

RESOLUTION NO 9 OF 2000

SENIOR MANAGEMENT SERVICE

1. Purpose

To extend Resolution No. 13 of 1998 that sets the framework for managers to agree to individual performance agreements. As such this agreement does not seek to diminish any existing rights of senior managers.

2. Definitions

2.1 “A member of the Senior Management Service” (SMS) shall refer to an employee on salary level 13 or higher.

2.2 “Total cost to the employer” means a reflection of all existing benefits with direct financial implications into a package for Senior Managers/ Professionals.

3. Scope

This agreement applies to employer and employees who are classified in terms of 2.1 above and who fall within the registered scope of the PSCBC.

4. Noting

The PSCBC note that there is a need to:

- a) Attract and retain high calibre senior managers and professionals.
- b) Improve the training and development of senior managers/professionals.
- c) Develop the career path of senior managers/ professionals.
- d) Develop the employment framework.
- e) Promote high standards of ethical conduct among senior managers/ professionals.

5. Parties to the PSCBC therefore agree that: -

- a) The remuneration packages of senior managers/professionals be translated to a more transparent total cost-to-employer basis (herein after referred to as a “clean wage”) with effect from 1 January 2001.
- b) The clean wage be based on the principle of flexible remuneration which shall enable individual senior managers/professionals to structure a portion of their income.
- c) All existing benefits of senior managers/professionals with direct financial implications be included in the remuneration packages referred to above.
- d) The Minister for the Public Service and Administration will make annual determinations and provide guidelines on adjustments to the total cost-to-employer packages.
- e) During the process of converting the salary and benefits of members of the SMS to a total cost-to-employer basis, the benefits of members of the SMS will not be negatively affected.
- f) The rules governing the benefits of members of the SMS be included in a handbook and that these rules be based on the provisions of Resolution No 3 of 1999. These rules will not be amended without due process being followed.

6. Dispute Resolution

Disputes about the interpretation or application of this agreement shall be dealt with according to the dispute resolution procedure of the PSCBC.

7. Date of implementation

This agreement shall be implemented on 1 January 2001 and shall amend Resolution No. 13 of 1998 to the extent indicated above.

THUS DONE AND SIGNED AT _____

OF THIS _____ DAY OF _____ 2000

ON BEHALF OF THE STATE AS EMPLOYER

	Name	Signature
State as employer		

ON BEHALF OF EMPLOYEE PARTIES

Employee party	Name	Signature
DENOSA		
HOSPERSA		
NAPTOSA		
NUPSAW		
NPSWU		
NEHAWU		
PAWUSA		
POPCRU		
PSA		
SADTU		
SAPU		
SAOU		