

## PSCBC WAGE NEGOTIATIONS UPDATE

REPORT NO 10 OF 2018

08 June 2018

WE can report that wage negotiations at Public Service Coordinating Bargaining Council (PSCBC) for the annual salary adjustment and improvements on conditions of service are yet to be finalised after the employer tabled its final offer on 21 May 2018.

The employer's final offer is summarized as follows:

### Salary Adjustment

#### Year 2018/2019

- Levels 1 to 7: **7%**
- Levels 8 to 10: **6.5%**
- Levels 11 to 12: **6%**

#### Year 2019/2020

- Levels 1 to 7: **CPI plus 1%**
- Levels 8 to 10: **CPI plus 0.5%**
- Levels 11 to 12: **CPI only**

#### Year 2020/2021

- Levels 1 to 7: **CPI plus 1%**
- Levels 8 to 10: **CPI plus 0.5%**
- Levels 11 to 12: **CPI only**

### Pay Progression

The employer agreed that the pay progression should be equalized and offered the following:

#### Educators and lecturers

- The employer's offer in year 1 is 0.2% and we demanded 0.3%;
- The employer's offer in year 2 is 0.3% and we demanded 0.2%.

### Housing (Delinking)

The employer wants to implement the delinking payment of housing allowance of spouses as follows:

- Year 1 = no implementation;
- Year 2 = Salary levels 1 to 5 implementation will be in July 2019;
- Year 3 = Salary levels 6 to 12 implementation will be in July 2020.

The agreement will take effect upon signing by majority parties in the Council.

**Hospersa rejected this offer and we have made it clear that we will not be signing the draft agreement.**

We have received reports that some Unions in the Council have accepted the offer however majority parties have not yet signed.

We are also aware that there is a planned strike by the Public Service Association (PSA) on 11 June 2018.

Unfortunately, Hospersa members cannot participate in the strike due to the fact that Hospersa members are predominantly health care workers and fall within the essential services category.

However, we are looking at other avenues regarding a way forward in putting further pressure on the employer to not implement this offer without majority parties signing.

We will keep members updated on all the latest developments.

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### Why join Hospersa?

- 1) Individual indemnity cover of up to **two million rand** per member
- 2) Death benefit of **R4 392** for principal members after 6 months of membership
- 3) **Professional legal assistance** for labour-related issues at the CCMA and Labour Court
- 4) Collective bargaining **negotiating salaries** and other substantive conditions of employment
- 5) Trained, democratically-elected **shop stewards**
- 6) Representation at **disciplinary hearings**, grievance procedures and incapacity processes
- 7) Representation on **various committees**, including Employment Equity and OHS
- 8) **General Meetings** with members
- 9) Bilateral **meetings with management**
- 10) Service provider benefits including **discounts on services** and stays at holiday resorts

**Contact your Provincial Office on the numbers below and we will process your application as soon as possible.**

### PROVINCIAL HOSPERSA OFFICES

**Eastern Cape** (043-722-3776)  
**KwaZulu-Natal** (033-342-6847)  
**Northern Cape** (053-842-2001)

**Free State** (051-448-4659)  
**Limpopo** (015-295-3272)  
**North-West** (018-462-3692)

**Gauteng** (011-791-2243)  
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