



OFFICE OF THE PRESIDENT PUBLIC SERVICE BUREAU

Circular No.2 2025

07 March 2025

TO:

Secretaries of State	Chairperson of Electoral Commission
Attorney General	Chairperson of Public Service Appeal Board
Commissioner of Police	Chief Secretary of Public Service
Chairperson of Constitutional	Principal Secretaries
Appointments Authority	Clerk of the National Assembly
Ombudsman	Master / Registrar, Supreme Court
Director General of Seychelles Intelligence	Chief Executive Officers
Services	

PUBLIC SERVICE SALARY REVIEW EFFECTIVE 1st APRIL 2025

During the 2025 Budget address, the Minister responsible for Finance announced a proposed salary increase for public sector workers, which was subsequently approved by the National Assembly. In accordance with this approval and based on the Public Service Salary Table (April 2023):

- Employees on Band 1, Step 1 to Band 5, Step 12 will receive a 7% increase in their basic salary.
- Employees on Band 5, Step 13 and above will receive a fixed increase of SR 1,500.00.

All employees will remain on their existing bands and steps, and these adjustments will take effect from 1st April 2025.

Please note that this salary adjustment does not apply to constitutional appointees.

To facilitate the implementation of this increase, the Public Service Salary Table (April 2023) has been reviewed, and a revised Public Service Salary Table (April 2025) will come into effect on 1st April 2025.



1. Existing Public Service Salary Table of April 2023:

BAND	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Band 12	87,893	89,225	90,578	91,951	93,345	94,760	96,196	97,654	99,134	100,637	102,163	103,711	105,283	106,879	108,499
Band 11	70,137	71,200	72,279	73,375	74,487	75,616	76,763	77,926	79,107	80,306	81,524	82,760	84,014	85,288	86,580
Band 10	55,968	56,816	57,677	58,552	59,439	60,340	61,255	62,184	63,126	64,083	65,054	66,041	67,042	68,058	69,090
Band 9	44,661	45,338	46,026	46,723	47,431	48,150	48,880	49,621	50,373	51,137	51,912	52,699	53,498	54,309	55,132
Band 8	35,639	36,179	36,727	37,284	37,849	38,423	39,006	39,597	40,197	40,806	41,425	42,053	42,690	43,337	43,994
Band 7	28,439	28,870	29,308	29,752	30,203	30,661	31,126	31,597	32,076	32,563	33,056	33,557	34,066	34,582	35,107
Band 6	22,694	23,038	23,387	23,742	24,101	24,467	24,838	25,214	25,596	25,984	26,378	26,778	27,184	27,596	28,014
Band 5	18,109	18,384	18,662	18,945	19,233	19,524	19,820	20,120	20,425	20,735	21,049	21,368	21,692	22,021	22,355
Band 4	14,451	14,670	14,892	15,118	15,347	15,580	15,816	16,056	16,299	16,546	16,797	17,052	17,310	17,572	17,839
Band 3	11,531	11,706	11,884	12,064	12,247	12,432	12,621	12,812	13,006	13,204	13,404	13,607	13,813	14,022	14,235
Band 2	9,202	9,341	9,483	9,627	9,773	9,921	10,071	10,224	10,379	10,536	10,696	10,858	11,023	11,190	11,359
Band 1	7,343	7,454	7,567	7,682	7,798	7,917	8,037	8,158	8,282	8,408	8,535	8,664	8,796	8,929	9,064

