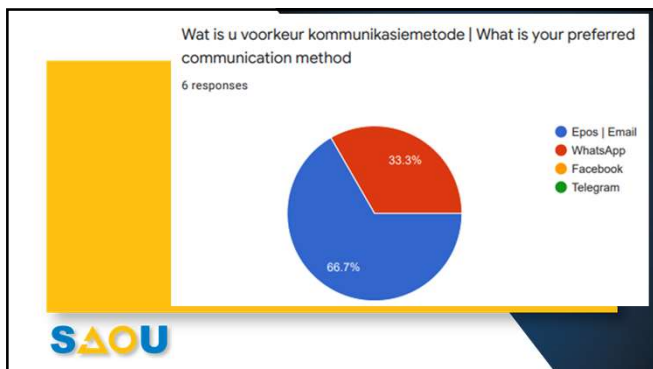




**VAN SBL NA DEPARTEMENTEEL
FROM SGB TO DEPARTMENTAL**

SAOU
DIE VERANDERING IN ONDERWYS
THE CHANGE IN EDUCATION

ADEL JACOBS
6 NOVEMBER 2021



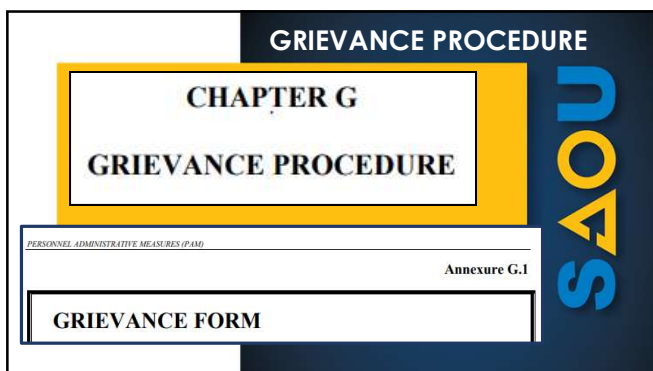
SGB → DEPARTMENTAL

YOUR EMPLOYER



SAOU







MEMBERSHIP FEE

If you are not a registered member of any union, you pay PSCBC Agency Fees anyway.

SAOU

Inform the following if your personal and/or contact details changed:

- ✓ SAOU;
- ✓ Employer's HR department;
- ✓ GEPPF (Use the Z864); and
- ✓ SARS.





GEPPF™
your investment, your future

SAOU



GEMS subsidie deur werkgever
GEMS subsidy by employer

Lede profiel / Member profile	1 Januarie / January 2020 Maandelikse werkgever subsidie / Monthly employer subsidy	1 Januarie / January 2021 Maandelikse werkgever subsidie / Monthly employer subsidy
Enkel hoofid Single main member	R 1 406.00	R 1 526.00
Hoofid met 1 afhanklike Main member with 1 dependent	R 2 812.00	R 3 052.00
Hoofid met 2 afhanklikes Main member with 2 dependents	R 3 671.00	R 3 985.00
Hoofid met 3 afhanklikes Main member with 3 dependents	R 4 530.00	R 4 918.00
Hoofid met 4 afhanklikes Main member with 4 dependents	R 5 389.00	R 5 851.00

Tenants:

- Appointed before 1 July
2015: receive R900 +
R600.07 in saving facility
- New applicants after 27 May
2015: R1 500.07 in saving
facility

Owners:

Bond or paid off:

Receive
R1500.07 (1 July 2021)

INDIVIDUAL SAVINGS PLAN

NBI Remember to register on the GEHS website and to nominate your beneficiaries.

- If single, a housing allowance is payable to persons who rent, lodge, are paying off a registered property or owns a paid property.
- If married and both of you are working for the state, BOTH will receive the benefit

o If married with an antenuptial contract, the house or bond must be in the name of the applicant.

- You must apply for the benefit, it is not paid automatically
- Payment will not be backdated, except when the Department takes longer than a month to process the application.



SALARY SCALE & IMPROVING QUALIFICATION & QMS

All educators receive a monthly salary from the Department of Education. Entry salary for newly appointed educators

- REQV 13 (matric +3 years) (notch 108): R214 908
- REQV 14 (matric +4 years) (notch 164): R280 038

If uncertain about your salary, request a service record from your district. The SAOU will verify it for you.



QMS

- Notch increase (salary progression)
- Jan - Dec (July)
- 24 months (2 years)
- Promoted – No QMS – 1 year




IMPROVING QUALIFICATIONS

- REQV 14 – 10% cash bonus
- REQV 15 – 10% cash bonus
- Only after 1 year




RECOGNITION OF PREVIOUS SERVICE


NB: ONLY for FIRST
departmental appointment



CERTIFICATE OF SERVICE

Certificate of service should:

- Be on letterhead of the school
- Specify period of service – (dd-mm-yy)
- Indicate Grade/learning area/subjects
- Indicate that no period of unpaid leave was taken
- The school stamp and the signatures of the Chairperson of the SGB and the Principal must be on the letter



YOUR RESPONSIBILITY!

BONUS

No pro-rata service bonus is payable at termination of service through resignation.



SAOU

PAM - VERLOF



SAOU

MATERNITY LEAVE

Allows 4 months paid leave for each pregnancy.



- **Paternity leave:**
3 paid days + 5 days family responsibility may be taken
- **Pre-natal leave:**
8 days per pregnancy

SAOU

AMENDMENT OF MARITAL STATUS


NB! Submit certified copies of the marriage certificate as well as an ID document to your provincial department of education, SARS and GEPI within 30 days of marriage to update your marital status and surname.



SAOU

TERMINATION OF EMPLOYMENT

- The employer must be informed of your intention to resign 90 days in advance
- The employer may grant permission for a shorter period
- Ask for a certificate of service



SAOU

TRANSFER

Important:
Please do not assume duty without the official approval of your transfer.....



Collective Agreement 4 of 2016

SAOU

REMEMBER

Please keep **ALL** your salary advice slips!

Make sure that your pension number reflects on your salary slip.

SALARY SLIP		CONFIDENTIAL	
January 2017			
Name : Wayne Goudie	Title : Cleaning Senior Staff		
Employee ID : 1	Classification : General Staff		
	Department : General Affairs		
Description	Earnings	Deductions	
Base Salary	2,000.00		
Meal Allowance	500.00		
Transportation Allowance	500.00		
Medical Allowance	500.00		
Retirement Insurance		25.00	25.00
Tax			25.00
Total	3,500.00	50.00	
Payment Date : January 26, 2017	4887 Rands		

SAOU

FUNERAL BENEFIT

- R15 000
- R 6 000
- Both GEPF – both claim



SAOU

ONTVANGSERKENNING

- Die datum
- Die naam en Persal van die lid
- Die tipe dokumente wat ingehandig word
- Die distrik se naam
- Plek waar die persoon wat dit ontvang kan teken en ook 'n plek waar hulle die datum moet invul of dit met 'n gedateerde stempel, stempel.

SAOU



