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Enquiries: Call Centre

Strategic People Management Minute: 0008/2021

To: Deputy Directors-General, Chief Directors, Directors, Deputy Directors, Circuit Managers, Heads: Management and Governance, Heads: Curriculum Support, Heads: Learner Support, Principals and all public service staff

Subject: Staff performance bonuses for the 2020/2021 performance cycle

1. Due to the fiscal challenges experienced in the public service which are further exacerbated by the COVID-19 pandemic, the cabinet has approved the decision taken by Western Cape Government Provincial Top Management, on 05 July 2021, that **no performance bonuses will be paid** to employees for the performance cycle 2020/2021.
2. In terms of PSCBC Resolution 10 of 2021, the employer will pay a once-off pensionable salary of at least 1,5% to all employees employed in the public service on 01 April 2021, i.e.,
 - 2.1 Employees who do not qualify for a pensionable increase derived from pay progression in respect of the applicable performance cycle, payable to them in terms of any Public Service Coordinating Bargaining Council or sectoral agreements regulating pay progression, including employees on the maximum notch of their salary levels.
 - 2.2 Biennial pay progression of 3% shall still apply to those employees who qualify in terms of the sectoral agreements. However, if an employee is eligible for 3% in 2022 and he/she already received 1,5% in 2021, the remainder will be implemented in 2022.
3. The 1,5% once-off adjustment will be implemented with effect from 01 July 2021.

4. Kindly bring the contents of this minute to the attention of all staff members under your supervision.

SIGNED: LJ ELY

DEPUTY DIRECTOR-GENERAL: CORPORATE SERVICES

DATE: 2021-10-07