

RESOLUTION 9/2001

**AGREEMENT ON
IMPROVEMENT IN
CONDITIONS OF SERVICE OF
PUBLIC SERVICE EMPLOYEES
FOR THE PERIOD 2001/ 2002,
2002/ 2003 AND 2003/ 2004
AND OTHER MATTERS OF
MUTUAL INTEREST**

RESOLUTION NO 9 OF 2001

AGREEMENT ON IMPROVEMENT IN CONDITIONS OF SERVICE OF PUBLIC SERVICE EMPLOYEES FOR THE PERIOD 2001/2002, 2002/2003 AND 2003 / 2004 AND OTHER MATTERS OF MUTUAL INTEREST

The employer and employee parties agree on the terms set out below:

1. OBJECTIVES

- 1.1. To provide for the annual wage increase for public servants for 2001/2002, 2002/2003 and 2003/2004 financial years.
- 1.2. To ensure salary adjustments are affordable, sustainable and promote efficiencies in terms of this multi-term agreement.
- 1.3. To finalise pay progression and its implementation.
- 1.4. To give effect to Resolution 7 of 2001 in terms of transformation and restructuring in the Public Service.
- 1.5. To provide for the payment of acting allowances.
- 1.6. To establish a process to determine occupational classes in the public service that constitutes scarce skills and to determine a framework for their retention.

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E-mail: pscbc@mweb.co.za

17h00 – 9 October 2001

All correspondence must be addressed to the Secretary of Council

J. cm
Mokhe
Mezile P
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[Signature]
[Signature]

2. SCOPE

2.1. This agreement binds the employer and employees:-

- (a) who are employed by the State; and
- (b) who fall within the registered scope of the PSCBC.

3. MULTI-TERM WAGE INCREASES

3.1. The annual wage increase as per Annexure A for 2001/2002 financial year shall be as follows with effect from 1 July 2001:-

- Salary level 1 - 8%
- Salary levels 2 & 3 - 7%; and
- Salary levels 4-12 - 6,5%

3.2. The annual wage increase for the 2002/2003 financial year shall be CPI-X year on year May 2001 to May 2002, plus 0.5%.

3.3. The annual wage increase for the 2003/2004 financial year shall be CPI-X, year on year May 2002 to May 2003, plus 1%.

3.4. For the duration of this agreement in terms of clause 3.2 and 3.3 the wage increase; will be implemented on 1 July of every year.

3.5. The terms of this agreement as contained in clause 3.2 and 3.3 shall be subjected to negotiations should the threshold on the CPI-X be lower than 4% or higher than 7,5% for the respective periods.

4. PAY PROGRESSION

4.1. The employer shall pay the R850 (eight hundred and fifty Rand) as an once off and final payment in terms of Resolution 7 of 2000.

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S.C.M. Moll P
M. Ag
[Several other illegible signatures]

4.2. The work on the new pay progression model for the Public Service is referred back to the pay progression task team established by Council.

4.3. The sectors shall align the PSCBC framework to their sectoral skills and competency requirements.

4.4. The new sectoral dispensation on the pay progression system shall be implemented on 1 April 2002.

4.5. The employer shall allocate 1% of the wage bill for increments effected in terms of the pay progression system.

4.6. Payments in terms of the pay progression system shall be effected for the first time on 1 July 2002 and thereafter on 1 July each year.

4.7. Those employees who benefit from the pay progression system will receive the benefit in addition to the increases referred to in Clause 3 above.

5. PAYMENT OF ACTING ALLOWANCES

5.1. Employees appointed, in writing, by the Executing Authority or her/his delegated nominee, shall be paid an acting allowance to act in that post provided that:

5.1.1. the post is a vacant and funded post; and

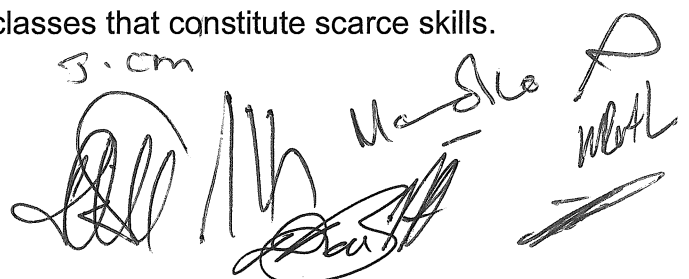
5.1.2. the period of appointment is longer than 6 weeks.

5.2. The policy on acting allowance and compensation to be paid to an employee appointed to act in a higher vacant and funded post will be determined at the sectoral level within one month of the signing of this agreement.

