



PUBLIC SERVICE CO-ORDINATING BARGAINING COUNCIL

## RESOLUTION NO 3 OF 2009

### AGREEMENT ON A REVISED SALARY STRUCTURE FOR EMPLOYEES ON SALARY LEVELS 1 – 12 NOT COVERED BY AN OCCUPATION SPECIFIC DISPENSATION

#### 1. OBJECTIVE

- 1.1 To give effect to clause 5 of Resolution 1 of 2007 by introducing a revised salary structure for all occupational categories graded on salary levels 1 – 12 not covered by any Occupation Specific Dispensation (OSD).
- 1.2 To introduce a career pathing model and grade progression for identified salary levels.

#### 2. SCOPE

- 2.1 This agreement binds-
  - 2.1.1 the employer;
  - 2.1.2 the employees of the employer who are members of the trade union parties to this agreement; and
  - 2.1.3 the employees of the employer who are not members of the trade union parties to this agreement, but who fall within the registered scope of the Council.
  - 2.1.4 employees appointed in terms of the Public Service Act, 1994 as amended.
- 2.2 This agreement is not applicable to the following employees-
  - 2.2.1 employees covered by Occupation Specific Dispensations referred in the PSCBC Resolutions 1 of 2007 and 3 of 2008;
  - 2.2.3 members of the Senior Management Service.

  
Public Service Bargaining Centre, 260 Basden Ave, Lyttelton, Centurion, Pretoria, 0176

P.O. Box 3123, Lyttelton South, 0176

Tel: (012) 644-8100 • Fax: 086 619 7884

E-mail: [info@pscbc.org.za](mailto:info@pscbc.org.za) • Website: <http://www.pscbc.org.za>

All correspondence must be addressed to the General Secretary of Council

### 3. PARTIES TO THE COUNCIL AGREE

#### Revised Salary Structure

3.1 The revised salary structure for salary levels 1-12 (Addendum 1), which provides for the following:

3.1.1 Reduction in the number of notches per salary level to 12 notches for salary 2-12 and 5 notches for salary level 1; and

3.1.2 Fixed percentage increment between the notches to be 1.5%.

3.2 The translation of affected employees to the new salary structure will be effected in accordance with the translation table at Addendum 2.

3.3 Progression to a higher notch within the scale attached to a salary level will be based on performance in terms of existing departmental performance management and development systems.

#### Career Pathing for salary levels 1-12

3.4 Career pathing for all employees is based on the following principles:

3.4.1 Availability of posts (this is applicable to Clause 3.6.2.3);

3.4.2 Following the approved recruitment and selection processes;

3.4.3 Performance;

3.4.4 Continuous years of service in the public service; and

3.4.5 Change in the scope of work (this is applicable to Clause 3.6.2.3).

#### Grade Progression Model

3.5 The grade progression model is based on the following principles:-

3.5.1 Posts are graded based on the outcome of Job Evaluation;

3.5.2 Recognition of performance; and



3.5.3 Completed continuous years of service on a salary level irrespective of the notch.

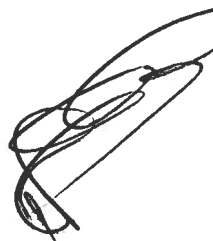
3.6 The model will be structured as follows:

#### 3.6.1 Salary levels 1-2 and salary levels 2-3

3.6.1.1 With effect from 1 April 2009 all employees on salary level 1 with 5 years of completed continuous service, shall grade (salary level) progress to salary level 2.

3.6.1.2 With effect from 1 April 2009 all employees on salary level 2

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with 20 years of completed continuous service (combined experience of salary levels 1 and 2), shall grade progress to salary level 3.

3.6.1.3 With effect from 1 April 2009, employees appointed directly on salary level 2 with 15 years of completed continuous service, shall grade progress to salary level 3.

3.6.1.4 With effect from 1 April 2010, employees shall grade (salary level) progress from salary level 1 to 2 after 5 years of continuous service, and from salary level 2 to 3, after 20 years of combined continuous service (combined experience of salary levels 1 and 2), based on satisfactory performance (the average assessment over the last 2 year period will determine the performance rating).

