



REPORT NO. 4 OF 2015

Public Service Co-ordinating Bargaining Council (PSCBC) Meeting

Council met on the the 28th of January 2015 to deal with the following agenda items:

1. The Government Employee Housing Scheme (GEHS);
2. The Review of Resolution 3 of 2009 and the Remuneration Policy for the Public Service;
3. The Minimum Service Level Agreement;
4. Danger Allowance; and
5. The Review of the Performance Management Development System (PMDS).

Members to Council agreed to deal with only two items, namely the GEHS and Danger Allowance, due to the volume of work that both issues required.

Danger Allowance

From the beginning, there had been differing views as to how the Danger Allowance ought to be dealt with. The Employer felt that it was supposed to be referred to Principals, while Labour wanted the matter to be cascaded to the Sectoral Councils.

Although some work has been done by the PSCBC, with the addition of two new categories to receive the danger allowance, Labour felt that the Sectoral Councils have the capacity and requisite skill to deal with the matter to finalisation (concluding agreements as Sectors).

On the other hand, the Employer maintained that the competency to deal with the matter rests with the Department of Public Service and Administration, and could therefore not be delegated to the Sectors. It was suggested that Sectors could be requested to identify

new categories and after they have agreed, they should submit them to the PSCBC for negotiation.

This matter remained on the table for further engagement

Government Employee Housing Scheme

The Employer presented the following two alternative offers to Labour (without prejudice):

First alternative

All employees who are paying mortgages shall receive R1500.00 per month and those who are not paying bonds or mortgages will receive R900.00 per month. The Employer is still to respond to questions as to whether the augmented amounts will remain.

Second alternative

The Employer will increase the total housing allowance (inclusive of the augmentation amounts) to the following:

Levels 1 to 2: There will be an increase of R100.00 to make it R1400.00 per month

Levels 3 to 4: There will be an increase of R100.00 to make it R1300.00 per month

Levels 5 to 10: There will be an increase of R30.00 to make it R1000.00 per month

Labour has requested that the Employer put the offer in writing to enable them to solicit mandates from their constituencies

The next meeting was scheduled for the 30th of January 2015.

– Released by the Office of the General Secretary