6. SCARCE SKILLS

6.1. The PSCBC shall establish a task team to determine a framework to retain scarce skills by February 2002.

6.2. The sectors shall determine occupational classes that constitute scarce skills.

3. cm


7. MEDICAL ASSISTANCE FOR THOSE EXCLUDED FROM THE MEDICAL AID SCHEME

7.1. The medical aid task team in the PSCBC shall prioritise an agreement for submission to Council for negotiations on the provision of a compulsory basic health care package which among others include the treatment of opportunistic infections, in relation to HIV/AIDS to address the needs of employees who do not benefit from any medical assistance.

8. RESTRUCTURING/TRANSFORMATION OF THE PUBLIC SERVICE

8.1 Twenty thousand (20 000) posts shall be created in the following key service delivery sectors which shall include amongst others –

(a) Education

(b) General Public Service (Correctional Services and Justice)

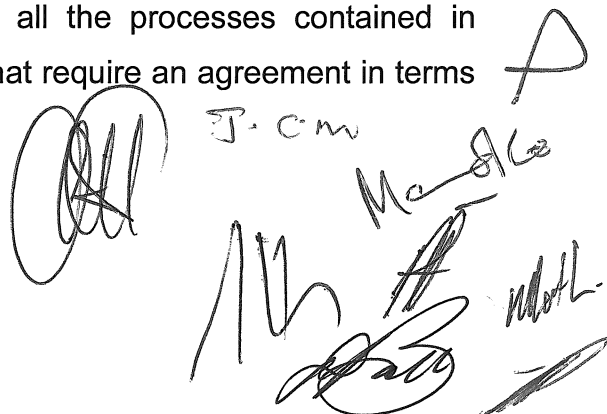
(c) Health and Welfare

(d) Safety and Security

8.2 Parties agree to convene a special PSCBC meeting which shall remain in session for an uninterrupted period between 16 October and 12 December 2001 in order to conclude a collective agreement on restructuring.

8.3 The negotiations contemplated in clause 8.2 above shall be based on the principles contained in Resolution 7 of 2001, specifically the section titled, "procedures and processes to govern the transformation and restructuring process at department, sectoral and central PSCBC level".

8.4 Departments and sectors shall continue with all the processes contained in Resolution 7 of 2001, except for those issues that require an agreement in terms of clause 8.3 above.



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8.5 The collective agreement on restructuring shall include amongst others detailed provisions regarding—

8.5.1 the procedures to be followed during restructuring and the time frames thereof;

8.5.2 the structures necessary to facilitate the restructuring process; and

8.5.3 monitoring, co-ordination and reporting mechanisms.

8.6 If the collective agreement on restructuring is not reached by 12 December 2001, the parties agree to conciliation and, if conciliation fails, binding arbitration on the processes, procedures and on the substantive issues.

9. DATE OF IMPLEMENTATION

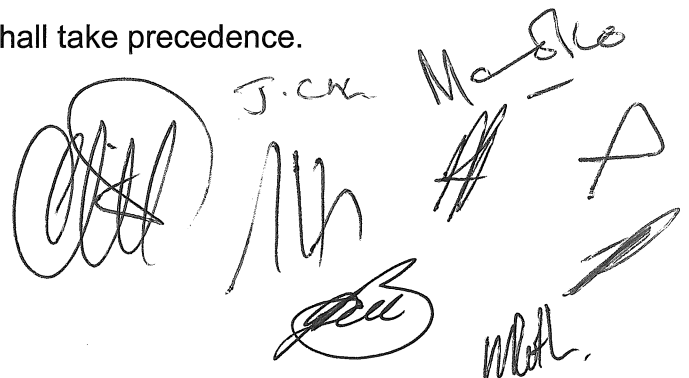
9.1. The implementation of this agreement will be the date of signing unless otherwise indicated in this agreement.

9.2. This agreement is in full and final settlement of all substantive matters relating to improvement on salary increase and conditions of service, covered by this agreement, for all public servants for the duration of this agreement unless the parties agree in writing to re-open negotiations.

9.3. Clause 9.2 above does not affect the continuation of task teams nor does it impede on the Sectoral negotiations on matters of mutual interest that are Sector specific.

10. INTERPRETATION AND APPLICATION

In the event of any conflict between the provisions of this agreement and any other agreement, the provisions of this agreement shall take precedence.

