

RESOLUTION NO 5 OF 2003

LEVY AGREEMENT

Objective

1. The objective of this agreement is to -
 - (a) establish a levy to fund collective bargaining and dispute resolution in the public service; and
 - (b) provide for co-ordination between the PSCBC and sectoral councils.

Scope

2. This agreement binds:
 - (a) the employer;
 - (b) the employees of the employer who are members of the trade union parties to this agreement; and
 - (c) the employees of the employer who are not members of any trade union party to this agreement, but who fall within the registered scope of Council.

Noting

3. Noting that -
 - (a) since the signing of PSCBC Resolution 2 of 1998, the expenditure of the PSCBC and Sectoral Councils has increased and the current levies collected has become insufficient to run the operations of the PSCBC and Sectoral Councils.
 - (b) PSCBC Resolution 2/2000 determines the allocation of funds to the Sectoral Councils and the PSCBC's responsibilities in respect of the financing of Human Resource and Dispute Resolution costs.
 - (c) the Education Labour Relations Councils (ELRC) and the Safety and Security Sector Bargaining Council (SSSBC) have introduced sectoral levies whereas the Public Health and Welfare Sectoral Bargaining Council (PHWSBC) and the General Public Service Sectoral Bargaining Council (GPSSBC) have not done so.

Agreement

Parties agree to the following:

4. That with effect from 1 August 2003 a levy of:-
 - (a) 50 cents per employee, who falls within the scope of the PSCBC, plus an additional levy of:
 - (i) R2-00 per employee, who falls within the scope of the GPSSBC and PHWSBC,
 - (ii) R1-50 per employee who falls within the scope of the ELRC,

per month be implemented.
5. The employer to make an equal contribution to the levies identified in paragraph 4 above.
6. The total levy referred to in paragraph 4 and 5 above will be received by the PSCBC and the relevant Sectoral Councils on the following basis and paid directly to them via the PERSAL system:-
 - (a) PSCBC to receive R1-00 per employee per month.
 - (b) GPSSBC and PHWSBC to receive R4-00 per employee per month.
 - (c) ELRC to receive R3-00 per employee per month.

The current levy collection system in SSSBC to remain.

7. With effect from 1 September 2003-
- (a) Sectoral Councils will take full responsibility for costs, including management and resourcing, of -
 - (i) collective bargaining,
 - (ii) human resources,
 - (iii) dispute resolution,
 - (iv) administration,
 - (v) in respect of the establishment of chambers.

 - (b) the PSCBC will be responsible for-;
 - (i) its own collective bargaining, human resources, dispute resolution and administration costs and costs in respect of the establishment of provincial co-ordinating chambers.
 - (ii) overall policy formulation (Human Resources and Dispute Resolution) in conjunction with Sectors, to ensure uniformity.
 - (iii) computer network,
 - (iv) website development and management,
 - (v) commissioning and maintenance of case management,
 - (vi) resource and information center,
 - (vii) reception and switchboard service, where applicable,
 - (viii) messenger (driver) and postal service, where applicable,
 - (ix) Accommodation for PSCBC and Sectoral Councils where applicable,
 - (x) overall co-ordination of Public Service Sectoral Bargaining Councils.
8. Notwithstanding clause 7(a)(iii), the PSCBC will remain responsible for all costs in respect of disputes scheduled by a Sectoral Council prior to 1

August 2003 to a maximum of R4 500 per dispute in relation to panelist fees.

General Provisions

9. This agreement replaces the following agreements of the PSCBC:
 - (a) PSCBC Resolution 2 of 1998
 - (b) PSCBC Resolution 2 of 2000
10. If there is any conflict between the provisions of this agreement and any other agreement, the provisions of this agreement shall prevail.
11. This agreement shall come into effect on 1 August 2003.
12. If there is a dispute about the interpretation or application of this agreement any party may refer the matter to the Council for resolution in terms of the dispute resolution procedure of the Council.
13. The Council will monitor the implementation of this agreement.
14. The Sectoral Councils may enter into separate contracts with PSCBC to deal with transitional agreements with regard to functions previously performed by PSCBC.

**THIS DONE AND SIGNED AT PRETORIA ON THIS THE
26TH DAY OF JUNE 2003**

ON BEHALF OF THE GOVERNMENT AS EMPLOYER

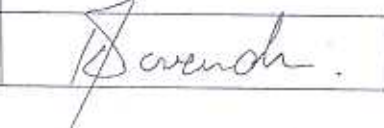
	Name	Signature

ON BEHALF OF EMPLOYEE PARTIES

EMPLOYEE PARTY	NAME	SIGNATURE
DENOSA		
HOSPERSA/NUPSAW		
NAPTOSA		
NEHAWU		
POPCRU		
PSA		
SADTU		
SAPU		

THIS DONE AND SIGNED AT PRETORIA ON THIS THE
26 DAY OF JUNE 2003

ON BEHALF OF THE GOVERNMENT AS EMPLOYER

Name	Signature
	KENNY GOEWER
	

ON BEHALF OF EMPLOYEE PARTIES

EMPLOYEE PARTY	NAME	SIGNATURE
DENOSA		
HOSPERSA/NUPSAW		
NAPTOSA	H. HENDRICKS	
NEHAWU		
POPCRU		
PSA	H. DE CERCO	
SADTU	Edwin M. Pheko	
SAPU		