



PUBLIC SERVICE CO-ORDINATING BARGAINING COUNCIL (PSCBC) REPORT NO 27 OF 2015

The following matters were discussed at a meeting, held on the 11th December 2015.

1. Irregular cancellations of membership

This matter was placed on the Council agenda by Hospersa, following our experience, where some unions and the employer are not adhering to section 13(3) of the Labour Relations Act, which regulates the authorisations and cancellations of deductions pertaining to union subscriptions. The National Education, Health and Allied Workers' Union (Nehawu) requested that the matter be deferred to the first council meeting, as they are experiencing the same challenges and would like to formally join Hospersa on this issue.

The matter has been deferred to the next meeting.

2. PHSDSBC – Constitutional amendments

The amendment to the constitution of the PHSDSBC (which has been signed by all parties in that sector) was presented to the PSCBC for ratification before it could be accepted and adopted by the Department of Labour.

The constitution was ratified.

3. Pension redress

Council reported that they have received a closing report from Moyana & Associates, the company appointed to audit and verify the non-qualifying pension applications in the PSCBC Pension Redress Programme. The findings were as follows:

- 0.4% (15 forms) were changed from *Do not Qualify* to *Qualify*;
- 38.8% (14 632 forms) have inadequate information – ‘Errors’; and
- 60% (22 637 forms) *Do not Qualify*.

Labour noted the report, and urged the Employer to commence with payment of the first batch of qualifying applicants at the same time as continuing with the necessary processes around the report.

4. Address by Government Employees Pension Fund (GEPF) – Amendments to Benefit Structure

The GEPF was called upon to explain the formula used in determining the pension payouts of members affected by the Clean Break Principle after divorce, following payment of half the member’s pension benefits to the other spouse.

The GEPF explained that after numerous complaints and submissions, a decision was taken to ensure that the pension member is not adversely affected. What is going to happen is:

- The member’s pension benefits will be calculated in full, including the years of service. After the full calculation has been done, only the amount that has been paid out to the other spouse will be deducted from the total amount.
- Those members who are currently being negatively affected by this principle, will have their situation corrected, in line with the new decision.

Labour requested that the GEPF provide this explanation in writing.

5. Establishment of Border Management Agency

This matter has been deferred to the next meeting.

6. Amendment: Public Service Regulations

Council is awaiting dates for a workshop on these amendments from the Department of Public Service and Administration.

7. Application: Organisational Rights (SA Liberated Public Sector Workers Union)

The application lodged did not comply with the minimum legal requirements.

– Released by the Office of the General Secretary