

RESOLUTION _____ OF 2023

AGREEMENT ON THE PAYMENT OF A SALARY ADJUSTMENT IN THE PUBLIC SERVICE FOR THE FINANCIAL YEARS 2023/2024 AND 2024/2025

1. OBJECTIVE

To provide for an agreement on the payment of a salary adjustment for employees employed in the public service for the financial year 2023/2024 and financial year 2024/2025.

2. SCOPE

2.1. This agreement binds the state as employer and all employees who:

2.1.1. are employed by the State; and

2.1.2. fall within the registered scope of the Council.

3. PARTIES AGREE AS FOLLOWS

3.1. That the 2022/23 non-pensionable cash allowance payable to employees shall continue to be paid until 31 March 2023.

3.2. Employees who are appointed on a part-time basis, i.e. 6/8, 5/8 and 3/8, will receive the pro-rata portion of the non-pensionable cash allowance payable in terms of their contractual appointment.

3.3. That the employer shall pay the employees on levels 1 – 12 and those appointed in terms of an OSD employed in the Public Service a pensionable salary increase for the financial years 2023/24 and 2024/25 as follows:

3.4. For the Financial Year 2023/24

3.4.1 In attempt to avoid salaries of public servants lagging behind the labour market as a result of high cost of living (bring salaries of the public servants in line with the market), the employer shall pay employees on salary levels 1 – 12 including those remunerated in terms of an OSD employed in the Public Service an average increase of 7.5% distributed as follows:

3.4.1.1 Translation of the current non-pensionable cash allowance into a pensionable salary, estimated at an average of 4.2%; and

3.4.1.2 An additional 3.3% pensionable salary increase.

3.5. For the Financial Year 2024/25

3.5.1. The employer shall pay employees on salary levels 1 – 12 including those remunerated in terms of an OSD employed in the Public Service a pensionable salary increase of a Projected CPI for the financial year 2024/25.

3.6. Projected CPI Capped

3.6.1. In the event that the Projected CPI percentage for the relevant period as contemplated in clauses 3.5.1, and 3.6.1 is less than 4.5%, the Projected CPI for the relevant period will be deemed to be 4.5% and in the event the Projected CPI for the relevant period is above 6.5%, the Projected CPI will be deemed to be 6.5%.

3.6.2. If the projected CPI for the relevant periods as contemplated in clauses 3.5.1 and 3.6.1 is between 4.5% and 6.5%, the projected CPI will be deemed to be that particular CPI figure between 4.5% and 6.5%.

3.6.3. The projected CPI for the 2025/25 will be as determined by the National Treasury for the respective year.

4. PAY PROGRESSION

The employer shall process the payment of the pay progression to all qualifying employees employed in the public service in respect of the applicable performance cycles in terms of any or all PSCBC and Sectoral Agreements regulating pay progression.

5. GOVERNMENT EMPLOYEES HOUSING SCHEME (GEHS)

Parties agree to expedite the decisions on the implementation of the GEHS as agreed to during the Public Service Summit and as entrenched in PSCBC Resolution 1 of 2022 and its agreed implementation plan.

6. COMPLIANCE CLAUSE

The employer duly represented by the Department of Public Service and Administration warrants that it has the requisite authority and National Treasury approval to conclude this agreement. In particular, the employer warrants that, in concluding this agreement, it has complied with:

6.1. The Public Service Act 103 of 1994 (as amended); and

6.2. Regulations 78 and 79 of the Public Service Regulations, 2016.

7. DISPUTE RESOLUTION

If there is a dispute about the interpretation or application of this agreement any party may refer the matter to the Council for resolution in terms of the dispute resolution procedure of the Council.

8. IMPLEMENTATION OF THE AGREEMENT

8.1. This agreement shall come into effect on the date it enjoys the majority support and shall remain in force unless terminated or amended by agreement in writing.

8.2. In the interpretation and application of this agreement, words used in the agreement and defined within the constitution of Council will have the meaning as defined in the constitution.

8.3. The Council will monitor and enforce the implementation of this agreement.

THIS DONE AND SIGNED AT _____ ON THIS _____
DAY OF _____ 2023.

ON BEHALF OF THE EMPLOYER

	Name	Signature	Date
State as Employer			

ON BEHALF OF TRADE UNION PARTIES

Trade Union	Name	Signature	Date
DENOSA			
HOSPERSA			
NAPTOSA			
Trade Union	Name	Signature	Date

NEHAWU			
POPCRU			
PSA			
SADTU			
SAPU			

CONFIDENTIAL & WITHOUT PREJUDICE