii) above, the difference shall be dealt with in the adjustment for the subsequent year in the following manner:
- If the actual CPI-X is higher than the projected CPI-X paid, the full difference shall be added to the adjustment for the following year, namely 1 July 2005 and 1 July 2006.
 - If the actual CPI-X is higher than the projected CPI-X paid for the period 1 April 2006 to 31 March 2007, the full difference shall be added to the outcome of the next round of the salary negotiations.
- (v) The forecasts of National Treasury shall be used to determine the projected CPI-X in this regard.
- (vi) The salary adjustments provided for in the **multi-term** agreement for the 2004/05, 2005/06 and 2006/07 financial years exclude employees who are on a (personal) salary scale or notch that applied before 1 July 1996 or who are awarded a (personal) salary scale or notch since 1 July 1996 that is not contained/reflected on the salary grading system key scale until their salary scales/notches are on par with the standard salary ranges attached to their positions.
- (vii) Employees covered in terms of Ministerial Directive issued by DPSA dated 26 June 2003 (1/8/P) qualify for the annual salary adjustments referred to in the agreement. This Directive covers employees who in terms of PSCBC Resolution No. 7 of 2002 were matched and placed in lower graded posts or who applied

successfully for lower graded posts and who were placed on personal notches.

3. It was therefore necessary to determine whether or not the average CPI-X for the period 1 April 2005 to 31 March 2006 is higher than National Treasury's projected CPI-X figure of 4.2%, which was used as basis for the cost-of-living adjustment for the 2005/06 financial year (1 July 2005). If higher, the difference must be added to the baseline adjustment for the 2006/07 financial year, effective from 1 July 2006.
4. The average CPI-X for the period 1 April 2005 to 31 March 2006 is 4.13%, based on data provided by StatsSA. The actual average is therefore lower than National Treasury's projected figure of 4.2% for the said period, with the result that Clause 3.4 of PSCBC Resolution 2 of 2004 is not invoked for the 2006/07 financial year.
5. The projected CPI-X for the 2006/07 financial year, on which the adjustment for the 2006/07 financial year (effective from 1 July 2006) is to be based, as contained in the 2006 Budget Review, is again 4.2%. **The Minister for the Public Service and Administration has therefore based her determination for the 2006/07 financial year for employees on salary levels 1 to 12 on National Treasury's projected CPI-X for the 2006/07 financial year (period 1 April 2006 to 31 March 2007), and taking into account that PSCBC Resolution 2 of 2004 provides for an additional adjustment of 0.4 percent in addition to National Treasury's projected CPI-X for the said period.**

SCOPE OF APPLICABILITY OF THIS CIRCULAR

6. The salary adjustment contained in this Circular applies to personnel on salary levels 1 to 12 who are appointed in terms of the **Public Service Act, 1994 and the Correctional Services Act, 1998** and who are in service on the **date of implementation** of the adjustment.
7. The measures contained in this Circular do not apply to the personnel groups listed below. The (possible) adjustment of salaries of these personnel groups, or the implementation/adjustment of the formulae to accommodate such improvements, is being dealt with separately and, where applicable, particulars thereof will be announced as soon as possible by the Executing Authorities concerned:-
 - (a) Senior Managers/Professionals on SMS Grades A to D (former salary levels 13 to 16) appointed in terms of the Public Service Act, 1994, the

Correctional Services Act, 1998, the Defence Act, 2002, South African Police Service Act, 1995 and the Employment of Educators Act, 1998.

- (b) Personnel on salary levels 1 to 12 employed in terms of the Employment of Educators Act, 1998, the South African Police Service Act, 1995 and the Defence Act, 2002.
- (c) Personnel employed in terms of the National Prosecuting Authority Act, 1998.

DETERMINATION BY THE MINISTER FOR THE PUBLIC SERVICE AND ADMINISTRATION

General

- 8. The Minister for the Public Service and Administration has determined the following:
 - (a) A cost-of-living salary adjustment of **4.6%** for employees on salary levels 1 to 12, effective from 1 July 2006.
 - (b) Implementation of the revised salary scales contained in the (attached) Annexes referred to hereunder, effective from 1 July 2006:

Public Service Act appointees

- (i) Annexure A - Full-time employees
- (ii) Annexure B - Part-time employees (5/8th capacity)
- (iii) Annexure C - Part-time employees (6/8th capacity)

Correctional Services Act appointees

- (iv) Annexure D - Full-time employees
- (c) The adjustment of the salary notches of employees on salary levels 1 to 10 and of the inclusive packages of employees on salary levels 11 to 12 (MMS members) in accordance with the translation keys contained in the (attached) Annexes referred to hereunder:

Public Service Act appointees

- (i) Annexure E - Full-time employees
- (ii) Annexure F - Part-time employees (5/8th capacity)
- (iii) Annexure G - Part-time employees (6/8th capacity)

Correctional Services Act appointees

(iv) Annexure H - Full-time employees

- (d) The translation of personnel currently on personal salary scales (on the salary key scale which applied on 30 June 1996 or who were awarded a (personal) salary scale or notch since 1 July 1996) that is not reflected on the salary grading system key scale, to the salary grading system in terms of this Department's circular minute 1/2/1/P dated 11 January 1999. Such employees must again exercise the choice as per the form attached as Annexure I.

Measures that must be complied with when translating personnel

9. The employees referred to sub-paragraph 8(d) above who qualify for an annual notch increment on 1 July 2006 on their personal scales, but who will be translated to one of the standard salary levels of the salary grading system, will not receive the increment on the personal salary scales on the said date on translation to the salary grading system.

Effect of the cost-of-living adjustment on general conditions of service

10. For the purpose of classifying officers and employees according to their salaries, when applying the directives with regard to official journeys, means of transport, subsistence allowance etc., employees who receive personal salaries higher than the maximum of the standard salary levels attached to their ranks are deemed to be in receipt of salaries equivalent to the maximum notches of the standard salary levels attached to their ranks.
11. Departments should submit proposals to this Department on any remuneration, rates, allowances, etc. which are not covered in this Circular or the Annexes thereto, and which have to be adjusted.

