



EASTERN CAPE
DEPARTMENT OF EDUCATION

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INTERNAL MEMORANDUM

Compiler	Tel. number	File number
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To:	DEPUTY DIRECTOR GENERALS CLUSTER CHIEF DIRECTORS DISTRICT DIRECTORS ALL DEPUTY DIRECTORS: HRA&P	
From:	DIRECTOR: HUMAN RESOURCE ADMINISTRATION	
Subject:	IMPLEMENTATION OF THE NEW SALARY SCALE RESULTING FROM THE PROVISIONS OF PSCBC RESOLUTION 1 OF 2018 ON THE EQUALISATION OF PAY PROGRESSION	

1. Please be advised that the second and last stage of salary scale adjustments resulting from the implementation of the PSCBC Resolution 1 of 2018 has been completed.
2. The Minister has gazetted the new salary scales applicable from 01 July 2019.
3. Attached herewith please find business rules which are aimed at giving guidance to human resource practitioners in the application of the regulations pertaining to salaries and related matters as stipulated in the PAM and related Collective Agreements in the context of changes brought about by the signing of the PSCBC Resolution 1 of 2018.
4. Additional training in this regard will be arranged as the season progresses and you will be advised.
5. It will be appreciated if the contents thereof can be brought to the attention of all relevant parties.
6. Your co-operation in this regard will be appreciated.



DIRECTOR
(HUMAN RESOURCE ADMINISTRATION)

DATE: 23/11/15



basic education
Department:
Basic Education
REPUBLIC OF SOUTH AFRICA

MEMORANDUM
Deputy-Director General: Teacher and Professional
Development

To : STAFFING SERVICES: DEPARTMENT OF BASIC EDUCATION
: HUMAN RESOURCE MANAGERS: PROVINCIAL DEPARTMENTS OF
EDUCATION
: LABOUR RELATIONS MANAGERS: PROVINCIAL DEPARTMENTS OF
EDUCATION

Subject: Implementation of the new salary scale resulting from the provisions of
PSCBC Resolution 1 of 2018 on the equalisation of pay progression

Dear Colleagues,

The second and last stage of salary scale adjustments resulting from the implementation of the PSCBC Resolution 1 of 2018 has been completed. The new salary scale that is effective from 01 July 2019 has been gazetted.

The attached Business Rules are aimed at giving guidance to human resource practitioners in the application of the regulations pertaining to salaries and related matters as stipulated in the PAM and related Collective Agreements in accordance with changes brought about by the signing of the PSCBC Resolution 1 of 2018.

Please note that these guidelines are by no means exhaustive. However, an attempt was made to cover all the important transactions in the normal process of the implementation of conditions of service for educators and in particular the determination of salaries for educators. These guidelines will be in effect from 01 July 2019 henceforth to finalise the equalisation. It should also be noted, however, that these business rules do not replace the previous ones as far as their application to the relevant transactions up to 30 June 2019.

HR Practitioners must also note that some sections of the PAM may have been affected by these changes. The work on the amendment of the PAM is ongoing. In instances where the specific provisions of the guidelines are contrary to those of the PAM, the provisions of the guidelines should take precedence pending the amendment of the PAM.

You are therefore requested to ensure that the guidelines are implemented accordingly. Any question of clarity or interpretation should be immediately directed to the office Mrs L Munday at Munday.l@dbe.gov.za.

Yours sincerely


DR G WHITTLE
ACTING DEPUTY DIRECTOR GENERAL: TEACHER AND PROFESSIONAL
DEVELOPMENT

DATE: 08/11/19.

