



## PUBLIC SERVICE CO-ORDINATING BARGAINING COUNCIL (PSCBC)

### REPORT NO 14 OF 2018

11 OCTOBER 2018

WE can report that the Public Service Co-ordinating Bargaining Council (PSCBC) met on 10 October 2018 and the following matters were discussed:

#### Implementation of PSCBC Resolution 1 of 2018, Adjustment and Improvement on Conditions of Service in the Public Service for 2018/2019, 2019/2020 and 2020/2021: Clause 8 – Outstanding Matters – Previous Resolutions:

- **Clause 8.1.1 – Resolution 3 of 2009**

The employer indicated that it is still busy with its internal processes of sourcing a mandate on this matter. The employer further indicated that this matter is receiving urgent attention as it is busy with the costing. We indicated that there are timeframes on the agreement which have not been adhered to by the employer. The employer will report on the progress in the next Council meeting.

- **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 it wrote letters to the Sector Councils to provide additional categories to be added on the list for danger allowance. Secretariat further reported that the Education Labour

Relations Council (ELRC) does not have additional categories to add. The other Sector Councils will submit the additional categories by 31 October 2018.

#### Clause 7 – Comprehensive Danger Insurance

The employer presented its inputs on a document that was prepared by the Secretariat. We requested time to go through the employer's inputs and we will report back in the next Council meeting.

#### Government Employees Housing Scheme Advisory Board

The Secretariat reported that it has written a letter to the Minister as requested in the previous Council meeting. The Minister has not responded yet. We indicated that we want this matter to be dealt with before next week as it is urgent.

#### Compulsory Severance Package

The employer indicated that the compulsory retirement age is 65 years but employees have a choice to retire before that age. The employer also indicated that from its investigation there are more provinces who are applying the compulsory retirement before the employees reach the age of 65. The employer further indicated that the Public Service Act, no. 103 of 1994 is being misinterpreted by the provinces. The employer will send the

communiqué to all the provinces on how this issue should be treated. We indicated that we want the employer to provide us with the communiqué before it sends it to the provinces. The employer agreed to provide us the communiqué next week.

#### Resolution 1 of 2015: Agreement on the Review and the Impact of existing Outsourcing and Agentisation Practices within the Public Service and Conducting an Independent Study on the Principles of Decent Work

The Secretariat presented a final draft report which the Executive Committee has recommended that Council adopt so that parties can engage the report next week. Parties to Council adopted the report.

We will keep members updated on all latest development.

++++++



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

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

#### PROVINCIAL HOSPERSA OFFICES

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

**Gauteng** (011-791-2243)  
**Mpumalanga** (013-752-6199)  
**Western Cape** (021-591-9283)