



Nasionale Nuusbrief / National Newsletter 25/2018

11/06/2018

SALARISONDERHANDELINGE

2018

Resolusie geteken

SALARY NEGOTIATIONS

2018

Resolution signed

Die Resolusie met betrekking tot salarisonderhandelinge met die Staat as werkgewer is op Vrydag 8 Junie 2018 geteken nadat dit deur die meerderheid van Unies (66%) aanvaar is.

Datum van implementering: Die algemene salarisverhoging geld met ingang van 1 April 2018, maar agv die sluiting van skole sal dit moeilik wees om die verhoogde salaris aan die einde van Junie 2018 te kan betaal. Daar word hard agter die skerms gewerk om 'n supplementêre lopies op PERSAL te bewerkstellig ten einde die verhoogde gedeelte vir April tot Junie gedurende Julie te kan betaal. Verdere inligting in die verband sal later voorsien word.

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

Algemene salaris aanpassing vir volgende 3 jaar:

Jaar 1 (miv 1 April 2018):

- Salarisvlak 1 – 7: 7%
- 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

On Friday, 8 June 2018 the State as employer signed the Resolution with regard to salary negotiations after it was accepted by a majority (66%) of Unions involved.

Date of implementation: The general salary adjustment applies wef 1 April 2018, but as a result of the closure of schools, it will be difficult to pay the increased salary at the end of June 2018. Attempts are being made to ensure a supplementary run of PERSAL to enable the payment of the increased portion for April to June during July. Members will be kept abreast.

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)

- 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

- 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 ongeveer 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
Die werkgewer sal 'n werksdokument in die verband opstel vir bespreking.
- Familie Verantwoordelikhedsverlof (FVV)
Die werkgewer 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.

[Kliek hier](#) vir die ooreenkoms.

- 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 approximately 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)
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.

[Click here](#) for the agreement.

Ledegeld verhoging

Membership fee increase

Ledegeld sal met 6% verhoog word na R101.45 met ingang van 1 April 2018.

Membership fees will increase with 6% to R101.45 from 1 April 2018.

Just a friendly reminder to register
Onthou om te registreer

HOOFDESIMPOSIUM / PRINCIPALS' SYMPOSIUM 9 – 12 September 2018

Tema: Kwaliteit Onderwys: Wat beteken dit?
Theme: Quality Education: What does it mean?

Geagte SAOU lid

Daar is nou minder as 50 plekke beskikbaar. Registreer so spoedig doenlik om teleurstelling te voorkom. [Kliek hier](#) om te registreer.

Plek: Suid-Kampus, Nelson Mandela Universiteit, Port Elizabeth

Navrae: Charné Willemse

Tel: 041 365 2653 (09:00 – 13:00)

Faks: 041 365 0601

E-pos: Charnew@saou.co.za

Dear SAOU member

Less than 50 seats available. Register as soon as possible. [Click here](#) to register.


Venue: South Campus, Nelson Mandela University, Port Elizabeth

Enquiries: Charné Willemse

Tel: 041 365 2653 (09:00 – 13:00)

Fax: 041 365 0601

Email: Charnew@saou.co.za



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