



**the dpsa**

**Department:  
Public Service and Administration  
REPUBLIC OF SOUTH AFRICA**

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**TO ALL HEADS OF NATIONAL/PROVINCIAL DEPARTMENTS AND  
PROVINCIAL ADMINISTRATIONS**

## **CIRCULAR NO. 6 OF 2009**

### **ANNUAL COST-OF-LIVING FOR EMPLOYEES ON SALARY LEVELS 1 TO 12 IN TERMS OF PSCBC RESOLUTION 5 OF 2009 WITH EFFECT FROM 1 JULY 2009**

1. As you are aware, Resolution 5 of 2009 was concluded in the Public Service Co-ordinating Bargaining Council (PSCBC) on the improvement in conditions of service for personnel who fall within the registered scope of the PSCBC. The Resolution, inter alia, makes provision for an annual general salary adjustment with effect from 1 July 2009 on a sliding scale between 13% and 10% as per table below:

<b>Salary levels</b>	<b>Sliding Scale</b>
1 – 3	13%
4 – 6	12%
7 – 8	11%
9 – 10	10.5%
11 – 12+	10%

2. The sliding scale will be implemented for the different Occupation Specific Dispensations (OSDs), taking into account the OSD salary grades equivalent to the public service salary levels.
3. The Minister for the Public Service and Administration (MPSA) determined a cost-of-living adjustment based on the above sliding scale for employees who are employed in terms of the Public Service Act, 1994 and the Correctional Services Act, 1998, effective from 1 July 2009. The MPSA also determined, as an interim measure, the cost-of-living adjustment on the current salaries for employees who are covered by an OSD that must still be implemented. The details are contained in dpsa Circular 3 of 2009.

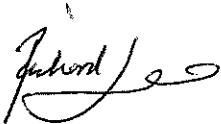
Staatsdiens en Administrasie . Ditirelo tsa Puso le Tsamaiso . Ditshebeltso tsa Mmuso le Tsamaiso . uMnyango wemiSebenzi kaHulumeni nokuPhata

Muhasho wa Tshumelo ya Muvuso na Vhulanguli . Kgoro ya Ditirelo tsa Mmušo . Ndzawulo ya Vutirela-Mfumo na Valawuri

LiTiko le Tebasebenti baHulumende nekuPhatsa . ISebe leNkonzo kaRhulumente noLawulo . UmNyango wemiSebenzi kaRhulumente nokuPhata

4. The dpsa is working with National Treasury (PERSAL) to complete the implementation of the salary adjustment programmatically by the latest 31 October 2009. It must be noted that the salary adjustment will be backdated effective from 1 July 2009.
5. Departments are requested to inform all employees of the contents of this circular.

Thank you for your cooperation.

A handwritten signature in black ink, appearing to read 'Futword' followed by a stylized flourish.

**DIRECTOR-GENERAL**

**Date:** 6/10/09