

Dear SAPTU Members

To bring you all up to speed on what has been happening with your union and SABS, regarding mostly, the Tool of Trade and the petrol increase, the Regulatory split, salary negotiations and general information.

TOOL OF TRADE

There are two main options for tool of trade, ie Option A and Option B. Many affected employees are not aware of the difference and here we might be of assistance in clearing up a few hazy areas.

Five year cycle - If the incumbent was in receipt of a Tool of Trade payment on 1 April 2004 and has subsequently not purchased a vehicle the cycle runs from 1 April 2004 to 31 March 2009. If the incumbent became a recipient subsequent to 1 April 2004 the cycle runs from the date of appointment for 5 years.

The rate for Option B is linked to SARS km rate whilst Option A is an amount that was decided about 2 years ago. The matter has been referred to Exco to determine if the km rate for Option A will remain the same for the 5 year period or not.

OPTION A

Of the current package R30 000 will be converted to a fixed travel allowance and the balance (R26 400) shall be considered as being incorporated in the employees 'cost to company'. In addition employees will receive a variable cost re-imburement allowance for business travel (R1-00 p/km for sedans and R1-10 for LDV's). The R30 000 per annum will remain fixed for the remainder of their current 5 year vehicle cycle. After completion of their 5 year cycle, employees will automatically revert to Option B.

OPTION B

The current package will be reduced by R30 000 per annum. Salary increases and bonus calculations will be done on the 'cost to company' with effect from 1 July 2007. All employees were given the opportunity to indicate which option they preferred. If Human Resources was not informed of the preferred option before the cut-off date of 31 October 2007, the employee was automatically defaulted to Option B.

OPTION C

This option is only applicable to the regions where appointments were made prior to 1 July 2007, where the business unit concerned will determine the average kilometers traveled. The incumbents cost to company will be reduced by 'deemed distance' per annum and the variable cost allowance will increase to the SARS rate, where the SARS rate is the rate per km determined by SARS.

OPTION D

Regulatory Trade Metrology will be excluded from the above arrangements until such time as a workable solution can be made.

It should be noted that it is the responsibility of the employee to keep the vehicle in good working order at all times. If the employees vehicle is not available for any period of time due to repairs or

service, the employee will not be entitled to made use of a SABS fleet vehicle.

REGULATORY SPLIT

The splitting of regulatory from the SABS is envisaged for 1 July 2008 depending on the passing of the Bill from Parliament. The company to be formed will be named NRCS (National Regulator of Compulsory Specifications) reporting to the DTI (Department of Trade and Industry).

The split from SABS has been conducted strictly in accordance with and to Section 197 of the LRA (Labour Relations Act).

Pension Fund - No change

Medical Aid - A new contract will be signed with Pinnacle.

Leave Benefits - Accrued leave for affected employees on the effective date will be transferred to NRCS.

Bonus Provision and Salary Increases - Bonuses for 2007/2008 shall be paid as per the Performance Management System and increases shall apply equally for SABS and NRCS.

Post Retirement Medical Benefits - No change

Document Management - All personnel files for affected employees will be signed over

Payroll - Salaries shall be paid as normal both pre and post effective dates.

Workprofiles - No change is foreseen as transferring staff will be performing the same duties. The only change envisaged is for support staff, ie, HR, finance, administration, etc.

Employee Relations - If any employee does not wish to be transferred he/she will have to resign. NRCS will have to employ transferred employees on terms and conditions that are no less favorable than they are now. This transfer will not interrupt the employees continuity of employment and his/her contract of employment continues as if they were still employed by the SABS.

Wellness - No changed.

Learning, Development and Training - Bursary commitments will be transferred to NRCS

Consultation Process

The unions have been invited and consulted from the beginning in this process. This Forum is represented by two representatives by the relevant unions, non unionised members and management, including a representative from one of the regions (Michael Young). On the effective date of the split, we, SAPTU, may no longer represent you in any manner whatsoever. Please ensure that when Ben van der Walt arrives to speak to you, he is given all manner of consideration.

SALARY NEGOTIATIONS

During a Joint Meeting held with Nehawu, only 17 SAPTU members attended. The general consensus was to enter negotiations with a mandate of CPIX plus 2 or 3%. The unions, jointly, have decided to enter a mandate of CPIX starting with 3%, from there it can be negotiated. It should be noted that when the petrol price increases (so far 4 this year) everything increases, food, medical aid,

education, interest rates, etc. Government is offering CPIX plus 1% whilst the private sector is offering about 12%. We will advise when negotiations start and keep you informed at all times, with meetings being held. Please attend.

GENERAL

Elize De La Rouviere is no longer with the SABS due to early retirement based on ill health. She has kept all benefits including medical aid and pension as if she retired at the normal age of 60.

After Marna Nel's disciplinary and dismissal, the case was taken to the CCMA. Conciliation was conducted in December 2007 and the arbitration was held in January this year. Her case was dismissed by the Commissioner as no condonation had been applied for. If Marna wishes to pursue this further, she will have to apply for late submission and obtain the SABS permission for ConArb.

As has been mentioned in the past, please notify your union if there is a problem in your area. You are entitled to request the union at a meeting if you feel it necessary. As a union, we cannot be expected to clean up something that we have not been privy to from the beginning. In order for us to help you - you have to help us. If necessary, please follow the grievance route, that way the union is always present. If we intervene on your behalf and you as a member prefer not to follow advice, we are no longer able to assist. Please - as a union, let's unite and fight for our rights.

Regards



Sharon
SAPTU Chairperson



Ithie
Vice Chairperson

15/01/2008