



## Nasionale Nuusbrief / National Newsletter 19/2018

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### LATEST ON SALARY NEGOTIATIONS 2018 IN PSCBC

The SAOU and other unions in the PSCBC received a draft collective agreement on 4 May 2018 as a formal offer from the State as employer. This offer must now be considered by the unions to either accept or reject it, or to table a counter demand.

In essence it is close to the offer that was table during January 2018, but with different implementation dates in respect of the equalisation of pay progression (increased from 1% to 1.5%) and the abolishment of discrimination based on marital status in respect of housing allowance (i.e. where both spouses who work for the public service may now qualify for the allowance).

The proposed offer are as follows:

#### SALARY INCREASES FOR 2018 TO 2020

- Year 1 (1 April 2018)
  - Salary levels 1 - 7 = 7% (maximum of salary level 7, i.e. Educator salary notch 93)
  - Salary levels 8 - 10 = 6,5% (maximum of salary level 10, i.e. Educator salary notch 155)
  - Salary levels 11 and 12 = 6% (maximum of salary level 12 (Educator salary notch 29 of inclusive package)
- Year 2 (wef 1 April 2019)
  - Salary levels 1- 7 = Projected CPI + 1%
  - Salary levels 8 - 10 = Projected CPI + 0,5%
  - Salary levels 11 and 12 = Projected CPI
- Year 3 (wef 1 April 2020) - same as Year 2

#### PAY PROGRESSION

### JONGSTE AANBOD IN "PSCBC" INSAKE 2018 SALARISONDERHANDELINGE

Die SAOU en die ander vakbonde in die Staatsdiens Koördinerende Bedingingsraad ("PSCBC") het Vrydag 4 Mei 2018 na uitmergelende onderhandelinge 'n formele aanbod van die Staat as werkgewer ontvang. Hierdie aanbod moet nou formeel deur vakbonde se lede oorweeg word, dws om dit te aanvaar, te verwerp, of om 'n teenaanbod op die tafel te plaas.

In wese, is dit soortgelyk aan die aanbod wat gedurende Januarie 2018 gemaak is, maar met verskillende implementeringsdatums vir die salarisprogressie (1% verhoog tot 1.5%) en die afskaffing van diskriminasie gebaseer op huwelik status (beide lede van die egpaar wat vir die Staat werk, kan nou kwalifiseer) tov die behuisingstoelaag.

Die voorgestelde aanbod is soos volg:

#### SALARIS VERHOINGS (2018 TOT 2020)

- Jaar 1 miv 1 April 2018
  - Salarisvlakke 1 - 7 = 7% (maks van salarisvlak 7, dws. Opvoederkerf 93)
  - Salarisvlakke 8 - 10 = 6,5% (maks van salarisvlakke 10, dws. Opvoederkerf 155)
  - Salarisvlakke 11 en 12 = 6% (maks van salarisvlakke 12 dws Opvoederkerf 29 vd inklusiewe pakket)
- Jaar 2 miv 1 April 2019)
  - Salarisvlakke 7 = Geprojekteerde VPI + 1%
  - Salarisvlakke 8 - 10 = Geprojekteerde VPI + 0,5%
  - Salarisvlakke 11 en 12 = Geprojekteerde VPI
- Jaar 3 (miv 1 April 2020) – soos vir Jaar 2

The equalisation of pay progression - same for the public service at 1,5% per annum. It is proposed to implement the additional 0,5% for educators as follows:

- 0,2% in 2018
- 0,3% in 2019

#### HOUSING

The abolishment of discrimination based on marital status (the de-linking of the payment of the housing allowance to spouses) as follows:

- Salary levels 1 - 5 = 2019
- Salary levels 6 - 12 = 2020 (excluding educators on cost-to-employer packages)

#### LEAVE

- Surrogacy leave  
A commissioning parent will be entitled to 4 consecutive months' paid leave from date of birth (if both parents work for public service only one will qualify for surrogacy leave). An employee who is a surrogate mother will only qualify for 6 week's leave after birth.
- Shop Steward leave  
Shop steward who has to perform shop steward functions during vacation leave will have leave converted to shop steward leave.
- Temporary Incapacity Leave (TIL)  
The employer will develop discussion document on the implementation of TIL.
- Family Responsibility Leave (FRL)  
The employer will issue a directive on the application of the age cap of children (other than that which applies for children with severe special needs already catered for i.t.o the leave provisions) in the granting of FRL.

