



# Public Service Pulse

## PUBLIC SERVICE CO-ORDINATING BARGAINING COUNCIL (PSCBC) REPORT NO 4 OF 2017

13 April 2017

WE can report that Council met on 12 April 2017 to deal with the following issues:

**Non-filling of Vacancies and Restructuring Based on Operational Requirements:** Parties engaged further on this matter as agreed on the meeting of 30 March 2017. We pointed out to the employer that we believe that this matter is transversal and should be dealt with in the PSCBC instead of the Chambers. We also indicated that the restructuring and offer of early retirement without penalty is happening in some departments. We demanded that if the employer is actually restructuring and offering early retirement without penalty, it must happen in all the departments. This is because our members in other departments are penalised if they want to take early retirement. The employer denied restructuring, rather saying that it is embarking on strategic realignment to optimise service delivery. The employer further retorted that the issue of early retirement is the prerogative of the employer. We also demanded that the employer brings these fragmented processes to the PSCBC so they can be co-ordinated and aligned. The employer indicated that it will seek a mandate from its principals and engage us further. We warned the employer that we will no longer participate on these processes in all the chambers.

**Draft Organisational Rights Agreement:** The PSCBC Secretariat reported that it drafted the Organisational Rights Agreement and consulted legal experts who advised

that some clauses need to be amended. The secretariat took parties through the draft agreement clause by clause. Parties agreed that they will seek mandate and will revert back to Council.

**Amendments to Government Employee Pension Fund (GEPF) Members Benefits:** Parties support the amendments to members' benefits however all the clauses that relate to the benefits still need to be negotiated. We made proposals on clauses that need to be reconsidered and employer will relay the proposals to GEPF and revert back to us on the 03 May 2017.

**Wage Negotiations Protocol Agreement:** The PSCBC Secretariat presented the agreement for wage negotiations process which will commence with a pre-negotiation convocation in June 2017, negotiations period starting in October 2017 and anticipate finalising the negotiations at the end of November 2017. Parties agreed on rephrasing of some of the clauses before signing on the agreement.

**2017/2018 Cost of Living Adjustment:** The employer reported that employees who receive their salaries on the 15<sup>th</sup> will receive their normal salaries and the increase separately but on the same day. The employees who receive their salaries after the 15<sup>th</sup> will get their salaries with the increase included.

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