



# Public Service Pulse

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

### REPORT NO 12 OF 2016

2 December 2016

We can report that Council met on 30 November 2016 to deal with the following issues:

**Pension Redress Programme:** Council reported that the Committee met on 24 November 2016, but that the drafting of the close-out process of the pension redress programme could not be finalised as actuaries had not been appointed. The employer instructed Council to appoint the actuaries soonest, while we requested for the process to be finalised by 31 March 2017.

**Confirmation of Scope of Education Labour Relations Council (ELRC):** We reported that we were still in the process of getting final mandates from our principals on this matter and undertook to report back at the next meeting.

**Recognition of Prior Learning (RPL) Policy:** Council reported that a workshop would take place on 1 December 2016.

**Draft Foreign Services Bill:** Council reported that a workshop would take place on 2 December 2016. We requested that a report be presented to us before the workshop takes place.

**Draft Border Management Authority Bill:** The employer reported that it would request a workshop on this matter from the Department of Home Affairs.

**Government Employee Housing Scheme (GEHS) Consultative Committee:** Council reported that the functions of this committee were suspended, as a result of our intention to declare a dispute.

**Government Employee Medical Scheme (GEMS) Committee:** Council agreed to expedite the work tempo of this

committee with a view to finalising the GEMS review by 31 December 2016.

#### **Review of Outsourcing and "Agentisation" Practices & Principle of Decent Work (Resolution 1 of 2015):**

The secretariat reported that the agreement is being implemented, as per the agreed to implementation plan. The review and impact of existing outsourcing and "agentisation" practices, parties were informed that the interview questionnaires have been completed and are being circulated to identify participants. A summative report on the outcomes and assessments will then be submitted to Council. On the issue of conducting an independent study on the principle of decent work, Council agreed to a collaboration proposal by the International Labour Organisation (ILO) to review the principle of decent work. Council also agreed on the appointment of a joint project manager to assist in coordinating and giving effect to this programme.

**New Danger Dispensation (Resolution 5 of 2015):** A comprehensive review of the danger dispensation and modality of payment of danger allowances was already due in November of 2016. It was agreed that this will only be done by 31 December 2016.

**Review of Post-Retirement Benefits (Resolution 6 of 2015):** The employer is to conduct a feasibility study on the extension of post-retirement benefits. The due date for submission of such was November 2016.

**Amendments to Salary Adjustments and Improvements to Conditions of Service (Resolution 8 of 2015):** The secretariat reported that the agreement is

being implemented. Council monitors compliance through referrals of disputes to Council. It was further reported that the agreement will lapse on 1 April 2017.

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