



RESOLUTION NO ____ OF 2009

AGREEMENT ON IMPROVEMENT IN SALARIES FOR THE FINANCIAL YEAR 2009/2010

1. OBJECTIVES:-

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

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

Salary levels	Sliding Scale
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%

N.B ***Level 12+ means employees who are on level 13 and above as a consequence of the OSD implementation and who fall within the bargaining unit.***

3.2. PROCESS FOR SALARY NEGOTIATIONS FOR FINANCIAL YEAR 2010/2011

- 3.2.1 Parties to submit proposals to PSCBC General Secretary not later than **21 September 2009**.
- 3.2.2 Negotiations to commence not later than **30 September 2009**.
- 3.2.3 Negotiations shall be finalised by no later **30 October 2009**.
- 3.2.4 Parties commit to the above-mentioned time frames and agree to engage in a constructive and expeditious manner, with the view to finalise a collective agreement prior to Government's budgetary processes.

3.3 MATTERS ARISING FROM RESOLUTION 1 OF 2007

- 3.3.1 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 Shift and Housing Allowances. Implementation shall be effected in accordance with

provisions of Resolution 1 of 2007 and the respective agreements concluded.

3.4 NEW MATTERS TABLED FOR NEGOTIATIONS

3.4.1 New 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

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

	Name	Signature

ON BEHALF OF EMPLOYEE PARTIES

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