

GENERAL PUBLIC SERVICE SECTOR BARGAINING COUNCIL

RESOLUTION NO 01. OF 2002

PAYMENT OF AN ACTING ALLOWANCE

1 PURPOSE

The purpose of this agreement is to determine a policy on acting allowance and compensation to be paid to an employee appointed to act in a higher post.

2. SCOPE

This agreement applies to the employer and all employees covered by the scope of the General Public Service Sector Bargaining Council but excludes employees of the Senior Management Service.

3. POLICY ON ACTING ALLOWANCE

3. Noting that Public Service Regulation Chapter I, Part VII/B.5 and paragraph 5.1 of PSCBC Resolution 9 of 2001 provides a framework for the compensation of an employee acting in a higher post, the parties agree as follows:

3.1.1 An employee appointed in writing to act in a higher post, by a person who is duly authorised, shall be paid an acting allowance provided that –

- (a) the post is vacant and funded; and
- (b) the period of appointment is uninterrupted and longer than six weeks.

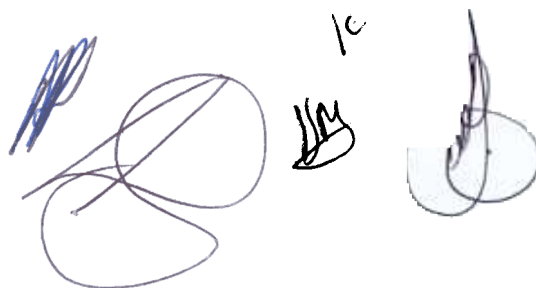
3.1.2 The employee must accept the acting appointment in writing.

3.1.3 The acting allowance will be calculated on the basis of the difference between the current salary notch of the employee and the commencing notch of the higher post.

3.1.4 An employee not part of the Senior Management Service appointed to act in a post in the Senior Management Service will receive the difference between his/her current salary notch and 60% of the commencing total cost to employer package applicable to the post level.

3.1.5 The acting allowance is a non-pensionable allowance.

3.1.6 The employer will pay the acting allowance on a monthly basis, provided the first payment takes place in the month following the completion of the six weeks referred to in clause 3.1.1, backdated to the date that the employee officially began acting.



An employee may not act in a higher post for an uninterrupted period exceeding twelve months.

The fact that an employee has been appointed in an acting capacity does not create a right or legitimate expectation to be appointed when the vacant post is advertised.

- 3.1.9 An employee who commenced acting in a higher post before the implementation of this agreement, must be reappointed in such post to qualify for the benefits under this agreement. The twelve-month period referred to in paragraph 3.1.6 above will run from the date of appointment in terms of this agreement.

4. DISPUTE RESOLUTION


Any dispute about the interpretation and application of this agreement will be referred to the Council for resolution in terms of the Council's dispute resolution procedure.

5. DATE OF IMPLEMENTATION




This agreement will come into effect on 1 April 2002

THIS DONE AND SIGNED AT CENTURION ON THIS 15
DAY OF MARCH 2002

ON BEHALF OF THE EMPLOYER

	NAME	SIGNATURE
STATE AS EMPLOYER	KHUMBULA NDABA	

ON BEHALF OF TRADE UNION PARTIES

	NAME	SIGNATURE
NEHAWU	SITHEMBISO MYALUZA	
NUPSAW		
PAWUSA	NEVILLE PETERSON	
PSA	Leon Gilbert	
POPCRU	F. DE BAZIN	