GENERAL MATTERS

12. The translation of personnel on salary levels 1 to 10 and salary levels 11 and 12 (MMS members) to the revised salary notches and inclusive packages respectively, will be dealt with as follows:

(a) **Employees on salary levels 1 to 10**

PERSAL/PERSOL will effect the translation programmatically.

(b) **Employees on salary levels 11 and 12 (MMS members)**

PERSAL/PERSOL will effect the translation programmatically in the following manner:


MMS members admitted to the GEPF

The components "basic salary" and the "employer's contribution to the GEPF" will be adjusted programmatically, whilst the adjustment to the component "flexible portion" will be channelled as default to the non-pensionable cash allowance provided for in the flexible portion.

MMS members not admitted to the GEPF

The adjustment to the total package will be channelled as default to the non-pensionable cash allowance provided for in the flexible portion.

13. MMS members may re-structure their packages, effective from 1 July 2006, if they wish to do so.
14. This Department's Financial Manual will be updated and made available in due course.
15. It is possible that the measures contained in this Circular (or Annexes thereto) may be erroneous or that errors may be made in the implementation of the measures. All affected employees must be informed in writing that errors will be rectified and that any amounts that have been overpaid or underpaid because of errors will be rectified (either paid or recovered).
16. Departments are requested to ensure that these measures are implemented correctly. Should any problems arise with the implementation of these measures, departments should approach this Department for assistance.



DIRECTOR-GENERAL

Date: 25/05/2006

SALARY LEVELS WITH EFFECT FROM 1 JULY 2006 FOR FULL-TIME EMPLOYEES: PUBLIC SERVICE ACT APPOINTEES

SALARY LEVEL												
Salary notches												
Notches	1	2	3	4	5	6	7	8	9	10	11	12
1	35,676	39,960	45,894	53,862	63,717	78,879	98,256	122,025	145,710	181,866	284,301	337,566
2	36,030	40,362	46,356	54,399	64,353	79,674	99,240	123,249	147,159	183,684	287,145	340,944
3	36,387	40,764	46,818	54,942	64,998	80,469	100,233	124,485	148,635	185,523	290,016	344,355
4	36,753	41,172	47,289	55,491	65,646	81,276	101,235	125,727	150,123	187,380	292,920	347,799
5	37,116	41,589	47,757	56,049	66,303	82,086	102,249	126,984	151,626	189,249	295,851	351,279
6	37,491	42,003	48,237	56,607	66,966	82,908	103,269	128,250	153,141	191,145	298,812	354,795
7	37,863	42,417	48,723	57,174	67,635	83,739	104,301	129,534	154,671	193,056	301,803	358,344
8	38,241	42,843	49,209	57,744	68,310	84,573	105,345	130,827	156,219	194,982	304,821	361,929
9	38,622	43,269	49,704	58,323	68,997	85,419	106,398	132,138	157,779	196,935	307,872	365,550
10	39,012	43,701	50,196	58,911	69,687	86,277	107,460	133,455	159,354	198,906	310,950	369,204
11	39,399	44,142	50,700	59,496	70,383	87,135	108,534	134,790	160,950	200,892	314,061	372,897
12	39,792	44,586	51,210	60,090	71,085	88,005	109,623	136,140	162,558	202,902	317,202	376,629
13			51,717	60,693	71,796	88,890	110,718	137,502	164,187	204,930	320,376	380,397
14			52,236	61,299	72,516	89,778	111,825	138,876	165,828	206,979	323,583	384,201
15			52,755	61,911	73,242	90,675	112,947	140,265	167,484	209,046	326,820	388,044
16			53,283	62,529	73,977	91,578	114,078	141,669	169,164	211,137	330,090	391,929
P					74,715		115,380		170,670			
P									176,019			

**SALARY LEVELS WITH EFFECT FROM 1 JULY 2006 FOR PART-TIME (5/8TH)
EMPLOYEES: PUBLIC SERVICE ACT APPOINTEES**

SALARY LEVEL												
Salary notches												
Notches	1	2	3	4	5	6	7	8	9	10	11	12
1	22,299	24,975	28,683	33,663	39,822	49,299	61,410	76,266	91,068	113,667	177,687	210,978
2	22,518	25,227	28,974	33,999	40,221	49,797	62,025	77,031	91,974	114,804	179,466	213,090
3	22,743	25,479	29,262	34,338	40,623	50,292	62,646	77,802	92,898	115,953	181,260	215,223
4	22,971	25,734	29,556	34,683	41,028	50,799	63,273	78,579	93,828	117,114	183,075	217,374
5	23,199	25,992	29,847	35,031	41,439	51,303	63,906	79,365	94,767	118,281	184,908	219,549
6	23,433	26,253	30,147	35,379	41,853	51,819	64,542	80,157	95,712	119,466	186,759	221,748
7	23,664	26,511	30,453	35,733	42,273	52,338	65,187	80,958	96,669	120,660	188,628	223,965
8	23,901	26,778	30,756	36,090	42,693	52,857	65,841	81,768	97,638	121,863	190,512	226,206
9	24,138	27,042	31,065	36,453	43,122	53,388	66,498	82,587	98,613	123,084	192,420	228,468
10	24,384	27,312	31,374	36,819	43,554	53,922	67,164	83,409	99,597	124,317	194,343	230,754
11	24,624	27,588	31,689	37,185	43,989	54,459	67,833	84,243	100,593	125,559	196,287	233,061
12	24,870	27,867	32,007	37,557	44,427	55,002	68,514	85,089	101,598	126,813	198,252	235,392
13			32,322	37,932	44,874	55,557	69,198	85,938	102,618	128,082	200,235	237,747
14			32,649	38,313	45,324	56,112	69,891	86,799	103,644	129,363	202,239	240,126
15			32,973	38,694	45,777	56,673	70,593	87,666	104,679	130,653	204,264	242,529
16			33,303	39,081	46,236	57,237	71,298	88,542	105,729	131,961	206,307	244,956
P					46,698		72,114		106,668			
P									110,013			

