

**DRAFT AGREEMENT ON IMPROVEMENT IN SALARIES AND OTHER CONDITIONS OF SERVICE FOR  
FY 2011/12 – 2015/16**

**1. OBJECTIVES**

- 1.1 To provide a basis for the annual general salary adjustments and improvement in conditions of service for employees for the FY 2011/12 to 2015/2016.

**2. SCOPE**

- 2.1 This agreement binds the employer; and employees who:-

2.1.1 are employed by the State; and

2.1.2 fall within the registered scope of the Council.

**THE PARTIES TO COUNCIL AGREE AS FOLLOWS:**

**3. SALARY ADJUSTMENT**

- 3.1 The **salary adjustment** on 1 May 2011 shall be projected CPI for the period 1 April 2011 to 31 March 2012 (4.8%).
- 3.2 The **salary adjustment** on 1 April 2012 shall be projected CPI for the period 1 April 2012 to 31 March 2013
- 3.3 The **salary adjustment** on 1 April 2013 shall be projected CPI for the period 1 April 2013 to 31 March 2014.
- 3.4 The **salary adjustment** on 1 April 2014 shall be projected CPI for the period 1 April 2014 to 31 March 2015.
- 3.5 The **salary adjustment** on 1 April 2015 shall be projected CPI for the period 1 April 2015 to 31 March 2016.

3.6 If the actual CPI is higher than the average projected CPI, the difference shall be added to the salary adjustment for the following year. If the actual CPI is lower than the average projected CPI, the difference shall be deducted from the salary adjustment for the following year. The forecasts of National Treasury shall be used to determine the projected CPI.

#### 4. HOUSING

4.1 Parties agree to implement the **Social Housing Scheme** of the Department of Human Settlements, i.e. all employees on salary levels 1 to 3 will, provided that they comply with the set criteria, be eligible for the said housing scheme with effect from 1 June 2011.

4.2 The employer commits to table the framework of the new **Housing Finance Scheme** for negotiation in the PSCBC by 30 June 2011.

4.3 The employer commits to table a proposal on the administration and management of the new **Housing Finance Scheme** by 30 April 2012.

4.4 The employer commits to implement the new **Housing Finance Scheme** for all employees in the Public Service by no later than 30 April 2013.

#### 5. MEDICAL ASSISTANCE

5.1 Parties agree to encourage employees, existing and future pensioners who are members of Open Schemes to join GEMS to access the enhanced subsidy.

5.2 Parties agree that all employees who are members of GEMS on the Sapphire option, who are currently on salary levels 1 to 5 and receiving free medical assistance, will continue to receive free **medical assistance** at retirement, with effect from 1 June 2011. Only employees, on salary levels 1 to 5, who retire on the Sapphire option, will continue to receive free medical assistance.

5.3 The parties agree to the alignment of the pre and post retirement medical assistance dispensation for all employees who are members of GEMS with effect from 1 June 2011.

**6. WORKING TIME**

- 6.1 Parties agree that the **working time** arrangements in the Public Service are to be reviewed with a view to determine which service delivery areas require additional and/or different working time arrangements to facilitate service delivery improvement and employment creation. The research to be conducted is to be concluded within 36 months from the date of the signing of the collective agreement in the PSCBC.
- 6.2 The employer commits to table a proposal on the revised **working time** arrangement within the Public Service on 1 April 2014.

**7. INTERPRETATION AND APPLICATION**

- 7.1 In the event of any conflict between the provisions of this agreement and any other agreement of the Council, the provisions of this agreement shall take precedence.
- 7.2 No amendments to this agreement shall be of force unless reduced to writing and agreed upon at the Council as a resolution of the Council.

**8. DISPUTE RESOLUTION**

- 8.1 Disputes about the interpretation or application of this agreement shall be dealt with in accordance with the dispute resolution procedures of the Council.

**THIS DONE AND SIGNED AT CENTURION ON THIS THE                      DAY OF                      2011.**