



**the dpsa**

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

Private Bag X916, PRETORIA, 0001. Tel: (012) 336 1000, Fax: (012) 326 7802  
Private Bag X9148, CAPE TOWN, 8000. Tel: (021) 467 5120, Fax: (021) 467 5484

Inquiry: AJ Van der Walt  
Telephone: (012) 336 1258  
File: 18/1/4

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

### **DPSA CIRCULAR 10 OF 2017**

#### **IMPROVEMENT IN CONDITIONS OF SERVICE OF MEMBERS OF THE SENIOR MANAGEMENT SERVICE (SMS): 1 APRIL 2017**

##### **Introduction**

1. The Circular deals with the Minister for the Public Service and Administration's (MPSA's) determination for the 2017 SMS cost-of-living adjustment, effective from 1 April 2017.

##### **Scope of applicability**

2. The determination applies to SMS members who are appointed in terms of the Public Service Act, 1994 and SMS members in the SA Social Security Agency (SASSA) in terms of the SASSA Remuneration, Grading and Performance Management Framework.
3. The Ministers of Police, Defence and Military Veterans and Justice and Correctional Services will make appropriate determinations for SMS members employed in terms of the following Acts:
  - 3.1. South African Police Service Act, 1995.
  - 3.2. Defence Act, 2002.
  - 3.3. Correctional Services Act, 1998.

##### **Determination**

4. In terms of section 3(5)(a) of the Public Service Act, 1994, as amended, read with Regulation 89 of the 2016 Public Service Regulations, the MPSA determined/approved the following for SMS members employed in terms of the **Public Service Act, 1994**, effective from **1 April 2017**, delinked from performance:
  - 4.1. A cost-of-living adjustment of 5.5% (salary levels 13 to 16).
  - 4.2. Remuneration scales attached as **Appendix A** for SMS members appointed in terms of the Public Service Act, 1994.
  - 4.3. Translation of SMS members to the remuneration scales referred to in sub-paragraph 5.2 above, in terms of **Appendices B to E**.

## Implementation

5. The DPSA requested the National Treasury (PERSAL) to implement the cost-of-living adjustment in the following manner:

### 5.1. SMS members admitted to the Government Employees Pension Fund (GEPF)

5.1.1. The components *basic salary* and the *employer contribution to the GEPF* of the Total Cost-to-Employer (TCE) package are adjusted programmatically.

5.1.2. The adjustment to the component *flexible portion* is added to the sub-component *non-pensionable allowance* as default.


### 5.2. SMS members not admitted to the GEPF

5.2.1. The adjustment to the total TCE package is added to the sub-component *non-pensionable allowance* (in the component *flexible portion*) as default.

6. SMS members are afforded the opportunity to re-structure their TCE packages, effective from 1 April 2017.

## General

7. The expenditure emanating from the MPSA's determination has to be defrayed from current departmental (budget) baselines.
8. The DPSA Model (2018 tax year) to structure SMS TCE packages is available on the DPSA website.
9. Departments must inform SMS members in writing of their revised TCE packages, the manner in which the adjustment is implemented, that errors will be rectified, and that any amounts that may have been overpaid or underpaid will be adjusted.
10. Departments must ensure that they implement the MPSA's determinations, and the measures contained in this Circular, correctly. Departments are welcome to approach the DPSA for assistance.

  
DIRECTOR-GENERAL  
DATE: 07/09/2017

**SMS REMUNERATION SCALES WITH EFFECT FROM 1 APRIL  
2017: SMS MEMBERS EMPLOYED IN TERMS OF THE PUBLIC  
SERVICE ACT, 1994**

**FULL-TIME SMS MEMBERS**

<b>DIRECTOR</b>	<b>CHIEF DIRECTOR</b>	<b>DEPUTY DIRECTOR- GENERAL</b>	<b>DIRECTOR- GENERAL</b>
<b>(SMS Level 13)</b>	<b>(SMS Level 14)</b>	<b>(SMS Level 15)</b>	<b>(SMS Level 16)</b>
948,174	1,127,334	1,370,973	1,782,687
962,409	1,144,251	1,391,541	1,809,423
976,839	1,161,423	1,412,415	1,836,573
991,500	1,178,838	1,433,607	1,864,128
1,006,374	1,196,526	1,455,114	1,892,091
1,021,467	1,214,475	1,476,939	1,920,474
1,036,788	1,232,694	1,499,097	1,949,277
1,052,337	1,251,186	1,521,594	1,978,518
1,068,132	1,269,960	1,544,406	2,008,200
1,084,146	1,289,007		
1,100,418	1,308,339		
1,116,918	1,327,962		
	1,347,879		