**SALARY LEVELS WITH EFFECT FROM 1 JULY 2006 FOR PART-TIME (6/8TH)
EMPLOYEES: PUBLIC SERVICE ACT APPOINTEES**

SALARY LEVEL												
Salary notches												
Notches	1	2	3	4	5	6	7	8	9	10	11	12
1	26,757	29,970	34,422	40,398	47,787	59,160	73,692	91,518	109,284	136,401	213,225	253,176
2	27,024	30,273	34,767	40,800	48,264	59,757	74,430	92,436	110,370	137,763	215,358	255,708
3	27,291	30,573	35,115	41,208	48,750	60,351	75,174	93,363	111,477	139,143	217,512	258,267
4	27,564	30,879	35,466	41,619	49,236	60,957	75,927	94,296	112,593	140,535	219,690	260,850
5	27,837	31,191	35,817	42,036	49,728	61,566	76,686	95,238	113,721	141,936	221,889	263,460
6	28,119	31,503	36,177	42,456	50,226	62,181	77,451	96,189	114,855	143,358	224,109	266,097
7	28,398	31,812	36,543	42,882	50,727	62,805	78,225	97,152	116,004	144,792	226,353	268,758
8	28,680	32,133	36,906	43,308	51,234	63,429	79,008	98,121	117,165	146,238	228,615	271,446
9	28,968	32,451	37,278	43,743	51,747	64,065	79,800	99,105	118,335	147,702	230,904	274,164
10	29,259	32,775	37,647	44,184	52,266	64,707	80,595	100,092	119,517	149,181	233,214	276,903
11	29,550	33,108	38,025	44,622	52,788	65,352	81,402	101,094	120,714	150,669	235,545	279,672
12	29,844	33,441	38,409	45,069	53,313	66,003	82,218	102,105	121,920	152,178	237,903	282,471
13			38,787	45,519	53,847	66,669	83,040	103,128	123,141	153,699	240,282	285,297
14			39,177	45,975	54,387	67,335	83,868	104,157	124,371	155,235	242,688	288,150
15			39,567	46,434	54,933	68,007	84,711	105,198	125,613	156,786	245,115	291,033
16			39,963	46,896	55,482	68,685	85,560	106,251	126,873	158,352	247,569	293,946
P					56,037		86,535		128,004			
P									132,015			

**SALARY LEVELS WITH EFFECT FROM 1 JULY 2006 FOR FULL-TIME EMPLOYEES:
CORRECTIONAL SERVICES ACT APPOINTEES**

SALARY LEVEL												
Salary notches												
Notches	1	2	3	4	5	6	7	8	9	10	11	12
1	35,676	39,960	45,894	53,862	63,717	78,879	98,256	122,025	145,710	181,866	286,425	340,122
2	36,030	40,362	46,356	54,399	64,353	79,674	99,240	123,249	147,159	183,684	289,290	343,524
3	36,387	40,764	46,818	54,942	64,998	80,469	100,233	124,485	148,635	185,523	292,185	346,959
4	36,753	41,172	47,289	55,491	65,646	81,276	101,235	125,727	150,123	187,380	295,110	350,433
5	37,116	41,589	47,757	56,049	66,303	82,086	102,249	126,984	151,626	189,249	298,062	353,937
6	37,491	42,003	48,237	56,607	66,966	82,908	103,269	128,250	153,141	191,145	301,047	357,480
7	37,863	42,417	48,723	57,174	67,635	83,739	104,301	129,534	154,671	193,056	304,059	361,059
8	38,241	42,843	49,209	57,744	68,310	84,573	105,345	130,827	156,219	194,982	307,104	364,671
9	38,622	43,269	49,704	58,323	68,997	85,419	106,398	132,138	157,779	196,935	310,176	368,316
10	39,012	43,701	50,196	58,911	69,687	86,277	107,460	133,455	159,354	198,906	313,275	372,000
11	39,399	44,142	50,700	59,496	70,383	87,135	108,534	134,790	160,950	200,892	316,410	375,726
12	39,792	44,586	51,210	60,090	71,085	88,005	109,623	136,140	162,558	202,902	319,578	379,482
13			51,717	60,693	71,796	88,890	110,718	137,502	164,187	204,930	322,773	383,277
14			52,236	61,299	72,516	89,778	111,825	138,876	165,828	206,979	326,004	387,114
15			52,755	61,911	73,242	90,675	112,947	140,265	167,484	209,046	329,265	390,984
16			53,283	62,529	73,977	91,578	114,078	141,669	169,164	211,137	331,578	394,899
P					74,715		115,380		170,670			
									176,019			

**TRANSLATION KEY FOR FULL-TIME EMPLOYEES: PUBLIC SERVICE ACT APPOINTEES:
1 JULY 2006**

Salary level	Notch no.	Salary notches 1 July 2005 (R.p.a.)	Salary notches 1 July 2006 (R.p.a.)
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Salary level	Notch no.	Salary notches 1 July 2005 (R.p.a.)	Salary notches 1 July 2006 (R.p.a.)
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1	1	34,107	35,676
	2	34,446	36,030
	3	34,788	36,387
	4	35,136	36,753
	5	35,484	37,116
	6	35,841	37,491
	7	36,198	37,863
	8	36,558	38,241
	9	36,924	38,622
	10	37,296	39,012
	11	37,665	39,399
	12	38,043	39,792