**3.6.2 Salary levels 4-5; salary levels 5-6; salary levels 6-7 and salary levels 7- 8**

3.6.2.1 Subject to the Public Service Regulations and based on the outcome of the Job Evaluation exercise, posts are advertised and filled at the minimum notch of the first appropriate salary level.

3.6.2.2 With effect from 1 April 2010 (salary adjusted with effect from 01 July annually), an employee on salary level 4, 5, 6 or 7, who has completed 15 years of continuous service on a salary level, irrespective of the notch, and has obtained at least satisfactory rating in his/ her performance assessments (the average assessment over the last 2 year period will determine the performance rating), shall grade (salary level) progress to salary level 5, 6, 7 or 8 respectively. This is not subject to the availability of posts.

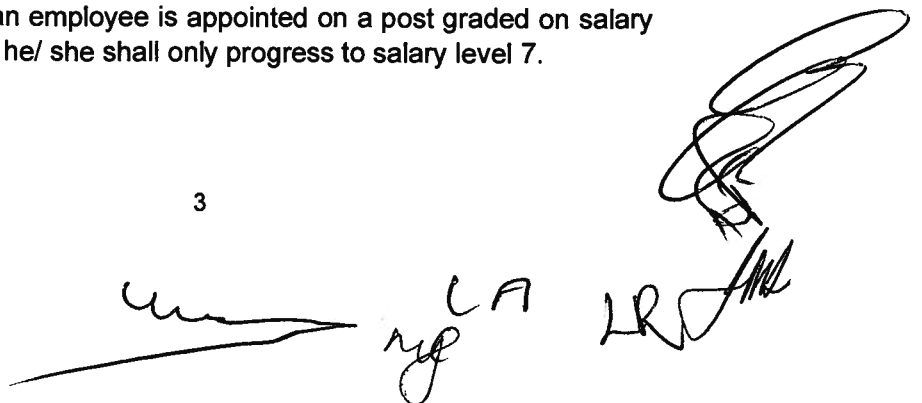
3.6.2.3 Grade progression will be capped for employees on salary level 3, 8 and 10. Therefore, employees cannot grade progress from salary levels 3 to 4, from salary level 8 to 9 and from salary level 10 to 11.

3.6.2.4 Employees can only grade progress from salary levels 4 to 5, or from salary level 5 to 6, or from salary level 6 to 7, or from salary level 7 to 8.

3.6.2.5 When an employee is appointed on a post graded on salary level 4, he/she shall only progress to salary level 5.

3.6.2.6 When an employee is appointed on a post graded on salary level 5, he/she shall only progress to salary level 6.

3.6.2.7 When an employee is appointed on a post graded on salary level 6, he/ she shall only progress to salary level 7.



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- 3.6.2.8 When an employee is appointed on a post graded on salary level 7, he/ she can only progress to salary level 8.
- 3.6.2.9 No employee who was appointed on salary level 4, 5 and 6 can grade progress to salary level 6, 7 and 8 respectively, i.e. grade progress over 2 salary levels. These employees must apply for vacant funded posts graded on those salary levels.
- 3.6.2.10 This provision does not do away with the provisions of the Job Evaluation system in the public service.
- 3.6.2.11 Average performers shall grade (salary level) progress after 15 years.
- 3.6.2.12 Accelerated Grade Progression will be as follows:
- 3.6.2.12.1 An employee who has performed above satisfactory for 12 years cumulatively in a specific salary level, shall grade (salary level) progress from salary level 4 to 5 or from salary level 5 to 6 or from salary level 6 to 7 or from salary level 7 to 8. Only 30% of the employees per year may be awarded grade progression in this regard.
- 3.6.2.12.2 Recognition for accelerated grade progression commences with effect from 1 April 2010.