BUSINESS RULES FOR THE IMPLEMENTATION OF THE EQUALISATION OF PAY PROGRESSION FOR EDUCATORS FROM JULY 2019

1. INTRODUCTION

- 1.1. These business rules aim to give guidance to human resource practitioners in the application of the regulations pertaining to salaries and related matters as stipulated in the PAM and related Collective Agreements in the context of changes brought about by the signing of the PSCBC Resolution 1 of 2018.
- 1.2. The new salary structure implements the PSCBC Resolution 1 of 2018 and in particular, the clauses that related to equalisation of pay progression in the public service to 1.5%. It was agreed that the equalisation process would be implemented incrementally in two stages, with a 0.3% implemented on 01 July 2018 and 0.2% on 01 July 2019.
- 1.3. The Minister has gazetted the new salary scales applicable from 01 July 2019.
- 1.4. These business rules are effective from 01 July 2019 henceforth and represent the second and final stage of the implementation of PSCBC Resolution 1 of 2018 on equalisation of pay progression. Please note that these business rules do not replace the previous ones as far as their application to the relevant transactions up to 30 June 2019.
- 1.5. These business rules are by no means exhaustive. However, they attempt to cover the critical transactions in the normal process of implementation of the conditions of service for educators.
- 1.6. In these business rules, the phrase "old salary scales" will refer to the salary scale effective up to 30 June 2019 while the "new salary scales" will be in reference to the salary scales effective from 01 July 2019.

2. GENERAL DESCRIPTION OF THE NEW SALARY SCALE

- 2.1. The new salary scales are a continuation of the old salary scales as far as the number of notches is concerned, that is 432 notches for non-package and 121 notches for package scale;

- 2.2. The percentage difference between notches as they appear on the salary structure will be constant at 0.5%;
- 2.3. Building from the old salary scale, the following restructuring was done:
- 2.3.1. Non-package: The odd (sandwich) notches, which were 1% apart, from the old scale, were transferred to new salary scale. The "even" notches from the old salary scale were dropped. New notches (sandwich) were created in order to ensure that the difference between the notches would be a constant 0.5%. Note: The majority of educators in this category were on odd (sandwich) notches as they had received pay progression on 01 July 2018.
- 2.3.2. Package: the **even** (sandwich) notches, which were 1% apart, from the old scale were transferred to new salary scale. The **odd** notches from the old salary scale were dropped. New notches (sandwich) were created in order to ensure that the difference between the notches would be a constant 0.5%. Note: The majority of educators in this category were on even (sandwich) notches as they had received pay progression on 01 July 2018.
- 2.4. Following are the implications in terms of **translation** to the new salary scales:
- 2.4.1. Educators that were on notches that were transferred to the new salary scale will translate to the new salary scales on the same notch value.
- 2.4.2. Educators that were on the dropped notches will translate to the new salary scale on the next notch values that are higher. Effectively, these educators will gain at least 0.3% because of translation.
- 2.4.3. Given that the even notches on the old salary scales were also reference notches, e.g. entry notches, tariff setting, promotions, demotions etc. there will effectively be an adjustment of 0.3% to reference notches.
- 2.5. The following are implications in terms of payment of **pay progression** after translation to the new salary scales:
- 2.5.1. Pay progression will be applied after translation to the new salary scales

2.5.2. Given that the difference between the actual notches is 0.5%, the value of pay progression will be the movement of three actual notches.

2.6. New in-between notches that are less than 0.5% apart thus resulting in movement of less than 1.5% are movements between 190/**191** and 194/**195** as well as 307/**308** and 311/**312**. **Notches 191, 195, 308, 312** are new in-between notches which will be made inactive on PERSAL. In line with the PAM Paragraph B.9.1.1.2 educator on and around the affected notches shall progress as follows:

- Notch Code 188 to 192
- Notch Code 189 to 193
- Notch Code 190 to 194
- Notch Code 191 "Inactive move to 192"
- Notch Code 192 to 196
- Notch Code 193 to 197
- Notch Code 194 to 198
- Notch Code 195 "Inactive move to 196"
- Notch Code 305 to 309
- Notch Code 306 to 310
- Notch Code 307 to 311
- Notch 308 "Inactive move to 309"
- Notch Code 309 to 313
- Notch Code 310 to 314
- Notch Code 311 to 315
- Notch Code 312 "Inactive move to 313" or MMS Package where applicable

2.7. As Notch Code 308 will be rendered inactive, the Principal P4 entry notch. This also affect the maximum demotion to Principal P2, Deputy Principal and Deputy Chief Education Specialist (PAM B.5.8.3.1c) will move to Notch Code 309.

