

**PUBLIC SERVICE CO-ORDINATING BARGAINING COUNCIL (PSCBC)****REPORT NO 1 OF 2019**

WE can report that the Public Service Co-ordinating Bargaining Council (PSCBC) met on 29 January 2019 and the following matters were discussed:

Department of Public Service and Administration (DPSA): Incorrect Taxation

In the previous meeting Labour requested the employer to provide a report on this matter. A report was provided, however it did not include the Department of Correctional Services (DCS).

The employer indicated that it has not met with DPSA, DCS and Treasury and as a result cannot provide an updated report.

Labour requested that the employer issue a standard letter to affected employees informing them of how much they owe.

Education Labour Relations Council (ELRC) – Confirmation of Scope as Certified by the Registrar of Labour

In the previous meeting it was agreed that the General Secretaries of PSCBC, ELRC and General Public Service Sector Bargaining Council (GPSSBC) should engage on this matter.

The General Secretary (GS) of the PSCBC reported that a meeting was convened by the three GS's and a report was provided.

Labour indicated that it will seek

mandates on the recommendations made.

Draft Policy on Recognition of Prior Learning (RPL) for the Public Service

Labour indicated that it has a mandate to agree on this policy. However, Labour requested the employer to update the details of the government officials appearing on the policy because some of the signatories no longer hold those positions.

Applicability: Section 198B – Fixed Term Contracts

It was previously reported that the matter regarding Section 198B (Fixed Term Contracts) had two conflicting judgements at the Labour Court on whether it is applicable for the entire public service or not.

Labour has maintained its view that Council would need to conclude an agreement which would ensure that section 198B is applicable for the entire public service.

The GS of the PSCBC announced that the seminar to discuss this matter will take place on 21 February 2019.

Provision on PERSAL to Enable Implementation of Tax Act Provisions

The employer previously indicated that it is still busy compiling a submission for tabling in Council.

06 FEBRUARY 2019**PSCBC Resolution 2 of 2015 – Agreement on Salary Adjustment and Improvement on Conditions of Service: Clause 9 – Bursary Scheme**

Labour provided the employer with a written response regarding the report on the feasibility of providing a bursary scheme for children of public servants.

The employer indicated that it will look into Labour's response and will respond in the next Council meeting.

Clause 8 – Outstanding Matters – Previous Resolutions:**• Clause 8.1.1 – Resolution 3 of 2009**

The employer indicated that it is not ready to respond as there are still internal processes taking place.

• Clause 8.1.2 – Resolution 4 of 2015 (Clause 4.1.4) and Clause 8.1.3 – Resolution 5 of 2015 (Clause 3)

The Secretariat reported that the Safety and Security Sectoral Bargaining Council (SSSBC) has submitted a list of additional categories for danger allowance. All sector Councils have submitted their lists of additional categories for danger allowance to PSCBC.

• Clause 7 – Comprehensive Danger Insurance

After the employer proposed certain deletions and replacement on the terms of reference for research on this matter, Labour also made inputs

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by proposing the deletion of "limitation" on one clause and the employer agreed. Labour further proposed the entire deletion of two clauses that the employer also agreed to. The terms of reference will now be given to a research team that will do a study on the feasibility of comprehensive danger insurance.

Government Employees Pension Fund (GEPF) – Progress made in the Fund

Representatives from the GEPF made a presentation on the status of the fund. We were assured that the GEPF is a sound entity and is growing. Labour was further informed that the issue of the GEPF's writing off debts is not true but instead it does impairments of assets on debts.

PSCBC Resolution 1 of 2018: Clause 8.2 – Moratorium on the Filling of Funded Vacant Posts

The employer provided Labour with three reports, the first report was a headcount and the other two reports were the first and second quarters of filled vacancies. Labour rejected the reports as they are not accurate.

We demanded that the employer goes back and double-check these reports.

PSCBC Resolution 1 of 2018: Clause 5.2.1 – Temporary Incapacity Leave

Labour demanded that the employer add a default clause on the Policy and Procedure on Incapacity and Ill-Health Retirement (PILIR) as at times our

members are not able to submit leave within the five days when they are sick as provided for in the policy. This results in our members being forced to take unpaid leave or paying the employer.

This is while the employer has 30 days to respond to the employees' applications of temporary incapacity leave.

Increase to the Child Pension Benefit Framework

Labour tabled this matter in the previous meeting requesting the employer to include a lifelong dependency child pension where a member's child is and will be dependent on the member's pension for all their life. The employer indicated that it is engaging the GEPF on this matter and will respond in the next Council meeting.

Emergency Medical Service (EMS) 30% Overtime Payments

Labour requested the employer to review the capping of overtime as our members cannot be expected to work unpaid overtime if they have worked the 30% capped overtime. The employer indicated that the health sector is allowed to deviate from the capped 30% overtime.

We will keep members updated on all latest developments.

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