SUID-AFRIKAANSE ONDERWYSERSUNIE
SOUTH AFRICAN TEACHERS' UNION
Nasionale Kantoor / National Office

SAOU

Nuusbrief / Newsletter

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NUUSBRIEF 21 NEWSLETTER 11/05/2015

SALARISONDERHANDELINGE 2015

STAAT MAAK FINALE AANBOD

WAT IS DIE MANDAAT VAN SAOU-LEDE?

VIR DIE DRINGENDE AANDAG VAN
SAOU-VERTEENWOORDIGERS

Die Staat het op Vrydag 8 Mei 2015 sy finale aanbod aan die SAOU en ander vakbonde in die SKBR gemaak. Die aanbod sien kortliks soos volg daaruit:

- Algemene salarisaanpassing:
  - 2015: Geprojekteerde VPI vir 2015 plus 2.2%: 4.8% + 2.2% = 7% verhoging miv 1 April 2015;
  - 2016: Geprojekteerde VPI plus 1%; en
  - 2017: Geprojekteerde VPI plus 1%.
- Behuisingstoelaag: 33.3% verhoging miv 1 Julie 2015 vanaf R900 pm tot R1200 pm vir huiseienaars. Vir huurders, bly die toelaag op R900 pm, maar R300 pm word in 'n individuele spaarfasiliteit gedeponeer. Ongelukkig sal slegs een persoon van 'n getroude paar vir die voordeel kwalifiseer.
- Mediese fonds subsidie tov GEMS-lede en pensioenarisse: Verhoging miv 1 Januarie 2015 van 28.5%.
- Vaderskapverlof: 3 werksdae.
- Familieverantwoordelikheidsverlof: Addisionele 2 dae vir werknemers met 'n kind wat ernstige/spesiale versorging vereis.
- Diensbonus: Eenmalig keuse van betaling van diensbonus gedurende maand van keuse.

Wat presies is die kumulatiewe effek van die aanbod?

Ten einde lede behulpsaam te wees om die totale aanbod se effek te bereken, is die gemiddelde salariskerf per posvlak gebruik as basis. Volgens die tabel hieronder is die gemiddelde totale verhoging vir persone wat vir die volle pakket van voordele kwalifiseer, dan soos volg:

- Posvlak 1: 9.4%
- Posvlak 2/DH: 8.9%
- Posvlak 3/AH: 8.8%
- Posvlak 4/Hoof: 8.4%
- P5 Hoof: 8.3%

Dit is ook belangrik dat die 1% versnelde salarisprogressie wat miv 1 Julie 2015 betaalbaar is, ook verreken word ten einde die totale omvang van die verhogings vir die jaar te bepaal. Sien tabel hieronder.

Versoek aan alle SAOU werkplekverteenwoordigers

Dit sal waardeer word indien elke SAOU werkplekverteenwoordiger 'n opname onder lede sal doen en die stembrief **voor of op Vrydag 15**

SALARY NEGOTIATIONS 2015

STATE SUBMITS FINAL OFFER

WHAT IS THE MANDATE OF SAOU MEMBERS?

FOR THE URGENT ATTENTION
OF SAOU REPRESENTATIVES

The State as employer submitted its final offer to the SAOU and other unions in the PSCBC. The offer can be summarised as follows:

- General Salary Adjustment:
  - 2015: Projected CPI for 2015 plus 2.2%: 4.8% + 2.2% = 7% increase wef 1 April 2015;
  - 2016: Projected CPI plus 1%; and
  - 2017: Projected CPI plus 1%.
- Housing allowance: 33.3% increase wef 1 July 2015 from R900 pm to R1200 pm for home owners. Employees who rent, will continue to receive R900 pm, but R300 pm will be deposited in an individual linked saving facility. Unfortunately, only one person of a married couple will qualify for the benefit.
- Medical aid subsidy for GEMS members and pensioners: 28.5% increase wef 1 January 2015.
- Paternity leave: 3 working days.
- Family responsibility leave: Additional 2 days leave for employees with a child with severe special needs.
- Service bonus: Once-off election of the date of payment of the service bonus.

