

**Road Traffic**  
Management Corporation

**CONDITIONS OF SERVICE AGREEMENT FOR  
NATIONAL TRAFFIC POLICE**

**ROAD TRAFFIC MANAGEMENT CORPORATION**

**COLLECTIVE AGREEMENT**

**RESOLUTION NO 2 of 2016**

**DATE JULY 2016**

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## UP-SKILLING OF NATIONAL TRAFFIC POLICE AND SALARIES ADJUSTMENTS

**NOTING** that the Road Traffic Management Corporation (“the Employer”) recognises the importance of continuous education and skills acquisition in the development of its staff, and the Employer has put in place the necessary facilitative measures to encourage development of the Traffic Officers training serving within the National Traffic Police ;

**FURTHER NOTING** that up-skilling course for such Traffic Officers will consist of advanced training.

**NOW THEREFORE** the Parties agree as follows:

### 1 SCOPE

1.1 This Agreement binds the –

1.1.1 Employer;

1.1.2 Employees of the Employer who are members of the trade union parties to this Agreement; and

1.1.3 Employees of the Employer who are not members of any trade union parties to this Agreement, but who fall in the registered scope of the Council.

### 2. COURSE CONTENT OF EMPLOYEES

2.1 The course content of the advanced training for Employees will consist of the following courses:

2.1.1. Examiner of Vehicles;

2.1.2 Examiner of driver’s licenses;

2.1.3 Physical training; and

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2.1.4 Drill.

### **3. CODE EC AND A DRIVERS LICENSE**

- 3.1 The Employer shall provide the Employee with a once off opportunity to obtain a code EC and A driver's license.
- 3.2 The Employer shall appoint a driver's license school to provide training to the Employees and the Employee shall attend all lessons and training as prescribed by the designated driving school(s), appointed by the Employer. Any additional training will be at the Employee's own expense.
- 3.3 In the event that the Employee fails to obtain such licenses the first time he/she shall acquire such licenses at his/her own expense.
- 3.4 The Employees shall be expected to train and practice for such learner's licence evaluation and driving licences test during weekends.
- 3.5 The Employer shall secure pre authorised bookings for all Employees to attend the learner's driver's evaluation and/ or testing for driving licence.

### **4. SALARY ADJUSTMENTS**

The salaries of all Employees shall, on receipt of a report of the training college confirming that the Employee has successfully completed the course, be recalculated on a base-line of R 329 477.00 per annum in accordance with the salary agreement of 1 of 2016.

### **5. TERM OF UP SKILLING PROGRAMME**

All Employees will be expected to complete the up skilling programme successfully within the Employer's 2016/ 2017 financial year whereafter this opportunity shall lapse.

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**6. DISPUTE RESOLUTION**

If there is a dispute about the implementation or application of this Agreement, any party may refer the matter to the CCMA for resolution dispute resolution procedure of the CCMC.


**7. IMPLEMENTATION OF AGREEMENT**

7.1 This Agreement shall come into effect on the date it enjoys the majority support and will remain in force unless terminated or amended by an agreement.

7.2 The parties shall monitor the implementation of this Agreement.

This done and SIGNED at Faerie Glen on this 23..... day of August..... 2016.

**ON BEHALF OF EMPLOYER**

	Name	Signature
RTMC	<i>Kofu Mapeyale</i>	

**ON BEHALF OF TRADE UNIONS**

TRADE UNION	NAME	SIGNATURE
POPCRU	<i>MABIDA Mkosinathi</i>	