3. The percentage difference between notches which applied for the purpose of the implementation of the **1.5% pay progression** as at 01 July 2019 is illustrated below:

3.1. Package and Non-package Notches (e.g. on the table below)

- Percentage difference between notches
 - Movement from the current notch to the next on the salary is 0.5%

- Movement from the current notch to the second notch is 1.0%
- Movement from the current notch to the third notch is 1.5%

Notch Code	Notch Value	Percentage gap between notches		
		0.5%	1.0%	1.5%
164	280 038	280 038	280 038	280 038
165	281 424	281 424		
166	282 825		282 825	
167	284 238			284 238

4. IMPLEMENTING SPECIFIC TRANSACTIONS

4.1. APPLYING THE 6% RULE IN CASES OF APPOINTMENTS AND RE-APPOINTMENTS (PAM B.8.5 AND CA 2 OF 2018; PROMOTIONS (PAM B.8.6); AND DEMOTION (B.8.5.8.3)

- 4.1.1.** The principle in this regard is to ensure that any movement up (appointments, promotions) or down (demotion) the salary scale must be at least 6%;
- 4.1.2.** Always count from the notch that the educator occupies or the applicable reference notch;
- 4.1.3.** Below are the examples to illustrate the counting using promotions:

Example 1 (Re-appointment)

A post level 1 educator is re-appointed to the same level and has an REQV 14 qualification and more than six (6) years' experience. The entry Notch Code for an educator with REQV 14 qualification is Notch Code 164. The educator will be placed at Notch Code 176. (Note: CA 2 of 2018 does not refer to REQV, it refers to entry level)

Example 2 (Promotion)

A post level 1 educator on Notch Code 194 is promoted to a post level 2 post. The minimum notch code applicable to post level 2 is Notch Code 210. The educator is appointed to Notch Code 210. No additional notches will be implemented as counting 6% from Notch as Code 194 ends at Notch Code 206 which below the starting Notch Code 210.

Example 3 (Promotion)

A post level 1 educator on Notch Code 207 is promoted to a post level 2 post. As the educator's salary has to be increased by at least 6%, he/she is appointed to Notch Code 219.

Example 4 (Promotion)

A P3 Principal (post level 4) on Notch Code 370 applies for a P5 post (post level 4). The minimum notch code for a P5 post is 350. The principal should either move to the minimum notch or gain at least 6%. As he/she is already on a notch higher than the minimum of 350, he/she must be appointed to Notch Code 382.

Example 5 (Demotion)

A former post level 2 educator on salary Notch Code 224 is demoted to a Teacher REQV 14 (post level 1). The salary must be decreased by 1 X 6 notches = Notch Code 212. Notch Code 212 is lower than the Notch Code 230, which is the maximum notch for Teacher REQV 14 post level 1. The educator is appointed to salary Notch Code 212.

4.2. ACTING ALLOWANCE (PAM C4)

- 4.2.1.** For the purpose of implementing the Acting Allowance in terms of Paragraph C.4.1.6 of the PAM, the 6% rule as explained in 4.1 above applies.

4.3. PER HOUR TARRIFS (PARAGRAPH C.5.1 OF THE PAM)

- 4.3.1.** The following changes will apply to the calculation of the per hour tariffs
- On Paragraph C.5.1.1.1 Notch Code 210 will apply with the 0.3% adjustment as a result of translation.
 - On Paragraph C.5.1.1.2 Notch Code 106 will apply with the 0.3% adjustment as a result of translation.
 - On Paragraph C.5.1.1.3 Notch Code 244 will apply with the 0.3% adjustment as a result of translation.

4.4. 10% BONUS ON IMPROVEMENT OF REQV (PAR B.10.2.5 OF THE PAM)

- 4.4.1.** In calculating the cash bonus the following change will apply.
- On Paragraph B.10.2.5 Notch Code 164 will apply with the 0.3% adjustment as a result of translation.

