

RESOLUTION NO 9 OF 2002

FOREIGN SERVICE DISPENSATION FOR OFFICIALS SERVING IN THE REPUBLIC OF SOUTH AFRICA MISSIONS ABROAD

1. OBJECTIVES OF NEW FSD

1.1 The main objectives of the new FSD is to provide the foreign service officials with a working tool and create conditions that will facilitate a better working environment. To this end the new FSD will ensure the following:

1.1.1 That the allowances of the officials are distributed adequately and that the computation of such allowances is done objective to avoid disparities that existed in the past;

1.1.2 foreign service officials who are at the same pay level receive the same pay; and

1.1.3 that equity is restored in the conditions of service and benefits enjoyed by the Foreign Service officials who operate at the same level in various missions abroad.

2. SCOPE OF APPLICATION

This agreement applies to the employer and employees who -

2.1 serve in a foreign country at a mission of the Department of Foreign Affairs.

3. DEFINITIONS

- 3.1. The *Minister of Foreign Affairs* means the Minister of Foreign Affairs or her or his delegate.
- 3.2. An *eligible employee* means an employee who is eligible for the FSD.
- 3.3. A *dependant* means a dependant spouse or child of an eligible employee.
- 3.4. *Dependant spouse* means a spouse of an eligible employee who is not
- 3.4.1 engaged in full-time paid employment or
 - 3.4.2 eligible for the FSD.
- 3.5. *Dependant child* means a biological or adopted child or a stepchild for whose care the employee is legally responsible and who is -
- 3.5.1 under 18 years of age, or
 - 3.5.2 under 23 years of age and engaged in full-time study, or
 - 3.5.3 unable to attend a normal school or obtain reasonable full-time paid employment due to physical disabilities.
- 3.6. *Single employee* means:-
- 3.6.1 an employee who has no spouse or dependant children, or
 - 3.6.2 an employee whose spouse or dependant children do not, for a period of over 60 days and/or half of the employee's period of service, live in the country where she or he normally works.
- 3.7. A *difficult: post* means a post that the employer has classified in terms of Category II, III or IV.

4. PRINCIPLES OF THE FSD

- 4.1. The purpose of the FSD is to enable an employee appointed in a foreign service mission to perform a service and maintain a standard of living commensurate with the image which the RSA Government wishes to project abroad. This is governed by the following principles –
- 4.1.1. Reimburse an official for:
 - (a) the actual cost of relocating her/his household;
 - (b) additional expenses incurred by her/him in regard to the adequate schooling of her/his dependent child/ren;
 - (c) the cost of maintaining family ties
 - (d) the cost of maintaining contact with the South African way of life; and

(e) the additional cost of medical and related services.

4.1.2. Provide an official with dwelling and work facilities to enable her/him to operate effectively as a representative of the RSA abroad.

4.1.3. Compensate an official for living abroad and for additional costs incurred by her/him to generally function at the required level.

4.1.4. Reimburse an official for direct expenses incurred in the performance of specific official duties abroad.

4.1.5. Provide special measures or facilities to meet extraordinary needs such as -

(a) difficult conditions abroad which the employee or her/his family are exposed to;

(b) death or serious illness of an official or her/his family members; and

(c) evacuation of an official and her/his household in an emergency.

5. **CONDITIONS OF SERVICE**

5.1. Benefits and privileges will be provided for in terms of Annexure A of this agreement.

5.2. Notwithstanding the conditions of service afforded to officials serving abroad in terms of this agreement, other relevant conditions of service which are applicable in the public service shall apply.

5.3. All foreign service officials currently serving abroad will be translated to the revised system.

5.4. This agreement supersedes all previous agreements and arrangements regarding the Foreign Service Dispensation.

6. **DURATION OF AGREEMENT**

6.1. This agreement shall remain in force until the parties to decide otherwise.

7. **DISPUTE RESOLUTION**

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

8. **IMPLEMENTATION DATE OF THIS AGREEMENT**

The implementation of this agreement shall be 1 April 2002.

ENTERED INTO AND SIGNED AT CENTURION ON THIS THE
13TH DAY OF June 2002.

ON BEHALF OF THE STATE AS EMPLOYER

	Name	Signature
State as Employer		

ON BEHALF OF TRADE UNION PARTIES

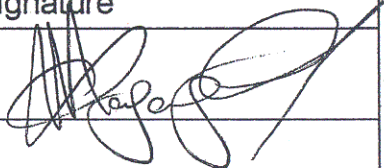
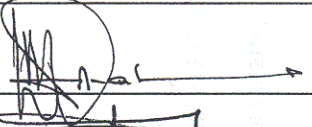
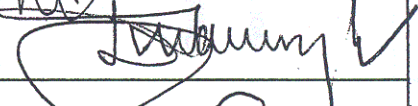

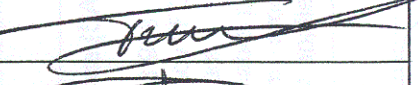
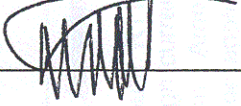
Trade Union	Name	Signature
DENOSA		
HOSPERSA		
NAPTOSA		
NUPSAW		
NPSWU		
NEHAWU		
PAWUSA		
POPCRU		
PSA		
SADTU		
SAPU		
SAOU		

ENTERED INTO AND SIGNED AT CENTURION OF THIS
13 DAY OF JUNE 2002.

ON BEHALF OF THE STATE AS EMPLOYER

	Name	Signature
State as Employer	Manoko Nchwe	Manoko

ON BEHALF OF TRADE UNION PARTIES

Trade Union	Name	Signature
DENOSA	JABU C. MASAGULA	
HOSPERSA		
NAPTOSA		
NUPSAW		
NPSWU		
NEHAWU	LULAMILE SOTAKA	
PAWUSA	DANIEL VAN WYK	
POPCRU	B. MOTJEBI	
PSA		
SADTU	T. W. NKESI	
SAPU	LES MASEMMA	
SAOU		