

RESOLUTION NO ____1____ OF 2011

RATIFICATION OF COLLECTIVE AGREEMENT:

**AGREEMENT ON THE ESTABLISHMENT OF PARITY IN SALARIES OF
SUPPORT STAFF EMPLOYED IN THE PUBLIC FURTHER EDUCATION AND
TRAINING COLLEGES (FETC)**

Noting, the provisions of sub rule 14.5 and sub rule 14.6 of the Governance Rules, requiring Council to consider the ratification of an agreement in terms of sub rule 14.4

Also noting, the provisions of sub rule 14.7 of the Governance Rules on the status of such ratified agreement

Council in the meeting of the 5th November 2009 considered the agreement presented for ratification and agreed by decision of the Council to ratify such agreement.

This agreement therefore becomes an agreement of the Council for purposes of review and dispute resolution as per the provisions of the Governance Rules as from the date of ratification.

The Constitution of Council as per clause 16.13 determines the numbering of this Resolution.

Parties are required to ensure the implementation of the agreement as per clause 4(f) of the main agreement and sub rule 5 of the Governance Rules.

Date: 3 March 2011

Place: Centurion



Sharlaine Oodit
Secretary to Council

All correspondence must be addressed to the General Secretary

Public Services Bargaining Centre
260 Basden Avenue, Lyttelton, 0176
PO Box 16605, Lyttelton, 0140

**FURTHER EDUCATION AND TRAINING
COLLEGES BARGAINING UNIT**

***COLLECTIVE AGREEMENT NO.
1 OF 2010***

**ESTABLISHING PARITY IN SALARIES OF
SUPPORT STAFF EMPLOYED IN PUBLIC
FURTHER EDUCATION AND TRAINING
COLLEGES**

For correspondence must be addressed to the General Secretary

General Secretary
GPSSBC
100 Peachtree Street, N.E.
Atlanta, Georgia 30309

Phone: (404) 522-7111 Fax: (404) 522-7112
E-mail: info@gpssbc.org



ESTABLISHING PARITY IN SALARIES OF SUPPORT STAFF EMPLOYED IN PUBLIC FURTHER EDUCATION AND TRAINING COLLEGES

1. PURPOSE OF THIS AGREEMENT

The purpose of this agreement is to establish parity in salaries for support staff historically employed by Public Further Education and Training Colleges with those employees who were transferred from the State to Public Colleges.

2. SCOPE OF THIS AGREEMENT

This agreement applies to and binds:

- 2.1 The Public FET Colleges represented by the FETCEO as the employer;
- 2.2 All the support staff employees of the employer whose salaries are not congruent with the salary structure in the Public Service Regulations and who are historically employed by Colleges whether such employees are members of trade union parties to this agreement or not.

3. THE PARTIES TO COUNCIL NOTE AS FOLLOWS

- 3.1 Some college support staff are remunerated from College funds (and not from the allocation from the state) and therefore did not receive the same salary as paid for State employees.
- 3.2 Management posts i.e. College Principals and Deputy Principals are excluded from the provisions of this Agreement as they are employees of the State.
- 3.3 Support staff previously employed by the State were transferred to the employ of Public FET Colleges with effect from 1 January 2008 with retention of their existing salary and conditions of service.

4. THE PARTIES TO COUNCIL THEREFORE AGREE AS FOLLOWS:

4.1 The Salary Remuneration Dispensation

- 4.1.1 That the existing salary scales used in the Public Service as per PSCBC Resolution 5 of 2009, and as per determination by the Minister for Public Service and Administration, be adopted and be made applicable to all support staff in Public FET Colleges.
- 4.1.2 The salary scales and designations as on **Annexure A** shall be applicable.

4.2 Translation Measures

- 4.2.1 That the salaries of support staff who are historically and currently employed by colleges and were duly appointed before or after 1 January 2008 and are still in the employ of the public FET Colleges and whose salaries or annual basic notch value are lower than the minimum notch of the applicable range as described by the Public Service shall be translated to the minimum annual basic notch of the applicable salary range as adopted in paragraph 4.1.1 of this agreement.

