

## PSA places pressure on DPSA: Job evaluation system in Public Service

Members will recall that the PSA drafted a letter to the Director-General of the Department of Public Service and Administration (DPSA), questioning the circular that terminated the web-based service of job evaluation and put in place various remedies that Departments can use to ensure the principle of equal pay for work of equal value. As far as the line function is concerned, the Department of Labour and Employment, for example, has the opportunity to conduct a comparison and comparable worth of jobs in its line function and grade new jobs based on the existing database of these jobs. This can only be done if the employer has previously evaluated the post. The current scenario is that most jobs in question have not been job evaluated previously. Therefore, the mentioned directive is of no value to members as no comparison can be drawn from this exercise.

In terms of the Public Service Regulations (Chapter 4, Part 1, Clause 41(1)), the Minister of the DPSA shall determine:

- 2.1 A job evaluation and job grading system or systems that shall be utilised in the public service to ensure work of equal value is remunerated equally; and
- 2.2 A range of job weights derived from the system or systems for each salary level in the salary scale.

Section B of the Employment Equity Regulations deals with unfair discrimination about section 6(1) of the *Employment Equity Act (EEA)* and focuses on the elimination of unfair discrimination and steps to be taken to eliminate these differences, including remuneration. The Regulations further define the meaning of work of equal value, which states the following:

- Work that is the same for employees or if the work is interchangeable;
- Is substantially the same or is sufficiently similar or can reasonably considered to be performing the same work; and
- Is the same value as another job even if the jobs are different.

The Regulations further state that it must be established if the work concerned is of equal value by Regulation 4 or whether there is a difference in terms of the conditions of employment, including remuneration, and if so, whether such a difference constitutes unfairness, if one is applying the provisions of section 11 of the *EEA*, which stipulates that the employer must prove that such discrimination is fair.

Follow-up letters were drafted and after applying the necessary pressure on the DPSA, the PSA received a response, which indicated that the DPSA has appointed a service provider to develop and implement a web-enabled job evaluation and job grading system for the public service, which will be implemented on or before 1 April 2024.

Reuben Maleka  
GENERAL MANAGER