



### NUUSBRIEF 34 VAN 2016 / NEWSLETTER 34 OF 2016

#### 1% IQMS/PMDS

Die SAOU het navrae ontvang vanaf lede wat nie die terugbetaling van die 1% IQMS/PMDS op 7 November 2016 ontvang het nie.

1. Opvoeders sal **NIE** vir die 1% IQMS kwalifiseer nie op grond van die onderstaande:

- Indien 'n opvoeder **nuut aangestel** is na 1 Januarie 2014 (onthou dat nuwe toetreders eers vir 24 maande in diens moet wees en geëvalueer moet wees voordat hulle kwalifiseer: PSCBC Res 1/2012).
- Indien 'n opvoeder **bevorder** is tussen 1 Julie 2015 en 30 Junie 2016. (Kollektiewe Ooreenkoms 5 van 2006 dui aan dat 'n persoon op dieselfde salarisposisie/kerf vir die betrokke tydperk moet wees om te kwalifiseer).
- Indien 'n opvoeder vir 'n lang tydperk **afwesig** was as gevolg van siekteverlof (bv PILIR) en gevolglik nie geëvalueer kon word nie.

2. **LET WEL:** Indien u gekwalifiseer het en nie die 1% IQMS/PMDS ontvang het nie, kan dit wees as gevolg van die volgende:

- Daar was moontlik 'n onderbreking in diens.
- Indien 'n opvoeder vanaf 'n ander provinsie na Noordwes oorgeplaas is gedurende die tydperk 1 Januarie 2015 tot 30 Junie 2016. Maak seker dat u IQMS/PMDS evaluering en punte wel oorgeplaas is na Noordwes.
- Indien 'n opvoeder op 'n kontrakaanstelling was, die kontrak verstryk het, maar die opvoeder die volgende dag heraan gestel is. Op PERSAL kan daar moontlik 'n "beëindiging van diens" aangedui word omdat die kontrak verstryk het soos in die geval van tydelike opvoeders.

The SAOU received queries from members who did not receive the 1% IQMS/PMDS back pay on 7 November 2016.

1. Educators will **NOT** qualify for the 1% IQMS in the following cases:

- If an educator was **newly appointed** after 1 January 2014 (remember that new entrants can only qualify after 24 months in service and after having been evaluated: PSCBC Res 1/2012).
- If an educator was **promoted** between 1 July 2015 and 30 June 2016. (Collective Agreement 5 of 2006 clearly indicates that a person had to be on the same salary position/notch during the period to qualify).
- If an educator was **absent** from work for a long period (for example PILIR) and subsequently could not be evaluated.

2. **NOTE:** If you qualified, but did not receive the 1% IQMS/PMDS, it could be due to the following:

- There might have been a break in service.
- If you were transferred from another province to North West during the period 1 January 2015 to 30 June 2016. Please ensure that your IQMS/ PMDS evaluation and scores were also transferred to North West.
- If you were on contract and your contract expired, but you were re-appointed the next day. There could possibly be a "termination of service" reflecting on PERSAL because your contract expired as might be the case with temporary educators.

**Bogemelde inligting moet onder die aandag van die SAOU gebring word, waar van toepassing. [Sien antwoordvorm (2)]**

### **3. NEEM KENNIS**

Indien u die IQMS/PMDS aanpassing reeds ontvang het, is u salarisposisie alreeds met 'n kerf aangepas (1%). Die nuwe kerf sal op die salarisadviesstrokie van November 2016 reflekteer. Die terugbetaling wat u gekry het is vir die verskil tussen die 2 kerwe ter sprake, vanaf Julie – Oktober, minus belasting.

Indien u bogemelde sorgvuldig bestudeer het en steeds seker is dat u vir IQMS/PMDS gekwalifiseer het maar dit nie ontvang het nie, word u versoek om die vorm (sien skakel hieronder) te voltooi en terug te stuur aan **Riette Schoeman** by [vvvnw@saou.co.za](mailto:vvvnw@saou.co.za) of 086 616 8058.

**Onthou ook dat u egter die lynfunksie moet volg en dat die nie-betaling van u IQMS/PMDS ook deur u hoof by die Areakantoor aangemeld moet word.**

**The info above must be brought to the attention of the SAOU, if applicable. [See reply slip (2)]**

### **3. TAKE NOTE**

If you received the IQMS/PMDS adjustment, your salary position has already been adjusted by 1 notch (1%). This new notch will reflect on your November 2016 salary advice. The back pay you received is the difference between the 2 notches, for the period July – October, minus tax.

If you have studied the above carefully, and you are still certain that you qualified for the payment of IQMS/PMDS, but did not receive it, you are requested to complete the form (see link below) and return it to **Riette Schoeman** at [vvvnw@saou.co.za](mailto:vvvnw@saou.co.za) or 086 616 8058.

**Please remember that the line function must be followed and that the principal must also report the non-payment of your IQMS/PMDS to the APO office.**

[IQMS/PMDS ANTWOORDVORM / REPLY SLIP](#)