



NATIONAL PUBLIC SERVICE WORKERS UNION (NPSWU)

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UPDATE ON SALARY NEGOTIATIONS

SCOPE

Labour: 3yr multi term agreement

Employer: 3 yr multi term agreement

Both parties agree

SALARY ADJUSTMENT

Labour: Levels 1 to 7: CPI + 3% Employer: Levels 1-7: CPI + 1.5%

"	8-10: "	+ 2%	"	"	8-10: "	+ 1%
"	11-12: "	+ 1%	"	"	11-12 "	+

0.5%

No consensus: Parties still engaging

Pay Progression

There's consensus: Parties agree to the equalization of pay progression across the Public Service at 1.5% on an annual basis

LEAVE

Parties agree that the age cap of 18 yrs for children with severe special needs to be assisted during their illness, will be dealt with i.t.o clause 4 of PSCBC Res 2/2015



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Parties agree that employees as committing parents under surrogacy agreement, will be eligible to 4 months surrogacy leave

Parties agree that the employer will develop a guiding document on Temporary Incapacity Leave

Parties agree that leave taken by shopstewards while on vacation leave to be converted to leave for trade union activities

HOUSING

Parties agree to the delinking of spouses for the purpose of payment of housing allowance

Employer: The increase of the Housing allowance annually by CPI

Labour: to move from R2 500 p.m to R1 500 p.m

No consensus: Parties still engaging

Parties agree on the development of a definition of PTO- Permission to Occupy by e/r & to circulate it to all depts for ease of implementation

Parties agree that PIC must create a housing investment portfolio that will direct investment of the scheme

COMPREHENSIVE SOCIAL SECURITY

The PSCBC will conduct research to benchmark within 6 months from the date of agreement



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OUTSTANDING MATTERS

Parties agree that be referred back to Council:

Res 3/2009

Res 4/2015

Res 5/2015

MORATORIUM ON THE FILLING OF VACANT POSTS

Parties agree that the E/r will conduct an audit to establish where such practices may exist

BURSARY SCHEME

Parties agree on a process to establish a bursary scheme for children of public servants

LABOUR INPUT

L/r proposes that in conceding to their demand for the abolishment of salary 1-3, the e/r should consider developing a mechanism through which the benefit structure for level 1-5 would be enhanced. L/r further indicated that they will revert to the E/r, with a firm proposal on the enhancement as proposed