

RESOLUTION NO / OF 2021

**AGREEMENT ON THE PAYMENT OF A SALARY ADJUSTMENT IN THE PUBLIC
SERVICE FOR THE FINANCIAL YEAR 2021/2022**

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 1 April 2021 to 31 March 2022.

2. SCOPE

2.1. This agreement binds the Employer and Employees who:

2.1.1. Are employed by the State; and

2.1.2. Fall within the registered scope of the Council.

3. NON PENSIONABLE CASH ALLOWANCE

3.1. Parties agree that:

The employer will pay to all employees that were employed on or after 1 April 2021 a monthly non-pensionable cash allowance as follows:

SALARY LEVEL	NON PENSIONABLE CASH ALLOWANCE	
1	R	1 220
2	R	1 220
3	R	1 220
4	R	1 220
5	R	1 220
6	R	1 352
7	R	1 352
8	R	1 450
9	R	1 450
10	R	1 640
11	R	1 640
12	R	1 695

3.2. The non-pensionable cash allowance will be paid backdated from 1 April 2021 to 31 March 2022.

3.3. If no new agreement is reached by 31 March 2022 on the 2022/2023 salary adjustment, this non-pensionable cash allowance shall remain in force until a new agreement is entered into by the parties.

4. PENSIONABLE SALARY INCREASE

Parties agree that;

4.1. The employer will pay a once off pensionable salary adjustment of at least 1.5% to all employees employed in the public service on 1 April 2021, who do not qualify for a pensionable increase derived from pay progression in respect of the applicable performance cycle, payable to them in terms of any PSCBC or Sectoral Agreements regulating pay progression, including employees on the maximum notch of their salary levels;

4.2. Biennial pay progression of 3% shall still apply to those employees who qualify in terms of the Sectoral agreements, however in the event that an employee is eligible for 3% in 2022 and he/she would have received 1,5% in 2021 the remainder of the 1.5% will be implemented in 2022.

4.3. This 1.5% once off adjustment payable in terms of clause 4.1 will be implemented with effect from 1 July 2021.

5. 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:

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

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

6. 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.

7. IMPLEMENTATION OF AGREEMENT

7.1. 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.


7.2. 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.

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

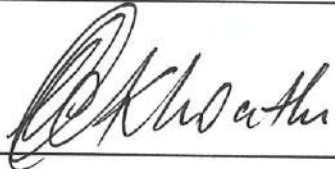



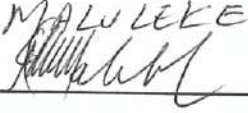
Handwritten signatures and initials in the bottom right corner of the page. The initials 'CC' are at the top left of the signature block. Below them are several other signatures, including 'SM', 'YM', 'RG', and 'K'. There is also a large, stylized signature that appears to be 'P' or 'D'.

THUS DONE AND SIGNED AT PRETORIA ON THIS 26 DAY OF JULY 2021.

ON BEHALF OF THE EMPLOYER

	Name	Signature	Date
State as Employer	YOLISWA MAKHASI		12/07/2021

ON BEHALF OF TRADE UNION PARTIES

Trade Union	Name	Signature	Date
DENOSA	CASSIM le Khoathi		26/07/2021
HOSPERSA	Susan Hichong		22/07/2021
NAPTOSA	Basil L. Mamele		13/07/2021
NEHAWU			
POPCRU			
PSA	Maleka Reuben		26/07/2021
SADTU	MUGWENA MALULEKE	MALULEKE 	2021/07/13
SAPU			