



REPORT

Meeting: PAM Task Team
Date: 13 June 2018
Time: 10H30
Venue: ELRC Building
261 West Avenue
CENTURION

1. OPENING AND WELCOME

The task team nominated Mr F Moloisi to facilitate the meeting in the absence of Mr D Lerm, the Chairperson.

2. ATTENDANCE AND APOLOGIES

2.1 Present

Ms L Munday	- Department of Basic Education
Mr A Lebepe	- Department of Basic Education
Mr S Faker	- Department of Basic Education
Ms K Frank	- SADTU
Mr S Peter	- SADTU
Mr C Scorgie	- CTU-ATU
Mr F Moloisi	- ELRC
Mr M Milne	- ELRC

2.2 Apologies

Mr D Lerm	- Chairperson
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Ms J Govender	- CTU-ATU
Ms E Raubenheimer	- CTU-ATU
Ms M Mogale	- Department of Basic Education

3. CONFIRMATION OF THE AGENDA

Decision 1:

The agenda was unanimously adopted.

4. AMENDMENTS TO THE PAM

- 4.1. The Employer indicated the following:
 - 4.1.1. That the purpose of the meeting emanated out of the previous PAM task team meetings where there was an agreement that Council would not wait a long time to update the PAM.
 - 4.1.2. That as soon as there was a resolution in place such would be brought to the task team to see what the implications were, how such would be implemented and where to effect the amendments to the PAM.
- 4.2. The Employer made a presentation on the cost of living adjustment and highlighted:
 - 4.2.1. That the methodology for the implementation of PSCBC Resolution 1 of 2018 salary adjustments and improvement on conditions of service for the financial year 2018/19; 2019/20 and 2020/21 for educators and office based educators.
 - 4.2.2. The way forward:
 - 4.2.2.1. The CoE: Scales form an addendum to the PAM as it changes annually.
 - 4.2.2.2. As to performance the proposal is that Collective Agreement 1 of 2008 be amended based on the 0.3% and the 0.2% increases to be worded as follows: Annual pay progression based on satisfactory performance shall be equal to one notch.
- 4.3. SADTU enquired whether the PSCBC Resolution 1/2008 in the "*Background*" should be PSCBC Resolution 1/2018.
- 4.4. The Employer responded that it was an error on their side and that they would amend the presentation to read PSCBC Resolution 1/2018.
- 4.5. CTU-ATU indicated the following:
 - 4.5.1. That they presumed that the 7%, 6.5% and 6% salary adjustments was the straight forward translation that would be implemented retrospective to 1st April.

- 4.5.2. Enquired what the one notch value be with regards to the last slide indicated annual pay progression based on satisfactory performance shall be equal to one notch.
- 4.6. The Employer responded as follows:
 - 4.6.1. That the resolution indicated that this year it would be 1.3% so the salary scales as they were would change.
 - 4.6.2. That what was presented in the CoE was the general adjustments that was the sliding scale which was the 1% apart from April 2018 to June 2018.
 - 4.6.3. That from July 2018 it had to be 1.3% which would introduce a completely new salary scale.
 - 4.7. CTU-ATU indicated the following:
 - 4.7.1. That administratively i.e. if applying for a post of HOD the entry notch would be 108 but if the notches are adjusted to 1.3% the entry for HOD would not be 108 anymore as there would be less notches.
 - 4.7.2. That if there was a vacancy list currently in process for filling on 1st July 2018 would that person be appointed at notch 108 or at the revised notch.
 - 4.7.3. That there would have to be a reduction in notches because of the size of the notches.
 - 4.7.4. Expressed concern that educators are appointed on wrong scales and thereafter such would have to correct.
 - 4.7.5. Expressed concern that the provinces did not understand the salary scales and how to do the adjustments therefore there was pressure of time to amend the PAM so that when it gets to provinces they would know what to do.
 - 4.7.6. That for example if an educators is appointed in a promotion post and already earning at that level the rule says the educator should get an adjustment of 6 notches or 6% therefore that could not be applicable as 6 notches would not be equal to 6%.
 - 4.7.7. Enquired how such issues would be dealt with as the as the 1st July was within 2 weeks.
 - 4.8. The Employer responded as follows:
 - 4.8.1. That it was necessary to work sequentially, if a post has already been advertised for HOD and appointment from 1st July, if the scales have not be adjusted at that stage the individual would go onto the existing scale but would have to be adjusted back dated when the new scales are introduced.
 - 4.8.2. That the discussions they had with National Treasury was that practically it was not going to be ready for 1st July 2018.
 - 4.8.3. That it was the responsibility of DBE that once a collective agreement has been signed to give proper training in provinces to ensure that provinces understand that if the scales were not in place and if somebody was appointed once the salary scales have been adjusted you would have to go to all your new appointments and readjust from 1st July 2018.

