

**Nasionale Nuusbrief / National Newsletter 12/2018**

20/04/2018

**Salarisonderhandelinge 2018****Jongste stand van sake  
en versoek vir interim mandaat**

Met verwysing na Nasionale Nuusbrief 11/2018 ten opsigte van salarisonderhandelinge moet die SAOU ongelukkig rapporteer dat daar nog geen formele aanbod van die Staat as werkgever is wat aan lede voorgelê kan word vir oorweging en mandatering nie. Tans het die proses 'n "skaakmat" bereik. Die SAOU en al die ander vakbonde is egter in deurlopende besprekings gewikkel in 'n poging om die *impasse* op te los.

Hiermee 'n kort opsomming van die nie-formele "hersiene aanbod" van die Werkgever van 4 en 5 April 2018. Al die vakbonde het die aanbod summier verwerp. Dit is egter noodsaaklik om dit aan lede voor te lê en die mening van lede in te win en 'n interim mandaat te versoek. Hierdie interim mandaat sal die SAOU in staat stel om op meer ingeligte basis verder deel te neem.

**1. Algemene Salarisaanpassing (ASA):**

- a. 1 April 2018 tot 31 Maart 2019
  - i. Salarisvlak 1 tot 10: 5.5%
  - ii. Salarisvlak 11 tot 12: 4.5%
- b. 1 April 2019 tot 31 Maart 2020
  - i. Salarisvlak 1 tot 10: 5.3%
  - ii. Salarisvlak 11 tot 12: 4.3%
- c. 1 April 2020 tot 31 Maart 2021
  - i. Salarisvlak 1 tot 10: 5.5%
  - ii. Salarisvlak 11 tot 12: 4.5%

**2. Salarisprogressie (IQMS) vir opvoeders:**

Die werkgever het 'n implementeringsdatum van 1 April 2020 voorgestel vir die egalisering van die 1,5% salarisprogressie (tans 1%).

**3. Behuisingstoelaag:****Salary Negotiations 2018****Latest state of affairs  
and request for interim mandate**

Further to National Newsletter 11/2018 in regard to salary negotiations, the SAOU must unfortunately report that there is still no formal offer from the State as employer that can be submitted to members for consideration and mandating. Currently, the process is in stalemate. The SAOU and all the other unions are in on-going discussions in an attempt to resolve the *impasse*.

The following is a summary of the non-formal "revised offer" tabled by the Employer on 4 & 5 April 2018. All the unions unanimously rejected the offer. However, it is necessary to submit the "offer" to members for consideration and to obtain an interim mandate to enable the SAOU to participate in a more updated manner.

**1. Cost of Living Adjustment (COLA):**

- a. 1 April 2018 to 31 March 2019
  - i. Salary levels 1 to 10: 5.5%
  - ii. Salary levels 11 to 12: 4.5%
- b. 1 April 2019 to 31 March 2020
  - i. Salary levels 1 to 10: 5.3%
  - ii. Salary levels 11 to 12: 4.3%
- c. 1 April 2020 to 31 March 2021
  - i. Salary levels 1 to 10: 5.5%
  - ii. Salary levels 11 to 12: 4.5%

**2. Pay progression (IQMS) for educators:**

The employer proposed an implementation date of 1 April 2020 for the equalization for the 1.5% pay progression.

**3. Housing allowance:**

The abolishment of discrimination based on marital status, i.e. where both spouses who are employed by the State as employer will qualify for

Die afskaffing van diskriminasie op grond van huwelikstatus sodat beide persone van die huwelikspaar wat in diens van die Staat is, sal kwalifiseer vir die toelaag miv 1 April 2020.

Die SAOU win graag 'n interim mandaat in van lede in verband met bogenoemde nie-formele aanbod. Dit sal daarom waardeer word indien u die meegaande interim mandaat kan voltooi. **Let daarop dat elke lid die vorm individueel moet voltooi.**

[Kliek hier](#) om die vraelys voor of op 25 April 2018 te voltooi.

the allowance to be implemented wef 1 April 2020.

The SAOU would like to obtain an interim mandate from members based on the above.

[Click here](#) to complete the questionnaire before or on 25 April 2018. **Please note that each member must complete the form individually.**