

PSA LINK

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PSA SHOP STEWARD NEWSLETTER

Various systems are used in the Public Service to remunerate employees, depending on departmental policies. The following are the common systems used to determine payment to employees:

Performance Management Development System (PMDS)

This is in line with Part 5, section 71 of the Public Service Regulations. Each government department develops its own policies that guide and manage the process. PMDS is performed annually on employees and must be finalised by 31 July yearly. Departments are obligated to budget for PMDS payments every year. Depending on scores as guided by the policy, employees are to receive the payouts (once off) by 31 December. The remuneration is referred to as a performance bonus.

Occupational-Specific Dispensation (OSD)

This system was introduced in 2007 for occupations that are unique or scarce in the Public Service. The purpose was to improve government's ability to attract and retain skilled employees through increased remuneration.

Pay progression

Public Service Coordinating Bargaining Council (PSCBC) Resolution 3/2009, which was revised in Resolution 1/2012, is meant to introduce a revised salary structure for all occupational categories graded on level 1 to 12 and not covered by the OSD. This is to introduce a career-pathing model and grade progression for the identified salary level. Currently, there is progression of 1.5% in between grades for employees to grade progress on the same level.

Danger Allowance

This is a standard allowance paid to employees employed in categories listed in PSCBC Resolution 1/2007. This includes employees whose life may be put in danger or threatened owing to the nature of their work. Employees in Correctional Services, the SA Police Service and Emergency Medical Services receive this benefit on top of their salary.

Rural Allowance

This provision is made under the Public Health and Social Development Sectoral Bargaining Council (PHSDSBC). Occupations such as Doctors and Nurses were, and still are, scarce in what has been classified as rural areas. The plan was to ensure that rural communities also have access to adequate health services and this non-pensionable allowance was introduced to recruit and retain scarce skills in these areas.

Shop stewards should assist members to understand this information. For assistance, contact your nearest PSA Provincial Office.