4.3 Measures to facilitate translation from the existing dispensation to appropriate salary scales attached to the new dispensation are based on the following principles:

- 4.3.1 No legitimately employed Support Staff member shall receive a salary (annual basic notch) that is less than what he/she received on 31 March 2010
- 4.3.2 The salary structure and scales that are currently applicable to persons employed by the State under the Public Service Act (Act 103 of 1994) shall apply to all support staff employed by Public FET Colleges
- 4.3.3 Support Staff who are legitimately and directly employed by Public FET Colleges before and after 1 January 2008 and are still in employ in the sector and whose salaries are congruent with the existing Public Service salary structure shall retain their notch.
- 4.3.4 Support Staff who are legitimately and directly employed by Public FET Colleges before and after 1 January 2008 and are still in employ in the sector and who's salaries are higher than the maximum notch of the applicable salary range (personal notch) retain their personal notch.
- 4.3.5 Where a basic annual salary notch is being augmented with an allowance paid by the College for attracting or retaining a skill, only the basic annual salary notch will be considered for translation purposes and not the allowance part.
- 4.3.6 *Parties commit themselves to finalize all matters relating to conditions of service as a 2nd phase for support staff via negotiations in the GPSSBC FETCBU.*

5 DATE OF IMPLEMENTATION

- 5.1 The provisions of this agreement shall take effect on 1 April 2010, provided that is ratified in the GPSSBC.

6. INTERPRETATION AND APPLICATION

- 6.1 In the event of any conflict between the provisions of this Agreement and any other Agreement of the Council, the provisions of this Agreement shall take precedence.
- 6.2 No amendments to this Agreement shall be of force or effect unless reduced in writing and agreed upon by the parties to the Council as a Resolution Council.

7. DISPUTE RESOLUTION

- 7.1 Any dispute about the interpretation or application of this agreement shall be



resolved in terms of the dispute resolution procedure of the Council.

8. DEFINITIONS

8.1 Support Staff includes staff who render:

- a) academic support services;
- b) student support services;
- c) human resource management;
- d) financial management;
- e) administration;
- f) maintenance of the buildings and gardens
- g) catering services; and
- h) security services

8.2 FETC Act 16 of 2006- Act promulgated on 11 December 2006 to regulate Matters in the FETC Sector

8.3 Legitimately employed Support Staff Member – “means employment duly Authorize by the Council or its delegate onto a post on the approved organizational Structure of the College.”

8.4 Annual basic salary notch- “means the annual notch value divided by 12 excluding benefits”

8.5 Salary Structure- “means the salary scales as defined by PSCBC Resolution 3 of 2009, clause 3.”

8.6 Augmented Salary (top – up) – “added non pensionable salary allowance which is paid on top of the annual basic annual salary notch excluding benefits.”

8.7 Benefit -” means access to housing allowance, pension fund, medical aid subsidy and 13th cheque OR calculated as a 37% in lieu of benefits”

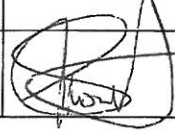
8.8 Conditions of Service-“means the total remuneration dispensation in terms of the Public Service Regulations

8.9 Translation-‘means to bring salaries on par with the applicable Scale/Levels in the Public Service



Thus done and signed at Centurion on this 10 day of FEBRUARY 2011 by:

