

UPDATE ON 2018 WAGE NEGOTIATIONS

ISSUE	CURRENT LABOUR POSITION	CURRENT EMPLOYER POSITION
Term of Agreement	3 year multi-term	Agreement
Salary Increase	Salary Levels*: 1 – 7: projected CPI + 3.0% 8 – 10: projected CPI + 2.0% 11 – 12: projected CPI + 1.0%	No agreement Salary Levels*: 1 – 7: projected CPI + 1.5% 8 – 10: projected CPI + 1.0% 11 – 12: projected CPI +0.5%
Pay progression	Equalisation of pay progression across public service (i.e. educators also to receive 1, 5% pay progression p.a. instead of current 1%)	Agreement
Leave	Assistance of children during illness-removal of age cap of 18 years	No agreement Removal of age cap, but only in cases of children with severe special needs
	Leave equal to maternity leave for male employees under a surrogacy agreement	Agreement
	Temporary Incapacity Leave – development of guiding document	Agreement Time frame to be decided
	Shop steward leave – vacation leave to be converted to shop steward leave if recalled for union activities	Agreement
	Family responsibility leave additional 3 days to care for sick parent	No agreement
	Leave for religious observance -3days	No agreement
Housing	Housing allowance to be increased to R 1 500 p.m.	No agreement
	Payment of housing allowance to both spouses who are public servants	Agreement
	The savings option of the housing allowance to be voluntary	No agreement
	Savings portion of housing allowance to be paid out upon resignation	No agreement
	A definition of PTO (Permission to Occupy) to be developed	Agreement
	PIC to create a housing investment portfolio	Agreement

Comprehensive Danger Insurance	PSCBC to conduct research within 6 months and sectors to complete identification of categories within 2 months	Agreement Time frame for identification still to be agreed
Moratorium on filling of vacant posts	Employer to conduct audit of departments to establish where moratorium practices occur – within 6 months	Agreement
Bursary scheme	Bursary scheme for children of public servants to be established	Agreement That process be established
Benefits for salary levels 1-5	Labour to develop proposals	Awaiting proposals

- **Current maximum of salary level 7 = R 266 943**
- **Current maximum of salary level 10 = R 491 847**
- **Current maximum of salary level 12 = R 917 970**

