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SERVICE EXCELLENCE

FOR PSA MEMBERS: **PUBLIC SERVICE COORDINATING BARGAINING COUNCIL (PSCBC)**

26-07-2024

## Update: Implementation of new job evaluation and grading system in the Public Service

Members will recall that it was previously reported that on 1 August 2020, the Web-Enabled job evaluation and grading system was terminated. At the time, the employer was not satisfied with the performance of the system, and it was not cost effective. The Minister of the Department of Public Service and Administration (DPSA), in accordance with the *Public Service Act of 1994*, section 3(1)(C), is responsible for the establishment of norms and standards relating to conditions of service and other employment practices, which included the job evaluation process. To ensure equal pay for work of equal value, the job evaluation and grading system must be used to grade the specific posts accordingly. The DPSA committed to exploring other options and implementing a new job evaluation and grading system.

On 1 June 2024, the DPSA issued a directive that an automated compensate-evaluate job evaluation and job grading system for the Public Service will be implemented going forward. The new system will be implemented with effect from 1 August 2024. A DPSA circular will also be issued in due course to outline the provisions of the new system.

The employer is currently conducting training for HR employees on how the new job evaluation and grading system will be implemented. The PSA is happy that the system was introduced after a considerable delay and will monitor the implementation of the new job evaluation and grading system.

The job evaluation directive and user guide from the DPSA are *attached* for easy reference.

Employees who have not yet chosen the PSA as their Union of Choice and would like to join, can visit the PSA's website ([www.psa.co.za](http://www.psa.co.za)), send an email to [ask@psa.co.za](mailto:ask@psa.co.za), or contact a PSA Provincial Office.

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