

RESOLUTION NO 9 OF 2001

AGREEMENT ON IMPROVEMENT IN CONDITIONS OF SERVICE OF PUBLIC SERVICE EMPLOYEES FOR THE PERIOD 2001/2002, 2002/2003 AND 2003 / 2004 AND OTHER MATTERS OF MUTUAL INTEREST

The employer and employee parties agree on the terms set out below:

1. OBJECTIVES

- 1.1. To provide for the annual wage increase for public servants for 2001/2002, 2002/2003 and 2003/2004 financial years.
- 1.2. To ensure salary adjustments are affordable, sustainable and promote efficiencies in terms of this multi-term agreement.
- 1.3. To finalise pay progression and its implementation.
- 1.4. To give effect to Resolution 7 of 2001 in terms of transformation and restructuring in the Public Service.
- 1.5. To provide for the payment of acting allowances.
- 1.6. To establish a process to determine occupational classes in the public service that constitutes scarce skills and to determine a framework for their retention.

2. SCOPE

2.1. This agreement binds the employer and employees:-

- (a) who are employed by the State; and
- (b) who fall within the registered scope of the PSCBC.

3. MULTI-TERM WAGE INCREASES

3.1. The annual wage increase as per Annexure A for 2001/2002 financial year shall be as follows with effect from 1 July 2001:-

- Salary level 1 - 8%
- Salary levels 2 & 3 - 7%; and
- Salary levels 4-12 - 6,5%

3.2. The annual wage increase for the 2002/2003 financial year shall be CPI-X year on year May 2001 to May 2002, plus 0.5%.

3.3. The annual wage increase for the 2003/2004 financial year shall be CPI-X, year on year May 2002 to May 2003, plus 1%.

3.4. For the duration of this agreement in terms of clause 3.2 and 3.3 the wage increase; will be implemented on 1 July of every year.

3.5. The terms of this agreement as contained in clause 3.2 and 3.3 shall be subjected to negotiations should the threshold on the CPI-X be lower than 4% or higher than 7,5% for the respective periods.

4. PAY PROGRESSION

4.1. The employer shall pay the R850 (eight hundred and fifty Rand) as an once off and final payment in terms of Resolution 7 of 2000.

- 4.2. The work on the new pay progression model for the Public Service is referred back to the pay progression task team established by Council.
- 4.3. The sectors shall align the PSCBC framework to their sectoral skills and competency requirements.
- 4.4. The new sectoral dispensation on the pay progression system shall be implemented on 1 April 2002.
- 4.5. The employer shall allocate 1% of the wage bill for increments effected in terms of the pay progression system.
- 4.6. Payments in terms of the pay progression system shall be effected for the first time on 1 July 2002 and thereafter on 1 July each year.
- 4.7. Those employees who benefit from the pay progression system will receive the benefit in addition to the increases referred to in Clause 3 above.

5. PAYMENT OF ACTING ALLOWANCES

- 5.1. Employees appointed, in writing, by the Executing Authority or her/his delegated nominee, shall be paid an acting allowance to act in that post provided that:
- 5.1.1. the post is a vacant and funded post; and
 - 5.1.2. the period of appointment is longer than 6 weeks.
- 5.2. The policy on acting allowance and compensation to be paid to an employee appointed to act in a higher vacant and funded post will be determined at the sectoral level within one month of the signing of this agreement.

6. SCARCE SKILLS

- 6.1. The PSCBC shall establish a task team to determine a framework to retain scarce skills by February 2002.
- 6.2. The sectors shall determine occupational classes that constitute scarce skills.

7. MEDICAL ASSISTANCE FOR THOSE EXCLUDED FROM THE MEDICAL AID SCHEME

7.1. The medical aid task team in the PSCBC shall prioritise an agreement for submission to Council for negotiations on the provision of a compulsory basic health care package which among others include the treatment of opportunistic infections, in relation to HIV/AIDS to address the needs of employees who do not benefit from any medical assistance.

8. RESTRUCTURING/TRANSFORMATION OF THE PUBLIC SERVICE

8.1 Twenty thousand (20 000) posts shall be created in the following key service delivery sectors which shall include amongst others –

- (a) Education
- (b) General Public Service (Correctional Services and Justice)
- (c) Health and Welfare
- (d) Safety and Security

8.2 Parties agree to convene a special PSCBC meeting which shall remain in session for an uninterrupted period between 16 October and 12 December 2001 in order to conclude a collective agreement on restructuring.

8.3 The negotiations contemplated in clause 8.2 above shall be based on the principles contained in Resolution 7 of 2001, specifically the section titled, “procedures and processes to govern the transformation and restructuring process at department, sectoral and central PSCBC level”.

8.4 Departments and sectors shall continue with all the processes contained in Resolution 7 of 2001, except for those issues that require an agreement in terms of clause 8.3 above.

8.5 The collective agreement on restructuring shall include amongst others detailed provisions regarding—

8.5.1 the procedures to be followed during restructuring and the time frames thereof;

8.5.2 the structures necessary to facilitate the restructuring process; and

8.5.3 monitoring, co-ordination and reporting mechanisms.

8.6 If the collective agreement on restructuring is not reached by 12 December 2001, the parties agree to conciliation and, if conciliation fails, binding arbitration on the processes, procedures and on the substantive issues.

9. DATE OF IMPLEMENTATION

9.1. The implementation of this agreement will be the date of signing unless otherwise indicated in this agreement.

9.2. This agreement is in full and final settlement of all substantive matters relating to improvement on salary increase and conditions of service, covered by this agreement, for all public servants for the duration of this agreement unless the parties agree in writing to re-open negotiations.

9.3. Clause 9.2 above does not affect the continuation of task teams nor does it impede on the Sectoral negotiations on matters of mutual interest that are Sector specific.

10. INTERPRETATION AND APPLICATION

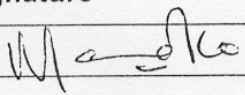
In the event of any conflict between the provisions of this agreement and any other agreement, the provisions of this agreement shall take precedence.

11. DISPUTE RESOLUTION


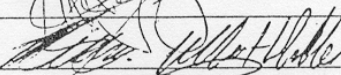

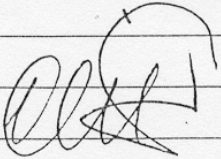
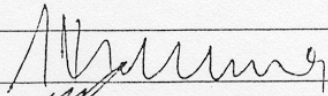
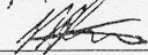
Disputes about the interpretation or application of this agreement shall be dealt with according to the dispute resolution procedure of the PSCBC.

THIS DONE AND SIGNED AT PRETORIA ON THIS THE ^{9th}..... DAY OF OCTOBER 2001

ON BEHALF OF THE GOVERNMENT AS EMPLOYER

	Name	Signature
	Manoko Nchwe	

ON BEHALF OF EMPLOYEE PARTIES

Employee Party	Name	Signature
DENOSA	JARU C. MASAGULA	
HOSPERSA	PRADOSH KILAY OBO E. MOUTRIE J. STROYAL	
NAPTOSA	D. H. BALE	
NUPSAW		
NPSWU		
NEHAWU		THEMBAKIE SIKO
POPCRU		
PSA	H. A. DE CLERCK	
PAWUSA	NEVILLE PETERS	
SADTU		
SAPU		
SAOU	P. P. DELPORT	