



**NUUSBRIEF 03 NEWSLETTER**

**02/02/2015**

**SALARISONDERHANDELINGE / SALARY NEGOTIATIONS**

**WAT IS DIE JONGSTE STAND VAN SAKE?**

**WHAT IS THE LATEST STATE OF AFFAIRS?**

**Wat is die SAOU mandaat?**

**What is the SAOU's mandate?**

Die SAOU het lede op 28 Oktober 2014 by wyse van Nuusbrief 34/2014 versoek om 'n mandaat te voorsien om namens hulle aan die salaris- onderhandelinge in die PSCBC deel te neem. Die mandaat wat deur 7440 lede voorsien is en ook die verdeling van die stemme word vervat in die tabel hieronder.

The SAOU requested members on 28 October 2014 in Newsletter 34/2014 to provide a mandate to negotiate on their behalf during the salary negotiations in the PSCBC. The mandate provided by 7440 members and the division of the ballot is stated the table hereunder.

RESULT: SAOU MEMBERS' MANDATE								
Demand	Yes		No		Unsure		Members	Workplaces
	No	%	No	%	No	%		
15% Adjust ment	6158	82.8%	248	3.3%	1034	13.9%	7440	364
R3,000 Housing allowance	6174	83.0%	241	3.2%	1025	13.8%		
+28,5% Medical Subs	6240	83.9%	173	2.3%	1028	13.8%		
Choice wrt bonus month	5950	80.0%	488	6.6%	1097	14.7%		
Bursary scheme	5998	80.6%	276	3.7%	1166	15.7%		

**Wat is die formele aanbod wat op 2 Februarie 2015 op die tafel is?**

**What is the formal offer that is on the table on 2 February 2015**

Die onderhandelingspartye het al effe vordering gemaak met die oog daarop om teen einde Maart 2015 die onderhandelingsproses af te handel. Partye, waaronder die SAOU ook, is besig om hulle mandate te verfris. Die jongste formele aanbod van die Staat as werkgewer sien egter soos volg daaruit:

The negotiating parties have made slight progress with the aim to conclude negotiations by end of March 2015. At this stage parties, including the SAOU, have been requested to refresh their mandates. The most recent formal offer on the table is as follows:

**STATUS REPORT**  
**POSITION WITH REGARD TO SALARY NEGOTIATIONS ON 02 FEBRUARY 2015**

Item	Joint Labour Demand	Last formal Offer by State as employer
General salary adjustment	15 % for all post levels	<ul style="list-style-type: none"> <li>• Wef 1/4/15, projected CPI for 2015, i.e. 5.8%</li> <li>• Wef 1/4/16, projected CPI for 2016</li> <li>• Wef 1/4/17, projected CPI for 2017</li> </ul>
Term of agreement	Single term (only for period 1 April 2015 to 31 March 2016)	Multi year, i.e. three (3) year agreement, 1/4/15 to 31/3/18
Housing benefit	Increase from current R900 pm to R3000 pm	<ul style="list-style-type: none"> <li>• Intention is ultimately to only pay the benefit if employees own a registered dwelling</li> <li>• All employees, regardless of marital status will qualify wef 1/7/15</li> <li>• Housing allowance, wef 1/7/15: <ul style="list-style-type: none"> <li>○ Salary level 1-2, R1300 pm</li> <li>○ Salary level 3-4, R1100 pm</li> <li>○ Salary level 5-10 R970 pm</li> </ul> </li> <li>• Annual adjustment on 1 July based on CPI</li> <li>• "Savings Facility" <ul style="list-style-type: none"> <li>○ Employees who do not own dwellings, will qualify for R900 pm that will be deposited in "savings facility"</li> <li>○ Newly appointed employees will also qualify and be able to establish a "savings facility"</li> <li>○ "Savings facility" may only be utilised to acquire own dwelling.</li> </ul> </li> </ul>
Medical aid subsidy	<ul style="list-style-type: none"> <li>• Increase of 28.5% for members of GEMS and open schemes</li> <li>• Equalisation of subsidy for open schemes</li> </ul>	<ul style="list-style-type: none"> <li>• Employees: <ul style="list-style-type: none"> <li>○ GEMS <ul style="list-style-type: none"> <li>▪ Adjust with 17.6% (5.6% for 2012, 5.8% for 2013 &amp; 6.2% for 2014) for members of GEMS</li> <li>▪ Principal member: R720 + 17.6% = R847</li> <li>▪ First dependent: R720 + 17.6% = R847</li> <li>▪ R440 + 17.6% = R517 for additional dependent to max of R3 245</li> <li>▪ Thus, max of 4 dependents</li> </ul> </li> <li>○ No adjustment for members of open schemes</li> </ul> </li> <li>• Pensioners (post retirement benefit): New assistance accessible for members of GEMS and open schemes: <ul style="list-style-type: none"> <li>○ R847 pm for principal member</li> <li>○ Max subsidy, R1 694 pm, i.e principal member plus one dependent</li> </ul> </li> </ul>
Leave	<ul style="list-style-type: none"> <li>• 10 days special leave for parents with children with special needs</li> <li>• Family responsibility leave to include immediate family members and parents in law</li> <li>• 6 months paid maternity leave</li> <li>• 2 weeks paid paternity leave</li> </ul>	<ul style="list-style-type: none"> <li>• Additional two (2) days family responsibility leave for parents with children with severe special needs wef 1/1/15</li> </ul>
Compression of salary levels	Salary levels 1- 3 compressed and current salary level 4 be the new entry salary level	No response
Bursary scheme	Bursary scheme for children of employees of State	No response
Choice wrt bonus month	Employees	<ul style="list-style-type: none"> <li>• Employees may exercise a one-time choice</li> <li>• Employees who do not exercise the one-time choice will retain current dispensation</li> </ul>