

NUPSAW/HOSPERSA'S SALARY DEMANDS 2004/2005

Across the board increase of 12% consisting of CPIX plus 8% real increase

NUPSAW demand that the public service worker's lives should be improved by giving them real increases which should bring them in line with their counterparts in the private sector.

Revision of Housing Subsidy alternatively to take into account the market prices of the houses from the current R70 000 to R200 000.

It is common cause that house prices has sky-rocketed over the past few years to an extend that a house costing R70 000 is no longer available in the market. The cheapest and smallest now available today cost at least R180 000. This makes it imperative for the public servants to now demand a subsidy of an equivalent amount.

The implication of this is that the subsidy needs to be increased to accommodate the high prices.

Housing Allowance of R675 for those employees who are currently not receiving same

The motivation for the above is that if we are committed to housing for all we should also recognize that housing cannot only be accessed through a bond or there may be times when a public servant may be required to be transferred elsewhere and does not wish to purchase a second house in that specific area, obviously due to financial constraints.

We believe therefore that some form of assistance should be provided and we propose an amount equal to the current maximum subsidy. This amount equals in most areas to about a third of the rental for a house or a flat.

Extension of Rural Allowance & Scare Skill Allowance to all sectors

We appreciate efforts made thus far in recognising some of the scare skills in the Public Service. However this incomplete excise has resulted in discontent in that it failed to recognize the majority as scares skills.

Special Leave for Union Activities to be increased from 10 days to 20 days per annum.

The need to have efficient shop stewards in the workplace if of importance to both the employer and the employees. We acknowledge that provision for fulltime shop stewards have been made in various sectors. However this is still inadequate compared to the level of work related to shop stewards. It is our firm believe that the time off for Union activities for Shop Stewards should definitely be reviewed.

We therefore propose the number of days should be increased from 10 to 20 days per annum and that these days does not include meetings with the employer in relevant Bargaining Councils.

Training & Recognition of prior learning to empower all so-called disadvantaged workers to assume more responsible positions in the Public Service.

We are of the view that Apartheid systems has denied many public servants from the so-called disadvantaged group the necessary skills that are now required in the Public Service in line with transformation of the public Service. We believe that the above group can be equipped with the necessary skills and recognition of prior learning on an expedited manner if all departments can take the necessary steps in line with the Skill Development Act and the Skill Development Levy Act as a matter of urgency.

Re-introduction of salary scales prior 1996.

Reality should by now have informed us that the current salary scales as well as the previous post 1996 are both unworkable and unsustainable to the Public Service. It is also a fact that with the introduction of Equate or Job Evaluation (CORE) system it has also caused nightmares with endless uncertainty to both the employer and employees.

Furthermore the current unilateral implementation of a skewed pay progression has effectively banned any form of promotion except post promotions which in any event has to be applied for.

To overcome the above problem it is now incumbent on us to re-introduce the salary structure which incorporates the principles contained in the salary scales prior 1996 to keep the moral of Public Servants high for effective and efficient service delivery.

Medical Aid

In line with the MPIX it is hereby demanded that the allowance be increased to a maximum of R1200