ON BEHALF OF THE PUBLIC FET COLLEGE AS EMPLOYER

FETCEO ON BEHALF OF THE COLLEGES	NAME	SIGNATURE
	M. MASULUKE	

ON BEHALF OF EMPLOYEES PARTIES

TREDE UNION	NAME	SIGNATURE
NEHAWU	FANNY PHETLHU	
PSA	Eitel Bock	
POPCRU		

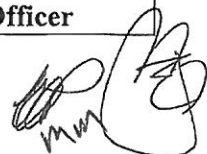


**TRANSLATION KEY (PERSAL TABLES 264 & 265): PUBLIC SERVICE ACT APPOINTEES NOT COVERED
BY OSDs: 1 JULY 2010**

Salary level	No.	Salary notches/total CTE packages (increments) on 30 June 2010 (Rpa)				Salary notches/total CTE packages (increments) on 1 July 2010 (Rpa)			
		Full-time	Part-time			Full-time	Part-time		
			6/8th	5/8th	3/8th		6/8th	5/8th	3/8th
1	1	48,210	36,159	30,132	13,560	51,825	38,868	32,391	14,577
	2	48,930	36,699	30,582	13,761	52,599	39,450	32,874	14,793
	3	49,668	37,251	31,044	13,968	53,394	40,047	33,372	15,018
	4	50,412	37,809	31,509	14,178	54,192	40,644	33,870	15,243
	5	51,168	38,376	31,980	14,391	55,005	41,253	34,377	15,471
2	1	51,936	38,952	32,460	14,607	55,830	41,874	34,893	15,702
	2	52,716	39,537	32,949	14,826	56,670	42,504	35,418	15,939
	3	53,505	40,128	33,441	15,048	57,519	43,140	35,949	16,179
	4	54,309	40,731	33,942	15,273	58,383	43,788	36,489	16,422
	5	55,122	41,343	34,452	15,504	59,256	44,442	37,035	16,665
	6	55,950	41,964	34,968	15,738	60,147	45,111	37,593	16,917
	7	56,790	42,594	35,493	15,972	61,050	45,789	38,157	17,172
	8	57,639	43,230	36,024	16,212	61,962	46,473	38,727	17,427
	9	58,506	43,881	36,567	16,455	62,895	47,172	39,309	17,691
	10	59,382	44,538	37,113	16,701	63,837	47,877	39,897	17,955
	11	60,273	45,204	37,671	16,953	64,794	48,597	40,497	18,225
	12	61,176	45,882	38,235	17,205	65,763	49,323	41,103	18,495
3	1	62,094	46,572	38,808	17,466	66,750	50,064	41,718	18,774
	2	63,027	47,271	39,393	17,727	67,755	50,817	42,348	19,056
	3	63,972	47,979	39,984	17,991	68,769	51,576	42,981	19,341
	4	64,932	48,699	40,584	18,261	69,801	52,350	43,626	19,632
	5	65,904	49,428	41,190	18,537	70,848	53,136	44,280	19,926
	6	66,894	50,172	41,808	18,816	71,910	53,934	44,943	20,226
	7	67,899	50,925	42,438	19,098	72,990	54,744	45,618	20,529
	8	68,916	51,687	43,074	19,383	74,085	55,563	46,302	20,835
	9	69,948	52,461	43,719	19,674	75,195	56,397	46,998	21,150
	10	70,998	53,250	44,373	19,968	76,323	57,243	47,703	21,465
	11	72,066	54,051	45,042	20,268	77,472	58,104	48,420	21,789
	12	73,143	54,858	45,714	20,571	78,630	58,974	49,143	22,116
4	1	73,584	55,188	45,990	20,697	79,104	59,328	49,440	22,248
	2	74,688	56,016	46,680	21,006	80,289	60,216	50,181	22,581
	3	75,807	56,856	47,379	21,321	81,492	61,119	50,934	22,920
	4	76,944	57,708	48,090	21,642	82,716	62,037	51,699	23,265
	5	78,099	58,575	48,813	21,966	83,955	62,967	52,473	23,613
	6	79,272	59,454	49,545	22,296	85,218	63,915	53,262	23,967
	7	80,460	60,345	50,289	22,629	86,496	64,872	54,060	24,327
	8	81,669	61,251	51,042	22,968	87,795	65,847	54,873	24,693
	9	82,890	62,169	51,807	23,313	89,106	66,831	55,692	25,062
	10	84,135	63,102	52,584	23,664	90,444	67,833	56,529	25,437
	11	85,398	64,050	53,373	24,018	91,803	68,853	57,378	25,821
	12	86,679	65,010	54,174	24,378	93,180	69,885	58,239	26,208