2	1	38,202	39,960
	2	38,586	40,362
	3	38,970	40,764
	4	39,360	41,172
	5	39,759	41,589
	6	40,155	42,003
	7	40,551	42,417
	8	40,959	42,843
	9	41,367	43,269
	10	41,778	43,701
	11	42,201	44,142
	12	42,624	44,586

3	1	43,875	45,894
	2	44,316	46,356
	3	44,760	46,818
	4	45,210	47,289
	5	45,657	47,757
	6	46,116	48,237
	7	46,581	48,723
	8	47,046	49,209
	9	47,517	49,704
	10	47,988	50,196
	11	48,471	50,700
	12	48,957	51,210
	13	49,443	51,717
	14	49,938	52,236
	15	50,436	52,755
	16	50,940	53,283

4	1	51,492	53,862
	2	52,008	54,399
	3	52,527	54,942
	4	53,052	55,491
	5	53,583	56,049
	6	54,117	56,607
	7	54,660	57,174
	8	55,206	57,744
	9	55,758	58,323
	10	56,319	58,911
	11	56,880	59,496
	12	57,447	60,090
	13	58,023	60,693
	14	58,602	61,299
	15	59,187	61,911
	16	59,778	62,529

**TRANSLATION KEY FOR FULL-TIME EMPLOYEES: PUBLIC SERVICE ACT APPOINTEES:
1 JULY 2006**

Salary level	Notch no.	Salary notches 1 July 2005 (R.p.a.)	Salary notches 1 July 2006 (R.p.a.)
5	1	60,915	63,717
	2	61,524	64,353
	3	62,139	64,998
	4	62,760	65,646
	5	63,387	66,303
	6	64,020	66,966
	7	64,662	67,635
	8	65,307	68,310
	9	65,964	68,997
	10	66,621	69,687
	11	67,287	70,383
	12	67,959	71,085
	13	68,640	71,796
	14	69,327	72,516
	15	70,020	73,242
	16	70,725	73,977
	P	71,430	74,715

Salary level	Notch no.	Salary notches 1 July 2005 (R.p.a.)	Salary notches 1 July 2006 (R.p.a.)
6	1	75,411	78,879
	2	76,170	79,674
	3	76,929	80,469
	4	77,703	81,276
	5	78,477	82,086
	6	79,263	82,908
	7	80,055	83,739
	8	80,853	84,573
	9	81,663	85,419
	10	82,482	86,277
	11	83,304	87,135
	12	84,135	88,005
	13	84,981	88,890
	14	85,830	89,778
	15	86,688	90,675
	16	87,552	91,578

Salary level	Notch no.	Salary notches 1 July 2005 (R.p.a.)	Salary notches 1 July 2006 (R.p.a.)
7	1	93,936	98,256
	2	94,875	99,240
	3	95,826	100,233
	4	96,783	101,235
	5	97,752	102,249
	6	98,727	103,269
	7	99,714	104,301
	8	100,713	105,345
	9	101,718	106,398
	10	102,735	107,460
	11	103,761	108,534
	12	104,802	109,623
	13	105,849	110,718
	14	106,908	111,825
	15	107,979	112,947
	16	109,062	114,078
	P	110,307	115,380

Salary level	Notch no.	Salary notches 1 July 2005 (R.p.a.)	Salary notches 1 July 2006 (R.p.a.)
8	1	116,658	122,025
	2	117,828	123,249
	3	119,010	124,485
	4	120,198	125,727
	5	121,401	126,984
	6	122,610	128,250
	7	123,837	129,534
	8	125,073	130,827
	9	126,327	132,138
	10	127,587	133,455
	11	128,862	134,790
	12	130,152	136,140
	13	131,454	137,502
	14	132,768	138,876
	15	134,097	140,265
	16	135,438	141,669

**TRANSLATION KEY FOR FULL-TIME EMPLOYEES: PUBLIC SERVICE ACT APPOINTEES:
1 JULY 2006**

Salary level	Notch no.	Salary notches 1 July 2005 (R.p.a.)	Salary notches 1 July 2006 (R.p.a.)
9	1	139,302	145,710
	2	140,688	147,159
	3	142,098	148,635
	4	143,520	150,123
	5	144,957	151,626
	6	146,406	153,141
	7	147,870	154,671
	8	149,349	156,219
	9	150,840	157,779
	10	152,346	159,354
	11	153,873	160,950
	12	155,409	162,558
	13	156,966	164,187
	14	158,535	165,828
	15	160,119	167,484
	16	161,724	169,164
	P	163,164	170,670
P	168,279	176,019	

Salary level	Notch no.	Salary notches 1 July 2005 (R.p.a.)	Salary notches 1 July 2006 (R.p.a.)
10	1	173,868	181,866
	2	175,605	183,684
	3	177,363	185,523
	4	179,139	187,380
	5	180,927	189,249
	6	182,739	191,145
	7	184,566	193,056
	8	186,408	194,982
	9	188,274	196,935
	10	190,158	198,906
	11	192,057	200,892
	12	193,980	202,902
	13	195,918	204,930
	14	197,877	206,979
	15	199,854	209,046
	16	201,852	211,137

Salary level	Notch no.	Package 1 July 2005 (R.p.a.)	Package 1 July 2006 (R.p.a.)
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Salary level	Notch no.	Package 1 July 2005 (R.p.a.)	Package 1 July 2006 (R.p.a.)
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11	1	271,797	284,301
	2	274,518	287,145
	3	277,263	290,016
	4	280,038	292,920
	5	282,840	295,851
	6	285,672	298,812
	7	288,531	301,803
	8	291,417	304,821
	9	294,333	307,872
	10	297,276	310,950
	11	300,249	314,061
	12	303,252	317,202
	13	306,288	320,376
	14	309,354	323,583
	15	312,447	326,820
	16	315,573	330,090