**SMS MEMBERS EMPLOYED IN A 3/8TH CAPACITY**

<b>DIRECTOR</b>	<b>CHIEF DIRECTOR</b>	<b>DEPUTY DIRECTOR- GENERAL</b>	<b>DIRECTOR- GENERAL</b>
<b>(SMS Level 13)</b>	<b>(SMS Level 14)</b>	<b>(SMS Level 15)</b>	<b>(SMS Level 16)</b>
<b>355,566</b>	<b>422,751</b>	<b>514,116</b>	<b>668,508</b>
<b>360,903</b>	<b>429,093</b>	<b>521,829</b>	<b>678,534</b>
<b>366,315</b>	<b>435,534</b>	<b>529,656</b>	<b>688,716</b>
<b>371,814</b>	<b>442,065</b>	<b>537,603</b>	<b>699,048</b>
<b>377,391</b>	<b>448,698</b>	<b>545,667</b>	<b>709,533</b>
<b>383,049</b>	<b>455,427</b>	<b>553,851</b>	<b>720,177</b>
<b>388,797</b>	<b>462,261</b>	<b>562,161</b>	<b>730,980</b>
<b>394,626</b>	<b>469,194</b>	<b>570,597</b>	<b>741,945</b>
<b>400,551</b>	<b>476,235</b>	<b>579,153</b>	<b>753,075</b>
<b>406,554</b>	<b>483,378</b>		
<b>412,656</b>	<b>490,626</b>		
<b>418,845</b>	<b>497,985</b>		
	<b>505,455</b>		

**SMS MEMBERS EMPLOYED IN A 5/8TH CAPACITY**

<b>DIRECTOR</b>	<b>CHIEF DIRECTOR</b>	<b>DEPUTY DIRECTOR- GENERAL</b>	<b>DIRECTOR- GENERAL</b>
<b>(SMS Level 13)</b>	<b>(SMS Level 14)</b>	<b>(SMS Level 15)</b>	<b>(SMS Level 16)</b>
<b>592,608</b>	<b>704,583</b>	<b>856,857</b>	<b>1,114,179</b>
<b>601,506</b>	<b>715,158</b>	<b>869,712</b>	<b>1,130,889</b>
<b>610,524</b>	<b>725,889</b>	<b>882,759</b>	<b>1,147,857</b>
<b>619,689</b>	<b>736,773</b>	<b>896,004</b>	<b>1,165,080</b>
<b>628,983</b>	<b>747,828</b>	<b>909,447</b>	<b>1,182,558</b>
<b>638,418</b>	<b>759,048</b>	<b>923,088</b>	<b>1,200,297</b>
<b>647,994</b>	<b>770,433</b>	<b>936,936</b>	<b>1,218,297</b>
<b>657,711</b>	<b>781,992</b>	<b>950,997</b>	<b>1,236,573</b>
<b>667,584</b>	<b>793,725</b>	<b>965,253</b>	<b>1,255,125</b>
<b>677,592</b>	<b>805,629</b>		
<b>687,762</b>	<b>817,713</b>		
<b>698,073</b>	<b>829,977</b>		
	<b>842,424</b>		

**SMS MEMBERS EMPLOYED IN A 6/8TH CAPACITY**

<b>DIRECTOR</b>	<b>CHIEF DIRECTOR</b>	<b>DEPUTY DIRECTOR- GENERAL</b>	<b>DIRECTOR- GENERAL</b>
<b>(SMS Level 13)</b>	<b>(SMS Level 14)</b>	<b>(SMS Level 15)</b>	<b>(SMS Level 16)</b>
711,132	845,502	1,028,229	1,337,016
721,806	858,189	1,043,655	1,357,068
732,630	871,068	1,059,312	1,377,429
743,625	884,130	1,075,206	1,398,096
754,782	897,396	1,091,337	1,419,069
766,101	910,857	1,107,705	1,440,357
777,591	924,522	1,124,322	1,461,957
789,252	938,391	1,141,197	1,483,890
801,099	952,470	1,158,306	1,506,150
813,111	966,756		
825,315	981,255		
837,690	995,973		
	1,010,910		