Salary level	No.	Salary notches/total CTE packages (increments) on 30 June 2010 (Rpa)				Salary notches/total CTE packages (increments) on 1 July 2010 (Rpa)			
		Full-time	Part-time			Full-time	Part-time		
			6/8th	5/8th	3/8th		6/8th	5/8th	3/8th
5	1	87,978	65,985	54,987	24,744	94,575	70,932	59,109	26,601
	2	89,298	66,975	55,812	25,116	95,994	71,997	59,997	27,000
	3	90,639	67,980	56,649	25,494	97,437	73,077	60,897	27,405
	4	91,998	69,000	57,498	25,875	98,898	74,175	61,812	27,816
	5	93,378	70,035	58,362	26,262	100,380	75,285	62,739	28,233
	6	94,779	71,085	59,238	26,658	101,886	76,416	63,678	28,656
	7	96,201	72,150	60,126	27,057	103,416	77,562	64,635	29,085
	8	97,641	73,230	61,026	27,462	104,964	78,723	65,604	29,520
	9	99,108	74,331	61,944	27,873	106,542	79,908	66,588	29,967
	10	100,596	75,447	62,874	28,293	108,141	81,105	67,587	30,414
	11	102,105	76,578	63,816	28,716	109,764	82,323	68,604	30,870
	12	103,635	77,727	64,773	29,148	111,408	83,556	69,630	31,335
6	1	105,645	79,233	66,027	29,712	113,568	85,176	70,980	31,941
	2	107,232	80,424	67,020	30,159	115,275	86,457	72,048	32,421
	3	108,837	81,627	68,022	30,609	117,000	87,750	73,125	32,907
	4	110,469	82,851	69,042	31,068	118,755	89,067	74,223	33,399
	5	112,128	84,096	70,080	31,536	120,537	90,402	75,336	33,900
	6	113,811	85,359	71,133	32,010	122,346	91,761	76,467	34,410
	7	115,518	86,640	72,198	32,490	124,182	93,138	77,613	34,926
	8	117,252	87,939	73,284	32,976	126,045	94,533	78,777	35,451
	9	119,007	89,256	74,379	33,471	127,932	95,949	79,959	35,982
	10	120,792	90,594	75,495	33,972	129,852	97,389	81,159	36,522
	11	122,607	91,956	76,629	34,485	131,802	98,853	82,377	37,071
	12	124,443	93,333	77,778	35,001	133,776	100,332	83,610	37,626
7	1	130,425	97,818	81,516	36,681	140,208	105,156	87,630	39,435
	2	132,384	99,288	82,740	37,233	142,314	106,737	88,947	40,026
	3	134,370	100,779	83,982	37,791	144,447	108,336	90,279	40,626
	4	136,383	102,288	85,239	38,358	146,613	109,959	91,632	41,235
	5	138,429	103,821	86,517	38,934	148,812	111,609	93,009	41,853
	6	140,505	105,378	87,816	39,516	151,044	113,283	94,404	42,480
	7	142,614	106,962	89,133	40,110	153,309	114,981	95,817	43,119
	8	144,753	108,564	90,471	40,713	155,610	116,709	97,257	43,767
	9	146,922	110,193	91,827	41,322	157,941	118,455	98,712	44,421
	10	149,127	111,846	93,204	41,943	160,311	120,234	100,194	45,087
	11	151,365	113,523	94,602	42,570	162,717	122,037	101,697	45,765
	12	153,636	115,227	96,024	43,209	165,159	123,870	103,224	46,452
8	1	161,970	121,479	101,232	45,555	174,117	130,587	108,822	48,969
	2	164,403	123,303	102,753	46,239	176,733	132,549	110,457	49,707
	3	166,866	125,151	104,292	46,932	179,382	134,538	112,113	50,451
	4	169,371	127,029	105,858	47,637	182,073	136,554	113,796	51,207
	5	171,912	128,934	107,445	48,351	184,806	138,606	115,503	51,978
	6	174,489	130,866	109,056	49,074	187,575	140,682	117,234	52,755
	7	177,105	132,828	110,691	49,812	190,389	142,791	118,992	53,547
	8	179,763	134,823	112,353	50,559	193,245	144,933	120,777	54,351
	9	182,460	136,845	114,039	51,318	196,146	147,111	122,592	55,167
	10	185,196	138,897	115,749	52,086	199,086	149,316	124,428	55,995
	11	187,974	140,982	117,483	52,869	202,071	151,554	126,294	56,832
	12	190,791	143,094	119,244	53,661	205,101	153,825	128,187	57,684

