

## CONSOLIDATED DEMANDS OF LABOUR IN THE PSCBC FOR 2004

### 1. SALARIES AND WAGES:

#### PRINCIPLES:

- The creation of sustainable jobs
- A multi-term wage agreement
- An across the board increment in 2004
- A graduated wage increase in subsequent years with the intention of narrowing the wage gap between levels 1-16.
- Increases should be based on the year on year February CPIX + real wage increases

#### 1.1. WAGE DEMANDS:

- CPIX + 8% across the board increase for 2004
- The salary increments for :
  - i. 2005/2006 : CPIX+9%
  - ii. 2006/2007 : CPIX+10%
- The above demands will be implemented such that all employees will be guaranteed a minimum increase of at least CPIX and the difference shall be graduated to narrow the wage gap
- Implementation date to be the 01 April of each year

#### 1.2. PAY PROGRESSION:

- The PSCBC must develop a framework for a grading system that can be applicable to all sectors
- A timeframe must also be developed in the PSCBC for the implementation of grading systems in sectors
- The current pay progression be adjusted to include the following:
  - i. A reduction in the number of notches
  - ii. Institute 5% between notches and
  - iii. 15% between levels
  - iv. An investigation be conducted on all Employees who are on personal notches such that they are not denied participation in the progression system

#### 1.3. BACKLOGS:

- Educator backlogs on salary progression be prioritized and implemented urgently.
- The payment of outstanding rank and leg promotions be implemented urgently

#### 1.4. MEDICAL AID

- Increase the Employer's contribution as per resolution 3/1999 in line with MPIX or implement a contribution of R1200, whichever is the greater
- Such increase to be implemented retrospectively to 01 April 2001
- Provide a cash allowance equal to the Employers contribution to those that do not have Medical Aid
- The Employer must provide medication and complimentary medication to all Public Servants who are regarded to be in the latent stages of HIV/AIDS

#### 1.5. HOUSING:

- The Employer must provide to all Employees a housing allowance equivalent to the current housing allowance measures based on bond repayment of R200 000 irrespective of whether the house is owned or rented.

#### **1.6. PENSIONS:**

- Medical boarding as a result of HIV/AIDS should be as if a full term has been served. The boarding should thus be at 100% of possible pension and other benefits.
- Administrative procedures should be minimized to reduce delays
- Delegations on the Clinical Judgement of Medical disability must be devolved to Institutional level to avoid delays
- That all staff be entitled to retire at age 55 without being penalized.

#### **1.7. ALLOWANCES:**

##### **NIGHT DUTY/STANDBY/STANDARD AND SPECIAL DANGER / SEPARATION / SESSIONAL / SERVICE**

##### **ALLOWANCES:**

- i. All these allowances listed above be adjusted with effect from 01 April 2004 in line with the increase of CPIX or 10% whichever is greater (metropolitan and other areas) as from July 1996 to April 2004 and thereafter in April every year.
- ii. The danger, special danger and service allowances are doubled and extended
- iii. Night shift allowance and standby allowance be increased to three times the present rate

##### **ALLOWANCE FOR HEALTH CARE WORKERS:**

- The following allowance/benefits be included in the salary packages of all health care workers and be pensionable:
  1. Commuted overtime for doctors
  2. Scarce skills allowance
  3. Rural allowanc

##### **STATE MOTOR TRANSPORT SCHEME:**

- SAPS be compelled to make available funding for employees who qualify for participation in the State Motor Transport Scheme.

##### **OVERTIME RATE:**

- Overtime rate to be adjusted to 1.5 times that of the employees' hourly rate.

#### **2. LEAVE:**

Adjustments to and inclusion of the following in the current agreement:

##### **2.1. Maternity Leave:**

- Maternity leave be extended to 6 months with full pay
- Three months for stillborn children
- Special leave for maternity complications and threats of miscarriages
- Paid leave for pre and post natal examinations
- Additional 10 days special leave for mothers/spouse to attend to sick children

##### **SPECIAL ARRANGEMENT DURING PREGNANCY AND BREAST-FEEDING:**

*There should be a special provision to assign an Employee to another position with the same job title. This should be done on request by an Employee or with the consent of the Employee in the event of the following circumstances:*

1. *If the working conditions involve risk of infectious diseases or physical danger to her or her unborn child*
2. *In the event her working conditions involve hazards to the child she is breast-feeding*
3. *The Employee must retain all her rights and privileges attached to her regular position (in case of alternative position)*

## **2.2. FAMILY RESPONSIBILITY:**

- The family responsibility be extended to ten days in the event of the Employees spouse or life partner having given birth to a child
- 10 days special leave be granted to employees in the event of death in the family
- 10 days special leave be granted to employees to take care of minors if such employees are required for the purposes of a child's health, safety or education.

## **2.3. ADOPTION LEAVE:**

- For children younger than two years and three months paid leave for Employees
- If the spouse works for the public service a further one month paid leave is granted to either parent
- Special leave be granted to the Employee in the event of the child being sick

## **2.4. STUDY LEAVE:**

- Increase the present provisions for study and exam preparations

## **2.5. ANNUAL LEAVE:**

- Annual leave to be increased from 22 working days to 25 and that the same apply to staff with more than ten years service in that an additional three working days be added.

## **2.6. SPECIAL LEAVE FOR UNION ACTIVITIES:**

- The number of days be increased from the current 10 days to 20 days per annum and that these days do not include meetings with the employer in relevant Bargaining Councils and related meetings.

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## **3. PUBLIC SERVICE BURSARY FUND:**

- The principle agreement is negotiated on social security that will lead to a protected arrangement for bursary provisions for Employees and their dependents.

## **4. MINIMUM SERVICE LEVEL AGREEMENT:**

- In the event of no sectoral agreements by 30 June 2004, then the minimum service in respect of all employees designated as essential service in the relevant sectors shall be set at 25%.

## **5. RESTRUCTURING:**

- The principle for the continuation of RESTRUCTURING negotiations shall be as follows:
- The finalisation of the implementation of the Pietersburg agreement with specific reference to the creation of a minimum of 20 000 sustainable jobs
- Training of excess personnel in order to be absorbed into current vacant posts