

**PUBLIC SERVICE CO-ORDINATING BARGAINING COUNCIL (PSCBC)****REPORT NO 13 OF 2018**

WE can report that the Public Service Co-ordinating Bargaining Council (PSCBC) met on 3 October 2018.

We raised procedure and substantive issue with the employer who keeps issuing circulars while there are still engagements on those matters in the Council.

The following matters were discussed:

**Department of Public Service and Administration (DPSA) Circular: Implementation of Clause 6 of the PSCBC Resolution 1 of 2018 – Housing Allowance for Public Service Employees**

We demanded that this circular (that deals with delinking of payment of housing allowance to spouses of public servants) posted on DPSA website be removed. We further demanded that the employer withdraw the circular from the Heads of Department and instruct them not implement the circular. The employer noted the demands and apologized for issuing the circular while the matter is still being dealt with at the Council. The employer will withdraw and immediately replace it with another. The employer tabled a draft circular that it will replace the current one with. We wanted the employer to take us through some provision on the draft circular and indicated that we want some clauses deleted. The employer agreed to the deletion of

those clauses. We also proposed that the date of 1 September 2018 on the circular, when level 1 to 5 start to receive housing allowance, be changed to 1 September 2018 to a month after the circular has been issued. This will allow the employees who have not applied for the housing be given a window period to do so. We further proposed that the employer update the determination on housing issued in 2012 so that it can include issues that are in Resolution 1 of 2018. The employer noted the proposals and will revert back to us.

**DPSA Circular: The Amended Determination and Directive on Leave of Absence in the Public Service – Implementation of PSCBC Resolution 1 of 2018**

We demanded that the employer not specify the age cap of the children of employees on the circular. The employer indicated that the age cap is legislated. We noted the employer response and that we are willing to negotiate the age cap. We thereafter requested the Secretariat to include the matter on the agenda of Council.

**Compulsory Severance Package**

We informed the employer that we are aware of a circular that was issued by the Department of Health in Limpopo regarding compulsory pension retirement age. We further informed the employer that this circular is forcing our

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members to retire before they want to go on retirement. We also reminded the employer that this issue was rejected when presented at the level of Council and now the employer is doing it without our knowledge. The employer appreciated being made aware of the circular and will take the matter to its principals. The employer will respond on this matter in the next Council meeting of 10 October 2018.

**Government Employees Housing Scheme Advisory Board**

We raised concerns at the slow pace of operation of the advisory board as there was only one meeting held since the advisory board was established. Even that meeting did not deal with substantive issues, it was more of an introductory meeting. We indicated that this has an impact on the implementation of Government Employees Housing Scheme. We proposed that the Secretariat must write to the Minister of DPSA to intervene on this matter urgently.

We will keep members updated on all latest development.

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**If you have not yet joined Hospersa, please contact your Shop Steward or the Provincial Office (see below).**