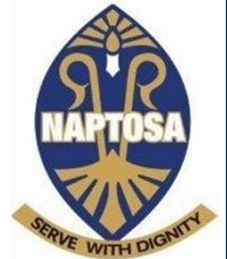


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PAY PROGRESSION – Who Actually Qualifies?

NAPTOSA has been inundated with queries on the payment of pay progression, particularly from TVET and CET College members. It must be noted that **not every employee qualifies** for pay progression.

Several PSCBC Resolutions refer to Pay Progression and these include among others; *Resolution 1 of 2001, Resolution 1 of 2007, Resolution 3 of 2009 and Resolution 1 of 2012.*

Who qualifies for salary progression?

Clause 4 of PSCBC Resolution 1 of 2012 refers to those eligible for pay progression.

- Clause 4.2 states, *“The qualifying period for first time participants will be extended from 12 to 24 months. The amendment will take effect from 1 July 2012*
- Clause 4.3 provides that **upon completion of the 24-month period**, an eligible first-time participant will qualify for pay progression annually.

Pay progression is awarded to *qualifying employees* in addition to possible annual cost-of-living adjustments. One (1) notch is awarded to eligible employees with a satisfactory performance rating.

PSCBC Resolution 1 of 2021 had a special dispensation on pay progression, and this may have confused some employees as all employees received the pay progression irrespective of their years of service or whether they were at their top notches.

Clause 4.1 of the Resolution states,

“The employer will pay a once off pensionable salary adjustment of at least 1.5% to all employees employed in the public service on 1 April 2021, who do not qualify for a pensionable increase derived from pay progression in respect of the applicable cycle, payable to them in terms of any PSCBC or Sectoral Agreements regulating pay progression, including employees on the maximum notch of their salary levels”.

How many performance cycles must a new appointee complete to be able to qualify for pay progression?

The qualifying period for pay progression for first time participants runs from the 1st of April after date of appointment to the Public Service to 31 March of the year following the next year – therefore at least twenty-four (24) months.

It must be noted that employees who have reached their top notches do not qualify for pay progression.

We hope that this communique has cleared up any misunderstandings that members may have had about the eligibility of the pay progression.

Mr BL Manuel

Executive Director