



Nasionale Nuusbrieff / National Newsletter 22/2018

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SALARISONDERHANDELINGE AFGEHANDEL

Finale ledemandaat word versoek

Die uitmergelende salarisonderhandelinge het uiteindelik tot 'n einde gekom. Dit is baie duidelik dat die mandaat van die Staat as werkgewer uitgeput is en dat verdere onderhandelinge geen doel sal dien nie.

Die formele minimum mandaat waarmee die SAOU die onderhandelinge betree het, het soos volg daar uitgesien:

- Algemene salarisaanpassing: VPI + 1%
- Salarisprogressie: Dat die verskil tussen salariskerwe verhoog word vanaf die huidige 1% na 1.5%
- Behuisingstoelaag: Dat die diskriminasie op grond van huwelikstatus afgeskaf word.

Die aanbod van die Staat is op Maandag 21 Mei 2018 deur die Staat in die vorm van 'n kollektiewe ooreenkoms onderteken en sal beskikbaar wees vir 'n periode van 21 dae vir ondertekening deur vakbonde. Sodra 50% + 1 van die totale stemgewig in die Staatsdienskoördinerende Bedingingsraad (SKBR /"PSCBC") die ooreenkoms onderteken, sal dit amptelik as kollektiewe ooreenkoms geag word en sal die Staat dit kan implementeer. [Kliek hier](#) vir die ooreenkoms.

Die belangrikste elemente van die ooreenkoms sien soos volg daar uit:

Algemene salarisaanpassing vir volgende 3 jaar:

Jaar 1 (miv 1 April 2018):

- Salarisvlak 1 – 7: 7%

SALARY NEGOTIATIONS COMPLETED

Final member mandate requested

The exhausting salary negotiations have finally been concluded. It is evident that the mandate of the State as employer has been exhausted and that further negotiations will not serve any purpose.

The formal minimum mandate of the SAOU with which the SAOU negotiators entered the process was as follows:

- General salary adjustment: CPI + 1%
- Salary progression: That the difference between salary notches be increased from the current 1% to 1.5%
- Housing allowance: That the discrimination based on marital status be abolished.

The offer of the State was signed by the State as employer on Monday 21 May 2018 in the form of a collective agreement. This offer will be open for a period of 21 days during which unions may also sign the agreement. If 50% + 1 of the total vote weight in the PSCBC sign the agreement, it will be deemed to be a formal collective agreement and may then be implemented. [Click here](#) for the agreement.

The most important elements of the agreement are as follows:

General salary adjustment for the following 3 years:

Year 1 (wef 1 April 2018):

- Salary level 1 – 7: 7%
- Salary level 8 – 10: 6.5%
- Salary level 11 & 12: 6%

Year 2 (wef 1 April 2019)

- Salarisvlak 8 – 10: 6.5%
 - Salarisvlak 11 & 12: 6%
- Jaar 2 (miv 1 April 2019)
- Salarisvlak 1 – 7: geprojekteerde VPI + 1%
 - Salarisvlak 8 – 10: geprojekteerde VPI + 0.5%
 - Salarisvlak 11 & 12: geprojekteerde VPI
- Jaar 3 (miv 1 April 2020)
- Salarisvlak 1 – 7: geprojekteerde VPI + 1%
 - Salarisvlak 8 – 10: geprojekteerde VPI + 0.5%
 - Salarisvlak 11 & 12: geprojekteerde VPI

Nota:

- Salarisvlakke:
 - Salarisvlak 1 – 7: <R266,061 pj
 - Salarisvlak 8 – 10: R266,061 – R488,589
 - Salarisvlak 11 & 12: >R488,589
- Die projeksies van Nasionale Tesourie sal gebruik word om die geprojekteerde VPI te bepaal.
- Die geprojekteerde VPI vir jare 2 en 3 is voorlopig soos volg:
 - 2019: 5.4%
 - 2020: 5.5%

