



Salary negotiations 2018

Feedback on survey for Interim Mandate

Further to National Newsletter 12/2018 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. The SAOU submitted the "offer" to members and asked for an interim mandate. Thank you to each and every member that participated in the survey. Your inputs are invaluable.

What was the offer?

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. The implication is that salary progression, based on IQMS, will increase from 1% p.a. to 1.5% p.a.

3. Housing allowance:

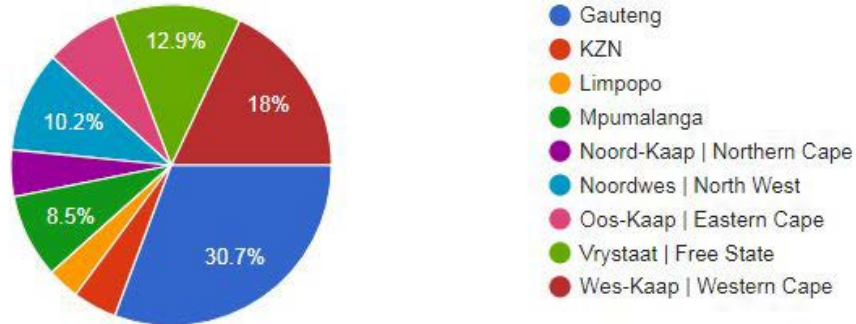
The abolishment of discrimination based on marital status, i.e. where both spouses who are employed by the State as employer will qualify for the allowance to be implemented wef 1 April 2020.



Results of the survey

The total number of members who participated is: 4937
The division between provinces is as follows:

4,937 responses

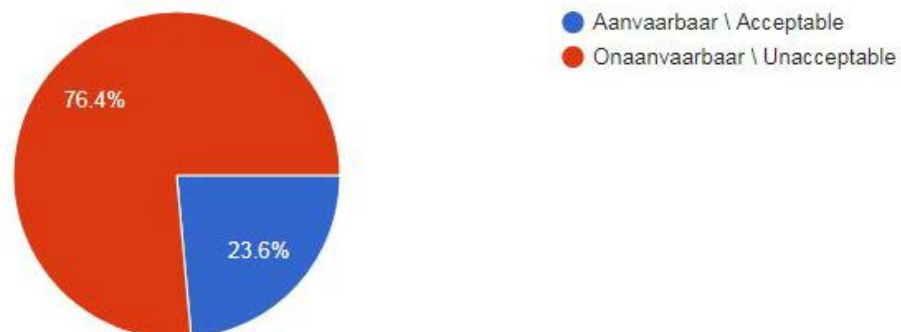


General salary adjustments:

1 April 2018 - 31 March 2019:

- Levels 1 to 10: 5.5%
- Levels 11 to 12: 4.5%

4,937 responses

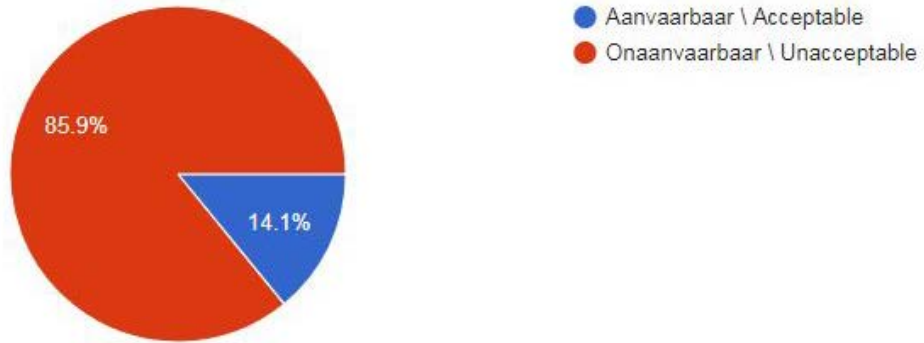




1 April 2019 to 31 March 2020:

- Levels 1 to 10: 5.3%
- Levels 11 to 12: 4.3%

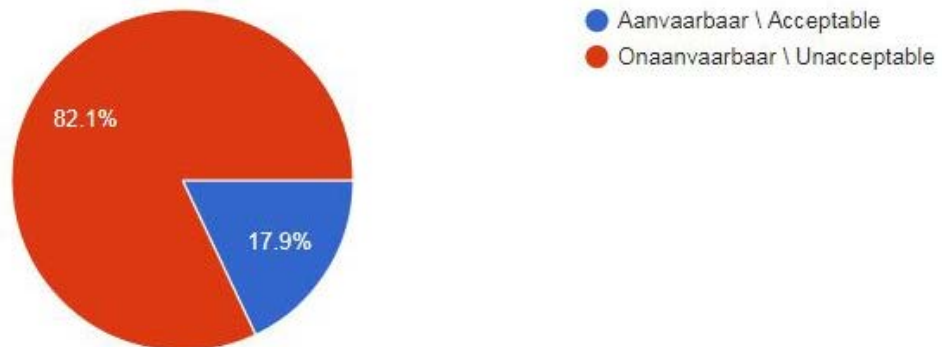
4,937 responses



1 April 2020 to 31 March 2021:

- Levels 1 to 10: 5.5%
- Levels 11 to 12: 4.5%

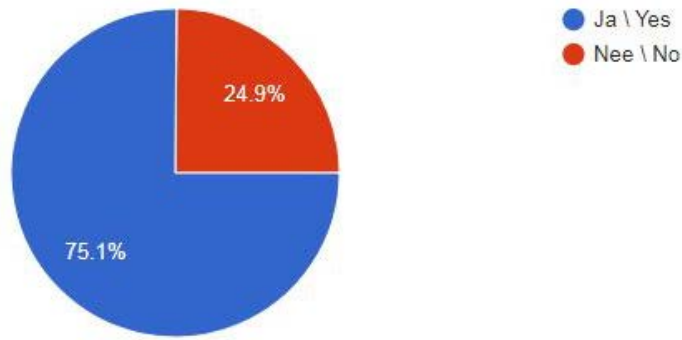
4,937 responses



Housing allowance:

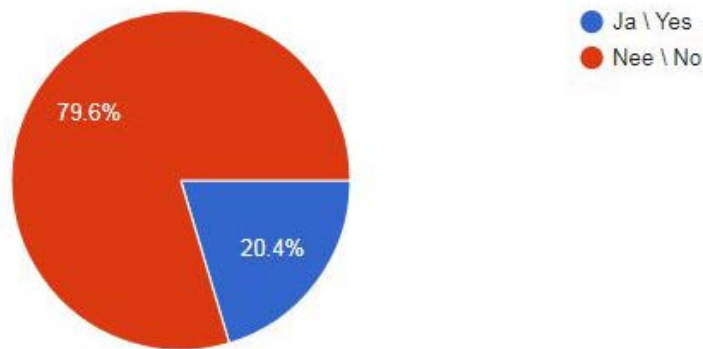
Is the abolishment of discrimination based on marital status acceptable?

4,937 responses



Is the proposed implementation date, i.e. April 2020 acceptable?

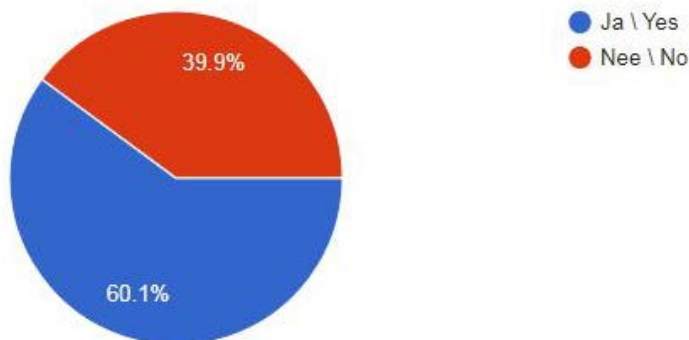
4,937 responses



Equalisation:

Is the equalisation of salary progression from the current 1% p.a. (difference between salary notches) to 1.5% p.a. acceptable?

