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**EXECUTIVE SUMMARY OF THE
CONSULTATION THAT THE
INDEPENDENT LABOUR CAUCUS AND
FEDUSA AFFILIATES HAD WITH
MINISTER OF PUBLIC SERVICE AND
ADMINISTRATION
ON 8 JUNE 2009**

**Consultation on the OSD implementation in the
Public Service**

Gretchen Humphries : Deputy General Secretary

09 JUNE 2009

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ATTENDANCE:

Honourable Minister of Public Service and Administration – Mr. Richard Baloyi

Chris Klopper SAOU

Jopie Breedt SAOU

Ben van der Walt SAPTU

Noel Desfontaines HOSPERSA

Godfrey Selematsela HOSPERSA

Allan Thompson NATU

Gretchen Humphries FEDUSA

Independent Labour Caucus trade unions

PSA (GS & executive managers)

SAPU (GS & President)

PEU (GS & President)

NAPTOSA (Ex President)

NUPSAW (President)

OPENING REMARKS AND STATEMENT BY THE MINISTER OF PUBLIC SERVICE AND ADMINISTRATION

The Minister of Public Service and Administration, Mr. Richard Baloyi introduced the consultative meeting to discuss the Occupational Specific Dispensation (OSD) in the Public service and its implementation in terms of the OSD Agreement 1 of 2007. The Minister outlined the format of the meeting to discuss the challenges and problematic areas, including the way forward on the implementation of the OSD.

The OSD professes to be a critical intervention to address occupation specific issues in the public sector environment, which further aims to concentrate on retaining scarce skills within the public service. Key challenges pertaining to the implementation of the OSD were considered to be largely problematic in specific sectors, where solutions to the problems were outlined and identified including :

- Different interpretations and or translations of the OSD Agreement. Further clarification was also sought in terms of the scope of the Agreement, where a clear outline of who is covered by the Agreement needs to be determined ;
- Control measures in terms of Resolution 1 of 2007 and the underlying assumptions;

- Funding to be made available
- Clear differences within the public sector must be identified –

Health sector: Different interpretations by the provinces regarding the implementation of the OSD for nurses, will result in overpayment of workers.

An agreement has been reached and signed with the majority parties in so far as *Social Workers* are concerned ;

- The principle document does not explicitly reflect other public sector guidelines, and has yielded problematic areas of implementation ;
- A Review of the implementation of the OSD is required, in order to respond to the challenges within a reasonable timeframe. It is sincerely hoped that all OSD related queries will be resolved by the end of June 2009, where timeframes and monitoring mechanisms should be put in place.
- A specific dispensation for doctors is to be tabled on the 10th of June 2009, by the State as employer, relating to the new proposal ;
- An amicable solution to the complex problem faced by Correctional Services is soon to be developed ;
- Different interpretations to the OSD will be work shopped from an informed agreed position on Thursday 11 June 2009, to enable all parties to establish a common understanding of the implementation of the OSD. The format of the workshop will be an all inclusive workshop for the PSCBC principals to identify sectors and clarify issues pertaining to the implementation;
- In so far as the wage negotiations, the State indicated the urgency to be applied to the process, to ensure that by the 1st of July 2009, the Department of Public Service and Administration (DPSA) would like to see a concluded Public Service Agreement ;
- Shortcomings highlighted in Resolution 1 of 2007 needs to be clearly understood and trust in the system restored. Challenges and problems that have surfaced needs to be corrected in a conducive manner, befitting and agreed to by all parties involved. Once the timeframes have been endorsed and the agreement signed by all parties, subsequent alignment of the processes must be ensured.

DISCUSSION:

The critical issues identified during the discussion with the Minister were noted as follows:

- All future agreements needs to be in a position where it can be implemented amicably and effectively ;
- Monitoring and evaluation of the subsequent implementation of agreements, is a critical element of the process;
- Not all issues pertaining to the OSD have been implemented;

- Resolution 1 of 2007 expires and the PSCBC needs to consider an extension of the agreement for the purposes of the OSD;
- Sector specific cluster workshops should be considered, in order to bring decisions back to the PSCBC. This will ensure that there is a clear understanding of agreement;
- All future public service agreements should not be part of a “package deal”, which is considered as a dangerous manner of reaching agreements;
- The PSCBC should be empowered to deal with all matters related to the public service ;
- A costing of the OSD should be done as a matter of urgency, and financial resources should be availed to ensure its effective implementation. Furthermore, funding of all collective agreements should be facilitated with the collaborative input from the Economic Cluster in Government

ACTIONS TO BE FOLLOWED: WAY FORWARD FOR FEDUSA

- A FEDUSA Public Sector Workshop is to be finalized, in order to strategise around matters such as negotiations and alignment within the public service as a federation, as well as the levels of support.

PROPOSAL:

- A Public sector workshop is to be held on Tuesday 23 June 2009, at FEDUSA House, Horizon Park, Roodepoort, from 10h00 – 15h00.
- Any agenda items for inclusion and deliberation during the workshop, must be forwarded by all public sector trade union affiliates
- A Draft Public Sector Coordination and Policy Resolution is to be developed. Input from affiliates will be required to ensure its effectiveness.
- The Draft Money Bills procedure and the alignment with the public service salary negotiations must be intensely discussed.