



PUBLIC SERVICE CO-ORDINATING BARGAINING COUNCIL (PSCBC)

REPORT NO 7 OF 2019

12 JUNE 2019

WE can report that the Public Service Co-ordinating Bargaining Council (PSCBC) met on 11 June 2019 and the following matters were discussed:

Applicability of Section 198B – Fixed Term Contracts

The employer previously reported that contracted employees who qualify to be appointed in permanent position within the public service are those that are between salary levels 1 to 7, as per the Basic Conditions of Employment Act (BCEA) thresholds as determined by the Minister of the Department of Public Service and Administration (DPSA). Labour tabled a draft agreement on this matter. The employer was expected to respond on this matter in this meeting, however the employer indicated that it was still busy formulating a response and will present it in the next Council meeting.

Labour: Provision on PERSAL to enable Implementation of Tax Act Provisions

The employer had previously indicated that it has consulted South African Revenue Service (SARS) on this matter. SARS indicated that it is the only institution that can issue directives on such a matter. Labour indicated that it is busy sourcing a mandate on the employer's response and the matter was deferred to this meeting. In this meeting, labour indicated that it is still busy sourcing a mandate and will respond in the next Council meeting.

PSCBC Resolution 2 of 2015 (Clause 9: Bursary Scheme)

This matter was one of the demands during the 2018 wage negotiations. In the previous meeting the employer reported that it is of the view that there is no need to consider a bursary scheme for children of

public servants as there is free education for qualifying students at institutions of higher learning. Labour raised a point that most Public Servants' children do not qualify for free education and requested the employer to reconsider its response. The employer indicated that it stands by its response and labour asked for the matter to be deferred to this meeting. In this meeting, labour indicated that it was still seeking a mandate on the employer's response.

Clause 8: Outstanding Matters – Previous Resolutions

In the previous meeting labour indicated that it will consolidate the additional categories for danger allowance submitted by Sector Bargaining Councils and will present it in this meeting. In this meeting labour asked for the matter to be deferred to the next Council meeting as labour has not finalized consolidating the list of categories.

Resolution 1 of 2018 (Clause 8.2: Moratorium on the Filling of Funded Vacant Posts)

The employer requested that the matter be deferred to the next Council meeting as it has not finalized compiling the report.

Resolution 1 of 2018 (Clause 5.2.1: Temporary Incapacity Leave)

The employer was previously expected to respond to labour's demand of inserting a default clause on the policy if the employee did not apply for temporary incapacity leave on time as the employer also does not respond to the applications on time. However, the employer indicated that it was still seeking a mandate. In the previous meeting the employer reported that its mandating committee has not met and in this meeting it was also reported that

the mandating committee still has not met. The matter was deferred to the next Council meeting.

Emergency Medical Services (EMS) 30% Overtime Payments

Previously labour informed the employer that there were inconsistencies in the application of the 30% overtime payment. The employer asked labour to provide proof of the inconsistency application. Labour was suppose to provide proof in the previous meeting however in that meeting labour informed the employer that it was still busy gathering the information and will present it in the next meeting. In this meeting labour requested to present the information in the next Council meeting as it was still busy gathering the information.

The Proposed Scope of Bargaining Councils in Respect of the Technical and Vocation Education and Training (TVET) Lecturers and Support Staff

In the previous meeting, the Secretariat reported that it has invoked the provisions of the Constitution of Council on this matter, in which it is proposed that Lecturers fall under the Education Labour Relations Council (ELRC) and Support Staff fall under the General Public Service Sector Bargaining Council (GPSSBC). The Secretariat wrote to these two affected Bargaining Councils informing them of the intention to amend their scope and the possible impact thereof. The two Bargaining Councils were requested to submit inputs by 26 June 2019. It was reported in this meeting that the Council is still waiting for the inputs.

We will keep members up to date on developments.

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