

PUBLIC SERVICE CO-ORDINATING BARGAINING COUNCIL (PSCBC)

REPORT NO 9 OF 2017

30 November 2017

WE can report that the Public Service Co-ordinating Bargaining Council (PSCBC) met on 23 November 2017 to deal with the following matters:

2018/19 Salary Negotiations

The employer was expected to provide us with feedback to the wage demands we tabled in Council on the 06 October 2017.

The employer proposed the following as a response to the demands:

- That all issues that had a resolution signed on them be grouped together and be discussed in a special Council meeting, examples of such are demands on Resolution 3 of 2009, leave etc; and
- That the fundamentals, which are wage increase and housing allowance, be packaged separately.

We rejected the employer's proposal citing that our demands are a package and should be handled as such.

The employer then proposed a Council meeting to be scheduled for 7 December 2017 in order to present a response on the wage demands.

We requested that the employer arrange a separate meeting before the proposed 7 December 2017 council meeting. At this meeting, the employer could then present the responses so that labour can consolidate responses. The negotiations would then resume on the 7 December 2017.

The employer granted this request.

Government Employees Medical Scheme (GEMS) Draft Agreement

We presented our input on the draft as follows:

- That we do not have a problem with the draft agreement except for clause 5.2.2 which states the following: "4 members appointed by the admitted trade unions in the PSCBC, most representative within the Council and those trade unions also signatory to the principal agreement establishing GEMS, PSCBC Resolution 3 of 2015, and this agreement".

We proposed that the clause should read as follows: "four members appointed by the admitted trade unions to the PSCBC only".

The employer agreed to the proposal.

Council will do the necessary changes to the document and circulate it to parties for mandating and signing.

Government Employees Housing Scheme (GEHS) Draft Agreement

We proposed the following amendments to the draft agreement:

- That clause 4.4.2 which reads as follows: "six (6) members appointed by Parties to Council, being representatives from the admitted trade unions most representative of the trade unions signatory to principle agreement, PSCBC Resolution 7 of 2015".

We proposed that the clause should read as follows: "six (6) members appointed by Parties to the PSCBC".

The employer agreed with this proposal and also proposed an addition of another clause.

This addition will be clause 3.4.3 which will read as follows: "Trade Unions in appointing representatives to sit on the advisory board must follow a process of election from amongst their members, duly considering the individual constitutional requirements of those trade unions".

We agreed to the proposal.

Council will do the necessary changes to the document and circulate it to parties for mandating and signing.

Implementation of Public Service Regulations

We raised a concern about the implementation of the regulations, specifically chapter two.

The challenge is experienced with clause sixteen (16) which deals with financial disclosures. The challenge in the departments like the Department of Education is that some of the junior staff members are designated to deal with finances, and in terms of this section, they are expected to disclose their financial interests including loans etc. We are of the opinion that this is an infringement of personal privacy and would like this clause to be reconsidered.

The employer made an undertaking to look at this clause and consult with their principals. The employer will give feedback in the next meeting.

We will keep members updated on any developments.

++++

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)