4.5. DETERMINATION OF MINIMUM (ENTRY) AND MAXIMUM SALARY AT APPOINTMENT FOR ALL POSTS

- 4.5.1. Please refer to Annexes A and B for the for the minimum entry (appointment) and maximum notches

4.6. MAXIMUM NOTCH TO TRANSLATE TO INCLUSIVE PACKAGE (PAM B.8.3.3)

- 4.6.1. The rendering of Notch Codes 308 and 312 inactive will have an effect on the maximum notch for DCES to translate Inclusive Remunerative Package.
- 4.6.2. As New Notch Code 308 is an in between notch and will be rendered inactive on PERSAL Notch Code 311 will be the maximum notch code on the basic salary range for DCES's. If a DCES pay progresses to Notch Code 313 and beyond, the DCES should therefore be translated to the Inclusive Remuneration package for educators.
- 4.6.3. A DCES who is eligible to pay progress from Notch Codes 309 to 313 (1.5%); 310 to 314 (1.5%); 311 to 315 (1.5%); 312 to 316, in terms of the new salary scale, must be translated to Notch Code 001, 002, 003 and 004 of the Inclusive Remuneration Package respectively.
- 4.6.4. **Example: P4 Principal promoted to a DCES Inclusive Package**

A P4 Principal that is on **Notch Code 345** is promoted to a DCES post. A commencing notch of the DCES post as advertised is **Notch Code 286**.

Paragraph B.8.6.2 of the PAM stipulates"

"The salary of an educator who is appointed to a graded principal post, with a higher grade than his/her current post, must be adjusted to the minimum notch of the salary range applicable to the higher grade post, provided that the educator's salary is increased at all times by at least 6%, irrespective of whether the current notch code falls below or within the higher salary range".

The educator's salary shall then be adjusted to **Notch Code 357** (12 Notches – $12 \times 0.5\% = 6\%$). Paragraph B.8.3.3.2 of the PAM makes provision for a DCES that is on **Notch Code 313** and above to be translated to the relevant notch code of the Inclusive Remuneration package for educators. The educator will therefore be translated to **Notch Code 045** of the Inclusive Remuneration Package.

Determination of the number of notches for promotions (6% equals 12 notches)

Event	Notch Code (1/7/2019) After Translations	Notch Value 1/07/2019 (After Translation)	Number of Notches ↓
	345	683 547	
	346	686 979	
	347	690 399	
	348	693 858	
	349	697 284	
PRINC P5 ENTRY NOTCH	350	700 782	
	351	704 265	
	352	707 790	
	353	711 294	
	354	714 894	
	355	718 407	
	356	722 022	
	357	725 616	

ANNEXURE A

Pam Paragraph B.8.3.3 – Table updated

	Job title	Salary range (Up to 30 June 2018 - OSD Salary Notches)		Salary range (with effect from 1 July 2018 (0.3% Equalization)		Salary range (with effect from 1 July 2019 (0.2% Equalization)	
		Minimum notch code	Maximum notch code	Minimum notch code	Maximum notch code	Minimum notch code	Maximum notch code
B.8.3.31		School-based Educator: General Classroom Teacher					
	Teacher (REQV 10, 11 and 12)	4	55 Note: REQV 10, 11 and 12 educators who qualified in terms of ELRC Collective Agreement 4 of 2009 were able to progress beyond notch 56 and were considered to be REQV 13 educators for salary purposes only. Refer to paragraph B.9.3.	006	107	6	106
	Teacher (REQV 13)	56	138	108	268	108	268
	Teacher (REQV 14+)	85	168	164	326	164	326
	Senior Teacher (REQV 13)	103	138	200	268	200	268
	Master Teacher (REQV 13)	120	138	232	268	232	268
	Senior Teacher (REQV 14+)	103	168	200	326	200	268
	Master Teacher (REQV 14+)	120	168	232	326	232	326
		School-based Educator: Manager					
	Departmental Head	108	201	210	392	210	392
	Deputy Principal	126	209	244	408	244	408

Job title	Salary range (Up to 30 June 2018 - OSD Salary Notches)		Salary range (with effect from 1 July 2018 (0.3% Equalization))		Salary range (with effect from 1 July 2019 (0.2% Equalization))	
	Minimum notch code	Maximum notch code	Minimum notch code	Maximum notch code	Minimum notch code	Maximum notch code
P1 Principal	108	186	210	362	210	362
P2 Principal	126	201	244	392	244	392
P3 Principal	144	215	280	420	280	420
P4 Principal	159	218	308	426	309	426
P5 Principal	180	221	350	432	350	432
B.8.3.3.2	Office-based Educator: Specialist					
Education Specialist	108	201	210	392	210	392
Senior Education Specialist	126	209	244	408	244	408
Deputy Chief Education Specialist (Non- Inclusive Package)	147	160	286	308	286	311
Deputy Chief Education Specialist (Inclusive Package)	01	55	01	109	01	55
Chief Education Specialist (Inclusive Package)	17	61	33	121	33	61