### **3.6.3 Salary levels 9-10 and salary levels 11-12**

- 3.6.3.1 With effect from 1 April 2010 (salary adjusted with effect from 01 July annually), an employee on salary levels 9 and 11 with 15 years of completed continuous service on the salary level irrespective of the notch and has obtained at least satisfactory rating in his/ her performance assessment, shall grade (salary level) progress to salary level 10 and 12 respectively.
- 3.6.3.2 The commencing salary for all employees on posts not covered by any OSD as per PSCBC Resolutions 1 of 2007 and 3 of 2008, and appointed as Assistant Directors and Deputy Directors shall, with effect from 1 July 2010, be on salary levels 9 and 11 respectively.
- 3.6.3.3 Average performers shall grade (salary level) progress after 15 years.
- 3.6.3.4 Accelerated Grade Progression will be as follows:
- 3.6.3.4.1 An employee who has performed above satisfactory for 12 years cumulatively in a salary level irrespective of the notch, shall grade (salary level) progress from salary level



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9 to 10 or from salary level 11 to 12. Only 30% of the employees per year may be awarded grade progression in this regard.

3.6.3.4.2 Recognition for accelerated grade progression commences with effect from 1 April 2010.

**4. GENERAL PROVISION**

- 4.1 With regard to grade progression and career pathing, this agreement does not set aside existing provisions that are more favourable in the public service.
- 4.2 The agreement shall be reviewed in 2011, by the parties to PSCBC.

**5. DATE OF IMPLEMENTATION**

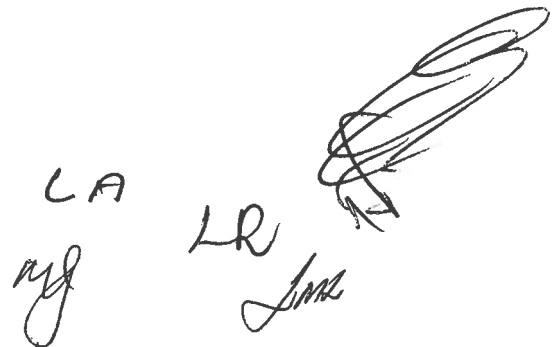
- 5.1 The provisions of this Agreement shall take effect from 1 April 2009, except for clauses 3.6.2 and 3.6.3, which shall take effect from 1 April 2010.

**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 unless reduced to writing and agreed upon at the Council as a Resolution of the Council.


**7. DISPUTE RESOLUTION**

- 7.1 Disputes about the interpretation or application of this Agreement shall be dealt in accordance with the dispute resolution procedure of the Council.

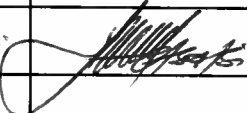

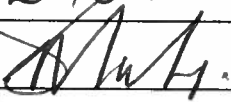

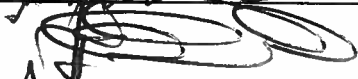


THIS DONE AND SIGNED AT CENTURION ON THIS THE  
24 DAY OF JULY 2009




ON BEHALF OF THE EMPLOYER PARTY

	NAME	SIGNATURE
STATE AS EMPLOYER	CLIVE MTSHISA	

ON BEHALF OF THE TRADE UNION PARTIES

TRADE UNION	NAME	SIGNATURE
DENOSA	MODISE LETSATS	
HOSPERSA/NUPSAW/NATU		
NAPTOSA		
NEHAWU	L. RALIKONYANA	
POPCRU		
PSA		
SADTU	M. J. MALUTKE	
SAPU	T. NIMANE	

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**SALARY LEVELS WITH EFFECT FROM 1 APRIL 2009 FOR FULL-TIME EMPLOYEES:**

