

Update: When can payment be expected for Public Service wage increases - 2021/22-financial year

The PSA and some other unions signed the collective agreement on Public Service salary increases for the 2021/22-financial year. The increase entails a payment of the cash gratuity (backdated w.e.f. 1 April 2021) as outlined in the agreement, and payment of a 1.5% (pay progression) w.e.f. 1 July 2021 for all public servants.

In view of the numerous enquiries received from members on when the payment will be effected, the PSA demanded answers from the employer. A formal response on the date as well as a directive on how payment will be implemented is *attached*.

The information received indicates that the cash gratuity will be paid on or before 15 September 2021. The date of implementation of the pay progression (1.5%) will be communicated as soon as possible. This is owing to various reasons, including the different sectoral agreements on pay progression (1.5% v 3%) that need to be taken into consideration.

The PSA notes that there is indeed a commitment to implement the agreement and that it will be processed once the calculations are completed. Members are assured that the implementation of the salary increase is being closely monitored and every effort will be made to ensure that the employer implements the resolution.

GENERAL MANAGER



the dpsa

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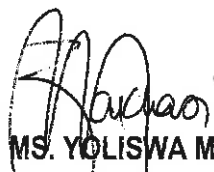
Dear Mr. De Bruin

IMPLEMENTATION OF PSCBC RESOLUTION 1 OF 2021: AGREEMENT ON THE SALARY ADJUSTMENT IN THE PUBLIC SERVICE FOR THE FINANCIAL YEAR 2021/2022

1. The letter from the General Secretary of Public Service Coordinating Bargaining Council (PSCBC) dated 28 July 2021 regarding the above-mentioned matter, refers.
2. PSCBC Resolution 1 of 2021 provides for the implementation of two distinct types of benefits for employees on salary levels 1 – 12 and those employees covered by occupation specific dispensations (OSDs) on equivalent levels namely:
 - 2.1 The payment of a non-pensionable monthly cash allowance with effect from 1 April 2021; and
 - 2.2 A once-off pensionable salary adjustment of at least 1.5% to employees, who do not qualify for a pensionable pay increase in respect of the applicable performance cycle, including those on the maximum notch of each salary level with effect from 1 July 2021.
3. The Resolution will be implemented in two phases. The payment of the non-pensionable cash allowance will be prioritized as a first phase. The changes required to PERSAL to implement the 1.5% salary adjustment are more complex and will require more time to implement.
4. The payment of a non-pensionable monthly cash allowance will be implemented on or before 15 September 2021 and the implementation date of the 1.5% pensionable adjustment will be announced soon.

5. The MPSA will advise the Ministers of Basic Education, Police, Defence and Military Veterans, Justice and Correctional Services and Social Development to make determinations on the implementation of the Resolution in terms of the powers vested in them in respect of Educators, Police and Defence force members, National Prosecuting Authority and SASSA personnel and Correctional Service officials.
6. Please be assured that the DPSA, working with National Treasury, is doing everything possible to ensure that Resolution 1 of 2021 is implemented as soon as possible.

Kind regards


MS. YOLISWA MAKHASI
DIRECTOR-GENERAL
DATE: 03/08/2021