

RESOLUTION NO OF 2010

AGREEMENT ON IMPROVEMENT OF CONDITIONS OF SERVICE FOR THE PUBLIC SERVICE EMPLOYEES 2010/2011

OBJECTIVES

- 1.1 To provide a basis for the adjustments of conditions of service to give effect to Resolution 01 of 2007.
- 1.2 To adjust the non-pensionable allowances payable in the public service.
- 1.3 To deal with certain leave matters.
- 1.4 To provide for the adjustment of the medical aid subsidy.
- 1.5 To provide for the adjustment of the housing allowance.

2. SCOPE

This agreement binds the employer and employees who-

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

PARTIES TO COUNCIL AGREE TO THE FOLLOWING:

3. ALLOWANCES

Danger Allowances

- 4.1. Notwithstanding provisions of clause ix (6) of PSCBC Resolution 3 of 1999, Danger Allowance will now include Mine Inspectors, Immigration Officers, and those Educators who teach in ELSN schools and normal schools within areas regarded by SAPS as hotspot crime areas respectively.

4. LEAVE PROVISIONS

Paid leave of employees in the public service will be as follows;

- 4.1 Sick leave shall increase from 36 days paid leave to 45 days paid leave for the period of 36 month's employment in the public service.
- 4.2 An employee shall be entitled to 10 days paid leave annually for Family Responsibility Leave.
- 4.3 An employee shall be entitled to six consecutive months paid maternity leave.

4.4 An employee shall be entitled to 10 paid paternity leave for every child born.

4.6 An employee shall be entitled to 7 days pre-and post natal.

5. MEDICAL ASSISTANCE

5.1 The medical aid subsidy shall be provided to each individual employee in the employ of the public service, including spouses by 1 April 2010.

5.2 Non Gems members' contribution shall be aligned equally to the subsidy amount paid to GEMS members.

5.3 Post retirement medical assistance shall be aligned with the equal amounts payable to employees who are GEMS members.

5.4 The granting of the medical allowance on retirement shall be 10 years service.

6 HOUSING ALLOWANCE

Based on the research conducted by the service provider commissioned by the council and its report, parties agree that a housing subsidy of R1650 shall be implemented with effect from 1 April 2010.

7 RECOGNITION OF IMPROVED QUALIFICATIONS AND LONG-SERVICE AWARDS

In terms of clause 13.5 of Resolution 1 of 2007, parties to the PSCBC were to finalise processes pertaining to the recognition of improved qualifications and long-service awards by 30 June 2008 for implementation with effect from 1 July 2008.

7.1 In view of the preceding paragraph, parties agree as follows;

7.1.2 That the employer shall grant 10% of the annual salary notch of the employee concerned as recognition for improved qualifications, with effect from 1 July 2008.

7.1.3 That the employer shall grant 10 days vacation leave, which may be discounted for cash, to an employee who has completed 10 years service, plus a certificate of recognition.

7.1.4 That the employer shall grant 20 days vacation leave, which may be discounted for cash, to an employee who has completed 20 years service, a certificate of recognition, and a gift of his/her choice not exceeding R5000.00.

7.1.5 That the employer shall grant 30 days vacation leave, which may be discounted for cash, to an employee who has completed 30 years satisfactory service, a certificate of recognition, and a gift of his/her choice not exceeding R10 000.00

7.1.6 That the employer shall grant 40 days vacation leave, which may be discounted for cash, to an employee who has completed 40 years satisfactory service, a certificate of recognition, and a gift of his/her choice not exceeding R15 000.00

8 DATE OF IMPLEMENTATION

8.1 The provisions of this Agreement shall take effect on 1 April 2010, except in those instances where other dates are reflected.

10 INTERPRETATION AND APPLICATION

10.1 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

10.2 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.

12. **DISPUTE RESOLUTION**

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

