



UNIONS WITHDRAW FROM WAGE AGREEMENT (PSCBC RESOLUTION 2 OF 2015) (News Flash issued by NAPTOSA Head Office on 12 June 2015)

The trade union parties to the PSCBC informed the Employer yesterday that they were withdrawing from PSCBC Resolution 2 of 2015 (the wage agreement) when the Employer again breached an agreement reached between parties.

After signing the above-mentioned agreement on 19 May 2015 for a cost-of-living adjustment of 7% for the 2015/16 financial year, Labour had to learn via the grapevine that the Employer was intending to implement only a 6,4% increase. Their claim is that they are recovering 0,6% overpaid to employees under PSCBC Resolution 1 of 2012. Apart from breaching the agreement on the 7%, the Employer did not have the decency to inform the unions that they were implementing only 6,4%.

Labour rejected the Employer's interpretation, contending that the provisions of the 2012 Resolution cannot impact on Resolution 2 of 2015. As a result Labour called a Special Council meeting on 1 June 2015 to address the Employer's unwarranted actions. In that meeting parties agreed to obtain a legal opinion on the divergent interpretations. It was furthermore agreed that the Employer would halt the intended

implementation of the 6,4%, pending the outcome of the legal opinion.

To our dismay, the Employer, despite the agreement reached on 1 June 2015, is forging ahead with the implementation of the 6,4%, again not informing Labour that they were doing so. This constituted a second breach of an agreement reached between parties.

In view of the above, and to protect the interests and mandate of our members, Labour unanimously decided to withdraw from Resolution 2 of 2015 and to suspend their participation in all collective bargaining processes in the PSCBC and the sectoral bargaining councils until the dispute on the 7% has been resolved. Unions will now, in terms of their internal processes, re-evaluate their positions, including their demands.

In a media briefing today, Labour indicated that whilst they have withdrawn from Resolution 2 of 2015 they are open and available to discuss the matter with the Principals of the Employer and that the matter can be resolved if the Employer would implement the 7% that parties had agreed to.

H HENDRICKS (EXECUTIVE DIRECTOR)

ADVERTISEMENT: Post: Provincial Chief Executive Officer (Post No FS/P/PCEO/201) Province: NAPTOSA FREE STATE/NORTHERN CAPE Location of office: BLOEMFONTEIN

Description of Post: The successful candidate will, inter alia, (i) in terms of the NAPTOSA constitution, policies, vision and ethos administer NAPTOSA in the province and oversee its effective operating; (ii) manage office, staff and resources; (iii) maintain financial oversight and control; (iv) oversee Conference and committee functioning and meetings and the implementation of decisions; (v) participate in relevant provincial and national structures and support the effective functioning of provincial structures; (vi) promote an organisational structure that reflects NAPTOSA's values, upholds its brand and encourages effective service delivery; (vii) ensure that records are kept and reports prepared; (viii) ensure the distribution of information to, and communicate with, members, leadership, officials, other bodies and the media; (ix) write or approve material for distribution; (x) respond to queries, draft documents, official correspondence; (xi) represent the Union at meetings, functions, etc. as required; (xii) participate in training and collective bargaining as required.

Qualifications and requirements: (i) Suitable teaching or equivalent qualification of at least REQV 13 (at least REQV 14 is preferable); (ii) Appropriate professional experience in the Education sector; (iii) Appropriate executive and/or managerial skills and experience of at least 5 years; (iv) Sound understanding of, and experience in, financial management; (v) Sound knowledge of Education in South Africa and of Education and Labour legislation and policies; (vi) Excellent command of the English language (written and spoken) and fluency in Afrikaans and/or Sotho; (vii) Public speaking ability and experience; (viii) Computer skills (Microsoft Office Suite); (ix) Possess own vehicle and valid driver's licence

Remuneration package: Salary in the range of R328 203 – R440 364 pa; 13th cheque, pension and medical aid contributions, housing allowance, car allowance, generous leave allocation

Information: A detailed description of this post is available from the Executive Director, NAPTOSA – 012 324 1365; henryh@naptosa.org.za. The date of appointment will be 1 October 2015 or as soon as possible thereafter.

Applications: An application should include a letter, a CV of no more than 5 pages containing relevant information only and the names and contact details of 3 referees.

- Applications, clearly marked Application Post FS/P/PCEO/201, must be addressed to The Executive Director, NAPTOSA, and must be posted to PO Box 572, PRETORIA 0001; e-mailed to henryh@naptosa.org.za or hand-delivered to 270 Prince's Park Avenue, Pretoria.
- **Applications must be received by 16:00 on 30 June 2015.**
- NAPTOSA reserves the right not to fill the position.

**LOUISE SMIT
CHIEF EXECUTIVE OFFICER**

Office bearers

Chairperson: Mr Mashudu Manyaga
Deputy Chairperson: Mr Kgagudi Mogashoa
Vice Chairperson: Ms Sarah Mkatshwa

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