

**POPCRU** EST. 1989  
**POLICE AND PRISONS CIVIL RIGHTS UNION**

**POPCRU HOUSE**

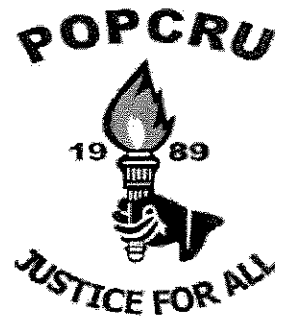
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**TO : ALL PROVINCES**

**REF: CB3/19/10/2016**

**ATT : Provincial Secretary**

**ENQ: Oupa Sebiloane**

**FROM : Collective Bargaining**

**DATE : 19 October 2016**

**SUBJECT: Further developments on the Second Phase of the OSD for Correctional officials: Clause 11 of GPSSBC Res 2/2009 [Recognition of Experience]**

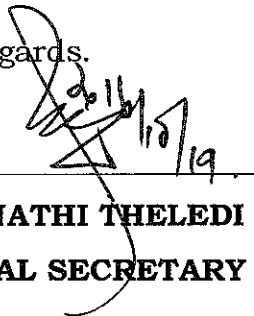
Our previous communication on this subject dated 29<sup>th</sup> September 2016 refers,

1. Having rejected the insult once off offer of 5% in back pay for the non-implementation of the Second Phase in April 2010, POPCRU relentlessly continued to engage the Department to substantially improve the offer so that we can be in a position to seek mandate and consider settling this long outstanding debt. These engagements haven't been easy.
2. We are delighted to report that the Department is considering an improved offer on the back pay in an attempt to seal the matter over a period of time. For this purpose, the department is finalizing its internal processes with a view of tabling the revised offer by no later than the 24<sup>th</sup> October 2016 after which a rigorous consultation program shall be undertaken by the organization to seek mandate on finalizing this milestone.
3. You shall be kept abreast with further developments and the program by no later than the 26<sup>th</sup> October 2016.

4. For any clarity please do not hesitate to contact this Office.

5. Comradely

Kind regards.

A handwritten signature in black ink, appearing to be 'Nkosinathi Theledi', is written over a horizontal line. To the right of the signature, the date '10/19' is written vertically.

**NKOSINATHI THELEDI**  
**GENERAL SECRETARY**