

PUBLIC SERVICE CO-ORDINATING BARGAINING COUNCIL

RESOLUTION 4 OF 1999

Increase in pensionable service for selected DWAF employees

1. Aims

The PSCBC allocates ^{a maximum of R130 million from} ~~part of~~ the funds provided under Paragraph 7 of Resolution 7 of 1998 to increase the pensionable service of former casual workers employed in the Department of Water Affairs and Forestry (DWAF) who accept a transfer to a private company or a VSP ^{or goes on pension,} under an agreement in the DWAF negotiations chamber.

2. Scope

2.1. This agreement applies to the employer and employees:

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

3. Eligibility

3.1. This agreement shall improve pensionable service for former casual employees employed by the DWAF, who

- (a) accept a transfer to a private company and/or a VSP ^{or goes on pension,} as provided in a collective agreement signed in the DWAF negotiations chamber, or
- (b) applied for a VSP after December 1, 1998.

4. Increase in pensionable service

The GEPP shall increase the pensionable service of an eligible employee to equal the pensionable service the employee would have had if she or he had been a permanent employee.

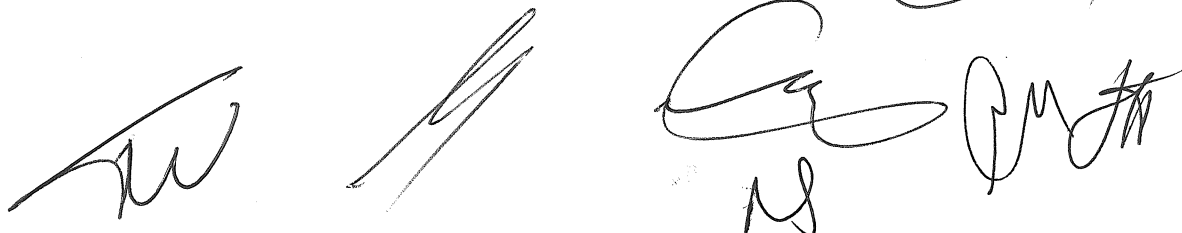
5. General

5.1. This agreement reflects the special circumstances prevailing at DWAF

5.2. Other allocations under Paragraph 7 of Agreement 7 of 1998 will be dealt with in terms of the merits of the case ~~and within the available funds,~~

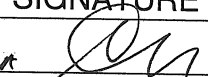
6. Date of implementation

This agreement shall, in respect of parties and non-parties, come into operation on the date it is signed in the PSCBC.

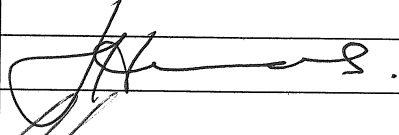
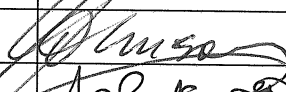



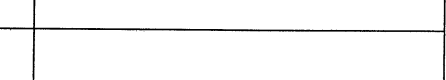


THIS DONE AND SIGNED AT Pretoria ON THIS THE 10 DAY
OF February, 1999

ON BEHALF OF THE EMPLOYER

	NAME	SIGNATURE
STATE AS EMPLOYER	<u>NEVA MARETUA</u>	

ON BEHALF OF TRADE UNION PARTIES

TRADE UNION	NAME	SIGNATURE
DENOSA		
HOSPERSA		
NAPTOSA	<u>H. Hendriks</u>	
NUPSAW		
NWU	<u>R. G. S. S. S.</u>	
NEHAWU	<u>N. J. S. S.</u>	
PAWUSA	<u>K. V. S. W. S. S.</u>	
POPCRU	<u>B. P. N. K. U. M. A.</u>	
PSA		
SADTU	<u>T. W. S. S. S.</u>	
SAPU		
SAOU		

Former Transkei Forestry Workers - Age and Service Profile

Average age	Total	
0-30	273	8.63%
31-40	1176	37.16%
41-50	933	29.48%
51-60	594	18.77%
61-65	189	5.97%
Total	3165	

Years of service		
0-5	252	7.96%
6-10	1786	56.43%
11-15	746	23.57%
16-20	252	7.96%
21-25	81	2.56%
26-30	40	1.26%
31-35	6	0.19%
>36	2	0.06%
Total	3165	

Pensionable service		
0-5	1663	52.54%
6-10	1069	33.78%
11-15	283	8.94%
16-20	98	3.10%
21-25	43	1.36%
26-30	7	0.22%
31-35	2	0.06%
>36	0	0.00%
Total	3165	

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The actuary calculated that the cost will be roughly R 130 million. He assumes an annual salary of R 30 000.

Tan.

Wayne Dam BSc
Director

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