Salary level	Rank
16	Director-General
15	Deputy Director-General
14	Chief Director
13	Director
12	Deputy Director (2 nd leg) (Provisioning Administration/ Security Administration/ Communication/ Training/ Personnel Management/ Internal Audit/ Financial Management/ Library Services/Administration/ Work Study Officer) - Chief Education Specialist - Senior Legal Administrative Officer
11	Deputy Director (1 st leg) (Provisioning Administration/ Security Administration/ Communication/ Training/ Personnel Management/ Internal Audit/ Financial Management/ Library Services/Administration/ Work Study Officer) - Deputy Chief Education Specialist - Senior Legal Administrative Officer
10	Assistant Director (2 nd leg) (Administration/ Library Services/Financial Management/ Internal Audit/Personnel Management/Communication/ Security/ Provisioning Administration) - Chief Artisan – Artisan Superintendent- Deputy Chief Education Specialist – Senior Legal Administrative Officer
9	Assistant Director (1 st leg) (Administration/ Library Services/Financial Management/ Internal Audit/Personnel Management/Communication/ Security/ Provisioning Administration) – Control Personnel Officer – Chief Language Practitioner – Chief Training Officer – Chief Work Study Officer- Chief Artisan – Artisan Superintendent – First Education Specialist – Legal Administrative Officer
8	Senior Administrative Officer – Senior State Accountant – Senior Provisioning Administrative Officer – Chief Personnel Officer – Senior Personnel Practitioner - Control Security Officer – Senior Security Administration Officer – Principal Communication Officer – Senior Training Officer – Senior Internal Auditor – Principal Librarian – Senior Work Study Officer – Artisan Foreman – Chief Artisan – Artisan Superintendent - Senior Education Specialist - Legal Administrative Officer
7	Administrative Officer – Chief Administration Clerk - State Accountant – Chief Accounting Clerk – Chief Provisioning Administration Clerk – Provisioning Administrative Officer – Principal Personnel Officer – Personnel Practitioner – Senior Secretary Grade IV – Chief Security Officer – Security Administration Officer - Training Officer – Chief Library Assistant – Senior Librarian - Principal Telecom Operator – Chief Registry Clerk – Head: Data Capturing – Senior Communication Officer – Internal Auditor – Work Study Officer- Artisan Foreman – Education Specialist – Legal Administrative Officer
6	Assistant Administrative Officer - Senior Administration Clerk Grade III – Assistant State Accountant - Senior Accounting Clerk Grade III - Senior Provisioning Administration Clerk Grade III – Assistant Personnel Practitioner - Senior Personnel Officer Grade III – Senior Secretary Grade III - Senior Security Officer Grade II – Assistant Training Officer - Senior Telecom Operator Grade III – Librarian – Communication Officer - Senior Registry Clerk Grade III - Principal Typist Grade II – Principal Data Typist Grade II - Assistant Internal Auditor – Work Study Assistant - Artisan – Legal Administrative Officer



5	Senior Administration Clerk Grade II – Senior Accounting Clerk Grade II Senior Provisioning Administration Clerk Grade II- Senior Personnel Officer Grade II – Senior Secretary Grade II - Senior Security Officer Grade I – Senior Telecom Operator Grade II - Senior Library Assistant Grade II - Senior Registry Clerk Grade II - Principal Data Typist Grade I - Principal Typist Grade I – Senior Internal Auditor – Principal Foreman – Artisan – Legal Administrative Officer
4	Senior Administration Clerk Grade I – Senior Accounting Clerk Grade I - Senior Provisioning Administration Clerk Grade I - Senior Personnel Officer Grade I – Senior Secretary Grade I - Security Officer Grade III – Senior Telecom Operator Grade I - Senior Registry Clerk Grade I - Senior Typist – Senior Library Assistant Grade I - Senior Foreman – Chief Messenger – Principal Operator - Pupil Artisan (apprentice)
3	Administration Clerk – Accounting Clerk Grade II - Provisioning Administration Clerk Grade II - Personnel Officer Grade II – Secretary – Security Officer Grade II – Registry Clerk Grade II – Telecom Operator Grade II – Principal Messenger – Library Assistant Grade II– Internal Auditor – Tradesman Aid – Cleaner Grade III – Foreman – Driver Grade II – Senior Operator – Data Typist Grade II – Typist Grade II- Pupil Artisan (apprentice)
2	Accounting Clerk Grade I - Personnel Officer Grade I – Provisioning Administration Clerk Grade I – Registry Clerk Grade I – Telecom Operator Grade I - Security Officer Grade I - Security Guard Grade II – Senior Messenger – Cleaner Grade II– Food Services Aid Grade II – Operator – Library Assistant Grade I – Driver Grade I - General Worker Grade II – Data Typist Grade I – Typist Grade I -
1	Messenger – Cleaner Grade I – Food Services Aid Grade I– Security Guard Grade I – General Worker Grade I
Educators, Artisans and Legally qualified officials are appointed in accordance with the applicable OSD and the levels indicated above are approximated	