SALARY LEVEL												
Salary notches												
	1	2	3	4	5	6	7	8	9	10	Inclusive packages	
	1	2	3	4	5	6	7	8	9	10	11	12
1	42,663	45,960	54,951	65,700	78,552	94,326	117,501	145,920	174,243	217,482	344,052	407,745
2	43,302	46,650	55,776	66,687	79,731	95,742	119,265	148,110	176,856	220,743	349,212	413,862
3	43,953	47,349	56,613	67,686	80,928	97,176	121,053	150,330	179,508	224,055	354,450	420,069
4	44,613	48,060	57,462	68,700	82,140	98,634	122,868	152,586	182,202	227,415	359,769	426,369
5	45,282	48,780	58,323	69,732	83,373	100,113	124,710	154,875	184,935	230,826	365,163	432,765
6		49,512	59,199	70,779	84,624	101,616	126,582	157,197	187,710	234,291	370,641	439,257
7		50,256	60,087	71,838	85,893	103,140	128,481	159,555	190,524	237,804	376,200	445,845
8		51,009	60,987	72,918	87,180	104,688	130,407	161,949	193,383	241,371	381,843	452,535
9		51,774	61,902	74,010	88,488	106,257	132,363	164,379	196,284	244,992	387,573	459,321
10		52,551	62,829	75,120	89,817	107,850	134,349	166,842	199,227	248,667	393,387	466,212
11		53,340	63,774	76,248	91,164	109,470	136,365	169,347	202,215	252,396	399,285	473,205
12		54,138	64,728	77,391	92,532	111,111	138,411	171,885	205,248	256,182	405,276	480,303

TRANSLATION KEY FOR FULL-TIME EMPLOYEES: PUBLIC SERVICE ACT APPOINTEES

Salary level	Notch no.	Salary notches 31 March 2009 (R.p.a.)	Salary notches 1 April 2009 (R.p.a.)
1	1	42,663	42,663
	2	43,089	43,302
	3	43,515	43,953
	4	43,950	43,953
	5	44,385	44,613
	6	44,832	45,282
	7	45,276	45,960
	8	45,726	45,960
	9	46,185	46,650
	10	46,653	47,349
	11	47,112	47,349
	12	47,583	48,060

Salary level	Notch no.	Salary notches 31 March 2009 (R.p.a.)	Salary notches 1 April 2009 (R.p.a.)
2	1	47,787	48,060
	2	48,267	48,780
	3	48,744	48,780
	4	49,230	49,512
	5	49,731	50,256
	6	50,226	50,256
	7	50,721	51,009
	8	51,234	51,774
	9	51,744	51,774
	10	52,257	52,551
	11	52,788	53,340
	12	53,316	53,340

Salary level	Notch no.	Salary notches 31 March 2009 (R.p.a.)	Salary notches 1 April 2009 (R.p.a.)
3	1	54,879	54,951
	2	55,434	55,776
	3	55,986	56,613
	4	56,550	56,613
	5	57,111	57,462
	6	57,684	58,323
	7	58,263	58,323
	8	58,845	59,199
	9	59,436	60,087
	10	60,024	60,087
	11	60,627	60,987
	12	61,239	61,902
	13	61,845	61,902
	14	62,466	62,829
	15	63,087	63,774
	16	63,717	63,774

Salary level	Notch no.	Salary notches 31 March 2009 (R.p.a.)	Salary notches 1 April 2009 (R.p.a.)
4	1	64,410	65,700
	2	65,055	65,700
	3	65,703	66,687
	4	66,360	66,687
	5	67,026	67,686
	6	67,692	68,700
	7	68,373	68,700
	8	69,051	69,732
	9	69,744	70,779
	10	70,446	70,779
	11	71,148	71,838
	12	71,856	72,918
	13	72,576	72,918
	14	73,302	74,010
	15	74,034	75,120
	16	74,772	75,120

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Salary level	Notch no.	Salary notches 31 March 2009 (R.p.a.)	Salary notches 1 April 2009 (R.p.a.)
5	1	76,194	78,552
	2	76,959	78,552
	3	77,727	78,552
	4	78,504	78,552
	5	79,287	79,731
	6	80,076	80,928
	7	80,880	80,928
	8	81,687	82,140
	9	82,506	83,373
	10	83,331	83,373
	11	84,165	84,624
	12	85,008	85,893
	13	85,860	85,893
	14	86,718	87,180
	15	87,582	88,488
	16	88,464	88,488
P	89,346	89,817	

Salary level	Notch no.	Salary notches 31 March 2009 (R.p.a.)	Salary notches 1 April 2009 (R.p.a.)
6	1	94,326	94,326
	2	95,277	95,742
	3	96,225	97,176
	4	97,197	98,634
	5	98,160	98,634
	6	99,144	100,113
	7	100,134	101,616
	8	101,130	101,616
	9	102,147	103,140
	10	103,170	104,688
	11	104,199	104,688
	12	105,237	106,257
	13	106,296	107,850
	14	107,355	107,850
	15	108,429	109,470
	16	109,515	111,111

