

Date: 30/11/2022

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1. PERFORMANCE BONUS

- The Department has followed the decremental adjustment of the percentage that was allocated from the remuneration budget for payments of performance bonuses as tabulated below for all categories of employees, which is also applicable to members of the Senior Management Services (SMS).

Financial year	Maximum % of Remuneration Budget
2018/19	1.5%
2019/20	0.75%
2020/21	0.5%
2021/22	0%
Post 2022	To be determined based on the Comprehensive Review of all PMDS for all categories of employees.

2. PAY PROGRESSION

- Means progression to a higher salary notch within the same salary level/scale up to the maximum of the scale, limited to a single salary notch per pay progression cycle for non-Occupation Specific Dispensation (OSD) employees and SMS members and the number of salary notches provided for in the respective OSD for OSD employees.
- For employees covered by the OSDs, the number of salary notches provided for is regulated in terms of their OSDs.
- Employees are eligible for pay progression based on the outcome of their performance in the previous performance cycle and awarding with effect from:



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- 1 July of a year for Non-OSD and OSD.
- 1 April for SMS members.

3. PAY PROGRESSION CYCLE

- Means a continuous period of 12 months, running from 01 April to 31 March of the next year. For first (1st) time participants a continuous period of 24 months, running from 01 April to 31 March of the year following the next year.

4. FIRST TIME PARTICIPANT

- Means a new appointee to the Public Service in a production or supervisory/managerial OSD, non-OSD or SMS post, including employees who have previously resigned from the Public Service and who are re-appointed even with effect from the next workday following the date of resignation.

Source. COGTA PMDS Unit