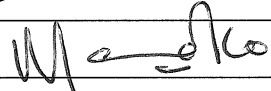
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11. DISPUTE RESOLUTION

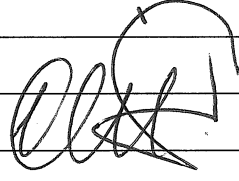
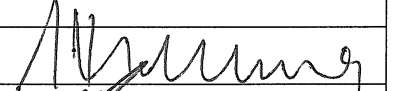
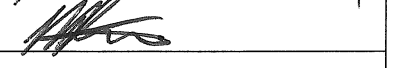
Disputes about the interpretation or application of this agreement shall be dealt with according to the dispute resolution procedure of the PSCBC.

THIS DONE AND SIGNED AT PRETORIA ON THIS THE^{9th}..... DAY
OF OCTOBER 2001

ON BEHALF OF THE GOVERNMENT AS EMPLOYER

	Name	Signature
	Manoko Nchwe	

ON BEHALF OF EMPLOYEE PARTIES

Employee Party	Name	Signature
DENOSA	JARU C. MASAGULA	
HOSPERSA	PRADISH PILLAY OBO G. MOULTRIE J. STERN	
NAPTOSA	D. H. BALE	
NUPSAW		
NPSWU		
NEHAWU		THEMBAKILE SIKO
POPCRU		
PSA	H. DE CLERCK	
PAWUSA	NEVILLE PETERSON	
SADTU		
SAPU		
SAOU	P. P. DELPORT	

EDUCATORS

Level 1

1.080

Levels 2 & 3

1.070

Levels 4 - 12

1.065

Rank	Notch	Notch 2000/2001	Notch 2001/2002
3	1	31,407	33,606
	2	32,784	35,079
	3	34,233	36,630
	4	35,013	37,464
4	1	37,035	39,441
	2	38,319	40,809
	3	39,678	42,258
	4	40,224	42,840
	5	41,553	44,253
5	1	43,812	46,659
	2	45,468	48,423
	3	47,205	50,274
	4	47,970	51,087
	5	49,674	52,902
	6	51,372	54,711
6	1	54,240	57,765
	2	57,462	61,197
	3	60,786	64,737
	4	62,853	66,939
7	1	67,560	71,952
	2	70,908	75,516
	3	74,376	79,209
	4	75,945	80,880
	5	79,338	84,495
8	1	83,910	89,364
	2	88,419	94,167
	3	93,060	99,108
	4	95,784	102,009

J.C.M.

Rank	Notch	Notch 2000/2001	Notch 2001/2002
9	1	100,194	106,707
	2	103,920	110,676
	3	107,643	114,639
	4	111,369	118,608
	5	115,092	122,574
	6	117,357	124,986
	7	121,035	128,901
10	1	125,061	133,191
	2	130,449	138,927
	3	135,828	144,657
	4	140,811	149,964
11	1	145,899	155,382
	2	156,075	166,221
	3	166,266	177,072
12	1	175,605	187,020
	2	185,475	197,532
	3	195,402	208,104

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NON-EDUCATORS

Levels 1

1.080

Levels 2 & 3

1.070

Levels 4 - 12

1.065

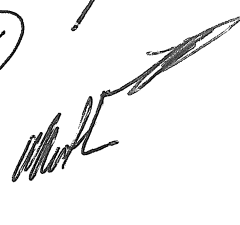
Rank	Notch	Notch 2000/2001	Notch 2001/2002
1	1	24,036	25,959
	2	24,369	26,319
	3	24,696	26,673
	4	25,476	27,513
2	1	27,174	29,076
	2	27,918	29,871
	3	29,067	31,101
	4	29,652	31,728
3	1	31,212	33,396
	2	32,580	34,860
	3	34,020	36,402
	4	34,794	37,230
4	1	36,801	39,192
	2	38,079	40,554
	3	39,429	41,991
	4	39,972	42,570
	5	41,295	43,980
5	1	43,536	46,365
	2	45,183	48,120
	3	46,911	49,959
	4	47,670	50,769
	5	49,362	52,572
	6	51,051	54,369
6	1	53,898	57,402
	2	57,102	60,813
	3	60,405	64,332
	4	62,460	66,519
	5	63,419	67,542