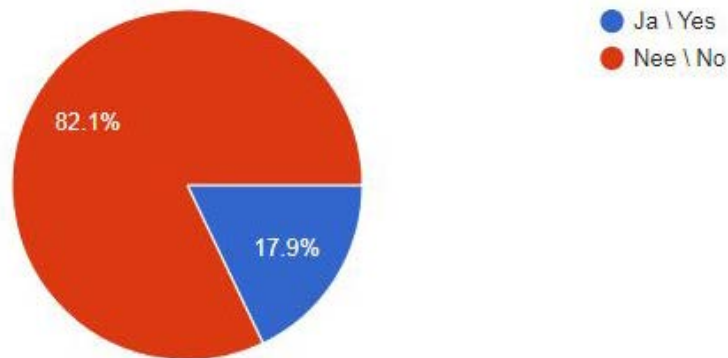
4,937 responses





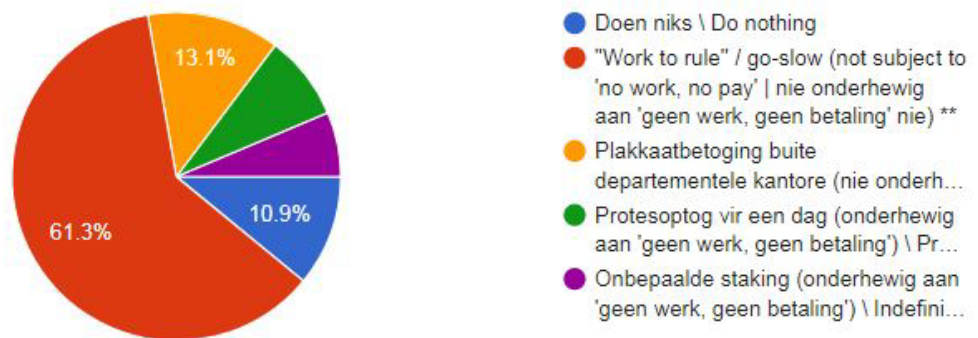
Is the proposed implementation date, i.e. April 2020 acceptable?

4,937 responses



If you are not in favour of the SAOU accepting the offer, what should the SAOU consider to state its dissatisfaction?

4,937 responses





Salarisonderhandelinge 2018 Terugvoer oor die opname vir die Interim Mandaat

Met verwysing na Nasionale Nuusbrief 12/2018 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. Die SAOU het die "aanbod" aan lede voor gelê en is vir 'n interim mandaat gevra. Baie dankie aan elk lid wat aan die opname deelgeneem het. U insette is van onskatbare waarde.

Die aanbod:

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:

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.

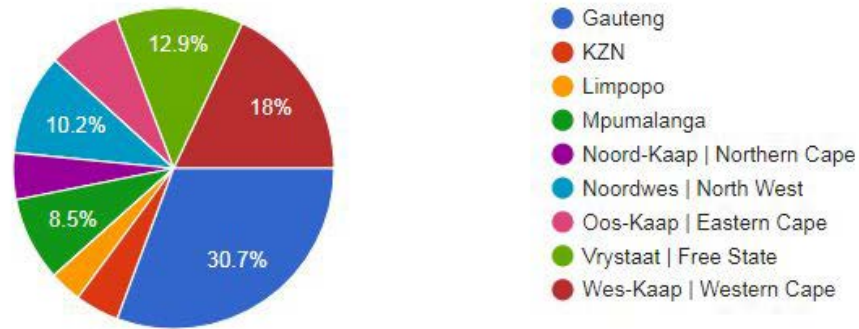


Resultate van die opname:

Lede wat deelgeneem het is: 4937

Die verdeling tussen provinsies is soos volg:

4,937 responses

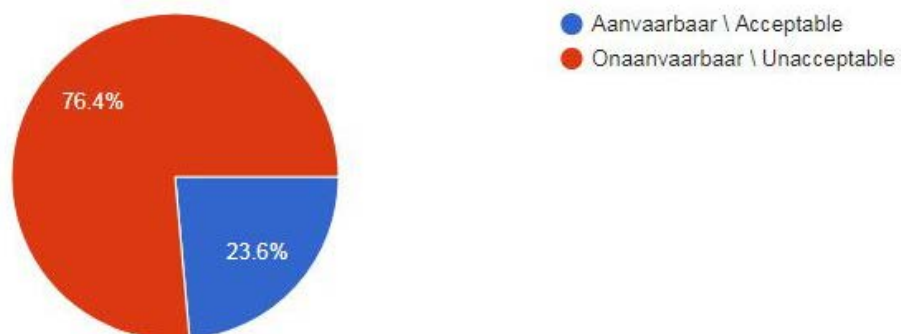


Algemene salarisaanpassing:

1 April 2018 - 31 Maart 2019:

- Vlakke 1 to 10: 5.5%
- Vlakke 11 to 12: 4.5%

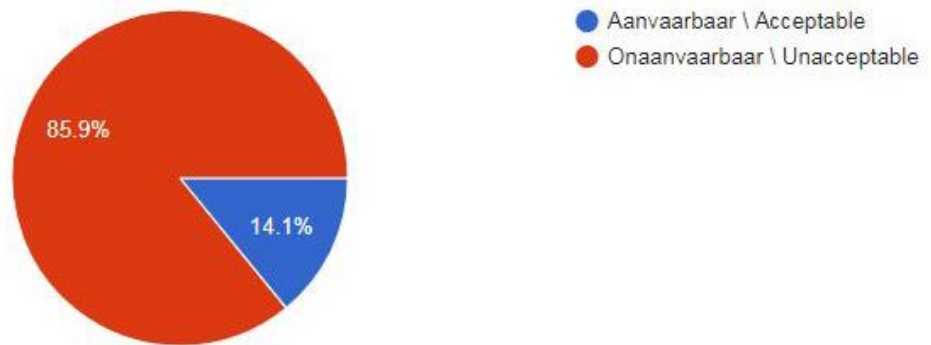
4,937 responses



1 April 2019 to 31 Maart 2020:

- Vlakke 1 to 10: 5.3%
- Vlakke 11 to 12: 4.3%

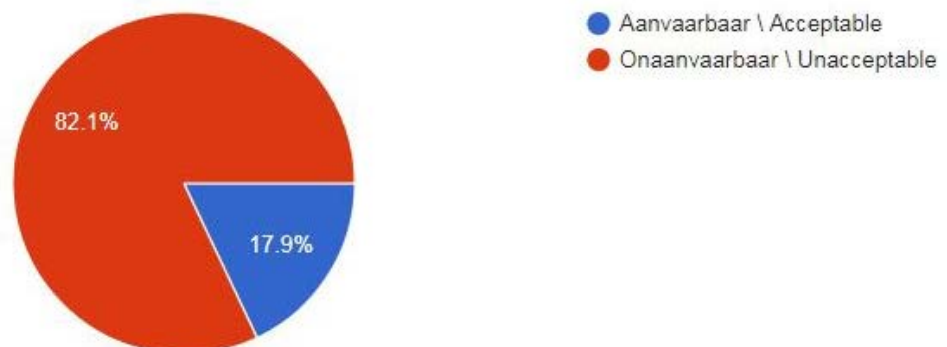
4,937 responses



1 April 2020 to 31 Maart 2021:

- Vlakke 1 to 10: 5.5%
- Vlakke 11 to 12: 4.5%

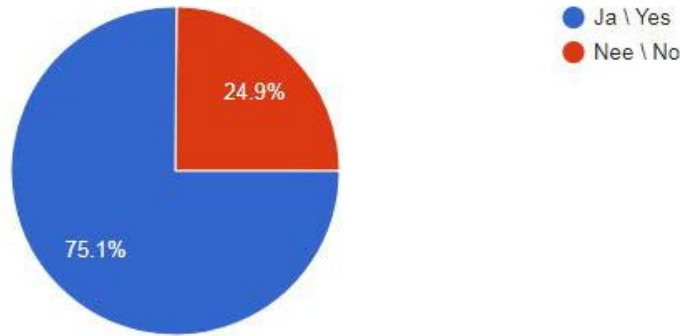
4,937 responses



Behuisingstoelaag:

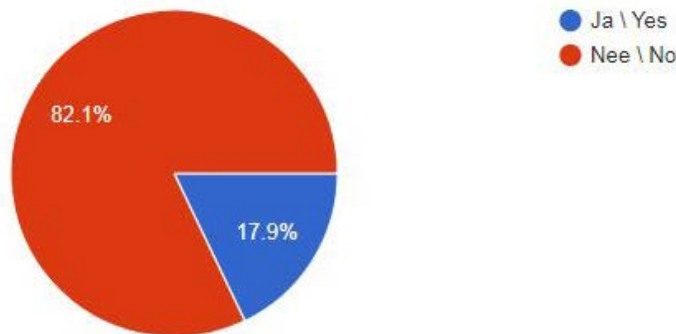