What exactly is the cumalative effect of the offer?

To assist members to determine the cumulative effect of the total offer, the average salary notch per post level was used as basis for the calculation. In terms of the table here below the total average increases for persons who qualify for the full package of benefits, are as follows:

- Post level 1: 9.4%
- Post level 2/ HOD: 8.9%
- Post level 3/ DP: 8.8%
- Post level 4/ Principal: 8.4%
- P5 Principal: 8.3%

It is also important to also take note of the effect of the 1% accelerated salary progression wef 1 July 2015 to determine the total effect of the increases that apply to 2015 – see table here below.

Request to all SAOU workplace representatives

It will be appreciated if all SAOU workplace representatives can assist with the mandating process and complete the ballot form **before or on Friday 15 May 2015 – click here**. The following information is required:

Mei 2015 te voltooi – **kliek hier.** Die volgende inligting moet voorsien word:

- Naam van verteenwoordiger
- Kontakbesonderhede van verteenwoordiger
- Werkplek van lede
- Provinsie
- Totale getal lede by werkplek
- Getal lede ten gunste van aanvaarding van aanbod
- Getal lede wat aanbod verwerp
- Getal lede buite stemming

- Name of representative
- Contact details of representative
- Workplace of members
- Province
- Total number of members in workplace
- Number of members who accept offer
- Number of members who reject offer
- Number of members who abstain

Postlevel 1					
Pa on 31/3/15		Pa wef 1/4/15		Increase	%
Salary	R 324 492		R 347 206	R 22 714	7,0%
Housing	R 10 800		R 14 400	R 3 600	33,3%
Medical	R 27 840		R 35 774	R 7 934	28,5%
	R 363 132		R 397 381	R 34 249	**9,4%**

Postlevel 2 /HOD					
Pa on 31/3/15		Pa wef 1/4/15		Increase pa	%
Salary	R 437 544		R 468 172	R 30 628	7,0%
Housing	R 10 800		R 14 400	R 3 600	33,3%
Medical	R 27 840		R 35 774	R 7 934	28,5%
	R 476 184		R 518 346	R 42 162	**8,9%**

Postlevel 3/ DP					
Pa on 31/3/15		Pa wef 1/4/15		Increase pa	%
Salary	R 461 382		R 493 679	R 32 297	7,0%
Housing	R 10 800		R 14 400	R 3 600	33,3%
Medical	R 27 840		R 35 774	R 7 934	28,5%
	R 500 022		R 543 853	R 43 831	**8,8%**

Postlevel 4/ Principal					
Pa on 31/3/15		Pa wef 1/4/15		Increase pa	%
Salary	R 575 892		R 616 204	R 40 312	7,0%
Housing	R 10 800		R 14 400	R 3 600	33,3%
Medical	R 27 840		R 35 774	R 7 934	28,5%
	R 614 532		R 666 379	R 51 847	**8,4%**

Principal P5					
Pa on 31/3/15		Pa wef 1/4/15		Increase pa	%
Salary	R 634 933		R 679 378	R 44 445	7,0%
Housing	R 10 800		R 14 400	R 3 600	33,3%
Medical	R 27 840		R 35 774	R 7 934	28,5%
	R 673 573		R 729 553	R 55 980	**8,3%**

Accelerated Salary Progression wef 1/7/15: Based on the Accelerated Progression that applies wef 1/7/15, a further 1% can be added to the above %. The salary notches that wil then apply, are as follows:

Post level	Notch wef 1/7/15	Effective increase wef 1/7/15
Post level 1	R 350 679	10,50%
Post level 2	R 472 854	9,92%
Post level 3	R 498 616	9,84%
Post level 4	R 622 366	9,51%
Principal P5	R 686 172	9,38%

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