

PUBLIC SERVICE CO-ORDINATING BARGAINING COUNCIL (PSCBC)**REPORT NO 1 OF 2018****15 January 2018**

WE can report that the Public Service Co-ordinating Bargaining Council (PSCBC) met on 9, 11 and 12 January 2018 to continue with the negotiations for salary adjustments and new conditions of service (2018/2019 financial year) for all public servants.

Parties agreed to appoint two facilitators and the following were discussed:

Salary Increase

We demanded a sliding scale salary increase as follows:

- **12%** for level 4 to level 7;
- **11%** for level 8 to 10; and
- **10%** for level 11 to 12

Initially the employer agreed with the sliding scale salary increase principle and tabled the following offer which we rejected:

- Consumer Price Index (CPI) to levels 1 to 10; and
- CPI –1% to levels 11 – 12.

However in the last engagements the employer rejected this principle and proposed an across the board (ATB) offer of CPI salary increase.

We will engage further with the employer on this matter.

Housing Allowance**a. Increase in Housing Allowance**

We demanded the housing allowance be increased from R1 276 to R2 500 per month.

The employer rejected our demand citing that the increase of the housing allowance

must be in line with the PSCBC Resolution 7 of 2015 clause 4.5.3 which states that adjustments of the housing allowance shall be the average CPI for the preceding financial year.

b. Payment of Housing Allowance to both Spouses

We also demanded the payment of housing allowance to both spouses who are public service employees.

The employer agreed to this demand and the matter will be included in the agreement when negotiations are concluded.

c. Voluntary Housing Allowance Savings Option

We demanded that the savings provision be made voluntary to public service employees.

The employer rejected this demand saying that employees do not make a contribution in the housing allowance. We will engage further with the employer on this matter.

d. Scheme Pay-outs upon Resignation

We demanded that employees who resign from the public service without having bought a house be paid the contribution from the savings scheme. The employer also rejected this demand saying that employees do not make a contribution in the housing allowance.

e. Definition of Permission to Occupy (PTO)

We demanded that there be one common definition of PTO in the country to avoid confusion.

The employer agreed to this demand and parties will engage further.

Outstanding Agreements

We demanded that all outstanding agreements be finalised and implemented during the current financial year.

The employer rejected this demand citing that there is no outstanding collective agreements.

We stated that the following matters remain outstanding:

- PSCBC Resolution 3 of 2009, clause 4.2 which deals with general provisions;
- PSCBC Resolution 4 of 2015, clause 4.1.4 which deals with the review of the danger allowance; and
- PSCBC Resolution 5 of 2015, which deals with the new danger dispensation.

We have asked for a report on these items.

A parallel process has been proposed to deal with these agreements with the intention of finalising them within six months after committing to an agreement. We will further engage with the employer on this matter.

Lifting of the moratorium on the filling of vacant posts

We demanded that the recent moratorium on filling of vacant posts must be immediately lifted.

The employer denied the existence of this moratorium even though funded posts remain vacant for years after employees have exited.

We have provided the employer with documentation from provinces and affected

departments to support our case in order for the employer to take remedial action.

Pay Progression

We demanded that the pay progression should be allowed beyond top notches of salary levels as well as personal salary notches.

The employer rejected this demand.

We also demanded the equalisation of pay progression for all public servants. The employer agreed on this demand. All public servants will be pitched at 1,5% pay progression per annum. The employer has proposed to first begin with educators and South African Police Services (SAPS) employees citing budget constraints. We will continue to engage with the employer on this matter.

Comprehensive Danger Insurance

We demanded a single comprehensive danger insurance in the public service in line with the PSCBC Resolution 5 of 2015, clause 3.1.

The employer rejected our demand citing that the review of this resolution was finalised and a report was sent to the PSCBC. We are yet to engage on this report and have asked for it to be made available to us.

Additional Categories for Danger Allowance

We noted that sectors were supposed to have submitted additional categories for danger allowance to the PSCBC for engagement. It was realised that the Public Health and Social Development Sector Bargaining Council (PHSDSBC) had not submitted as yet and we requested more time in order to comply.

Leave for Shop Stewards

We demanded that the leave taken by a shop steward while initially on vacation leave must be converted to leave for trade union activities.

The employer accepted our demand and the correct wording will be included in the agreement upon conclusion of negotiations.

Capped Leave

We demanded that capped leave to be paid out to all public servants upon resignation.

The employer rejected this demand stating that capped leave is not a right but a privilege.

We reminded the employer that many employees accumulate leave days not by choice but due to staff shortages that exist in their departments.

We will engage further with the employer on this matter.

Family Responsibility Leave

We demanded the removal of the age cap of 18 years for children who need to be assisted by their parents when falling ill.

The employer agreed to this demand in principle and proposed correct wording be crafted for the draft agreement.

We also demanded an additional three days family responsibility leave to be granted to employees with parents that have fallen ill. The employer rejected this demand. We will engage further with the employer on this matter.

Paternity leave

We demanded that male employees be granted paternity leave under a surrogacy arrangement.

The employer accepted this demand. The employer cited the adoption and surrogacy leave provision of 45 working days which is equivalent to 8 weeks.

Temporary Incapacity Leave

We demanded the temporary incapacity leave to be granted by default to employees where the employer fails to comply with the thirty (30) days time frame for investigation and feedback. We also demanded that hospitalisation leave should be approved automatically and not be subjected to the normal approval process.

The employer rejected our demand. We highlighted that the employer often fails to comply with the thirty (30) days time frame and therefore penalises employees with elongated investigation. We will engage further with the employer on this matter.

Leave for religious observance

We demanded that Public Service Act (PSA) employees be granted three (3) days leave for religious observance per annum as it exists for employees who are not employed under (PSA).

The employer rejected our demand. We will engage further with the employer on this matter.

Bursary/Subsidy for Children of Public Service Employees

We demanded that the children of public service employees who attend higher education institutions be granted bursaries or be subsidised.

The employer indicated that the feasibility study investigation has been concluded and a report has been submitted to Council. The report will be presented to us.

We will engage further with the employer on this matter.

Resolution 3 of 2009

This matter will be dealt with in parallel process as per other outstanding agreements.

Terms of Agreement

We demanded a one-year term agreement.

The employer rejected our demand and stated that a multi-term approach will provide government sufficient time to implement agreements and policies.

We will engage further with the employer on this matter.

We will keep members updated on any developments.

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