

**POPCRU** EST. 1989

**POLICE AND PRISONS CIVIL RIGHTS UNION**

**POPCRU HOUSE**

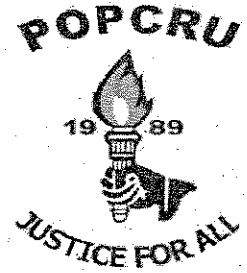
01 Marie Road, Auckland Park

P.O. Box 8657, JOHANNESBURG 2000

Tel: [011] 242 4600

Fax: [086] 625 3054

E-mail : [gs@popcru.org.za](mailto:gs@popcru.org.za)



**TO : ALL PROVINCES**

**REF: CB3/27/02/15**

**ATT : Provincial Secretaries  
All POPCRU Members**

**FROM : Collective Bargaining**

**ENQ: Joyce Kungwane**

**DATE : 27 February 2015**

**SUBJECT: SETTLEMENT AGREEMENT FOR ARTISANS: DEPARTMENT OF CORRECTIVAL SERVICES (DCS)**

1. This communiqué serves to give you the outcome on Artisans.

## 2. Background

2.1. In 2009, the Department of Correctional Services declared all Artisans to be Artisans even those who were employed as Correctional Officials for the implementation of GPSSBC Resolution 4 of 2009. We declared a dispute on this matter which we lost.

2.2. In 2013 Ministerial Task Team was formed whereby we were to deal with outstanding matters from the Departmental Bargaining Chamber (DBC) as well as to settle matters out of court.

2.3. We have reached a settlement agreement with the Department to allow the Artisans who were employed as Correctional Officials an opportunity to migrate to Correctional Centres and to be remunerated as Centre Based as per GPSSBC Resolution 2 of 2009.

3. Please find the Settlement Agreement as attached.

4. For any clarity kindly contact this office.

AMANDLA.

**ZIZAMELE CEBEKHULU**

*President*

In the matter of

DEPARTMENT OF CORRECTIONAL SERVICES

Employer

and

POPCRU and PSA

Employee Representatives

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**SETTLEMENT AGREEMENT**

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Whereas the Employer and the Employee Representatives entered into negotiations with regard to the migration of artisans in the Department of Correctional Services (DCS), to the Occupational Specific Dispensation (OSD) for Correctional Officials;

And

The Parties agreed to the following:

1.

This settlement is applicable and binding to the employer and employees:

- 1.1 Who are employed under the Correctional Services Act and were translated to OSD for Artisans;
- 1.2 Who fall within the registered scope of the Departmental Bargaining Council (DBC).

K.F.  T.N.L.

2.


**PRINCIPLES OF THE SETTLEMENT**

- 2.1 Migration to the OSD for Correctional Officials will only be allowed to Artisans who were initially appointed in DCS as a Correctional Officials (Security) and completed basic training.
- 2.2 As per GPSSBC Resolution 2 of 2009 the migration of employees on salary levels 2-8 will not be affected by the availability of posts. The migration of employees on salary level 9-11 will be subject to the availability of posts. This will enable the employer to recruit Artisans into those vacant posts.
- 2.3 The salary notch of Artisans who choose to migrate to OSD for Correctional Officials will be aligned with that of Correctional officials who were at the same notch before translation to OSD. This will include cost of living adjustment (COLA) and pay progression for qualifying officials.
- 2.4 There will be no retrospective claim during this migration. The migrated official will start on the current notch compared to the one of a Correctional Official as of the date of implementation.
- 2.5 In line with the GPSSBC Resolution 2 of 2009, clause 14, officials who choose to migrate to this OSD will be awarded a once- off amount of R7500.
- 2.6 The 1<sup>st</sup> Performance Management and Development System (PMDS) cycle for these officials shall be biennial, shall commence on 1 April 2015 and shall run until 31 March 2017.
- 2.7 The officials will be given a twelve (12) months period to physically migrate to Correctional Centres, should it be possible to release officials immediately to the centres, this approach must be followed as far as possible.

3.

**IMPLEMENTATION DATE**

- 3.1 This agreement shall come into effect on the date of signature of all parties and shall remain in force unless terminated or amended by agreement in writing.

K.F. 

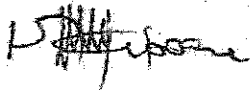
T.N.L.

**DISPUTE RESOLUTION**

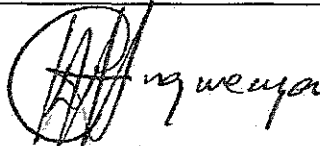

- 4.1 Any dispute arising from the application and interpretation of this agreement shall be dealt with in accordance with the dispute resolution procedure of the General Public Service Sectoral Bargaining Council (GPSSBC).

This done and signed at CENTURION on this 26 day of FEBRUARY 2015 by the following representatives duly mandated by their respective organisations:

**ON BEHALF OF THE EMPLOYER**

Organisation	Representative	Signature
DCS	K-F. LENTSOANE	

**ON BEHALF OF LABOUR ORGANISATIONS**

Organisation	Representative	Signature
POPCRU	T-N. Ncwanya	
PSA	J-H Oosthuizen	

T-N. N.