12	1	322,722	337,566
	2	325,950	340,944
	3	329,211	344,355
	4	332,505	347,799
	5	335,832	351,279
	6	339,192	354,795
	7	342,585	358,344
	8	346,011	361,929
	9	349,473	365,550
	10	352,968	369,204
	11	356,499	372,897
	12	360,066	376,629
	13	363,669	380,397
	14	367,305	384,201
	15	370,980	388,044
	16	374,694	391,929

Annexure F to DPSA Circular 2 of 2006

**TRANSLATION KEY FOR PART-TIME (5/8TH) EMPLOYEES: PUBLIC SERVICE ACT
APPOINTEES: 1 JULY 2006**

Salary level	Notch no.	Salary notches 1 July 2005 (R.p.a.)	Salary notches 1 July 2006 (R.p.a.)
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1	1	21,318	22,299
	2	21,528	22,518
	3	21,744	22,743
	4	21,960	22,971
	5	22,179	23,199
	6	22,401	23,433
	7	22,623	23,664
	8	22,848	23,901
	9	23,079	24,138
	10	23,310	24,384
	11	23,541	24,624
	12	23,778	24,870

Salary level	Notch no.	Salary notches 1 July 2005 (R.p.a.)	Salary notches 1 July 2006 (R.p.a.)
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2	1	23,877	24,975
	2	24,117	25,227
	3	24,357	25,479
	4	24,600	25,734
	5	24,849	25,992
	6	25,098	26,253
	7	25,344	26,511
	8	25,599	26,778
	9	25,854	27,042
	10	26,112	27,312
	11	26,376	27,588
	12	26,640	27,867

Salary level	Notch no.	Salary notches 1 July 2005 (R.p.a.)	Salary notches 1 July 2006 (R.p.a.)
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3	1	27,423	28,683
	2	27,699	28,974
	3	27,975	29,262
	4	28,257	29,556
	5	28,536	29,847
	6	28,824	30,147
	7	29,112	30,453
	8	29,403	30,756
	9	29,697	31,065
	10	29,994	31,374
	11	30,294	31,689
	12	30,597	32,007
	13	30,903	32,322
	14	31,212	32,649
	15	31,524	32,973
	16	31,839	33,303

Salary level	Notch no.	Salary notches 1 July 2005 (R.p.a.)	Salary notches 1 July 2006 (R.p.a.)
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4	1	32,184	33,663
	2	32,505	33,999
	3	32,829	34,338
	4	33,159	34,683
	5	33,489	35,031
	6	33,822	35,379
	7	34,164	35,733
	8	34,503	36,090
	9	34,848	36,453
	10	35,199	36,819
	11	35,550	37,185
	12	35,904	37,557
	13	36,264	37,932
	14	36,627	38,313
	15	36,993	38,694
	16	37,362	39,081

Annexure F to DPSA Circular 2 of 2006

**TRANSLATION KEY FOR PART-TIME (5/8TH) EMPLOYEES: PUBLIC SERVICE ACT
APPOINTEES: 1 JULY 2006**

Salary level	Notch no.	Salary notches 1 July 2005 (R.p.a.)	Salary notches 1 July 2006 (R.p.a.)
5	1	38,073	39,822
	2	38,454	40,221
	3	38,838	40,623
	4	39,225	41,028
	5	39,618	41,439
	6	40,014	41,853
	7	40,413	42,273
	8	40,818	42,693
	9	41,229	43,122
	10	41,637	43,554
	11	42,054	43,989
	12	42,474	44,427
	13	42,900	44,874
	14	43,329	45,324
	15	43,764	45,777
	16	44,202	46,236
	P	44,643	46,698

Salary level	Notch no.	Salary notches 1 July 2005 (R.p.a.)	Salary notches 1 July 2006 (R.p.a.)
6	1	47,133	49,299
	2	47,607	49,797
	3	48,081	50,292
	4	48,564	50,799
	5	49,047	51,303
	6	49,539	51,819
	7	50,034	52,338
	8	50,532	52,857
	9	51,039	53,388
	10	51,552	53,922
	11	52,065	54,459
	12	52,584	55,002
	13	53,112	55,557
	14	53,643	56,112
	15	54,180	56,673
	16	54,720	57,237

Salary level	Notch no.	Salary notches 1 July 2005 (R.p.a.)	Salary notches 1 July 2006 (R.p.a.)
7	1	58,710	61,410
	2	59,298	62,025
	3	59,892	62,646
	4	60,489	63,273
	5	61,095	63,906
	6	61,704	64,542
	7	62,322	65,187
	8	62,946	65,841
	9	63,573	66,498
	10	64,209	67,164
	11	64,851	67,833
	12	65,502	68,514
	13	66,156	69,198
	14	66,819	69,891
	15	67,488	70,593
	16	68,163	71,298
	P	68,943	72,114

Salary level	Notch no.	Salary notches 1 July 2005 (R.p.a.)	Salary notches 1 July 2006 (R.p.a.)
8	1	72,912	76,266
	2	73,644	77,031
	3	74,382	77,802
	4	75,123	78,579
	5	75,876	79,365
	6	76,632	80,157
	7	77,397	80,958
	8	78,171	81,768
	9	78,954	82,587
	10	79,743	83,409
	11	80,538	84,243
	12	81,345	85,089
	13	82,158	85,938
	14	82,980	86,799
	15	83,811	87,666
	16	84,648	88,542

Annexure F to DPSA Circular 2 of 2006

**TRANSLATION KEY FOR PART-TIME (5/8TH) EMPLOYEES: PUBLIC SERVICE ACT
APPOINTEES: 1 JULY 2006**

Salary level	Notch no.	Salary notches 1 July 2005 (R.p.a.)	Salary notches 1 July 2006 (R.p.a.)
9	1	87,063	91,068
	2	87,930	91,974
	3	88,812	92,898
	4	89,700	93,828
	5	90,597	94,767
	6	91,503	95,712
	7	92,418	96,669
	8	93,342	97,638
	9	94,275	98,613
	10	95,217	99,597
	11	96,171	100,593
	12	97,131	101,598
	13	98,103	102,618
	14	99,084	103,644
	15	100,074	104,679
	16	101,079	105,729
	P	101,979	106,668
	P	105,174	110,013

