



03/09/2018

44/2018

| <p>37% ADDISIONELE BETALING AAN KONTRAKPERSONEEL</p> | <p>37% ADDITIONAL PAYMENT TO CONTRACT STAFF</p> |
|---|---|
| <p>Personeel wat op kontrak in diens van die WKOD is, kan vir die addisionele 37% betaling kwalifiseer wat vir die addisionele finansiële byvoordele bv. medies, behuising, ens. voorsiening maak. Die SAOU is bewus dat die WKOD al hoe meer begin het om nie die 37% addisionele betalings te maak nie. Twee van die hoofredes wat die WKOD aanvoer is:</p> <ul style="list-style-type: none"> • PSCBC Resolusie 1 van 2007 dui aan dat diegene in kontrakposte op wie 'n aftree ouderdom van toepassing is, nie vir die addisionele 37% betaling kwalifiseer nie. Die WKOD se argument is aangesien opvoeders reeds vanaf die ouderdom van 50 en staatsdienspersoneel vanaf 55 met pensioen kan aftree, hierdie ouderdomme as 'n aftree-ouderdom beskou kan word. • Personeel wat reeds uit diens getree het weens mediese redes, vervroegde pensioen of vrywillige skeidingspakkette ontvang het, ook nie in ag geneem word vir die 37% betaling nie. Die WKOD se argument is dat hierdie persone reeds voordele soos pensioen en mediese subsidie ontvang. Die 37% addisionele betaling verteenwoordig hierdie finansiële byvoordele en indien | <p>Staff who are on contract in the service of the WCED can qualify for an additional 37% payment to make provision for the additional financial benefits, e.g. medical, housing, etc. The SAOU is aware that the WCED has increasingly begun not to make the 37% additional payments. Two of the main reasons given by the WCED are:</p> <ul style="list-style-type: none"> • PSCBC Resolution 1 of 2007 indicates that those in contract posts to whom a retirement age applies, do not qualify for the additional 37% payment. The WCED's argument is that since educators can retire from the age of 50 and public service staff from the age of 55, these ages can be considered as a retirement age. • Staff who have already retired for medical reasons, early retirement or voluntary severance packages also do not receive the 37% payment. The WCED's argument is that these people already receive benefits such as pension and medical aid. The 37% additional payment represents these financial benefits and, if someone receives it, this will amount to a double payment. |

iemand dit dus ontvang, dit sal neerkom op 'n dubbele betaling.

Die SAOU stem nie saam met die WKOD se redenasies nie en wil in terme van die aangeleentheid 'n dispuut verklaar.

Lede wat op kontrak is en tans nie die 37% addisionele betaling ontvang nie, moet asb. dringend die SAOU-kantoor kontak. Ons versoek dat lede asseblief die aangehegte vorm invul en aan die SAOU-kantoor stuur teen **Maandag, 10 September 2018.**

The SAOU does not agree with the WCED's arguments and wishes to dispute the matter.

Members who are in contract positions and who are currently not receiving the 37% additional payment, can contact the SAOU office. We request that members complete the attached form and send it to the SAOU office by **Monday, 10 September 2018.**

**VORM
FORM**

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