

## Update: Improvement in conditions of service for members of the Senior Management Services ( SMS)

The PSA have made an enquiry with the DPSA on the date of implementation of the Senior Management Service wage increase .

The executive compensation debate has recently taken a dramatic turn with the arrival of the COVID-19 pandemic. COVID-19 is of significant concern to all stakeholders based on its immediate, and lasting impact, on society, the economy, businesses, and employees.

Considering the current economic climate, all employees and managers have equally been affected and often struggle to make ends meet.

The PSA received a Circular which subsequently indicating that the decision for a potential adjustment for SMS members have not yet been taken and departments are urged to hold back on the processing of pay progression for SMS members until a further communique is issued.

The Minister of Public Service and Administration has granted a deviation, in terms of Regulation 4 of the Public Service Regulations, 2016, from the provision of Regulation 72( 9 ) regarding the implementation of pay progression for SMS members by 31 December 2021 in respect of the 2020/21 performance cycle

The PSA is confident that a decision on the % increase for SMS members will be taken soon .

Members will be kept informed of any developments.

The PSA wants to take this opportunity to wish all employees who are unwell due to the virus a safe and speedy recovery.

GENERAL MANAGER