



PUBLIC SERVICE CO-ORDINATING BARGAINING COUNCIL (PSCBC)

REPORT NO 5 OF 2017

30 JUNE 2017

WE can report that the Public Service Co-ordinating Bargaining Council (PSCBC) met on 27 June 2017 to deal with the following matters:

Pension Redress Programme

As it was previously reported the PSCBC has appointed independent actuaries who will meet with the Government Pension Administration Agency (GPAA). A meeting took place and the matter has been concluded. The independent actuaries and the PSCBC have agreed on one common approach of compensating members of the fund who were discriminated against in the past.

The calculation approach or method is such that, cash benefits will be paid to qualifying members as compensation for the lost service. These benefits can be determined at a specific date and does not necessarily depend on the status of the member. This approach allows more flexibility in terms of calculation and payment, making it administratively more efficient.

A decision was made in the previous PSCBC meeting that members can access the status of their applications on the PSCBC website by entering their identification number. In the meantime, the PSCBC agreed on the appointment of Pricewaterhouse Coopers to do an independent verification of the benefits payable in terms of the pension redress programme.

Government Employees Pension Fund

Implementation of Actuarial Factors: The PSCBC was briefed by the Government Employee Pension Fund (GEPF) on the implementation of the actuarial factors. This required the GEPF to come back and give a comprehensive report on the work done by the actuaries. The PSCBC would then be able to make a decision on whether to give support for the actuarial factors to be applied

to exiting public servants. The GEPF representatives cautioned the PSCBC about the essence of time since members continue to terminate services with the fund.

Rule Change on Rotation of Trustees: The GEPF also advised the PSCBC that the current arrangement whereby members/trustees get voted out in totality causes the Fund to lose the more experienced trustees and this cycle continues every four years. In order to curb this, the GEPF proposed a two-year staggered introduction of Trustees so that they do not leave the GEPF at the same time.

Resolution 1 of 2015: (Agreement on the review and the impact of existing outsourcing and agentisation practices within the public service and conducting an independent study on the principles of decent work.)

REGEN has been appointed by Council to perform a primary research on the outsourcing, agentisation and collection of data as well as any relevant information. REGEN will furnish the PSCBC with a report in the next PSCBC meeting.

Concerning decent work agenda, the PSCBC will collaborate with ILO in conducting an independent review on the principle of decent work. The matter will also be tabled at the coming Collective Bargaining Indaba.

Resolution 2 of 2015: (Agreement on Salary Adjustments and Improvements on Conditions of Service in the Public Service for the Period 2015/16 – 2017/18.)

The Bursary Scheme and Recognition of Prior Learning (RPL): The employer will table proposals in the next PSCBC meeting of 28 July 2017 for us to consider and take the issues forward. The envisaged bursaries are supposed to be for the children of the public servants who will be going to higher education.

Resolution 3 of 2015: (Agreement on the review of the Government Employee's Medical Scheme (GEMS).)

There has been little progress on the implementation of this agreement. It was also agreed that the PSCBC should seek professional assistance for the committee in giving effect to the terms of reference. A further agreement on extension of the newly agreed time frame must still be signed.

Resolution 7 of 2015: (Framework agreement for the establishment of a government employees housing scheme (GEHS).)

The agreement requires a committee to monitor the establishment of the GEHS. Council established a committee, however the functions of this committee have been suspended. This is due to the fact that in a Council meeting of 28 September 2017 we gave a notice of the intention to declare a dispute on the implementation of this agreement. We have given the employer until the next PSCBC meeting to table a progress report otherwise we will refer a dispute.

Filling of funded vacant posts:

In terms of clause 14 of Resolution 1 of 2007 the employer is supposed to provide PSCBC with reports on the advertising and filling of posts in the public service every 6 months for dissemination to trade unions. These reports are not forthcoming.

We also demanded that the employer agree to fill all posts immediately when an incumbent has resigned so that service delivery is not affected. The employer advised the PSCBC that it will engage more with provinces and departments to unravel what has been causing these resignations and non-filling of the vacancies.

+++++

PROVINCIAL HOSPERSA OFFICES

Eastern Cape (043-722-3776)
KwaZulu-Natal (033-342-6847)
Northern Cape (053-842-2001)

Free State (051-448-4659)
Limpopo (015-295-3272)
North-West (018-462-3692)

Gauteng (011-791-2243)
Mpumalanga (013-752-6199)
Western Cape (021-591-9283)