

COLLECTIVE AGREEMENT CONCLUDED ON THE 29TH APRIL 2005 IN
THE BARGAINING CHAMBER FOR THE DEPARTMENT OF
CORRECTIONAL SERVICES [DBC]

[TRANSITIONAL AGREEMENT TOWARDS THE IMPLEMENTATION
OF THE 7 DAY ESTABLISHMENT]

Agreement Number:	2/2005	
Date	29/04/2005	

1. Objectives

The objective of this agreement is to:

- 1.1. To regulate the transitional working arrangements for employees in the Department of Correctional Services during the phasing in of the seven day establishment:
 - 1.1.1. In accordance with the provisions of the Labour Relations Act as well as any Act governing the occupational health and safety;
 - 1.1.2. With due regard to the health and safety of the community, employees and the inmates;
 - 1.1.3. With due regard to the Code of Good Practice;

2. Scope

This agreement is applicable and binding to the employer and employees:

- 2.1. Who are employed by the Department of Correctional Services;
- 2.2. Who fall within the registered scope of the DBC; and
- 2.3. All recognised Labour Organisations within the Department of Correctional Services.

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3. Principles of the Agreement

Parties agree that:

- 3.1. The status quo in terms of the working cycle and shifts [working for twelve days and getting off on the alternative weekend] shall be retained until 31 March 2008.
- 3.2. As a transitional arrangement DBC Resolution 1 of 2005 is extended until 31 May 2005.
- 3.3. Employees performing duties on Saturdays shall be compensated by time-off until 31 March 2008.
- 3.4. Time-offs accumulated for working on Saturdays should be taken within twenty one [21] days following the month which the official have worked; if for operational reasons (and approved by the Area Commissioner) time-offs can not be utilised, such time-offs may be extended beyond the twenty one [21] days but not exceeding a period of six months. The employee must be allowed to utilise such time-offs within the extended six months.
- 3.5. The Department of Correctional Services shall pay employees who work on a Sunday at double the employees' wage for each hour worked until 31 March 2008.
- 3.6. DCS shall compensate employees who work on public holidays with time off which will be taken in accordance with the provisions of paragraph 3.4 above.
- 3.7. An interim Career Pathing system for employees in the Department of Correctional Services shall be developed in the DBC and upon completion it shall form part of this Agreement as Annexure A. This interim career pathing system shall remain in force until the provision of the guidelines by the Sectoral Bargaining Council.
- 3.8. The Department of Correctional Services, in consultation with parties undertakes to:
 - 3.8.1. With the approval of parties and GPSSBC, implement an interim career pathing for employees at level [3 - 12] based on the criteria contained in Annexure A.

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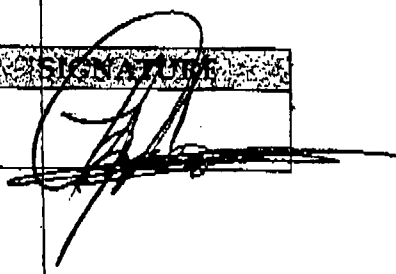
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- 3.8.2. The DCS shall endeavour to fill all vacant posts based on the financed post establishment.
- 3.8.3. Provide the three-year Employment Plan [2005 – 2008] with specific time frames and the number of employees to be employed in each financial year, subject to Treasury approval. In case where Treasury disapproves funding of employment of additional personnel for the 2006/2007 and 2007/2008 financial years, the working arrangements shall be revisited in the DBC. The Employment Plan would form part of this Agreement as Annexure B.
- 3.9. Working arrangements in terms of the phasing in of the 7 day establishment within the Department shall be carried out within the provisions of this agreement, where there are deviations; those deviations should be agreed upon within the respective management area.
- 3.10. An agreement shall be concluded in the DBC to finalise the system of a permanent 7 day establishment for the Department of Correctional Services for implementation with effect from 1 April 2008.
- 3.11. Labour and Employer commit themselves to a joint awareness campaign during May 2005 with regards to the phasing in of the 7 day establishment at the employers expense.
- 3.12. Implementation date
- 3.12.1. The implementation date for this Agreement shall be 01 June 2005.
- 3.13. Dispute Resolution
- 3.13.1. Any dispute arising from the application and interpretation of this Agreement shall be dealt with in accordance with the dispute resolution procedure of the General Public Services Sectoral Bargaining Council [GPSSBC]

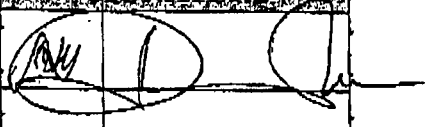
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This done and signed at Pretoria on this 29th day of April 2005 by the following representatives duly mandated by their respective organisations:

On behalf of the Employer

ORGANISATION	REPRESENTATIVE	SIGNATURE
Department of Correctional Services	CHABA M.F	

On behalf of Labour organisations

ORGANISATION	REPRESENTATIVE	SIGNATURE
POPCRU	LEADLA MOINISENI	
PSA		

This Agreement was confirmed and ratified by the GPSSBC on day of 2005.

ORGANISATION	REPRESENTATIVE	SIGNATURE
EMPLOYER		
POPCRU		
NEHAWU		
PSA		