



**GENERAL PUBLIC SERVICE SECTORAL BARGAINING CHAMBER FOR THE
DEPARTMENT OF RURAL DEVELOPMENT AND LAND REFORM**

RESOLUTION NO 1 OF 2009

**NAME OF RESOLUTION: NIGHT SHIFT ALLOWANCE AND NIGHT WORK HOURS
FOR SECURITY PERSONNEL**

1. SCOPE

This agreement binds:

- (a) the employer;
- (b) the employees of the employer who are members of the trade union parties to the agreement; and
- (c) the employees of the employer who are not members of the trade union parties to this agreement, but who fall within the registered scope of the GPSSBC and are employed by the Department of Rural Development and Land Reform

2. PURPOSE

- 2.1 Noting that the employer and the Public Servants Association (PSA) have concluded a settlement agreement under the auspices of the Public Service Co-ordinating Bargaining Council (PSCBC) in terms of which the employer agrees to compensate employees for the inconvenience of working regular night shifts.
- 2.2 Noting further that the above-mentioned agreement provides that the parties shall enter into a formal resolution in the relevant chamber of the General Public Service Sectoral Bargaining Council (GPSSBC).
- 2.3 Noting further that clause 9.9 of PSCBC Resolution 1 of 2007 provides that night work in the public service shall be deemed to be work performed between 18:00 – 06:00 or 19:00 – 07:00 by agreement between parties in the relevant bargaining chamber/council, taking into consideration operational requirements, therefore the parties agree as set out below.

LM *JedM*

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3 AGREEMENT

- 3.1 Night work in the Department of Rural Development and Land Reform shall be deemed to be work performed between 18:00 to 06:00.
- 3.2 The employer shall pay security personnel who regularly perform night work a night shift allowance.
- 3.3 The amount of the night shift allowance will be as determined by the Minister for the Public Service and Administration from time to time in the Financial Manual for Purposes of Calculation and Application of Allowances and Benefits, published by the Department of Public Service and Administration.
- 3.4 Notwithstanding the date of signature of this agreement, the night shift allowance shall be payable with effect from 01 July 2007.
- 3.5 This agreement does not apply to any dispute(s) that may arise in terms of PSCBC Resolution 3 of 1999.
- 3.6 No amendments to this agreement shall be of any force or effect unless:-
- (a) reduced to writing and signed by the employer and the admitted trade union parties representing the majority of the votes on the side of labour within the Chamber, or
 - (b) the PSCBC or GPSSBC adopts a resolution which is inconsistent with this agreement, in which case this agreement shall be deemed to be amended to the extent that it is inconsistent with such resolution.

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4. DISPUTE RESOLUTION

If there is a dispute about the interpretation or application of this agreement any party may refer the matter to the GPSSBC for resolution in terms of the dispute resolution procedure of such Council.

THIS DONE AND SIGNED AT Pretoria OF THIS 16 DAY OF June 2009.

ON BEHALF OF THE EMPLOYER PARTY

State in its Department of Rural Development and Land Reform as Employer	Name	Signature
	<i>G. van der Merwe</i>	<i>[Signature]</i>

ON BEHALF OF TRADE UNION PARTIES

Trade Union	Name	Signature
NEHAWU	Ms. L. MATSILA	<i>L Matsika</i>
PSA	Ms. J.H. van der Merwe	<i>Judith Merwe</i>

This Agreement was confirmed and ratified by the GPSSBC on the day of 2009.