

LONG SERVICE RECOGNITION AND 21 YEARS SERVICE RECOGNITION SCHEME

Item A-CORP (20-2010) CM 29/04/2010	POLICY: STANDARDIZATION OF LONG SERVICE RECOGNITION AND 21 YEARS SERVICE RECOGNITION SCHEME
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RESOLVED:

1. **That** the contents of the report on the Standardization of the Long Service Recognition Scheme and the Twenty One (21) Year Service Recognition **BE NOTED**.
2. **That** the Long Service Recognition Scheme in respect of the erstwhile Kempton Park and Edenvale employees, appointed in Council's service prior to 5 December 2000, **BE PHASED OUT** due to natural attrition.
3. **That** the Long Service Recognition Scheme, as contained in Clause 16.24.1 of the disestablished EGSC Conditions of Service **BE APPLICABLE** to all employees in Council's service, excluding employees referred to in **2** above and Section 57 employees.
4. **That** the Policy on the Standardization of Long Service Recognition and the 21 Years Service Recognition Scheme, attached to the report as **Annexure C**, **BE APPROVED**.
5. **That** all other Long Service Recognition and 21 Years Long Service Recognition Schemes and practices not covered by Long Service Recognition, Long Service Condonation and 21 Years Long Service Recognition Policy, **BE RESCINDED**.
6. **That** a workshop for all Councillors **BE HELD** within three (3) months.

ANNEXURE C**POLICY: STANDARDIZATION OF LONG SERVICE RECOGNITION AND 21 YEARS SERVICE RECOGNITION SCHEMES****PURPOSE**

To provide policy guidelines for the administration and application of Long Service Recognition and 21 Years Service Recognition Schemes and the condonation of Service period of employees of the former Councils who, without leaving the Local Government were continuously appointed in one of the former Councils incorporated into Ekurhuleni Metropolitan Municipality.

SCOPE OF APPLICATION

This policy will, apply to qualifying permanent employees.

LEGAL FRAMEWORK

1. The EGSC-,
2. Boksburg-,
3. Germiston and
4. Transvaal, Conditions of Service

Consolidation of service periods of employees

The service periods of employees who were continuously employed at one or more of the now disestablished Councils constituting the Ekurhuleni Metropolitan Municipality, shall be consolidated and condoned subjects to the following conditions:

- That it can be proved that such employees were continuously employed at the relevant erstwhile Council/s prior to the establishment of the Ekurhuleni Metropolitan Municipality.
- That the relevant employees had no period of break in service between their last working day and first working day at the different former erstwhile Councils or the Ekurhuleni Metropolitan Municipality.
- That the relevant employees, for whatever reason, at no stage during the period of condonation were employed in any other sector of business or a former Council not part of the Ekurhuleni Metropolitan Municipality.

Employees requesting condonation of service periods should apply in writing for such condonation to their relevant regional Human Resources offices and should provide all supporting documentation (appointment and resignation information to that effect).

LONG SERVICE RECOGNITION SCHEME

That the following additional Long Service Recognition leave be awarded to employees in terms of the EGSC Conditions of Service.

- After 10 years' service — 10 working days
- After 15 years' service —20 working days
- After 20 years' service —30 working days
- After 25 years' service —30 working days

- After 30 years' service —30 working days
- After 35 years' service —30 working days
- After 40 years' service —30 working days
- After 45 years' service —30 working days

That the Long Service Recognition Schemes in respect of the Kempton Park and Edenvale employees, appointed in Councils service prior to 5 December 2000, be retained to be phased out over time pertaining to qualifying erstwhile Kempton Park and Edenvale employees.

That cognisance be taken of the fact that five (5) years long service recognition, applicable to the former Kempton Park and Edenvale employees phased itself out on 4 December 2005.

That the Long Service Recognition Scheme, as contained in Clause 16.24.1 of the EGSC Conditions of Service be applicable to all non Section 57 in Councils service, subject to the provisions of the policy.

TWENTY ONE (21) YEARS SERVICE RECOGNITION

1. That the 21 Years Long Service Recognition Award to the amount of R2000 be paid to all employees whose continuous service period had been condoned and / or who qualify for the 21 year Long Service Recognition in terms of this policy.
2. That the twenty one (21) Years Long Service award amount annually be adjusted with the average percentage salary increase as approved at South African Local Government Bargaining Council
3. Erstwhile Boksburg and other employees appointed prior to 5 December. 2000 whose Long Service Recognition Scheme is more beneficiary than the scheme proposed, retain their more beneficiary Long Service Recognition Scheme which will be phased out over time through normal attrition.