**TRANSLATION KEY****SMS MEMBERS EMPLOYED IN TERMS OF THE PUBLIC SERVICE ACT, 1994****FULL-TIME CAPACITY**

<b>Level</b>	<b>TCE package on 31 March 2017</b>	<b>Revised TCE package wef 1 April 2017</b>
<b><u>Director</u> (SMS Level 13)</b>	898,743	948,174
	912,237	962,409
	925,914	976,839
	939,810	991,500
	953,910	1,006,374
	968,214	1,021,467
	982,737	1,036,788
	997,476	1,052,337
	1,012,446	1,068,132
	1,027,626	1,084,146
	1,043,049	1,100,418
1,058,691	1,116,918	
<b><u>Chief Director</u> (SMS Level 14)</b>	1,068,564	1,127,334
	1,084,599	1,144,251
	1,100,874	1,161,423
	1,117,383	1,178,838
	1,134,147	1,196,526
	1,151,160	1,214,475
	1,168,431	1,232,694
	1,185,957	1,251,186
	1,203,753	1,269,960
	1,221,807	1,289,007
	1,240,131	1,308,339
1,258,731	1,327,962	
1,277,610	1,347,879	

Level	TCE package on 31 March 2017	Revised TCE package wef 1 April 2017
<u>Deputy Director- General</u> (SMS Level 15)	1,299,501	1,370,973
	1,318,995	1,391,541
	1,338,783	1,412,415
	1,358,868	1,433,607
	1,379,256	1,455,114
	1,399,941	1,476,939
	1,420,944	1,499,097
	1,442,268	1,521,594
	1,463,892	1,544,406
	P 1,478,799	1,560,132
	P 1,500,888	1,583,436
	P 1,523,298	1,607,079
<u>Director-General</u> (SMS Level 16)	1,689,750	1,782,687
	1,715,094	1,809,423
	1,740,828	1,836,573
	1,766,946	1,864,128
	1,793,451	1,892,091
	1,820,355	1,920,474
	1,847,655	1,949,277
	1,875,372	1,978,518
	1,903,506	2,008,200



**TRANSLATION KEY****SMS MEMBERS EMPLOYED IN TERMS OF THE PUBLIC SERVICE ACT, 1994****3/8th CAPACITY**

<b>Level</b>	<b>TCE package on 31 March 2017</b>	<b>Revised TCE package wef 1 April 2017</b>
<b><u>Director</u> (SMS Level 13)</b>	<b>337,029</b>	<b>355,566</b>
	<b>342,090</b>	<b>360,903</b>
	<b>347,217</b>	<b>366,315</b>
	<b>352,428</b>	<b>371,814</b>
	<b>357,717</b>	<b>377,391</b>
	<b>363,081</b>	<b>383,049</b>
	<b>368,526</b>	<b>388,797</b>
	<b>374,055</b>	<b>394,626</b>
	<b>379,668</b>	<b>400,551</b>
	<b>385,359</b>	<b>406,554</b>
	<b>391,143</b>	<b>412,656</b>
<b>397,008</b>	<b>418,845</b>	
<b><u>Chief Director</u> (SMS Level 14)</b>	<b>400,713</b>	<b>422,751</b>
	<b>406,725</b>	<b>429,093</b>
	<b>412,827</b>	<b>435,534</b>
	<b>419,019</b>	<b>442,065</b>
	<b>425,304</b>	<b>448,698</b>
	<b>431,685</b>	<b>455,427</b>
	<b>438,162</b>	<b>462,261</b>
	<b>444,735</b>	<b>469,194</b>
	<b>451,407</b>	<b>476,235</b>
	<b>458,178</b>	<b>483,378</b>
	<b>465,048</b>	<b>490,626</b>
	<b>472,023</b>	<b>497,985</b>
<b>479,103</b>	<b>505,455</b>	

