



PUBLIC SERVICE CO-ORDINATING BARGAINING COUNCIL

RESOLUTION NO. 3 OF 2003

**ANNUAL WAGE INCREASE FOR THE 2003/2004 FINANCIAL YEAR**

**SCOPE**

1. The agreement binds: -
  - 1.1 the employer
  - 1.2 the employees of the employer who are members of the trade union parties to this agreement; and
  - 1.3 the employees of the employer who are not members of any trade union parties to this agreement, but who fall within the registered scope of Council.

**PURPOSE**

2. The purpose of this agreement is to finalise the annual wage increase for the financial year 2003/2004.

*G.*  
*[Signature]*  
*[Signature]*  
*[Signature]*  
*[Signature]*  
*[Signature]*  
*[Signature]*

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All correspondence must be addressed to the Secretary of Council

## WAGE INCREASE 2003/2004

3. Parties to Council note Resolution No. 9 of 2001, which provides for:
  - 3.1 The annual wage increase for the 2003/2004 financial year shall be CPI-X, year on year May 2002 to May 2003, plus an additional 1 per cent; and
  - 3.2 should the threshold on the CPI-X be lower than 4 per cent or higher than 7.5 per cent for the respective period, negotiations may be re-opened.
4. Parties to Council therefore agree that:-
  - 4.1 The annual wage increase for the 2003/2004 financial year shall be 8.5 per cent in terms of clauses 3.3 and 3.5, of PSCBC Resolution 9 of 2001.
  - ~~4.2 The actual adjustment will be implemented according to Annexure "A" of this agreement.~~
  - 4.3 This agreement is in full and final settlement of all substantive matters relating to wage increases for the financial year 2003/2004.
  - 4.4 The wage adjustment contained in this Resolution excludes employees who are on a (personal) salary scale or notch that applied before 1 July 1996 or who are awarded a (personal) salary scale or notch since 1 July 1996 that is not reflected on the salary grading system key scale.

## IMPLEMENTATION

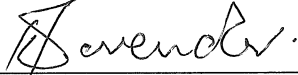
5. This agreement will come into effect on 1 July 2003.
6. The PSCBC will monitor the implementation of this agreement.

## DISPUTE RESOLUTION




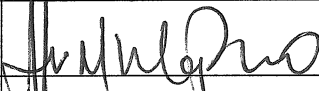
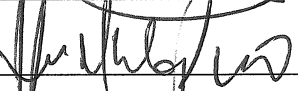


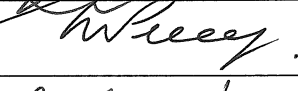

7. If there is a dispute about the interpretation or application of this agreement any party may refer the matter to the Council for resolution in terms of the dispute resolution procedure of the Council.

THIS DONE AND SIGNED AT CAPE TOWN ON THIS THE 11 DAY OF JUNE 2003

ON BEHALF OF THE GOVERNMENT AS EMPLOYER

Name	Signature
K GOVENDERA	

ON BEHALF OF EMPLOYEE PARTIES

EMPLOYEE PARTY	NAME	SIGNATURE
DENOSA	E.P. MAFALO	
HOSPERSA/NUPSAW	GAVIN MOUTRIE	
NAPTOSA	D.H. BAET	
NEHAWU		
POPCRU	A. WARBON	
PSA	A LOUWRENS	
SADTU	EDWIN M. PILLAY	
SAPU	B Sigidi	

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