Salary level	Notch no.	Salary notches 1 July 2005 (R.p.a.)	Salary notches 1 July 2006 (R.p.a.)	
10	1	108,669	113,667	
	2	109,752	114,804	
	3	110,853	115,953	
	4	111,963	117,114	
	5	113,079	118,281	
	6	114,213	119,466	
	7	115,353	120,660	
	8	116,505	121,863	
	9	117,672	123,084	
	10	118,848	124,317	
	11	120,036	125,559	
	12	121,239	126,813	
	13	122,448	128,082	
	14	123,672	129,363	
	15	124,908	130,653	
	16	126,159	131,961	

Salary level	Notch no.	Package 1 July 2005 (R.p.a.)	Package 1 July 2006 (R.p.a.)
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Salary level	Notch no.	Package 1 July 2005 (R.p.a.)	Package 1 July 2006 (R.p.a.)
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Salary level	Notch no.	Package 1 July 2005 (R.p.a.)	Package 1 July 2006 (R.p.a.)
11	1	169,872	177,687
	2	171,573	179,466
	3	173,289	181,260
	4	175,023	183,075
	5	176,775	184,908
	6	178,545	186,759
	7	180,333	188,628
	8	182,136	190,512
	9	183,957	192,420
	10	185,799	194,343
	11	187,656	196,287
	12	189,534	198,252
	13	191,430	200,235
	14	193,347	202,239
	15	195,279	204,264
	16	197,232	206,307

Salary level	Notch no.	Package 1 July 2005 (R.p.a.)	Package 1 July 2006 (R.p.a.)
12	1	201,702	210,978
	2	203,718	213,090
	3	205,758	215,223
	4	207,816	217,374
	5	209,895	219,549
	6	211,995	221,748
	7	214,116	223,965
	8	216,258	226,206
	9	218,421	228,468
	10	220,605	230,754
	11	222,813	233,061
	12	225,042	235,392
	13	227,292	237,747
	14	229,566	240,126
	15	231,864	242,529
	16	234,183	244,956

**TRANSLATION KEY WITH EFFECT FOR PART-TIME (6/8TH) EMPLOYEES: PUBLIC
SERVICE ACT APPOINTEES: 1 JULY 2006**

Salary level	Notch no.	Salary notches 1 July 2005 (R.p.a.)	Salary notches 1 July 2006 (R.p.a.)
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Salary level	Notch no.	Salary notches 1 July 2005 (R.p.a.)	Salary notches 1 July 2006 (R.p.a.)
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1	1	25,581	26,757
	2	25,836	27,024
	3	26,091	27,291
	4	26,352	27,564
	5	26,613	27,837
	6	26,880	28,119
	7	27,150	28,398
	8	27,420	28,680
	9	27,693	28,968
	10	27,972	29,259
	11	28,248	29,550
	12	28,533	29,844

2	1	28,653	29,970
	2	28,941	30,273
	3	29,229	30,573
	4	29,520	30,879
	5	29,820	31,191
	6	30,117	31,503
	7	30,414	31,812
	8	30,720	32,133
	9	31,026	32,451
	10	31,335	32,775
	11	31,650	33,108
	12	31,968	33,441

3	1	32,907	34,422
	2	33,237	34,767
	3	33,570	35,115
	4	33,909	35,466
	5	34,242	35,817
	6	34,587	36,177
	7	34,935	36,543
	8	35,286	36,906
	9	35,637	37,278
	10	35,991	37,647
	11	36,354	38,025
	12	36,717	38,409
	13	37,083	38,787
	14	37,455	39,177
	15	37,827	39,567
	16	38,205	39,963

4	1	38,619	40,398
	2	39,006	40,800
	3	39,396	41,208
	4	39,789	41,619
	5	40,188	42,036
	6	40,587	42,456
	7	40,995	42,882
	8	41,406	43,308
	9	41,820	43,743
	10	42,240	44,184
	11	42,660	44,622
	12	43,086	45,069
	13	43,518	45,519
	14	43,953	45,975
	15	44,391	46,434
	16	44,835	46,896

**TRANSLATION KEY WITH EFFECT FOR PART-TIME (6/8TH) EMPLOYEES: PUBLIC
SERVICE ACT APPOINTEES: 1 JULY 2006**

Salary level	Notch no.	Salary notches 1 July 2005 (R.p.a.)	Salary notches 1 July 2006 (R.p.a.)
5	1	45,687	47,787
	2	46,143	48,264
	3	46,605	48,750
	4	47,070	49,236
	5	47,541	49,728
	6	48,015	50,226
	7	48,498	50,727
	8	48,981	51,234
	9	49,473	51,747
	10	49,965	52,266
	11	50,466	52,788
	12	50,970	53,313
	13	51,480	53,847
	14	51,996	54,387
	15	52,515	54,933
	16	53,043	55,482
	P	53,574	56,037

Salary level	Notch no.	Salary notches 1 July 2005 (R.p.a.)	Salary notches 1 July 2006 (R.p.a.)
6	1	56,559	59,160
	2	57,129	59,757
	3	57,696	60,351
	4	58,278	60,957
	5	58,857	61,566
	6	59,448	62,181
	7	60,042	62,805
	8	60,639	63,429
	9	61,248	64,065
	10	61,863	64,707
	11	62,478	65,352
	12	63,102	66,003
	13	63,735	66,669
	14	64,374	67,335
	15	65,016	68,007
	16	65,664	68,685

