



PUBLIC SERVICE CO-ORDINATING BARGAINING COUNCIL (PSCBC)

REPORT NO 9 OF 2018

17 May 2018

WE can report that wage negotiations at Public Service Coordinating Bargaining Council (PSCBC) continued on 15 May 2018 to try to reach a settlement agreement on annual salary adjustment and improvements on conditions of service.

The multi-term of three years which is 2018/19, 2019/20 and 2020/21 is no longer an issue and parties are generally in agreement thereof.

Salary Adjustment

The employer and organised labour still have not reached an agreement in this matter. Below are positions of both parties as of 15 May 2018:

Employer	Labour
Year 2018/2019	Year 2018/2019
Levels 1 to 7: 7%	Levels 1 to 7: 7%
Levels 8 to 10: 6.5%	Levels 8 to 10: 6.5%
Levels 11 to 12: 6%	Levels 11 to 12: 6%
Year 2019/2020	Year 2019/2020
Levels 1 to 7: CPI plus 1%	Levels 1 to 7: CPI plus 1.5%
Levels 8 to 10: CPI plus 0.5%	Levels 8 to 10: CPI plus 1%
Levels 11 to 12: CPI only	Levels 11 to 12: CPI plus 0.5%
Year 2020/2021	Year 2020/2021
Levels 1 to 7: CPI plus 1%	Levels 1 to 7: CPI plus 1.5%
Levels 8 to 10: CPI plus 0.5%	Levels 8 to 10: CPI plus 1%
Levels 11 to 12: CPI only	Levels 11 to 12: CPI plus 0.5%

Pay Progression

The employer agreed that the pay progression should be equalized and offered the following:

Educators and lecturers

- The employer's offer in year 1 is 0.2% and we demanded 0.3%;
- The employer's offer in year 2 is 0.3% and we demanded 0.2%.

Leave

Parties have agreed on all leaves as stated on our report 8 of 2018.

Housing (Delinking)

The employer wants to implement the delinking payment of housing allowance of spouses as follows:

- Year 1 = no implementation;
- Year 2 = Salary levels 1 to 5 implementation will be in July 2019;
- Year 3 = Salary levels 6 to 12 implementation will be in July 2020.

We demanded that the implementation should start in year 1 (2018/2019).

We further requested the employer to cost the delinking payment of housing allowance to spouses and provide the number of employees affected.

Housing Allowance Increase

The employer does not agree to our demand of increasing housing allowance to R1 500.00.

The employer still believes that the provision in the PSCBC Resolution 7 of 2015 covers well the increase in the housing allowance and has stated that it will pay the allowance as per inflation increases.

Comprehensive Danger Insurance

The PSCBC will ensure that research is conducted on comprehensive danger insurance within six (6) months when this agreement enjoys majority signatures.

Outstanding Matters

Parties agreed that the following outstanding matters must be referred to the Council for secondary processes:

- Resolution 3 of 2009;
- Resolution 4 of 2015; and
- Resolution 5 of 2015.

Moratorium on the Filling of Funded Vacant Posts

The matter is still under discussion, members will be kept up to date.

Abolishment of Salary Levels 1 to 3, Entry Level in the Public Service of Salary Level 4

The employer rejected this demand, and we await further engagement.

We will keep members updated on all the latest developments.



If you have not yet joined Hoppersa, please contact your Shop Steward or the Provincial Office (see below).

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