



REPORT NO. 10 OF 2015

PUBLIC SERVICE CO-ORDINATING BARGAINING COUNCIL (PSCBC)

Council resumed on the 27th of March 2015 to take negotiations forward.

To Labour's surprise, the Employer invoked Clause 16.6 of the Constitution of the PSCBC and declared a dispute, citing that Labour has not been negotiating but just taking and demanding more in response to all of the offers the Employer had tabled at Council.

Now negotiations will go to conciliation as soon as suitable conciliator is available.

Hereunder is the progress made during these negotiations:

Government Employee Housing Scheme (GEHS)

The Employer tabled a new offer by increasing the housing allowance from R900 to R1100 per month, and herewith are the conditions:

- Employees who are either renting, owning houses or paying loans towards a housing bond shall receive the full R1100 per month.
- Employees who are neither owning, renting nor having houses will receive R600 per month, and the remaining R500 will be deposited in a saving scheme for a maximum of ten years. After ten years, the Employer will withdraw the amount and utilise it to assist the Employee towards attaining a house.
- The housing allowance shall be adjusted by the Consumer Price Index (CPI) each year, with effect from 1 April 2018.

Remuneration of educators receiving priority

As reported in the last update, Labour presented its proposal, which seeks to address the difference in pay progression between educators and other public servants. Currently, educators receive 1% on pay progression, while other public service employees are getting 1.5%.

The Employer will be seeking a mandate from its principals in this regard.

Review of the Performance Management Development System (PMDS)

Labour provided a written response to the Employer's diagnostic report, and there will be some engagements after the Employer has studied the document from Labour.

Salary adjustments

The Employer presented its so-called new and final offer to Labour in the following manner:

They want a multi-term agreement to be signed by Council – 2015 through 2018:

Period	Salary adjustment offer by the employer	Labour's response
First year	CPI plus 1% which equals 5.8%	10%
Second year	CPI plus 0.5%	Single Term
Third year	CPI plus 0.5%	Single Term

As one can see from the above table, Labour is insisting on a single- term agreement for this round of negotiations.

Council will await the availability of a conciliator to bring parties together.

– Released by the Office of the General Secretary