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Public Service Salary Scales

Salary levels 1 to 16 for the 2026/27 financial year, with the jobs that sit on each level and what they pay.

4.0% COLA EFFECTIVE 1 APRIL 2026 (DPSA CIRCULAR 15 OF 2026) · MONEYTODAY.CO.ZA/SALARIES

LEVEL	TYPICAL ROLES	ANNUAL	MONTHLY
1	Cleaner, general worker	R134,910 – R143,190	R11,243 – R11,933
2	Driver, security, messenger	R144,024 – R169,656	R12,002 – R14,138
3	Clerical assistant	R170,226 – R200,523	R14,186 – R16,710
4	Senior clerical assistant	R201,093 – R236,877	R16,758 – R19,740
5	Administration clerk	R237,453 – R279,708	R19,788 – R23,309
6	Personal assistant, technician	R280,278 – R330,162	R23,357 – R27,514
7	Senior administration clerk, administration officer	R338,106 – R398,277	R28,176 – R33,190
8	Senior administration officer, junior professional	R413,001 – R486,501	R34,417 – R40,542
9	Assistant Director	R487,197 – R573,897	R40,600 – R47,825
10	Assistant Director (higher grade), specialist	R605,742 – R713,535	R50,479 – R59,461
11	Deputy Director (MMS package)	R932,292 – R1,098,195	R77,691 – R91,516
12	Deputy Director, higher grade (MMS package)	R1,101,468 – R1,297,476	R91,789 – R108,123
13	Director (SMS)	SMS package (set separately)	Not in Circular 15
14	Chief Director (SMS)	SMS package (set separately)	Not in Circular 15
15	Deputy Director-General (SMS)	SMS package (set separately)	Not in Circular 15
16	Director-General (SMS)	SMS package (set separately)	Not in Circular 15

Levels 1-12 are the official 1 April 2026 notch ranges from DPSA Circular 15 of 2026 (Appendix A); levels 11-12 are all-inclusive MMS packages (total cost to employer). Levels 13-16 are the Senior Management Service, set separately and not covered by the circular.

How progression works

Each level contains a range of notches. You enter at the bottom notch and move up one per year of satisfactory performance - typically 1.5 to 3%, separate from any cost-of-living adjustment. A 13th cheque of one month's salary is paid in your birth month. Nurses, doctors, social workers, educators and legally qualified staff sit on Occupation-Specific Dispensations instead, which use the same framework but their own bands.

Levels 1-12 are taken from DPSA Circular 15 of 2026 (4% increase from 1 April 2026) - confirm your own notch with your HR department. Full tables and calculator at moneytoday.co.za/salaries/public-sector-pay

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SANDF Ranks & Salaries

Every South African National Defence Force rank from MSDS recruit to Chief of the SANDF, with estimated basic pay for 2026/27.

LOWEST TO HIGHEST · OCTOBER 2026

RANK	GRADE	ANNUAL	MONTHLY
RECRUITS			
MSDS recruit, first year	Grade A1	R130,000	R10,800
MSDS recruit, second year	Grade A2	R161,000	R13,400
SOLDIERS AND NCOS			
Private	Grade B1	R123,000 – R295,000	R10,300 – R24,600
Lance Corporal	Grade B2	R185,000 – R319,000	R15,400 – R26,600
Corporal	Grade B3	R219,000 – R346,000	R18,300 – R28,800
Sergeant	Grade B4	R270,000 – R382,000	R22,500 – R31,800
Staff Sergeant	Grade B5	R333,000 – R438,000	R27,700 – R36,500
Warrant Officer Class 2	Grade B6	R403,000 – R519,000	R33,600 – R43,200
Warrant Officer Class 1	Grade B7	R479,000 – R620,000	R39,900 – R51,700
Senior WO1 posts, such as Warrant Officer of the Army	Grade D1	R620,000 – R771,000	R51,700 – R64,200
Warrant Officer of the SANDF	Grade D2	R961,000 – R1,126,000	R80,100 – R93,800
OFFICERS			
Candidate Officer	Grade C1	R185,000 – R319,000	R15,400 – R26,600
Second Lieutenant	Grade C2	R219,000 – R346,000	R18,300 – R28,800
Lieutenant	Grade C3	R270,000 – R360,000	R22,500 – R30,000
Captain	Grade C4	R333,000 – R380,000	R27,700 – R31,600
Major	Grade C5	R479,000 – R620,000	R39,900 – R51,700
Lieutenant Colonel	Grade C6	R592,000 – R764,000	R49,400 – R63,600
Colonel	Grade C7	R940,000 – R1,346,000	R78,300 – R112,200
GENERALS			
Brigadier General	SMS level 13	R1,232,289*	R102,700*
Major General	SMS level 14	R1,454,487*	R121,200*
Lieutenant General	SMS level 15	R1,738,656*	R144,900*
General (Chief of the SANDF)	SMS level 16	R2,158,533*	R179,900*

Estimates: the SANDF's last published pay scale (1 July 2009) brought forward with every public-service cost-of-living increase since, from the first to the last notch of each grade, rounded to R100 a month. Basic pay before tax and allowances. * Generals: the public-service average for that Senior Management Service level in 2023/24.

On top of basic pay

Members deployed on operations are paid operational allowances, at rates that aren't published. SANDF members belong to the Government Employees Pension Fund (GEPF).

Estimates, not an official SANDF schedule. How we worked them out: moneytoday.co.za/salaries/sandf-army-salary