#### COUNTER OFFER FOR SALARY ADJUSTMENT

It is important to note that Labour rejected the Employer's salary offer and submitted a counter demand, i.e.

- Years 1, 2 and 3
  - Salary levels 1 - 7 = Projected CPI + 2% (the CPI projection for 2018 is 5,3%)
  - Salary levels 8 - 10 = Projected CPI + 1,5% (CPI projection for 2019 is 5,4%)
  - Salary levels 11 and 12 = Projected CPI + 1% (CPI projection for 2020 is 5,5%)

The common understanding is that all unions will revert to their members to communicate the latest offer and if necessary obtain new mandates. Council will reconvene on 11 May 2018.

#### SALARISPROGRESSIE

Die egalisering van salarisprogressie – dieselfde vir die totale staatsdiens, nl 1.5% pj. Die voorstel is om dit soos volg te implementeer:

- 0,2% in 2018
- 0,3% in 2019

#### BEHUISING

Die afskaffing van diskriminasie gebaseer op huwelikstatus (beide lede van die egpaar wat vir die Staat werk mag voortaan kwalifiseer). Implementering soos volg:

- Sal/ vlakke 1 - 5 = 2019
- Sal/ vlakke 6 - 12 = 2020 (uitgesluit opvoeders op inklusiewe pakkette)

#### VERLOF

- Surrogaatverlof  
'n Opvoeder wat deel van die ontvangende paar is, is geregtig op 4 maande opeenvolgende verlof vanaf datum van die geboorte. 'n Opvoeder wat as surrogaatmoeder geag word, is geregtig op 6 weke se verlof na datum van geboorte.
- Verlof vir Voltydse Vakbondvertegenwoordigers  
Indien voltydse vakbondvertegenwoordigers gedurende vakansieverlof vakbondverpligtinge moet nakom, sal dit omgeskakel word na VVV-verlof.
- Tydelike Ongeskiktheidsverlof  
Die werkgever sal 'n werksdokument in die verband opstel vir bespreking.
- Familie Verantwoordelikeverlof (FVV)  
Die werkgever sal 'n direkief uitreik betreffende die maksimum ouderdom van kwalifiserende kinders (anders as dit wat reeds van toepassing is op kinders met ernstige spesiale behoeftes) en die toepassing van FVV

#### TEENAANBOD TOV ALGEMENE SALARISAANPASSING

Dit is egter belangrik om kennis te neem dat die kollektiewe Arbeid reeds 'n formele teenaanbod betreffende die algemene salarisaanpassing op die tafel as teeneis geplaas het, nl:

- Jare 1, 2 & 3
  - Sal/vlakke 1 - 7 = Geprojekteerde VPI + 2% (geprojekteerde VPI vir 2018 is 5,3%)
  - Sal/ vlakke 8 - 10 = Geprojekteerde VPI + 1,5% (geprojekteerde VPI vir 2019 is 5,4%)
  - Sal/ vlakke 11 en 12 = Geprojekteerde VPI + 1% (geprojekteerde VPI vir 2020 is 5,5%)

The SAOU would like to obtain a mandate from members on the way ahead and what future negotiations should be. Members will be requested to participate by means of an electronic questionnaire later this week.

SAOU members will be kept abreast of the unfolding developments.

Die algemene aanvaarding is dat alle vakbonde die jongste aanbod formeel aan hulle besluitnemingstrukture en lede sal voorlê met die doel om nuwe mandate te bekom. Die onderhandelinge sal formeel hervat word op 11 Mei 2018.

SAOU-lede sal deur die loop van die week formeel versoek word om deel te neem aan 'n elektroniese stemming ten einde te bepaal wat die standpunt van die SAOU behoort te wees met betrekking tot die pad vorentoe en die benadering tot verdere onderhandelinge en verwickelinge wat daarmee verband hou.

SAOU lede sal deurlopend op hoogte gehou word van die ontvouende verwickelinge.