



Nasionale Nuusbrieff / National Newsletter

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ADJUSTMENT OF HOUSING ALLOWANCE

The housing allowance as contemplated in Resolution 7 of 2015 (clause 4.6) of the PSCBC provides that the housing allowance shall be adjusted annually on the basis of the Consumer Price Index (CPI), for the preceding financial year. The first adjustment was effected on 1 July 2017.

The average CPI for the period 1 April 2018 to 31 March 2019 was 4.65%.

With effect from 1 July 2019, the housing allowance for home-owners will be increased from R1 336,22 to R1 398,35 per month.

Employees who are eligible to receive the housing allowance but do not own a house will continue to receive R900 per month. The difference (R498,35) between the total housing allowance (R1 398,35) and the R900 will be diverted into and accumulated in the Government Employees Housing Scheme: Individual – Linked Savings Facility (GEHS: ILSF).

AANPASSING VAN DIE BEHUISINGSTOELAAG

Die behuisingstoelaag, soos vervat in die Staatsdiens Koördinerings Bedingsraad (SKBR) Resolusie 7 van 2015 (klousule 4.6), stipuleer dat die bedrag van die behuisingstoelaag jaarliks aangepas moet word op grond van die Verbruikersprysindeks (VPI) van die vorige finansiële jaar. Die eerste aanpassing het op 1 Julie 2017 plaasgevind.

Die gemiddelde VPI vir die periode 1 April 2018 tot 31 Maart 2019 was 4.65%.

Die behuisingstoelaag vir huiseienaars sal miv 1 Julie 2019 verhoog van R1 336,22 tot R1 398,35 per maand.

Werknemers wat vir 'n behuisingstoelaag kwalifiseer maar wat nie huiseienaars is nie, sal soos in die verlede die R900 per maand ontvang. Die verskil (R498,35) tussen die totale behuisingstoelaag (R1 398,35) en die R900 sal bewaar word in die Regering Werknemers Behuisingsskema: "Individual-Linked Savings Facility (GEHS:ILSF)".

10%

Rumours of a possible salary reduction

The SAOU noted with dismay the media articles that purport that National Treasury intends to reduce the salaries of public service employees with 10% in an endeavour to balance the National Budget.

The SAOU will not accept such a reduction and will provide stern resistance. As an integral part of our pro-active actions, consultations with the other FEDUSA unions have already taken place with the aim to consider appropriate collective actions.

As a first step, a joint media statement by the SAOU and the other FEDUSA unions will be released wherein the following will be conveyed:

10%

Gerugte van moontlike salarisverlaging

Die SAOU het met ontsteltenis kennis geneem van die media berigte wat na bewering deur die Nasionale Tesourie gemaak word, nl. dat die enigste wyse waarvolgens die Staat sy begroting kan laat klop, is om die salarisse van werknemers van die Staat met 10% te verlaag.

Die SAOU sal sodanige verlaging onder geen omstandighede kan aanvaar nie. As deel van ons pro-aktiewe optrede is daar reeds met die ander FEDUSA-vakbonde gesprek gevoer met die oog daarop om gepaste kollektiewe aksies te oorweeg.

- It is absolutely unacceptable to learn this disturbing news via the media. A *bona fide* employer would not have followed such an approach and would have consulted unions pro-actively.
- It is totally unacceptable that the failures of state owned enterprises, i.e. Eskom, SAA, SABC and others must be financed by a reduction of the salaries of public servants.
- The current collective agreement in the PSCBC only terminates 31 March 2021. The SAOU will not be convinced to renegotiate the collective agreement. We will insist that the State as employer must honour its obligations in terms of this agreement. The salary adjustments for 2020/21 is as follows:
 - Salary levels 1 to 7: Projected CPI + 1%;
 - Salary levels 8 to 10: Projected CPI + 0,5%; and
 - Salary levels 11 and 12: Projected CPI.
- The SAOU will also insist on an urgent meeting in the PSCBC with the central employer, i.e. the Department of Public Service and Administration. A formal statement in regard to this matter will be demanded.
- Any attempt by the State as employer to not comply with its obligations in terms of the collective agreements, will be addressed with the appropriate remedy.

An integral part of the strategy will be to convince the COSATU unions that they also need to act firmly as it is of the utmost importance that the two large trade union federations, i.e. FEDUSA and COSATU must cooperate to avert this challenge.

SAOU members will be kept abreast of the unfolding developments in this regard.

As eerste stap word 'n mediaverklaring deur die SAOU en die ander FEDUSA-vakbonde beoog waarin die volgende duidelik gekommunikeer sal word:

- Dit is absoluut onaanvaarbaar om hierdie ontstellende gerugte in die media te verneem. 'n *Bona fide* werkgewer sal nie sodanige benadering volg nie en pro-aktief met vakbonde konsulteer.
- Dit is in geheel onaanvaarbaar dat die mislukings van Eskom, SAL, SAUK en ander staatsondernemings deur verlaagde salarisse van staatswerknemers befonds moet word.
- Die kollektiewe ooreenkoms van die SKBR wat die huidige drie-jaar termyn se salarisaanpassings bepaal, loop eers Maart 2021 ten einde. Daar is hoegenaamd geen kans dat die SAOU oortuig sal word om die huidige ooreenkoms te heronderhandel nie. Daar sal onwrikbaar aangedring word op die honorerings van die salarisaanpassings soos vir 2020/21 voorsien word, nl.:
 - Salarisvlakke 1 tot 7: Geprojekteerde VPI + 1%;
 - Salarisvlakke 8 tot 10: Geprojekteerde VPI + 0,5%; en
 - Salarisvlakke 11 en 12: Geprojekteerde VPI.
- Daar sal ook aangedring word op 'n dringende vergadering met die sentrale werkgewer, die Departement van Staatsdiens en Administrasie binne die SKBR. 'n Formele standpunt betreffende hierdie gerugte sal geëis word.
- Enige poging van die Staat as werkgewer om nie sy verpligtinge in gevolge die kollektiewe ooreenkoms na te kom nie, sal by wyse van 'n gepaste remedie aangespreek word.

'n Integrale deel van die strategie sal wees om die COSATU-vakbonde ook van sterk optrede te oortuig aangesien dit van kardinale belang is dat die twee groot vakbondfederasies, nl. FEDUSA en COSATU moet saamwerk om dié aanslag af te weer.

Die SAOU sal lede op hoogte hou van die ontvouende verwikkelinge in dié verband.