

## **PSCBC Resolution 1 of 2007 (clause 5)**

### **Labour's Counter Proposal to the Draft Agreement on a Revised Salary Structure for Employees on Salary Levels 1 – 12 not covered by an OSD as submitted by the Employer at the PSCBC Council meeting of 30 April 2009**

#### **1. PRINCIPLES**

##### **Principle 1**

No employee who is promotable in terms of experience, qualifications and acquired competencies should remain on the same salary level for three years or more; in other words, should a promotable employee not progress after three years owing to the non availability of a post he/she should automatically progress unless his / her next higher level is a supervisory post.

##### **Principle 2**

In line with the principle adopted for various categories in the OSD it is proposed that a set of salary grades be attached to posts in each category.

##### **Principle 3**

The difference in percentage between the maximum notch of one level and the minimum notch of the next level must be at least 6% (Four notches)

##### **Principle 4**

The grade progression measures set out below do not take away the employee's right to apply for a higher post at any higher level, even before complying with the years of service applicable for grade progression.

#### **2. PROGRESSION MEASURES**

Four broad categories of employees are utilized to illustrate the above principles as applied to the promotion measures viz.: general assistant, admin clerk, admin officer and middle management.

##### **a. General Assistant**

With effect from 1 January 2009 all level 1, 2 and 3 employees must grade progress to the next higher level in accordance with the principles above and applying the following progression measures:

- Excellent: 2 years service in the rank
- Above average: 2 years 6 month service in the rank
- Average: 3 years service in the rank

##### **b. Clerks**

With effect from 1 January 2009 all employees on levels 3 to 7 must progress to the various higher levels (i.e. from 3 to 4, 4 to 5, 5 to 6, and 6 to 7) in accordance with the above principles and applying the following progression measures:

- Excellent: 2 years service in the rank
- Above average: 2 years 6 month service in the rank
- Average: 3 years service in the rank

With effect from 1 January 2009 all employees, e.g. Chief Clerks, (level 7) who have been on the top notch/maximum notch of level 7 for a period of two years or more must be automatically translated to salary level 8, with the benefit of at least one salary notch.

#### **c. Officers**

With effect from 1 January 2009 all employees in levels 7 to 8 must progress to the higher level within the applicable range (i.e. 7 to 8) in accordance with the above principles and applying the following progression measures:

- Excellent: 2 years service in the rank
- Above average: 2 years 6 month service in the rank
- Average: 3 years service in the rank

#### **d. Middle Management (Assistant Director & Deputy Director)**

With effect from 1 Jan 2009 an employee who has performed above satisfactory for two years, accumulative, shall grade progress from salary level 9 to 10 or from 11 to 12.

An employee who has performed at an average performance level shall grade progress after 3 years.

An employee in service December 2008 shall grade progress with effect from 1 Jan 2009 from level 9 to 10 cumulatively from 11 to 12 subject thereto that he / she has at least 3 years service on the specific salary level and has obtained at least a satisfactory rating (cumulative).

NB These proposals do not take away the employer's prerogative to apply JE and appointing an ASD at level 10 and DD at 12 in any particular department.

### **3. DATE OF IMPLEMENTATION**

Paragraph 4 of the draft resolution which was submitted by the employer, states that, the date of implementation will be 1 April 2009. This date does not comply with the PSCBC Resolution 1 of 2007, par 5.2 which states that the salary progression and career pathing model is to commence on 1 January 2009.

### **4. SALARY STRUCTURE**

#### **4.1.Key Scale and Grade Progression.**

The introduction of a 1.5% notch requires a new salary scale with an accompanying translation table. The task team proposes a 6% difference between salary levels. This

equates to 4 notches. The employer's proposal perpetuates the inconsistent increases between salary levels. A key scale would remove the inconsistencies.

Refer to the table below which compares the current salary structure with the employer's proposed structure.

Refer to the diagrammatic representation of scales and posts which further highlights the shortcomings in the proposed structure.

**5. TABLE: Comparison of current salary structure (2008) with employer's proposed salary structure (2009)**

2008 salary levels			
Level	Value	Rands	% Inc
1.12	47583		
2.1	47787	204	0.4
2.12	53316		
3.1	54879	1563	2.9
3.16	63717		
4.1	64410	693	1.1
4.16	74772		
5.1	76194	1422	1.9
5.16	88464		
6.1	94326	5862	6.6
6.16	109515		
7.1	117501	7986	7.3
7.16	136419		
8.1	145920	9501	7.0
8.16	169410		
9.1	174243	4833	2.9
9.16	202287		
10.1	217482	15195	7.5

2009 Employer's proposal			
Level	Value	Rands	% Inc
1.12	50256		
2.1	48780	-1476	-2.9
2.12	57459		
3.1	55776	-1683	-2.9
3.12	65700		
4.1	64728	-972	-1.5
4.12	76248		
5.1	76248	0	0
5.12	89814		
6.1	94326	4512	5.0
6.12	111111		
7.1	117501	6390	5.8
7.12	138411		
8.1	145920	7509	5.4
8.12	171885		
9.1	178761	6876	4.0
9.12	210573		
10.1	217491	6918	3.3