

RESOLUTION NO 2 OF 2012

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

1. OBJECTIVES

1.1. Observing the objectives that inform the Foreign Service Dispensation as contained in PSCBC Resolution 8 of 2003 and with due consideration to the principles of adequacy, equitability, simplicity, stability, maintainability, justifiability, affordability and interactivity the objective of this agreement is to adjust certain aspects of the dispensation.

2. SCOPE OF APPLICATION

2.1. This agreement applies to the employer and employees who serve in a foreign country at a mission of the Department of International Relations and Coordination.

3. THE PARTIES OF THE COUNCIL AGREE TO THE FOLLOWING

3.1. DIFFICULT POST ADDITIONAL COST ALLOWANCE (DPACA)

3.1.1. The introduction of Category V missions for purposes of the payment of DPACA.

3.1.2. The current percentage difference between Unaccompanied (UC) and Accompanied (AC) of 50% and between Unaccompanied (UC) and Accompanied (AC+) plus more than one be set at 80% are to be retained and will inform the percentage ratio of the Category V missions as depicted in the table hereunder:

Mission category	Unaccompanied	Accompanied by one dependent	Accompanied by more than one dependent
Category I	0% of norm amount	0% of norm amount	0% of norm amount
Category II	100% of norm amount: US\$ Norm Amount	150% of hard currency norm amount	180% of hard currency norm amount
Category III	150% of hard currency norm amount	225% of hard currency norm amount	270% of hard currency norm amount



Category IV	200% of hard currency norm amount	300% of hard currency norm amount	360% of hard currency norm amount
Category V	250% of hard currency norm amount	375% of hard currency norm amount	450% of hard currency norm amount

3.1.3. The DPACA US\$ norm amount is to be reviewed annually based upon the US CPI. Clause 4.1.4 of PSCBC Resolution 1 of 2008 will apply *mutatis mutandis* in the annual review of the DPACA.

3.2. SPECIAL TRAVELLING PRIVILEGE

3.2.1. With the introduction of the Category V missions, the following special travelling and recuperation and recreation privileges shall apply:

Mission Category	Travelling privilege
V	<p>Seven travelling privileges during a four year duty tour typically at 6 to 7 months' intervals and one Recuperation and Recreation (R&R) privilege once per year.</p> <ul style="list-style-type: none"> a) The R&R may not be utilised simultaneously with the normal travelling privilege. b) All travelling and R&R privileges are subject to the exigencies of the mission and for the Head of Mission to approve. c) All travelling privileges and R&R privileges are limited to the cost of a return economy class air travel ticket from the mission to Johannesburg for the designated employee and each of their eligible dependants residing with them abroad. d) Designated employees have the choice when utilising a travelling privilege and R&R privilege to travel to any destination. In all cases the reimbursable amount, whatever mode of transport the designated employee uses, shall be the actual travelling cost over the most direct route subject to a maximum which is calculated by ensuring that the minimum cost of air travel between the mission and Johannesburg and back, avoiding stopovers and taking advantage of discounts that would be available

	when reasonable planning is applied.
	e) The R&R privilege is limited to 5 working days leave.

3.2.2. An additional travel privilege is to be introduced for the spouse of the employee who remains in the RSA for the duration of the employee's tour of duty for purposes of reuniting with the family on the following conditions:

- a) One return, economy class air ticket may be granted per annum for the spouse to visit the official abroad; and
- b) Unutilised travelling privileges may not be carried over to the following calendar year.
- c) This additional travel privilege would be applicable to all spouses and not just spouses of employees posted to hardship countries.

3.3. This agreement changes the provisions of PSCBC Resolutions 8 of 2003 and 1 of 2008.

4. DURATION OF AGREEMENT

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

5. DATE OF IMPLEMENTATION

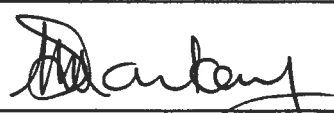
This agreement shall be implemented with effect from 1 April 2012.


6. DISPUTE RESOLUTION

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




THIS DONE AND SIGNED AT CENTURION OF THIS 2ND DAY
OF AUGUST 2012.

ON BEHALF OF THE EMPLOYER

	Name	Signature
State as Employer	M. Ntshubula	

lee.


ON BEHALF OF TRADE UNION PARTIES

Trade Union	Name	Signature
DENOSA		
HOSPERSA/NUPSAW/ NATU		
NAPTOSA		
NEHAWU	CLEMENT MABULE	
POPCRU		
PSA	Maleka Raba	
SADTU	Mugwena Naluleke	
SAPU		

