

GENERAL PUBLIC SERVICE SECTOR BARGAINING COUNCIL

RESOLUTION NO 4 OF 2013

**AGREEMENT ON EXTENSION OF
RESOLUTION 4 OF 2009**

**FINALIZATION OF MATTERS LINKED TO
THE OCCUPATIONAL SPECIFIC
DISPENSATION OF EDUCATORS IN THE
DEPARTMENT OF CORRECTIONAL
SERVICES ACT, ACT NO 111 of 1998**

All correspondence must be addressed to the General Secretary

Public Service Bargaining Centre
280 Basden Avenue, Lyttelton, 0176
PO Box 16663, Lyttelton, 0140

Tel: +27 12 644 8132, Fax: +27 12 664 8749
Web: www.gpsbc.org.za



1. PURPOSE OF THIS AGREEMENT

- 1.1. To finalize outstanding matters pertaining to the Occupational Specific Dispensation (OSD) for Educationists employed in terms of the Correctional Services Act, Act No 111 of 1998.

2. SCOPE OF THIS AGREEMENT

- 2.1. This collective agreement applies to and binds:

- 2.1.1. The employer, and

- 2.1.2. All the employees of the employer as defined in the Correctional Services Act No 111 of 1998 whether such employees are members of trade union parties to this collective agreement or not.

3. THE PARTIES TO COUNCIL NOTE AS FOLLOWS:

- 3.1. ELRC Resolution 1 of 2008 provided for the introduction of the OSD for Educators employed in terms of the Employment of Educators Act. The resolution provided for the implementation of the OSD, amongst others the translation of Educators to the OSD key scale.
- 3.2. GPSSBC Resolution 2 of 2009 extended ELRC Resolution 1 of 2008, to the educators employed under the Correctional Services Act, Act No 111 of 1998 with effect from 1 April 2008.
- 3.3. In terms of Clause 4 of ELRC Resolution 1 of 2008 parties agreed to a further process on investigation amongst others, matters relating to experience recognition and pay progression in terms of the OSD provisions.
- 3.4. ELRC Resolution 4 of 2009 was concluded on 14 August 2009 with the aim to finalize outstanding matters related to the OSD for Educators in Public Education.
- 3.5. This agreement extends the relevant matters, as contained in ELRC Resolution 4 of 2009, to the Educators employed in terms of the Correctional Services Act.

4. THE PARTIES TO COUNCIL THEREFORE AGREE AS FOLLOWS:

4.1. Recognition of Experience

- 4.1.1. With effect from 1 July 2009, experience shall be recognized based on the awarding of one notch for every 3 years worked, calculated from the date of employment as an Educator.



- 4.1.2. The revised OSD salary notch shall be calculated based on the position of the Educator as on 30 June 2009.
- 4.1.3. The recalculation of the salary notch shall be limited to all Educators with 3 and more years of actual service as on 30 June 2009.
- 4.1.4. The current provisions relating to the recognition of relevant experience on appointment from outside the public service shall still apply.

4.2. Salary Progression

- 4.2.1. Educators are entitled to Salary Progression of 3% which shall be paid on 1 July 2009 as a once off measure; thereafter 1% annual salary progression shall apply.
- 4.2.2. The date of salary progression is on 1 July of a specific year. The first salary progression will be in terms of ELRC Resolution 4/2009.
- 4.2.3. Educators in Department of Correctional Services received 1% salary progression on 1 July 2008 and 1% salary progression on 1 July 2009.
- 4.2.4. Therefore Educators in the Department of Correctional Services will receive 1% salary progression in terms of this resolution.

4.3 Improvement of Conditions of Service for Educators on REQV 10 - 12

- 4.3.1 With effect from 1 July 2009 all educationist on REQV 10 – 12 (M+1/M+2) who have been appointed permanently in line with ELRC Agreement 4 of 2001 shall be moved to REQV 13 (M+3) for salary purposes.

5. SENIOR AND MASTER EDUCATORS

- 5.1. Noting that the Employer has indicated that there are no Senior and Master Educators currently on the structure of the Department, and Labour's contention that such positions exist, the following shall apply should it be found that these positions existed prior to the signing of this agreement.
- 5.2. All Senior and Master Educators in employment at 1 July 2009 will receive a 3% once off cash bonus of the annual salary notch.
- 5.3 Any Senior or Master Educators employed after the abovementioned date will not qualify.

6. DATE OF IMPLEMENTATION

6.1. The provisions of this Collective Agreement shall take effect on the date of signing.

7. INTERPRETATION AND APPLICATION

7.1. In the event of any conflict between the provisions of this Agreement and any other Collective Agreement of the GPSSBC the provisions of this Collective Agreement shall take precedence.

7.2. No amendments to this Collective Agreement shall be of force or effect unless reduced in writing and agreed upon by the parties to the GPSSBC as a Collective Agreement of the GPSSBC.

8. DISPUTE RESOLUTION

8.1. Any dispute about the interpretation or application of this collective agreement shall be resolved in terms of the dispute resolution procedure of the GPSSBC.

Thus done and signed at **Centurion** on this day of **18 June** **2013** by:

ON BEHALF OF THE STATE AS EMPLOYER

STATE AS EMPLOYER	NAME	SIGNATURE
	T.M. SIKO	

ON BEHALF OF THE EMPLOYEE PARTIES

TRADE UNION	NAME	SIGNATURE
NEHAWU		
POPCRU	UNATHI KA THELEDA	
PSA	Maleka Keuben	