



**TO: DEPUTY DIRECTOR-GENERALS**  
**CHIEF DIRECTORS AND DIRECTORS AT HEAD OFFICE**  
**DISTRICT DIRECTORS**  
**CES CIRCUIT MANAGERS**  
**CIRCUIT MANAGERS**  
**PRINCIPALS OF SCHOOLS**  
**ALL EMPLOYEES**

**HRM CIRCULAR NO.53 2022**

**UPDATE ON THE IMPLEMENTATION OF PAY PROGRESSION FOR ALL ELIGIBLE EMPLOYEES OF THE DEPARTMENT**

1. According to the performance management framework employees who have performed satisfactorily are eligible for the payment of pay progression.
2. The Department is in the process of implementing pay progression for all eligible employees programmatically and has targeted the end of December 2022.
3. On being approached to effect these payments programmatically National Treasury had initially indicated that due to the facts that Persal is inundated with requests for the payments of pay progression by other Departments and have scheduled tasks until the end of December they had proposed to effect the programmatic payments for KZN Department of Education in January 2023.
4. The Department of Basic Education has however intervened and engaged with National Treasury to assist with the programmatic payment before end of December 2022.
5. On the basis of the above intervention, National Treasury has since undertaken to effect these payments as requested.
6. Kindly bring the content of this circular to all employees of the Department.

**MR GN NGCOBO**  
**HEAD OF DEPARTMENT: KZN EDUCATION**

**DATE:** 14/12/22