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Rank	Notch	Notch 2000/2001	Notch 2001/2002
7	1	67,137	71,502
	2	70,464	75,045
	3	73,911	78,714
	4	75,468	80,373
	5	78,837	83,961
8	1	83,379	88,800
	2	87,861	93,573
	3	92,472	98,484
	4	95,181	101,367
	5	98,139	104,517
9	1	99,558	106,029
	2	103,263	109,974
	3	106,959	113,910
	4	110,664	117,858
	5	114,360	121,794
	6	116,613	124,194
	7	120,270	128,088
10	1	124,266	132,342
	2	129,621	138,045
	3	134,970	143,742
	4	139,920	149,016
11	1	144,972	154,395
	2	155,085	165,165
	3	165,207	175,944
12	1	174,483	185,823
	2	184,287	196,266
	3	194,154	206,775

 J. C. M. Mangle
 Bob
 P
 Mark

SAPS

Level 1

1.080

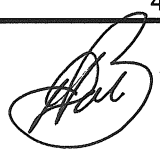
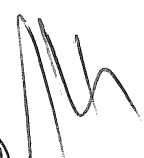
Levels 2 & 3

1.070

Levels 4 - 12

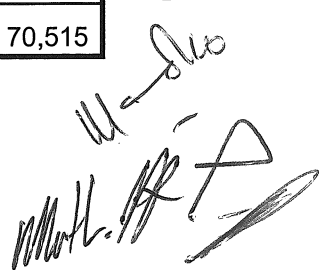
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Rank	Notch	Notch 1 April 2001	Notch 1 July 2001
1	1	24,036	25,959
	2	24,246	26,187
	3	24,369	26,319
	4	25,398	27,429
	5	25,476	27,513
	6	25,839	27,906
2	1	27,174	29,076
	2	27,918	29,871
	3	28,242	30,219
	4	29,067	31,101
	5	29,172	31,215
	6	29,214	31,260
	7	29,652	31,728
	8	30,012	32,112
3	1	31,212	33,396
	2	31,248	33,435
	3	31,908	34,143
	4	32,580	34,860
	5	33,552	35,901
	6	33,687	36,045
	7	33,768	36,132
	8	34,020	36,402
	9	34,794	37,230
	10	36,402	38,949
	11	36,573	39,132
	12	36,801	39,378
	13	37,404	40,023

J.ani    


Rank	Notch	Notch 1 April 2001	Notch 1 July 2001
4	1	38,079	40,554
	2	39,429	41,991
	3	39,561	42,132
	4	39,972	42,570
	5	40,935	43,596
	6	41,961	44,688
	7	42,387	45,141
	8	42,972	45,765
	9	43,536	46,365
	10	44,394	47,280
5	1	45,183	48,120
	2	46,800	49,842
	3	46,908	49,956
	4	46,911	49,959
	5	47,670	50,769
	6	48,573	51,729
	7	48,876	52,053
	8	49,362	52,572
	9	49,749	52,983
	10	50,430	53,709
	11	50,844	54,150
	12	51,051	54,369
	13	51,246	54,576
	14	53,064	56,514
	15	53,898	57,402
	16	54,780	58,341
	17	54,882	58,449
6	1	56,748	60,438
	2	57,102	60,813
	3	57,132	60,846
	4	60,405	64,332
	5	60,528	64,461
	6	62,460	66,519
	7	64,029	68,190
	8	66,210	70,515


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 M. H. P.

Rank	Notch	Notch 1 April 2001	Notch 1 July 2001
7	1	67,137	71,502
	2	70,464	75,045
	3	70,830	75,435
	4	73,911	78,714
	5	74,340	79,173
	6	77,976	83,043
	7	79,620	84,795
	8	83,172	88,578
8	1	83,379	88,800
	2	85,047	90,576
	3	87,861	93,573
	4	89,619	95,445
	5	92,472	98,484
	6	94,320	100,452
	7	95,181	101,367
	8	97,086	103,398
9	1	99,558	106,029
	2	100,554	107,091
	3	103,263	109,974
	4	104,298	111,078
	5	108,030	115,053
	6	110,664	117,858
	7	111,771	119,037
	8	115,506	123,015
	9	117,780	125,436
	10	121,473	129,369
10	1	124,266	132,342
	2	125,508	133,665
	3	130,917	139,428
	4	134,970	143,742
	5	136,320	145,182
	6	141,321	150,507

Rank	Notch	Notch 1 April 2001	Notch 1 July 2001
11	1	144,972	154,395
	2	146,421	155,937
	3	155,085	165,165
	4	156,636	166,818
	5	165,207	175,944
	6	166,860	177,705
	7	171,426	182,568
12	1	174,483	185,823
	2	176,229	187,683
	3	186,132	198,231
	4	194,901	207,570
	5	196,098	208,845


 J. Cruz - Mangro