Is die afskaffing van diskriminasie gebaseer op huwelikstatus aanvaarbaar?

4,937 responses



Is die voorgestelde implementeringsdatum, dws April 2020 aanvaarbaar?

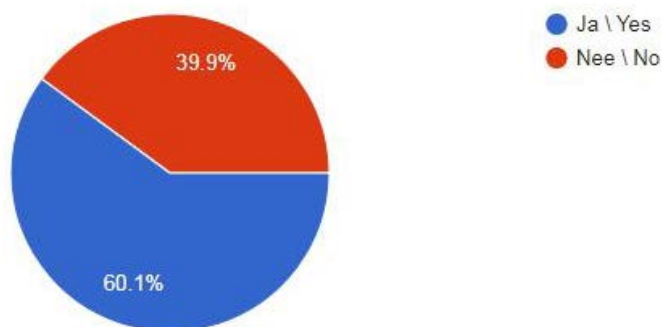
4,937 responses



Egalisering:

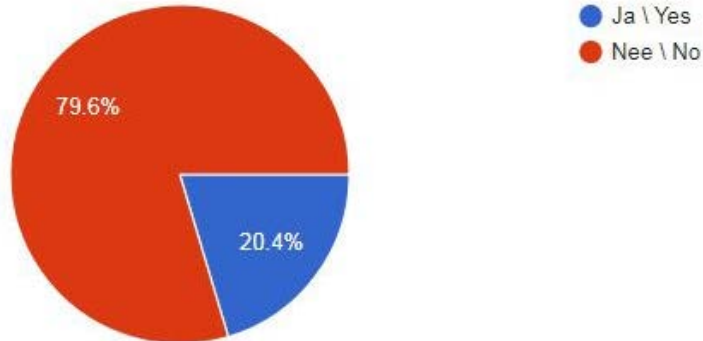
Is die egalisering van salarisprogressie van die huidige 1% p.j. (verskil tussen salariskerwe) tot 1,5% p.j. aanvaarbaar?

4,937 responses



Is die voorgestelde implementeringsdatum, dws April 2020 aanvaarbaar?

4,937 responses



As u nie ten gunste is dat die SAOU die aanbod aanvaar nie, wat moet die SAOU oorweeg om sy ontevredenheid te verklaar?

4,937 responses