- 4.8.4. That the sequence would be the pay progression followed by the 0.3%
 - 4.8.5. That the pay progression was not based on the 0.3% but was based on the assessment that was done, it was based on the 1%, so the 1% pay progression would go through and thereafter the translation to the 0.3 i.e. 1.3% salary structure.
- 4.9. CTU-ATU indicated the following:
- 4.9.1. That with regards to promotion posts e.g. if the status quo remains, an educator apply for an HOD post and is appointed at notch 108 but in actual fact if the new salary scales are done the person might be appointed at notch 101 in the new salary scale.
 - 4.9.2. That the implications of such was the reasoning of teachers, they would then look at the new salary scales and assume they are on 108 and the value was this and this was where they need to move to.
 - 4.9.3. Expressed concern over the confusion there would be.
- 4.10. The Employer indicated the following:
- 4.10.1. That when they create a new salary structure the old notch codes also disappear as it had happened in 2008.
 - 4.10.2. That like it had happened in 2008 everything was done programmatically and they would not lose track of the old notch code into the new notch code.
- 4.11. The Employer further indicated the following:
- 4.11.1. That to address the fear that teachers might not understand, the task team should find measures to make sure there was communication explaining to the educators that the salary scale that was there before 1 July no longer exists and that there was a new salary scale.
 - 4.11.2. That there should be a communique to the provinces so that when the new salary scale was ready, it was made clear that the old salary scale should be disregarded and the new salary scale be used.
- 4.12. CTU-ATU indicated the following:
- 4.12.1. That the current ranges were so long that nobody would reach the maximum range but now the number of notched would be reduced and as such could find educators very close to the maximum salary.
 - 4.12.2. That with the new salary scale you might find somebody that is already at the maximum salary thus they would never get an increase again therefore it was necessary to interrogate such issues in the task team before 1st July 2018.
 - 4.12.3. That the communique should be with regards to how the system would work.
- 4.13. The Employer indicated the following:
- 4.13.1. That it would be difficult for them to answer all the questions posed.

- 4.13.2. Proposed that CTU-ATU and SADTU forward their questions to the Employer so that they could work on the responses which would become part of the communique – this is an example and this is what the outcome should be.
- 4.13.3. Proposed that thereafter a PAM task team meeting be convened.
- 4.14. CTU-ATU supported the proposal and indicated the following:
- 4.14.1. Expressed concern that there were going to be uncertainties that may cause many problems.
- 4.14.2. Cautioned that the provincial officials dealing with HR matters and salaries were going to be very confused.
- 4.14.3. That they would make submissions and give some examples of test cases.
- 4.14.4. Proposed that submissions should be given within 7 days and the task team reconvene 7 days thereafter.
- 4.15. The Employer indicated the following:
- 4.15.1. That once they have finalised the document they would call an urgent HR meeting.
- 4.15.2. That submissions should be forwarded to the Employer through the Secretariat by 20 June 2018.
- 4.15.3. That a PAM Task Team meeting be convened on 27 June 2018.

Decision 2:

- 1) Submissions from CTU-ATU and SADTU to be forwarded to the Employer through the Secretariat by 20 June 2018.
- 2) PAM Task Team meeting to be convened on 27 June 2018.

6. CLOSURE

- 6.1. The meeting closed at 11H54 with a vote of thanks from the Facilitator.