

**PUBLIC SERVICE CO-ORDINATING BARGAINING COUNCIL (PSCBC)****REPORT NO 2 OF 2019****28 FEBRUARY 2019**

WE can report that the Public Service Co-ordinating Bargaining Council (PSCBC) met on 27 February 2019 and the following matters were discussed:

DEPARTMENT OF PUBLIC SERVICE AND ADMINISTRATION (DPSA) CIRCULAR 1 OF 2019: NOTICE OF A REDUCTION IN THE PERCENTAGE ALLOCATION OF REMUNERATION BUDGETS FOR THE PAYMENT OF PERFORMANCE BONUSES FOR ALL CATEGORIES OF EMPLOYEES WITH EFFECT FROM 1 APRIL 2019

The employer issued a circular on 30 January 2019 which instructs the national and provincial departments to reduce their budgets for payment of performance bonuses over the next three financial years.

Labour raised a concern over the employer issuing a circular that affects the workers' conditions of service without first consulting labour on the matter.

Labour informed the employer that it has disregarded the prescripts of the Labour Relations Act (LRA) and the Constitution of the PSCBC which prescribes how matters of rights are to be dealt with.

Labour instructed the employer to withdraw this circular and start by consulting with labour at the PSCBC on the envisaged changes to the policy.

The employer responded by indicating that it does not have a mandate to withdraw the circular, but will first source a mandate from its principals.

DPSA ADVISORY NOTE: REFERENCE CHECKING AGAINST SOCIAL MEDIA PROFILES

Labour raised a concern on the advisory note issued by the DPSA on 30 January 2019. In the advisory note, national and provincial departments are advised to also extend reference checking to social media accounts to align verifications to comments or behaviour by applicants on these platforms over and above the normal verification checks used in the Z83 application form used in the public service. Departments are further advised to request consent from the candidate(s) for purposes of accessing their social media accounts.

Labour indicated that this is an infringement of candidates' constitutional rights and will disadvantage candidates who would want to exercise their rights by refusing to give consent to the employer to access their social media accounts.

Labour also raised its frustrations on the DPSA Minister's appearance on media platforms announcing this new addition to reference checking of candidates.

As with the DPSA Circular 1 of 2019, Labour instructed the employer to withdraw this advisory note by 01 March 2019.

Labour indicated that it reserves its rights in the event that the employer fails to withdraw the advisory note.

FOREIGN SERVICE BILL CONSULTATION & REPRESENTATION TO THE PORTFOLIO COMMITTEE ON INTERNATIONAL RELATIONS

This matter was placed in Council by one of the trade unions and was not discussed in a labour caucus where all the other unions could have an opportunity to provide input on the matter.

Labour decided to provide two (2) weeks for each Union to give inputs on the matter so that it can present a consolidated labour position to Council.

Labour requested that the matter be deferred to the next special Council meeting.

Labour will advise Council of such a meeting when it is ready.

We will keep members updated on all latest developments.

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