Salary level	Notch no.	Salary notches 31 March 2009 (R.p.a.)	Salary notches 1 April 2009 (R.p.a.)
7	1	117,501	117,501
	2	118,674	119,265
	3	119,865	121,053
	4	121,059	122,868
	5	122,271	122,868
	6	123,489	124,710
	7	124,728	126,582
	8	125,973	126,582
	9	127,233	128,481
	10	128,505	130,407
	11	129,789	130,407
	12	131,091	132,363
	13	132,399	134,349
	14	133,725	134,349
	15	135,066	136,365
	16	136,419	138,411
P	137,976	138,411	

Salary level	Notch no.	Salary notches 31 March 2009 (R.p.a.)	Salary notches 1 April 2009 (R.p.a.)
8	1	145,920	145,920
	2	147,384	148,110
	3	148,863	150,330
	4	150,345	152,586
	5	151,854	152,586
	6	153,366	154,875
	7	154,899	157,197
	8	156,447	157,197
	9	158,016	159,555
	10	159,591	161,949
	11	161,184	161,949
	12	162,795	164,379
	13	164,427	166,842
	14	166,071	166,842
	15	167,733	169,347
	16	169,410	171,885


  
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Salary level	Notch no.	Salary notches 31 March 2009 (R.p.a.)	Salary notches 1 April 2009 (R.p.a.)
9	1	174,243	174,243
	2	175,977	176,856
	3	177,741	179,508
	4	179,520	182,202
	5	181,317	182,202
	6	183,132	184,935
	7	184,959	187,710
	8	186,810	187,710
	9	188,676	190,524
	10	190,557	193,383
	11	192,468	193,383
	12	194,391	196,284
	13	196,338	199,227
	14	198,300	199,227
	15	200,283	202,215
	16	202,287	205,248
	P	204,090	205,248
P	210,489	210,489	

Salary level	Notch no.	Salary notches 31 March 2009 (R.p.a.)	Salary notches 1 April 2009 (R.p.a.)
10	1	217,482	217,482
	2	219,651	220,743
	3	221,850	224,055
	4	224,073	227,415
	5	226,308	227,415
	6	228,576	230,826
	7	230,862	234,291
	8	233,163	234,291
	9	235,497	237,804
	10	237,855	241,371
	11	240,231	241,371
	12	242,637	244,992
	13	245,061	248,667
	14	247,512	248,667
	15	249,984	252,396
	16	252,483	256,182