Salary level	Notch no.	Salary notches 1 July 2005 (R.p.a.)	Salary notches 1 July 2006 (R.p.a.)
7	1	70,452	73,692
	2	71,157	74,430
	3	71,871	75,174
	4	72,588	75,927
	5	73,314	76,686
	6	74,046	77,451
	7	74,787	78,225
	8	75,534	79,008
	9	76,290	79,800
	10	77,052	80,595
	11	77,820	81,402
	12	78,603	82,218
	13	79,386	83,040
	14	80,181	83,868
	15	80,985	84,711
	16	81,798	85,560
	P	82,731	86,535

Salary level	Notch no.	Salary notches 1 July 2005 (R.p.a.)	Salary notches 1 July 2006 (R.p.a.)
8	1	87,495	91,518
	2	88,371	92,436
	3	89,259	93,363
	4	90,150	94,296
	5	91,050	95,238
	6	91,959	96,189
	7	92,877	97,152
	8	93,804	98,121
	9	94,746	99,105
	10	95,691	100,092
	11	96,648	101,094
	12	97,614	102,105
	13	98,592	103,128
	14	99,576	104,157
	15	100,572	105,198
	16	101,580	106,251

TRANSLATION KEY WITH EFFECT FOR PART-TIME (6/8TH) EMPLOYEES: PUBLIC SERVICE ACT APPOINTEES: 1 JULY 2006

Salary level	Notch no.	Salary notches 1 July 2005 (R.p.a.)	Salary notches 1 July 2006 (R.p.a.)
9	1	104,478	109,284
	2	105,516	110,370
	3	106,575	111,477
	4	107,640	112,593
	5	108,717	113,721
	6	109,806	114,855
	7	110,904	116,004
	8	112,011	117,165
	9	113,130	118,335
	10	114,261	119,517
	11	115,404	120,714
	12	116,556	121,920
	13	117,726	123,141
	14	118,902	124,371
	15	120,090	125,613
	16	121,293	126,873
	P		122,373
P		126,210	132,015

Salary level	Notch no.	Salary notches 1 July 2005 (R.p.a.)	Salary notches 1 July 2006 (R.p.a.)
10	1	130,401	136,401
	2	131,703	137,763
	3	133,023	139,143
	4	134,355	140,535
	5	135,696	141,936
	6	137,055	143,358
	7	138,426	144,792
	8	139,806	146,238
	9	141,207	147,702
	10	142,620	149,181
	11	144,042	150,669
	12	145,485	152,178
	13	146,940	153,699
	14	148,407	155,235
	15	149,892	156,786
	16	151,389	158,352

Salary level	Notch no.	Salary notches 1 July 2005 (R.p.a.)	Package 1 July 2006 (R.p.a.)
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Salary level	Notch no.	Salary notches 1 July 2005 (R.p.a.)	Package 1 July 2006 (R.p.a.)
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11	1	203,847	213,225
	2	205,890	215,358
	3	207,948	217,512
	4	210,030	219,690
	5	212,130	221,889
	6	214,254	224,109
	7	216,399	226,353
	8	218,562	228,615
	9	220,749	230,904
	10	222,957	233,214
	11	225,186	235,545
	12	227,439	237,903
	13	229,716	240,282
	14	232,017	242,688
	15	234,336	245,115
	16	236,679	247,569

12	1	242,043	253,176
	2	244,464	255,708
	3	246,909	258,267
	4	249,378	260,850
	5	251,874	263,460
	6	254,394	266,097
	7	256,938	268,758
	8	259,509	271,446
	9	262,104	274,164
	10	264,726	276,903
	11	267,375	279,672
	12	270,051	282,471
	13	272,751	285,297
	14	275,478	288,150
	15	278,235	291,033
	16	281,022	293,946

Annexure H to DPSA Circular 2 of 2006

**TRANSLATION KEY FOR FULL-TIME EMPLOYEES: CORRECTIONAL SERVICES ACT
APPOINTEES: 1 JULY 2006**

Salary level	Notch no.	Salary notches 1 July 2005 (R.p.a.)	Salary notches 1 July 2006 (R.p.a.)
1	1	34,107	35,676
	2	34,446	36,030
	3	34,788	36,387
	4	35,136	36,753
	5	35,484	37,116
	6	35,841	37,491
	7	36,198	37,863
	8	36,558	38,241
	9	36,924	38,622
	10	37,296	39,012
	11	37,665	39,399
	12	38,043	39,792

Salary level	Notch no.	Salary notches 1 July 2005 (R.p.a.)	Salary notches 1 July 2006 (R.p.a.)
2	1	38,202	39,960
	2	38,586	40,362
	3	38,970	40,764
	4	39,360	41,172
	5	39,759	41,589
	6	40,155	42,003
	7	40,551	42,417
	8	40,959	42,843
	9	41,367	43,269
	10	41,778	43,701
	11	42,201	44,142
	12	42,624	44,586

3	1	43,875	45,894
	2	44,316	46,356
	3	44,760	46,818
	4	45,210	47,289
	5	45,657	47,757
	6	46,116	48,237
	7	46,581	48,723
	8	47,046	49,209
	9	47,517	49,704
	10	47,988	50,196
	11	48,471	50,700
	12	48,957	51,210
	13	49,443	51,717
	14	49,938	52,236
	15	50,436	52,755
	16	50,940	53,283

4	1	51,492	53,862
	2	52,008	54,399
	3	52,527	54,942
	4	53,052	55,491
	5	53,583	56,049
	6	54,117	56,607
	7	54,660	57,174
	8	55,206	57,744
	9	55,758	58,323
	10	56,319	58,911
	11	56,880	59,496
	12	57,447	60,090
	13	58,023	60,693
	14	58,602	61,299
	15	59,187	61,911
	16	59,778	62,529

