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ALL EMPLOYEES

ALL LABOUR UNIONS

FROM : ACTING CHIEF DIRECTOR – HRM&D

**SUBJECT : UPDATE ON THE IMPLEMENTATION OF 1.5% PAY
PROGRESSION**

DATE : 27 JULY 2026

1. This memorandum seeks to provide an update to all qualifying employees on the implementation of the 1.5% pay progression for the 2025/26 financial year.
2. The Department is pleased to inform all qualifying employees that all internal processes required for the implementation of the 1.5% pay progression have been completed. These include the finalisation of performance assessments, verification of qualifying employees, capturing performance outcomes, and completion of the costing process.
3. The Department has now submitted a request to Provincial Treasury for the approval of the required System Change Control (SCC), which is the final administrative process required before the payment can be processed on PERSAL.
4. While all departmental processes have been completed, payment is dependent on the SCC's approval by Provincial Treasury.

5. Employees are assured that the Department remains fully committed to implementing the approved 1.5% pay progression and will process the payment as soon as the SCC approval is received.
6. Further communication will be issued to advise employees of the payment date once the approval process has been finalised.
7. The Department sincerely apologises for any inconvenience that may have been caused by this delay in implementing the pay progression.
8. The Department appreciates the patience, understanding and continued commitment demonstrated by all employees.

Yours in quality education



MS L. SIDIYA
ACTING CHIEF DIRECTOR-HRM&D