2. New Public Service Salary Table from April 2025

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Band 12	89,393	90,725	92,078	93,451	94,845	96,260	97,696	99,154	100,634	102,137	103,663	105,211	106,783	108,379	109,999
Band 11	71,637	72,700	73,779	74,875	75,987	77,116	78,263	79,426	80,607	81,807	83,024	84,260	85,514	86,788	88,080
Band 10	57,468	58,316	59,177	60,052	60,939	61,840	62,755	63,684	64,626	65,583	66,554	67,541	68,542	69,558	70,590
Band 9	46,161	46,838	47,526	48,223	48,931	49,650	50,380	51,121	51,873	52,637	53,412	54,199	54,998	55,809	56,632
Band 8	37,139	37,679	38,227	38,784	39,349	39,923	40,506	41,097	41,697	42,306	42,925	43,553	44,190	44,837	45,494
Band 7	29,939	30,370	30,808	31,252	31,703	32,161	32,626	33,097	33,576	34,063	34,556	35,057	35,566	36,082	36,607
Band 6	24,194	24,538	24,887	25,242	25,601	25,967	26,338	26,714	27,096	27,484	27,878	28,278	28,684	29,096	29,514
Band 5	19,377	19,671	19,968	20,271	20,579	20,891	21,207	21,528	21,855	22,186	22,522	22,864	23,212	23,566	23,925
Band 4	15,463	15,697	15,934	16,176	16,421	16,671	16,923	17,180	17,440	17,704	17,973	18,246	18,522	18,802	19,088
Band 3	12,338	12,525	12,716	12,908	13,104	13,302	13,504	13,709	13,916	14,128	14,342	14,559	14,780	15,004	15,231
Band 2	9,846	9,995	10,147	10,301	10,457	10,615	10,776	10,940	11,106	11,274	11,445	11,618	11,795	11,973	12,154
Band 1	7,857	7,976	8,097	8,220	8,344	8,471	8,600	8,729	8,862	8,997	9,132	9,270	9,412	9,554	9,700



3. Freezing of Salary Amendments on Payroll

To facilitate the implementation of the new salary adjustments in the April 2025 payroll, no amendments will be made to basic salaries in the March 2025 payroll. This measure is necessary as DICT will use the February 2025 payroll data to implement the new Public Service Salary Table.

Any newly recruited employees will be paid via payment vouchers for March and April 2025. Additionally, any adjustments to basic salaries due during these two months will be reflected in the May 2025 payroll.

4. Pilot Testing

DICT will conduct a pilot test to map salaries to the new Public Service Salary Table (April 2025) using February 2025 payroll data. This mapping exercise is a critical step to ensure accuracy in the transition to the new salary table. Prior to this exercise, all organisations will receive a copy of their payroll for verification.

Schedule of Actions and Deadlines

	Actions to be taken	Deadlines
1.	Preliminary payroll prepared by DICT and distributed to MDAs for verification.	11 th March 2025
2.	MDAs to report any anomalies to PSB for assessment via email to Ms. M. Bonnelame at mbonnelame@psb.gov.sc .	17 th March 2025
3.	PSB to assess reported anomalies and submit necessary amendments (via official letter) to Treasury for payroll updates.	24 th March 2025
4.	Treasury to process amendments in the payroll system and submit the updated payroll to DICT for extraction.	31 st March 2025
5.	DICT to return the updated payroll to Treasury and the Public Service Bureau.	3 rd April 2025
6.	. Treasury to distribute the updated payroll to MDAs for final verification	4 th April 2025
7.	MDAs to verify the final payroll and inform Treasury and the Public Service Bureau whether all details are correct or if further amendments are needed.	6 th April 2025

Organisations are requested to ensure that basic salaries are accurately reflected and that this exercise is treated with the utmost importance to guarantee that each individual receives the correct salary increase in April 2025.



5. Reconciliation of Nominal Roll and Payroll

Organisations are advised to take the opportunity during the salary review exercise to reconcile their payroll with the nominal roll. Any necessary changes should be formalized to ensure they are reflected in the May 2025 payroll. This reconciliation is essential for the smooth and efficient migration of information from the HRIS and payroll systems to the new Human Resource Management System, which the Government is currently implementing.

Please note that organisations may experience some delays in receiving responses regarding establishment matters, including job evaluations submitted to the Public Service Bureau in March and April 2025, as priority will be given to the salary review exercise. We appreciate your understanding and patience regarding these delays.



Shella Mohideen (Mrs.)
Chief Secretary and Head of Public Service