**TRANSLATION KEY FOR FULL-TIME EMPLOYEES: CORRECTIONAL SERVICES ACT
APPOINTEES: 1 JULY 2006**

5	1	60,915	63,717
	2	61,524	64,353
	3	62,139	64,998
	4	62,760	65,646
	5	63,387	66,303
	6	64,020	66,966
	7	64,662	67,635
	8	65,307	68,310
	9	65,964	68,997
	10	66,621	69,687
	11	67,287	70,383
	12	67,959	71,085
	13	68,640	71,796
	14	69,327	72,516
	15	70,020	73,242
	16	70,725	73,977
P	71,430	74,715	

6	1	75,411	78,879
	2	76,170	79,674
	3	76,929	80,469
	4	77,703	81,276
	5	78,477	82,086
	6	79,263	82,908
	7	80,055	83,739
	8	80,853	84,573
	9	81,663	85,419
	10	82,482	86,277
	11	83,304	87,135
	12	84,135	88,005
	13	84,981	88,890
	14	85,830	89,778
	15	86,688	90,675
	16	87,552	91,578

7	1	93,936	98,256
	2	94,875	99,240
	3	95,826	100,233
	4	96,783	101,235
	5	97,752	102,249
	6	98,727	103,269
	7	99,714	104,301
	8	100,713	105,345
	9	101,718	106,398
	10	102,735	107,460
	11	103,761	108,534
	12	104,802	109,623
	13	105,849	110,718
	14	106,908	111,825
	15	107,979	112,947
	16	109,062	114,078
P	110,307	115,380	

8	1	116,658	122,025
	2	117,828	123,249
	3	119,010	124,485
	4	120,198	125,727
	5	121,401	126,984
	6	122,610	128,250
	7	123,837	129,534
	8	125,073	130,827
	9	126,327	132,138
	10	127,587	133,455
	11	128,862	134,790
	12	130,152	136,140
	13	131,454	137,502
	14	132,768	138,876
	15	134,097	140,265
	16	135,438	141,669

**TRANSLATION KEY FOR FULL-TIME EMPLOYEES: CORRECTIONAL SERVICES ACT
APPOINTEES: 1 JULY 2006**

9	1	139,302	145,710
	2	140,688	147,159
	3	142,098	148,635
	4	143,520	150,123
	5	144,957	151,626
	6	146,406	153,141
	7	147,870	154,671
	8	149,349	156,219
	9	150,840	157,779
	10	152,346	159,354
	11	153,873	160,950
	12	155,409	162,558
	13	156,966	164,187
	14	158,535	165,828
	15	160,119	167,484
	16	161,724	169,164
	P	163,164	170,670
P	168,279	176,019	

10	1	173,868	181,866
	2	175,605	183,684
	3	177,363	185,523
	4	179,139	187,380
	5	180,927	189,249
	6	182,739	191,145
	7	184,566	193,056
	8	186,408	194,982
	9	188,274	196,935
	10	190,158	198,906
	11	192,057	200,892
	12	193,980	202,902
	13	195,918	204,930
	14	197,877	206,979
	15	199,854	209,046
	16	201,852	211,137

Salary level	Notch no.	Salary notches 1 July 2005 (R.p.a.)	Package 1 July 2006 (R.p.a.)
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Salary level	Notch no.	Salary notches 1 July 2005 (R.p.a.)	Package 1 July 2006 (R.p.a.)
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11	1	273,828	286,425
	2	276,567	289,290
	3	279,336	292,185
	4	282,132	295,110
	5	284,955	298,062
	6	287,808	301,047
	7	290,688	304,059
	8	293,598	307,104
	9	296,535	310,176
	10	299,499	313,275
	11	302,496	316,410
	12	305,523	319,578
	13	308,577	322,773
	14	311,667	326,004
	15	314,784	329,265
	16	316,995	331,578

12	1	325,164	340,122
	2	328,416	343,524
	3	331,701	346,959
	4	335,022	350,433
	5	338,373	353,937
	6	341,760	357,480
	7	345,180	361,059
	8	348,633	364,671
	9	352,119	368,316
	10	355,641	372,000
	11	359,202	375,726
	12	362,793	379,482
	13	366,423	383,277
	14	370,089	387,114
	15	373,791	390,984
	16	377,532	394,899

Annexure I to Circular 2 of 2006

(PERSAL NO.....)

DIRECTOR-GENERAL/HEAD OF DEPARTMENT:.....

DECLARATION IN RESPECT OF PERSONNEL, WHO ARE CURRENTLY ON PERSONAL SALARY SCALES/FIXED PERSONAL SALARY NOTCHES ON THE SALARY KEY SCALE WHICH APPLIED ON 30 JUNE 1996 OR WHO WERE AWARDED A (PERSONAL) SALARY SCALE OR NOTCH SINCE 1 JULY 1996 THAT IS NOT REFLECTED ON THE SALARY GRADING SYSTEM KEY SCALE, FOR TRANSLATION TO THE SALARY GRADING SYSTEM

Note

This declaration must be completed with due regard to the Department of Public Service and Administration's circular minute 1/2/1/P of 11 January 1999.

(Personnel must choose either paragraph 1 or 2 below and delete the paragraph which is not applicable)

1. I(full name)
(ID Number:.....) hereby choose to be translated to the revised salary grading system with effect from 1 July 2006. I realise that this choice entails that I will be translated to the same salary range/level as other personnel holding the same rank in the same occupation as myself who are/were remunerated according to the standard salary range/level attached to the relevant post/rank, and that I will be treated similar to such personnel. I further renounce all claims that I might have for annual notch increments on the personal salary scale that applies/applied to me on 30 June 2006.

2. I(full name)
(ID Number:.....) hereby choose to retain my personal salary scale and incremental date, if any, which are/were applicable to me on 30 June 2006. I realise that this choice entails that I will receive no salary adjustment on 1 July 2006 (except an annual notch increment within the limits of my personal salary scale if the incremental date is 1 July).

Sign on this.....day of20.....at.....

SIGNATURE

WITNESSES:

