

NUUSBRIEF 42 NEWSLETTER

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SALARISONDERHANDELINGE 2015

SALARY NEGOTIATIONS 2015

**TERUGBETALING VAN AGTERSTALLIGE
DIENSVORDELE**

**RETROSPECTIVE PAYMENT OF
SERVICE BENEFITS**

SAOU-lede is daarvan bewus dat die dispuut insake die 7% algemene aanpassing wat miv 1 April 2015 geld, opgelos is. Die dispuut het gehandel rondom die addisionele 0.6% synde die verskil tussen die algemene aanpassing gedurende 2014 en die werklike inflasiekoers (VPI). Sien Nuusbrief 36/2015.

SAOU members are aware of the dispute regarding the 7% general salary adjustment that applies wef 1 April 2015 and the fact that it has been resolved. The dispute dealt with the additional 0.6%, i.e. the difference between the general salary adjustment for 2014 and the actual CPI. See Newsletter 36/2015.

Talle navrae is die afgelope ruk ontvang betreffende die verwagte datums vir die uitbetaling van die onderskeie diensvoordele. In die verband word soos volg gerapporteer:

Several enquiries have been received regarding the expected date of the retrospective payments. In this regard the following is reported:

1. Algemene salaris-aanpassing: Hierdie voordeel geld miv 1 April 2015. Die eerste aanpassing, nl 6.4% is reeds aan lede uitbetaal en gevolglik is die 0.6% nou ter sprake. Na aanleiding van gesprekvoering met die Departement van Staatsdiens en Administrasie (DSA) sal die uitstaande 0.6% wat miv 1 April 2015 geld, aan die einde van Augustus 2015 betaal word. Dit beteken ook dat die 1% salarisprogressie wat aan die hand van die "IQMS" miv 1 Julie 2015 betaalbaar is, ook die 7% aanpassing moet reflekteer.
2. Mediese subsidie: Lede van GEMS se subsidie is met 28,5% miv 1 Januarie 2015 verhoog. Na aanleiding van gesprekvoering met die DSA blyk dit dat die agterstallige subsidie ook aan die einde van Augustus 2015 betaalbaar sal wees, met die uitsluiting van opvoeders in KZN. Die KZNDO was nie in staat om hierdie betalings tydig te prosesseer nie en gevolglik sal opvoeders in KZN na alle waarskynlikheid eers die agterstallige betaling aan die einde van September 2015 ontvang, maar lede word die versekering gegee dat intervensies tans aan die orde van die dag is om spoedige uitbetaling te verseker.
3. Behuisingstoelaag: Die verhoogde toelaag (R1,200 per maand) is miv 1 Julie 2015 betaalbaar. Dit blyk egter asof nie een van die 9 provinsiale onderwysdepartemente in staat is om betalings vir einde Augustus 2015 te kan prosesseer nie. Die verwagting is dat hierdie agterstallige betalings eers aan die einde van September 2015 betaal sal word.

1. General salary adjustment: This benefit applies wef 1 April 2015. The first adjustment, i.e. 6.4% has been paid to members and therefore the additional 0.6% must now be paid. Emanating from discussions with the DPSA, the additional 0.6% will be paid retrospectively wef 1 April 2015 at the end of August 2015. This also implies that the 1% salary progression that is payable in terms of the IQMS wef 1 July 2015 must also reflect the 7% adjustment.
2. Medical subsidy: Members of GEMS qualify for a 28,5% adjustment wef 1 January 2015. The DPSA has reported that the retrospective adjustment will be reflected on the salary advice slips at the end of August 2015. However, the KZNDE was not able to process these payments timeously and therefore educators in KZN will in all probability only receive this payment at the end of September 2015. Members are given the assurance that the necessary interventions have been implemented to attempt timeous payment.
3. Housing allowance: The increased allowance (R1,200 per month) is payable wef 1 July 2015. However, it seems as if none of the 9 provincial education departments will be able to process these payments for the end of August 2015. The expectation is that the retrospective payments will be effected for the end of September 2015.
4. Choice of service bonus month: Feedback has been received that several provincial departments of education have already implemented processes to enable educators to exercise a choice wrt the month during which the service bonus must be paid. Members are reminded that they must exercise a once-off choice

4. Keuse van diensbonusmaand: Terugvoering is van verskeie provinsiale onderwysdepartemente ontvang wat reeds prosesse geïmplementeer het ten einde opvoeders in staat te stel om die eenmalige keuse betreffende die gekose diensbonusmaand uit te oefen. Lede word daaraan herinner dat indien 'n keuse nie voor 31 Desember 2015 uitgeoefen word nie, die *status quo* behou sal word.

5. Belasting: Lede word daaraan herinner dat belasting betaalbaar is op byvoordele. In hierdie geval is dit ook betaalbaar tov die mediese subsidie sowel as die behuisingstoelaag.

6. Waar kan gedetailleerde inligting betreffende die inhoud van die kollektiewe ooreenkomste bekom word? Lede word aanbeveel om 'n deeglike studie van SAOU Nuusbrief 23/2015, gedateer 21 Mei 2015 te maak. Hierdie nuusbrief is beskikbaar op www.saou.co.za.

Indien lede probleme ondervind betreffende bogemelde, word hulle uitgenooi om met enige van die 9 provinsiale sekretarisse te skakel.

prior to 31 December 2015. If such a choice is not exercised, the *status quo* will remain.

5. Tax: Members are reminded that all service benefits are subject to taxation. In this regard it will also apply to the medical subsidy and the housing allowance.

6. Where can detailed information regarding the content of the collective agreements be obtained? It is recommended that a thorough study be made of SAOU Newsletter 23/2015, dated 21 May 2015 that is available on www.saou.co.za.

In the event that members require further information or experience problems in the above regard, they are invited to contact any of the 9 provincial secretaries.



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The welfare of the educator is of supreme importance to the Education Labour Relations Council and the **Dispute Resolution Services and Collective Bargaining Services** offered by the Council embraces this ideal.

The ELRC administers the resolution of disputes referred by educators.

The Council's Disputes department renders the following services:

- Preventive services, through training of Parties;
- Responsive services, through the resolution of disputes;
- Proactive services through research on new areas (case laws); and
- Policy influence through the analysis and evaluation of interventions.

The Council has signed a significant number of collective agreements over the years, pertaining to, amongst others, the terms and conditions of employment and the recruitment and filling of posts.

The vital role of the ELRC is to ensure that the concerns of the educator are addressed in a neutral environment and that the educator is empowered and equipped to educate the children of our country.



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