



the premier

Department of  
the Premier  
FREE STATE PROVINCE

## HUMAN RESOURCE CIRCULAR 14/2009

TO ALL HEADS OF PROVINCIAL DEPARTMENTS

### RESOLUTION 5 OF 2009: AGREEMENT ON IMPROVEMENT IN SALARIES FOR THE FINANCIAL YEAR 2009/2010

The above-mentioned resolution from the Public Service Co-ordinating Bargaining Council is attached for your information. The content thereof should be brought to the attention of all relevant staff.

DEPARTMENT OF THE PREMIER

DATE: .....

2009/09/17

Human Resource Advice, Co-ordination and Management Directorate

P.O. Box 517, Bloemfotein, 9301

Lebohang Building, Ground Floor, Cnr St Andrews and Markgraaf Streets, Bloemfotein

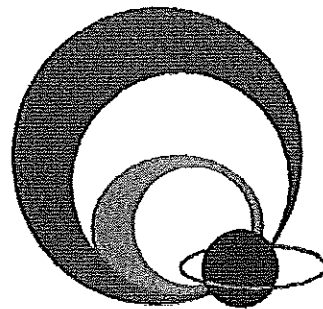
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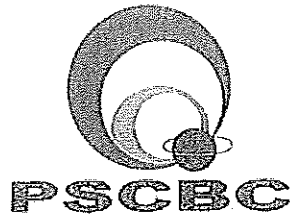
**RESOLUTION 5 OF 2009**

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



**PSCBC**

**PUBLIC SERVICE CO-ORDINATING BARGAINING COUNCIL**



PUBLIC SERVICE CO-ORDINATING BARGAINING COUNCIL

## RESOLUTION NO 5 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.

PSCBC Agreement on Improvement in Salaries for the Financial Year 2009/2010  
Public Service Bargaining Centre, 280 Basden Ave, Lyttelton, Centurion, Pretoria, 0176

P.O. Box 3123, Lyttelton South, 0176

Tel: (012) 644-8100 • Fax: 086 619 7884

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All correspondence must be addressed to the General Secretary of Council

- 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.*

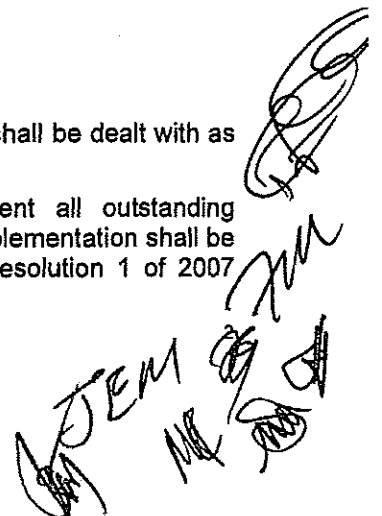
**3.2. PROCESS FOR SALARY NEGOTIATIONS FOR FINANCIAL YEAR 2010/2011**

- 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. Implementation shall be effected in accordance with provisions of Resolution 1 of 2007

PSCBC Agreement on Improvement in Salaries for the Financial Year 2009/2010.



and/or the respective agreements reached on the aforementioned matters.

### 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.

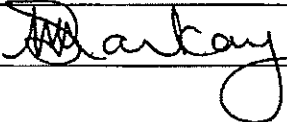
### 5. DISPUTE RESOLUTION

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.

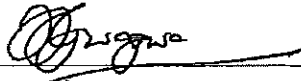

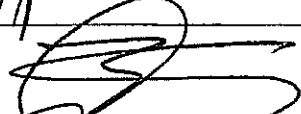
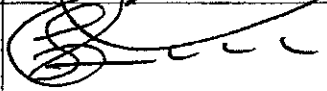

Handwritten signatures and initials, including 'JEM' and '7m', along with a small number '3'.

THIS DONE AND SIGNED AT CENTURION ON THIS THE  
7<sup>th</sup> DAY OF SEPTEMBER 2009

**ON BEHALF OF THE GOVERNMENT AS EMPLOYER**

	Name	Signature
	M. Mtshikila	

**ON BEHALF OF EMPLOYEE PARTIES**

EMPLOYEE PARTY	NAME	SIGNATURE
DENOSA	Thembele Gwagwa	
HOSPERSA/NUPSAW/ NATU	Rifas Mahleke	
NAPTOSA	HENRY HENDRICKS	
NEHAWU	RUKWU MATHOSA	
POPCRU	NATHI MABHIDA	
PSA		
SADTU	Mangweni Mahleke	
SAPU	T. MIMANE	