



REPORT NO. 8 OF 2015

PUBLIC SERVICE CO-ORDINATING BARGAINING COUNCIL (PSCBC)

The PSCBC met again on the 23rd of March 2015 to further deal with the following matters:

1. Government Employee Housing Scheme (GEHS)

Parties have again pointed out that they have deadlocked on this matter. Hence no progress will be achieved unless the parties decide to engage on certain issues which led to the deadlock. Labour indicated that it is amenable to further engagement. The Employer indicated that it will revert to Labour at a later stage on this matter.

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

Employer to indicate when it will be available to conduct a workshop.

3. Remuneration of educators receiving priority

Labour is finalising the document to present on this matter. This matter is supposed to address the difference between notches of educators and the rest of the public service employees.

4. Minimum Service Level Agreement

Labour has indicated that while it has prepared a proposal, it will hold back for now, as there are two different views as to how this matter should be pursued.

- The Employer want this matter to be escalated to principals.
- Labour, on the other hand, want the matter to be cascaded to sectors.

5. Review of the Performance Management Development System (PMDS)

Labour indicated that it is ready to present a document relating to the employer's diagnostic report.

6. Wage Negotiations

The Employer indicated that it does not have more money to offer and proposed that there should be a voluntary mediation, in which the mediator will try to bring the parties closer together. Labour is of the opinion that there is no need for a voluntary mediation as there are correct processes to follow if parties have reached an impasse.

Below is a table, displaying the Employer's final offer and Labour's demands:

Employer Offer	Labour Demands
Multi-term salary adjustment	Single-term salary adjustment
Salary adjustment: <ul style="list-style-type: none"> • For the financial year 2015/16: 4.8% + 0.2% = 5% • For the financial year 2016/17: CPI + 0.5% • Financial year 2017/18: CPI + 0.5% 	10% Salary adjustment for 2015/16
5 working days family responsibility for parents with children who have severe special needs.	10 working days family responsibility for parents with children who have severe special needs.
4 months maternity leave	6 months maternity leave
3 working days paternity leave	10 working days paternity leave
R1500 housing allowance for employees who are paying home loans, and R900 for those who are not paying home loans.	R1500 housing allowance for all employees.

Medical Assistance adjustment based on aggregate CPI.	Medical Assistance adjustment based on aggregate CPI plus 4%.
Employer does not support this demand.	Levels 1 to 3 must be compressed such that Level 4 becomes the entry level into the Public Service.
Employer does not support this demand.	The State must develop a bursary scheme for Public Service employees' children.

Labour bluntly rejected the Employer's offer of 5% (4.8% plus 0.2%) and pointed out that it cannot engage with Employer on an offer below 5.8%.

Parties will continue with this meeting on the 25th of March 2015.

– *Released by the Office of the General Secretary*