

CONSOLIDATED DEMANDS/ PROPOSALS FOR 2007

1. PRINCIPLES

- To provide for an across the board single-term increment in 2007.
- To re-align the increment implementation date with the government budget process.
- To provide for an improved pay progression system in the public service.
- To improve the recognition of the public servants' upgrading of qualifications
- To improve the public servants' long service recognition.
- To improve and fast track the management of the Temporary Incapacity Leave in the public service.
- To review the current housing allowance
- To review the employer subsidy on the medical aid assistance
- To introduce the total cost to employer package to all public servants.

2. PROPOSALS

2.1. WAGE DEMANDS

A 12% across the board increase for 2007-2008 financial year.

2.2. IMPLEMENTATION DATE

The effective date of implementation of 2007-2008 salary increase should be 1 April 2007.

2.3. PAY PROGRESSION

The current pay progression system be adjusted to include the following:

- a) A reduction in the number of notches
- b) Institute 5% between notches and
- c) 15% between levels
- d) Conduct an investigation on all employees who are on personal notches so that they are allowed to participate in the progression system.

2.4. UPGRADING OF QUALIFICATIONS

Public servants who improve their qualifications must receive notch movements instead of a cash bonus.

2.5. LONG SERVICE AWARD

Labour proposes that the long service reward be reviewed in the following manner:

- a) 20 years recognition: a public servant should be awarded 75% of his/her monthly salary.
- b) 30 years recognition: a public servant should be awarded 100% of his/her monthly salary.

2.6. TEMPORARY INCAPACITY LEAVE

The period the employer takes in the processing the application for Temporary Incapacity Leave should be regarded as TIL until the final response is communicated to the applicant.

2.7. ADJUSTMENT OF THE MEDICAL AID SUBSIDY

The medical aid subsidy should be revised in line with the percentage increase (%) for the 2007-2008 financial years.

2.8. REVIEW OF THE HOUSING ALLOWANCE

The employer must set aside funds to complete the phase-in of the non-pensionable housing allowance, to a maximum of R403, for all permanent employees by 1 July 2007.

2.9. THE TOTAL COST TO EMPLOYER PACKAGE

All public servants should be placed on the total cost to employer package