



**RESOLUTION 1 OF 2014 OF THE PUBLIC HEALTH
AND SOCIAL DEVELOPMENT SECTORAL
BARGAINING COUNCIL**

AGREEMENT ON THE RECOGNITION OF IMPROVED QUALIFICATIONS


R.I.M

1. PURPOSE

To give effect to clause 7 of Public Service Coordinating Bargaining Council (PSCBC) Resolution 1 of 2012: Agreement on Improvement of Salaries and other Conditions of Service

2. OBJECTIVE

To introduce a dispensation for the recognition of improved qualifications in the Public Health and Social Development Sector.

3. SCOPE OF APPLICATION

This agreement applies to-

- 3.1 The State as the Employer;
- 3.2 Public Health and Social Development personnel employed by the Employer who are members of the trade union parties to this agreement; and
- 3.3 Public Health and Social Development personnel employed by the Employer who are not members of any trade union parties to this agreement, but who fall within the registered scope of the Public Health and Social Development Sectoral Council (PHSDSBC).

4. NOTING

4.1 Clause 7 of PSCBC Resolution 1 of 2012 provides that:

- 4.1.1 The Employer will recognise the attainment of an improved qualification which is related to the employee's scope of work and enhances the employee's performance and the service delivered by the employee;
- 4.1.2 Upon attainment of the said qualification, the employee will receive a once off cash bonus of ten percent (10%) of his or her annual salary notch, provided this does not exceed the minimum notch of salary level 8, payable with effect from 01 January 2013;
- 4.1.3 The cash bonus is limited to attainment of one additional qualification;

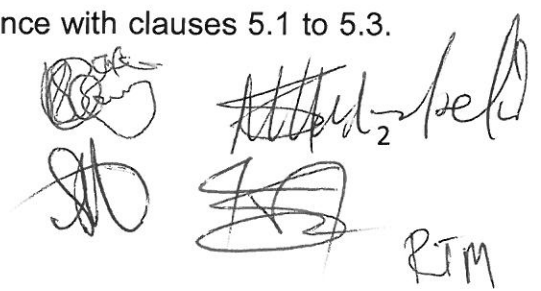
Handwritten signatures and initials, including a large signature that appears to be 'Munfeld' and initials 'RTM'.

- 4.1.4 Employees funded by the state for the attainment of an improved qualification are not eligible for the once off cash bonus;
- 4.1.5 Sectors must define the qualifications which are relevant to their respective areas of work and determine the conditions or criteria applicable for recognition of such qualifications;
- 4.1.6 Where sectors have more favourable conditions, such conditions shall be retained and any amendment thereof maybe negotiated in the sector.

5. THE PARTIES TO COUNCIL THEREFORE AGREE AS FOLLOWS:

In order to ensure fair and consistent implementation of the dispensation on improved qualifications, the following conditions and/or criteria, read together with the provisions contained in clause 4.1 above, shall apply:

- 5.1 Only qualifications which have been obtained through a recognised institution registered with the Department of Higher Education will be entitled to receive the bonus;
- 5.2 International qualifications recognised by SAQA will also be acceptable;
- 5.3 Qualifications must have the necessary credits attached to them to be recognised, as follows:
 - 5.3.1 National Certificate – 120 credits;
 - 5.3.2 National Diploma – 240 credits;
 - 5.3.3 Degree (including Post-Graduate) – 360 credits;
 - 5.3.4 B Tech Degree a Professional Degree – 480 credits; and
 - 5.3.5 The listed qualifications must carry a minimum of 120 credits and be of at least 12 months duration.
- 5.4 The minimum qualification appointment requirements and recognisable improved qualifications for all occupations will be as contained in ANNEXURE A of this Resolution.
- 5.5 In an event where a qualification applicable to an existing occupational category is omitted from Annexure A of this Resolution, the Employer shall recognise such improved qualification in accordance with clauses 5.1 to 5.3. of this Resolution;



Handwritten signatures and initials, including the letters 'RTM' at the bottom right.

5.6 Departmental bursary holders whose bursaries are withdrawn, and have repaid the department such amounts in terms of the applicable bursary conditions, shall benefit in terms of this Resolution should they acquire an improved qualification through self-funding; and

5.7 The Employer may add to the list mentioned in clause 5.4 above new qualifications, provided that such additions meet the applicable criteria referred to in this agreement.

6. MONITORING

6.1 The PHSDSBC shall monitor the implementation of this agreement.

6.2 This agreement shall be reviewed every two years.

7. AMENDMENTS

7.1 No amendments on this agreement shall be of any force or effect unless reduced to writing and agreed to by parties to this agreement.

8. IMPLEMENTATION DATE

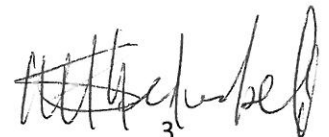
8.1 The implementation date of this agreement is effective from 01 January 2013.

9. DISPUTE RESOLUTION

9.1 Parties agree that any dispute that may arise due to the provisions of this collective agreement must be resolved using the normal dispute resolution procedure of the Sectoral Bargaining Council.

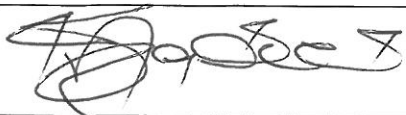
9.2 Parties agree that any dispute related to interpretation and application of this collective agreement must be resolved using the normal dispute resolution procedure of Sectoral Bargaining Council.

Thus done and signed at CENTURION on this the 10th day of April
2014



RTM

ON BEHALF OF THE STATE AS THE EMPLOYER

	Name	Signature
Employer	M. AILENGARE	

ON BEHALF OF TRADE UNION PARTIES

Trade Union	Name	Signature
DENOSA	Thandeka Msibi	
HOSPERSA	M.G. SEHENGISEZA	
NEHAWU	Bereng Soko	
NUPSAW	SUCCESS MATAITSIANE	
PSA		