

RESOLUTION 5 OF 2015

**AGREEMENT ON THE NEW DANGER DISPENSATION**

**1. SCOPE**

This agreement binds the employer and employees who:

- 1.1. Are employed by the State; and
- 1.2. Fall within the registered scope of the Council.

**2. NOTING**

- 2.1. Noting that the inclusion of the occupational categories and payment of the danger allowance towards employees attached to those occupational categories take into account:
  - 2.1.1. the nature of their duties and the work environment;
  - 2.1.2. the nature and extent of the risk to which they are exposed;
  - 2.1.3. the frequency of the risk, i.e. when do the Employees experience a genuine risk to their life's during the course of their employment or during training;
  - 2.1.4. the health and safety and/or precautionary measures the Employer has implemented to mitigate the risk;
  - 2.1.5. if mitigating measures are in place, the degree to which the risk could be mitigated. If not mitigated or partially mitigated the reasons that the risk persists and the degree to which it continues to present a genuine life-threatening risk to the employees; and
  - 2.1.6. substantive motivation provided by the Employer where the risk cannot be mitigated through safety and/or precautionary measures, substantive motivation should be provided.



**3. AGREEMENT**

- 3.1. Parties agree that the Employer shall undertake a comprehensive review of the danger dispensation applicable to the Public Service and the modality for the payment of danger allowance and such shall be tabled at the PSCBC for negotiations.
- 3.2. The sectors will identify and agree on new categories that may be included under the new danger dispensation.
- 3.3. The process outlined in clause 3.1 and 3.2, above, must be finalised within six (6) months from the date of signature of the agreement.

**4. DISPUTE RESOLUTION**

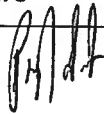
If there is a dispute about the interpretation or application of this agreement, any party may refer the matter to the Council for resolution in terms of the dispute resolution procedure of Council.

**5. IMPLEMENTATION OF THE AGREEMENT**

- 5.1. The agreement shall come into effect on the date it enjoys majority support and will remain in force unless terminated or amended by agreement.
- 5.2. The Council will monitor the implementation of this agreement.

THUS DONE AND SIGNED AT CENTURION ON THIS 20<sup>TH</sup> DAY OF MAY 2015




**ON BEHALF OF THE EMPLOYER**

	Name	Signature	Date
State as Employer	KHUMBULA NDABA		2015/05/19

**ON BEHALF OF THE UNION PARTIES**

Trade Union	Name	Signature	Date
DENOSA			
HOSPERSA/NUPSAW/NATU			

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NAPTOSA			
NEHAWU	MIKE Shingwe		19/5/15
POPCRU	IKOSINANI Mabhida		19/05/15
PSA			
SADTU	Mu GWENIA MAGLEKE		20/05/15
SAPU			