



### **3.1.1 Death Grant**

- 3.1.1.1 Parties resolve on the establishment of a working committee to focus on modalities for the payment of the death grant to all employees who pass on in the line of duty due to criminal and work-related incidents.
- 3.1.1.2 This process will focus on the conditions for qualification, the quantum and how it will be incrementally introduced.
- 3.1.1.3 The review process will not interfere with the current payment of the death grant, where the employer is paying such a grant.
- 3.1.1.4 The committee will conclude the work and present the outcomes to the Council within 9 months from the date this agreement enjoys a majority.

### **3.1.2 Childcare and Breastfeeding Facilities**

- 3.1.2.1 The PSCBC will conduct research on the state of readiness in Departments for the establishment of childcare and breastfeeding facilities.
- 3.1.2.2 The research will be guided by the minimum requirements for the establishment of such facilities as published by the Department of Social Development from time to time and conducted in collaboration with work already done within Departments.
- 3.1.2.3 The research must be concluded, and the recommendations be presented to the Council within 6 months from the date this agreement enjoys a majority.

*[Handwritten signatures and initials]*  
21

### 3.1.3 Recruitment Policy

- 3.1.3.1 Parties agree to establish a working committee to review the current recruitment practices within the public service in different Departments allowing observer status for trade union representatives.
- 3.1.3.2 The committee will conclude the work and submit to the Council its findings within 6 months from the date this agreement enjoys a majority.

### 3.1.4 Bursary Scheme

- 3.1.4.1 Parties acknowledge the challenges public servants face in funding their children's tertiary education.
- 3.1.4.2 Parties further note that many of the public servants remain in the missing middle bracket
- 3.1.4.3 Parties therefore agree that the PSCBC must conduct research that will assist in developing a funding model for the children of public servants, in obtaining financial assistance for tertiary studies.
- 3.1.4.4 The research must consider the work being done by the Department of Higher Education and Training on developing a comprehensive funding model.
- 3.1.4.5 The research must be concluded, and the recommendations be presented to Council within 12 months from the date this agreement enjoys a majority.

Handwritten signatures and initials at the bottom right of the page, including "DJ", "DM", "31", and "JRM".

### **3.1.5 Uniform Policy**

- 3.1.5.1 Parties appreciate the need for a standardised supply of uniform and protective clothing in the public service.
- 3.1.5.2 Parties agree to establish a working committee to review the provisions of PSCBC Res 3 of 1999 Part XVII that relates to uniform policy as to consider the relevancy and compliance of the provisions agreed to.
- 3.1.5.3 The committee will conclude the work and submit to the Council its findings within 6 months from the date this agreement enjoys a majority.

### **3.1.6 Incentive Policy Framework**

- 3.1.6.1 Parties agree that the employer will present, in Council for consultation, a policy document on the review of the incentives framework, including proposed performance recognition awards.
- 3.1.6.2 The policy document shall be tabled in Council, within 6 months from the date this agreement enjoys a majority.

### **3.1.7 Comprehensive Danger Insurance**

- 3.1.7.1 Clause 7 of PSCBC Resolution 1 of 2018 authorises the PSCBC to undertake research on a comprehensive danger insurance to cover employees who in the course of their employment experienced a genuine risk to their lives and who are employed in specified occupational categories.

Handwritten signatures and initials at the bottom right of the page, including 'DM', 'JM', 'DJ', and a large signature.

3.1.7.2 Parties agree to establish a working committee to assess the contents of the research paper and present to the Council comprehensive recommendations on the implementation of a danger dispensation that will address the current shortfalls in the danger and special danger application, categories and furthermore, ensure that such a dispensation will allow for the inclusion of a comprehensive death grant.

3.1.7.3 The committee must complete its work and report to the Council within 3 months from the date this agreement enjoys a majority.

#### 4 DISPUTE RESOLUTION

If there is a dispute about the interpretation or application of this agreement any party may refer the matter to the Council for resolution in terms of the dispute resolution procedure of the Council.

#### 5 IMPLEMENTATION OF THE AGREEMENT

5.1 This agreement shall come into effect on the date it enjoys the majority support and shall remain in force unless terminated or amended by agreement in writing.

5.2 In the interpretation and application of this agreement, words used in the agreement and defined within the constitution of the Council will have the meaning as defined in the constitution.

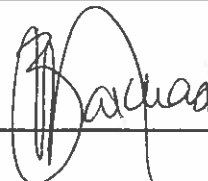
5.3 The Council will monitor and enforce the implementation of this agreement.

*[Handwritten signatures and initials]*  
5/11/14

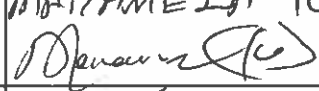
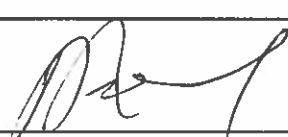
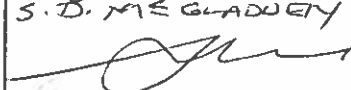



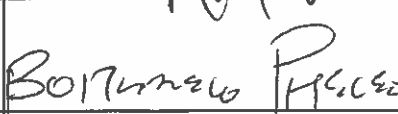
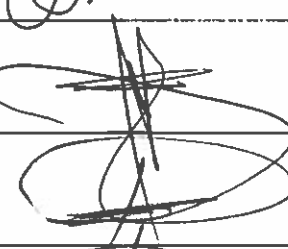


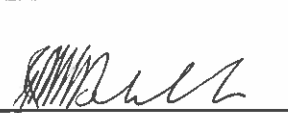
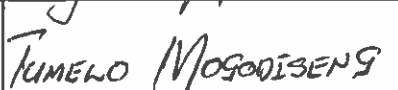

THIS DONE AND SIGNED AT CENTURION ON THIS 17 DAY OF

February 2025

**ON BEHALF OF THE EMPLOYER**

	Name	Signature	Date
STATE AS EMPLOYER	YOLISWA MAKHASI		28/01/2025

**ON BEHALF OF TRADE UNION PARTIES**

Trade Union	Name	Signature	Date
DENOSA	MAIZAMELA (C.O) 		17/02/2025
HOSPERSA	S.D. MEGADUETI 		17/02/25
NAPTOSA	B.b. Manuel		03/02/2025
NEHAWU	DJ Mapepe		19/02/2025
POPCRU	BORUMALO PHILESO 		18/02/2025
PSA	JOSEPH MASHISO		10/02/2025
SADTU	Mugwena Maluleke 		17/02/2025
SAPU	TUMELO MOSOBISENS 		28/01/2025