SAOU: VRYSTAAT NUUSBRIEF 7/2017

AAN: **SAOU WERKPLEKVERTEENWOORDIGERS**
VIR AANDAG: **ALLE SAOU LEDE**

Na aanleiding van die navrae wat SAOU Vrystaat ontvang, maak ons die aanname dat die toekenning van diensvoordele nie vir almal duidelik is nie. Hieronder 'n verduideliking:

1. DIENSVOORDELE VAN OPVOEDERS / STAATSDIENSAMPTENARE

1.1 TYDELIKE WERKNEMERS MET KONTRAKTE KORTER AS SES MAANDE

Indien 'n tydelike werknemer 'n kontrak van minder as 6 maande ontvang, kwalifiseer die werknemer vir die 37% toelaag. Met hierdie 37% toelaag is die werknemer veronderstel om pensioen en medies te reël. Dit sluit ook die diensbonus en behuisingsvoordeel vir so 'n werknemer in.

Sodra hierdie kontrak omgesit word in 'n kontrak van 6 maande of langer, sal die 37% toelaag verval en verander die voordele soos uiteengesit hieronder.

1.2 TYDELIKE WERKNEMERS MET KONTRAKTE VAN SES MAANDE EN LANGER

Tydelike werknemers met kontrakte van 6 maande of langer, kwalifiseer vir diensvoordele, net soos permanente werknemers (sien voordele hieronder). Werknemers moet egter nie aanneem dat hul status na permanent verander het as hulle pensioen bydra nie. Die status moet op Persal nagegaan word in geval van onsekerheid.

A. TOELATING TOT PENSIOENFONDS

Hierdie werknemers sal 'n inskrywing "**GEPF**" op die salarisadvies opmerk. Tydelike werknemers met kontrakte van ses maande en langer, sowel as alle permanente werknemers is verplig om by te dra tot die pensioenfonds.

Indien hierdie inskrywing nie op u salarisstrokie verskyn nie, moet u dringend navraag doen by Johanna by johannav@saou.co.za of faks 086 651 3912.

B. AANSOEK BY GEMS MEDIESE SKEMA

Hierdie lede kan aansoek doen by die GEMS mediese skema. Besoek die webblad www.gems.gov.za, maak u keuse t.o.v. die plan wat u wil volg, voltooi die vorms en stuur dit na GEMS vir verdere prosessering. Na indiening kommunikeer GEMS per sms of e-pos om u op hoogte te hou.

C. DIENSBONUS

Hierdie lede sal kwalifiseer vir ‘n diensbonus. Dié bonus kan ‘n pro-rata of volle bonus wees, afhangend van die aansteldatum en die maand waarin u die bonus ontvang.

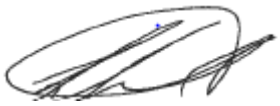
‘n Werknemer kan nie die 37% toelaag, sowel diensvoordele ontvang nie.

D. BEHUISINGSTOELAAG

Hierdie lede kan aansoek doen vir die behuisingstoelaag indien hulle kwalifiseer daarvoor. Voltooi die relevante vorm vir eienaar of huurder, heg dokumente aan soos versoek, en dien in by die distrik.

Huurders wat na 27 Mei 2015 aangestel is, moet ook op www.gehs.gov.za gaan registreer, en die registrasiebewys veilig bewaar. Hierdie registrasiebewys moet ingedien word wanneer spaarfondse onttrek word.

Vriendelike groete



Reniël Lodewyk
Provinsiale Sekretaris
7 Februarie 2017

PO Box / Posbus 35551, Faunasig 9325 / Sewendestraat 2, Arboretum, Bloemfontein 9305
☎ 051 430 1531 🖷 051 430 1564 ✉ saouvrys@saou.co.za 🌐 www.saou.co.za

Reg No: LR2/6/2/531

SAOU: FREE STATE NEWSLETTER 7/2017

TO: **SAOU SHOPSTEWARDS**
FOR ATTENTION: **ALL SAOU MEMBERS**

Following the enquiries received at the SAOU Free State, we assume the awarding of service benefits are not clear to all. Herewith an explanation:

1. SERVICE BENEFITS OF EDUCATORS / PUBLIC SERVANTS

1.1 TEMPORARY EMPLOYEES WITH CONTRACTS SHORTER THAN SIX MONTHS

When a temporary employee obtain a contract of less than 6 months, the employee qualifies for the 37% allowance. This 37% allowance should be used to arrange pension and medical benefits. This includes the service bonus and the housing benefits.

As soon as this contract becomes a 6 month contract, the 37% allowance will stop and the benefits will be implemented as explained below.

1.2 TEMPORARY EMPLOYEES WITH CONTRACTS OF SIX MONTHS AND LONGER

Temporary employees with contracts of 6 months or longer, qualify for service benefits like permanent employees.

A. ADMISSION TO THE PENSION FUND

These employees will see an inscription "**GEPF**" on the salary advice. Temporary employees with contracts of six months or longer, as well as permament employees are oblided to contribute to the pension fund.

If this inscription does not reflect on your salary advice, you should e-mail Johanna at johannav@saou.co.za or fax 086 651 3912.

B. APPLICATION FOR GEMS MEDICAL SCHEME

These members may apply for the GEMS medical scheme. Visit the website www.gems.gov.za and select the medical option, complete the forms and forward it to GEMS for further processing. After submission GEMS will communicate via sms or e-mail to keep you updated.

C. SERVICE BONUS

These members will qualify for a service bonus. This bonus may be a pro-rata or a full bonus, depending on your appointment date and the month in which you receive your bonus.

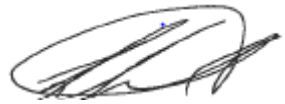
An Employee cannot received the 37% allowance and the service benefits.

D. HOUSING ALLOWNCE

These members can apply for the housing allowance if they qualify. Complete the relevant form for home owner or tenant, attached documents as requested and submit at the district.

Tenants who were appointed after 27 May 2015, must register at www.gehs.gov.za, and keep the proof of registration. This proof of registration must be submitted when the savings will be withdrawn.

Kind regards



Reniël Lodewyk
Provincial Secretary
7 February 2017

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