

FOR PSA MEMBERS: LIMPOPO PROVINCE

16-09-2019

Long-service recognition in the Public Service

The PSA was inundated with enquiries regarding the non-implementation and clarity of the Directive governing this matter.

An executive authority shall make a long-service award to an employee who has served the government continuously for 10, 20, 30 and 40 years respectively. Upon completion of ten years of continuous service, an employee shall be entitled to a certificate and an increased annual leave entitlement to 30 days per annum. An employee who has rendered 20 years of continuous service shall receive a certificate and a cash amount of R10 899, 30 years will receive a certificate and a cash amount of R21 797 while employees who has rendered 40 years of continuous service are eligible to receive a certificate and a cash amount of R29 064.

Members who have rendered continued service for the number of years as stipulated above are therefore advised to approach Human Resources if they have not received certificates, leave entitlement days were not adjusted or they did not receive cash amounts. If the employer engagement does not yield positive results, members must approach the PSA Provincial Office.

Grade progression

The grade progression model for non-OSD employees on salary levels 1 - 12 provides for both grade and accelerated grade progression wherein employees on salary 4, 5, 6, 7, 9 or 11 shall be eligible for grade progression to salary levels 5, 6, 7, 8, 9, 10 or 12 respectively, provided that they completed 15 years of continuous service on a particular salary level and obtained a least a satisfactory rating during the last two annual performance cycles. The model further provides that an employee on salary level 4, 5, 6, 7, 9 or 11 is eligible for accelerated grade progression to salary levels 5, 6, 7, 8, 10 or 12 respectively, provided that the employee completed at least 12 years of continuous service on a particular salary level and obtained 12 cumulative annual above-satisfactory performance ratings on the salary level. If in doubt, contact PSA shop stewards or the PSA Provincial Office for assistance.

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GENERAL MANAGER