



**REPORT NO. 12 OF 2015
PUBLIC SERVICE CO-ORDINATING BARGAINING COUNCIL (PSCBC)**

Conciliation kicked off for Day Two of the three days set aside by Council in an attempt to bring the Parties together. Some progress was achieved last night, with Labour considering the Employer’s multi-term proposal, and tabling its own demands with respect to it.

The current status of negotiations is as follows

Labour	Employer
<p>Salary adjustments - 10% in the first year 2015/2016 - CPI plus 3% in the second and third year (2016/2017 and 2017/2018)</p>	<p>- 5.8% in the first year, and Employer busy obtaining a fresh mandate. - Still CPI plus 0.5% in the second and third year (2016/2017 and 2017/2018) – and Employer busy obtaining a fresh mandate.</p>
<p>Housing Scheme Labour has moved to R1425 per month.</p>	<p>The Employer has moved to R1300 per annum – and busy obtaining a fresh mandate.</p>
<p>Medical Aid CPI adjustment since 2012 Labour demanded a 28.8% adjustment, to address the current requirements as well as previous shortfalls.</p>	<p>The Employer has agreed.</p>
<p>Annual Bonus Payments Labour has been demanding that employees be given a once-off choice of when they want their bonus paid –</p>	<p>The Employer has agreed to this demand.</p>

<p>other than fixing it on one's birthday.</p>	
<p>Maternity Leave Originally Labour demanded that it be increased to six months. This demand has been put aside for now, and Labour will accept the current four months.</p> <p>Family Responsibility Leave For the first year 2015/2016: 5 days For the second year 2016/2017: Add 2 days to make it 7 days. For the third year 2017/2018: Add three days to make it 10 days.</p> <p>Paternity Leave For the first year 2015/2016: 3 days For the second year 2016/2017 Add 3 days to make it 6 days. For the third year 2017/2018: Add 4 days to make it 10 days.</p>	<p>Remains with four months.</p> <p>The Employer is fixed on the five days given.</p> <p>The Employer remains fixed on three days.</p>
<p>Equalisation of Medical Scheme Labour demands that the medical aid allowance for the open schemes and GEMS be equalised.</p>	<p>The Employer has rejected this demand.</p>
<p>Number of Dependents for Retired Medical Aid Scheme Members Labour is demanding that the Employer should increase the number of dependents a retired member may have on his/her medical scheme.</p>	<p>At the moment the Employer is fixed on Member + 1 dependent.</p>

GEMS Operations

Labour reiterated to the Employer that GEMS is not servicing members as required, and is demanding that this matter be included in the agreement as an issue to be dealt with going forward.

The Employer agreed.

Parties are meeting again today to see if negotiations can be finalised. Provinces are requested to study the progress update and provide Collective Bargaining with their **consolidated mandates by Monday, 20th of April 2015.**

– Released by the Office of the General Secretary