ANNEXURE B

Pam Paragraph B.8.5.3.1(C) – Table updated

POST	Salary range (Up to 30 June 2018 - OSD Salary Notches)	Salary range (with effect from 1 July 2018 (0.3% Equalization)	Salary range (with effect from 1 July 2019 (0.2% Equalization)
Post to which educator is re-appointed	Highest notch code to which an educator may be re-appointed after a break in service. Depending on the educator's salary position before the break in service, the educator would be re-appointed to the appropriate notch ranging from the minimum notch applicable to the post to the notch indicated below ("highest applicable notch"). Refer to the examples below.)	Highest notch code to which an educator may be re-appointed after a break in service or to which an educator may be appointed due to demotion. (Depending on the educator's salary position before the break in service, the educator would be re-appointed to the appropriate notch ranging from the minimum notch applicable to the post to the notch indicated below ("highest applicable notch"). Refer to the examples below.) With Effect from 25 September 2018 this Table is only applicable for demotions.	Highest notch code to which an educator may be appointed due to demotion.
Teacher (REQV 13)	119	230	230
Teacher (REQV 14+)	119	230	230
Departmental Head	137	266	266
Deputy Principal	159	308	309
P1 Principal	137	266	266
P2 Principal	159	308	309
P3 Principal	174	338	338
P4 Principal	193	376	376
P5 Principal	207	404	404
Education Specialist	119	230	230
Senior Education Specialist	137	266	266
Deputy Chief Education Specialist	159	308	309
Chief Education Specialist	32 (Inclusive Package)	63 (Inclusive Package)	63 (Inclusive Package)



Enquiries: Mr FJ De Bruin
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8 June 2018

Minister for Public Service and Administration
State as Employer
Minister Ayanda Dlodlo

Acting General Secretary
DENOSA
Mr C Lekhoathi

General Secretary
POPCRU
Mr N Theledi

General Secretary
HOSPERSA/ NUPSAW/ NATU
Mr N Desfontaines

General Manager
PSA
Mr I Fredericks

Chief Executive Officer
NAPTOSA
Mr B Manuel

General Secretary
SADTU
Mr M Maluleke

General Secretary
NEHAWU
Mr Z Saphetha

General Secretary
SAPU
Mr O Skommere

Chief Negotiator for the State
DPSA
Mr M Phophi

COMPLIANCE WITH CLAUSE 17.10 (c) OF THE CONSTITUTION: PUBLIC SERVICE COORDINATING BARGAINING COUNCIL

Clause 17.10 (c) of the constitution of Council provides that the General Secretary must, within 5 working days after a majority signature has been achieved in respect of any draft resolution, provide copies of the signed Resolution of Council to each party to Council.

The draft public service wage agreement that has been circulated since the 21st May 2018 has today the 8th June 2018 achieved a majority as per the provisions of clause 17.9 of the constitution of Council.

The agreement has been numbered as per clause 17.13 of the constitution and allocated a sequential number being Resolution 1 of 2018: *Agreement on the Salary Adjustments and Improvements on Conditions of Service in the Public Service for the Period 2018/2019; 2019/2020 and 2020/2021*.

The Secretariat will now be developing an implementation plan to be tabled in the Council for consideration.

We want to thank the leadership of Parties to Council for the manner in which this wage negotiations were managed to its conclusion within the provisions of the constitution of Council.

Yours sincerely,



Mr Frikkie De Bruin
GENERAL SECRETARY



RESOLUTION / OF 2018

**AGREEMENT ON THE SALARY ADJUSTMENTS AND IMPROVEMENTS ON
CONDITIONS OF SERVICE IN THE PUBLIC SERVICE FOR THE PERIOD 2018/2019;
2019/2020 and 2020/2021**

1. OBJECTIVE

To provide for a three-year multi term agreement on the salary adjustment and improvements to conditions of service for employees in the financial years 2018/2019; 2019/2020 and 2020/2021.

