



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

### REPORT NO 3 OF 2017

30 March 2017

WE can report that Council met on 30 March 2017 to deal with the following issues:

**2017/2018 Cost of Living Adjustment:** The employer reported that Treasury will not be able to adjust PERSAL by 1 April 2017, and that there would rather be a supplementary payroll run during the month of April 2017. The employer undertook to communicate the exact date as soon as possible.

**Non-filling of Vacancies and Restructuring Based on Operational Requirements:** We wanted to know from the employer whether the Public Service is being restructured or downsized, arguing that the current vacancies are having a serious effect on service delivery. In response the employer insisted that there is no restructuring or downsizing process underway, adding that it was trying to find ways to contain the wage bill and at the same time optimise service delivery. It was agreed that parties will engage further on this matter at the Special Council meeting of 12 April 2017.

**Pension Redress:** The PSCBC Secretariat reported that independent actuaries have been appointed and will meet with the Government Pension Administration Agency (GPAA). It was also reported that the PSCBC is still working on the website to find ways of informing applicants of the status of their applications.

**Scope of the Education Labour Relations Council (ELRC):** This

matter is about the inclusion of Further Education and Training (FET) colleges in the ELRC scope, which is in contravention of section 37 of the LRA. We undertook to report back to PSCBC at the next meeting.

**Draft Policy on Recognition of Prior Learning (RPL):** The employer reported its intention to develop a toolkit to facilitate implementation. We undertook to report back once our mandating processes have been finalised.

**Foreign Services Draft Bill:** The employer reported that it is still engaging on this matter internally, undertaking to report back once engagements have been finalised.

**Draft Bill on Border Management Authority:** We reported that we are still obtaining mandates on this matter.

**Amendments to Government Employee Pension Fund (GEPF) Benefits:** GEPF presented a draft Collective Agreement on the amendments and/or improvements of certain existing pension benefits. The next step is now to start negotiations which will culminate in a signed agreement. Once the agreement is signed, it will necessitate certain amendments to the GEPF Law.

**Disciplinary Code:** We proposed that Secretariat draft a work plan which will assist the parties to deal with this matter.

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