



PSCBC

PUBLIC SERVICE CO-ORDINATING BARGAINING COUNCIL

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 10% and 8% for the financial year 2009/2010, based on projected CPI of 6.5% plus the difference between projected and actual CPI for the previous year of 2%. Therefore an average of 8.5% for the financial year 2009/2010.

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AND 2010/2011.**

- 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

Salary levels	Sliding Scale
1	10%
2	10%
3	10%
4	9%
5	9%
6	9%
7	8%
8	8%
9	8%
10	8%
11	8%
12+	8%

- 3.1.3 The annual general salary adjustment on 01 July 2010 shall be based on the projected CPI for the period 01 April 2010 to 31 March 2011.
- 3.1.4 If the actual CPI is higher than the average projected CPI for the periods 01 April 2009 to 31 March 2010 and 01 April 2010 to 31 March 2011, the difference shall be added to the adjustment for the following year, i.e. 2010 and 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 within the timeframe of Resolution 1 of 2007.

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**3.3 NEW MATTERS TABLED FOR NEGOTIATIONS WITHIN THE TIMEFRAME
OF RESOLUTION 1 OF 2007**

3.3.1 New matters identified for negotiations within the timeframe of Resolution 1 of 2007 shall be dealt with as follows:

- (a) Parties to explore and develop proposals; and
- (b) These proposals shall be subjected to negotiations during the next round of salary negotiations.

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.

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AND 2010/2011.**

THIS DONE AND SIGNED AT _____ ON THIS THE
____ DAY OF _____ 2009

ON BEHALF OF THE GOVERNMENT AS EMPLOYER

	Name	Signature

ON BEHALF OF EMPLOYEE PARTIES

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