## Appendix C to DPSA Circular 10 of 2017

Level	TCE package on 31 March 2017	Revised TCE package wef 1 April 2017
<u>Deputy Director- General</u> (SMS Level 15)	487,314	514,116
	494,622	521,829
	502,044	529,656
	509,577	537,603
	517,221	545,667
	524,979	553,851
	532,854	562,161
	540,852	570,597
	548,961	579,153
<u>Director-General</u> (SMS Level 16)	633,657	668,508
	643,161	678,534
	652,812	688,716
	662,604	699,048
	672,543	709,533
	682,632	720,177
	692,871	730,980
	703,266	741,945
	713,814	753,075

**TRANSLATION KEY****SMS MEMBERS EMPLOYED IN TERMS OF THE PUBLIC SERVICE ACT, 1994****5/8th CAPACITY**

Level	TCE package on 31 March 2017	Revised TCE package wef 1 April 2017
<b><u>Director</u></b> <b>(SMS Level 13)</b>	561,714	592,608
	570,147	601,506
	578,697	610,524
	587,382	619,689
	596,193	628,983
	605,133	638,418
	614,211	647,994
	623,424	657,711
	632,778	667,584
	642,267	677,592
	651,906	687,762
661,683	698,073	
<b><u>Chief Director</u></b> <b>(SMS Level 14)</b>	667,854	704,583
	677,874	715,158
	688,047	725,889
	698,364	736,773
	708,843	747,828
	719,475	759,048
	730,269	770,433
	741,222	781,992
	752,346	793,725
	763,629	805,629
	775,083	817,713
	786,708	829,977
	798,507	842,424

## Appendix D to DPSA Circular 10 of 2017

Level	TCE package on 31 March 2017	Revised TCE package wef 1 April 2017
<b><u>Deputy Director- General</u></b> <b>(SMS Level 15)</b>	812,187	856,857
	824,373	869,712
	836,739	882,759
	849,294	896,004
	862,035	909,447
	874,962	923,088
	888,090	936,936
	901,419	950,997
	914,934	965,253
<b><u>Director-General</u></b> <b>(SMS Level 16)</b>	1,056,093	1,114,179
	1,071,933	1,130,889
	1,088,019	1,147,857
	1,104,342	1,165,080
	1,120,908	1,182,558
	1,137,723	1,200,297
	1,154,784	1,218,297
	1,172,109	1,236,573
	1,189,692	1,255,125

**TRANSLATION KEY****SMS MEMBERS EMPLOYED IN TERMS OF THE PUBLIC SERVICE ACT, 1994****6/8th CAPACITY**

Level	TCE package on 31 March 2017	Revised TCE package wef 1 April 2017
<b><u>Director</u></b> <b>(SMS Level 13)</b>	674,058	711,132
	684,177	721,806
	694,437	732,630
	704,859	743,625
	715,434	754,782
	726,162	766,101
	737,052	777,591
	748,107	789,252
	759,336	801,099
	770,721	813,111
	782,286	825,315
794,019	837,690	
<b><u>Chief Director</u></b> <b>(SMS Level 14)</b>	801,423	845,502
	813,450	858,189
	825,657	871,068
	838,038	884,130
	850,611	897,396
	863,370	910,857
	876,324	924,522
	889,467	938,391
	902,814	952,470
	916,356	966,756
	930,099	981,255
	944,049	995,973
	958,209	1,010,910

## Appendix E to DPSA Circular 10 of 2017

Level	TCE package on 31 March 2017	Revised TCE package wef 1 April 2017
<b><u>Deputy Director- General</u></b> (SMS Level 15)	974,625	1,028,229
	989,247	1,043,655
	1,004,088	1,059,312
	1,019,151	1,075,206
	1,034,442	1,091,337
	1,049,955	1,107,705
	1,065,708	1,124,322
	1,081,701	1,141,197
	1,097,919	1,158,306
<b><u>Director-General</u></b> (SMS Level 16)	1,267,314	1,337,016
	1,286,322	1,357,068
	1,305,621	1,377,429
	1,325,211	1,398,096
	1,345,089	1,419,069
	1,365,267	1,440,357
	1,385,742	1,461,957
	1,406,529	1,483,890
	1,427,631	1,506,150