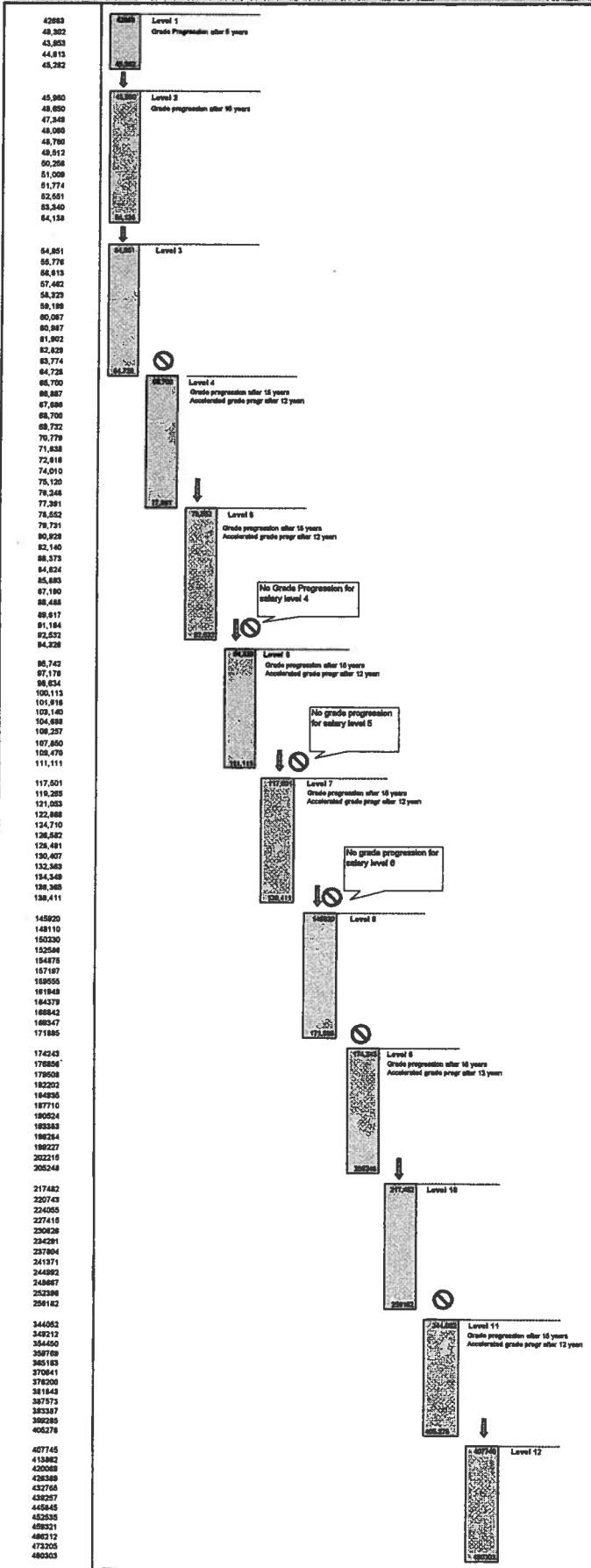
Salary level	Notch no.	Packages 31 March 2009 (R.p.a.)	Packages 1 April 2009 (R.p.a.)
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11	1	344,052	344,052
	2	347,454	349,212
	3	350,886	354,450
	4	354,357	354,450
	5	357,864	359,769
	6	361,404	365,163
	7	364,977	365,163
	8	368,589	370,641
	9	372,237	376,200
	10	375,921	376,200
	11	379,638	381,843
	12	383,394	387,573
	13	387,192	387,573
	14	391,026	393,387
	15	394,896	399,285
	16	398,805	399,285

Salary level	Notch no.	Packages 31 March 2009 (R.p.a.)	Packages 1 April 2009 (R.p.a.)
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12	1	407,745	407,745
	2	411,783	413,862
	3	415,863	420,069
	4	419,985	420,069
	5	424,149	426,369
	6	428,349	432,765
	7	432,591	432,765
	8	436,881	439,257
	9	441,210	445,845
	10	445,581	445,845
	11	449,997	452,535
	12	454,461	459,321
	13	458,964	459,321
	14	463,512	466,212
	15	468,111	473,205
	16	472,758	473,205

**SALARY NOTCH PACKAGE**  
**REVISED SALARY STRUCTURE FOR LEVELS 1 - 12 WITH EFFECT FROM 1 APRIL 2008**



- 43883
- 48,302
- 43,853
- 44,813
- 45,242
- 45,960
- 48,850
- 47,348
- 45,008
- 48,780
- 48,512
- 50,258
- 51,008
- 51,774
- 52,561
- 53,340
- 64,138
- 64,851
- 56,776
- 56,815
- 57,462
- 58,329
- 58,198
- 60,097
- 60,967
- 61,802
- 62,829
- 63,774
- 64,728
- 65,700
- 66,887
- 67,688
- 68,708
- 68,732
- 70,779
- 71,838
- 72,818
- 74,010
- 75,120
- 76,248
- 77,381
- 78,522
- 79,721
- 80,928
- 82,140
- 88,373
- 84,824
- 85,683
- 87,190
- 88,488
- 89,817
- 91,184
- 92,531
- 84,328
- 85,742
- 87,178
- 88,634
- 100,113
- 101,818
- 103,140
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**Legend**  
 Grade progression to higher production level (salaries) ↓  
 GP - Grade Progression  
 No further Grade Progression ⊙

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 LR  
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