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 TO A THREE YEAR MULTI TERM AGREEMENT FOR
THE PERIOD 2018/2019; 2019/2020 and 2020/2021 ON THE FOLLOWING TERMS**

3. SALARY ADJUSTMENTS

3.1 The salary adjustment for the period 1 April 2018 to 31 March 2019, effective from 1 April 2018, for employees on salary levels 1-12 will be as follows;

3.1.1 Level 1 to 7 : 7%;

3.1.2 Level 8 to 10 : 6.5%; and

3.1.3 Level 11 to 12 : 6%

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3.2 The salary adjustment for the period 1 April 2019 to 31 March 2020, effective from 1 April 2019, for employees on salary levels 1-12 will be as follows;

3.2.1 Level 1 to 7 : Projected CPI +1.0%

3.2.2 Level 8 to 10 : Projected CPI +0.5%; and

3.2.3 Level 11 to12 : Projected CPI

3.3 The salary adjustment for the period 1 April 2020 to 31 March 2021, effective from 1 April 2020, for employees on salary levels 1-12 will be as follows;

3.3.1 Level 1 to 7 : Projected CPI +1.0%

3.3.2 Level 8 to 10 : Projected CPI + 0.5%; and

3.3.3 Level 11 to12 : Projected CPI

3.4 The projected CPI for the 2019/2020 and the 2020/2021 FY will be as determined by the National Treasury for these respective periods.

4. PAY PROGRESSION

4.1. Parties agree to the equalization of pay progression across the public service at 1.5% per annum to employees appointed in the public service in terms of the following legislation;

4.1.1 Employment of Educators Act 76 of 1998 (as amended);

4.1.2 Police Service Act 68 of 1995 (as amended);

4.1.3 Public Service Act 103 of 1994 (as amended); and the

4.1.4 Educators appointed in terms of the Correctional Services Act 111 of 1998 (as amended)

4.2 Parties agree to implement the equalization incrementally for;

4.2.1 Educators employed in terms of the Employment of Educators Act 76 of 1998 (as amended); TVET lecturers employed in terms of the Public Service Act 103 of 1994 (as amended); and the Educators appointed in terms of the Correctional Services Act 111 of 1998 (as amended);

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4.2.1.1 Implementation of an across the board adjustment of 0,3% of the equalization with effect from 1 July 2018;

4.2.1.2 Implementation of an across the board adjustment of 0,2% of the equalization with effect from 1 July 2019.

4.2.2 Employees employed in terms of the Police Service Act 68 of 1995 (as amended);

4.2.2.1 Implementation of an across the board adjustment of 0,2% of the equalization with effect from 1 July 2019.

5. LEAVE

5.1 Surrogacy leave

5.1.1 An employee who is a commissioning parent in terms of a surrogate motherhood agreement contemplated in the Children's Act, 2005, is entitled to four consecutive months' paid leave from the date of birth of the child.

5.1.2 If both commissioning parents, are employed in the public service, only one such parent will qualify for the surrogacy leave.

5.1.3 An employee who is a surrogate mother in terms of the Children's Act, 2005 is entitled to six consecutive weeks' leave after the birth of the child.

5.2 Temporary Incapacity Leave

5.2.1 Parties agree that the employer will develop a guiding document on the implementation of the Temporary Incapacity Leave (TIL) and table such in the PSCBC for consultation within 1 month of this agreement enjoying a majority.

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5.3 Shop Steward Leave

5.3.1 Leave taken by a shop steward while initially on annual leave, who has to perform union activities during such annual leave, shall be converted to shop steward leave, upon the receipt of a formal request with supporting documentation from the affected shop steward.

5.4 Family Responsibility Leave

5.4.1 Parties agree that the employer will take the responsibility on issuing a directive on the application of the age cap of a child without a disability in the granting of family responsibility leave and to circulate it to all departments for ease of implementation within 1 (one) month of this agreement enjoying a majority.

6 HOUSING

6.1 Parties agree to the delinking of the payment of the housing allowance of spouses. Clause 7.1.4(b) of PSCBC Resolution 2 of 2004 will therefore no longer apply to employees to qualify for a housing allowance.

6.2 Parties agree to the incremental implementation of the delinking of the housing allowance as follows;

6.2.1 Delinking of the housing allowance for spouses of employees on salary level 1-5 with effect from 1 September 2018;

6.2.2 Delinking of the housing allowance for spouses of employees on salary level 6-12 with effect from 1 September 2019.