Salarisprogressie:

Alle werknemers van die Staatsdiens kwalifiseer jaarliks gedurende Julie vir salarisprogressie ingevolge die "IQMS" en die "PMDS". Daar is daarin geslaag om die salarisprogressie oor 'n periode van 2 jaar tot 1.5% te verhoog. Dit word soos volg ingefaseer:

- miv 1 Julie 2018: verhoog met 0.3% tot 1.3%
- miv 1 Julie 2019: verhoog met 0.2% tot 1.5%

Behuisingstoelaag:

Behuisingstoelaag word aangepas met VPI van die voorafgaande jaar (4.7%) vanaf die huidige R1,276 tot R1,336 pm.

Diskriminasie op grond van huwelikstatus word afgeskaf, maar dit word soos volg ingefaseer:

- Salarisvlakke 1 – 5 (<R182,112 pj): miv September 2018
- Salarisvlakke 6 – 12: (>R182,112 pj) miv September 2019

Verlofvoordele:

- 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

- Salary level 1 – 7: projected CPI + 1%
 - Salary level 8 – 10: projected CPI + 0.5%
 - Salary level 11 & 12: projected CPI
- Year 3 (wef 1 April 2020)
- Salary level 1 – 7: projected CPI + 1%
 - Salary level 8 – 10: projected CPI + 0.5%
 - Salary level 11 & 12: projected CPI

Note:

- Salary levels:
 - Salary level 1 – 7: <R266,061 pj
 - Salary level 8 – 10: R266,061 – R488,589
 - Salary level 11 & 12: >R488,589
- The projections of National Treasury will form the basis to determine the projected CPI.
- The preliminary projected CPI for years 2 and 3 are as follows:
 - 2019: 5.4%
 - 2020: 5.5%

Salary progression:

All employees of the State qualify annually during July for salary progression in terms of IQMS and PMDS. The agreement states that salary progression will be phased in from the current 1% to 1.5% over a period of 2 years:

- wef 1 July 2018: increase with 0.3% to 1.3%
- wef 1 July 2019: increase with 0.2% to 1.5%

Housing allowance:

Housing allowance will be adjusted with CPI for the preceding year (4.7%) from the current R1,276 to R1,336 pm.

Discrimination based on marital status is abolished and will be phased in as follows:

- Salary levels 1 – 5 (<R182,112 pa): wef September 2018
- Salary levels 6 – 12: (>R182,112 pa) wef September 2019

Leave benefits:

- 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)

Die werkgewer sal 'n werksdokument in die verband opstel vir bespreking.

- Familie Verantwoordelikhedsverlof (FVV)

Die werkgewer sal 'n direktief 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.

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.

Mandate

Mandaat

Dit is uit voorafgaande duidelik dat die kollektiewe ooreenkoms grootliks voldoen aan die aanvanklike minimum mandaat wat die SAOU vir sy onderhandelaars gestel het. Maar, dit is noodsaaklik dat elke lid van die SAOU finaal moet stem oor die vraag of die SAOU 'n party tot die ooreenkoms moet wees, al dan nie.

Dit sal daarom waardeer word indien elke SAOU-lid 'n antwoord tov die volgende vraag voor of op Vrydag 25 Mei 2018 om 12:00 voorsien:

Moet die SAOU instem tot ondertekening van die ooreenkoms? [Kliek hier](#) om respons te voorsien.

It is clear from the above that the collective agreement largely complies with the initial minimum mandate of the SAOU. However, it is imperative that every member must participate and provide a clear mandate if the SAOU should be a party to the agreement, or not.

It will therefore be appreciated if every SAOU member can provide an answer to the following question prior to Friday 25 May 2018 at 12:00:

Should the SAOU accede to the signing of the agreement? [Click here](#) to submit response.

NUWE AFRIKAANSE REKLAMEVELD TOEG

<http://afrikaans.com>

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