



## **RESOLUTION NO \_\_\_\_\_ OF 2009**

### **AGREEMENT ON IMPROVEMENT IN SALARIES FOR THE FINANCIAL YEARS 2009/2010 AND 2010/2011.**

#### **1. OBJECTIVES:-**

- 1.1 To provide for the annual general salary adjustments for employees for the financial years 2009/2010 and 2010/2011.
- 1.2 To provide a process to finalise all outstanding matters in terms of Resolution 1 of 2007.
- 1.3 To provide a process to address all the new matters.

#### **2. SCOPE**

This agreement binds the employer and the employees who –

- 2.1 are employed by the State; and
- 2.2 fall within the registered scope of the Council.

#### **3. PARTIES THEREFORE AGREE TO THE FOLLOWING:-**

##### **3.1 SALARY ADJUSTMENT**

- 3.1.1 The annual general salary adjustment with effect from **01 July 2009** shall be implemented on a sliding scale between 13% and 10% for the financial year 2009/2010. Therefore an average of 11.5% for the financial year 2009/2010.

- 3.1.2 The sliding scale shall be implemented for salary bands, taking into account the revised Occupation Specific Salary structures, equivalent to salary levels 1 to 12 as per table 1 below:-

**TABLE 1**

<b>Salary levels</b>	<b>Sliding Scale</b>
1	13%
2	13%
3	13%
4	12%
5	12%
6	12%
7	11%
8	11%
9	10.5%
10	10.5%
11	10%
12+	10%

- 3.1.3 The annual general salary adjustment for financial year 2010/2011 shall be based on the projected CPI plus 1 % for the period 01 April 2010 to 31 March 2011, implemented on **1 April 2010**.
- 3.1.4 If the actual CPI is higher than the average projected CPI for the period 01 April 2010 to 31 March 2011, the difference shall be added to the adjustment for the following year, i.e. 2011.
- 3.1.5 The forecasts of National Treasury shall be used to determine the projected CPI.

## **3.2 MATTERS ARISING FROM RESOLUTION 1 OF 2007**

- 3.2.1 The outstanding matters from Resolution 1 of 2007 shall be dealt with as follows:
- (a) Parties to finalise, negotiate and implement all outstanding matters in terms of Resolution 1 of 2007, i.e. Long Service Awards, Recognition of Qualifications, Night Work and Housing Allowance. Implementation shall be effected in accordance with provisions of the respective agreements concluded.

### **3.3 OTHER MATTERS TABLED FOR NEGOTIATIONS**

3.3.1 Other matters identified for negotiations shall be dealt with as follows:

- (a) Parties to embark on a comprehensive review on the remuneration policy; benefits and allowance system within the Public Service; and
- (b) The comprehensive review to be completed and implemented as agreed to in the respective resolutions so concluded.

#### **4. DATE OF IMPLEMENTATION**

The provisions of this Agreement shall take effect on the date of signing.

#### **5. DISPUTE RESOLUTION**

Should there be 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.

THIS DONE AND SIGNED AT \_\_\_\_\_ ON THIS THE

\_\_\_\_\_ DAY OF \_\_\_\_\_ 2009

***ON BEHALF OF THE GOVERNMENT AS EMPLOYER***

	<b>Name</b>	<b>Signature</b>

***ON BEHALF OF EMPLOYEE PARTIES***

<b>EMPLOYEE PARTY</b>	<b>NAME</b>	<b>SIGNATURE</b>
<b>DENOSA</b>		
<b>HOSPERSA/NUPSAW/ NATU</b>		
<b>NAPTOSA</b>		
<b>NEHAWU</b>		
<b>POPCRU</b>		
<b>PSA</b>		
<b>SADTU</b>		
<b>SAPU</b>		