



REPORT NO. 7 OF 2015

Public Service Co-ordinating Bargaining Council (PSCBC) Meeting

The PSCBC met again on the the 4th March 2015 to deal with the following matters:

1. The Government Employee Housing Scheme

Council pointed out that parties have deadlocked on this matter in the meeting of the 2 March 2015.

2. Review of Resolution 3 of 2009 and Remuneration Policy for the Public Service

The Employer indicated that the document to be presented is not yet ready.

3. Remuneration of educators receiving priority

Labour indicated that it is finalising the annexure of this document, and will be ready to present next week.

4. Review of Performance Management Development System (PMDS)

Labour indicated that it will be ready with the diagnostic report next week.

5. Wage Negotiations

The Employer provided a response on the issues demanded by Labour as follows:

Labour Demand	Employer Response
Family responsibility leave to include parents-in-law.	It is already provided for in the current conditions of service as per the Determination and Directive on Leave of Absence in the Public Service (page 34, clause 23.5).

Family responsibility leave to include assistance to immediate family and parents –in-law.	It is already provided for in the current conditions of service as per the Determination and Directive on Leave of Absence in the Public Service (page 34, clause 23.5).
Six (6) months paid maternity leave.	Does not support the extension based on affordability and service delivery.
Two (2) weeks paid paternity leave outside of family responsibility leave.	Does not support the extension based on affordability and service delivery.
Levels 1 to 3 must be compressed so that Level 4 becomes the entry level into the Public Service.	Employer does not support this demand for the following reasons: <ul style="list-style-type: none"> ▪ The current organisational structure of 16 work / performance levels is deemed to be adequate; ▪ Each work / performance level constitutes a different level and weight of responsibility; and ▪ This will negatively affect the organisation of work and undermine the distribution of work responsibility.
The State must develop a bursary scheme for Public Service employees' children.	Recognises the plight of many surrounding access to higher education; however the demand to establish a bursary scheme cannot be supported due to fiscal constraints.

On the issue of the salary increase, the Employer has indicated that it does not have a mandate on the 10% labour demanded in the meeting of the 2 March 2015. Labour wanted to know what the current offer on the table is.

The Employer responded by saying the offer is based on the projected Consumer Price Index (CPI), which is currently 4.8%.

Labour also wanted to know when the Employer will return with a mandate. The Employer responded by saying that the mandating process is a long one

– hence it cannot indicate exactly when it will have a mandate, but understands that this issue is urgent.

– *Released by the Office of the General Secretary*