

**PUBLIC SERVICE CO-ORDINATING BARGAINING COUNCIL (PSCBC)
2018/2019 SALARY NEGOTIATIONS**

REPORT NO 7 OF 2017

12 October 2017

WE can report that the Public Service Co-ordinating Bargaining Council (PSCBC) met on 6 October 2017 to start the negotiations on the conditions of service and annual salary increase. This was the first wage negotiations meeting in which we tabled the following demands:

Term of Agreement

A one year term agreement.

Review of Resolution 3 of 2009 (Salary Agreement)

A review of this agreement with the aim of reducing the period employees will wait for their grades to progress to the next salary level.

The second intention of reviewing this agreement is for the employer to allow employees to be rated above average on their performance when they have performed above average. The reason for this is to stop the employer from rating employees as average performers in order to cut costs.

The third intention is to abolish salary levels 1, 2 and 3; and make salary level 4 the entry level in the public service.

Annual Salary Increase

A sliding scale salary increase as follows:

- Employees on salary levels 4 to 7, salary be increased by 12%;
- Employees on salary levels 8 to 10, salary be increased by 11%; and
- Employees on salary levels 11 to 12, salary be increased by 10%.

Housing Allowance

Housing allowance be increased from R1 200 to R2 500 and that housing

allowance be paid to both spouses if they are public servants.

The savings option in the housing scheme should be voluntary and employees be paid their savings when resigning from the public service.

A definition of a permission to occupy (PTO) be drawn and circulated to all respective directorates to easily implement payment of housing allowance.

The Public Investment Corporation (PIC) must create a housing investment portfolio that will directly invest in the housing scheme.

Leave

Capped leave be paid to all public servants when they resign.

Family responsibility leave - age cap of 18 years for children who need assistance during illness be removed.

Family responsibility leave be granted to include the care of a sick parent and it should be increased by an additional 3 days.

Maternity leave be granted to employees under a surrogacy agreement.

Temporary Incapacity Leave (TIL) be granted to employees where the employer fails to comply with the 30 day timeframe for investigation and providing feedback to employees.

Hospitalisation leave be approved automatically and not be subjected to the normal approval process.

Religious observance leave of 3 days be granted to public servants.

Shop stewards leave - when shop stewards are on vacation leave and called to attend trade union activities

their vacation leave should be converted to shop steward leave.

Comprehensive Danger Allowance

A single comprehensive danger dispensation in the public service in line with clause 3.1 of PSCBC Resolution 5 of 2015 (Agreement on the New Danger Dispensation). All categories of employees identified by sector Councils who should be covered by danger dispensation should be added to annexure "A" of Resolution 4 of 2015 (Agreement on Review of Danger Allowance).

Pay Progression

Pay progression to be allowed beyond top salary notches as well as personal salary notches and the equalisation of pay progression for all public servants.

Lifting of the moratorium on the filling vacant of posts

The recent moratorium on filling of vacant posts must be lifted immediately.

Outstanding Agreements

All outstanding agreements need to be finalized and implemented during the current financial year.

Negotiations schedule / timetable

Parties will meet on the 20th October 2017 for the employer to respond to the demands and agree on the negotiations schedule.

Bursary/subsidy for children of public servants

Children of public servants who attend higher education institutions be granted bursaries or be subsidized.

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