



## **REPORT NO 3 OF 2015:**

### **PUBLIC SERVICE CO-ORDINATING BARGAINING COUNCIL (PSCBC) MEETING**

#### **Government Employees Housing Schemes (GEHS)**

Parties dealt with clauses which were flagged for January 2015 as areas of disagreement. In this meeting, areas of disagreements were narrowed down.

Parties resolved at the previous meeting that since Labour had moved from R3000 to R1500, without prejudice, on the housing subsidy, it would present R1500 as a new demand. This will allow the Employer to solicit a mandate on the new demand and also do their calculations. Labour will consult their Principals on this matter at a meeting scheduled for 21/01/2015.

Parties agreed that the Employer would pay for all administration costs, including interest, and further agreed to delete clause 4.5.6.5.

#### **Post Retirement Support to Employees Clause 4.5.8**

Labour's demand is that employees who retire must continue to receive housing allowances if they are still paying for their bonds.

The Employer indicated that they cannot afford to pay the allowance after an employee has retired. They indicated that they are not persuaded by Labour's inputs.

Parties resolved that Labour will put a proposal with conditions, like in Medical Aid, so that this allowance will not be open to abuse, for the Employer to consider.

Labour will consult its Principals on this clause.

#### **New Employees Eligible for Housing Allowance Without Home ownership**

##### **Clause 4.5.9**

New Employees without a housing allowance, who become eligible to receive the housing allowance after the effective date of this agreement, shall not have the housing allowance

paid directly to them. Instead, the applicable housing allowance shall be wholly diverted into and accumulated in an individual-linked saving facility.

Employer and COSATU Unions are in agreement on this clause. The Independent Labour Caucus (ILC) will consult their principals and will present their position on the 23/01/2015.

### **Annual Adjustment of Housing Allowance clause 4.6**

Parties agreed on clause 4.6 that the annual basis of the housing allowance shall be the average Consumer Price(CPI) for the preceding financial year. Such adjustments shall be implemented on 01July each year.

Parties will further engage on the GEHS on the 23<sup>rd</sup> January 2015.

### **Review of Performance Management Development System**

Labour is still analysing the diagnostic report from the Employer and will give their input on the 23<sup>rd</sup> January 2015.

### **Outsourcing**

Parties finalised the document on Outsourcing. The office of the General Secretary will circulate the document to parties for signing together with a Work Plan.

Parties resolved that the next PSCBC meeting will take place on the 22<sup>nd</sup> and 23<sup>rd</sup> January 2015.

*– Released by Collective Bargaining*