6.3 The increase of the housing allowance on an annual basis, is guaranteed as per clause 4.6 of PSCBC Resolution 7 of 2015 with an increase by the average consumer price index (CPI) for the preceding financial year;

6.4 Parties agree that the Employer will take the responsibility of developing a definition of a Permission to Occupy (PTO) and to circulate it to all departments for ease of implementation by the date this agreement enjoys a majority; and

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6.5 Parties agree to amend clause 4.2 of PSCBC Resolution 5 of 2017, *the agreement on the establishment of an advisory body for the government employees housing scheme* by adding the following clause;

Clause- 4.2.8to prioritise a funding model specifically addressing the needs of those employees employed on salary levels 1-5.

7 COMPREHENSIVE DANGER INSURANCE

The PSCBC will ensure research is conducted on a comprehensive danger insurance within 6 (six) months from this agreement enjoying a majority.

8 OUTSTANDING MATTERS

8.1 Parties agree that the following matters be referred back to Council for a secondary process of review that must be completed within 3 (three) months from this agreement enjoying a majority;

- 8.1.1 Resolution 3 of 2009;
- 8.1.2 Resolution 4 of 2015 clause 4.1.4; and
- 8.1.3 Resolution 5 of 2015 clause 3.

8.2 Moratorium on the Filling of Vacant Posts

8.2.1 The employer confirms that there is no public service wide moratorium on the filling of funded vacant posts;

8.2.2 The employer shall provide labour with detailed statistical information on the filling of vacant posts from 1 July 2017 to 30 April 2018;

8.2.3 Parties agree to amend clause 14.1.4 of PSCBC Resolution 1 of 2007 by submitting reports to Council on a quarterly basis. The reports must include the number of funded vacancies, number of vacancies advertised, number of vacancies filled, the number of unfilled vacancies and the reasons for non-filling; and

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- 8.2.4 The employer shall submit a report on the comparative head count of employees employed by the State as at 1 July 2017 and the 31st March 2018.

9 REVIEW OF THE GOVERNMENT EMPLOYEES MEDICAL SCHEME

- 9.1 Parties agree to amend clause 4.3 of PSCBC Resolution 4 of 2017, *agreement on the review of the government employees medical scheme (GEMS)*, by adding the following clause;

Clause-4.3.8 to develop a benefit product specifically for members earning on salary levels 1-5 that will enhance medical cover on an ongoing and accessible basis.

10 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.

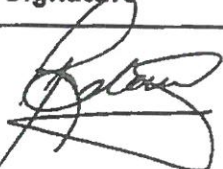
11 IMPLEMENTATION OF AGREEMENT

- 11.1 This agreement shall come into effect on the date it enjoys majority support and shall remain in force unless terminated or amended by agreement in writing;
- 11.2 In the interpretation and application of this agreement, words used in the agreement and defined within the constitution of Council will have the meaning as defined in the constitution;
- 11.3 In the event of any conflict between a provision of this agreement and any other agreement of the Council, the provision of this agreement, takes precedence; and
- 11.4 The Council will monitor the implementation of this agreement.

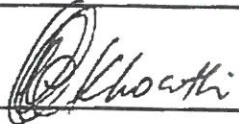

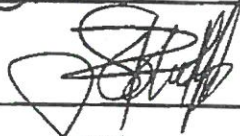


Am ZK 16

THUS DONE AND SIGNED AT CENTURION ON THIS 8TH DAY OF ^{JUNE} MAY 2018.

ON BEHALF OF THE EMPLOYER;

	Name	Signature	Date
STATE AS EMPLOYER	ROMEO ADAMS		21/05/2018.

ON BEHALF OF TRADE UNION PARTIES;

Trade Union	Name	Signature	Date
DENOSA	CASSIM LEKHOTHI		2018.05.24
HOSPERSA/NUPSAW/NATU			
NAPTOSA	Basel. Manuel		2018.06.04
NEHAWU	ZOLA SAPHETHA		2018-06-08
POPCRU	NKOSINATHI THELEMI		2018-05.21
PSA			
SADTU	MUGWENA MHLULEKE		2018/05/23
SAPU			