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FOR PSA MEMBERS: **PAN SOUTH AFRICAN LANGUAGE BOARD (PANSALB)**

13-09-2024

PANSALB: Further consultation for inputs on draft Collective Agreements

It was previously reported that parties agreed the employer would develop draft Collective Agreements covering Long-Service Awards, Grade Progression, and Recognition of Improved Qualifications for PANSALB employees. The employer has now shared these draft Collective Agreements with the PSA for input. A task team meeting has been scheduled to discuss these. The purpose of the draft Collective Agreements is to establish guidelines for Long-Service Awards, Grade Progression, and Recognition of Improved Qualifications.

Long-Service Awards

The employer proposes implementing Long-Service Awards for all employees with ten or more years of service. The rewards include:

- **Annual leave increase** from 22 to 30 days.
- **Cash reward** of R10 899 for employees with 20 or more years of continuous service.
- **Certificate of Service** for long-standing commitment.

Grade Progression

Grade progression will apply to employees who have:

- **Completed 12 years of service** with satisfactory performance scores.
- **Completed 15 years of continuous service** for further progression.

This incentive applies only to employees on salary levels 4, 5, 6, 7, 9, and 11. Employees on salary levels 3, 8, 10, 12, and the Senior Management Service (SMS) levels are excluded from this progression benefit.

Recognition of Improved Qualifications

Employees who have attained qualifications that enhance their job performance will be rewarded. The criteria include:

- **Employees on salary levels 1 - 12** (SMS excluded).
- **Qualification must be relevant** to the employee's job.
- **One-time cash bonus** of 10% of the employee's annual salary notch, capped at the minimum notch of salary level 8.
- The **bonus is only available** for one completed qualification.
- Employees must submit a **certified copy** of their improved qualifications and academic record.
- **Employees who received a bursary** from the employer (either fully or partially) for the qualification are not eligible for this reward.

Request for input

The PSA has circulated the draft Collective Agreements to all members for input, but no responses have been received yet. Members are reminded to submit their inputs by **19 September 2024** to aubrey.mabotsa@psa.co.za.

The draft Collective Agreements are *attached* for reference. Members will be informed of developments.

Employees who want to join the PSA can visit the PSA's website (www.psa.co.za), send an email to ask@psa.co.za, or contact PSA Provincial Offices.

Reuben Maleka
GENERAL MANAGER