

FOR PSA MEMBERS: SENIOR MANAGEMENT SERVICES (SMS)

03-08-2021

## Determination: Conditions of service for Senior Management Services (SMS) - 2021/22-financial year

The PSA is aware that the salary increases for SMS members are now paid in terms of the amended Public Service Regulations with effect from 1 April annually.

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.

It is the PSA's submission that the Minister should pronounce sooner than later what percentage increase this category of members will receive. It is unfair that SMS members' salaries have remained stagnant over a period of two years. This has impacted on the morale of SMS employees, which could have a negative impact on the capacity of the state to deliver services to the public.

The President, in his speech to Parliament, highlighted the plight of the salaries of Members of Parliament amidst the pandemic who are also struggling to make ends meet. The PSA has sent a letter to the Minister of the DPSA to enquire on which date will he make a pronouncement on increases for SMS members. Members will be updated as information is received.

GENERAL MANAGER