



PUBLIC SERVICE CO-ORDINATING BARGAINING COUNCIL

RESOLUTION _____ OF 2011

WAGE SETTLEMENT FOR THE 2011/12 FINANCIAL YEAR

1. OBJECTIVES

The objectives of this Agreement are to-

- 1.1 provide for the annual salary adjustments and improvement in conditions of service for employees for 2011/12 FY;
- 1.2 deal with processes related to the housing benefit; the medical benefit; minimum service agreement for essential services; and
- 1.3 process other issues raised by parties to the Council during the salary negotiations.

2. SCOPE

This Agreement bind-

- 2.1 the employer,
- 2.2 the employees of the employer who are members of the trade union parties to this agreement; and
- 2.3 the employees of the employer who are not members of any trade union parties to this agreement, but who fall within the registered scope of Council.

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All correspondence must be addressed to the General Secretary of Council

3. AGREEMENT

3.1 Salary Adjustment

3.1.1 The annual salary adjustment for 2011/12 shall be 6.8% with effect from 1 May 2011.

3.1.2 The payment date in respect of clause 3.1.1 above shall be before the 15th of September 2011 as a separate payment run.

3.2 Medical Assistance

3.2.1 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 April 2011. Only employees, on salary levels 1 to 5, who retire on the Sapphire option, will continue to receive free medical assistance. This provision includes employees who retired prior to 01 April 2011.

3.2.2 The parties agree to the alignment of the post-retirement medical assistance with the pre-retirement medical assistance for all employees who are members of GEMS with effect from 1 April 2011. This provision includes employees who retired prior to 01 April 2011.

3.2.3 Parties further agree to investigate the principle of equalizing the subsidy payable to members on open medical schemes with those in GEMS. This investigation and any subsequent process flowing therefrom should be concluded by 31 March 2012.

3.3 Home Ownership

3.3.1 Parties agree to develop and present a comprehensive Government Employees Housing Scheme (GEHS) that ensures home ownership for all levels of employees within the public service.

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3.3.2 The GEHS should assist employees by mobilizing public investments, including the Government Employees Pension Fund (GEPF) in the Scheme to:

- 3.3.2.1 access affordable housing;
- 3.3.2.2 access housing finance; and
- 3.3.2.3 rent houses with the view to purchase.

3.3.3 Parties agree to establish a technical working team to be comprised of Organised Labour (one representative per admitted union), and an equal number of representatives from the Employer to develop the Scheme in accordance with an agreed time table.

3.3.4 Parties agree that the technical working committee will amongst other issues, consider and make recommendations with regard to the following:

- 3.3.4.1 the oversight role of council with regard to the GEHS,
- 3.3.4.2 the government department to administer the scheme
- 3.3.4.3 the composition of the Board of Trustees to oversee the management of the Scheme.

3.3.5 The Concept Paper on the Government Employees Housing Scheme as tabled by the employer at Council, in conjunction with concept paper(s) to be tabled by labour; will facilitate the work of the technical working committee.

3.3.6 Parties agree that the Government Employees Housing Scheme will be concluded by the 15th of December 2011 and be implemented with effect from 01 April 2012.

3.4 Minimum Service Agreement

3.4.1 Parties agree that engagement on Minimum Services be elevated to party principals.

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3.4.2 The outcome of the engagement referred to in clause 3.4.1 above will be tabled for consideration at the PSCBC and implemented with effect from 01 April 2012.

3.5 Outstanding Matters

3.5.1 Parties agree that all outstanding matters resulting from Resolution 1 of 2007 and 5 of 2009 will be subjected to the second round of negotiations which will commence within one month of the signing of this agreement.

3.5.2 The following outstanding matters referred to in Resolution 1 of 2007 and 5 of 2009, will be concluded by 15 December 2011, except for the Remuneration Policy which shall commence by no later than the 1 December 2011:

- 3.5.2.1 Long service awards.
- 3.5.2.2 Night shift allowance.
- 3.5.2.3 Recognition of Improved Qualifications.

3.6 New Matters

3.6.1 The new demands tabled during the 2011/12 round of negotiations are the following:

- 3.6.1.1 Shop Steward Leave
- 3.6.1.2 Outsourcing
- 3.6.1.3 Compliance with Occupational Health and Safety Act
- 3.6.1.4 Performance Management and Development Systems
- 3.6.1.5 Capped Leave
- 3.6.1.6 Review of Collective agreements on;
 - 3.6.1.6.1 Pensions
 - 3.6.1.6.2 Threshold for overtime calculations
 - 3.6.1.6.3 Resolution 3 of 2009 (paragraph 4.2); and
- 3.6.1.7 Delinking of the housing allowance from spouses

3.6.2 The parties commit to negotiate on the new matters referred to above, including a proposed multi-term agreement for the period 2012/13 to 2014/15.

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4 INTERPRETATION AND APPLICATION

4.1 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.

4.2 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.

5. 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.

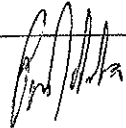
6. IMPLEMENTATION OF AGREEMENT

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

6.2 The Council will monitor the implementation of this agreement

THIS DONE AND SIGNED AT _____ OF THIS _____ DAY
OF _____ 2011.

ON BEHALF OF THE EMPLOYER

	Name	Signature
State as Employer	KHUMBULA NDABA	

ON BEHALF OF TRADE UNION PARTIES

Trade Union	Name	Signature
DENOSA		
HOSPERSA/NUPSAW/ NATU		
NAPTOSA		
NEHAWU		
POPCRU		
PSA		
SADTU		
SAPU		

ANNEXURE A

(Time Table)

Project Plan		
Project Milestone	Planned Commenced Date	Roles and Responsibilities
Technical Committee	22 August 2011	Technical Committee
Proposals Submitted to Council	14 November 2011	Technical Committee
Conclusion of Development of GEHS	15 December 2011	PSCBC
Implementation	1 April 2012	DPSA