



22/10/2018

50/2018

BETALING VAN SALARISAANPASSING (GGBS)	PAYMENT FOR SALARY PROGRESSION (IQMS)
<p>Geagte SAOU lid</p> <p>Die WKOD het bevestig dat die uitstaande 1% betaling hierdie week sal geskied. Alle aanduidings is dat dit teen eerskomende Donderdag, 25 Oktober 2018 in u rekening sal reflekteer.</p> <p>Die uitstaande 0,3% sal op 'n latere stadium betaal word sodra die nuwe salariskerwe gefinaliseer is.</p> <p><u>INDIEN JY EEN VAN DIE ONDERSTAANDE GEVALLE IS, SAL JY ONGELUKKIG NIE VIR DIE SALARISPROGRESSIE KWALIFISEER NIE:</u></p> <ol style="list-style-type: none">1. Indien jy nuut aangestel was in die tydperk 1 Julie 2016 tot 30 Junie 2018. Nuwe toetreders kwalifiseer eers vir die 1 kerf salarisprogressie na 'n tydperk van 24 maande in diens. Indien jy reeds deel van die GGBS proses was in 'n ander provinsie en jy word aangestel deur die WKOD, kan jy NIE as 'n nuwe toetreder beskou word nie.2. Indien jy bevorder is na 1 Julie 2017. Kollektiewe Ooreenkoms 5 van 2006 bepaal	<p>Dear SAOU member</p> <p>The WCED has confirmed that the outstanding 1% payment will be made this week. All indications are that it will reflect in your account by Thursday, 25 October 2018.</p> <p>The outstanding 0.3% will be paid at a later stage as soon as the new salary notches is finalised.</p> <p><u>IF YOU FALL WITHIN ONE OF THE FOLLOWING CATEGORIES, YOU WILL UNFORTUNATELY NOT QUALIFY FOR THE PAY PROGRESSION:</u></p> <ol style="list-style-type: none">1. If you have been newly appointed during 1 July 2016 to 30 June 2018. New entrants only qualify for the 1 notch salary progression after a period of 24 months in service. If you were part of the IQMS process in another province and you are now appointed by the WCED, you can NOT be regarded as a first time entrant.2. If you have been promoted after 1 July 2017. Collective Agreement 5 of 2006 indicates that a person has to be on the

dat 'n persoon op dieselfde posvlak vir 'n periode van 12 maande moet wees om te kwalifiseer.

LET WEL:

Die volgende situasies kan veroorsaak dat jy dit nie gekry het nie, maar die persoon kwalifiseer wel vir die salarisprogressie. Hierdie spesifieke gevalle sal individueel hanteer moet word.

1. Indien jy vanaf 'n nuwe provinsie oorgeplaas is na die WKOD, moet daar seker gemaak word dat jou GGBS evaluering en punte wel saam met jou oorgeplaas is na WKOD.
2. Indien jy in 'n kontrakaanstelling was en jou kontrak het verstryk, maar jy is die volgende dag weer aangestel. Op die stelsel sal daar moontlik 'n "beëindiging van diens" aangeteken wees omdat jou kontrak verstryk het.
3. Verskeie OPVOEDERS het nie die 1% kerfverhoging met die eerste uitbetalings ontvang nie. Een van die redes hiervoor is dat die opvoeders op **salariskerf R359 757** of **kerf R517 530** is.
 - Die bepaling is duidelik dat die kerfverhoging 'n 1% kerfverhoging moet wees. Ongelukkig is die verskil tussen die bogenoemde twee kerwe en die daarvolgende kerwe **MINDER as 1%**.
 - Om dus seker te maak dat opvoeders se salarisprogressie ten minste 1% is, sal diegene op die kerwe inderwaarheid twee kerwe moet bykry.
 - Hierdie regstelling word nie outomaties gedoen nie en gevolglik moet die WKOD elkeen individueel regstel.

same salary level for a period of 12 months, in order to qualify for 1% IQMS salary progression.

NOTE:

The following situations could result in educators not receiving the pay progression erroneously. These specific cases will be dealt with individually.

1. If you have been transferred from another province to the WCED. Please ensure that your IQMS evaluation and scores were also transferred to the WCED.
2. If you have been appointed in a contract position and your contract expired, but you were re-appointed the very next day. There could possibly be a "termination of service" reflecting on your Persal record, because your contract had expired.
3. Various EDUCATORS did not receive the 1% pay progression with the first round of payments. One of the reasons being that these educators are on **salary notches R359 757** or **notch R517 530**.
 - The policy clearly indicates that a salary progression must be a **1%** notch increment. Unfortunately, the difference between the above-mentioned two notches and the next notch is **LESS than 1%**.
 - These educators will therefore need to receive a notch increment of two notches to ensure that educators receive a pay progression of at least 1%.

- | | |
|--|--|
| | <ul style="list-style-type: none">• This correction cannot be done automatically and therefore the WCED needs to correct each case individually. |
|--|--|

Volg ons op Facebook  *Follow us on Facebook*
SAOU Wes-Kaap

