



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

### REPORT NO 2 OF 2018

WE can report that the Public Service Co-ordinating Bargaining Council (PSCBC) met on 25 January 2018 to continue with the negotiations for salary adjustments and new conditions of service (2018/2019 financial year) for all public servants.

We insisted that everything be done in plenary and demanded that the employer should table a conclusive offer that we could respond to and use to report to our mandating structures.

The employer agreed and tabled an offer as follows:

#### Term of Agreement

The employer tabled a five-year term agreement and cited that it will support stability within the labour industry and allow Council to deal with other issues.

We responded by stating that we can only support a three-year term agreement citing that the current economic instability in the country does not warrant the proposed five-year agreement.

#### Annual Salary Adjustment

As per the proposed term of agreement, the employer presented the following offer:

- **2018/19 Financial Year**

The employer proposed the following:

**CPI + 1.5%** for level 1 to level 7  
**CPI + 1%** for level 8 to level 10  
**CPI + 0.5%** for level 11 to level 12

We responded by demanding the following:

**CPI + 3%** for level 1 to level 7  
**CPI + 2%** for level 8 to level 10  
**CPI + 1%** for level 11 to level 12

- **2019/20 Financial Year**

The employer proposed the following:

**CPI + 1%** for level 1 to level 7  
**CPI + 0.5%** for level 8 to level 10  
**CPI + 0%** for level 11 to level 12

We responded by demanding the following:

**CPI + 3%** for level 1 to level 7  
**CPI + 2%** for level 8 to level 10  
**CPI + 0.5%** for level 11 to level 12

- **2020/21 Financial Year**

The employer proposed the following:

**CPI + 1%** for level 1 to level 7  
**CPI + 0.5%** for level 8 to level 10  
**CPI + 0%** for level 11 to level 12

We responded by demanding the following:

**CPI + 3%** for level 1 to level 7  
**CPI + 2%** for level 8 to level 10  
**CPI + 1%** for level 11 to level 12

**29 January 2018**

The employer also proposed CPI salary increases only for the 2021/22 and the 2022/23 financial years. We rejected this proposal.

We will factor in the nursing profession and other Occupation Specific Dispensation (OSD) employees as the employer has excluded them from this offer and we will report back.

#### Pay Progression

The employer has agreed to equalize the pay progression paid to all public service employees. All public service employees will receive a 1.5% pay progression annually and the implementation will be dealt with at sector level.

However, the employer disagrees with the payment of pay progression to employees that receive personal notches.

#### Family Responsibility Leave

We demanded the removal of the age cap of 18 years for children who need to be assisted by their parents when falling ill.

The employer agreed to this demand in principle and proposed that it be dealt with in terms of clause 4 of PSCBC Resolution 2 of 2015.

#### Surrogacy leave

Parties agreed that they will be eligible to surrogacy leave equivalent to maternity

leave which is four months of consecutive calendar months to commence from the expected date of the birth of the child.

#### **Temporary Incapacity Leave**

Parties agreed that the employer will develop a guiding document on Temporary Incapacity Leave and table it with the reviewed Policy and Procedure on Incapacity Leave and Ill Health Retirement (PILIR) in the PSCBC for consultation. We also demanded the incorporation of timeframes for completing the task and proposed the end of February 2018.

#### **Leave for Shop Stewards**

Parties agreed that leave taken by a shop steward while initially on vacation-leave to be converted to leave for trade union activities.

#### **Housing Allowance**

##### **a. Increase in Housing Allowance**

The employer still believes that the provision in the PSCBC resolution 7 of 2015 covers well the increase in the housing allowance. We revised our initial demand of R2500 per month to R1500 per month.

##### **b. Payment of Housing Allowance to both Spouses**

Parties agreed on this for the purpose of the payment of the housing allowance.

##### **c. PIC Investment in Housing Scheme**

Parties agreed that the Public Investment Corporation (PIC) must create a housing investment portfolio that will direct investments of the scheme. The advisory body established as per Resolution 5 of 2017 must give effect to this provision. We also demanded the inclusion of timeframes with the end of February 2018 as the deadline.

#### **d. Definition of Permission to Occupy (PTO)**

The employer will take the responsibility of developing a definition of the Permission to Occupy (PTO) and will circulate it to all departments for ease of implementation.

#### **Comprehensive Danger Insurance**

The PSCBC will research to benchmark within 6 months from date of signing of this agreement.

#### **Outstanding Matters**

The employer proposed that the following matters be referred back to Council for a secondary process of review that must be completed within 6 months from the date this agreement;

- Resolution 3 of 2009;
- Resolution 4 of 2015 clause 4.1.4; and
- Resolution 5 of 2015 clause 3.

#### **Lifting of the moratorium on the filling of vacant posts**

The employer will conduct an audit to establish where such practices may exist and that this process must be completed within 6 months from the date this agreement.

#### **Bursary Scheme**

Parties agreed on a process to establish a bursary scheme for children of public servants.

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 **R3 993** 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

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